



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	ESKOM HOLDINGS SOC LIMITED
DTI registration name	ESKOM HOLDINGS SOC LIMITED
DTI registration number	
PAYE/SARS number	7820718940
UIF reference number	0368689
EE reference number	11770
Seta classification	ENERGY SECTOR
Industry/Sector	ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY
Industry Sub Sector	Electricity, gas, steam and air conditioning supply
Bargaining Council	Electrical Industry
Telephone number	ESKOM HOLDINGS SOC LIMITED
Postal address	P O BOX 1091 JOHANNESBURG JOHANNESBURG
City/Town	JOHANNESBURG
Postal code	2000
Province	GAUTENG
Physical address	MEGAWATT PARK MAXWELL DRIVE MEGAWATT PARK
City/Town	JOHANNESBURG
Postal code	2157
Province	GAUTENG
Details of CEO/ Accounting Officer at the time of submitting this report	
Name and surname	ESKOM HOLDINGS SOC LIMITED
Telephone number	ESKOM HOLDINGS SOC LIMITED
Fax number	ESKOM HOLDINGS SOC LIMITED
Email address	ESKOM HOLDINGS SOC LIMITED
Details of Employment Equity Senior Manager at the time of submitting this report	
Name and surname	ESKOM HOLDINGS SOC LIMITED
Telephone number	ESKOM HOLDINGS SOC LIMITED
Fax number	ESKOM HOLDINGS SOC LIMITED
Email address	ESKOM HOLDINGS SOC LIMITED
Information about the organization at the time of submitting this report	
Business type	State Owned Enterprise
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.	Yes Eskom Holdings SOC Limited
Year for which this report is submitted	2021

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

From (date): 01/04/2020

To (date): 31/03/2021

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

From (date): 01/04/2021

To (date): 31/03/2022

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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	5	1	0	2	1	0	0	0	0	0	9
Senior management	67	9	39	59	79	10	26	19	3	1	312
Professionally qualified and experienced specialists and mid-management	1909	299	414	851	1739	148	186	260	45	16	5867
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	8964	1034	384	2131	5952	508	254	731	30	13	20001
Semi-skilled and discretionary decision making	5709	742	57	308	1867	286	48	348	1	1	9367
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	16654	2085	894	3351	9638	952	514	1358	79	31	35556
Temporary employees	40	6	0	4	22	2	0	2	3	0	79
GRAND TOTAL	16694	2091	894	3355	9660	954	514	1360	82	31	35635

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	1	1	2	0	0	1	0	0	5
Professionally qualified and experienced specialists and mid-management	34	5	6	27	18	1	4	16	0	0	111
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	186	33	21	158	127	16	6	41	0	0	588
Semi-skilled and discretionary decision making	226	39	8	25	76	12	3	20	0	0	409
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	446	77	36	211	223	29	13	78	0	0	1113
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	446	77	36	211	223	29	13	78	0	0	1113

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	1	0	0	0	0	0	0	0	0	0	1
Senior management	1	1	1	0	4	0	0	1	0	0	8
Professionally qualified and experienced specialists and mid-management	2	0	0	1	3	1	0	0	0	0	7
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0	0	0	0	2	0	0	0	0	0	2
Semi-skilled and discretionary decision making	0	0	0	0	1	0	0	0	0	0	1
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	4	1	1	1	10	1	0	1	0	0	19
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	4	1	1	1	10	1	0	1	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	1	0	0	0	0	0	0	0	0	0	1
Senior management	5	0	1	1	2	0	1	0	0	0	10
Professionally qualified and experienced specialists and mid-management	45	5	10	7	38	2	3	0	0	0	110
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	27	3	0	1	12	2	0	0	0	0	45
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	78	8	11	9	52	4	4	0	0	0	166
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	78	8	11	9	52	4	4	0	0	0	166

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	15	3	3	19	11	0	3	6	0	0	60
Professionally qualified and experienced specialists and mid-management	93	13	23	153	70	5	8	36	8	0	409
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	257	40	11	186	74	11	7	60	2	2	650
Semi-skilled and discretionary decision making	431	65	2	16	30	5	0	25	0	1	575
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	796	121	39	374	185	21	18	127	10	3	1694
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	796	121	39	374	185	21	18	127	10	3	1694

