

# Old Mutual Life Assurance Company Limited Employment Equity Report

The table below sets out the staff profile of the company, across the different race groups (African, Coloured, Indian and White) as at 31 December 2018 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	2	-	-	5	3	-	-	-	2	-	12
Senior management	97	94	88	353	88	90	80	141	30	10	1,071
Professionally qualified and experienced specialists and mid-management	371	397	177	450	374	473	144	414	24	14	2,838
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2,383	1,068	207	596	4,356	1,524	258	644	14	27	11,077
Semi-skilled and discretionary decision making	781	355	22	16	1,805	689	34	44	1	1	3,748
Unskilled and defined decision making	9	10	-	-	26	11	-	-	-	-	56
<b>TOTAL PERMANENT</b>	3,643	1,924	494	1,420	6,652	2,787	516	1,243	71	52	18,802
Temporary employees	22	39	3	2	66	62	2	5	-	2	203
<b>GRAND TOTAL</b>	3,665	1,963	497	1,422	6,718	2,849	518	1,248	71	54	19,005

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	3	1	3	-	2	3	1	1	-	15
Professionally qualified and experienced specialists and mid-management	3	2	3	10	5	18	1	13	-	-	55
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	10	26	4	8	30	39	4	28	-	-	149
Semi-skilled and discretionary decision making	54	16	8	1	73	23	5	2	1	-	183
Unskilled and defined decision making	-	-	-	-	1	-	-	-	-	-	1
<b>TOTAL PERMANENT</b>	68	47	16	22	109	82	13	44	2	-	403
Temporary employees	-	2	-	-	2	-	-	-	-	-	4
<b>GRAND TOTAL</b>	68	49	16	22	111	82	13	44	2	-	407

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