



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

EMPLOYMENT EQUITY
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16:17

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?

Designated employers are required to complete this form. Designated employers are those who employ 50 or more employees.

(NB: Employers with 1 to 49 employees are designated if they are an organ of state or if they are appointed as a designated employer by a collective agreement to comply with Chapter 3 of the EEA)

WHEN SHOULD EMPLOYERS REPORT?

Designated employers must complete the EEA2 and EEA4 forms and submit them together to the Department of Employment and Labour from 1 September to 15 January of the following year. Hand delivered reports must only be submitted from 1 September to the first working day of October of the same year to the Department of Employment and Labour (Head Office).

Online submission visit:
www.labour.gov.za

NO FAXED OR E-MAILED OR REGISTERED MAILED REPORTS WILL BE ACCEPTED

Trade name	UNIVERSITY OF CAPE TOWN
DTI registration name	
DTI registration number	
PAYE/SARS number	7870704204
UIF reference number	136909/6
EE reference number	806909
EAP Type	Provincial EAP
EAP	WESTERN CAPE
Seta classification	EDUCATION, TRAINING AND DEVELOPMENT PRACTICES
Industry/Sector	EDUCATION
Industry Sub Sector	Higher education
Bargaining Council	Other
Telephone number	0216502175
Postal address	University of Cape Town Lovers Walk, Lower Campus RONDEBOSCH
City/Town	RONDEBOSCH
Postal code	7701
Province	WESTERN CAPE
Physical address	University of Cape Town Lovers Walk, Lower Campus RONDEBOSCH
City/Town	RONDEBOSCH
Postal code	7701
Province	WESTERN CAPE
Details of CEO/ Accounting Officer at the time of submitting this report	
Name and surname	Professor Mosa Moshabela
Telephone number	0216502173
Fax number	0216505100
Email address	vc@uct.ac.za
Details of Employment Equity Senior Manager at the time of submitting this report	
Name and surname	Professor Elelwani Ramugondo
Telephone number	0216502176
Fax number	0216505100
Email address	dvc.transformation@uct.ac.za
Information about the organization at the time of submitting this report	
Business type	Educational Institution
Number of employees in the organization	50 - or more
Is your organization an organ of State?	No
Is your organization part of a group / holding company?	No
If yes, please provide the name.	

Year for which this report is submitted 2025

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

From (date): 01/09/2024

To (date): 31/08/2025

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

From (date): 01/09/2025

To (date): 31/08/2030

PLEASE READ THIS FIRST

- a. A designated employer must comply to Sections 16 and 17 of the Employment Equity Act, as amended, by consulting with employees, when conducting an EE Analysis, preparing and implementing an EE Plan and reporting annually to the Department of Employment and Labour.
- b. Designated employers must complete the EEA2 and EEA4 forms and submit them together to the Department of Employment and Labour from 1 September to 15 January of the following year when submitting online. Hand delivered reports must only be submitted from 1 September to the first working day of October of the same year to the Department of Employment and Labour (Head Office).
- c. Designated employers must prepare an Employment Equity Plan (EE Plan) (EEA13 template) that outlines annual targets for the purpose of addressing the 5-year sector specific targets regulated in terms of Section 15A of the Employment Equity Act as amended.
- d. Employers who become designated during the sector target period must prepare an Employment Equity Plan (EE Plan) with annual targets for the remainder of the period regulated in terms of Section 15A of the Employment Equity Act as amended.
- e. Numerical goals and targets in the EE Plan must include the entire workforce profile for that occupational level in terms of population group and gender, and NOT the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve.
- f. Please note that employers who submit their first report or report for the first time for the 5-year sector target period will not be measured for the first year of reporting.
- g. Any reference to targets in this form for the current year means for this reporting period, and any reference to targets for the next year means the next reporting period.
- h. Designated groups mean black people (i.e., Africans, Coloureds and Indians), women and persons 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: before 27 April 1994 or after 26 April 1994 and who would have been entitled to acquire citizenship by naturalization prior to that date but were precluded by apartheid policies.
- i. 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.
- j. "Temporary employees" are those employees employed for less than three months.
- k. Guidelines and descriptions of occupational levels are provided in the EEA9 form of these regulations.
- l. All areas of the form must be fully and accurately completed and submitted by designated employers.
- m. Designated employers must not leave blank spaces, use 'not applicable' (NA) or a 'dash' (-) when referring to the value "0" (Zero) or the word "No".
- n. Areas highlighted in grey in the EEA2 form will be automatically populated using data contained in this report and from the previous report.
- o. The information contained in a report must be authorised and verified by the Chief Executive Officer; or the Accounting Officer in the case of an employer falling under the Public Finance Management Act, 1999 (Act No. 1 of 1999) or the Municipal Finance Management Act, 2003 (Act No. 56 of 2003).
- p. Designated employers who fail to comply with the provisions above will be deemed not to have reported.

