

Employment Equity Consideration and Continued Skills Shortages in South Africa: Parallel Evidence from Literature and Empirical Investigation

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ABSTRACT There is a need to continually test the impulse of the South African society in view of some new ideas that are beginning to emerge that call for flexibility in the continued implementation of the affirmative action policy (AA) in order to help South Africa build a skills base. The objectives of this paper include the review of literature and conducting empirical research in order to assess the impact of AA policy in relation to skills shortages in South Africa; determine whether AA contributes to turnover of professionals in the country; and whether AA should be discontinued or not. The study adopted survey research method using quantitative research design. Convenience sampling was used in the selection of participating organisations. Respondents consist of 160 Training and Development Managers in each of the participating organisations cutting across both the public and private sectors. The research results showed that majority of the respondents did not believe that AA is responsible for skills lost in their organisations. Similarly, most of the respondents agreed that AA should not be scrapped. Implementation of AA should be flexible enough to accommodate highly skilled professionals from the previously advantaged group in order to alleviate skills shortages.