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IN THE HIGH COURT OF SOUTH AFRICA
Gauteng Division, Pretoria

CASE NO: **2023-057591**

In the matter between:

DEMOCRATIC ALLIANCE Plaintiff / Applicant / Appellant

and

MINISTER OF EMPLOYMENT AND LABOUR,COMMISSION FOR EMPLOYMENT EQUITY,SPEAKER OF THE NATIONAL ASSEMBLY,CHAIR PERSON OF THE NATIONAL COUNCIL OF PROVINCES,PREMIER OF THE WESTERN CAPE,PREMIER OF THE EASTERN CAPE,PREMIER OF THE FREE STATE,PREMIER OF GAUTENG,PREMIER OF KWAZULU-NATAL,PREMIER OF MPUMALANGA,PREMIER OF THE NORTHERN CAPE,PREMIER OF THE NORTH WEST,PREMIER OF LIMPOPO Defendant / Respondent

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Notice of Motion (Long Form)

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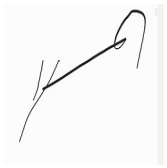
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ELECTRONICALLY SIGNED BY:

Registrar of High Court of South Africa , Gauteng Division,Pretoria



IN THE HIGH COURT OF SOUTH AFRICA
(GAUTENG DIVISION, PRETORIA)

Case number:

In the matter between:

DEMOCRATIC ALLIANCE	Applicant
and	
MINISTER OF EMPLOYMENT AND LABOUR	First Respondent
COMMISSION FOR EMPLOYMENT EQUITY	Second Respondent
SPEAKER OF THE NATIONAL ASSEMBLY	Third Respondent
CHAIRPERSON OF THE NATIONAL COUNCIL OF PROVINCES	Fourth Respondent
PREMIER OF THE WESTERN CAPE	Fifth Respondent
PREMIER OF THE EASTERN CAPE	Sixth Respondent
PREMIER OF THE FREE STATE	Seventh Respondent
PREMIER OF GAUTENG	Eighth Respondent
PREMIER OF KWAZULU-NATAL	Ninth Respondent
PREMIER OF MPUMALANGA	Tenth Respondent
PREMIER OF THE NORTHERN CAPE	Eleventh Respondent
PREMIER OF THE NORTH WEST	Twelfth Respondent
PREMIER OF LIMPOPO	Thirteenth Respondent

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NOTICE OF MOTION

TAKE NOTICE THAT the applicant intends to make application to this Court for an order in the following terms:

1. It is declared that sections 15A, 20(2A), 42(1)*(aA)*, 53(6)*(a)* and 53(6)*(b)* of the Employment Equity Act 55 of 1998 as amended by the Employment Equity Amendment Act 4 of 2022 ('**the EEA**'), are unconstitutional and invalid.

2. It is declared that any enactments promulgated in terms of section 15A of the EAA are unconstitutional and invalid.

3. The first respondent shall pay the applicant's costs, including the costs of two counsel. In the event of any other respondent opposing the application, the respondents opposing shall, jointly and severally, pay such costs.

4. Further and/or alternative relief.

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TAKE NOTICE FURTHER THAT the accompanying affidavit of **JOHN HENRY STEENHUISEN** will be used in support thereof.

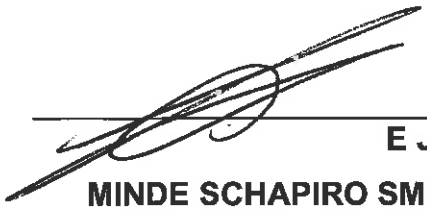
TAKE NOTICE FURTHER THAT the applicant has appointed the email address of its attorneys of record set out below at which it will accept notice and service of all process in these proceedings.

TAKE NOTICE FURTHER THAT if you intend opposing this application you are required (a) to notify applicant's attorney in writing within fifteen days (b) and within fifteen days after you have so given notice of your intention to oppose the application, to file your answering affidavits, if any; and further that you are required to appoint in such notification an address referred to in rule 6(5)*(b)* at which you will accept notice and service of all documents in these proceedings.

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TAKE NOTICE FURTHER THAT the applicant consents to service via email and requests that you do the same.

Dated and signed at **Pretoria** this Wednesday, 14 June 2023.



E JONKER
MINDE SCHAPIRO SMITH INC.
Applicant's attorneys
elzanne@mindes.co.za; shannon@mindes.co.za; karin@mindes.co.za
c/o **KLAGSBRUIN EDELSTEIN BOSMAN DU PLESSIS INC**
220 Lange Street
Nieuw Muckleneuk
021 4521 8984
ronie@kebd.co.za ; mpho@kebd.co.za
Ref: HM001049



TO **THE REGISTRAR OF THE ABOVE COURT**

AND TO **MINISTER OF EMPLOYMENT AND LABOUR**
First respondent
15 Laboria House, cnr Francis Baard and Paul Kruger Streets, Pretoria

AND TO **COMMISSION FOR EMPLOYMENT EQUITY**
Second respondent
15 Laboria House, cnr Francis Baard and Paul Kruger Streets, Pretoria

AND TO **SPEAKER OF THE NATIONAL ASSEMBLY**
Third respondent
Plein Street,
Parliament
CAPE TOWN

AND TO **CHAIRPERSON OF THE NATIONAL COUNCIL OF PROVINCES**
Fourth respondent
Plein Street,
Parliament
CAPE TOWN



AND TO **PREMIER OF THE WESTERN CAPE**
Fifth respondent
Provincial Legislature Building, 1st Floor, 7 Wale Street
Cape Town
Care of: State Attorney, CAPE TOWN / PRETORIA
Email: Premier.Winde@westerncape.gov.za
Alan.Winde@westerncape.gov.za

AND TO **PREMIER OF THE EASTERN CAPE**
Sixth respondent
Office of the Premier Building, Independence Avenue
Bisho
Care of: State Attorney, GQEBERHA
Email: Zintle.Hlobo@ecotp.gov.za; Tandile.Mtiki@ecotp.gov.za

AND TO **PREMIER OF THE FREE STATE**

Seventh respondent

OR Tambo House, Cnr Markgraaf & St Andrew's Streets, Bloemfontein

Care of: State Attorney, FREESTATE / PRETORIA

Email: premier@fspremier.gov.za; fsdgsec@fspremier.gov.za

AND TO **PREMIER OF GAUTENG**

Eighth respondent

65 Ntemi Piliso Street, Newtown

Johannesburg

Care of: State Attorney, JOHANNESBURG / PRETORIA

Email:Asanda.Makhubalo@gauteng.gov.za;

geert.kuit@gauteng.gov.za

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AND TO **PREMIER OF KWAZULU-NATAL**

Ninth respondent

Moses Mabhida Building, 300 Langalibalele Street

Pietermaritzburg

Care of: State Attorney, KWA-ZULU NATAL / PRETORIA

Email:innocentia.dlungwana@kznpremier.gov.za ;

nwabisa.dano@kznpremier.gov.za ;

mpume.mabhida@kznpremier.gov.za

AND TO **PREMIER OF MPUMALANGA**

Tenth respondent

7 Government Boulevard, Building 2, Riverside Park, Extension 2, Mbombela

Care of: State Attorney, MPUMALANGA / PRETORIA

Email: josiam@prem.mpg.gov.za; mndain@prem.mpg.gov.za; lomeus@mpg.gov.za

AND TO **PREMIER OF THE NORTHERN CAPE**

Eleventh respondent

Provincial Legislature Building,

JW Sauer Building, Cnr Roper & Quinn Streets

Kimberley

Care of: State Attorney, NORTHERN CAPE / PRETORIA

Email: pmontwedi@ncpg.gov.za; zmaneli@ncpg.gov.za ;

kvictor@ncpg.gov.za

AND TO **PREMIER OF THE NORTH WEST**



Twelfth respondent

Garona Building, South Wing, 3rd Floor, Dr James Moroka Drive,

Mmabatho

Care of: State Attorney, NORTH WEST / PRETORIA

Email: Mgasemene@nwpg.gov.za

AND TO **PREMIER OF LIMPOPO**

Thirteenth respondent

Mowaneng Building, 40 Hans van Rensburg Street

Polokwane

Care of: State Attorney, LIMPOPO / PRETORIA

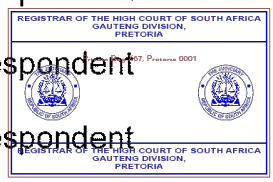
Email:MphakaJ@premier.limpopo.gov.za ;

NchabelengM@premier.limpopo.gov.za

IN THE HIGH COURT OF SOUTH AFRICA
(GAUTENG DIVISION, PRETORIA)

In the matter between:

DEMOCRATIC ALLIANCE	Applicant
and	
MINISTER OF EMPLOYMENT AND LABOUR	First Respondent
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SPEAKER OF THE NATIONAL ASSEMBLY	Third Respondent
CHAIRPERSON OF THE NATIONAL COUNCIL OF PROVINCES	Fourth Respondent
PREMIER OF THE WESTERN CAPE	Fifth Respondent
PREMIER OF THE EASTERN CAPE	Sixth Respondent
PREMIER OF THE FREE STATE	Seventh Respondent
PREMIER OF GAUTENG	Eighth Respondent
PREMIER OF KWAZULU-NATAL	Ninth Respondent
PREMIER OF MPUMALANGA	Tenth Respondent
PREMIER OF THE NORTHERN CAPE	Eleventh Respondent
PREMIER OF THE NORTH WEST	Twelfth Respondent
PREMIER OF LIMPOPO	Thirteenth Respondent



FOUNDING AFFIDAVIT

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I, the undersigned,

JOHN HENRY STEENHUISEN

declare under oath :

1. I am the leader of the opposition and the federal leader of the Democratic Alliance (**DA**), the applicant in this matter. I am authorised to depose to this affidavit on the applicant's behalf. The applicant has resolved to bring this application.

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2. The facts contained in this affidavit are to the best of my belief both true and correct. They fall within my personal knowledge or are apparent from documentation under my control, except where the context indicates otherwise. Where I rely on information provided to me by others, I have obtained confirmatory affidavits.

3. Where I make legal submissions, I do so on the basis of legal advice received from my legal representatives, which I believe to be correct.

INTRODUCTION

4. This is a constitutional challenge to what can only be described as the grand social-engineering scheme sought to be created by the Employment Equity Amendment Act 4 of 2022 ('**the Amendment Act**').

5. Under the scheme, the Minister of Employment and Labour would acquire the power to set *'numerical targets'* for the demographic composition of any

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'designated employer' – which includes every private-sector employer employing 50 or more people, every municipality, and almost every organ of state.

6. But the term *'numerical target'* is a misnomer, in that what the Minister sets is not a target that a designated employer must aim at. In truth, what he sets are quotas: particular demographic compositions that designated employers must achieve, on pain of severe penalties – including the inability to do business with the state, the cancellation of existing state contracts, compelling orders, and fines.



7. I am advised that this power is plainly unconstitutional for at least the following reasons. By way of summary:

   7.1. first, it is a power to set demographic quotas, which is an unconstitutional violation of section 9 of the Constitution, and contrary to the express provisions of section 15(3) of the Employment Equity Act 55 of 1998 ('**the Employment Equity Act**' or '**the Act**');

   7.2. second, even if it is assumed that the power is not properly characterised as a quota power, it nevertheless is a blunt and entirely disproportionate restitutionary scheme that does not meet the requirements of section 9(2) of the Constitution and which constitutes unfair discrimination in terms of section 9(3) thereof;

   7.3. third, the scheme violates the rights to freedom of residence and of trade, occupation and profession;

7.4. fourth, it is a vague and unrestrained power with the potential to violate rights, falling foul of the principle in *Dawood v Minister of Home Affairs* [2000] ZACC 8; 2000 (3) SA 936 (CC); and

7.5. finally, it was incorrectly tagged as a bill under section 75 of the Constitution when it should have been tagged as a section-76 bill.

8. I structure this affidavit as follows:

8.1. first, I cite the parties and deal with standing and jurisdiction;

8.2. second, I explain how the Act worked prior to its amendment by the Amendment Act;

8.3. third, I describe the scheme sought to be introduced by the Amendment Act (which I refer to as '**the impugned scheme**');

8.4. fourth, I explain why the impugned scheme is unconstitutional; and

8.5. finally, I deal briefly with the relief sought – the invalidation of the impugned scheme with costs.

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PARTIES, STANDING AND JURISDICTION

9. The applicant is **THE DEMOCRATIC ALLIANCE**. It is a duly registered political party with its main offices at 2nd Floor, Theba Hosken House, 16 Mill Street, Gardens, Cape Town. Under its federal constitution, the applicant is a body corporate with perpetual succession, capable of suing in its own name.

10. The applicant has standing on at least the following bases:

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10.1. it has own-interest standing in terms of section 38*(a)* of the Constitution, given that it is a designated employer that would have to comply with the impugned scheme; and

10.2. the applicant acts in the public interest in terms of section 38*(d)*, given that the impugned scheme would require employers across the country to radically re-engineer their workforces to comply with the *'targets'* set in terms of the scheme.

11. The first respondent is **THE MINISTER OF EMPLOYMENT AND LABOUR** ('**the Minister**'). His offices are at Laboria House, 215 Francis Baard Street, Pretoria. He is cited by in his official capacity as the minister responsible for administering the Employment Equity Act (and thus the impugned scheme introduced by the Amendment Act).

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12. The second respondent is **THE COMMISSION FOR EMPLOYMENT EQUITY** ('**the Commission**'), an organ of state established by section 28 of the Employment Equity Act. Its offices are also at Laboria House, 215 Francis Baard Street, Pretoria. The Commission is cited by virtue of the fact that it advises the Minister on his promulgation of the *'numerical targets'* introduced by the Amendment Act.

13. The third respondent is **THE SPEAKER OF THE NATIONAL ASSEMBLY**, the head of the National Assembly elected in terms of section 52(1) of the Constitution. Her offices are at Parliament, Plein Street, Cape Town.

14. The fourth respondent is **THE CHAIRPERSON OF THE NATIONAL COUNCIL OF PROVINCES**, the head of the National Council of Provinces elected in terms

of section 64(1) of the Constitution. His offices are at Parliament, Plein Street, Cape Town.

15. The fifth respondent is **THE PREMIER OF THE WESTERN CAPE**, the executive authority of the Western Cape by virtue of section 125(1) of the Constitution. His offices are at Provincial Legislature Building, 1st Floor, 7 Wale Street, Cape Town.

16. The sixth respondent is **THE PREMIER OF THE EASTERN CAPE**, the executive authority of the Eastern Cape by virtue of section 125(1) of the Constitution. His offices are at Office of the Premier Building, Independence Avenue, Bisho.

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17. The seventh respondent is **THE PREMIER OF THE FREE STATE**, the executive authority of the Free State by virtue of section 125(1) of the Constitution. His offices are at OR Tambo House, Cnr Markgraaf & St Andrew's Streets, Bloemfontein.

18. The eighth respondent is **THE PREMIER OF GAUTENG**, the executive authority of Gauteng by virtue of section 125(1) of the Constitution. His offices are at 65 Ntemi Piliso Street, Newtown, Johannesburg.

19. The ninth respondent is **THE PREMIER OF KWAZULU-NATAL**, the executive authority of KwaZulu-Natal by virtue of section 125(1) of the Constitution. Her offices are at Moses Mabhida Building, 300 Langalibalele Street, Pietermaritzburg.

20. The tenth respondent is **THE PREMIER OF MPUMALANGA**, the executive authority of Mpumalanga by virtue of section 125(1) of the Constitution. Her

offices are at 7 Government Boulevard, Building 2, Riverside Park, Extension 2, Mbombela.

21. The eleventh respondent is **THE PREMIER OF THE NORTHERN CAPE**, the executive authority of the Northern Cape by virtue of section 125(1) of the Constitution. His offices are at Provincial Legislature Building,JW Sauer Building, Cnr Roper & Quinn Streets, Kimberley.

22. The twelfth respondent is **THE PREMIER OF THE NORTH WEST**, the executive authority of the North West by virtue of section 125(1) of the Constitution. His offices are at Garona Building, South Wing, 3rd Floor, Dr James Moroka Drive, Mmabatho.

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23. The thirteenth respondent is **THE PREMIER OF LIMPOPO**, the executive authority of Limpopo by virtue of section 125(1) of the Constitution. His offices are at Mowaneng Building, 40 Hans van Rensburg Street, Polokwane.

24. The third to thirteenth respondents are joined by virtue of any interest they may have in the tagging ground of challenge.

25. This Court has jurisdiction by virtue of the residence of the first, second and eighth respondents.

THE EMPLOYMENT EQUITY ACT PRIOR TO ITS AMENDMENT

26. The Employment Equity Act was enacted in 1998 and came into effect in December 1999. Under section 2, its purpose is —

> 'to achieve equity in the workplace by —

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(a) promoting equal opportunity and fair treatment in employment through the elimination of unfair discrimination; and

(b) implementing affirmative action measures to redress the disadvantages in employment experienced by designated groups, in order to ensure their equitable representation in all occupational levels in the workforce.'

27. Chapter II of the Act prohibits unfair discrimination in the workplace. The impugned scheme does not touch Chapter II, and so I do not deal any further with it.

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28. Chapter III, entitled AFFIRMATIVE ACTION, is what is changed by the impugned scheme, and so I describe how it currently works (i.e., prior to its amendment by the Amendment Act) in some detail.

29. Chapter III applies to every *'designated employer'* (section 12), defined to include every employer which employs 50 or more employees, every municipality, and every organ of state (except the army and intelligence services).

30. The core of Chapter III is the obligation on every designated employer to *'implement affirmative action measures for people from designated groups in terms of [the Act]'* so as to *'achieve employment equity'* (section 13(1)). People from *'designated groups'* are defined to be *'black people, women and people with disabilities'* and *'black people'* are defined as *'Africans, Coloureds and Indians'* (section 1).

31. *'Affirmative action measures'* are defined to mean *'measures designed to ensure that suitably qualified people from designated groups have equal employment opportunities and are equitably represented in all occupational levels in the*

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workforce of a designated employer' (section 15(1)); and must under section 15(2) include —

'*(a)* measures to identify and eliminate employment barriers, including unfair discrimination, which adversely affect people from designated groups;

(b) measures designed to further diversity in the workplace based on equal dignity and respect of all people;

(c) making reasonable accommodation for people from designated groups in order to ensure that they enjoy equal opportunities and are equitably represented in the workforce of a designated employer;

(d) subject to subsection (3), measures to —

(i) ensure the equitable representation of suitably qualified people from designated groups in all occupational levels in the workforce; and

(ii) retain and develop people from designated groups and to implement appropriate training measures, including measures in terms of an Act of Parliament providing for skills development.'

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32. The Act defines *'suitably qualified'* generously to include not only that person's *'formal qualifications'*, *'prior learning'*, and *'relevant experience'*, but also her *'capacity to acquire, within a reasonable time, the ability to do the job'* (section 20(3)).

33. Crucially, the Act (prior to amendment) set itself against naked quotas:

33.1. section 15(3) provides that the measures referred to in section 15(2)*(d)* *'include preferential treatment and numerical goals, but exclude quotas'*; and

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33.2. section 15(4) provides that *'nothing in this section requires a designated employer to take any decision concerning an employment policy or practice that would establish an absolute barrier to the prospective or continued employment or advancement of people who are not from designated groups'*.

34. In order to fulfil the obligation to implement affirmative action measures, every designated employer must —

34.1. consult with its employees (section 16 read with section 13(2)*(a)*);

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34.2. conduct an analysis *'of its employment policies, practices, procedures and the working environment, in order to identify employment barriers which adversely affect people from designated groups'*, which must *'include a profile … of the designated employer's workforce within each occupational level in order to determine the degree of underrepresentation of people from designated groups in various occupational levels in that employer's workforce'* (section 19 read with section 13(2)*(b)*);

34.3. based on this consultation and analysis *'prepare and implement an employment equity plan which will achieve reasonable progress towards employment equity in that employer's workforce'* (section 20(1) read with section 13(2)*(c)*); and

34.4. report to the Director-General of the Department of Labour ('**the DG**') *'on progress made in implementing its employment equity plan'* (section 21 read with section 13(2)*(d)*).

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35. Section 15(2) of the Act prescribes, in some detail, what an employment equity plan must contain so that its implementation *'will achieve reasonable progress towards employment equity in that employer's workforce'*. I quote the subsection:

> *'An employment equity plan … must state —*
>
> *(a) the objectives to be achieved for each year of the plan;*
>
> *(b) the affirmative action measures to be implemented as required by section 15(2);*
>
> *(c) where underrepresentation of people from designated groups has been identified by the analysis, the numerical goals to achieve the equitable representation of suitably qualified people from designated groups within each occupational level in the workforce, the timetable within which this is to be achieved, and the strategies intended to achieve those goals;*
>
> *(d) the timetable for each year of the plan for the achievement of goals and objectives other than numerical goals;*
>
> *(e) the duration of the plan, which may not be shorter than one year or longer than five years;*
>
> *(f) the procedures that will be used to monitor and evaluate the implementation of the plan and whether reasonable progress is being made towards implementing employment equity;*
>
> *(g) the internal procedures to resolve any dispute about the interpretation or implementation of the plan;*
>
> *(h) the persons in the workforce, including senior managers, responsible for monitoring and implementing the plan; and*
>
> *(i) any other prescribed matter'*.

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36. The Act contains robust enforcement provisions to ensure compliance with Chapter III:

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36.1. First, the DG is empowered by section 43 to conduct a review of any employer to determine whether it is complying with any provision of the Act. If not, he may *'make a recommendation to the employer'* setting out *'steps which the employer must take in connection with its employment equity plan or the implementation of that plan, or in relation to its compliance with any other provision of [the Act]'* and *'the period within which those steps must be taken'* (section 44*(b)*).

36.2. If the employer fails to comply with the DG's recommendation, the DG may apply to the Labour Court *'for an order directing the employer to comply with the request or recommendation'* (section 45(1)*(a)*). If the employer fails to justify its failure to comply, the DG may ask the Labour Court to impose a fine on the employer, which can be up to the greater of R2.7 million or 10% of the employer's turnover (section 45(1)*(b)* read with Schedule 1).

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36.3. Second, if a designated employer fails to comply with Chapter III (or Chapter II), such failure permits any organ of state to refuse to contract with that employer and to cancel any existing contract it has with the employer (subsections 53(1) and (4)).

37. So, Chapter III of the Act in its pre-amendment state can fairly be summarised as follows:

37.1. It required every designated employer to conduct a careful, regular and inclusive analysis of where it falls short in terms of employment equity, to prepare a detailed employment equity plan to remedy its shortcomings, and to implement the plan within a reasonable time.

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37.2. This scheme was context-sensitive. It acknowledged that each employer is differently situated in respect of employment equity, and required the employer to prepare and implement an employment equity plan tailored to that employer's specific situation.

37.3. While each employment equity plan may include preferential treatment and numerical goals, it cannot include quotas or absolute barriers to the employment or advancement of members of non-designated groups.

37.4. An employer was not required by the Act to appoint people who are not suitably qualified in order to achieve equitable representation of designated groups (although *'suitably qualified'* is inclusively defined to include those who, with training, can acquire the necessary competence).

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THE IMPUGNED SCHEME

38. The Bill that became the Amendment Act was introduced to the National Assembly in July 2020 and was processed through Parliament relatively quickly, receiving presidential assent less than two years later in April 2023.

39. The Amendment Act is not yet in effect. It will come into effect on a date fixed by the President in the Government Gazette (Amendment Act, section 16), and no such date has yet been fixed.

40. It does appear, however, that commencement is imminent, given that the Minister, on 12 May 2023 published draft *'numerical targets'* for public comment, a copy of which is annexed marked '**DA1**' (**'the draft *"targets"*'**). The closing

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date for public comment is 12 June 2023. I deal with the draft *'targets'* in some detail below.

41. The scheme that the Amendment Act would introduce and which is impugned in this application is the power of the Minister to promulgate binding *'numerical targets'* for demographic representation in the workforce of designated employers. This power is contained in section 15A of the Act as amended, which I quote in relevant part:

> '***15A Determination of sectoral numerical targets***
>
> *(1) The Minister may, by notice in the Gazette, identify national economic sectors for the purposes of this Act, having regard to any relevant code contained in the Standard Industrial Classification of all Economic Activities published by Statistics South Africa.*
>
> *(2) The Minister may, after consulting the relevant sectors and with the advice of the Commission, for the purpose of ensuring the equitable representation of suitably qualified people from designated groups at all occupational levels in the workforce, by notice in the Gazette set numerical targets for any national economic sector identified in terms of subsection (1).*
>
> *(3) A notice issued in terms of subsection (2) may set different numerical targets for different occupational levels, subsectors or regions within a sector or on the basis of any other relevant factor.*'

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42. While the impugned scheme refers to *'numerical targets'*, they are better described as binding quotas:

42.1. Section 20(2A) of the amended Act provides that the employment equity plan of every designated employer must contain *'numerical goals'* that

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'must comply with any sectoral target in terms of section 15A that applies to that employer' (underlining added).