SECTION B: WORKFORCE PROFILE AND NUMERICAL TARGETS

1. WORKFORCE PROFILE AND NUMERICAL TARGETS

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	M	F	
Top Management	Workforce profile	Value	1	0	0	0	0	0	0	0	0	0	1
		%	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100
	target à€" current year	Value	0	0	0	0	0	0	0	0	0	0	0
		%	0	0	0	0	0	0	0	0	0	0	0
Senior Management	Workforce profile	Value	2	1	3	2	4	0	2	2	2	2	20
		%	10.0	5.0	15.0	10.0	20.0	0.0	10.0	10.0	10.0	10.0	100
	target à€" current year	Value	0	0	0	0	0	0	0	0	0	0	0
		%	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	Workforce profile	Value	34	72	38	192	34	82	39	183	153	84	911
		%	3.7	7.9	4.2	21.1	3.7	9.0	4.3	20.1	16.8	9.2	100
	target à€" current year	Value	0	0	0	0	0	0	0	0	0	0	0
		%	0	0	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	Workforce profile	Value	292	343	58	275	500	748	161	527	194	214	3312
		%	8.8	10.4	1.8	8.3	15.1	22.6	4.9	15.9	5.9	6.5	100
	target à€" current year	Value	0	0	0	0	0	0	0	0	0	0	0
		%	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making	Workforce profile	Value	482	268	5	21	512	530	23	53	19	19	1932
		%	24.9	13.9	0.3	1.1	26.5	27.4	1.2	2.7	1.0	1.0	100
	target à€" current year	Value	0	0	0	0	0	0	0	0	0	0	0
		%	0	0	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	Workforce profile	Value	83	48	0	0	281	108	2	5	0	0	527
		%	15.7	9.1	0.0	0.0	53.3	20.5	0.4	0.9	0.0	0.0	100
	target à€" current year	Value	0	0	0	0	0	0	0	0	0	0	0
		%	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	Value	894	732	104	490	1331	1468	227	770	368	319	6703	
	%	13,3	10,9	1,6	7,3	19,9	21,9	3,4	11,5	5,5	4,8	100,0	
Temporary employees	Workforce profile	Value	69	70	19	55	144	138	32	153	41	57	778
		%	8.9	9.0	2.4	7.1	18.5	17.7	4.1	19.7	5.3	7.3	100
	target à€" current year	Value	0	0	0	0	0	0	0	0	0	0	0
		%	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	Value	963	802	123	545	1475	1606	259	923	409	376	7481	
	%	12,9	10,7	1,6	7,3	19,7	21,5	3,5	12,3	5,5	5,0	100,0	

1.2 Please report the total number of employees with disabilities only in each of the following occupational levels and the annual EE target of the total workforce: 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	Value	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
Senior management	Value	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
Professionally qualified and experienced specialists and mid-management	Value	0	0	0	5	0	2	2	7	2	0	18
	%	0.0	0.0	0.0	27.8	0.0	11.1	11.1	38.9	11.1	0.0	100
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	Value	2	4	0	6	3	7	1	15	1	2	41
	%	4.9	9.8	0.0	14.6	7.3	17.1	2.4	36.6	2.4	4.9	100
Semi-skilled and discretionary decision making	Value	2	0	0	1	1	6	0	2	0	0	12
	%	16.7	0.0	0.0	8.3	8.3	50.0	0.0	16.7	0.0	0.0	100
Unskilled and defined decision making	Value	0	0	0	0	3	3	0	0	0	0	6
	%	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	100
TOTAL PERMANENT	Value	4	4	0	12	7	18	3	24	3	2	77
	%	5,2	5,2	0.0	15,6	9,1	23,4	3,9	31,2	3,9	2,6	100.0
Temporary employees	Value	0	0	0	0	0	0	1	0	0	0	1
	%	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	100
GRAND TOTAL	Value	4	4	0	12	7	18	4	24	3	2	78
	%	5,1	5,1	0.0	15,4	9,0	23,1	5,1	30,8	3,8	2,6	100.0
ANNUAL EE TARGET FOR EMPLOYEES WITH DISABILITIES												
Workforce Profile of Employees with Disabilities of total Workforce	%										1.0	
Annual target for employees with Disabilities of the total workforce ^a current year	%										0	

1.3 Please indicate whether your organisation achieved all the annual numerical targets for the current year:

Yes No

1.4 Please indicate with an (X) a key Justifiable Reason for each of the occupational levels and for employees with disabilities where your organisation did not achieve any of the numerical targets for the current year in the table below. Where your organisation does not have a justifiable reason for any of the categories, please indicate with an X in the table below.

