



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 Employment and 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 Employment and 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	UNIVERSITY OF THE WITWATERSRAND
DTI registration name	
DTI registration number	
PAYE/SARS number	7940722731
UIF reference number	1368958
EE reference number	6058
Seta classification	EDUCATION, TRAINING AND DEVELOPMENT PRACTICES
Industry/Sector	EDUCATION
Industry Sub Sector	Higher education
Bargaining Council	Other
Telephone number	0117171468
Postal address	PRIVATE Bag 3 WITS WITS
City/Town	JOHANNESBURG
Postal code	2050
Province	GAUTENG
Physical address	1 Jan smuts Avenue WITS WITS
City/Town	JOHANNESBURG
Postal code	2050
Province	GAUTENG
Details of CEO/ Accounting Officer at the time of submitting this report	
Name and surname	Prof Zeblon Vilakazi
Telephone number	0117171101
Fax number	0117171463
Email address	Zeblon.vilakazi@wits.ac.za
Details of Employment Equity Senior Manager at the time of submitting this report	
Name and surname	Dr Bernadette Johnson
Telephone number	0117171461
Fax number	0117171102
Email address	Barnedette.Johnson@wits.ac.za
Information about the organization at the time of submitting this report	
Business type	Educational Institution
Number of employees in the organization	150 or more
Is your organization an organ of State?	No
Is your organisation part of a group / holding company? If yes, please provide the name.	No
Year for which this report is submitted	2024

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

From (date): 01/01/2024

To (date): 31/12/2024

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

From (date): 01/01/2023

To (date): 31/12/2027

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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 Employment and 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 of its 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	1	0	1	0	0	1	1	0	0	5
Senior management	6	3	8	8	2	2	3	5	10	5	52
Professionally qualified and experienced specialists and mid-management	309	40	95	279	398	94	165	360	296	149	2185
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	377	28	25	31	671	93	86	80	18	30	1439
Semi-skilled and discretionary decision making	651	3	1	1	309	3	4	3	11	1	987
Unskilled and defined decision making	324	3	0	0	676	2	0	1	6	6	1018
TOTAL PERMANENT	1668	78	129	320	2056	194	259	450	341	191	5686
Temporary employees	118	13	32	49	257	34	50	82	90	57	782
GRAND TOTAL	1786	91	161	369	2313	228	309	532	431	248	6468

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	1	0	1	10	3	0	2	12	0	4	33
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	4	0	0	0	6	1	3	2	0	0	16
Semi-skilled and discretionary decision making	6	0	0	0	2	0	0	0	0	0	8
Unskilled and defined decision making	4	0	0	0	9	0	0	0	0	0	13
TOTAL PERMANENT	15	0	1	10	20	1	5	14	0	4	70
Temporary employees	2	0	0	2	2	0	1	1	0	0	8
GRAND TOTAL	17	0	1	12	22	1	6	15	0	4	78

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	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	1	0	0	0	0	0	1	0	2
Professionally qualified and experienced specialists and mid-management	41	4	8	16	49	1	17	34	42	11	223
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	75	2	11	13	107	8	15	16	7	13	267
Semi-skilled and discretionary decision making	45	0	0	0	30	0	3	3	2	1	84
Unskilled and defined decision making	14	1	0	0	44	1	3	1	2	0	66
TOTAL PERMANENT	175	7	20	29	230	10	38	54	54	25	642
Temporary employees	96	5	13	20	166	5	29	35	38	22	429
GRAND TOTAL	271	12	33	49	396	15	67	89	92	47	1071

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	1	0	1	0	0	2	2	6
Professionally qualified and experienced specialists and mid-management	15	3	2	7	36	10	5	13	15	12	118
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	19	1	1	2	32	3	0	0	1	1	60
Semi-skilled and discretionary decision making	13	0	0	0	8	0	0	0	0	0	21
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	47	4	3	10	76	14	5	13	18	15	205
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	47	4	3	10	76	14	5	13	18	15	205