42.2. So whereas in the past, each designated employer's employment equity plan would contain numerical goals appropriate for that employer's situation, needs, and the specific labour market faced by that employer; under the impugned scheme every employer's employment equity plan must adopt the one-size-fits-all *'target'* prescribed for that employer's sector.

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42.3. Moreover, and in a radical, and I say, unconstitutional, departure from the previous position under the Act, where it was left to each designated employer to set its own numerical goals as aforesaid, the amended Act permits the Minister to set what are effectively quotas in respect of each sector.

42.4. Section 42(1)*(aA)* of the amended Act provides that when the DG or any person or body applying the Act determines *'whether a designated employer is implementing employment equity in compliance with [the Act]'* one of the factors to be taken into account is *'whether the employer has complied with a sectoral target as set out in terms of section 15A applicable to that employer'*.

42.5. It follows that the DG can make a *'recommendation'* to a designated employer that it comply with the applicable *'target'* in terms of section 44*(b)* of the Act – which would involve the employer having to re-engineer its workforce by firing and hiring the necessary people so as to achieve the demographic makeup mandated by the applicable *'target'* –

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and if the employer fails to comply, the DG can approach the Labour Court for an order forcing the employer to comply in terms of section 45(1)*(a)* of the Act.

42.6. It follows further that, under section 53(4) of the Act, any failure on the part of an employer to meet the applicable *'target'* is sufficient for the state to refuse to do business with that employer or even to cancel an existing agreement between the state and the employer.

42.7. Of particular importance in this context is section 53(2) of the Act, which provides that a designated employer may request a certificate from the Minister confirming its compliance with Chapters II and III of the Act, which constitutes *'conclusive evidence'* that the employer is so compliant (section 53(1)*(b)*(i)).

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42.8. But subsections 53(6)*(a)* and *(b)* as amended would provide that the Minister may only issue a section-53(2) certificate if is satisfied that *'the employer has complied with a numerical target set in terms of section 15A that applies to that employer'*; unless *'in respect of any target with which the employer has not complied, the employer has raised a reasonable ground to justify its failure to comply'*. The amended Act does not specify what a *'reasonable ground'* might be.

43. The draft *'targets'* illustrate how radical the impugned scheme is:

43.1. They claim authority over eighteen *'economic sectors'* together covering the full gamut of economic activity in South Africa: agriculture, forestry and fishing; mining and quarrying; manufacturing, construction; financial

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and insurance activities; transportation and storage; information and communication; water supply, sewerage, waste management and remediation activities; electricity, gas steam and air conditioning supply; human health and social work activities; arts, entertainment and recreation; real estate activities; professional, scientific and technical activities; wholesale and retail trade, repair of motor vehicles and motorcycles; accommodation and food service activities; public administration and defence, compulsory social security; education; and administrative and support activities.

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43.2. Compliance with the *'targets'* must take place over five years.

43.3. If a designated employer conducts its business nationally, it must comply with the national *'targets'* for the applicable sector; and if a designated employer conducts its business provincially, it must comply with the provincial *'target'* for the applicable sector.

43.4. In addition, the *'targets'* are divided across —

43.4.1. four employment tiers (in descending order of seniority, *'top management'*, *'senior management'*, *'professionally qualified'* and *'skilled'*);

43.4.2. four race designations (African, Coloured, Indian and White); and

43.4.3. men and women.

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43.5. For each sector, for each geographic region (national or provincial), at each employment tier, at each race group of each sex, a percentage is specified.

43.6. Although this is not expressly stated, it appears that the specified percentages are minimums (given that they generally add up to less than 100%). In other words, every designated employer must ensure that at least the specified percentage of its employees at any given employment tier are African men, Coloured women, Indian men, White women, and so on. The Minister is invited to confirm this understanding in answer.

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43.7. Generally, the minimum percentages increase for any given sector and geographic region as one moves down the employment tiers. For example, in the *'agriculture, forestry and fishing'* economic sector in the national region, the sum of the targets for each population group in the *'top management'* tier is 43% (35% together for black people (which is the sum of the targets for African people, coloured people and Indian people, rounded up) plus the 8% minimum for white people). In the *'senior management'* tier the sum of the minimums is 48%, in the *'professionally qualified'* tier it is 68%, and in the *'skilled'* tier it is 86%.

43.8. It follows that as one moves down the employment tiers, the prescribed percentages move away from mere minimums towards *'targets'* that must be hit fairly precisely. By way of illustration, in the *'water supply, sewerage, waste management and remediation activities'* sector in the national region at the (lowest) *'skilled'* tier, the sum of the minimum percentages is 99.2% (91.2% for the three black groups together plus

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the 8% minimum for white people). This means that in this sector, in this region and at this tier, a designated employer's workforce must be almost exactly 79.3% black, 9.2% coloured, 2.7% Indian and 8.0% white.

43.9. It follows further that in some provinces, in some sectors and at lower employment tiers, a very low ceiling is set on the employment of coloured and Indian people. Again by way of illustration, in the *'public administration and defence; compulsory social security'* sector, in the Limpopo region and at the (second-lowest) *'professionally qualified'* tier, the sum of the minimum percentages for African and white people is 93.1%. Thus, the maximum percentage of coloured and Indian people that may be employed is 6.9%.

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44. While the scheme is restricted to *'designated employers'*, this covers much of the formal South African economy: every private-sector employer employing 50 or more people, every municipality, and almost every organ of state. In the 2022 reporting period, the official list of designated employers comprised 27 533 employers. In this regard, I annex marked '**DA2**' a copy of the first two pages of the latest list of designated employers published by the Minister in terms of section 41 of the Act (I leave out the entire list, which runs to almost 600 pages).

45. Solidarity (a trade union) has conducted an economic analysis of the draft *'targets'*. I call this '**the Solidarity report**'. Its conclusion is that the draft *'targets'* cannot be implemented unless (a) the South African economy grows at an impossible rate for the next five years or (b) designated employers almost completely overhaul the demographic profile of their workforce over the relevant four employment tiers, which would be enormously disruptive to the workers

concerned and to the employers themselves. The Solidarity report shows how the draft *'targets'* illustrate how unbound the powers sought to be introduced by the impugned scheme are, and I ask that the facts and coclusions therein be incorporated as if specifically traversed herein.

46. A confirmatory affidavit from the author of the report with a copy thereof, shall accompany this affidavit.

THE SCHEME IS UNCONSTITUTIONAL

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47. The impugned scheme is unconstitutional for the reasons set out in paragraph 7 above. I deal with each in turn. This section largely consists of propositions of law, will be expanded upon in written and oral argument, and is provided so as to give the respondents a fair precis of applicant's case.

Ground 1: the impugned scheme is unconstitutional because it implements a quota

48. I am advised that —

48.1. any affirmative-action scheme that constitutes a quota is unconstitutional; and

48.2. what sets an impermissible quota apart from a permissible numerical target is primarily its rigidity. Numerical targets are *'inclusive'* and *'flexible employment guidelines'* while quotas are *'rigid'* and amount to *'job reservations'*.

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49. As is explained above, section 15A empowers the Minister to set rigid *'targets'* that must be complied with by all designated employers, on pain of losing state contracts (or the ability to contract with the state). The DG can, moreover, obtain an order from the Labour Court requiring a designated employer to comply with the applicable section-15A target. Thus, the impugned scheme empowers the Minister to set quotas, and so it is unconstitutional.

50. I have already alluded to the fact that the impugned scheme marks a radical departure from the previous regime, which allowed designated employers to set their own numerical goals in their employment equity plans, with one that allows the Minister to replace these by diktat. No explanation or justification is proffered for this departure. The explanatory memorandum that accompanied the Bill that became the Amendment Act is not helpful in this regard.

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Ground 2: the impugned scheme otherwise violates section 9

51. I am advised that an affirmative-action measure, even if it is not a quota, violates section 9(2) of the Constitution specifically (and section 9 of the Constitution generally) if it is disproportionate: if it imposes harms or costs that are substantial or undue given the envisaged purpose of the measure.

52. Even if the impugned scheme is not a quota, it is nevertheless disproportionate and unconstitutional for the following reasons.

53. First, it replaces a system that required every employer to formulate and implement an employment equity plan tailored for that employer's unique staff complement, operational needs, and the labour market it faces, with a one-size-

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fits-all set of mandatory targets that are the same for every employer in a particular sector and region, regardless of how differently situated they might be.

54. The reality is that different employers in a particular sector will have different employment needs and face different labour markets. One employer might need electricians. Another might require coders. Another fitters and turners. But section 15A would permit the Minister to lump all of these employers together and force them to hire the same specified ratios of various race and gender combinations.

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55. Second, the impugned scheme has the potential to create an absolute barrier to employment or advancement for members of particular racial groups in a particular area.

56. The draft *'targets'* illustrate the point. Posit X, an Indian woman falling within the *'skilled'* category in the *'financial and insurance categories'* sector, living in Gauteng. The draft *'targets'* applicable to designated employers operating in Gauteng would prescribe that a minimum of 82.3% of the workforce of any designated employer must be African, a minimum 2.4% must be Coloured, a minimum of 11% must be white, and a minimum of 1.7% must be Indian men. This adds up to a collective minimum of 97.4% for all of the race and gender groups other than Indian women – and thus an employment ceiling of 2.6% for skilled Indian women in the '*financial and insurance categories'* in Gauteng.

57. It follows that it would become exceedingly difficult for X to find a job in Gauteng. She must find a designated employer that has not hit its (very low) Indian-women ceiling that needs her particular set of skills within reasonable proximity of where she lives. If she cannot do so she must move somewhere else to find a job.

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58. But she could only really move to KwaZulu-Natal to improve her chances, given that this is the only province in which the Indian-women ceiling is higher than it is in Gauteng (in every other province it is lower). I do not have to belabour the point that it is an exceedingly odious echo of our history for government policy to effectively require Indian people to move to KwaZulu-Natal to look for work.

59. Finally, it would not help her much to apply to designated employers applying the national list with offices in Gauteng. Under the draft *'targets'* the national ceiling for Indian women is 5.2%.



60. Third, the scheme permits the engineering of an outcome (specified demographic mixes) without requiring the state to fix the underlying problem – which is the unequal distribution of skills and qualification among racial groups.

61. Fourth, the scheme permits wall-to-wall binding standards. It permits the Minister to require every designated employer, across the country to achieve a particular demographic mix. It is an intrusive power that can be almost impossible for an individual job-seeker to escape.

Ground 3: the scheme violates the right to freedom of residence and of trade, occupation and profession

62. As illustrated by the draft *'targets'*, the impugned scheme permits a quota system that would make it exceedingly difficult for members of certain racial groups in particular sectors to find work, and in particular provinces. The hypothetical X, for example, might find it almost impossible to pursue her chosen career in the financial sector in Gauteng.

63. This constitutes a limitation of the right to freedom trade, occupation and profession. It also constitutes a limitation of the right to reside anywhere in the Republic.

64. I am advised that the onus rests on the state to justify this violation in answer.

Ground 4: Section 15A violates the* Dawood *standard

65. I am advised that in *Dawood* (cited above) the Constitutional Court held that a broad discretionary power is unconstitutional if (a) it can be exercised in a manner that violates human rights and (b) there are insufficient restrictions on the power to prevent such violations.

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66. The section-15A power is precisely such a power:

66.1. The power is broad and vague: to *'set [binding] numerical targets for any national economic sector'*. Section 15A provides no further detail.

66.2. The Minister may thus set minimum demographic targets (as he seeks to do under the draft *'targets'*). He may set employment ceilings for specified race-and-gender combinations (as the *'targets'* effectively would do). He may set ranges (for example, that an employer's workforce must be between 60 and 70% African). He may set precise targets (an employer's workforce must be exactly 63% African).

66.3. The Minister may, moreover, set *'targets'* that are differentiated across employment tiers (as he seeks to do under the draft *'targets'*). But he may set a single target for employers in a sector, regardless of tier.

66.4. There are almost no restrictions on how the power should be exercised. All that is required is that the power be exercised *'for the purpose of ensuring the equitable representation of suitably qualified people from designated groups at all occupational levels in the workforce'*. This is a restriction that is so vague so as to be no restriction at all.

66.5. For example, the Minister is permitted to set a target that matches the demographics of the total population in a region, or the demographics of the workforce, or some other figure linked to demographics.

66.6. The power has the potential severely to limit human rights, as set out in the earlier sections.

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Avenues for deviation are insufficient

67. The respondents, if they oppose, will likely point to two provisions to justify the impugned scheme:

67.1. section 42(4), which provides that *'[i]n any assessment of its compliance with this Act or in any court proceedings, a designated employer may raise any reasonable ground to justify its failure to comply'*; and

67.2. section 53(6)*(b)*, which provides that the Minister may still issue a section-53(2) certificate even if a designated employer has not *'complied with'* a section-15A *'target'* if *'in respect of any target with which the employer has not complied, the employer has raised a reasonable ground to justify its failure to comply, as contemplated by section 42(4)'*.

68. But these exceptions are not sufficient to render the impugned scheme constitutional. They are little more than a fig leaf, for the following reasons.

69. First, they are vague and themselves violate the *Dawood* standard. The Act as amended provides no detail as to what would rise to a *'reasonable ground'* justifying a failure to hit a *'target'*.

70. Second, exemptions are sought by a designated employer, not by an employee that has been prejudiced by the impugned scheme. If an employer chooses to comply entirely with all applicable *'targets'* and, for example, stops hiring Coloured men entirely, a Coloured man that is out of work as a result has no recourse. He faces a quota, plain and simple.

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71. Third, except in court proceedings, the assessment of whether a ground for non-compliance raised by an employer is *'reasonable'* rests in the hands of the Minister or the DG. Practically, the Minister or the DG will be unable to exercise this discretion properly:

71.1. As pointed out above, in 2022 there are 27 533 designated employers. This number will increase every year.

71.2. As is indicated by the draft *'targets'* and the Solidarity report, many of these employers that wish to do business with the state will struggle to comply with the applicable *'targets'* and thus will have to justify their failure to comply in order to obtain a section-53(2) certificate.

71.3. In order to do so, presumably, each such employer will have to provide the Minister with detailed information as to (a) its business, (b) its labour needs, (c) its efforts to meet applicable targets, (d) the labour market it

faces, and so on. Given the number of designated employers there are and the likelihood that many of them will fail to meet their targets, the Minister's office will be inundated with detailed exemption applications.

71.4. The Minister will require a permanent, large office of bureaucrats processing these detailed applications and significant resources in order to decide them within a reasonable time and with sufficient attention. But, the Minister has only allocated R1.2 million for the implementation of the Amendment Act. This is insufficient. In this regard, I annex marked "**DA3**" a copy of the explanatory memorandum for the Bill that became the Amendment Act and refer this Court to paragraph 5 thereof.

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72. It is thus likely that many designated employers, even those with a reasonable ground for non-compliance, will simply not receive section-53(2) certificates, and so will be precluded from doing business with the state.

Ground 5: Incorrect tagging

73. The fifth reason that the Amendment Act is unconstitutional is that it was incorrectly tagged as a Bill in terms of section 75 of the Constitution when it should have been tagged as a section-76 Bill.

74. I am advised that a Bill must be tagged as a section-76 Bill and follow the procedure in section 76 of the Constitution if it affects, in substantial measure, any of the functional areas in Schedule 4 of the Constitution. If a Bill that should have been tagged as a section-76 Bill follows the section-75 procedure, it is unconstitutional and invalid.

75. Given how broad and instrusive the impugned scheme is in respect of the economy of each province, the Amendment Act affects, in substantial measure, at least the following functional areas in Schedule 4 of the Constitution: agriculture; airports other than international and national airports; casinos, racing, gambling and wagering; health services; industrial promotion; media services directly controlled or provided by the provincial government; provincial police; population development; provincial public enterprises; public transport; provincial public works; tourism; trade; urban and rural development; child-care facilities; firefighting services; local tourism; municipal airports; municipal health services; municipal public transport; and pontoons, ferries, jetties, piers and harbours.

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76. Given that the Amendment Act was tagged as a section-75 Bill when it should have been tagged as a section-76 Bill, it is unconstitutional and invalid.

CONCLUSION

77. Given that the impugned scheme is unconstitutional, I submit that the default remedy is appropriate: the provisions implementing the impugned scheme in the Act as amended fall to be declared unconstitutional and invalid. Given that this would do no more than reinstate what is currently the status quo, no interim relief or reading-in is necessary.

78. The application should thus succeed with costs. I am advised that if the application fails, each party should pay its own costs by operation of the *Biowatch* principle.

WHEREFORE I pray for the relief sought in the notice of motion.

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JOHN HENRY STEENHUISEN

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Signed and sworn before me at CAPE TOWN on Tuesday, 13 June 2023, the deponent having acknowledged that he knows and understands the contents of the affidavit, that he has no objection to taking the prescribed oath and that he considers it binding on his conscience.

COMMISSIONER OF OATHS

BRENDON BRAUN
COMMISSIONER OF OATHS
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DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. 3407 12 May 2023

EMPLOYMENT EQUITY ACT, 1998 (ACT 55 OF 1998 AS AMENDED)

DRAFT EMPLOYMENT EQUITY REGULATIONS 2023 FOR PUBLIC COMMENT

I, Thembelani Waltermade Nxesi, Minister of Employment and Labour in terms of Section 55(1) of the Employment Equity Act, 1998 (Act No 55 of 1998 as amended), and on the advice of the Commission for Employment Equity, hereby publish this notice on the proposed sector EE targets made in terms of Section 15A of the Employment Equity Amendment Act, Act No. 04 of 2022, for public comment for 30 days. This notice will be effective from the date of publication.

MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 02/05/2023

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Written comments on the draft notice are invited and should be submitted within 30 days of publication of the notice in the *Gazette* to:

By e-mail:

innocent.makwarela@labour.gov.za
christina.lehlokoa@labour.gov.za
jullian.mohals@labour.gov.za

or

Hand delivered at:

Laboria House
215 Francis Baard Street
Employment Equity Directorate
Pretoria

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LIST OF ECONOMIC SECTORS (EEA17)
1. AGRICULTURE, FORESTRY & FISHING
2. MINING AND QUARRYING
3. MANUFACTURING
4. CONSTRUCTION
5. FINANCIAL AND INSURANCE ACTIVITIES
6. TRANSPORTATION AND STORAGE
7. INFORMATION AND COMMUNICATION
8. WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES
9. ELECTRICITY, GAS STEAM AND AIR CONDITIONING SUPPLY
10. HUMAN HEALTH AND SOCIAL WORK ACTIVITIES
11. ARTS, ENTERTAINMENT AND RECREATION
12. REAL ESTATE ACTIVITIES
13. PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES
14. WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES
15. ACCOMMODATION AND FOOD SERVICE ACTIVITIES
16. PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY
17. EDUCATION
18. ADMINISTRATIVE AND SUPPORT ACTIVITIES

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VERY IMPORTANT INFORMATION

In terms of Section 15A of the Employment Equity Amendment Act, 2023 the Minister may, after consulting the relevant sectors and with the advice of the Commission for Employment Equity (CEE), for the purpose of ensuring the equitable representation of suitably qualified people from designated groups at all occupational levels in the workforce, set numerical targets for any sector or part of a sector. Numerical targets may be different for different occupational levels, or regions within a sector. A draft of any notice that the Minister proposes to issue must be published in a Gazette allowing interested parties at least 30 days to comment.

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The table below contains the proposed 5-year sector targets for the various economic sectors prescribed in the EEA17 form in terms of population groups and gender for the four upper occupational levels (i.e., Top Management, Senior Management, Professionally Qualified and Skilled levels) and for employees with disabilities. The proposed sector EE numerical targets for the various population groups (i.e. African, Coloured, Indian and White) and gender must, where applicable, be proportional to the demographics of the Economically Active Populations (EAP), whether national or provincial. Please note that 'Black' in the table below includes Africans, Coloureds and Indians.

The National EAP shall apply to designated employers conducting their business/ operations nationally, and the respective Provincial EAP shall apply to designated employers conducting their business/ operations in a particular province. Designated employers cannot use the national and provincial demographics (EAP) at the same time. Designated employers must choose only one demographics (i.e. either national or provincial) and utilise the chosen demographics for the entire duration of the EE Plan that is in line with the 5-year sector targets.

NB: Designated employers are still required to implement the 5-year numerical goals and annual targets set in terms Section 20(2)(c) for the Semi-Skilled and Unskilled levels in their EE Plans, which are not covered by the sector targets, by utilising the same demographics of the EAP that they have chosen, whether national or provincial.

