



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

EMPLOYMENT EQUITY
Page 1 of 10 | EEA2 23 Jan 2016
13:06

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	JOE MOROLONG LOCAL MUNICIPALITY
DTI registration name	JOE MOROLONG LOCAL MUNICIPALITY
DTI registration number	
PAYE/SARS number	7180747273
UIF reference number	0811748/4
EE reference number	785891
Seta classification	LOCAL GOVERNMENT, WATER & RELATED SERVICES SECTOR
Industry/Sector	COMMUNITY, SOCIAL AND PERSONAL SERVICES
Telephone number	0537739300
Postal address	Private Bag X117 Mothibistad MOTHIBISTAT
City/Town	VRYBURG
Postal code	8474
Province	NORTHERN CAPE
Physical address	D320 Cardington Road Churchill Village MOTHIBISTAT
City/Town	VRYBURG
Postal code	8474
Province	NORTHERN CAPE
Details of CEO/ Accounting Officer at the time of submitting this report	
Name and surname	Tshepo Bloom
Telephone number	0537739300
Fax number	0537739350
Email address	bloomt@joemorolong.gov.za
Details of Employment Equity Senior Manager at the time of submitting this report	
Name and surname	Moagi Segami
Telephone number	0537739300
Fax number	0537739350
Email address	msegami@joemorolong.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): 01/10/2015

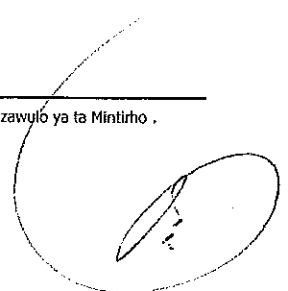
Please indicate below the duration of your current employment equity plan:

From (date): 01/10/2014

To (date): 01/10/2015

PLEASE READ THIS FIRST

- 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 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	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	11	1	0	0	7	0	0	0	0	0	19
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	11	1	0	0	7	0	0	0	0	0	19
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	11	1	0	0	7	0	0	0	0	0	19

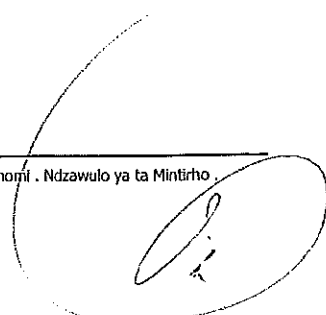
3. Promotion

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

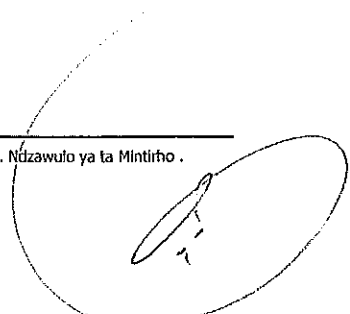
4.1 Please report the total number of terminations in each occupational level, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites



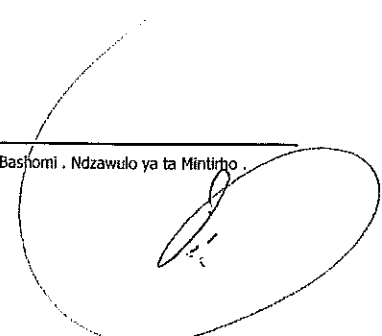
SECTION D: SKILLS DEVELOPMENT**5. Skills Development**

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	0	0	0	0	0	1
Senior management	2	0	0	0	0	0	0	0	2
Professionally qualified and experienced specialists and mid-management	3	1	0	0	1	0	0	0	5
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2	0	0	0	14	0	0	0	16
Semi-skilled and discretionary decision making	30	0	0	0	1	0	0	0	31
Unskilled and defined decision making	1	0	0	0	2	0	0	0	3
TOTAL PERMANENT	39	1	0	0	19	0	0	0	58
Temporary employees	0	0	0	0	0	0	0	0	0
GRAND TOTAL	39	1	0	0	19	0	0	0	58



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

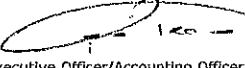


Monthly	Quarterly
	Quarterly

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

Yes	No	Please explain
Yes		All Budgeted positions were filled as per employment equity plan

EEA2: Signature of the Chief Executive Officer/ Accounting Officer

Chief Executive Officer/Accounting Officer
<p>I Tshupo Bloom (full Name) CEO/Accounting Officer of JOE MOROLONG LOCAL MUNICIPALITY hereby declare that I have read, approved and authorized this report.</p> <p>Signed on this 4th day of January (month) year 2016</p> <p>At (place) : JOE MOROLONG LOCAL MUNICIPALITY</p> <p> Chief Executive Officer/Accounting Officer</p>