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	3	0	0	0	1	0	1	1	6
Professionally qualified and experienced specialists and mid-management	84	14	13	2	84	6	5	8	216
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1 647	208	39	18	658	54	15	28	2 667
Semi-skilled and discretionary decision making	1 117	278	10	0	203	16	1	10	1 635
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	2 851	500	62	20	946	76	22	47	4 524
Temporary employees	0	0	0	0	0	0	0	0	0
GRAND TOTAL	2 851	500	62	20	946	76	22	47	4 524

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	4	1	0	2	2	0	0	0	0	0	9
Senior management	89	15	42	79	108	16	28	25	0	0	402
Professionally qualified and experienced specialists and mid-management	2275	342	428	1032	1959	269	195	305	0	0	6805
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	9326	1094	410	2312	6148	544	268	812	0	0	20914
Semi-skilled and discretionary decision making	6344	829	58	338	1953	296	51	387	0	0	10256
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	18038	2281	938	3763	10170	1125	542	1529	0	0	38386
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	18038	2281	938	3763	10170	1125	542	1529	0	0	38386

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	4	1	0	2	1	0	0	0	0	0	8
Senior management	85	14	42	79	98	14	28	25	0	0	385
Professionally qualified and experienced specialists and mid-management	2243	334	428	1032	1856	188	195	305	0	0	6581
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	9326	1094	410	2347	6093	544	268	812	0	0	20894
Semi-skilled and discretionary decision making	6344	829	58	338	1953	296	51	387	0	0	10256
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	18002	2272	938	3798	10001	1042	542	1529	0	0	38124
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	18002	2272	938	3798	10001	1042	542	1529	0	0	38124

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)	Yes	
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	Yes	Yes	01/04/2021	31/03/2022
Advertising Positions	No	No		
Selection criteria	No	No		
Appointments	Yes	Yes	01/04/2021	31/03/2022
Job classification and grading	Yes	Yes	01/12/2020	31/03/2022
Remuneration and benefits	Yes	Yes	01/12/2020	31/03/2022
Terms and conditions of employment	No	No		
Job assignments	No	No		
Work environment and facilities	Yes	Yes	01/12/2020	31/03/2022
Training and development	Yes	Yes	01/04/2021	31/03/2022
Performance and evaluation systems	No	No		
Promotions	No	No		
Transfers	No	No		
Succession and experience planning	Yes	Yes	01/04/2021	31/03/2022
Disciplinary measures	No	No		
Dismissals	No	No		
Retention of designated groups	No	No		
Corporate culture	No	No		
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
Monthly	

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

Yes	No	Please explain
		<p>â€¢ The first wave to address income differentials was implemented and there were 14782 beneficiaries at bargaining unit level and 3793 beneficiaries at managerial level. The second and third wave could not be implemented due to financial constraints however Eskom remains committed to address the income differentials. â€¢ 55.5% of Eskom volunteering Employees were subjected to RPL assessment against a target of 60%. COVID 19 Restrictions has led to significant delays on the programme. â€¢ The</p>

Yes	Management and Alignment of Qualifications Standard aligned to the NQF has been developed. The alignment of job profiles to NQF levels will be prioritized in the Employment Equity Plan 2020 to 2022. 93% of employees with disabilities have been reasonably accommodated in terms of procuring assistive devices, adjusting the work environment and outputs, flexible working arrangements. The Universal access standard has been developed and 58% of recommendations from the Access audits report have been implemented. Equitable representation of persons with disabilities at Eskom level as at the 31st of March 2021 was at 3.08% as opposed to a target of 3.31%
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EEA2 Section G: Signature of the Chief Executive Officer/ Accounting Officer

Chief Executive Officer/Accounting Officer
<p>I Andre de Ruyter (full Name) CEO/Accounting Officer of ESKOM HOLDINGS SOC LIMITED hereby declare that I have read, approved and authorized this information.</p> <p>Signed on this 10th day of January (month) year 2022</p> <p>At (place) : Eskom Head Office Megawatt Park Sunninghill</p> <p>Chief Executive Officer/Accounting Officer</p>