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1. AGRICULTURE, FORESTRY & FISHING

A. TOP MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	17.4%	2.0%	0.6%	4.5%	20.0%
	Female	13.0%	1.5%	0.4%	3.5%	15.0%
	Total	30.4%	3.5%	1.0%	8.0%	35.0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	17.3%	2.5%	0.2%	2.8%	20.0%
	Female	13.0%	1.9%	0.1%	2.2%	15.0%
	Total	30.2%	4.4%	0.3%	5.0%	35.0%
Free State	Male	19.1%	0.6%	0.4%	3.7%	20.0%
	Female	14.3%	0.4%	0.3%	3.6%	15.0%
	Total	33.3%	1.0%	0.6%	7.3%	35.0%
Gauteng	Male	18.7%	0.5%	0.8%	6.4%	20.0%
	Female	14.0%	0.4%	0.6%	4.6%	15.0%
	Total	32.6%	0.9%	1.4%	11.0%	35.0%
KwaZulu-Natal	Male	18.2%	0.2%	1.5%	2.2%	20.0%
	Female	13.7%	0.2%	1.1%	1.9%	15.0%
	Total	31.9%	0.4%	2.7%	4.1%	35.0%
Limpopo	Male	19.9%	0.0%	0.1%	1.2%	20.0%
	Female	14.9%	0.0%	0.1%	1.2%	15.0%
	Total	34.8%	0.0%	0.1%	2.4%	35.0%
Mpumalanga	Male	19.9%	0.1%	0.1%	4.0%	20.0%
	Female	14.9%	0.0%	0.0%	3.2%	15.0%
	Total	34.8%	0.1%	0.1%	7.2%	35.0%
North West	Male	19.6%	0.3%	0.2%	2.8%	20.0%
	Female	14.7%	0.2%	0.1%	1.6%	15.0%
	Total	34.2%	0.4%	0.3%	4.4%	35.0%
Northern Cape	Male	12.7%	7.3%	0.1%	6.4%	20.0%
	Female	9.5%	5.4%	0.1%	4.5%	15.0%
	Total	22.2%	12.7%	0.2%	10.9%	35.0%
Western Cape	Male	9.1%	10.7%	0.2%	7.2%	20.0%
	Female	6.8%	8.0%	0.1%	6.1%	15.0%
	Total	15.9%	18.7%	0.3%	13.3%	35.0%
Workforce Profile 2022 (All employers)	Male	5.7%	3.3%	0.9%	68.6%	9.9%
	Female	3.4%	2.5%	0.3%	14.5%	6.2%
	Total	9.1%	5.8%	1.2%	83.1%	16.1%

B. SENIOR MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	21.7%	2.5%	0.7%	4.5%	25.0%
	Female	13.0%	1.5%	0.4%	3.5%	15.0%
	Total	34.8%	4.0%	1.2%	8.0%	40.0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	21.6%	3.2%	0.2%	2.8%	25.0%
	Female	13.0%	1.9%	0.1%	2.2%	15.0%
	Total	34.6%	5.1%	0.4%	5.0%	40.0%
Free State	Male	23.8%	0.7%	0.5%	3.7%	25.0%
	Female	14.3%	0.4%	0.3%	3.6%	15.0%
	Total	38.1%	1.2%	0.7%	7.3%	40.0%
Gauteng	Male	23.3%	0.7%	1.0%	6.4%	25.0%
	Female	14.0%	0.4%	0.6%	4.6%	15.0%
	Total	37.3%	1.1%	1.6%	11.0%	40.0%
KwaZulu-Natal	Male	22.8%	0.3%	1.9%	2.2%	25.0%
	Female	13.7%	0.2%	1.1%	1.9%	15.0%
	Total	36.5%	0.5%	3.0%	4.1%	40.0%
Limpopo	Male	24.9%	0.0%	0.1%	1.2%	25.0%
	Female	14.9%	0.0%	0.1%	1.2%	15.0%
	Total	39.8%	0.0%	0.2%	2.4%	40.0%
Mpumalanga	Male	24.8%	0.1%	0.1%	4.0%	25.0%
	Female	14.9%	0.0%	0.0%	3.2%	15.0%
	Total	39.7%	0.1%	0.1%	7.2%	40.0%
North West	Male	24.5%	0.3%	0.2%	2.8%	25.0%
	Female	14.7%	0.2%	0.1%	1.6%	15.0%
	Total	39.1%	0.5%	0.4%	4.4%	40.0%
Northern Cape	Male	15.8%	9.1%	0.1%	6.4%	25.0%
	Female	9.5%	5.4%	0.1%	4.5%	15.0%
	Total	25.3%	14.5%	0.2%	10.9%	40.0%
Western Cape	Male	11.4%	13.4%	0.2%	7.2%	25.0%
	Female	6.8%	8.0%	0.1%	6.1%	15.0%
	Total	18.2%	21.4%	0.4%	13.3%	40.0%
Workforce Profile 2022 (All employers)	Male	10.3%	4.1%	1.5%	54.6%	15.9%
	Female	5.2%	2.2%	0.8%	20.3%	6.2%
	Total	15.5%	6.3%	2.3%	74.9%	24.1%

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1. AGRICULTURE, FORESTRY & FISHING

C. PROFESSIONALLY QUALIFIED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	30.4%	3.5%	1.0%	4.5%	35.0%
	Female	21.7%	2.5%	0.7%	3.5%	25.0%
	Total	52.2%	6.1%	1.8%	8.0%	60.0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	30.2%	4.4%	0.3%	2.8%	35.0%
	Female	21.6%	3.2%	0.2%	2.2%	25.0%
	Total	51.9%	7.6%	0.6%	5.0%	60.0%
Free State	Male	33.3%	1.0%	0.6%	3.7%	35.0%
	Female	23.8%	0.7%	0.5%	3.6%	25.0%
	Total	57.2%	1.7%	1.1%	7.3%	60.0%
Gauteng	Male	32.6%	0.9%	1.4%	6.4%	35.0%
	Female	23.3%	0.7%	1.0%	4.6%	25.0%
	Total	56.0%	1.6%	2.4%	11.0%	60.0%
KwaZulu-Natal	Male	31.9%	0.4%	2.7%	2.2%	35.0%
	Female	22.8%	0.3%	1.9%	1.9%	25.0%
	Total	54.7%	0.7%	4.6%	4.1%	60.0%
Limpopo	Male	34.8%	0.0%	0.1%	1.2%	35.0%
	Female	24.9%	0.0%	0.1%	1.2%	25.0%
	Total	59.7%	0.1%	0.2%	2.4%	60.0%
Mpumalanga	Male	34.8%	0.1%	0.1%	4.0%	35.0%
	Female	24.8%	0.1%	0.1%	3.2%	25.0%
	Total	59.6%	0.2%	0.2%	7.2%	60.0%
North West	Male	34.2%	0.4%	0.3%	2.8%	35.0%
	Female	24.5%	0.3%	0.2%	1.6%	25.0%
	Total	58.7%	0.8%	0.6%	4.4%	60.0%
Northern Cape	Male	22.2%	12.7%	0.2%	6.4%	35.0%
	Female	15.8%	9.1%	0.1%	4.5%	25.0%
	Total	38.0%	21.8%	0.3%	10.9%	60.0%
Western Cape	Male	16.9%	18.7%	0.3%	7.2%	35.0%
	Female	11.4%	13.4%	0.2%	6.1%	25.0%
	Total	27.3%	32.1%	0.6%	13.3%	60.0%
Workforce Profile 2022 (All employers)	Male	20.0%	5.8%	1.8%	34.2%	27.6%
	Female	12.6%	3.1%	1.5%	19.4%	17.2%
	Total	32.6%	8.9%	3.3%	53.6%	44.8%

D. SKILLED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	43.8%	5.1%	1.5%	4.5%	50.4%
	Female	24.0%	2.8%	0.8%	3.5%	27.6%
	Total	67.8%	7.9%	2.3%	8.0%	78.0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	43.6%	6.4%	0.5%	2.8%	50.4%
	Female	23.9%	3.5%	0.3%	2.2%	27.6%
	Total	67.4%	9.9%	0.7%	5.0%	78.0%
Free State	Male	46.0%	1.5%	0.9%	3.7%	50.4%
	Female	26.3%	0.8%	0.5%	3.6%	27.6%
	Total	74.3%	2.3%	1.4%	7.3%	78.0%
Gauteng	Male	47.0%	1.4%	2.0%	6.4%	50.4%
	Female	25.7%	0.7%	1.1%	4.6%	27.6%
	Total	72.7%	2.1%	3.2%	11.0%	78.0%
KwaZulu-Natal	Male	46.0%	0.6%	3.8%	2.2%	50.4%
	Female	25.2%	0.3%	2.1%	1.9%	27.6%
	Total	71.2%	0.9%	5.9%	4.1%	78.0%
Limpopo	Male	50.1%	0.1%	0.2%	1.2%	50.4%
	Female	27.5%	0.0%	0.1%	1.2%	27.6%
	Total	77.6%	0.1%	0.3%	2.4%	78.0%
Mpumalanga	Male	50.1%	0.2%	0.2%	4.0%	50.4%
	Female	27.4%	0.1%	0.1%	3.2%	27.6%
	Total	77.5%	0.3%	0.3%	7.2%	78.0%
North West	Male	49.3%	0.6%	0.5%	2.8%	50.4%
	Female	27.0%	0.3%	0.3%	1.6%	27.6%
	Total	76.3%	1.0%	0.7%	4.4%	78.0%
Northern Cape	Male	31.9%	18.3%	0.2%	6.4%	50.4%
	Female	17.5%	10.0%	0.1%	4.5%	27.6%
	Total	49.4%	28.3%	0.4%	10.9%	78.0%
Western Cape	Male	23.0%	27.0%	0.5%	7.2%	50.4%
	Female	12.6%	14.8%	0.3%	6.1%	27.6%
	Total	35.5%	41.7%	0.7%	13.3%	78.0%
Workforce Profile 2022 (All employers)	Male	34.2%	11.6%	1.2%	14.7%	47.0%
	Female	16.6%	6.7%	1.0%	11.5%	24.3%
	Total	50.8%	18.3%	2.2%	26.2%	71.3%

5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR

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2. MINING AND QUARRYING

A. TOP MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	26,0%	3,0%	0,9%	4,5%	29,9%
	Female	17,5%	2,0%	0,6%	3,5%	20,1%
	Total	43,5%	5,1%	1,5%	8,0%	50,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	25,8%	3,8%	0,3%	2,8%	29,9%
	Female	17,4%	2,5%	0,2%	2,2%	20,1%
	Total	43,2%	6,3%	0,5%	5,0%	50,0%
Free State	Male	28,5%	0,9%	0,5%	3,7%	29,9%
	Female	19,1%	0,6%	0,4%	3,6%	20,1%
	Total	47,6%	1,5%	0,9%	7,3%	50,0%
Gauteng	Male	27,9%	0,8%	1,2%	6,4%	29,9%
	Female	18,7%	0,5%	0,8%	4,6%	20,1%
	Total	46,6%	1,3%	2,0%	11,0%	50,0%
KwaZulu-Natal	Male	27,3%	0,3%	2,3%	2,2%	29,9%
	Female	18,3%	0,2%	1,5%	1,9%	20,1%
	Total	45,6%	0,6%	3,8%	4,1%	50,0%
Limpopo	Male	29,7%	0,0%	0,1%	1,2%	29,9%
	Female	20,0%	0,0%	0,1%	1,2%	20,1%
	Total	49,7%	0,1%	0,2%	2,4%	50,0%
Mpumalanga	Male	29,7%	0,1%	0,1%	4,0%	29,9%
	Female	20,0%	0,1%	0,1%	3,2%	20,1%
	Total	49,7%	0,2%	0,2%	7,2%	50,0%
North West	Male	29,2%	0,4%	0,3%	2,8%	29,9%
	Female	19,7%	0,3%	0,2%	1,8%	20,1%
	Total	48,9%	0,6%	0,5%	4,4%	50,0%
Northern Cape	Male	18,9%	10,8%	0,1%	6,4%	29,9%
	Female	12,7%	7,3%	0,1%	4,5%	20,1%
	Total	31,6%	18,1%	0,2%	10,9%	50,0%
Western Cape	Male	13,6%	16,0%	0,3%	7,2%	29,9%
	Female	9,2%	10,8%	0,2%	6,1%	20,1%
	Total	22,8%	26,8%	0,5%	13,3%	50,0%
Workforce Profile 2022 (All employers)	Male	21,4%	2,7%	3,2%	48,9%	27,3%
	Female	9,9%	1,2%	1,9%	6,7%	13,0%
	Total	31,3%	3,9%	5,1%	55,6%	40,3%

B. SENIOR MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	30,4%	3,5%	1,0%	4,5%	35,0%
	Female	18,3%	2,1%	0,6%	3,5%	21,0%
	Total	48,7%	5,7%	1,6%	8,0%	56,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	30,2%	4,4%	0,3%	2,8%	35,0%
	Female	18,1%	2,7%	0,2%	2,2%	21,0%
	Total	48,4%	7,1%	0,5%	5,0%	56,0%
Free State	Male	33,3%	1,0%	0,6%	3,7%	35,0%
	Female	20,0%	0,6%	0,4%	3,6%	21,0%
	Total	53,3%	1,6%	1,0%	7,3%	56,0%
Gauteng	Male	32,6%	0,9%	1,4%	6,4%	35,0%
	Female	19,6%	0,6%	0,8%	4,6%	21,0%
	Total	52,2%	1,5%	2,3%	11,0%	56,0%
KwaZulu-Natal	Male	31,9%	0,4%	2,7%	2,2%	35,0%
	Female	19,2%	0,2%	1,6%	1,9%	21,0%
	Total	51,1%	0,6%	4,3%	4,1%	56,0%
Limpopo	Male	34,8%	0,0%	0,1%	1,2%	35,0%
	Female	20,9%	0,0%	0,1%	1,2%	21,0%
	Total	55,7%	0,1%	0,2%	2,4%	56,0%
Mpumalanga	Male	34,8%	0,1%	0,1%	4,0%	35,0%
	Female	20,9%	0,1%	0,1%	3,2%	21,0%
	Total	55,6%	0,2%	0,2%	7,2%	56,0%
North West	Male	34,2%	0,4%	0,3%	2,8%	35,0%
	Female	20,5%	0,3%	0,2%	1,6%	21,0%
	Total	54,8%	0,7%	0,5%	4,4%	56,0%
Northern Cape	Male	22,2%	12,7%	0,2%	6,4%	35,0%
	Female	13,3%	7,6%	0,1%	4,5%	21,0%
	Total	35,4%	20,3%	0,3%	10,9%	56,0%
Western Cape	Male	15,9%	18,7%	0,3%	7,2%	35,0%
	Female	9,6%	11,2%	0,2%	6,1%	21,0%
	Total	25,5%	30,0%	0,5%	13,3%	56,0%
Workforce Profile 2022 (All employers)	Male	23,9%	2,5%	3,8%	43,4%	30,2%
	Female	9,4%	1,0%	2,3%	10,1%	12,7%
	Total	33,3%	3,5%	6,1%	53,5%	42,9%

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2. MINING AND QUARRYING

C. PROFESSIONALLY QUALIFIED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	35,7%	4,1%	1,2%	4,5%	41,0%
	Female	20,9%	2,4%	0,7%	3,5%	24,0%
	Total	56,5%	6,6%	1,9%	8,0%	65,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	36,4%	5,2%	0,4%	2,8%	41,0%
	Female	20,7%	3,0%	0,2%	2,2%	24,0%
	Total	56,2%	8,2%	0,6%	5,0%	65,0%
Free State	Male	39,1%	1,2%	0,8%	3,7%	41,0%
	Female	22,9%	0,7%	0,4%	3,6%	24,0%
	Total	61,9%	1,9%	1,2%	7,3%	65,0%
Gauteng	Male	38,2%	1,1%	1,7%	6,4%	41,0%
	Female	22,4%	0,6%	1,0%	4,6%	24,0%
	Total	60,6%	1,8%	2,6%	11,0%	65,0%
KwaZulu-Natal	Male	37,4%	0,5%	3,1%	2,2%	41,0%
	Female	21,9%	0,3%	1,8%	1,9%	24,0%
	Total	59,3%	0,7%	4,9%	4,1%	65,0%
Limpopo	Male	40,8%	0,0%	0,2%	1,2%	41,0%
	Female	23,9%	0,0%	0,1%	1,2%	24,0%
	Total	64,7%	0,1%	0,3%	2,4%	65,0%
Mpumalanga	Male	40,7%	0,1%	0,1%	4,0%	41,0%
	Female	23,8%	0,1%	0,1%	3,2%	24,0%
	Total	64,6%	0,2%	0,2%	7,2%	65,0%
North West	Male	40,1%	0,5%	0,4%	2,8%	41,0%
	Female	23,5%	0,3%	0,2%	1,6%	24,0%
	Total	63,6%	0,8%	0,6%	4,4%	65,0%
Northern Cape	Male	26,0%	14,9%	0,2%	6,4%	41,0%
	Female	15,2%	8,7%	0,1%	4,5%	24,0%
	Total	41,1%	23,6%	0,3%	10,9%	65,0%
Western Cape	Male	18,7%	21,9%	0,4%	7,2%	41,0%
	Female	10,9%	12,8%	0,2%	6,1%	24,0%
	Total	29,6%	34,8%	0,6%	13,3%	65,0%
Workforce Profile 2022 (All employers)	Male	32,9%	3,4%	2,5%	31,2%	38,8%
	Female	15,4%	1,4%	1,6%	9,2%	18,4%
	Total	48,3%	4,8%	4,1%	40,4%	57,2%

D. SKILLED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	42,7%	5,0%	1,4%	4,5%	49,1%
	Female	22,5%	2,6%	0,8%	3,5%	25,9%
	Total	65,2%	7,6%	2,2%	8,0%	75,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	42,4%	6,2%	0,5%	2,8%	49,1%
	Female	22,4%	3,3%	0,2%	2,2%	25,9%
	Total	64,8%	9,5%	0,7%	5,0%	75,0%
Free State	Male	46,8%	1,4%	0,9%	3,7%	49,1%
	Female	24,7%	0,8%	0,5%	3,6%	25,9%
	Total	71,4%	2,2%	1,4%	7,3%	75,0%
Gauteng	Male	45,8%	1,3%	2,0%	6,4%	49,1%
	Female	24,2%	0,7%	1,0%	4,6%	25,9%
	Total	69,9%	2,0%	3,0%	11,0%	75,0%
KwaZulu-Natal	Male	44,8%	0,6%	3,7%	2,2%	49,1%
	Female	23,6%	0,3%	2,0%	1,9%	25,9%
	Total	68,4%	0,9%	5,7%	4,1%	75,0%
Limpopo	Male	48,6%	0,1%	0,2%	1,2%	49,1%
	Female	25,8%	0,0%	0,1%	1,2%	25,9%
	Total	74,6%	0,1%	0,3%	2,4%	75,0%
Mpumalanga	Male	48,8%	0,2%	0,2%	4,0%	49,1%
	Female	25,7%	0,1%	0,1%	3,2%	25,9%
	Total	74,5%	0,2%	0,2%	7,2%	75,0%
North West	Male	48,0%	0,6%	0,5%	2,8%	49,1%
	Female	25,3%	0,3%	0,2%	1,6%	25,9%
	Total	73,4%	0,9%	0,7%	4,4%	75,0%
Northern Cape	Male	31,1%	17,8%	0,2%	6,4%	49,1%
	Female	16,4%	9,4%	0,1%	4,5%	25,9%
	Total	47,5%	27,2%	0,3%	10,9%	75,0%
Western Cape	Male	22,4%	26,3%	0,5%	7,2%	49,1%
	Female	11,8%	13,9%	0,2%	6,1%	25,9%
	Total	34,2%	40,1%	0,7%	13,3%	75,0%
Workforce Profile 2022 (All employers)	Male	53,0%	4,2%	0,6%	17,7%	57,8%
	Female	15,0%	1,2%	0,4%	4,5%	16,6%
	Total	68,0%	5,4%	1,0%	22,2%	74,4%

5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR

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REGISTRAR OF THE HIGH COURT OF SOUTH AFRICA GAUTENG DIVISION, PRETORIA

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3. MANUFACTURING

A. TOP MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	21,7%	2,5%	0,7%	4,5%	25,0%
	Female	13,0%	1,5%	0,4%	3,5%	15,0%
	Total	34,8%	4,0%	1,2%	8,0%	40,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	21,6%	3,2%	0,2%	2,8%	25,0%
	Female	13,0%	1,9%	0,1%	2,2%	15,0%
	Total	34,6%	5,1%	0,4%	5,0%	40,0%
Free State	Male	23,8%	0,7%	0,5%	3,7%	25,0%
	Female	14,3%	0,4%	0,3%	3,6%	15,0%
	Total	38,1%	1,2%	0,7%	7,3%	40,0%
Gauteng	Male	23,3%	0,7%	1,0%	6,4%	25,0%
	Female	14,0%	0,4%	0,6%	4,6%	15,0%
	Total	37,3%	1,1%	1,6%	11,0%	40,0%
KwaZulu-Natal	Male	22,8%	0,3%	1,9%	2,2%	25,0%
	Female	13,7%	0,2%	1,1%	1,9%	15,0%
	Total	36,5%	0,5%	3,0%	4,1%	40,0%
Limpopo	Male	24,9%	0,0%	0,1%	1,2%	25,0%
	Female	14,9%	0,0%	0,1%	1,2%	15,0%
	Total	39,8%	0,0%	0,2%	2,4%	40,0%
Mpumalanga	Male	24,8%	0,1%	0,1%	4,0%	25,0%
	Female	14,9%	0,0%	0,0%	3,2%	15,0%
	Total	39,7%	0,1%	0,1%	7,2%	40,0%
North West	Male	24,5%	0,3%	0,2%	2,8%	25,0%
	Female	14,7%	0,2%	0,1%	1,6%	15,0%
	Total	39,1%	0,5%	0,4%	4,4%	40,0%
Northern Cape	Male	15,8%	9,1%	0,1%	6,4%	25,0%
	Female	9,5%	5,4%	0,1%	4,5%	15,0%
	Total	25,3%	14,5%	0,2%	10,9%	40,0%
Western Cape	Male	11,4%	13,4%	0,2%	7,2%	25,0%
	Female	6,8%	8,0%	0,1%	6,1%	15,0%
	Total	18,2%	21,4%	0,4%	13,3%	40,0%
Workforce Profile 2022 (All employers)	Male	6,2%	3,3%	10,0%	55,7%	19,5%
	Female	4,0%	2,0%	4,1%	10,3%	10,1%
	Total	10,2%	5,3%	14,1%	66,0%	29,5%

B. SENIOR MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	28,7%	3,3%	1,0%	4,5%	33,0%
	Female	14,8%	1,7%	0,5%	3,5%	17,0%
	Total	43,5%	5,1%	1,5%	8,0%	50,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	28,5%	4,2%	0,3%	2,8%	33,0%
	Female	14,7%	2,1%	0,2%	2,2%	17,0%
	Total	43,2%	6,3%	0,5%	5,0%	50,0%
Free State	Male	31,4%	1,0%	0,6%	3,7%	33,0%
	Female	16,2%	0,5%	0,3%	3,6%	17,0%
	Total	47,6%	1,5%	0,9%	7,3%	50,0%
Gauteng	Male	30,8%	0,9%	1,3%	6,4%	33,0%
	Female	15,9%	0,5%	0,7%	4,6%	17,0%
	Total	46,6%	1,3%	2,0%	11,0%	50,0%
KwaZulu-Natal	Male	30,1%	0,4%	2,5%	2,2%	33,0%
	Female	15,5%	0,2%	1,3%	1,9%	17,0%
	Total	45,6%	0,6%	3,8%	4,1%	50,0%
Limpopo	Male	32,8%	0,0%	0,1%	1,2%	33,0%
	Female	16,9%	0,0%	0,1%	1,2%	17,0%
	Total	49,7%	0,1%	0,2%	2,4%	50,0%
Mpumalanga	Male	32,8%	0,1%	0,1%	4,0%	33,0%
	Female	16,9%	0,1%	0,1%	3,2%	17,0%
	Total	49,7%	0,2%	0,2%	7,2%	50,0%
North West	Male	32,3%	0,4%	0,3%	2,8%	33,0%
	Female	16,6%	0,2%	0,2%	1,6%	17,0%
	Total	48,9%	0,6%	0,5%	4,4%	50,0%
Northern Cape	Male	20,9%	12,0%	0,1%	6,4%	33,0%
	Female	10,8%	6,2%	0,1%	4,5%	17,0%
	Total	31,6%	18,1%	0,2%	10,9%	50,0%
Western Cape	Male	15,0%	17,7%	0,3%	7,2%	33,0%
	Female	7,7%	9,1%	0,2%	6,1%	17,0%
	Total	22,8%	26,8%	0,5%	13,3%	50,0%
Workforce Profile 2022 (All employers)	Male	11,0%	5,4%	10,2%	40,8%	26,6%
	Female	6,0%	3,0%	4,8%	15,7%	13,8%
	Total	17,0%	8,4%	15,0%	56,5%	40,4%

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3. MANUFACTURING

C. PROFESSIONALLY QUALIFIED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	32,2%	3,7%	1,1%	4,5%	37,0%
	Female	21,7%	2,5%	0,7%	3,5%	25,0%
	Total	53,9%	6,3%	1,8%	8,0%	62,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	32,0%	4,7%	0,4%	2,8%	37,0%
	Female	21,6%	3,2%	0,2%	2,2%	25,0%
	Total	53,6%	7,8%	0,6%	5,0%	62,0%
Free State	Male	36,2%	1,1%	0,7%	3,7%	37,0%
	Female	23,8%	0,7%	0,5%	3,6%	25,0%
	Total	59,1%	1,8%	1,1%	7,3%	62,0%
Gauteng	Male	34,5%	1,0%	1,5%	6,4%	37,0%
	Female	23,3%	0,7%	1,0%	4,6%	25,0%
	Total	57,8%	1,7%	2,5%	11,0%	62,0%
KwaZulu-Natal	Male	33,8%	0,4%	2,8%	2,2%	37,0%
	Female	22,8%	0,3%	1,9%	1,9%	25,0%
	Total	56,6%	0,7%	4,7%	4,1%	62,0%
Limpopo	Male	36,8%	0,0%	0,2%	1,2%	37,0%
	Female	24,9%	0,0%	0,1%	1,2%	25,0%
	Total	61,7%	0,1%	0,3%	2,4%	62,0%
Mpumalanga	Male	36,8%	0,1%	0,1%	4,0%	37,0%
	Female	24,8%	0,1%	0,1%	3,2%	25,0%
	Total	61,6%	0,2%	0,2%	7,2%	62,0%
North West	Male	36,2%	0,5%	0,3%	2,8%	37,0%
	Female	24,5%	0,3%	0,2%	1,6%	25,0%
	Total	60,6%	0,8%	0,6%	4,4%	62,0%
Northern Cape	Male	23,4%	13,4%	0,2%	6,4%	37,0%
	Female	15,8%	9,1%	0,1%	4,5%	25,0%
	Total	39,2%	22,5%	0,3%	10,9%	62,0%
Western Cape	Male	16,9%	19,8%	0,3%	7,2%	37,0%
	Female	11,4%	13,4%	0,2%	6,1%	25,0%
	Total	28,2%	33,2%	0,6%	13,3%	62,0%
Workforce Profile 2022 (All employers)	Male	18,5%	6,9%	9,0%	30,4%	34,4%
	Female	10,6%	4,0%	4,7%	13,5%	19,3%
	Total	29,1%	10,9%	13,7%	43,9%	53,7%

