



PLEASE READ THIS FIRST

SECTION A: EMPLOYER DETAILS & INSTRUCTIONS

PURPOSE OF THIS FORM

This form enables employers to comply with Section 21 of the Employment Equity Act 55 of 1998, as amended.

This form contains the format for employment equity reporting by designated employers to the Department of Labour.

WHO COMPLETES THIS FORM?

All designated employers. Employers who wish to voluntarily comply with Chapter 3 of the Act are also required to complete this form.

WHEN SHOULD EMPLOYERS REPORT?

Designated employers must submit their report annually on the first working day of October or by 15 January of the following year in the case of electronic reporting.

Employers who become designated on or after the first working day of April but before the first working day of October must only submit their first report on the first working day of October of the following year.

SEND TO:

Employment Equity Registry
The Department of Labour
Private Bag X117
Pretoria 0001

Online Reporting:
www.labour.gov.za
Helpline: 0860101018

NO FAXED OR E-MAILED REPORTS WILL BE ACCEPTED

Trade name	STELLENBOSCH MUNICIPALITY
DTI registration name	
DTI registration number	
PAYE/SARS number	7950701799
UIF reference number	113781/6
EE reference number	1571
Seta classification	LOCAL GOVERNMENT, WATER & RELATED SERVICES SECTOR
Industry/Sector	COMMUNITY, SOCIAL AND PERSONAL SERVICES
Telephone number	0218088056
Postal address	PO BOX 17 STELLENBOSCH STELLENBOSCH
City/Town	STELLENBOSCH
Postal code	7599
Province	WESTERN CAPE
Physical address	PO BOX 17 STELLENBOSCH STELLENBOSCH
City/Town	STELLENBOSCH
Postal code	7599
Province	WESTERN CAPE
Details of CEO/ Accounting Officer at the time of submitting this report	
Name and surname	Dupre Lombaard
Telephone number	0218088025
Fax number	0218088026
Email address	municipal.manager@ Stellenbosch.gov.za
Details of Employment Equity Senior Manager at the time of submitting this report	
Name and surname	Andre van Rooyen
Telephone number	0218088056
Fax number	0218088057
Email address	andre.vanrooyen@ Stellenbosch.gov.za
Information about the organization at the time of submitting this report	
Business type	Local Government
Number of employees in the organization	150 or more
Is your organization an organ of State?	Yes
Is your organisation part of a group / holding company? If yes, please provide the name.	No
Year for which this report is submitted	2015

Please indicate below the preceding twelve month period the report covers (except for first time reporting where the period may be shorter):

From (date): 01/10/2014

To (date): 30/09/2015

Please indicate below the duration of your current employment equity plan:

From (date): 01/07/2013

To (date): 30/06/2018

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- a. The report should cover a twelve month period, except for first time reporting where this may not be possible and the months covered should be consistent from year to year for the duration of the plan.
- b. Employers must complete the EEA2 and the EEA4 forms and submit them together to the Department of Labour. Reports submitted by employers to the Department may only be hand delivered, posted or submitted online by the first working day of October or by 15 January of the following year only in the case of electronic reporting.
- c. An employer who becomes designated on or after the first working day of April, but before the first working day of October, must only submit its first report on the first working day of October in the following year.
- d. "Designated groups" mean Black people (i.e. Africans, Coloureds and Indians), women and people with disabilities who are citizens of the Republic of South Africa by birth or descent; or became citizens of the Republic of South Africa by naturalization (i) before 27 April 1994 or (ii) after 26 April 1994 and who would have been entitled to acquire citizenship by naturalisation prior to that date but who were precluded by apartheid policies.
- e. The alphabets "A", "C", "I", "W", "M" and "F" used in the tables have the following corresponding meanings and must be interpreted as "Africans", "Coloureds", "Indians", "Whites", "Males" and "Females" respectively.
- f. "Temporary employees" are those employees employed for less than three months.
- g. Guidelines on occupational levels are provided in the EEA9 Annexure of these regulations.
- h. Numerical goals must include the entire workforce profile, and not the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve at the end employment equity plan (EE Plan).
- i. Numerical targets must include the entire workforce profile, and not the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve by the next reporting period.
- j. All areas of the form must be fully and accurately completed and submitted by employers. Designated employers who fail to observe this provision will be deemed not to have reported.
- k. Employers must not leave blank spaces, use 'not applicable' (NA) or a 'dash' (-) when referring to the value "0" (Zero) or the word "No".