OCCUPATIONAL LEVELS AND DISABILITY	Justifiable reasons for not meeting EE Sector Targets						
	Insufficient recruitment opportunities	Insufficient promotion opportunities	Insufficient target individuals with relevant qualification, prior learning, experience or capacity to acquire ability to do job	CCMA Award/ Court Order	Transfer of business	Mergers/ Acquisitions	Impact of Economic Conditions on Business
Top Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senior management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professionally qualified	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Skilled technical	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employees with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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	Value	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
Senior management	Value	0	0	0	0	1	0	0	0	0	0	1
	%	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	100
Professionally qualified and experienced specialists and mid-management	Value	4	8	4	22	2	2	2	12	11	3	70
	%	5.7	11.4	5.7	31.4	2.9	2.9	2.9	17.1	15.7	4.3	100
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	Value	43	40	12	82	84	83	26	114	49	50	583
	%	7.4	6.9	2.1	14.1	14.4	14.2	4.5	19.6	8.4	8.6	100
Semi-skilled and discretionary decision making	Value	31	14	2	10	49	43	5	12	7	3	176
	%	17.6	8.0	1.1	5.7	27.8	24.4	2.8	6.8	4.0	1.7	100
Unskilled and defined decision making	Value	25	23	0	0	51	24	2	2	0	1	128
	%	19.5	18.0	0.0	0.0	39.8	18.8	1.6	1.6	0.0	0.8	100
TOTAL PERMANENT	Value	103	85	18	114	187	152	35	140	67	57	958
	%	10.8	8.9	1.9	11.9	19.5	15.9	3.7	14.6	7.0	5.9	100.0
Temporary employees	Value	433	502	56	316	928	1163	116	586	190	208	4498
	%	9.6	11.2	1.2	7.0	20.6	25.9	2.6	13.0	4.2	4.6	100
GRAND TOTAL	Value	536	587	74	430	1115	1315	151	726	257	265	5456
	%	9.8	10.8	1.4	7.9	20.4	24.1	2.8	13.3	4.7	4.9	100.0

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	Value	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
Senior management	Value	0	0	0	1	1	0	0	0	0	0	2
	%	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	100
Professionally qualified and experienced specialists and mid-management	Value	1	2	0	2	1	6	5	9	5	6	37
	%	2.7	5.4	0.0	5.4	2.7	16.2	13.5	24.3	13.5	16.2	100
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	Value	3	3	0	1	8	4	1	1	0	1	22
	%	13.6	13.6	0.0	4.5	36.4	18.2	4.5	4.5	0.0	4.5	100
Semi-skilled and discretionary decision making	Value	2	1	0	0	4	0	0	0	0	0	7
	%	28.6	14.3	0.0	0.0	57.1	0.0	0.0	0.0	0.0	0.0	100
Unskilled and defined decision making	Value	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
TOTAL PERMANENT	Value	6	6	0	4	14	10	6	10	5	7	68
	%	8,8	8,8	0.0	5,9	20,6	14,7	8,8	14,7	7,4	10,3	100.0
Temporary employees	Value	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
GRAND TOTAL	Value	6	6	0	4	14	10	6	10	5	7	68
	%	8,8	8,8	0.0	5,9	20,6	14,7	8,8	14,7	7,4	10,3	100.0