D. SKILLED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	43,5%	5,1%	1,5%	4,5%	50,0%
	Female	29,6%	3,4%	1,0%	3,5%	34,0%
	Total	73,0%	8,5%	2,5%	8,0%	84,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	43,2%	6,3%	0,5%	2,8%	50,0%
	Female	29,4%	4,3%	0,3%	2,2%	34,0%
	Total	72,6%	10,6%	0,8%	5,0%	84,0%
Free State	Male	47,6%	1,5%	0,9%	3,7%	50,0%
	Female	32,4%	1,0%	0,6%	3,6%	34,0%
	Total	80,0%	2,4%	1,5%	7,3%	84,0%
Gauteng	Male	46,6%	1,3%	2,0%	6,4%	50,0%
	Female	31,7%	0,9%	1,4%	4,6%	34,0%
	Total	78,3%	2,3%	3,4%	11,0%	84,0%
KwaZulu-Natal	Male	45,6%	0,6%	3,8%	2,2%	50,0%
	Female	31,0%	0,4%	2,5%	1,9%	34,0%
	Total	76,6%	1,0%	6,4%	4,1%	84,0%
Limpopo	Male	49,7%	0,1%	0,2%	1,2%	50,0%
	Female	33,8%	0,0%	0,1%	1,2%	34,0%
	Total	83,6%	0,1%	0,3%	2,4%	84,0%
Mpumalanga	Male	49,7%	0,2%	0,2%	4,0%	50,0%
	Female	33,8%	0,1%	0,1%	3,2%	34,0%
	Total	83,5%	0,3%	0,3%	7,2%	84,0%
North West	Male	48,9%	0,6%	0,5%	2,8%	50,0%
	Female	33,3%	0,4%	0,3%	1,6%	34,0%
	Total	82,2%	1,1%	0,8%	4,4%	84,0%
Northern Cape	Male	31,6%	18,1%	0,2%	6,4%	50,0%
	Female	21,5%	12,3%	0,2%	4,5%	34,0%
	Total	53,2%	30,5%	0,4%	10,9%	84,0%
Western Cape	Male	22,8%	26,8%	0,5%	7,2%	50,0%
	Female	15,5%	18,2%	0,3%	5,1%	34,0%
	Total	38,3%	45,0%	0,8%	13,3%	84,0%
Workforce Profile 2022 (All employers)	Male	36,6%	9,4%	5,6%	16,4%	51,6%
	Female	14,3%	4,8%	2,9%	7,6%	22,0%
	Total	50,9%	14,2%	8,5%	24,0%	73,6%

5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR

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4. CONSTRUCTION

A. TOP MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	28,7%	3,3%	1,0%	4,5%	33,0%
	Female	14,8%	1,7%	0,5%	3,5%	17,0%
	Total	43,5%	5,1%	1,5%	8,0%	50,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	28,5%	4,2%	0,3%	2,8%	33,0%
	Female	14,7%	2,1%	0,2%	2,2%	17,0%
	Total	43,2%	6,3%	0,5%	5,0%	50,0%
Free State	Male	31,4%	1,0%	0,6%	3,7%	33,0%
	Female	16,2%	0,5%	0,3%	3,6%	17,0%
	Total	47,6%	1,5%	0,9%	7,3%	50,0%
Gauteng	Male	30,8%	0,9%	1,3%	6,4%	33,0%
	Female	15,9%	0,5%	0,7%	4,6%	17,0%
	Total	46,6%	1,3%	2,0%	11,0%	50,0%
KwaZulu-Natal	Male	30,1%	0,4%	2,5%	2,2%	33,0%
	Female	15,5%	0,2%	1,3%	1,9%	17,0%
	Total	45,6%	0,6%	3,8%	4,1%	50,0%
Limpopo	Male	32,8%	0,0%	0,1%	1,2%	33,0%
	Female	16,9%	0,0%	0,1%	1,2%	17,0%
	Total	49,7%	0,1%	0,2%	2,4%	50,0%
Mpumalanga	Male	32,8%	0,1%	0,1%	4,0%	33,0%
	Female	16,9%	0,1%	0,1%	3,2%	17,0%
	Total	49,7%	0,2%	0,2%	7,2%	50,0%
North West	Male	32,3%	0,4%	0,3%	2,8%	33,0%
	Female	16,6%	0,2%	0,2%	1,6%	17,0%
	Total	48,9%	0,6%	0,5%	4,4%	50,0%
Northern Cape	Male	20,9%	12,0%	0,1%	6,4%	33,0%
	Female	10,8%	6,2%	0,1%	4,5%	17,0%
	Total	31,6%	18,1%	0,2%	10,9%	50,0%
Western Cape	Male	15,0%	17,7%	0,3%	7,2%	33,0%
	Female	7,7%	9,1%	0,2%	6,1%	17,0%
	Total	22,8%	26,8%	0,5%	13,3%	50,0%
Workforce Profile 2022 (All employers)	Male	15,1%	6,0%	5,6%	51,9%	26,7%
	Female	6,9%	3,2%	3,0%	6,1%	13,1%
	Total	22,0%	9,2%	8,6%	58,0%	39,8%

B. SENIOR MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	34,8%	4,0%	1,2%	4,5%	40,0%
	Female	17,4%	2,0%	0,6%	3,5%	20,0%
	Total	52,2%	6,1%	1,8%	8,0%	60,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	34,8%	5,1%	0,4%	2,8%	40,0%
	Female	17,3%	2,5%	0,2%	2,2%	20,0%
	Total	51,9%	7,6%	0,6%	5,0%	60,0%
Free State	Male	38,1%	1,2%	0,7%	3,7%	40,0%
	Female	19,1%	0,6%	0,4%	3,6%	20,0%
	Total	57,2%	1,7%	1,1%	7,3%	60,0%
Gauteng	Male	37,3%	1,1%	1,6%	6,4%	40,0%
	Female	18,7%	0,5%	0,8%	4,6%	20,0%
	Total	56,0%	1,6%	2,4%	11,0%	60,0%
KwaZulu-Natal	Male	36,5%	0,5%	3,0%	2,2%	40,0%
	Female	18,2%	0,2%	1,5%	1,9%	20,0%
	Total	54,7%	0,7%	4,6%	4,1%	60,0%
Limpopo	Male	39,8%	0,0%	0,2%	1,2%	40,0%
	Female	19,9%	0,0%	0,1%	1,2%	20,0%
	Total	59,7%	0,1%	0,2%	2,4%	60,0%
Mpumalanga	Male	39,7%	0,1%	0,1%	4,0%	40,0%
	Female	19,9%	0,1%	0,1%	3,2%	20,0%
	Total	59,6%	0,2%	0,2%	7,2%	60,0%
North West	Male	39,1%	0,5%	0,4%	2,8%	40,0%
	Female	19,6%	0,3%	0,2%	1,6%	20,0%
	Total	58,7%	0,8%	0,6%	4,4%	60,0%
Northern Cape	Male	25,3%	14,5%	0,2%	6,4%	40,0%
	Female	12,7%	7,3%	0,1%	4,5%	20,0%
	Total	38,0%	21,8%	0,3%	10,9%	60,0%
Western Cape	Male	18,2%	21,4%	0,4%	7,2%	40,0%
	Female	9,1%	10,7%	0,2%	6,1%	20,0%
	Total	27,3%	32,1%	0,6%	13,3%	60,0%
Workforce Profile 2022 (All employers)	Male	21,5%	6,6%	5,6%	37,8%	33,6%
	Female	9,8%	2,4%	2,5%	11,3%	14,7%
	Total	31,4%	9,0%	8,1%	49,1%	48,5%

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4. CONSTRUCTION

C. PROFESSIONALLY QUALIFIED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	43,6%	5,1%	1,5%	4,5%	50,0%
	Female	21,7%	2,5%	0,7%	3,5%	25,0%
	Total	65,2%	7,6%	2,2%	8,0%	75,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	43,2%	6,3%	0,5%	2,8%	50,0%
	Female	21,6%	3,2%	0,2%	2,2%	25,0%
	Total	64,8%	9,5%	0,7%	5,0%	75,0%
Free State	Male	47,6%	1,5%	0,9%	3,7%	50,0%
	Female	23,8%	0,7%	0,5%	3,6%	25,0%
	Total	71,4%	2,2%	1,4%	7,3%	75,0%
Gauteng	Male	46,6%	1,3%	2,0%	6,4%	50,0%
	Female	23,3%	0,7%	1,0%	4,6%	25,0%
	Total	69,9%	2,0%	3,0%	11,0%	75,0%
KwaZulu-Natal	Male	45,6%	0,6%	3,8%	2,2%	50,0%
	Female	22,8%	0,3%	1,9%	1,9%	25,0%
	Total	68,4%	0,9%	5,7%	4,1%	75,0%
Limpopo	Male	49,7%	0,1%	0,2%	1,2%	50,0%
	Female	24,9%	0,0%	0,1%	1,2%	25,0%
	Total	74,6%	0,1%	0,3%	2,4%	75,0%
Mpumalanga	Male	49,7%	0,2%	0,2%	4,0%	50,0%
	Female	24,8%	0,1%	0,1%	3,2%	25,0%
	Total	74,5%	0,2%	0,2%	7,2%	75,0%
North West	Male	48,9%	0,6%	0,5%	2,8%	50,0%
	Female	24,5%	0,3%	0,2%	1,6%	25,0%
	Total	73,4%	0,9%	0,7%	4,4%	75,0%
Northern Cape	Male	31,6%	18,1%	0,2%	6,4%	50,0%
	Female	15,8%	9,1%	0,1%	4,5%	25,0%
	Total	47,5%	27,2%	0,3%	10,9%	75,0%
Western Cape	Male	22,8%	26,8%	0,5%	7,2%	50,0%
	Female	11,4%	13,4%	0,2%	6,1%	25,0%
	Total	34,2%	40,1%	0,7%	13,3%	75,0%
Workforce Profile 2022 (All employers)	Male	31,1%	7,1%	4,0%	26,5%	42,2%
	Female	15,8%	2,3%	1,9%	8,8%	20,0%
	Total	46,9%	9,4%	5,9%	35,3%	62,2%

D. SKILLED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	32,7%	3,8%	1,1%	3,5%	37,6%
	Total	76,5%	8,9%	2,6%	8,0%	88,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	32,5%	4,7%	0,4%	2,2%	37,6%
	Total	76,1%	11,1%	0,8%	5,0%	88,0%
Free State	Male	48,0%	1,5%	0,9%	3,7%	50,4%
	Female	35,8%	1,1%	0,7%	3,6%	37,6%
	Total	83,8%	2,6%	1,6%	7,3%	88,0%
Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	35,1%	1,0%	1,5%	4,6%	37,6%
	Total	82,1%	2,4%	3,6%	11,0%	88,0%
KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	34,3%	0,4%	2,9%	1,9%	37,6%
	Total	80,3%	1,0%	6,7%	4,1%	88,0%
Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	37,4%	0,0%	0,2%	1,2%	37,6%
	Total	87,5%	0,1%	0,4%	2,4%	88,0%
Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%
	Female	37,4%	0,1%	0,1%	3,2%	37,6%
	Total	87,4%	0,3%	0,3%	7,2%	88,0%
North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	36,8%	0,5%	0,4%	1,6%	37,6%
	Total	86,1%	1,1%	0,8%	4,4%	88,0%
Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	23,8%	13,8%	0,2%	4,5%	37,6%
	Total	55,7%	31,9%	0,4%	10,9%	88,0%
Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	17,1%	20,1%	0,3%	6,1%	37,6%
	Total	40,1%	47,1%	0,8%	13,3%	88,0%
Workforce Profile 2022 (All employers)	Male	49,7%	7,2%	2,0%	10,1%	58,9%
	Female	19,3%	2,8%	1,2%	5,3%	23,3%
	Total	69,0%	10,0%	3,2%	15,4%	82,2%

5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR

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5. FINANCIAL AND INSURANCE ACTIVITIES

A. TOP MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	26,1%	3,0%	0,9%	4,5%	30,0%
	Female	18,5%	2,2%	0,6%	3,5%	21,3%
	Total	44,6%	5,2%	1,5%	8,0%	51,3%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	25,9%	3,8%	0,3%	2,8%	30,0%
	Female	18,4%	2,7%	0,2%	2,2%	21,3%
	Total	44,3%	6,5%	0,5%	5,0%	51,3%
Free State	Male	28,6%	0,9%	0,6%	3,7%	30,0%
	Female	20,3%	0,6%	0,4%	3,6%	21,3%
	Total	48,9%	1,5%	0,9%	7,3%	51,3%
Gauteng	Male	28,0%	0,8%	1,2%	6,4%	30,0%
	Female	19,9%	0,6%	0,9%	4,6%	21,3%
	Total	47,8%	1,4%	2,1%	11,0%	51,3%
KwaZulu-Natal	Male	27,4%	0,3%	2,3%	2,2%	30,0%
	Female	19,4%	0,2%	1,6%	1,9%	21,3%
	Total	46,8%	0,6%	3,9%	4,1%	51,3%
Limpopo	Male	29,8%	0,0%	0,1%	1,2%	30,0%
	Female	21,2%	0,0%	0,1%	1,2%	21,3%
	Total	51,0%	0,1%	0,2%	2,4%	51,3%
Mpumalanga	Male	29,8%	0,1%	0,1%	4,0%	30,0%
	Female	21,2%	0,1%	0,1%	3,2%	21,3%
	Total	51,0%	0,2%	0,2%	7,2%	51,3%
North West	Male	29,3%	0,4%	0,3%	2,8%	30,0%
	Female	20,8%	0,3%	0,2%	1,6%	21,3%
	Total	50,2%	0,6%	0,5%	4,4%	51,3%
Northern Cape	Male	19,0%	10,9%	0,1%	6,4%	30,0%
	Female	13,5%	7,7%	0,1%	4,5%	21,3%
	Total	32,5%	18,6%	0,2%	10,9%	51,3%
Western Cape	Male	13,7%	16,1%	0,3%	7,2%	30,0%
	Female	9,7%	11,4%	0,2%	6,1%	21,3%
	Total	23,4%	27,5%	0,5%	13,3%	51,3%
Workforce Profile 2022 (All employers)	Male	10,5%	2,8%	8,0%	45,5%	21,3%
	Female	8,3%	2,5%	4,1%	13,8%	14,9%
	Total	18,8%	5,3%	12,1%	59,3%	36,2%

B. SENIOR MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	27,0%	3,1%	0,9%	4,5%	31,0%
	Female	22,6%	2,6%	0,8%	3,5%	26,0%
	Total	49,6%	5,8%	1,7%	8,0%	57,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	26,8%	3,9%	0,3%	2,8%	31,0%
	Female	22,5%	3,3%	0,2%	2,2%	26,0%
	Total	49,3%	7,2%	0,5%	5,0%	57,0%
Free State	Male	29,5%	0,9%	0,6%	3,7%	31,0%
	Female	24,8%	0,8%	0,5%	3,6%	26,0%
	Total	54,3%	1,7%	1,0%	7,3%	57,0%
Gauteng	Male	28,9%	0,8%	1,3%	6,4%	31,0%
	Female	24,2%	0,7%	1,1%	4,6%	26,0%
	Total	53,2%	1,5%	2,3%	11,0%	57,0%
KwaZulu-Natal	Male	28,3%	0,4%	2,4%	2,2%	31,0%
	Female	23,7%	0,3%	2,0%	1,9%	26,0%
	Total	52,0%	0,7%	4,3%	4,1%	57,0%
Limpopo	Male	30,8%	0,0%	0,1%	1,2%	31,0%
	Female	25,9%	0,0%	0,1%	1,2%	26,0%
	Total	56,7%	0,1%	0,2%	2,4%	57,0%
Mpumalanga	Male	30,8%	0,1%	0,1%	4,0%	31,0%
	Female	25,8%	0,1%	0,1%	3,2%	26,0%
	Total	56,6%	0,2%	0,2%	7,2%	57,0%
North West	Male	30,3%	0,4%	0,3%	2,8%	31,0%
	Female	25,4%	0,3%	0,2%	1,6%	26,0%
	Total	55,7%	0,7%	0,5%	4,4%	57,0%
Northern Cape	Male	19,8%	11,2%	0,1%	6,4%	31,0%
	Female	16,5%	9,4%	0,1%	4,5%	26,0%
	Total	36,1%	20,7%	0,3%	10,9%	57,0%
Western Cape	Male	14,1%	16,6%	0,3%	7,2%	31,0%
	Female	11,8%	13,9%	0,2%	6,1%	26,0%
	Total	26,0%	30,5%	0,5%	13,3%	57,0%
Workforce Profile 2022 (All employers)	Male	11,7%	4,1%	9,6%	28,6%	25,4%
	Female	11,2%	4,2%	7,3%	18,6%	22,7%
	Total	22,9%	8,3%	16,9%	47,2%	48,1%

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5. FINANCIAL AND INSURANCE ACTIVITIES

C. PROFESSIONALLY QUALIFIED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	31,3%	3,6%	1,1%	4,5%	36,0%
	Female	29,6%	3,4%	1,0%	3,5%	34,0%
	Total	60,9%	7,1%	2,1%	8,0%	70,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	31,1%	4,5%	0,3%	2,8%	36,0%
	Female	29,4%	4,3%	0,3%	2,2%	34,0%
	Total	60,5%	8,8%	0,7%	5,0%	70,0%
Free State	Male	34,3%	1,0%	0,7%	3,7%	36,0%
	Female	32,4%	1,0%	0,6%	3,6%	34,0%
	Total	66,7%	2,0%	1,3%	7,3%	70,0%
Gauteng	Male	33,6%	1,0%	1,5%	6,4%	36,0%
	Female	31,7%	0,9%	1,4%	4,6%	34,0%
	Total	65,3%	1,9%	2,8%	11,0%	70,0%
KwaZulu-Natal	Male	32,8%	0,4%	2,7%	2,2%	36,0%
	Female	31,0%	0,4%	2,6%	1,9%	34,0%
	Total	63,9%	0,8%	5,3%	4,1%	70,0%
Limpopo	Male	35,8%	0,0%	0,1%	1,2%	36,0%
	Female	33,8%	0,0%	0,1%	1,2%	34,0%
	Total	69,6%	0,1%	0,3%	2,4%	70,0%
Mpumalanga	Male	35,8%	0,1%	0,1%	4,0%	36,0%
	Female	33,8%	0,1%	0,1%	3,2%	34,0%
	Total	69,5%	0,2%	0,2%	7,2%	70,0%
North West	Male	35,2%	0,5%	0,3%	2,8%	36,0%
	Female	33,3%	0,4%	0,3%	1,6%	34,0%
	Total	68,5%	0,9%	0,7%	4,4%	70,0%
Northern Cape	Male	22,8%	13,1%	0,2%	6,4%	36,0%
	Female	21,5%	12,3%	0,2%	4,5%	34,0%
	Total	44,3%	25,4%	0,3%	10,9%	70,0%
Western Cape	Male	16,4%	19,3%	0,3%	7,2%	36,0%
	Female	15,5%	18,2%	0,3%	5,1%	34,0%
	Total	31,9%	37,5%	0,6%	13,3%	70,0%
Workforce Profile 2022 (All employers)	Male	17,9%	5,6%	7,3%	15,9%	30,8%
	Female	19,6%	7,1%	7,8%	16,2%	34,5%
	Total	37,5%	12,7%	15,1%	32,1%	65,3%

D. SKILLED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	36,5%	4,2%	1,2%	4,5%	42,0%
	Female	40,2%	4,7%	1,4%	3,5%	46,2%
	Total	76,7%	8,9%	2,6%	8,0%	88,2%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	36,3%	5,3%	0,4%	2,8%	42,0%
	Female	39,9%	5,8%	0,4%	2,2%	46,2%
	Total	76,2%	11,1%	0,8%	5,0%	88,2%
Free State	Male	40,0%	1,2%	0,8%	3,7%	42,0%
	Female	44,0%	1,3%	0,8%	3,6%	46,2%
	Total	84,0%	2,6%	1,6%	7,3%	88,2%
Gauteng	Male	39,2%	1,1%	1,7%	6,4%	42,0%
	Female	43,1%	1,2%	1,9%	4,6%	46,2%
	Total	82,3%	2,4%	3,6%	11,0%	88,2%
KwaZulu-Natal	Male	38,3%	0,5%	3,2%	2,2%	42,0%
	Female	42,2%	0,5%	3,5%	1,9%	46,2%
	Total	80,5%	1,0%	6,7%	4,1%	88,2%
Limpopo	Male	41,8%	0,0%	0,2%	1,2%	42,0%
	Female	46,0%	0,0%	0,2%	1,2%	46,2%
	Total	87,7%	0,1%	0,4%	2,4%	88,2%
Mpumalanga	Male	41,7%	0,1%	0,1%	4,0%	42,0%
	Female	45,9%	0,1%	0,1%	3,2%	46,2%
	Total	87,6%	0,3%	0,3%	7,2%	88,2%
North West	Male	41,1%	0,5%	0,4%	2,8%	42,0%
	Female	45,2%	0,6%	0,4%	1,6%	46,2%
	Total	86,3%	1,1%	0,8%	4,4%	88,2%
Northern Cape	Male	26,6%	15,2%	0,2%	6,4%	42,0%
	Female	29,2%	16,7%	0,2%	4,5%	46,2%
	Total	55,8%	32,0%	0,4%	10,9%	88,2%
Western Cape	Male	19,1%	22,5%	0,4%	7,2%	42,0%
	Female	21,0%	24,7%	0,4%	6,1%	46,2%
	Total	40,2%	47,2%	0,8%	13,3%	88,2%
Workforce Profile 2022 (All employers)	Male	19,7%	5,6%	3,5%	5,9%	28,8%
	Female	36,4%	11,3%	5,4%	10,8%	53,1%
	Total	56,1%	16,9%	8,9%	16,7%	81,9%

5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR

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B

6. TRANSPORTATION AND STORAGE

A. TOP MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	26,1%	3,0%	0,9%	4,5%	30,0%
	Female	17,4%	2,0%	0,6%	3,5%	20,0%
	Total	43,5%	5,1%	1,5%	8,0%	50,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	25,9%	3,8%	0,3%	2,8%	30,0%
	Female	17,3%	2,5%	0,2%	2,2%	20,0%
	Total	43,2%	6,3%	0,5%	5,0%	50,0%
Free State	Male	28,6%	0,9%	0,6%	3,7%	30,0%
	Female	19,1%	0,6%	0,4%	3,6%	20,0%
	Total	47,6%	1,5%	0,9%	7,3%	50,0%
Gauteng	Male	28,0%	0,8%	1,2%	6,4%	30,0%
	Female	18,7%	0,5%	0,8%	4,6%	20,0%
	Total	46,6%	1,3%	2,0%	11,0%	50,0%
KwaZulu-Natal	Male	27,4%	0,3%	2,3%	2,2%	30,0%
	Female	18,2%	0,2%	1,5%	1,9%	20,0%
	Total	45,6%	0,6%	3,8%	4,1%	50,0%
Limpopo	Male	29,8%	0,0%	0,1%	1,2%	30,0%
	Female	19,9%	0,0%	0,1%	1,2%	20,0%
	Total	49,7%	0,1%	0,2%	2,4%	50,0%
Mpumalanga	Male	29,8%	0,1%	0,1%	4,0%	30,0%
	Female	19,9%	0,1%	0,1%	3,2%	20,0%
	Total	49,7%	0,2%	0,2%	7,2%	50,0%
North West	Male	29,3%	0,4%	0,3%	2,8%	30,0%
	Female	19,6%	0,3%	0,2%	1,6%	20,0%
	Total	48,9%	0,6%	0,5%	4,4%	50,0%
Northern Cape	Male	19,0%	10,9%	0,1%	6,4%	30,0%
	Female	12,7%	7,3%	0,1%	4,5%	20,0%
	Total	31,6%	18,1%	0,2%	10,9%	50,0%
Western Cape	Male	13,7%	16,1%	0,3%	7,2%	30,0%
	Female	9,1%	10,7%	0,2%	6,1%	20,0%
	Total	22,8%	26,8%	0,5%	13,3%	50,0%
Workforce Profile 2022 (All employers)	Male	10,2%	3,3%	11,8%	46,2%	25,3%
	Female	6,6%	2,3%	5,2%	11,9%	14,1%
	Total	16,8%	5,6%	17,0%	58,1%	39,4%