SECTION B: WORKFORCE PROFILE

1. WORKFORCE PROFILE

1.1 Please report the total number of employees (including employees with disabilities) in each of the following occupational levels: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	2	0	0	0	1	0	0	4
Senior management	2	15	1	11	1	5	0	3	0	0	38
Professionally qualified and experienced specialists and mid-management	11	26	2	13	12	18	0	11	0	0	93
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	52	167	0	34	60	109	0	28	0	0	450
Semi-skilled and discretionary decision making	62	104	0	1	15	27	0	0	0	0	209
Unskilled and defined decision making	82	122	0	0	20	25	0	0	0	0	249
TOTAL PERMANENT	210	434	3	61	108	184	0	43	0	0	1043
Temporary employees	71	130	0	2	59	120	0	1	0	0	383
GRAND TOTAL	281	564	3	63	167	304	0	44	0	0	1426

1.2 Please report the total number of employees with disabilities only in each of the following occupational levels: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	1	0	0	0	0	1
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0	0	0	0	1	1	0	0	0	0	2
Semi-skilled and discretionary decision making	0	3	0	1	0	0	0	0	0	0	4
Unskilled and defined decision making	2	1	0	0	0	0	0	0	0	0	3
TOTAL PERMANENT	2	4	0	1	1	2	0	0	0	0	10
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	2	4	0	1	1	2	0	0	0	0	10

SECTION C: WORKFORCE MOVEMENT

2. Recruitment

2.1 Please report the total number of new recruits, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	0	0	0	0	0	0	0	1
Senior management	2	0	0	0	0	1	0	2	0	0	5
Professionally qualified and experienced specialists and mid-management	2	2	0	0	2	2	0	2	0	0	10
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2	2	0	4	3	9	0	0	0	0	20
Semi-skilled and discretionary decision making	1	6	0	0	0	1	0	0	0	0	8
Unskilled and defined decision making	18	22	0	0	0	3	0	0	0	0	43
TOTAL PERMANENT	26	32	0	4	5	16	0	4	0	0	87
Temporary employees	121	281	0	7	81	185	0	5	0	0	680
GRAND TOTAL	147	313	0	11	86	201	0	9	0	0	767

3. Promotion

3.1 Please report the total number of promotions into each occupational level, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	0	0	0	0	0	0	0	0	0	0	0
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	0	0	0	0	0	0	0	0	0	0	0

4. Termination

4.1 Please report the total number of terminations in each occupational level, including people with disabilities.
Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	1	0	1	0	0	0	0	0	0	3
Senior management	0	0	0	1	0	1	0	1	0	0	3
Professionally qualified and experienced specialists and mid-management	0	4	0	2	1	0	0	2	0	0	9
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2	13	0	1	0	7	0	3	0	0	26
Semi-skilled and discretionary decision making	4	9	0	0	0	0	0	0	0	0	13
Unskilled and defined decision making	6	5	0	0	1	0	0	0	0	0	12
TOTAL PERMANENT	13	32	0	5	2	8	0	6	0	0	66
Temporary employees	156	336	0	10	94	177	0	9	0	0	782
GRAND TOTAL	169	368	0	15	96	185	0	15	0	0	848

SECTION D: SKILLS DEVELOPMENT

5. Skills Development

5.1 Please report the total number of people including people with disabilities, who received training ONLY for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top management	1	0	0	2	0	0	0	1	4
Senior management	1	13	1	7	1	5	0	3	31
Professionally qualified and experienced specialists and mid-management	2	11	1	5	4	6	0	3	32
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	17	40	0	11	8	16	0	3	95
Semi-skilled and discretionary decision making	7	26	0	0	1	5	0	0	39
Unskilled and defined decision making	23	40	0	0	4	3	0	0	70
TOTAL PERMANENT	51	130	2	25	18	35	0	10	271
Temporary employees	0	0	0	0	0	0	0	0	0
GRAND TOTAL	51	130	2	25	18	35	0	10	271

