

### Income differential statement

**PLEASE READ THIS FIRST**

**WHAT IS THE PURPOSE OF THIS FORM?**  
This form contains the format for reporting income differentials to the Employment Conditions Commission.

**WHO FILLS IN THIS FORM?**  
All designated employers must complete every section of this statement.

**SEND TO:**  
Employment Equity Registry  
The Department of Labour  
Private Bag X117  
Pretoria 0001  
Telephone: 012 3094000  
Facsimile: 012 3094737 / 3094188  
e-mail: [ee@labour.gov.za](mailto:ee@labour.gov.za)

**SECTION A: EMPLOYER DETAILS**

Trade name	DEPARTMENT OF LOCAL GOVERNMENT AND HOUSING
DTI registration name	
DTI registration number	
PAYE/SARS number	7340737735
UIF reference number	0702174/9
EE reference number	
Industry/Sector	PUBLIC SERVICE
Seta classification	
Telephone number	(021) 483 5235
Fax number	(021) 483 8789
Email address	<a href="mailto:Smajiet@pgwc.gov.za">Smajiet@pgwc.gov.za</a>
Postal address	PRIVATE BAG X9083 27 WALE STREET
Postal code	8000
City/Town	CAPE TOWN
Province	WESTERN CAPE
Physical address	ISM BUILDING 27 WALE STREET
Postal code	8000
City/Town	CAPE TOWN
Province	WESTERN CAPE

**Details of CEO at the time of submitting this report**

Name and surname	PHILLIP BREDEKAMP
Telephone number	(021) 483-2337
Fax number	(021) 483-2551
Email address	<a href="mailto:Pbredeka@pgwc.gov.za">Pbredeka@pgwc.gov.za</a>

**Details of Equity Manager at the time of submitting this report**

Name and Surname	GERHARD ERASMUS
Telephone number	(021) 483-4767
Fax number	(021) 483-5783
Email address	<a href="mailto:Gerasmus@pgwc.gov.za">Gerasmus@pgwc.gov.za</a>

**Business type**

<input type="checkbox"/> Private Sector	<input type="checkbox"/> Parastatal
<input type="checkbox"/> National Government	<input checked="" type="checkbox"/> Provincial Government
<input type="checkbox"/> Local Government	<input type="checkbox"/> Educational Institution
<input type="checkbox"/> Non-profit Organization	

**Information about the organization at the time of submitting this report**

Number of employees in the organization	<input type="checkbox"/> 0 to 49 <input type="checkbox"/> 50 to 149 <input checked="" type="checkbox"/> 150 or more
In terms of Section 14 of the Act, are you voluntary complying?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Is your organization an organ of State?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Date of submitting this report	1 October 2007

## SECTION B: INCOME DIFFERENTIALS STATEMENT

Please use the table below to indicate the total remuneration paid to all employees in each OCCUPATIONAL CATEGORY

Occupational categories	Total workers in category	Total Remuneration	Male								Female							
			African		Coloured		Indian		White		African		Coloured		Indian		White	
			No of workers	Total Remuneration	No of workers	Total Remuneration	No of workers	Total Remuneration	No of workers	Total Remuneration	No of workers	Total Remuneration	Total workers	Total Remuneration	Total workers	Total remuneration	Total workers	Total remuneration
Legislators, senior officials and managers	200	10339014.59	26	2136034.75	33	1686627.83	2	575016.12	10	1668499.87	32	479779.57	69	2075225.31	2	0	26	1717831.14
Professionals	41	30029164.72	3	3840023.82	9	6191265.53	0	0	17	6976517.58	1	4268240.19	3	6186229.53	0	0	8	2566888.07
Technicians and associate professionals	20	38370318.37	4	4678188.20	4	12176090.98	2	447877.32	3	6150890.65	1	4646858.97	3	6645742.53	0	158197.04	3	3466472.68
Clerks	23	13695385.41	4	1345383.79	5	2697560.77	0	0	1	804365.24	6	1883999.34	6	4885775.52	1	136780.20	0	1941520.55
Plant and machine operators and assemblers	328	163472.50	55	98790.11	84	64682.39	0	0	25	0	68	0	83	0	0	0	13	0
Elementary occupations	58	815930.74	11	63830.08	31	442326.47	0	0	6	176295.10	6	0	4	133479.09	0	0	0	0
<b>Total Wages</b>	<b>670</b>	<b>93413286.33</b>	<b>103</b>	<b>12162250.75</b>	<b>166</b>	<b>23258553.97</b>	<b>4</b>	<b>1022893.44</b>	<b>62</b>	<b>15776568.44</b>	<b>114</b>	<b>11278878.07</b>	<b>168</b>	<b>19926451.98</b>	<b>3</b>	<b>294977.24</b>	<b>50</b>	<b>9692712.44</b>