B. SENIOR MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	33,0%	3,8%	1,1%	4,5%	38,0%
	Female	19,1%	2,2%	0,6%	3,5%	22,0%
	Total	52,2%	6,1%	1,8%	8,0%	60,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	32,8%	4,8%	0,4%	2,8%	38,0%
	Female	19,0%	2,8%	0,2%	2,2%	22,0%
	Total	51,9%	7,6%	0,6%	5,0%	60,0%
Free State	Male	36,2%	1,1%	0,7%	3,7%	38,0%
	Female	21,0%	0,6%	0,4%	3,6%	22,0%
	Total	57,2%	1,7%	1,1%	7,3%	60,0%
Gauteng	Male	35,4%	1,0%	1,5%	6,4%	38,0%
	Female	20,5%	0,6%	0,9%	4,6%	22,0%
	Total	56,0%	1,6%	2,4%	11,0%	60,0%
KwaZulu-Natal	Male	34,7%	0,4%	2,9%	2,2%	38,0%
	Female	20,1%	0,3%	1,7%	1,9%	22,0%
	Total	54,7%	0,7%	4,6%	4,1%	60,0%
Limpopo	Male	37,8%	0,0%	0,2%	1,2%	38,0%
	Female	21,9%	0,0%	0,1%	1,2%	22,0%
	Total	59,7%	0,1%	0,2%	2,4%	60,0%
Mpumalanga	Male	37,8%	0,1%	0,1%	4,0%	38,0%
	Female	21,9%	0,1%	0,1%	3,2%	22,0%
	Total	59,6%	0,2%	0,2%	7,2%	60,0%
North West	Male	37,2%	0,5%	0,4%	2,8%	38,0%
	Female	21,5%	0,3%	0,2%	1,6%	22,0%
	Total	58,7%	0,8%	0,6%	4,4%	60,0%
Northern Cape	Male	24,1%	13,8%	0,2%	6,4%	38,0%
	Female	13,9%	8,0%	0,1%	4,5%	22,0%
	Total	38,0%	21,8%	0,3%	10,9%	60,0%
Western Cape	Male	17,3%	20,3%	0,4%	7,2%	38,0%
	Female	10,0%	11,8%	0,2%	6,1%	22,0%
	Total	27,3%	32,1%	0,6%	13,3%	60,0%
Workforce Profile 2022 (All employers)	Male	15,2%	5,3%	11,2%	32,7%	31,7%
	Female	8,7%	3,0%	6,2%	15,9%	17,9%
	Total	23,9%	8,3%	17,4%	48,6%	49,6%

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6. TRANSPORTATION AND STORAGE

C. PROFESSIONALLY QUALIFIED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	41,7%	4,9%	1,4%	4,5%	48,0%
	Female	23,5%	2,7%	0,8%	3,5%	27,0%
	Total	65,2%	7,6%	2,2%	8,0%	75,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	41,5%	6,1%	0,5%	2,8%	48,0%
	Female	23,3%	3,4%	0,3%	2,2%	27,0%
	Total	64,8%	9,5%	0,7%	5,0%	75,0%
Free State	Male	45,7%	1,4%	0,9%	3,7%	48,0%
	Female	25,7%	0,8%	0,5%	3,6%	27,0%
	Total	71,4%	2,2%	1,4%	7,3%	75,0%
Gauteng	Male	44,8%	1,3%	1,9%	6,4%	48,0%
	Female	25,2%	0,7%	1,1%	4,6%	27,0%
	Total	69,9%	2,0%	3,0%	11,0%	75,0%
KwaZulu-Natal	Male	43,8%	0,6%	3,7%	2,2%	48,0%
	Female	24,6%	0,3%	2,1%	1,9%	27,0%
	Total	68,4%	0,9%	5,7%	4,1%	75,0%
Limpopo	Male	47,8%	0,0%	0,2%	1,2%	48,0%
	Female	26,9%	0,0%	0,1%	1,2%	27,0%
	Total	74,6%	0,1%	0,3%	2,4%	75,0%
Mpumalanga	Male	47,7%	0,2%	0,2%	4,0%	48,0%
	Female	26,8%	0,1%	0,1%	3,2%	27,0%
	Total	74,5%	0,2%	0,2%	7,2%	75,0%
North West	Male	46,9%	0,6%	0,5%	2,8%	48,0%
	Female	26,4%	0,3%	0,3%	1,6%	27,0%
	Total	73,4%	0,9%	0,7%	4,4%	75,0%
Northern Cape	Male	30,4%	17,4%	0,2%	6,4%	48,0%
	Female	17,1%	9,8%	0,1%	4,5%	27,0%
	Total	47,5%	27,2%	0,3%	10,9%	75,0%
Western Cape	Male	21,9%	25,7%	0,4%	7,2%	48,0%
	Female	12,3%	14,4%	0,2%	6,1%	27,0%
	Total	34,2%	40,1%	0,7%	13,3%	75,0%
Workforce Profile 2022 (All employers)	Male	28,1%	5,8%	7,7%	21,4%	41,6%
	Female	15,3%	3,5%	4,5%	12,1%	23,3%
	Total	43,4%	9,3%	12,2%	33,5%	64,9%

D. SKILLED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	43,6%	5,1%	1,5%	4,5%	50,4%
	Female	32,7%	3,8%	1,1%	3,5%	37,6%
	Total	76,6%	8,9%	2,6%	8,0%	88,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	32,5%	4,7%	0,4%	2,2%	37,6%
	Total	76,1%	11,1%	0,8%	5,0%	88,0%
Free State	Male	46,0%	1,5%	0,9%	3,7%	50,4%
	Female	35,8%	1,1%	0,7%	3,6%	37,6%
	Total	83,8%	2,6%	1,6%	7,3%	88,0%
Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	35,1%	1,0%	1,5%	4,6%	37,6%
	Total	82,1%	2,4%	3,6%	11,0%	88,0%
KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	34,3%	0,4%	2,9%	1,9%	37,6%
	Total	80,3%	1,0%	6,7%	4,1%	88,0%
Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	37,4%	0,0%	0,2%	1,2%	37,6%
	Total	87,5%	0,1%	0,4%	2,4%	88,0%
Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%
	Female	37,4%	0,1%	0,1%	3,2%	37,6%
	Total	87,4%	0,3%	0,3%	7,2%	88,0%
North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	36,8%	0,5%	0,4%	1,6%	37,6%
	Total	86,1%	1,1%	0,8%	4,4%	88,0%
Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	23,8%	13,6%	0,2%	4,5%	37,6%
	Total	55,7%	31,9%	0,4%	10,9%	88,0%
Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	17,1%	20,1%	0,3%	6,1%	37,6%
	Total	40,1%	47,1%	0,8%	13,3%	88,0%
Workforce Profile 2022 (All employers)	Male	44,7%	7,5%	4,3%	10,1%	56,5%
	Female	18,9%	3,7%	2,4%	6,3%	25,0%
	Total	63,6%	11,2%	6,7%	16,4%	81,5%

5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR

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7. INFORMATION AND COMMUNICATION

A. TOP MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	24,3%	2,8%	0,8%	4,5%	28,0%
	Female	19,1%	2,2%	0,6%	3,5%	22,0%
	Total	43,5%	5,1%	1,5%	8,0%	50,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	24,2%	3,5%	0,3%	2,8%	28,0%
	Female	19,0%	2,8%	0,2%	2,2%	22,0%
	Total	43,2%	6,3%	0,5%	5,0%	50,0%
Free State	Male	26,7%	0,8%	0,5%	3,7%	28,0%
	Female	21,0%	0,6%	0,4%	3,6%	22,0%
	Total	47,6%	1,5%	0,9%	7,3%	50,0%
Gauteng	Male	26,1%	0,8%	1,1%	6,4%	28,0%
	Female	20,5%	0,6%	0,9%	4,6%	22,0%
	Total	46,6%	1,3%	2,0%	11,0%	50,0%
KwaZulu-Natal	Male	25,5%	0,3%	2,1%	2,2%	28,0%
	Female	20,1%	0,3%	1,7%	1,9%	22,0%
	Total	45,6%	0,6%	3,8%	4,1%	50,0%
Limpopo	Male	27,9%	0,0%	0,1%	1,2%	28,0%
	Female	21,9%	0,0%	0,1%	1,2%	22,0%
	Total	49,7%	0,1%	0,2%	2,4%	50,0%
Mpumalanga	Male	27,8%	0,1%	0,1%	4,0%	28,0%
	Female	21,9%	0,1%	0,1%	3,2%	22,0%
	Total	49,7%	0,2%	0,2%	7,2%	50,0%
North West	Male	27,4%	0,4%	0,3%	2,8%	28,0%
	Female	21,5%	0,3%	0,2%	1,6%	22,0%
	Total	48,9%	0,6%	0,5%	4,4%	50,0%
Northern Cape	Male	17,7%	10,2%	0,1%	6,4%	28,0%
	Female	13,9%	8,0%	0,1%	4,5%	22,0%
	Total	31,6%	18,1%	0,2%	10,9%	50,0%
Western Cape	Male	12,8%	15,0%	0,3%	7,2%	28,0%
	Female	10,0%	11,8%	0,2%	6,1%	22,0%
	Total	22,8%	26,8%	0,5%	13,3%	50,0%
Workforce Profile 2022 (All employers)	Male	8,3%	3,5%	8,6%	49,2%	20,4%
	Female	6,5%	2,7%	4,7%	12,8%	13,9%
	Total	14,8%	6,2%	13,3%	62,0%	34,3%

B. SENIOR MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	30,4%	3,5%	1,0%	4,5%	35,0%
	Female	21,7%	2,5%	0,7%	3,5%	25,0%
	Total	52,2%	6,1%	1,8%	8,0%	60,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	30,2%	4,4%	0,3%	2,8%	35,0%
	Female	21,6%	3,2%	0,2%	2,2%	25,0%
	Total	51,9%	7,6%	0,6%	5,0%	60,0%
Free State	Male	33,3%	1,0%	0,6%	3,7%	35,0%
	Female	23,8%	0,7%	0,5%	3,6%	25,0%
	Total	57,2%	1,7%	1,1%	7,3%	60,0%
Gauteng	Male	32,6%	0,9%	1,4%	6,4%	35,0%
	Female	23,3%	0,7%	1,0%	4,6%	25,0%
	Total	56,0%	1,6%	2,4%	11,0%	60,0%
KwaZulu-Natal	Male	31,9%	0,4%	2,7%	2,2%	35,0%
	Female	22,8%	0,3%	1,9%	1,9%	25,0%
	Total	54,7%	0,7%	4,6%	4,1%	60,0%
Limpopo	Male	34,8%	0,0%	0,1%	1,2%	35,0%
	Female	24,9%	0,0%	0,1%	1,2%	25,0%
	Total	59,7%	0,1%	0,2%	2,4%	60,0%
Mpumalanga	Male	34,8%	0,1%	0,1%	4,0%	35,0%
	Female	24,8%	0,1%	0,1%	3,2%	25,0%
	Total	59,6%	0,2%	0,2%	7,2%	60,0%
North West	Male	34,2%	0,4%	0,3%	2,8%	35,0%
	Female	24,5%	0,3%	0,2%	1,6%	25,0%
	Total	58,7%	0,8%	0,6%	4,4%	60,0%
Northern Cape	Male	22,2%	12,7%	0,2%	6,4%	35,0%
	Female	15,8%	9,1%	0,1%	4,5%	25,0%
	Total	38,0%	21,8%	0,3%	10,9%	60,0%
Western Cape	Male	15,9%	18,7%	0,3%	7,2%	35,0%
	Female	11,4%	13,4%	0,2%	6,1%	25,0%
	Total	27,3%	32,1%	0,5%	13,3%	60,0%
Workforce Profile 2022 (All employers)	Male	10,5%	4,7%	9,1%	35,5%	24,3%
	Female	8,3%	3,5%	4,7%	18,7%	16,5%
	Total	18,8%	8,2%	13,8%	54,2%	40,8%

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7. INFORMATION AND COMMUNICATION

C. PROFESSIONALLY QUALIFIED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	34,8%	4,0%	1,2%	4,5%	40,0%
	Female	26,1%	3,0%	0,9%	3,5%	30,0%
	Total	60,9%	7,1%	2,1%	8,0%	70,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	34,6%	5,1%	0,4%	2,8%	40,0%
	Female	25,9%	3,8%	0,3%	2,2%	30,0%
	Total	60,5%	8,8%	0,7%	5,0%	70,0%
Free State	Male	38,1%	1,2%	0,7%	3,7%	40,0%
	Female	28,6%	0,9%	0,6%	3,6%	30,0%
	Total	66,7%	2,0%	1,3%	7,3%	70,0%
Gauteng	Male	37,3%	1,1%	1,6%	6,4%	40,0%
	Female	28,0%	0,8%	1,2%	4,6%	30,0%
	Total	65,3%	1,9%	2,8%	11,0%	70,0%
KwaZulu-Natal	Male	36,5%	0,5%	3,0%	2,2%	40,0%
	Female	27,4%	0,3%	2,3%	1,9%	30,0%
	Total	63,9%	0,8%	5,3%	4,1%	70,0%
Limpopo	Male	39,8%	0,0%	0,2%	1,2%	40,0%
	Female	29,8%	0,0%	0,1%	1,2%	30,0%
	Total	69,6%	0,1%	0,3%	2,4%	70,0%
Mpumalanga	Male	39,7%	0,1%	0,1%	4,0%	40,0%
	Female	29,8%	0,1%	0,1%	3,2%	30,0%
	Total	69,5%	0,2%	0,2%	7,2%	70,0%
North West	Male	39,1%	0,5%	0,4%	2,8%	40,0%
	Female	29,3%	0,4%	0,3%	1,6%	30,0%
	Total	68,5%	0,9%	0,7%	4,4%	70,0%
Northern Cape	Male	25,3%	14,5%	0,2%	6,4%	40,0%
	Female	19,0%	10,9%	0,1%	4,5%	30,0%
	Total	44,3%	25,4%	0,3%	10,9%	70,0%
Western Cape	Male	18,2%	21,4%	0,4%	7,2%	40,0%
	Female	13,7%	16,1%	0,3%	6,1%	30,0%
	Total	31,9%	37,5%	0,6%	13,3%	70,0%
Workforce Profile 2022 (All employers)	Male	16,3%	6,1%	8,0%	29,0%	30,4%
	Female	11,9%	4,1%	4,4%	14,7%	20,4%
	Total	28,2%	10,2%	12,4%	43,7%	50,8%

D. SKILLED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	41,7%	4,9%	1,4%	4,5%	48,0%
	Female	32,2%	3,7%	1,1%	3,5%	37,0%
	Total	73,9%	8,6%	2,5%	8,0%	85,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	41,5%	6,1%	0,5%	2,8%	48,0%
	Female	32,0%	4,7%	0,4%	2,2%	37,0%
	Total	73,5%	10,7%	0,8%	5,0%	85,0%
Free State	Male	45,7%	1,4%	0,9%	3,7%	48,0%
	Female	35,2%	1,1%	0,7%	3,6%	37,0%
	Total	81,0%	2,5%	1,6%	7,3%	85,0%
Gauteng	Male	44,8%	1,3%	1,9%	6,4%	48,0%
	Female	34,5%	1,0%	1,5%	4,6%	37,0%
	Total	79,3%	2,3%	3,4%	11,0%	85,0%
KwaZulu-Natal	Male	43,8%	0,6%	3,7%	2,2%	48,0%
	Female	33,8%	0,4%	2,8%	1,9%	37,0%
	Total	77,6%	1,0%	6,5%	4,1%	85,0%
Limpopo	Male	47,8%	0,0%	0,2%	1,2%	48,0%
	Female	36,8%	0,0%	0,2%	1,2%	37,0%
	Total	84,6%	0,1%	0,3%	2,4%	85,0%
Mpumalanga	Male	47,7%	0,2%	0,2%	4,0%	48,0%
	Female	36,8%	0,1%	0,1%	3,2%	37,0%
	Total	84,5%	0,3%	0,3%	7,2%	85,0%
North West	Male	46,9%	0,6%	0,5%	2,8%	48,0%
	Female	36,2%	0,5%	0,3%	1,6%	37,0%
	Total	83,1%	1,1%	0,8%	4,4%	85,0%
Northern Cape	Male	30,4%	17,4%	0,2%	6,4%	48,0%
	Female	23,4%	13,4%	0,2%	4,5%	37,0%
	Total	53,8%	30,8%	0,4%	10,9%	85,0%
Western Cape	Male	21,9%	25,7%	0,4%	7,2%	48,0%
	Female	16,9%	19,8%	0,3%	6,1%	37,0%
	Total	38,7%	45,5%	0,8%	13,3%	85,0%
Workforce Profile 2022 (All employers)	Male	26,2%	8,1%	5,5%	16,3%	39,8%
	Female	21,6%	5,8%	3,5%	10,2%	30,9%
	Total	47,8%	13,9%	9,0%	26,5%	70,7%

5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR

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8. WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES

A. TOP MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	39,1%	4,5%	1,3%	4,5%	45,0%
	Female	30,4%	3,5%	1,0%	3,5%	35,0%
	Total	69,6%	8,1%	2,3%	8,0%	80,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	38,9%	5,7%	0,4%	2,8%	45,0%
	Female	30,2%	4,4%	0,3%	2,2%	35,0%
	Total	69,1%	10,1%	0,8%	5,0%	80,0%
Free State	Male	42,9%	1,3%	0,8%	3,7%	45,0%
	Female	33,3%	1,0%	0,6%	3,6%	35,0%
	Total	76,2%	2,3%	1,5%	7,3%	80,0%
Gauteng	Male	42,0%	1,2%	1,8%	6,4%	45,0%
	Female	32,6%	0,9%	1,4%	4,6%	35,0%
	Total	74,6%	2,2%	3,2%	11,0%	80,0%
KwaZulu-Natal	Male	41,1%	0,5%	3,4%	2,2%	45,0%
	Female	31,9%	0,4%	2,7%	1,9%	35,0%
	Total	73,0%	0,9%	6,1%	4,1%	80,0%
Limpopo	Male	44,8%	0,0%	0,2%	1,2%	45,0%
	Female	34,8%	0,0%	0,1%	1,2%	35,0%
	Total	79,6%	0,1%	0,3%	2,4%	80,0%
Mpumalanga	Male	44,7%	0,1%	0,1%	4,0%	45,0%
	Female	34,8%	0,1%	0,1%	3,2%	35,0%
	Total	79,5%	0,3%	0,3%	7,2%	80,0%
North West	Male	44,0%	0,6%	0,4%	2,8%	45,0%
	Female	34,2%	0,4%	0,3%	1,6%	35,0%
	Total	78,2%	1,0%	0,8%	4,4%	80,0%
Northern Cape	Male	28,5%	16,3%	0,2%	5,4%	45,0%
	Female	22,2%	12,7%	0,2%	4,5%	35,0%
	Total	50,6%	29,0%	0,4%	10,9%	80,0%
Western Cape	Male	20,5%	24,1%	0,4%	7,2%	45,0%
	Female	15,9%	18,7%	0,3%	6,1%	35,0%
	Total	36,4%	42,6%	0,7%	13,3%	80,0%
Workforce Profile 2022 (All employers)	Male	37,6%	7,8%	2,1%	22,5%	47,5%
	Female	17,7%	3,2%	1,8%	6,6%	22,7%
	Total	55,3%	11,0%	3,9%	29,1%	70,2%

B. SENIOR MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	43,5%	5,1%	1,5%	4,5%	50,0%
	Female	33,0%	3,8%	1,1%	3,5%	38,0%
	Total	76,5%	8,9%	2,6%	8,0%	88,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	43,2%	6,3%	0,5%	2,8%	50,0%
	Female	32,8%	4,8%	0,4%	2,2%	38,0%
	Total	76,1%	11,1%	0,8%	5,0%	88,0%
Free State	Male	47,6%	1,5%	0,9%	3,7%	50,0%
	Female	36,2%	1,1%	0,7%	3,6%	38,0%
	Total	83,8%	2,6%	1,6%	7,3%	88,0%
Gauteng	Male	46,6%	1,3%	2,0%	6,4%	50,0%
	Female	35,4%	1,0%	1,5%	4,6%	38,0%
	Total	82,1%	2,4%	3,6%	11,0%	88,0%
KwaZulu-Natal	Male	45,6%	0,6%	3,8%	2,2%	50,0%
	Female	34,7%	0,4%	2,9%	1,9%	38,0%
	Total	80,3%	1,0%	6,7%	4,1%	88,0%
Limpopo	Male	49,7%	0,1%	0,2%	1,2%	50,0%
	Female	37,8%	0,0%	0,2%	1,2%	38,0%
	Total	87,5%	0,1%	0,4%	2,4%	88,0%
Mpumalanga	Male	49,7%	0,2%	0,2%	4,0%	50,0%
	Female	37,6%	0,1%	0,1%	3,2%	38,0%
	Total	87,4%	0,3%	0,3%	7,2%	88,0%
North West	Male	48,9%	0,6%	0,5%	2,8%	50,0%
	Female	37,2%	0,5%	0,4%	1,6%	38,0%
	Total	86,1%	1,1%	0,8%	4,4%	88,0%
Northern Cape	Male	31,6%	18,1%	0,2%	6,4%	50,0%
	Female	24,1%	13,8%	0,2%	4,5%	38,0%
	Total	55,7%	31,9%	0,4%	10,9%	88,0%
Western Cape	Male	22,8%	26,8%	0,5%	7,2%	50,0%
	Female	17,3%	20,3%	0,4%	6,1%	38,0%
	Total	40,1%	47,1%	0,8%	13,3%	88,0%
Workforce Profile 2022 (All employers)	Male	42,8%	5,9%	3,3%	14,1%	52,0%
	Female	21,9%	2,3%	1,3%	7,2%	25,5%
	Total	64,7%	8,2%	4,6%	21,3%	77,5%

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8. WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES

C. PROFESSIONALLY QUALIFIED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	79,3%	9,2%	2,7%	8,0%	91,2%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	35,3%	5,2%	0,4%	2,2%	40,8%
	Total	78,8%	11,5%	0,9%	5,0%	91,2%
Free State	Male	48,0%	1,5%	0,9%	3,7%	50,4%
	Female	38,9%	1,2%	0,7%	3,6%	40,8%
	Total	86,9%	2,7%	1,7%	7,3%	91,2%
Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	38,0%	1,1%	1,7%	4,6%	40,8%
	Total	85,1%	2,5%	3,7%	11,0%	91,2%
KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	37,2%	0,5%	3,1%	1,9%	40,8%
	Total	83,2%	1,0%	6,9%	4,1%	91,2%
Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	40,6%	0,0%	0,2%	1,2%	40,8%
	Total	90,7%	0,1%	0,4%	2,4%	91,2%
Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%
	Female	40,5%	0,1%	0,1%	3,2%	40,8%
	Total	90,6%	0,3%	0,3%	7,2%	91,2%
North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	39,9%	0,5%	0,4%	1,6%	40,8%
	Total	89,2%	1,1%	0,9%	4,4%	91,2%
Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	25,8%	14,8%	0,2%	4,5%	40,8%
	Total	57,7%	33,1%	0,4%	10,9%	91,2%
Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	41,6%	48,8%	0,8%	13,3%	91,2%
Workforce Profile 2022 (All employers)	Male	40,3%	4,9%	2,3%	9,1%	47,5%
	Female	31,8%	3,5%	1,8%	5,3%	37,1%
	Total	72,1%	8,4%	4,1%	14,4%	84,6%

D. SKILLED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	79,3%	9,2%	2,7%	8,0%	91,2%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	35,3%	5,2%	0,4%	2,2%	40,8%
	Total	78,8%	11,5%	0,9%	5,0%	91,2%
Free State	Male	48,0%	1,5%	0,9%	3,7%	50,4%
	Female	38,9%	1,2%	0,7%	3,6%	40,8%
	Total	86,9%	2,7%	1,7%	7,3%	91,2%
Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	38,0%	1,1%	1,7%	4,6%	40,8%
	Total	85,1%	2,5%	3,7%	11,0%	91,2%
KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	37,2%	0,5%	3,1%	1,9%	40,8%
	Total	83,2%	1,0%	6,9%	4,1%	91,2%
Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	40,6%	0,0%	0,2%	1,2%	40,8%
	Total	90,7%	0,1%	0,4%	2,4%	91,2%
Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%
	Female	40,5%	0,1%	0,1%	3,2%	40,8%
	Total	90,6%	0,3%	0,3%	7,2%	91,2%
North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	39,9%	0,5%	0,4%	1,6%	40,8%
	Total	89,2%	1,1%	0,9%	4,4%	91,2%
Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	25,8%	14,8%	0,2%	4,5%	40,8%
	Total	57,7%	33,1%	0,4%	10,9%	91,2%
Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	41,6%	48,8%	0,8%	13,3%	91,2%
Workforce Profile 2022 (All employers)	Male	44,3%	6,2%	1,4%	5,0%	51,9%
	Female	32,5%	4,9%	1,2%	3,9%	38,6%
	Total	76,8%	11,1%	2,6%	8,9%	90,5%