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	0	0	0	0	0	0	0	0	0	0	0
Senior management	1	0	0	3	0	0	0	2	1	0	7
Professionally qualified and experienced specialists and mid-management	26	5	11	26	47	10	17	37	36	14	229
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	100	4	13	12	145	10	23	30	16	24	377
Semi-skilled and discretionary decision making	51	1	2	1	33	4	3	3	3	0	101
Unskilled and defined decision making	18	2	2	0	55	2	3	1	9	5	97
TOTAL PERMANENT	196	12	28	42	280	26	46	73	65	43	811
Temporary employees	118	7	18	21	227	16	34	49	41	33	564
GRAND TOTAL	314	19	46	63	507	42	80	122	106	76	1375

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	0	0	0	0	0	0	0	0	0
Senior management	2	0	1	1	1	0	0	0	5
Professionally qualified and experienced specialists and mid-management	111	3	19	50	229	7	77	135	631
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	43	1	8	10	134	16	16	24	252
Semi-skilled and discretionary decision making	23	1	0	0	20	0	0	0	44
Unskilled and defined decision making	15	0	0	0	49	0	0	0	64
TOTAL PERMANENT	194	5	28	61	433	23	93	159	996
Temporary employees	37	1	1	9	75	4	13	14	154
GRAND TOTAL	231	6	29	70	508	27	106	173	1150

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	1	0	1	2	0	0	0	0	0	5
Senior management	11	2	2	7	15	1	2	4	5	2	51
Professionally qualified and experienced specialists and mid-management	350	44	80	230	360	90	140	288	220	107	1909
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	430	30	12	17	612	104	59	59	10	15	1348
Semi-skilled and discretionary decision making	665	17	2	0	346	7	1	0	5	1	1044
Unskilled and defined decision making	375	3	0	0	660	1	0	0	4	0	1043
TOTAL PERMANENT	1832	97	96	255	1995	203	202	351	244	125	5400
Temporary employees	40	7	13	52	76	10	13	70	28	28	337
GRAND TOTAL	1872	104	109	307	2071	213	215	421	272	153	5737

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	1	0	0	1	1	0	0	5
Senior management	7	2	6	7	9	1	3	6	7	3	51
Professionally qualified and experienced specialists and mid-management	298	44	83	242	358	90	144	303	232	115	1909
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	406	30	15	24	612	104	64	67	11	15	1348
Semi-skilled and discretionary decision making	665	17	2	0	346	7	1	0	5	1	1044
Unskilled and defined decision making	374	3	0	0	660	1	0	1	4	0	1043
TOTAL PERMANENT	1751	97	106	274	1985	203	213	378	259	134	5400
Temporary employees	40	7	13	52	76	10	13	70	28	28	337
GRAND TOTAL	1791	104	119	326	2061	213	226	448	287	162	5737

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.

Consultation	Yes	No
Consultative body or employment equity forum	Yes	
Registered trade union (s)		No
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	No	No		
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	No	No		
Training and development	No	No		
Performance and evaluation systems	No	No		
Promotions	No	No		
Transfers	No	No		
Succession and experience planning	Yes	Yes	01/01/2024	31/12/2025
Disciplinary measures	No	No		
Dismissals	No	No		
Retention of designated groups	No	No		
Corporate culture	Yes	Yes	01/04/2024	31/12/2025
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	No	No		
Time off for employment equity consultative committee to meet	No	No		

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
Yes		Overall, the University achieved the annual objectives set out in the employment equity (EE) plan. This demonstrates the commitment through various initiatives aimed at advancing equity, diversity and inclusion. We will continue to work together to promote equity within the University.

EEA2 Section G: Signature of the Chief Executive Officer/ Accounting Officer

Chief Executive Officer/Accounting Officer
<p>I Prof Zeblon Vilakazi (full Name) CEO/Accounting Officer of UNIVERSITY OF THE WITWATERSRAND hereby declare that I have read, approved and authorized this information.</p> <p>Signed on this 9th day of December (month) year 2024</p> <p>At (place) : Braamfontein</p> <p>Chief Executive Officer/Accounting Officer</p>