



JPC Staff Members, Mandela Day

### EE Gap Analyses and Targets: Skilled Technical, Junior Management, Superintendents/Supervisors

Occupational Level	Males				Females			
	A	C	I	W	A	C	I	W
Actual %	55%	1%	2%	5%	28%	4%	1%	2%
Target %	38%	2%	1%	9%	38%	2%	1%	9%
Gap %	17%	-1%	1%	-4%	-10%	2%	0%	-7%

The analysis in the table above shows the under-representation of coloured and white males, and African and white females. The majority employees within this category is technical trades and specialists. Preference will be given to suitably qualified candidates when appointments are made.

### EE Gap Analyses and Targets: Semi-Skilled and Administration Level

Occupational Level	Males				Females			
	A	C	I	W	A	C	I	W
Actual %	66%	7%	2%	1%	20%	4%	0%	0%
Target %	38%	2%	1%	9%	38%	2%	1%	9%
Gap %	28%	5%	1%	-8%	-18%	2%	-1%	-9%

The analysis above specifies that females are under-represented. This level consists of junior operators (artisan supports, handymen and drivers). Hence, females and people with disabilities will be targeted for suitable administrative positions.