5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR

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9. ELECTRICITY, GAS STEAM AND AIR CONDITIONING SUPPLY

A. TOP MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	24,3%	2,8%	0,8%	4,5%	28,0%
	Female	19,1%	2,2%	0,6%	3,5%	22,0%
	Total	43,5%	5,1%	1,5%	8,0%	50,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	24,2%	3,5%	0,3%	2,8%	28,0%
	Female	19,0%	2,8%	0,2%	2,2%	22,0%
	Total	43,2%	6,3%	0,5%	5,0%	50,0%
Free State	Male	26,7%	0,8%	0,5%	3,7%	28,0%
	Female	21,0%	0,6%	0,4%	3,6%	22,0%
	Total	47,6%	1,5%	0,9%	7,3%	50,0%
Gauteng	Male	26,1%	0,8%	1,1%	6,4%	28,0%
	Female	20,5%	0,6%	0,9%	4,6%	22,0%
	Total	46,6%	1,3%	2,0%	11,0%	50,0%
KwaZulu-Natal	Male	25,5%	0,3%	2,1%	2,2%	28,0%
	Female	20,1%	0,3%	1,7%	1,9%	22,0%
	Total	45,6%	0,6%	3,8%	4,1%	50,0%
Limpopo	Male	27,9%	0,0%	0,1%	1,2%	28,0%
	Female	21,9%	0,0%	0,1%	1,2%	22,0%
	Total	49,7%	0,1%	0,2%	2,4%	50,0%
Mpumalanga	Male	27,8%	0,1%	0,1%	4,0%	28,0%
	Female	21,9%	0,1%	0,1%	3,2%	22,0%
	Total	49,7%	0,2%	0,2%	7,2%	50,0%
North West	Male	27,4%	0,4%	0,3%	2,8%	28,0%
	Female	21,5%	0,3%	0,2%	1,6%	22,0%
	Total	48,9%	0,6%	0,5%	4,4%	50,0%
Northern Cape	Male	17,7%	10,2%	0,1%	6,4%	28,0%
	Female	13,9%	8,0%	0,1%	4,5%	22,0%
	Total	31,6%	18,1%	0,2%	10,9%	50,0%
Western Cape	Male	12,8%	15,0%	0,3%	7,2%	28,0%
	Female	10,0%	11,8%	0,2%	6,1%	22,0%
	Total	22,8%	26,8%	0,5%	13,3%	50,0%
Workforce Profile 2022 (All employers)	Male	13,5%	4,5%	7,9%	44,7%	25,9%
	Female	11,0%	2,6%	4,0%	8,2%	17,6%
	Total	24,5%	7,1%	11,9%	52,9%	43,5%

B. SENIOR MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	33,9%	3,9%	1,1%	4,5%	39,0%
	Female	22,6%	2,6%	0,8%	3,5%	26,0%
	Total	56,5%	6,6%	1,9%	8,0%	65,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	33,7%	4,9%	0,4%	2,8%	39,0%
	Female	22,5%	3,3%	0,2%	2,2%	26,0%
	Total	56,2%	8,2%	0,6%	5,0%	65,0%
Free State	Male	37,1%	1,1%	0,7%	3,7%	39,0%
	Female	24,8%	0,8%	0,5%	3,6%	26,0%
	Total	61,9%	1,9%	1,2%	7,3%	65,0%
Gauteng	Male	36,4%	1,1%	1,6%	6,4%	39,0%
	Female	24,2%	0,7%	1,1%	4,6%	26,0%
	Total	60,6%	1,8%	2,6%	11,0%	65,0%
KwaZulu-Natal	Male	35,6%	0,4%	3,0%	2,2%	39,0%
	Female	23,7%	0,3%	2,0%	1,9%	26,0%
	Total	59,3%	0,7%	4,9%	4,1%	65,0%
Limpopo	Male	38,8%	0,0%	0,2%	1,2%	39,0%
	Female	25,9%	0,0%	0,1%	1,2%	26,0%
	Total	64,7%	0,1%	0,3%	2,4%	65,0%
Mpumalanga	Male	38,7%	0,1%	0,1%	4,0%	39,0%
	Female	25,8%	0,1%	0,1%	3,2%	26,0%
	Total	64,6%	0,2%	0,2%	7,2%	65,0%
North West	Male	38,1%	0,5%	0,4%	2,8%	39,0%
	Female	25,4%	0,3%	0,2%	1,6%	26,0%
	Total	63,6%	0,8%	0,6%	4,4%	65,0%
Northern Cape	Male	24,7%	14,1%	0,2%	6,4%	39,0%
	Female	16,5%	9,4%	0,1%	4,5%	26,0%
	Total	41,1%	23,6%	0,3%	10,9%	65,0%
Western Cape	Male	17,8%	20,9%	0,4%	7,2%	39,0%
	Female	11,8%	13,9%	0,2%	6,1%	26,0%
	Total	29,6%	34,8%	0,6%	13,3%	65,0%
Workforce Profile 2022 (All employers)	Male	24,3%	5,2%	6,4%	25,5%	35,9%
	Female	16,5%	2,9%	4,5%	11,9%	23,9%
	Total	40,8%	8,1%	10,9%	37,4%	59,8%

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9. ELECTRICITY, GAS STEAM AND AIR CONDITIONING SUPPLY

C. PROFESSIONALLY QUALIFIED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	40,9%	4,8%	1,4%	4,5%	47,0%
	Female	28,7%	3,3%	1,0%	3,5%	33,0%
	Total	69,6%	8,1%	2,3%	8,0%	80,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	40,6%	5,9%	0,4%	2,8%	47,0%
	Female	28,5%	4,2%	0,3%	2,2%	33,0%
	Total	69,1%	10,1%	0,8%	5,0%	80,0%
Free State	Male	44,8%	1,4%	0,9%	3,7%	47,0%
	Female	31,4%	1,0%	0,6%	3,6%	33,0%
	Total	76,2%	2,3%	1,5%	7,3%	80,0%
Gauteng	Male	43,8%	1,3%	1,9%	6,4%	47,0%
	Female	30,8%	0,9%	1,3%	4,6%	33,0%
	Total	74,6%	2,2%	3,2%	11,0%	80,0%
KwaZulu-Natal	Male	42,9%	0,5%	3,6%	2,2%	47,0%
	Female	30,1%	0,4%	2,5%	1,9%	33,0%
	Total	73,0%	0,9%	6,1%	4,1%	80,0%
Limpopo	Male	46,8%	0,0%	0,2%	1,2%	47,0%
	Female	32,8%	0,0%	0,1%	1,2%	33,0%
	Total	79,6%	0,1%	0,3%	2,4%	80,0%
Mpumalanga	Male	46,7%	0,2%	0,2%	4,0%	47,0%
	Female	32,8%	0,1%	0,1%	3,2%	33,0%
	Total	79,5%	0,3%	0,3%	7,2%	80,0%
North West	Male	46,0%	0,6%	0,4%	2,8%	47,0%
	Female	32,3%	0,4%	0,3%	1,6%	33,0%
	Total	78,2%	1,0%	0,8%	4,4%	80,0%
Northern Cape	Male	29,8%	17,0%	0,2%	6,4%	47,0%
	Female	20,9%	12,0%	0,1%	4,5%	33,0%
	Total	50,6%	29,0%	0,4%	10,9%	80,0%
Western Cape	Male	21,4%	25,2%	0,4%	7,2%	47,0%
	Female	15,0%	17,7%	0,3%	6,1%	33,0%
	Total	36,4%	42,8%	0,7%	13,3%	80,0%
Workforce Profile 2022 (All employers)	Male	33,0%	5,1%	5,7%	17,8%	43,8%
	Female	25,4%	2,5%	2,9%	6,2%	30,8%
	Total	58,4%	7,6%	8,6%	24,0%	74,6%

D. SKILLED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	32,7%	3,8%	1,1%	3,5%	37,6%
	Total	76,5%	8,9%	2,6%	8,0%	88,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	32,5%	4,7%	0,4%	2,2%	37,6%
	Total	76,1%	11,1%	0,8%	5,0%	88,0%
Free State	Male	48,0%	1,5%	0,9%	3,7%	50,4%
	Female	35,8%	1,1%	0,7%	3,6%	37,6%
	Total	83,8%	2,6%	1,6%	7,3%	88,0%
Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	35,1%	1,0%	1,5%	4,6%	37,6%
	Total	82,1%	2,4%	3,6%	11,0%	88,0%
KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	34,3%	0,4%	2,9%	1,9%	37,6%
	Total	80,3%	1,0%	6,7%	4,1%	88,0%
Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	37,4%	0,0%	0,2%	1,2%	37,6%
	Total	87,5%	0,1%	0,4%	2,4%	88,0%
Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%
	Female	37,4%	0,1%	0,1%	3,2%	37,6%
	Total	87,4%	0,3%	0,3%	7,2%	88,0%
North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	36,8%	0,5%	0,4%	1,6%	37,6%
	Total	86,1%	1,1%	0,8%	4,4%	88,0%
Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	23,8%	13,6%	0,2%	4,5%	37,6%
	Total	55,7%	31,9%	0,4%	10,9%	88,0%
Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	17,1%	20,1%	0,3%	6,1%	37,6%
	Total	40,1%	47,1%	0,8%	13,3%	88,0%
Workforce Profile 2022 (All employers)	Male	44,0%	5,1%	2,2%	11,4%	61,3%
	Female	27,7%	2,7%	1,3%	4,8%	31,7%
	Total	71,7%	7,8%	3,5%	16,2%	93,0%

5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR

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10. HUMAN HEALTH AND SOCIAL WORK ACTIVITIES

A. TOP MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	21,7%	2,5%	0,7%	4,5%	25,0%
	Female	21,7%	2,5%	0,7%	3,5%	25,0%
	Total	43,5%	5,1%	1,5%	8,0%	50,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	21,6%	3,2%	0,2%	2,8%	25,0%
	Female	21,6%	3,2%	0,2%	2,2%	25,0%
	Total	43,2%	6,3%	0,5%	5,0%	50,0%
Free State	Male	23,8%	0,7%	0,5%	3,7%	25,0%
	Female	23,8%	0,7%	0,5%	3,6%	25,0%
	Total	47,6%	1,5%	0,9%	7,3%	50,0%
Gauteng	Male	23,3%	0,7%	1,0%	6,4%	25,0%
	Female	23,3%	0,7%	1,0%	4,6%	25,0%
	Total	46,6%	1,3%	2,0%	11,0%	50,0%
KwaZulu-Natal	Male	22,8%	0,3%	1,9%	2,2%	25,0%
	Female	22,8%	0,3%	1,9%	1,9%	25,0%
	Total	45,6%	0,6%	3,8%	4,1%	50,0%
Limpopo	Male	24,9%	0,0%	0,1%	1,2%	25,0%
	Female	24,9%	0,0%	0,1%	1,2%	25,0%
	Total	49,7%	0,1%	0,2%	2,4%	50,0%
Mpumalanga	Male	24,8%	0,1%	0,1%	4,0%	25,0%
	Female	24,8%	0,1%	0,1%	3,2%	25,0%
	Total	49,7%	0,2%	0,2%	7,2%	50,0%
North West	Male	24,5%	0,3%	0,2%	2,8%	25,0%
	Female	24,5%	0,3%	0,2%	1,6%	25,0%
	Total	48,9%	0,6%	0,5%	4,4%	50,0%
Northern Cape	Male	15,8%	9,1%	0,1%	6,4%	25,0%
	Female	15,8%	9,1%	0,1%	4,5%	25,0%
	Total	31,6%	18,1%	0,2%	10,9%	50,0%
Western Cape	Male	11,4%	13,4%	0,2%	7,2%	25,0%
	Female	11,4%	13,4%	0,2%	6,1%	25,0%
	Total	22,8%	26,8%	0,5%	13,3%	50,0%
Workforce Profile 2022 (All employers)	Male	10,5%	2,5%	7,0%	37,5%	20,0%
	Female	9,1%	3,4%	5,9%	21,2%	18,4%
	Total	19,6%	5,9%	12,9%	58,7%	38,4%

B. SENIOR MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	26,1%	3,0%	0,9%	4,5%	30,0%
	Female	26,1%	3,0%	0,9%	3,5%	30,0%
	Total	52,2%	6,1%	1,8%	8,0%	60,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	25,9%	3,8%	0,3%	2,8%	30,0%
	Female	25,9%	3,8%	0,3%	2,2%	30,0%
	Total	51,9%	7,6%	0,6%	5,0%	60,0%
Free State	Male	28,6%	0,9%	0,6%	3,7%	30,0%
	Female	28,6%	0,9%	0,6%	3,6%	30,0%
	Total	57,2%	1,7%	1,1%	7,3%	60,0%
Gauteng	Male	28,0%	0,8%	1,2%	6,4%	30,0%
	Female	28,0%	0,8%	1,2%	4,6%	30,0%
	Total	56,0%	1,6%	2,4%	11,0%	60,0%
KwaZulu-Natal	Male	27,4%	0,3%	2,3%	2,2%	30,0%
	Female	27,4%	0,3%	2,3%	1,9%	30,0%
	Total	54,7%	0,7%	4,6%	4,1%	60,0%
Limpopo	Male	29,8%	0,0%	0,1%	1,2%	30,0%
	Female	29,8%	0,0%	0,1%	1,2%	30,0%
	Total	59,7%	0,1%	0,2%	2,4%	60,0%
Mpumalanga	Male	29,8%	0,1%	0,1%	4,0%	30,0%
	Female	29,8%	0,1%	0,1%	3,2%	30,0%
	Total	59,6%	0,2%	0,2%	7,2%	60,0%
North West	Male	29,3%	0,4%	0,3%	2,8%	30,0%
	Female	29,3%	0,4%	0,3%	1,6%	30,0%
	Total	58,7%	0,8%	0,6%	4,4%	60,0%
Northern Cape	Male	19,0%	10,9%	0,1%	6,4%	30,0%
	Female	19,0%	10,9%	0,1%	4,5%	30,0%
	Total	38,0%	21,8%	0,3%	10,9%	60,0%
Western Cape	Male	13,7%	16,1%	0,3%	7,2%	30,0%
	Female	13,7%	16,1%	0,3%	6,1%	30,0%
	Total	27,3%	32,1%	0,6%	13,3%	60,0%
Workforce Profile 2022 (All employers)	Male	14,9%	2,8%	4,2%	14,9%	21,9%
	Female	20,5%	5,6%	6,9%	27,2%	33,0%
	Total	35,4%	8,4%	11,1%	42,1%	54,9%

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10. HUMAN HEALTH AND SOCIAL WORK ACTIVITIES

C. PROFESSIONALLY QUALIFIED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	79,3%	9,2%	2,7%	8,0%	91,2%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	35,3%	5,2%	0,4%	2,2%	40,8%
	Total	78,8%	11,5%	0,9%	5,0%	91,2%
Free State	Male	48,0%	1,5%	0,9%	3,7%	50,4%
	Female	38,9%	1,2%	0,7%	3,6%	40,8%
	Total	86,9%	2,7%	1,7%	7,3%	91,2%
Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	38,0%	1,1%	1,7%	4,6%	40,8%
	Total	85,1%	2,5%	3,7%	11,0%	91,2%
KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	37,2%	0,5%	3,1%	1,9%	40,8%
	Total	83,2%	1,0%	6,9%	4,1%	91,2%
Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	40,6%	0,0%	0,2%	1,2%	40,8%
	Total	90,7%	0,1%	0,4%	2,4%	91,2%
Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%
	Female	40,5%	0,1%	0,1%	3,2%	40,8%
	Total	90,6%	0,3%	0,3%	7,2%	91,2%
North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	39,9%	0,5%	0,4%	1,6%	40,8%
	Total	89,2%	1,1%	0,9%	4,4%	91,2%
Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	25,8%	14,8%	0,2%	4,5%	40,8%
	Total	57,7%	33,1%	0,4%	10,9%	91,2%
Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	41,6%	48,8%	0,8%	13,3%	91,2%
Workforce Profile 2022 (All employers)	Male	17,6%	2,4%	2,5%	4,4%	22,5%
	Female	47,6%	8,1%	5,5%	10,5%	61,2%
	Total	65,2%	10,5%	8,0%	14,9%	83,7%

D. SKILLED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	79,3%	9,2%	2,7%	8,0%	91,2%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	35,3%	5,2%	0,4%	2,2%	40,8%
	Total	78,8%	11,5%	0,9%	5,0%	91,2%
Free State	Male	48,0%	1,5%	0,9%	3,7%	50,4%
	Female	38,9%	1,2%	0,7%	3,6%	40,8%
	Total	86,9%	2,7%	1,7%	7,3%	91,2%
Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	38,0%	1,1%	1,7%	4,6%	40,8%
	Total	85,1%	2,5%	3,7%	11,0%	91,2%
KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	37,2%	0,5%	3,1%	1,9%	40,8%
	Total	83,2%	1,0%	6,9%	4,1%	91,2%
Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	40,6%	0,0%	0,2%	1,2%	40,8%
	Total	90,7%	0,1%	0,4%	2,4%	91,2%
Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%
	Female	40,5%	0,1%	0,1%	3,2%	40,8%
	Total	90,6%	0,3%	0,3%	7,2%	91,2%
North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	39,9%	0,5%	0,4%	1,6%	40,8%
	Total	89,2%	1,1%	0,9%	4,4%	91,2%
Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	25,8%	14,8%	0,2%	4,5%	40,8%
	Total	57,7%	33,1%	0,4%	10,9%	91,2%
Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	41,6%	48,8%	0,8%	13,3%	91,2%
Workforce Profile 2022 (All employers)	Male	17,6%	2,6%	1,3%	2,0%	21,5%
	Female	53,3%	9,0%	3,3%	9,6%	65,6%
	Total	70,9%	11,6%	4,6%	11,6%	87,1%

5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR

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11. ARTS, ENTERTAINMENT AND RECREATION

A. TOP MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	21,7%	2,5%	0,7%	4,5%	25,0%
	Female	21,7%	2,5%	0,7%	3,5%	25,0%
	Total	43,5%	5,1%	1,5%	8,0%	50,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	21,6%	3,2%	0,2%	2,8%	25,0%
	Female	21,6%	3,2%	0,2%	2,2%	25,0%
	Total	43,2%	6,3%	0,5%	5,0%	50,0%
Free State	Male	23,8%	0,7%	0,5%	3,7%	25,0%
	Female	23,8%	0,7%	0,5%	3,6%	25,0%
	Total	47,6%	1,5%	0,9%	7,3%	50,0%
Gauteng	Male	23,3%	0,7%	1,0%	6,4%	25,0%
	Female	23,3%	0,7%	1,0%	4,6%	25,0%
	Total	46,6%	1,3%	2,0%	11,0%	50,0%
KwaZulu-Natal	Male	22,8%	0,3%	1,9%	2,2%	25,0%
	Female	22,8%	0,3%	1,9%	1,9%	25,0%
	Total	45,6%	0,6%	3,8%	4,1%	50,0%
Limpopo	Male	24,9%	0,0%	0,1%	1,2%	25,0%
	Female	24,9%	0,0%	0,1%	1,2%	25,0%
	Total	49,7%	0,1%	0,2%	2,4%	50,0%
Mpumalanga	Male	24,8%	0,1%	0,1%	4,0%	25,0%
	Female	24,8%	0,1%	0,1%	3,2%	25,0%
	Total	49,7%	0,2%	0,2%	7,2%	50,0%
North West	Male	24,5%	0,3%	0,2%	2,8%	25,0%
	Female	24,5%	0,3%	0,2%	1,6%	25,0%
	Total	48,9%	0,6%	0,5%	4,4%	50,0%
Northern Cape	Male	15,8%	9,1%	0,1%	6,4%	25,0%
	Female	15,8%	9,1%	0,1%	4,5%	25,0%
	Total	31,6%	18,1%	0,2%	10,9%	50,0%
Western Cape	Male	11,4%	13,4%	0,2%	7,2%	25,0%
	Female	11,4%	13,4%	0,2%	5,1%	25,0%
	Total	22,8%	26,8%	0,5%	13,3%	50,0%
Workforce Profile 2022 (All employers)	Male	16,6%	6,1%	4,1%	37,6%	26,8%
	Female	12,1%	2,8%	3,6%	13,6%	18,5%
	Total	28,7%	8,9%	7,7%	51,2%	45,3%

B. SENIOR MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	39,1%	4,5%	1,3%	4,5%	45,0%
	Female	26,1%	3,0%	0,9%	3,5%	30,0%
	Total	65,2%	7,6%	2,2%	8,0%	75,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	38,9%	5,7%	0,4%	2,8%	45,0%
	Female	25,9%	3,8%	0,3%	2,2%	30,0%
	Total	64,8%	9,5%	0,7%	5,0%	75,0%
Free State	Male	42,9%	1,3%	0,8%	3,7%	45,0%
	Female	28,6%	0,9%	0,6%	3,6%	30,0%
	Total	71,4%	2,2%	1,4%	7,3%	75,0%
Gauteng	Male	42,0%	1,2%	1,8%	6,4%	45,0%
	Female	28,0%	0,8%	1,2%	4,6%	30,0%
	Total	69,9%	2,0%	3,0%	11,0%	75,0%
KwaZulu-Natal	Male	41,1%	0,5%	3,4%	2,2%	45,0%
	Female	27,4%	0,3%	2,3%	1,9%	30,0%
	Total	68,4%	0,9%	5,7%	4,1%	75,0%
Limpopo	Male	44,8%	0,0%	0,2%	1,2%	45,0%
	Female	29,8%	0,0%	0,1%	1,2%	30,0%
	Total	74,6%	0,1%	0,3%	2,4%	75,0%
Mpumalanga	Male	44,7%	0,1%	0,1%	4,0%	45,0%
	Female	29,8%	0,1%	0,1%	3,2%	30,0%
	Total	74,5%	0,2%	0,2%	7,2%	75,0%
North West	Male	44,0%	0,6%	0,4%	2,8%	45,0%
	Female	29,3%	0,4%	0,3%	1,6%	30,0%
	Total	73,4%	0,9%	0,7%	4,4%	75,0%
Northern Cape	Male	28,5%	16,3%	0,2%	6,4%	45,0%
	Female	19,0%	10,9%	0,1%	4,5%	30,0%
	Total	47,5%	27,2%	0,3%	10,9%	75,0%
Western Cape	Male	20,5%	24,1%	0,4%	7,2%	45,0%
	Female	13,7%	16,1%	0,3%	6,1%	30,0%
	Total	34,2%	40,1%	0,7%	13,3%	75,0%
Workforce Profile 2022 (All employers)	Male	26,3%	5,0%	5,8%	21,3%	37,1%
	Female	17,8%	4,2%	4,1%	13,6%	26,1%
	Total	44,1%	9,2%	9,9%	34,9%	63,2%

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11. ARTS, ENTERTAINMENT AND RECREATION

