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| **Table 1: Rhodes University: Employment Equity Scorecard for Permanent Support Staff (Excluding foreign nationals)** |
| **Foreign national = those individuals who do not have RSA citizenship/permanent residence OR who received such documentation after 1994** |
|  | **Grades** | **EAP\*** | **RU Profile as at 31/08/11** | **RU profile as at end of 31/08/12** | **RU profile as at end of 31/08/13** | **Target: as at 01/09/13- 31/08/14** | **2013:1st qtr (Sept - Nov)** | **2013/2014 2nd qtr (Dec - Feb)** | **2014 : 3rd qtr (Mar- May)** | **2014: 4th qtr (Jun to Aug)** |
| **No of posts filled during the period** |
| Top management | 24-25 |   | 0 |   | 0 | 0 |   |   |
| Senior Management | 19-23 | 0 | 0 | 1 |   |   |
| Professionally qualified and experienced specialists and mid-management  | 14-18  | 9 | 2 | 2 | 2 |   |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 9-13 | 10 | 5 | 4 | 1 |   |
| Semi-skilled and discretionary decision making | 4-8 | 7 | 1 | 7 | 2 |   |
| Unskilled and defined decision making | 1-3 | 4 | 0 | 2 | 0 |   |
| Total permanent | 30 | 8 | 16 | 5 |   |
| No of posts filled as % of total staff |  |   |   |   | 3.2% |   |   |   |   |   |
| **Demographics represented in actual numbers excluding academincs and foreings nationals**  |  |  |
|  |
| **No of Black (African, Coloured, Indian)**  |
| Top management | 24-25 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |   |
| Senior Management | 19-23 | 10 | 2 | 3 | 2 | 3 | 2 | 3 | 3 |   |
| Professionally qualified and experienced specialists and mid-management | 14-18  | 100 | 29 | 31 | 38 | 56 | 39 | 39 | 40 |   |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 9-13 | 269 | 125 | 139 | 132 | 166 | 136 | 133 | 132 |   |
| Semi-skilled and discretionary decision making | 4-8 | 236 | 217 | 218 | 210 | 243 | 213 | 213 | 212 |   |
| Unskilled and defined decision making | 1-3 | 310 | 338 | 325 | 308 | 348 | 311 | 311 | 309 |   |
| Total permanent |   | 927 | 713 | 718 | 692 | 818 | 703 | 701 | 698 |   |
|  |  |  |  |  |  |  |  |  |  |  |
| **No of African**  |
| Top management | 24-25 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |   |
| Senior Management | 19-23 | 8 | 2 | 2 | 1 | 2 | 1 | 2 | 2 |   |
| Professionally qualified and experienced specialists and mid-management | 14-18 | 84 | 20 | 21 | 24 | 42 | 24 | 24 | 26 |   |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 9-13 | 226 | 58 | 67 | 62 | 95 | 66 | 64 | 64 |   |
| Semi-skilled and discretionary decision making | 4-8 | 219 | 164 | 168 | 162 | 179 | 165 | 165 | 164 |   |
| Unskilled and defined decision making | 1-3 | 261 | 323 | 307 | 291 | 325 | 294 | 293 | 291 |   |
| Total permanent |   | 801 | 568 | 566 | 541 | 644 | 551 | 549 | 548 |   |
|  |  |  |  |  |  |  |  |  |  |  |
| **No of Women**  |
| Top management | 24-25 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |   |
| Senior Management | 19-23 | 5 | 5 | 5 | 6 | 4 | 6 | 7 | 7 |   |
| Professionally qualified and experienced specialists and mid-management | 14-18  | 54 | 57 | 56 | 60 | 67 | 61 | 58 | 59 |   |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 9-13 | 143 | 157 | 165 | 152 | 185 | 154 | 149 | 145 |   |