**Note:**

The total of 670 includes employees appointed as non-permanent personnel as at the end 31 March 2007.

**PLEASE PROVIDE REASONS FOR DISPARITIES WITHIN EACH OCCUPATIONAL CATEGORY BELOW:**

**Legislators, senior officials and managers**


**Professionals**


**Technicians and associate professionals**


**Clerks**


**Service and sales workers**


**Skilled agricultural and fishery workers**


**Craft and related trades workers**


**Plant and machine operators and assemblers**




labour

Department:  
Labour  
REPUBLIC OF SOUTH AFRICA

**Elementary occupations**


Please use the table below to indicate the total remuneration paid to all employees in each OCCUPATIONAL LEVEL

Occupational levels	Total workers in level	Total Remuneration	Male								Female							
			African		Coloured		Indian		White		African		Coloured		Indian		White	
			No. of workers	Total Remuneration	No. of workers	Total Remuneration	No. of workers	Total Remuneration	No. of workers	Total Remuneration	No. of workers	Total Remuneration	No. of workers	Total Remuneration	No. of workers	Total remuneration	No. of workers	Total remuneration
Top Management	5	1016436.58	1	0	1	0	1	0	0	0	0	0	1	1016436.58	0	0	1	0
Senior Management	15	10148552.3	3	2136034.75	3	2183954.93	1	903663.31	3	1668499.87	1	479779.57	2	1058788.73	0	0	2	1717831.14
Professionally qualified and experienced specialists and mid-management	77	26773648.69	8	2618125.68	13	5130252.69	0	0	30	11506464.55	5	1699868.14	5	2037704.91	0	0	16	3781232.72
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	144	32758818.52	25	3844355.22	44	10422852.49	2	119230.13	18	2151910.58	18	3095825.14	30	9264983.81	1	279938.72	6	3579722.43
Semi-skilled and discretionary decision making	415	21550495.66	65	3499905.02	96	4919887.03	0	0	9	402388.88	90	5913655.67	128	6415058.86	2	15038.52	25	384561.68
Unskilled and defined decision making	14	1165334.58	1	63830.08	9	601606.83	0	0	2	47304.56	0	89749.55	2	133479.09	0	0	0	229364.47
<b>Total Wages</b>	<b>670</b>	<b>93413286.33</b>	<b>103</b>	<b>12162250.75</b>	<b>166</b>	<b>23258553.97</b>	<b>4</b>	<b>1022893.44</b>	<b>62</b>	<b>15776568.44</b>	<b>114</b>	<b>11278878.07</b>	<b>168</b>	<b>19926451.98</b>	<b>3</b>	<b>294977.24</b>	<b>50</b>	<b>9692712.44</b>

**Note:**

The total of 670 includes employees appointed as non-permanent personnel as at 31 March 2007.



**PLEASE PROVIDE REASONS FOR DISPARITIES WITHIN EACH OCCUPATIONAL LEVEL BELOW:**

**Top Management**


**Senior Management**


**Professionally qualified and experienced specialists and mid-management**


**Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents**




**Semi-skilled and discretionary decision-making**


**Unskilled and defined decision-making**