C. PROFESSIONALLY QUALIFIED							D. SKILLED						
NATIONAL & PROVINCE	GENDER	POPULATION GROUP					NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK			A	C	I	W	BLACK
National	Male	43,8%	5,1%	1,5%	4,5%	50,4%	National	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	35,5%	4,1%	1,2%	3,5%	40,8%		Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	79,3%	9,2%	2,7%	8,0%	91,2%		Total	79,3%	9,2%	2,7%	8,0%	91,2%
SECTOR TARGETS FOR PROVINCES							SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%	Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	35,3%	5,2%	0,4%	2,2%	40,8%		Female	35,3%	5,2%	0,4%	2,2%	40,8%
	Total	78,8%	11,5%	0,9%	5,0%	91,2%		Total	78,8%	11,5%	0,9%	5,0%	91,2%
Free State	Male	48,0%	1,5%	0,9%	3,7%	50,4%	Free State	Male	48,0%	1,5%	0,9%	3,7%	50,4%
	Female	38,9%	1,2%	0,7%	3,6%	40,8%		Female	38,9%	1,2%	0,7%	3,6%	40,8%
	Total	86,9%	2,7%	1,7%	7,3%	91,2%		Total	86,9%	2,7%	1,7%	7,3%	91,2%
Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%	Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	38,0%	1,1%	1,7%	4,6%	40,8%		Female	38,0%	1,1%	1,7%	4,6%	40,8%
	Total	85,1%	2,5%	3,7%	11,0%	91,2%		Total	85,1%	2,5%	3,7%	11,0%	91,2%
KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%	KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	37,2%	0,5%	3,1%	1,9%	40,8%		Female	37,2%	0,5%	3,1%	1,9%	40,8%
	Total	83,2%	1,0%	6,9%	4,1%	91,2%		Total	83,2%	1,0%	6,9%	4,1%	91,2%
Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%	Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	40,6%	0,0%	0,2%	1,2%	40,8%		Female	40,6%	0,0%	0,2%	1,2%	40,8%
	Total	90,7%	0,1%	0,4%	2,4%	91,2%		Total	90,7%	0,1%	0,4%	2,4%	91,2%
Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%	Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%
	Female	40,5%	0,1%	0,1%	3,2%	40,8%		Female	40,5%	0,1%	0,1%	3,2%	40,8%
	Total	90,6%	0,3%	0,3%	7,2%	91,2%		Total	90,6%	0,3%	0,3%	7,2%	91,2%
North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%	North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	39,9%	0,5%	0,4%	1,6%	40,8%		Female	39,9%	0,5%	0,4%	1,6%	40,8%
	Total	89,2%	1,1%	0,9%	4,4%	91,2%		Total	89,2%	1,1%	0,9%	4,4%	91,2%
Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%	Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	25,8%	14,8%	0,2%	4,5%	40,8%		Female	25,8%	14,8%	0,2%	4,5%	40,8%
	Total	57,7%	33,1%	0,4%	10,9%	91,2%		Total	57,7%	33,1%	0,4%	10,9%	91,2%
Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%	Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	18,6%	21,8%	0,4%	6,1%	40,8%		Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	41,6%	48,8%	0,8%	13,3%	91,2%		Total	41,6%	48,8%	0,8%	13,3%	91,2%
Workforce Profile 2022 (All employers)	Male	37,5%	1,5%	3,6%	4,1%	42,6%	Workforce Profile 2022 (All employers)	Male	28,4%	1,0%	1,1%	1,4%	30,5%
	Female	42,2%	1,4%	5,0%	4,2%	48,6%		Female	60,6%	1,2%	3,5%	2,5%	65,3%
	Total	79,7%	2,9%	8,6%	8,3%	91,2%		Total	89,0%	2,2%	4,6%	3,9%	95,8%

6-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR

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12. REAL ESTATE ACTIVITIES

A. TOP MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	21.7%	2.5%	0.7%	4.5%	25.0%
	Female	17.4%	2.0%	0.6%	3.5%	20.0%
	Total	39.1%	4.5%	1.3%	8.0%	45.0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	21.6%	3.2%	0.2%	2.8%	25.0%
	Female	17.3%	2.5%	0.2%	2.2%	20.0%
	Total	38.9%	5.7%	0.4%	5.0%	45.0%
Free State	Male	23.8%	0.7%	0.5%	3.7%	25.0%
	Female	19.1%	0.6%	0.4%	3.6%	20.0%
	Total	42.9%	1.3%	0.8%	7.3%	45.0%
Gauteng	Male	23.3%	0.7%	1.0%	6.4%	25.0%
	Female	18.7%	0.5%	0.8%	4.6%	20.0%
	Total	42.0%	1.2%	1.8%	11.0%	45.0%
KwaZulu-Natal	Male	22.8%	0.3%	1.9%	2.2%	25.0%
	Female	18.2%	0.2%	1.5%	1.9%	20.0%
	Total	41.1%	0.5%	3.4%	4.1%	45.0%
Limpopo	Male	24.9%	0.0%	0.1%	1.2%	25.0%
	Female	19.9%	0.0%	0.1%	1.2%	20.0%
	Total	44.8%	0.0%	0.2%	2.4%	45.0%
Mpumalanga	Male	24.8%	0.1%	0.1%	4.0%	25.0%
	Female	19.9%	0.1%	0.1%	3.2%	20.0%
	Total	44.7%	0.1%	0.1%	7.2%	45.0%
North West	Male	24.5%	0.3%	0.2%	2.8%	25.0%
	Female	19.6%	0.3%	0.2%	1.6%	20.0%
	Total	44.0%	0.6%	0.4%	4.4%	45.0%
Northern Cape	Male	15.8%	9.1%	0.1%	6.4%	25.0%
	Female	12.7%	7.3%	0.1%	4.5%	20.0%
	Total	28.5%	16.3%	0.2%	10.9%	45.0%
Western Cape	Male	11.4%	13.4%	0.2%	7.2%	25.0%
	Female	9.1%	10.7%	0.2%	6.1%	20.0%
	Total	20.5%	24.1%	0.4%	13.3%	45.0%
Workforce Profile 2022 (All employers)	Male	8.3%	2.1%	5.0%	54.8%	15.4%
	Female	6.0%	2.1%	3.5%	16.4%	11.6%
	Total	14.3%	4.2%	8.5%	71.2%	27.0%

B. SENIOR MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	23.5%	2.7%	0.8%	4.5%	27.0%
	Female	20.0%	2.3%	0.7%	3.5%	23.0%
	Total	43.5%	5.1%	1.5%	8.0%	50.0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	23.3%	3.4%	0.3%	2.8%	27.0%
	Female	19.9%	2.9%	0.2%	2.2%	23.0%
	Total	43.2%	6.3%	0.5%	5.0%	50.0%
Free State	Male	25.7%	0.8%	0.5%	3.7%	27.0%
	Female	21.9%	0.7%	0.4%	3.6%	23.0%
	Total	47.6%	1.5%	0.9%	7.3%	50.0%
Gauteng	Male	25.2%	0.7%	1.1%	6.4%	27.0%
	Female	21.4%	0.6%	0.9%	4.6%	23.0%
	Total	46.6%	1.3%	2.0%	11.0%	50.0%
KwaZulu-Natal	Male	24.6%	0.3%	2.1%	2.2%	27.0%
	Female	21.0%	0.3%	1.8%	1.9%	23.0%
	Total	45.6%	0.6%	3.8%	4.1%	50.0%
Limpopo	Male	26.9%	0.0%	0.1%	1.2%	27.0%
	Female	22.9%	0.0%	0.1%	1.2%	23.0%
	Total	49.7%	0.1%	0.2%	2.4%	50.0%
Mpumalanga	Male	26.8%	0.1%	0.1%	4.0%	27.0%
	Female	22.9%	0.1%	0.1%	3.2%	23.0%
	Total	49.7%	0.2%	0.2%	7.2%	50.0%
North West	Male	26.4%	0.3%	0.3%	2.8%	27.0%
	Female	22.5%	0.3%	0.2%	1.6%	23.0%
	Total	48.9%	0.6%	0.5%	4.4%	50.0%
Northern Cape	Male	17.1%	9.8%	0.1%	6.4%	27.0%
	Female	14.6%	8.3%	0.1%	4.5%	23.0%
	Total	31.6%	18.1%	0.2%	10.9%	50.0%
Western Cape	Male	12.3%	14.4%	0.2%	7.2%	27.0%
	Female	10.5%	12.3%	0.2%	6.1%	23.0%
	Total	22.8%	26.8%	0.5%	13.3%	50.0%
Workforce Profile 2022 (All employers)	Male	14.7%	2.3%	4.8%	30.4%	21.8%
	Female	9.0%	4.2%	4.8%	26.8%	18.0%
	Total	23.7%	6.5%	9.6%	57.2%	39.8%

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12. REAL ESTATE ACTIVITIES

C. PROFESSIONALLY QUALIFIED							D. SKILLED						
NATIONAL & PROVINCE	GENDER	POPULATION GROUP					NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK			A	C	I	W	BLACK
National	Male	26.1%	3.0%	0.9%	4.5%	30.0%	National	Male	28.7%	3.3%	1.0%	4.5%	33.0%
	Female	30.4%	3.5%	1.0%	3.5%	35.0%		Female	32.2%	3.7%	1.1%	3.5%	37.0%
	Total	56.5%	6.6%	1.9%	8.0%	65.0%		Total	60.9%	7.1%	2.1%	8.0%	70.0%
SECTOR TARGETS FOR PROVINCES							SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	25.9%	3.8%	0.3%	2.8%	30.0%	Eastern Cape	Male	28.5%	4.2%	0.3%	2.8%	33.0%
	Female	30.2%	4.4%	0.3%	2.2%	35.0%		Female	32.0%	4.7%	0.4%	2.2%	37.0%
	Total	56.2%	8.2%	0.6%	5.0%	65.0%		Total	60.5%	8.8%	0.7%	5.0%	70.0%
Free State	Male	28.6%	0.9%	0.6%	3.7%	30.0%	Free State	Male	31.4%	1.0%	0.6%	3.7%	33.0%
	Female	33.3%	1.0%	0.6%	3.6%	35.0%		Female	35.2%	1.1%	0.7%	3.6%	37.0%
	Total	61.9%	1.9%	1.2%	7.3%	65.0%		Total	66.7%	2.0%	1.3%	7.3%	70.0%
Gauteng	Male	28.0%	0.8%	1.2%	6.4%	30.0%	Gauteng	Male	30.8%	0.9%	1.3%	6.4%	33.0%
	Female	32.6%	0.9%	1.4%	4.6%	35.0%		Female	34.5%	1.0%	1.5%	4.6%	37.0%
	Total	60.6%	1.8%	2.6%	11.0%	65.0%		Total	65.3%	1.9%	2.8%	11.0%	70.0%
KwaZulu-Natal	Male	27.4%	0.3%	2.3%	2.2%	30.0%	KwaZulu-Natal	Male	30.1%	0.4%	2.5%	2.2%	33.0%
	Female	31.9%	0.4%	2.7%	1.9%	35.0%		Female	33.8%	0.4%	2.8%	1.9%	37.0%
	Total	59.3%	0.7%	4.9%	4.1%	65.0%		Total	63.9%	0.8%	5.3%	4.1%	70.0%
Limpopo	Male	29.8%	0.0%	0.1%	1.2%	30.0%	Limpopo	Male	32.8%	0.0%	0.1%	1.2%	33.0%
	Female	34.8%	0.0%	0.1%	1.2%	35.0%		Female	36.8%	0.0%	0.2%	1.2%	37.0%
	Total	64.7%	0.1%	0.3%	2.4%	65.0%		Total	69.6%	0.1%	0.3%	2.4%	70.0%
Mpumalanga	Male	29.6%	0.1%	0.1%	4.0%	30.0%	Mpumalanga	Male	32.8%	0.1%	0.1%	4.0%	33.0%
	Female	34.8%	0.1%	0.1%	3.2%	35.0%		Female	36.8%	0.1%	0.1%	3.2%	37.0%
	Total	64.6%	0.2%	0.2%	7.2%	65.0%		Total	69.5%	0.2%	0.2%	7.2%	70.0%
North West	Male	29.3%	0.4%	0.3%	2.8%	30.0%	North West	Male	32.3%	0.4%	0.3%	2.8%	33.0%
	Female	34.2%	0.4%	0.3%	1.6%	35.0%		Female	36.2%	0.5%	0.3%	1.6%	37.0%
	Total	63.6%	0.8%	0.6%	4.4%	65.0%		Total	68.5%	0.9%	0.7%	4.4%	70.0%
Northern Cape	Male	19.0%	10.9%	0.1%	6.4%	30.0%	Northern Cape	Male	20.9%	12.0%	0.1%	6.4%	33.0%
	Female	22.2%	12.7%	0.2%	4.5%	35.0%		Female	23.4%	13.4%	0.2%	4.5%	37.0%
	Total	41.1%	23.6%	0.3%	10.9%	65.0%		Total	44.3%	25.4%	0.3%	10.9%	70.0%
Western Cape	Male	13.7%	16.1%	0.3%	7.2%	30.0%	Western Cape	Male	15.0%	17.7%	0.3%	7.2%	33.0%
	Female	15.9%	18.7%	0.3%	6.1%	35.0%		Female	16.9%	19.8%	0.3%	6.1%	37.0%
	Total	29.6%	34.8%	0.6%	13.3%	65.0%		Total	31.9%	37.5%	0.6%	13.3%	70.0%
Workforce Profile 2022 (All employers)	Male	14.6%	3.5%	4.5%	25.5%	22.6%	Workforce Profile 2022 (All employers)	Male	24.2%	3.6%	2.6%	13.5%	30.4%
	Female	13.6%	5.8%	5.8%	24.7%	25.2%		Female	22.3%	6.9%	3.9%	20.4%	33.1%
	Total	28.2%	9.3%	10.3%	50.2%	47.8%		Total	46.5%	10.5%	6.5%	33.9%	63.5%
6-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR													

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13. PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES

A. TOP MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	21,7%	2,5%	0,7%	4,5%	25,0%
	Female	17,4%	2,0%	0,6%	3,5%	20,0%
	Total	39,1%	4,5%	1,3%	8,0%	45,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	21,6%	3,2%	0,2%	2,8%	25,0%
	Female	17,3%	2,5%	0,2%	2,2%	20,0%
	Total	38,9%	5,7%	0,4%	5,0%	45,0%
Free State	Male	23,8%	0,7%	0,5%	3,7%	25,0%
	Female	19,1%	0,6%	0,4%	3,6%	20,0%
	Total	42,9%	1,3%	0,8%	7,3%	45,0%
Gauteng	Male	23,3%	0,7%	1,0%	6,4%	25,0%
	Female	18,7%	0,5%	0,8%	4,6%	20,0%
	Total	42,0%	1,2%	1,8%	11,0%	45,0%
KwaZulu-Natal	Male	22,8%	0,3%	1,9%	2,2%	25,0%
	Female	18,2%	0,2%	1,5%	1,9%	20,0%
	Total	41,1%	0,5%	3,4%	4,1%	45,0%
Limpopo	Male	24,9%	0,0%	0,1%	1,2%	25,0%
	Female	19,9%	0,0%	0,1%	1,2%	20,0%
	Total	44,8%	0,0%	0,2%	2,4%	45,0%
Mpumalanga	Male	24,8%	0,1%	0,1%	4,0%	25,0%
	Female	19,9%	0,1%	0,1%	3,2%	20,0%
	Total	44,7%	0,1%	0,1%	7,2%	45,0%
North West	Male	24,5%	0,3%	0,2%	2,8%	25,0%
	Female	19,6%	0,3%	0,2%	1,6%	20,0%
	Total	44,0%	0,6%	0,4%	4,4%	45,0%
Northern Cape	Male	15,8%	9,1%	0,1%	6,4%	25,0%
	Female	12,7%	7,3%	0,1%	4,5%	20,0%
	Total	28,5%	16,3%	0,2%	10,9%	45,0%
Western Cape	Male	11,4%	13,4%	0,2%	7,2%	25,0%
	Female	9,1%	10,7%	0,2%	6,1%	20,0%
	Total	20,5%	24,1%	0,4%	13,3%	45,0%
Workforce Profile 2022 (All employers)	Male	9,6%	2,8%	4,9%	44,2%	17,3%
	Female	6,7%	2,7%	4,9%	21,0%	14,3%
	Total	16,3%	5,5%	9,8%	65,2%	31,6%

B. SENIOR MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	23,5%	2,7%	0,8%	4,5%	27,0%
	Female	20,0%	2,3%	0,7%	3,6%	23,0%
	Total	43,6%	5,1%	1,5%	8,0%	50,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	23,3%	3,4%	0,3%	2,8%	27,0%
	Female	19,9%	2,9%	0,2%	2,2%	23,0%
	Total	43,2%	6,3%	0,5%	5,0%	50,0%
Free State	Male	25,7%	0,8%	0,5%	3,7%	27,0%
	Female	21,9%	0,7%	0,4%	3,6%	23,0%
	Total	47,6%	1,5%	0,9%	7,3%	50,0%
Gauteng	Male	25,2%	0,7%	1,1%	6,4%	27,0%
	Female	21,4%	0,6%	0,9%	4,6%	23,0%
	Total	46,5%	1,3%	2,0%	11,0%	50,0%
KwaZulu-Natal	Male	24,6%	0,3%	2,1%	2,2%	27,0%
	Female	21,0%	0,3%	1,8%	1,9%	23,0%
	Total	45,6%	0,6%	3,8%	4,1%	50,0%
Limpopo	Male	26,9%	0,0%	0,1%	1,2%	27,0%
	Female	22,9%	0,0%	0,1%	1,2%	23,0%
	Total	49,7%	0,1%	0,2%	2,4%	50,0%
Mpumalanga	Male	26,8%	0,1%	0,1%	4,0%	27,0%
	Female	22,9%	0,1%	0,1%	3,2%	23,0%
	Total	49,7%	0,2%	0,2%	7,2%	50,0%
North West	Male	26,4%	0,3%	0,3%	2,8%	27,0%
	Female	22,5%	0,3%	0,2%	1,6%	23,0%
	Total	48,9%	0,6%	0,5%	4,4%	50,0%
Northern Cape	Male	17,1%	9,8%	0,1%	6,4%	27,0%
	Female	14,6%	8,3%	0,1%	4,5%	23,0%
	Total	31,6%	18,1%	0,2%	10,9%	50,0%
Western Cape	Male	12,3%	14,4%	0,2%	7,2%	27,0%
	Female	10,5%	12,3%	0,2%	6,1%	23,0%
	Total	22,8%	26,8%	0,5%	13,3%	50,0%
Workforce Profile 2022 (All employers)	Male	11,7%	3,6%	6,0%	31,1%	21,3%
	Female	9,6%	3,3%	5,7%	25,0%	18,6%
	Total	21,3%	6,9%	11,7%	56,1%	39,9%

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13. PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES

C. PROFESSIONALLY QUALIFIED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	28,7%	3,3%	1,0%	4,5%	33,0%
	Female	27,8%	3,2%	0,9%	3,5%	32,0%
	Total	56,5%	6,6%	1,9%	8,0%	65,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	28,5%	4,2%	0,3%	2,8%	33,0%
	Female	27,7%	4,0%	0,3%	2,2%	32,0%
	Total	56,2%	8,2%	0,6%	5,0%	65,0%
Free State	Male	31,4%	1,0%	0,6%	3,7%	33,0%
	Female	30,5%	0,9%	0,6%	3,6%	32,0%
	Total	61,9%	1,9%	1,2%	7,3%	65,0%
Gauteng	Male	30,8%	0,9%	1,3%	6,4%	33,0%
	Female	29,8%	0,9%	1,3%	4,6%	32,0%
	Total	60,6%	1,8%	2,6%	11,0%	65,0%
KwaZulu-Natal	Male	30,1%	0,4%	2,5%	2,2%	33,0%
	Female	29,2%	0,4%	2,4%	1,9%	32,0%
	Total	59,3%	0,7%	4,9%	4,1%	65,0%
Limpopo	Male	32,8%	0,0%	0,1%	1,2%	33,0%
	Female	31,8%	0,0%	0,1%	1,2%	32,0%
	Total	64,7%	0,1%	0,3%	2,4%	65,0%
Mpumalanga	Male	32,8%	0,1%	0,1%	4,0%	33,0%
	Female	31,8%	0,1%	0,1%	3,2%	32,0%
	Total	64,6%	0,2%	0,2%	7,2%	65,0%
North West	Male	32,3%	0,4%	0,3%	2,8%	33,0%
	Female	31,3%	0,4%	0,3%	1,6%	32,0%
	Total	63,6%	0,8%	0,6%	4,4%	65,0%
Northern Cape	Male	20,9%	12,0%	0,1%	6,4%	33,0%
	Female	20,3%	11,6%	0,1%	4,5%	32,0%
	Total	41,1%	23,6%	0,3%	10,9%	65,0%
Western Cape	Male	15,0%	17,7%	0,3%	7,2%	33,0%
	Female	14,6%	17,1%	0,3%	6,1%	32,0%
	Total	29,6%	34,8%	0,6%	13,3%	65,0%
Workforce Profile 2022 (All employers)	Male	17,0%	3,9%	4,9%	23,1%	25,8%
	Female	15,6%	4,7%	5,3%	21,9%	25,6%
	Total	32,6%	8,6%	10,2%	45,0%	51,4%

D. SKILLED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	38,3%	4,4%	1,3%	4,5%	44,0%
	Female	38,3%	4,4%	1,3%	3,6%	44,0%
	Total	76,5%	8,9%	2,6%	8,0%	88,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	38,0%	5,6%	0,4%	2,8%	44,0%
	Female	38,0%	5,6%	0,4%	2,2%	44,0%
	Total	76,1%	11,1%	0,8%	5,0%	88,0%
Free State	Male	41,9%	1,3%	0,8%	3,7%	44,0%
	Female	41,9%	1,3%	0,8%	3,6%	44,0%
	Total	83,8%	2,6%	1,6%	7,3%	88,0%
Gauteng	Male	41,0%	1,2%	1,8%	6,4%	44,0%
	Female	41,0%	1,2%	1,8%	4,6%	44,0%
	Total	82,1%	2,4%	3,6%	11,0%	88,0%
KwaZulu-Natal	Male	40,1%	0,5%	3,3%	2,2%	44,0%
	Female	40,1%	0,5%	3,3%	1,9%	44,0%
	Total	80,3%	1,0%	6,7%	4,1%	88,0%
Limpopo	Male	43,8%	0,0%	0,2%	1,2%	44,0%
	Female	43,8%	0,0%	0,2%	1,2%	44,0%
	Total	87,5%	0,1%	0,4%	2,4%	88,0%
Mpumalanga	Male	43,7%	0,1%	0,1%	4,0%	44,0%
	Female	43,7%	0,1%	0,1%	3,2%	44,0%
	Total	87,4%	0,3%	0,3%	7,2%	88,0%
North West	Male	43,0%	0,6%	0,4%	2,8%	44,0%
	Female	43,0%	0,6%	0,4%	1,6%	44,0%
	Total	86,1%	1,1%	0,8%	4,4%	88,0%
Northern Cape	Male	27,9%	16,0%	0,2%	6,4%	44,0%
	Female	27,9%	16,0%	0,2%	4,5%	44,0%
	Total	55,7%	31,9%	0,4%	10,9%	88,0%
Western Cape	Male	20,0%	23,5%	0,4%	7,2%	44,0%
	Female	20,0%	23,5%	0,4%	6,1%	44,0%
	Total	40,1%	47,1%	0,8%	13,3%	88,0%
Workforce Profile 2022 (All employers)	Male	24,8%	5,1%	3,2%	10,0%	33,1%
	Female	27,4%	7,4%	5,0%	15,5%	39,8%
	Total	52,2%	12,5%	8,2%	25,5%	72,9%

5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR

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14. WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES

A. TOP MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	21,7%	2,5%	0,7%	4,5%	25,0%
	Female	13,0%	1,5%	0,4%	3,5%	15,0%
	Total	34,8%	4,0%	1,2%	8,0%	40,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	21,6%	3,2%	0,2%	2,8%	25,0%
	Female	13,0%	1,9%	0,1%	2,2%	15,0%
	Total	34,6%	5,1%	0,4%	5,0%	40,0%
Free State	Male	23,8%	0,7%	0,5%	3,7%	25,0%
	Female	14,3%	0,4%	0,3%	3,6%	15,0%
	Total	38,1%	1,2%	0,7%	7,3%	40,0%
Gauteng	Male	23,3%	0,7%	1,0%	6,4%	25,0%
	Female	14,0%	0,4%	0,6%	4,6%	15,0%
	Total	37,3%	1,1%	1,6%	11,0%	40,0%
KwaZulu-Natal	Male	22,8%	0,3%	1,9%	2,2%	25,0%
	Female	13,7%	0,2%	1,1%	1,9%	15,0%
	Total	36,5%	0,5%	3,0%	4,1%	40,0%
Limpopo	Male	24,9%	0,0%	0,1%	1,2%	25,0%
	Female	14,9%	0,0%	0,1%	1,2%	15,0%
	Total	39,8%	0,0%	0,2%	2,4%	40,0%
Mpumalanga	Male	24,8%	0,1%	0,1%	4,0%	25,0%
	Female	14,9%	0,0%	0,0%	3,2%	15,0%
	Total	39,7%	0,1%	0,1%	7,2%	40,0%
North West	Male	24,5%	0,3%	0,2%	2,8%	25,0%
	Female	14,7%	0,2%	0,1%	1,6%	15,0%
	Total	39,1%	0,5%	0,4%	4,4%	40,0%
Northern Cape	Male	15,8%	9,1%	0,1%	6,4%	25,0%
	Female	9,5%	5,4%	0,1%	4,5%	15,0%
	Total	25,3%	14,5%	0,2%	10,9%	40,0%
Western Cape	Male	11,4%	13,4%	0,2%	7,2%	25,0%
	Female	6,8%	8,0%	0,1%	6,1%	15,0%
	Total	18,2%	21,4%	0,4%	13,3%	40,0%
Workforce Profile 2022 (All employers)	Male	5,0%	2,7%	12,6%	54,4%	20,3%
	Female	2,8%	1,8%	4,0%	14,5%	8,6%
	Total	7,8%	4,5%	16,6%	68,9%	28,9%