| Semi-skilled and discretionary decision making | 4-8 | 139 | 152 | 151 | 144 | 167 | 147 | 149 | 146 |   |
| Unskilled and defined decision making | 1-3 | 166 | 174 | 171 | 158 | 165 | 160 | 165 | 166 |   |
| Total permanent |   | 509 | 545 | 548 | 520 | 588 | 528 | 528 | 523 |   |
| **Table 2: Rhodes University: Employment Equity Scorecard for Permanent Support Staff (Excluding foreign nationals) %** |
| **Foreign national = those individuals who do not have RSA citizenship/permanent residence OR who received such documentation after 1994** |  |  |  |  |
|  | **Grades** | **EAP\*** | **RU Profile as at 31/08/11** | **RU profile as at end of 31/08/12** |  | **Target: as at 01/09/13 - 31/08/14** | **2013:1st qtr (Sept - Nov)** | **2013/2014 2nd qtr (Dec - Feb)** | **2014 : 3rd qtr (Mar- May)** | **2014: 4th qtr (Jun to Aug)** |
| **Demographics represented in percentages of particular occupational level** |
| **% Black (African, Coloured, Indian)** |
| Top management | 24-25 | 88% | 50% | 50% | 67% | 50% | 67% | 67% | 67% |   |
| Senior Management | 19-23 | 88% | 18% | 30% | 18% | 27% | 18% | 25% | 25% |   |
| Professionally qualified and experienced specialists and mid-management | 14-18  | 88% | 32% | 32% | 37% | 46% | 37% | 36% | 39% |   |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 9-13 | 88% | 47% | 50% | 50% | 54% | 51% | 50% | 53% |   |
| Semi-skilled and discretionary decision making | 4-8 | 88% | 84% | 85% | 87% | 82% | 87% | 86% | 87% |   |
| Unskilled and defined decision making | 1-3 | 88% | 100% | 100% | 100% | 99% | 100% | 98% | 98% |   |
| Total permanent |   |   | 74% | 74% | 74% | 75% | 75% | 73% | 75% |   |
|   |   |   |   |   |   |   |   |   |   |   |
| **No of African** |
| Top management | 24-25 | 74% | 25% | 25% | 33% | 25% | 33% | 33% | 33% |   |
| Senior Management | 19-23 | 74% | 18% | 20% | 9% | 18% | 9% | 17% | 17% |   |
| Professionally qualified and experienced specialists and mid-management | 14-18  | 74% | 22% | 22% | 23% | 34% | 23% | 22% | 25% |   |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 9-13 | 74% | 22% | 24% | 24% | 31% | 25% | 24% | 26% |   |
| Semi-skilled and discretionary decision making | 4-8 | 74% | 64% | 66% | 67% | 61% | 68% | 66% | 67% |   |
| Unskilled and defined decision making | 1-3 | 74% | 96% | 94% | 94% | 92% | 94% | 92% | 92% |   |
| Total permanent |   |   | 59% | 58% | 58% | 59% | 59% | 58% | 59% |   |
|   |   |   |   |   |   |   |   |   |   |   |
| **No of Women**  |
| Top management | 24-25 | 47% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |   |
| Senior Management | 19-23 | 47% | 45% | 50% | 55% | 36% | 55% | 58% | 58% |   |
| Professionally qualified and experienced specialists and mid-management | 14-18  | 47% | 63% | 58% | 58% | 55% | 58% | 54% | 57% |   |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 9-13 | 47% | 59% | 60% | 58% | 61% | 58% | 56% | 58% |   |
| Semi-skilled and discretionary decision making | 4-8 | 47% | 59% | 59% | 60% | 57% | 60% | 60% | 60% |   |
| Unskilled and defined decision making | 1-3 | 47% | 51% | 52% | 51% | 47% | 51% | 52% | 53% |   |
| Total permanent |   |   | 56% | 56% | 56% | 54% | 56% | 55% | 56% |   |
| \* = Economically Active Population  |  |  |  |  |  |
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