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

Occupational Levels		Male				Female				Foreign Nationals		Total
		A	C	I	W	A	C	I	W	Male	Female	
Top management	Value	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
Senior management	Value	0	0	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
Professionally qualified and experienced specialists and mid-management	Value	4	5	3	6	2	3	1	5	5	3	37
	%	10.8	13.5	8.1	16.2	5.4	8.1	2.7	13.5	13.5	8.1	100
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	Value	36	53	7	75	69	71	18	100	60	40	529
	%	6.8	10.0	1.3	14.2	13.0	13.4	3.4	18.9	11.3	7.6	100
Semi-skilled and discretionary decision making	Value	43	25	1	9	78	40	2	16	11	10	235
	%	18.3	10.6	0.4	3.8	33.2	17.0	0.9	6.8	4.7	4.3	100
Unskilled and defined decision making	Value	7	1	0	0	15	7	0	0	0	1	31
	%	22.6	3.2	0.0	0.0	48.4	22.6	0.0	0.0	0.0	3.2	100
TOTAL PERMANENT	Value	90	84	11	90	164	121	21	121	76	54	832
	%	10,8	10,1	1,3	10,8	19,7	14,5	2,5	14,5	9,1	6,5	100,0
Temporary employees	Value	452	521	54	366	990	1217	135	688	236	242	4901
	%	9,2	10,6	1,1	7,5	20,2	24,8	2,8	14,0	4,8	4,9	100
GRAND TOTAL	Value	542	605	65	456	1154	1338	156	809	312	296	5733
	%	9,5	10,6	1,1	8,0	20,1	23,3	2,7	14,1	5,4	5,2	100,0

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	Value	0	0	0	0	0	0	0	0	0 0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0 0
Senior management	Value	0	0	0	0	0	0	0	0	0 0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0 0
Professionally qualified and experienced specialists and mid-management	Value	2	6	2	11	4	4	3	16	48
	%	4.2	12.5	4.2	22.9	8.3	8.3	6.3	33.3	100
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	Value	29	22	5	16	66	78	18	46	280
	%	10.4	7.9	1.8	5.7	23.6	27.9	6.4	16.4	100
Semi-skilled and discretionary decision making	Value	30	22	0	2	38	64	1	1	158
	%	19.0	13.9	0.0	1.3	24.1	40.5	0.6	0.6	100
Unskilled and defined decision making	Value	7	4	0	0	17	10	0	0	38
	%	18.4	10.5	0.0	0.0	44.7	26.3	0.0	0.0	100
TOTAL PERMANENT	Value	68	54	7	29	125	156	22	63	524
	%	13.0	10.3	1.3	5.5	23.9	29.8	4.2	12.0	100.0
Temporary employees	Value	0	0	0	0	0	0	0	0	0
	%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0
GRAND TOTAL	Value	68	54	7	29	125	156	22	63	524
	%	13.0	10.3	1.3	5.5	23.9	29.8	4.2	12.0	100.0

SECTION E: 5-YEAR SECTOR TARGETS, NUMERICAL GOALS AND ANNUAL NUMERICAL TARGETS

6. 5-YEAR SECTOR TARGETS AND NUMERICAL GOALS

6.1 The 5-year sector targets for designated groups for the economic sector selected in Section A of this form must be recorded in this Table for the four upper occupational levels (Top Management, Senior Management, Professionally Qualified & Middle Management and Skilled Technical occupational levels), including for employees with disabilities.

Employers must, in addition, set numerical goals for the lower occupational levels (Semi-skilled and Unskilled levels) guided by the national or regional EAP that they are applying.

5-YEAR SECTOR TARGETS AND NUMERICAL GOALS FOR SEMI-SKILLED AND UNSKILLED LEVEL (2025-2030)			
OCCUPATIONAL LEVELS AND DISABILITY	GENDER	DESIGNATED GROUPS	SECTOR TARGET %
Top Management	Male		27.6
	Female		46.1
	Total		73.7
Senior Management	Male		30.5
	Female		46.1
	Total		76.6
Professionally Qualified	Male		43.0
	Female		46.1
	Total		89.1
Skilled Technical	Male		49.8
	Female		46.1
	Total		95.9
EMPLOYER'S NUMERICAL GOAL			
SEMI-SKILLED	Male		45.7
	Female		47.1
	Total		92.8
UNSKILLED	Male		45.7
	Female		47.1
	Total		92.8
5-YEAR NUMERICAL TARGET FOR EMPLOYEES WITH DISABILITIES			
5-Year Sector Target for Employees with disabilities (%)			3