SECTION E: NUMERICAL GOALS & TARGETS

6. Numerical Goals

6.1 Please indicate the numerical goals as contained in the EE Plan (i.e. the entire workforce profile including people with disabilities) you project to achieve at the end of your current Employment Equity Plan in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	2	0	1	1	1	0	1	0	0	7
Senior management	6	11	1	5	4	9	0	3	0	0	39
Professionally qualified and experienced specialists and mid-management	11	25	1	13	12	19	0	9	0	0	90
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	75	106	7	34	73	114	5	37	0	0	451
Semi-skilled and discretionary decision making	37	50	3	16	35	53	3	18	0	0	215
Unskilled and defined decision making	45	63	4	20	44	68	3	22	0	0	269
TOTAL PERMANENT	175	257	16	89	169	264	11	90	0	0	1071
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	175	257	16	89	169	264	11	90	0	0	1071

7. Numerical Targets

7.1 Please indicate the numerical targets as contained in the EE Plan (i.e. the workforce profile including people with disabilities) you project to achieve at the end of the next reporting cycle, in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	1	0	2	1	1	0	1	0	0	7
Senior management	5	13	0	10	2	7	0	2	0	0	39
Professionally qualified and experienced specialists and mid-management	8	29	1	16	11	16	0	9	0	0	90
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	55	167	1	31	60	101	1	35	0	0	451
Semi-skilled and discretionary decision making	60	100	1	5	16	25	1	7	0	0	215
Unskilled and defined decision making	75	132	1	10	30	15	1	5	0	0	269
TOTAL PERMANENT	204	442	4	74	120	165	3	59	0	0	1071
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	204	442	4	74	120	165	3	59	0	0	1071

SECTION F: MONITORING & EVALUATION

8. Consultation

8.1 Please indicate below the stakeholders that were involved in the consultation process when developing and implementing your Employment Equity Plan and the preparation of this Employment Equity Report.

	Yes	No
Consultative body or employment equity forum		No
Registered trade union (s)	Yes	
Employees	Yes	

9. Barriers and affirmative action measures

9.1 Please indicate which categories of employment policy or practice barriers to employment equity were identified. If your answer is "Yes" to barriers in any of the categories, please indicate whether or not there are affirmative action measures developed and the time-frames to overcome them.

Categories	Barriers	Affirmative Action Measures	Timeframe for Implementation of AA Measures	
			Start Date (DD/MM/YYYY)	End Date (DD/MM/YYYY)
Recruitment Procedures	No	No		
Advertising Positions	No	No		
Selection criteria	No	No		
Appointments	Yes	Yes	01/10/2015	30/09/2016
Job classification and grading	No	No		
Remuneration and benefits	No	No		
Terms and conditions of employment	No	No		
Job assignments	No	No		
Work environment and facilities	Yes	Yes	01/10/2015	30/09/2016
Training and development	No	No		
Performance and evaluation systems	No	No		
Promotions	No	No		
Transfers	No	No		
Succession and experience planning	No	No		
Disciplinary measures	No	No		
Dismissals	No	No		
Retention of designated groups	No	No		
Corporate culture	Yes	Yes	31/01/2016	31/01/2017
Reasonable accommodation	No	No		
HIV and AIDS education and prevention programmes	No	No		
Assigned senior manager(s) to manage EE implementation	No	No		
Budget allocation in support of employment equity goals	Yes	Yes	31/01/2016	31/01/2017
Time off for employment equity consultative committee to meet	Yes	Yes	31/01/2016	31/01/2017

10. Monitoring and evaluation of implementation:

10.1 How regularly do you monitor progress on the implementation of the Employment Equity Plan? Please choose one.

Monthly	Quarterly
	Quarterly

10.2 Did you achieve the annual objectives as set out in your Employment Equity Plan for this period?

Yes	No	Please explain
	No	1. In some cases no people from the designated groups applied or qualified for vacant posts. 2. In a number of positions/occupational categories where the designated group are not represented the age analysis is showing that the employees that are over-represented are young. No vacancies

EEA2: Signature of the Chief Executive Officer/ Accounting Officer

Chief Executive Officer/Accounting Officer
<p>I Dupre Lombaard (full Name) CEO/Accounting Officer of STELLENBOSCH MUNICIPALITY hereby declare that I have read, approved and authorized this report.</p> <p>Signed on this 11th day of January (month) year 2016</p> <p>At (place) : Stellenboch</p> <p>Chief Executive Officer/Accounting Officer</p>