

Analyst Assignment:

Employment Equity Data

We like to get to know potential candidates on a slightly more practical level. So, to apply for this position, send your CV together with your answers to: info@71point4.com.

You have been provided with two CSV files containing data drawn from Employment Equity submissions by South African employers.

- **ee_meta.csv** contains information about the employers submitting Employment Equity reports (EEA2 forms), including characteristics such as company name, industry, business type and location. The data covers multiple submission years
- **ee_profile_all.csv** contains information on the workforce composition reported by employers, including occupational level and demographic characteristics.

Unfortunately, the data provider has not consolidated the data and there are a number of structural and formatting issues that will need to be addressed before analysis.

Your task is to:

1. Inspect, clean and restructure the data as you consider appropriate.
2. Combine the datasets where useful.
3. Explore the data and identify a small number of interesting or important insights.
4. Present your findings clearly, using tables, charts, or other outputs where appropriate.

There is no single correct approach, and we're not even sure the data itself is interesting. We're interested in how you interrogate an unfamiliar dataset and communicate your insights.

Please submit your analysis together with the code used to prepare and analyse the data.