7. ANNUAL NUMERICAL TARGETS FOR NEXT YEAR

7.1 Please indicate the annual numerical targets as contained in the EE Plan (i.e., the entire workforce profile including employees with disabilities) for each of the occupational levels in the table below. 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	M	F	
Top management	value	1	0	0	0	0	0	0	0	0	0	1
	%	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100
Senior management	value	2	1	3	2	4	0	2	2	2	2	20
	%	10.0	5.0	15.0	10.0	20.0	0.0	10.0	10.0	10.0	10.0	100
Professionally qualified	value	55	86	34	166	55	95	37	165	146	78	917
	%	6.0	9.4	3.7	18.1	6.0	10.4	4.0	18.0	15.9	8.5	100
Skilled technical	value	588	608	39	176	554	638	106	330	133	129	3301
	%	17.8	18.4	1.2	5.3	16.8	19.3	3.2	10.0	4.0	3.9	100
Semi-skilled	value	471	455	16	9	433	418	15	120	9	15	1961
	%	24.0	23.2	0.8	0.5	22.1	21.3	0.8	6.1	0.5	0.8	100
Unskilled	value	68	39	1	0	227	85	1	7	0	0	428
	%	15.9	9.1	0.2	0.0	53.0	19.9	0.2	1.6	0.0	0.0	100
TOTAL PERMANENT	value	1185	1189	93	353	1273	1236	161	624	290	224	6628
	%	17.9	17.9	1.4	5.3	19.2	18.6	2.4	9.4	4.4	3.4	100
Temporary employees	value	38	41	10	41	97	100	21	111	36	40	535
	%	7.1	7.7	1.9	7.7	18.1	18.7	3.9	20.7	6.7	7.5	100
GRAND TOTAL	value	1223	1230	103	394	1370	1336	182	735	326	264	7163
	%	17.1	17.2	1.4	5.5	19.1	18.7	2.5	10.3	4.6	3.7	100
ANNUAL NUMERICAL TARGET FOR NEXT YEAR FOR EMPLOYEES WITH DISABILITIES												
Annual Target for Employees with disabilities (value)											99	
Annual Target for Employees with disabilities (% of total workforce)											1.49	

SECTION F: CONSULTATION AND AFFIRMATIVE ACTION MEASURES

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)	Yes	
Employees		No

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	Yes	Yes	01/09/2025	31/08/2030
Advertising Positions	Yes	Yes	01/09/2025	31/08/2030
Selection criteria	Yes	Yes	01/09/2025	31/08/2030
Appointments	Yes	Yes	01/09/2025	31/08/2030
Job classification and grading	Yes	Yes	01/09/2025	31/08/2030
Remuneration and benefits	Yes	Yes	01/09/2025	31/08/2030
Terms and conditions of employment	Yes	Yes	01/09/2025	31/08/2030
Job assignments	No	No		
Work environment and facilities	Yes	Yes	01/09/2025	31/08/2030
Training and development	No	No		
Performance and evaluation systems	Yes	Yes	01/09/2025	31/08/2030
Promotions	Yes	Yes	01/09/2025	31/08/2030
Transfers	No	No		
Succession and experience planning	Yes	Yes	01/09/2025	31/08/2030
Disciplinary measures	No	No		
Dismissals	No	No		
Retention of designated groups	Yes	Yes	05/01/2026	31/08/2030
Corporate culture	Yes	Yes	01/09/2025	31/08/2030
Reasonable accommodation	Yes	Yes	05/01/2026	31/12/2027
Harassment	Yes	Yes	01/09/2025	31/08/2030
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		

SECTION G: MONITORING AND EVALUATION

10. Monitoring of progress

10.1 How regularly do you monitor progress on the implementation of the employment equity plan? Please choose one.

Monthly	Quarterly
	Quarterly

11. Achievement of annual objectives

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

Yes	No	Please explain
	No	The university has achieved some of the objectives as set out in the previous EE Plan. However with the amendments to the EE Act and new Regulations a new set of barriers were identified and this required the university to set new affirmative action measures for the next five (5) years starting on 1 September 2025 to 31 August 2030.

SECTION H: Signature of the Chief Executive Officer/ Accounting Officer

The information contained in a report must be authorised and verified by the Chief Executive Officer; or the Accounting Officer in the case of an employer falling under the Public Finance Management Act, 1999 (Act No.1 of 1999) or the Municipal Finance Management Act, 2003 (Act No. 56 of 2003).

EEA2: Chief Executive Officer / Accounting Officer
I Professor Mosa Moshabela (full Name) CEO/Accounting Officer of UNIVERSITY OF CAPE TOWN hereby declare that I have read, approved and authorized this information. Signed on this 23 rd day of December (month) year 2025 At (place) : Rondebosch Chief Executive Officer/Accounting Officer