MTS has expanded the functionality of the Human Resources and Human Resource Development Modules of Insite to assist our clients in implementing EAP statistics. This enables you, our client, to apply the EAP to the report results.

**What is the Economically Active Population (EAP)**

The EAP is calculated using Quarterly Labour Force Survey (QLFS) data from Statistics South Africa, which is released every three months. It includes people aged 15 to 64 who are either working or looking for work. Not included in the EAP statistics are people aged 15 to 65 who are not available for work. This category includes full-time scholars and students, full-time homemakers, retired people, people who are unable or unwilling to work.

The EAP statistics are presented at both national and provincial levels and companies can elect to align to either representation in their efforts to develop an inclusive and representative workforce.

The EAP statistics is utilised by several South African governmental departments as a measurement of diversity and inclusion present in an organisation’s plans and associated reports:

- **The Department of Labour** utilises EAP in the measurement of Employment Equity programmes.
- **The DTI** uses it in the calculation of the diversity in management and training spend reports of B-BBEE scorecards. Please note that the DTI uses the Adjusted EAP statistics.
- **DMRE** uses it in the calculation of diversity in management and training spend reports in the Mining Charter Scorecard.

For more information: Contact support@mts.co.za | +27 (0)10-595-3895
The EAP statistics can be applied using more than one methodology, depending on the requirements of a particular regulatory authority.

**EAP Statistic applied directly (EAP Straight):**

EAP statistics are updated on a quarterly basis. This is applied to the baseline employee information at the mine. All final results are capped at its maximum % allocation represented in the EAP statistics.

**EAP Statistics with adjustment (EAP Adjusted):**

EAP statistics are updated on a quarterly basis and are applied to the baseline employee information at the mine excluding all white males. All final results are capped by the maximum % allocation calculated through a weighted adjustment as a result of the exclusion of white males.

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**EXAMPLE**

**Outline of the EAP functionality in Insite – Employment Equity as an example:**

1. **Employment Equity Report: EAP Selected is National:**

2. **National EAP Statistics: Automatically Updated in Insite Database**

3. **National EAP Statistics (Straight): Employment Equity Report**

**The updated Insite Functionality**

Insite enables our users to select from the following three options in the calculation of their final score.

- **WITHOUT EAP**
- **EAP STRAIGHT**
- **EAP ADJUSTED**

It is a good idea for the final choice of the EAP statistic to be based on the company’s overall needs for reporting and implementing employment equity and their compliance with relevant charters.

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1. **Table 3** expresses the Employment Equity Information in **Table 1** as a % with the EAP representation applied.
   a. In instances where a race or gender category is over represented in an occupational level, the EAP results were capped at the EAP % in **Table 2** (see example in African males in junior management and core mining positions).

2. **Table 3** calculates progress against the Mining Charter Scorecard Employment Equity Targets.
   - **Measure** is the MCSC targets
   - **Weight** is the value assigned to the particular target category
   - **Result** is the EAP calculated % result
   - **Score** is the final score against the weight that the element achieved.

3. From the example above it is evident that a full score was achieved for board representation. The expectation is that in instances where there was an over representation of a particular race and or gender group in an occupational category, the EE scores will decrease once EAP has been applied. The same principles will apply in the calculation of spend against training interventions reported on in the mining charter scorecard results.