

Old Mutual Insure Employment Equity Report

The tables below set out the staff profile of the company, across the different race groups (African, Coloured, Indian and White) as at 30 September 2019 for the 2019 Employment Equity reporting period. The employment equity data formed part of the annual declaration to the Department of Labour and in compliance with Section 21 of the Employment Equity Act 55 of 1998.

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	-	1	-	3	3	-	-	2	-	-	9
Senior management	10	5	13	29	4	2	10	23	8	-	104
Professionally qualified and experienced specialists and mid-management	77	45	66	117	65	53	47	126	18	5	619
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	116	77	49	90	109	68	37	82	9	3	640
Semi-skilled and discretionary decision making	296	107	40	16	459	240	55	112	6	2	1,333
Unskilled and defined decision making	2	-	-	-	8	-	-	-	-	-	10
TOTAL PERMANENT	501	235	168	255	648	363	149	345	41	10	2,715
Temporary employees	-	-	-	-	-	-	-	-	-	-	-
GRAND TOTAL	501	235	168	255	648	363	149	345	41	10	2,715

The table below indicates the total number of employees with disabilities at the various occupational levels

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	-	-	-	-	-	-	-	-	-	-	-
Senior management	-	-	-	-	-	-	-	1	-	-	1
Professionally qualified and experienced specialists and mid-management	-	-	-	1	-	-	-	2	-	-	3
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1	-	-	-	1	-	-	-	-	-	2
Semi-skilled and discretionary decision making	4	-	-	-	7	2	1	2	-	-	16
Unskilled and defined decision making	-	-	-	-	-	-	-	-	-	-	-
TOTAL PERMANENT	5	-	-	1	8	2	1	5	-	-	22
Temporary employees	-	-	-	-	-	-	-	-	-	-	-
GRAND TOTAL	5	-	-	1	8	2	1	5	-	-	22

Note: A=Africans, C=Coloureds, I=Indians and W=Whites