B. SENIOR MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	28,7%	3,3%	1,0%	4,5%	33,0%
	Female	20,0%	2,3%	0,7%	3,5%	23,0%
	Total	48,7%	5,7%	1,6%	8,0%	56,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	28,5%	4,2%	0,3%	2,8%	33,0%
	Female	19,9%	2,9%	0,2%	2,2%	23,0%
	Total	48,4%	7,1%	0,5%	5,0%	56,0%
Free State	Male	31,4%	1,0%	0,6%	3,7%	33,0%
	Female	21,9%	0,7%	0,4%	3,6%	23,0%
	Total	53,3%	1,6%	1,0%	7,3%	56,0%
Gauteng	Male	30,8%	0,9%	1,3%	6,4%	33,0%
	Female	21,4%	0,6%	0,9%	4,6%	23,0%
	Total	52,2%	1,5%	2,3%	11,0%	56,0%
KwaZulu-Natal	Male	30,1%	0,4%	2,5%	2,2%	33,0%
	Female	21,0%	0,3%	1,8%	1,9%	23,0%
	Total	51,1%	0,8%	4,3%	4,1%	56,0%
Limpopo	Male	32,8%	0,0%	0,1%	1,2%	33,0%
	Female	22,9%	0,0%	0,1%	1,2%	23,0%
	Total	55,7%	0,1%	0,2%	2,4%	56,0%
Mpumalanga	Male	32,8%	0,1%	0,1%	4,0%	33,0%
	Female	22,9%	0,1%	0,1%	3,2%	23,0%
	Total	55,6%	0,2%	0,2%	7,2%	56,0%
North West	Male	32,3%	0,4%	0,3%	2,8%	33,0%
	Female	22,5%	0,3%	0,2%	1,6%	23,0%
	Total	54,8%	0,7%	0,5%	4,4%	56,0%
Northern Cape	Male	20,9%	12,0%	0,1%	6,4%	33,0%
	Female	14,6%	8,3%	0,1%	4,5%	23,0%
	Total	35,4%	20,3%	0,3%	10,9%	56,0%
Western Cape	Male	15,0%	17,7%	0,3%	7,2%	33,0%
	Female	10,5%	12,3%	0,2%	6,1%	23,0%
	Total	25,5%	30,0%	0,5%	13,3%	56,0%
Workforce Profile 2022 (All employers)	Male	12,7%	5,8%	10,7%	33,4%	29,2%
	Female	7,2%	4,3%	5,1%	18,9%	16,6%
	Total	19,9%	10,1%	15,8%	52,3%	45,8%

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14. WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES

C. PROFESSIONALLY QUALIFIED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	32,2%	3,7%	1,1%	4,5%	37,0%
	Female	33,0%	3,8%	1,1%	3,5%	38,0%
	Total	65,2%	7,6%	2,2%	8,0%	75,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	32,0%	4,7%	0,4%	2,8%	37,0%
	Female	32,8%	4,8%	0,4%	2,2%	38,0%
	Total	64,8%	9,5%	0,7%	5,0%	75,0%
Free State	Male	35,2%	1,1%	0,7%	3,7%	37,0%
	Female	36,2%	1,1%	0,7%	3,6%	38,0%
	Total	71,4%	2,2%	1,4%	7,3%	75,0%
Gauteng	Male	34,5%	1,0%	1,5%	6,4%	37,0%
	Female	35,4%	1,0%	1,5%	4,6%	38,0%
	Total	69,9%	2,0%	3,0%	11,0%	75,0%
KwaZulu-Natal	Male	33,8%	0,4%	2,8%	2,2%	37,0%
	Female	34,7%	0,4%	2,9%	1,9%	38,0%
	Total	68,4%	0,9%	5,7%	4,1%	75,0%
Limpopo	Male	36,8%	0,0%	0,2%	1,2%	37,0%
	Female	37,8%	0,0%	0,2%	1,2%	38,0%
	Total	74,6%	0,1%	0,3%	2,4%	75,0%
Mpumalanga	Male	36,8%	0,1%	0,1%	4,0%	37,0%
	Female	37,8%	0,1%	0,1%	3,2%	38,0%
	Total	74,5%	0,2%	0,2%	7,2%	75,0%
North West	Male	36,2%	0,5%	0,3%	2,8%	37,0%
	Female	37,2%	0,5%	0,4%	1,6%	38,0%
	Total	73,4%	0,9%	0,7%	4,4%	75,0%
Northern Cape	Male	23,4%	13,4%	0,2%	6,4%	37,0%
	Female	24,1%	13,8%	0,2%	4,5%	38,0%
	Total	47,5%	27,2%	0,3%	10,9%	75,0%
Western Cape	Male	16,9%	19,8%	0,3%	7,2%	37,0%
	Female	17,3%	20,3%	0,4%	6,1%	38,0%
	Total	34,2%	40,1%	0,7%	13,3%	75,0%
Workforce Profile 2022 (All employers)	Male	19,6%	6,8%	7,2%	21,2%	33,5%
	Female	15,8%	7,0%	4,9%	15,8%	27,7%
	Total	35,4%	13,8%	12,1%	37,0%	61,3%

D. SKILLED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	41,0%	4,8%	1,4%	4,5%	47,2%
	Female	35,5%	4,1%	1,2%	3,6%	40,8%
	Total	76,5%	8,9%	2,6%	8,0%	88,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	40,8%	6,0%	0,4%	2,8%	47,2%
	Female	35,3%	5,2%	0,4%	2,2%	40,8%
	Total	76,1%	11,1%	0,8%	5,0%	88,0%
Free State	Male	45,0%	1,4%	0,9%	3,7%	47,2%
	Female	38,9%	1,2%	0,7%	3,6%	40,8%
	Total	83,8%	2,6%	1,6%	7,3%	88,0%
Gauteng	Male	44,0%	1,3%	1,9%	6,4%	47,2%
	Female	38,0%	1,1%	1,7%	4,6%	40,8%
	Total	82,1%	2,4%	3,6%	11,0%	88,0%
KwaZulu-Natal	Male	43,1%	0,5%	3,6%	2,2%	47,2%
	Female	37,2%	0,5%	3,1%	1,9%	40,8%
	Total	80,3%	1,0%	6,7%	4,1%	88,0%
Limpopo	Male	47,0%	0,0%	0,2%	1,2%	47,2%
	Female	40,6%	0,0%	0,2%	1,2%	40,8%
	Total	87,5%	0,1%	0,4%	2,4%	88,0%
Mpumalanga	Male	46,9%	0,2%	0,2%	4,0%	47,2%
	Female	40,5%	0,1%	0,1%	3,2%	40,8%
	Total	87,4%	0,3%	0,3%	7,2%	88,0%
North West	Male	46,2%	0,6%	0,4%	2,8%	47,2%
	Female	39,9%	0,5%	0,4%	1,6%	40,8%
	Total	86,1%	1,1%	0,8%	4,4%	88,0%
Northern Cape	Male	29,9%	17,1%	0,2%	6,4%	47,2%
	Female	25,8%	14,8%	0,2%	4,5%	40,8%
	Total	55,7%	31,9%	0,4%	10,9%	88,0%
Western Cape	Male	21,5%	25,3%	0,4%	7,2%	47,2%
	Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	40,1%	47,1%	0,8%	13,3%	88,0%
Workforce Profile 2022 (All employers)	Male	27,8%	6,7%	4,6%	10,1%	39,1%
	Female	27,3%	8,8%	3,7%	9,3%	39,8%
	Total	55,1%	15,5%	8,3%	19,4%	78,9%

5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR

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15. ACCOMMODATION AND FOOD SERVICE ACTIVITIES

A. TOP MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	19,6%	2,3%	0,7%	4,5%	22,5%
	Female	19,6%	2,3%	0,7%	3,5%	22,5%
	Total	39,1%	4,5%	1,3%	8,0%	45,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	19,4%	2,8%	0,2%	2,8%	22,5%
	Female	19,4%	2,8%	0,2%	2,2%	22,5%
	Total	38,9%	5,7%	0,4%	5,0%	45,0%
Free State	Male	21,4%	0,7%	0,4%	3,7%	22,5%
	Female	21,4%	0,7%	0,4%	3,6%	22,5%
	Total	42,9%	1,3%	0,8%	7,3%	45,0%
Gauteng	Male	21,0%	0,6%	0,9%	6,4%	22,5%
	Female	21,0%	0,6%	0,9%	4,6%	22,5%
	Total	42,0%	1,2%	1,8%	11,0%	45,0%
KwaZulu-Natal	Male	20,5%	0,3%	1,7%	2,2%	22,5%
	Female	20,6%	0,3%	1,7%	1,9%	22,5%
	Total	41,1%	0,5%	3,4%	4,1%	45,0%
Limpopo	Male	22,4%	0,0%	0,1%	1,2%	22,5%
	Female	22,4%	0,0%	0,1%	1,2%	22,5%
	Total	44,8%	0,0%	0,2%	2,4%	45,0%
Mpumalanga	Male	22,4%	0,1%	0,1%	4,0%	22,5%
	Female	22,4%	0,1%	0,1%	3,2%	22,5%
	Total	44,7%	0,1%	0,1%	7,2%	45,0%
North West	Male	22,0%	0,3%	0,2%	2,8%	22,5%
	Female	22,0%	0,3%	0,2%	1,6%	22,5%
	Total	44,0%	0,6%	0,4%	4,4%	45,0%
Northern Cape	Male	14,2%	8,2%	0,1%	6,4%	22,5%
	Female	14,2%	8,2%	0,1%	4,5%	22,5%
	Total	28,5%	16,3%	0,2%	10,9%	45,0%
Western Cape	Male	10,3%	12,0%	0,2%	7,2%	22,5%
	Female	10,3%	12,0%	0,2%	6,1%	22,5%
	Total	20,5%	24,1%	0,4%	13,3%	45,0%
Workforce Profile 2022 (All employers)	Male	5,8%	2,0%	4,3%	50,8%	12,1%
	Female	6,2%	2,6%	2,6%	22,3%	11,4%
	Total	12,0%	4,6%	6,9%	73,1%	23,5%

B. SENIOR MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	24,3%	2,8%	0,8%	4,5%	28,0%
	Female	26,1%	3,0%	0,9%	3,5%	30,0%
	Total	50,4%	5,9%	1,7%	8,0%	58,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	24,2%	3,5%	0,3%	2,8%	28,0%
	Female	25,9%	3,8%	0,3%	2,2%	30,0%
	Total	50,1%	7,3%	0,5%	5,0%	58,0%
Free State	Male	26,7%	0,8%	0,5%	3,7%	28,0%
	Female	28,5%	0,9%	0,6%	3,6%	30,0%
	Total	55,2%	1,7%	1,1%	7,3%	58,0%
Gauteng	Male	26,1%	0,8%	1,1%	6,4%	28,0%
	Female	28,0%	0,8%	1,2%	4,6%	30,0%
	Total	54,1%	1,6%	2,3%	11,0%	58,0%
KwaZulu-Natal	Male	25,5%	0,3%	2,1%	2,2%	28,0%
	Female	27,4%	0,3%	2,3%	1,9%	30,0%
	Total	52,9%	0,7%	4,4%	4,1%	58,0%
Limpopo	Male	27,9%	0,0%	0,1%	1,2%	28,0%
	Female	29,8%	0,0%	0,1%	1,2%	30,0%
	Total	57,7%	0,1%	0,2%	2,4%	58,0%
Mpumalanga	Male	27,8%	0,1%	0,1%	4,0%	28,0%
	Female	29,8%	0,1%	0,1%	3,2%	30,0%
	Total	57,6%	0,2%	0,2%	7,2%	58,0%
North West	Male	27,4%	0,4%	0,3%	2,8%	28,0%
	Female	29,3%	0,4%	0,3%	1,6%	30,0%
	Total	56,7%	0,7%	0,5%	4,4%	58,0%
Northern Cape	Male	17,7%	10,2%	0,1%	6,4%	28,0%
	Female	19,0%	10,9%	0,1%	4,5%	30,0%
	Total	36,7%	21,0%	0,3%	10,9%	58,0%
Western Cape	Male	12,8%	15,0%	0,3%	7,2%	28,0%
	Female	13,7%	16,1%	0,3%	6,1%	30,0%
	Total	26,4%	31,0%	0,5%	13,3%	58,0%
Workforce Profile 2022 (All employers)	Male	14,6%	4,6%	3,9%	26,0%	23,1%
	Female	14,6%	5,9%	2,7%	23,9%	23,2%
	Total	29,2%	10,5%	6,6%	49,9%	46,3%

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15. ACCOMMODATION AND FOOD SERVICE ACTIVITIES

C. PROFESSIONALLY QUALIFIED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	29,1%	3,4%	1,0%	4,5%	33,5%
	Female	32,6%	3,8%	1,1%	3,5%	37,5%
	Total	61,7%	7,2%	2,1%	8,0%	71,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	29,0%	4,2%	0,3%	2,8%	33,5%
	Female	32,4%	4,7%	0,4%	2,2%	37,5%
	Total	61,4%	9,0%	0,7%	5,0%	71,0%
Free State	Male	31,9%	1,0%	0,6%	3,7%	33,5%
	Female	35,7%	1,1%	0,7%	3,6%	37,5%
	Total	67,6%	2,1%	1,3%	7,3%	71,0%
Gauteng	Male	31,2%	0,9%	1,4%	6,4%	33,5%
	Female	35,0%	1,0%	1,5%	4,6%	37,5%
	Total	66,2%	1,9%	2,9%	11,0%	71,0%
KwaZulu-Natal	Male	30,6%	0,4%	2,6%	2,2%	33,5%
	Female	34,2%	0,4%	2,9%	1,9%	37,5%
	Total	64,8%	0,8%	5,4%	4,1%	71,0%
Limpopo	Male	33,3%	0,0%	0,1%	1,2%	33,5%
	Female	37,3%	0,0%	0,2%	1,2%	37,5%
	Total	70,6%	0,1%	0,3%	2,4%	71,0%
Mpumalanga	Male	33,3%	0,1%	0,1%	4,0%	33,5%
	Female	37,3%	0,1%	0,1%	3,2%	37,5%
	Total	70,5%	0,2%	0,2%	7,2%	71,0%
North West	Male	32,8%	0,4%	0,3%	2,8%	33,5%
	Female	36,7%	0,5%	0,4%	1,6%	37,5%
	Total	69,4%	0,9%	0,7%	4,4%	71,0%
Northern Cape	Male	21,2%	12,1%	0,2%	6,4%	33,5%
	Female	23,7%	13,5%	0,2%	4,5%	37,5%
	Total	44,9%	25,7%	0,3%	10,9%	71,0%
Western Cape	Male	15,3%	17,9%	0,3%	7,2%	33,5%
	Female	17,1%	20,1%	0,3%	6,1%	37,5%
	Total	32,3%	38,0%	0,7%	13,3%	71,0%
Workforce Profile 2022 (All employers)	Male	19,5%	5,1%	3,2%	14,7%	27,8%
	Female	24,9%	7,8%	3,3%	17,2%	36,0%
	Total	44,4%	12,9%	6,5%	31,9%	63,8%

D. SKILLED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	40,9%	4,8%	1,4%	4,5%	47,0%
	Female	35,7%	4,1%	1,2%	3,5%	41,0%
	Total	76,5%	8,9%	2,6%	8,0%	88,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	40,6%	5,9%	0,4%	2,8%	47,0%
	Female	35,4%	5,2%	0,4%	2,2%	41,0%
	Total	76,1%	11,1%	0,8%	5,0%	88,0%
Free State	Male	44,6%	1,4%	0,9%	3,7%	47,0%
	Female	39,1%	1,2%	0,8%	3,6%	41,0%
	Total	83,8%	2,6%	1,6%	7,3%	88,0%
Gauteng	Male	43,8%	1,3%	1,9%	6,4%	47,0%
	Female	38,2%	1,1%	1,7%	4,6%	41,0%
	Total	82,1%	2,4%	3,5%	11,0%	88,0%
KwaZulu-Natal	Male	42,9%	0,5%	3,6%	2,2%	47,0%
	Female	37,4%	0,5%	3,1%	1,9%	41,0%
	Total	80,3%	1,0%	6,7%	4,1%	88,0%
Limpopo	Male	46,8%	0,0%	0,2%	1,2%	47,0%
	Female	40,8%	0,0%	0,2%	1,2%	41,0%
	Total	87,5%	0,1%	0,4%	2,4%	88,0%
Mpumalanga	Male	46,7%	0,2%	0,2%	4,0%	47,0%
	Female	40,7%	0,1%	0,1%	3,2%	41,0%
	Total	87,4%	0,3%	0,3%	7,2%	88,0%
North West	Male	46,0%	0,6%	0,4%	2,8%	47,0%
	Female	40,1%	0,5%	0,4%	1,6%	41,0%
	Total	86,1%	1,1%	0,8%	4,4%	88,0%
Northern Cape	Male	29,8%	17,0%	0,2%	6,4%	47,0%
	Female	26,0%	14,9%	0,2%	4,5%	41,0%
	Total	55,7%	31,9%	0,4%	10,9%	88,0%
Western Cape	Male	21,4%	25,2%	0,4%	7,2%	47,0%
	Female	18,7%	21,9%	0,4%	6,1%	41,0%
	Total	40,1%	47,1%	0,8%	13,3%	88,0%
Workforce Profile 2022 (All employers)	Male	28,0%	4,0%	1,3%	4,9%	33,3%
	Female	38,6%	8,0%	2,0%	7,5%	48,6%
	Total	66,6%	12,0%	3,3%	12,4%	81,9%

5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR

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16. PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY

A. TOP MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	79,3%	9,2%	2,7%	8,0%	91,2%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	35,3%	5,2%	0,4%	2,2%	40,8%
	Total	78,8%	11,5%	0,9%	5,0%	91,2%
Free State	Male	46,0%	1,5%	0,9%	3,7%	50,4%
	Female	38,9%	1,2%	0,7%	3,6%	40,8%
	Total	86,9%	2,7%	1,7%	7,3%	91,2%
Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	38,0%	1,1%	1,7%	4,6%	40,8%
	Total	85,1%	2,5%	3,7%	11,0%	91,2%
KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	37,2%	0,5%	3,1%	1,9%	40,8%
	Total	83,2%	1,0%	6,9%	4,1%	91,2%
Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	40,6%	0,0%	0,2%	1,2%	40,8%
	Total	90,7%	0,1%	0,4%	2,4%	91,2%
Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%
	Female	40,5%	0,1%	0,1%	3,2%	40,8%
	Total	90,6%	0,3%	0,3%	7,2%	91,2%
North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	39,9%	0,5%	0,4%	1,6%	40,8%
	Total	89,2%	1,1%	0,9%	4,4%	91,2%
Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	25,8%	14,8%	0,2%	4,5%	40,8%
	Total	57,7%	33,1%	0,4%	10,9%	91,2%
Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	41,6%	48,8%	0,8%	13,3%	91,2%
Workforce Profile 2022 (All employers)	Male	39,0%	8,7%	3,3%	15,4%	51,0%
	Female	21,3%	4,1%	3,0%	5,1%	28,4%
	Total	60,3%	12,8%	6,3%	20,5%	79,4%

B. SENIOR MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	79,3%	9,2%	2,7%	8,0%	91,2%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	35,3%	5,2%	0,4%	2,2%	40,8%
	Total	78,8%	11,5%	0,9%	5,0%	91,2%
Free State	Male	46,0%	1,5%	0,9%	3,7%	50,4%
	Female	38,9%	1,2%	0,7%	3,6%	40,8%
	Total	86,9%	2,7%	1,7%	7,3%	91,2%
Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	38,0%	1,1%	1,7%	4,6%	40,8%
	Total	85,1%	2,5%	3,7%	11,0%	91,2%
KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	37,2%	0,5%	3,1%	1,9%	40,8%
	Total	83,2%	1,0%	6,9%	4,1%	91,2%
Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	40,6%	0,0%	0,2%	1,2%	40,8%
	Total	90,7%	0,1%	0,4%	2,4%	91,2%
Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%
	Female	40,5%	0,1%	0,1%	3,2%	40,8%
	Total	90,6%	0,3%	0,3%	7,2%	91,2%
North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	39,9%	0,5%	0,4%	1,6%	40,8%
	Total	89,2%	1,1%	0,9%	4,4%	91,2%
Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	25,8%	14,8%	0,2%	4,5%	40,8%
	Total	57,7%	33,1%	0,4%	10,9%	91,2%
Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	41,6%	48,8%	0,8%	13,3%	91,2%
Workforce Profile 2022 (All employers)	Male	37,6%	5,5%	5,2%	12,4%	48,3%
	Female	28,1%	2,6%	2,8%	5,7%	33,5%
	Total	65,7%	8,1%	8,0%	18,1%	81,8%

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16. PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY

C. PROFESSIONALLY QUALIFIED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	79,3%	9,2%	2,7%	8,0%	91,2%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	35,3%	5,2%	0,4%	2,2%	40,8%
	Total	78,8%	11,5%	0,9%	5,0%	91,2%
Free State	Male	48,0%	1,5%	0,9%	3,7%	50,4%
	Female	38,9%	1,2%	0,7%	3,6%	40,8%
	Total	86,9%	2,7%	1,7%	7,3%	91,2%
Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	38,0%	1,1%	1,7%	4,6%	40,8%
	Total	85,1%	2,5%	3,7%	11,0%	91,2%
KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	37,2%	0,5%	3,1%	1,9%	40,8%
	Total	83,2%	1,0%	6,9%	4,1%	91,2%
Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	40,6%	0,0%	0,2%	1,2%	40,8%
	Total	90,7%	0,1%	0,4%	2,4%	91,2%
Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%
	Female	40,5%	0,1%	0,1%	3,2%	40,8%
	Total	90,6%	0,3%	0,3%	7,2%	91,2%
North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	39,9%	0,5%	0,4%	1,6%	40,8%
	Total	89,2%	1,1%	0,9%	4,4%	91,2%
Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	25,8%	14,8%	0,2%	4,5%	40,8%
	Total	57,7%	33,1%	0,4%	10,9%	91,2%
Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	41,6%	48,8%	0,8%	13,3%	91,2%
Workforce Profile 2022 (All employers)	Male	36,9%	7,8%	2,7%	12,6%	47,4%
	Female	27,1%	4,4%	1,9%	6,2%	33,4%
	Total	64,0%	12,2%	4,6%	18,8%	80,8%

D. SKILLED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	79,3%	9,2%	2,7%	8,0%	91,2%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	35,3%	5,2%	0,4%	2,2%	40,8%
	Total	78,8%	11,5%	0,9%	5,0%	91,2%
Free State	Male	48,0%	1,5%	0,9%	3,7%	50,4%
	Female	38,9%	1,2%	0,7%	3,6%	40,8%
	Total	86,9%	2,7%	1,7%	7,3%	91,2%
Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	38,0%	1,1%	1,7%	4,6%	40,8%
	Total	85,1%	2,5%	3,7%	11,0%	91,2%
KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	37,2%	0,5%	3,1%	1,9%	40,8%
	Total	83,2%	1,0%	6,9%	4,1%	91,2%
Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	40,6%	0,0%	0,2%	1,2%	40,8%
	Total	90,7%	0,1%	0,4%	2,4%	91,2%
Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%
	Female	40,5%	0,1%	0,1%	3,2%	40,8%
	Total	90,6%	0,3%	0,3%	7,2%	91,2%
North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	39,9%	0,5%	0,4%	1,6%	40,8%
	Total	89,2%	1,1%	0,9%	4,4%	91,2%
Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	25,8%	14,8%	0,2%	4,5%	40,8%
	Total	57,7%	33,1%	0,4%	10,9%	91,2%
Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	41,6%	48,8%	0,8%	13,3%	91,2%
Workforce Profile 2022 (All employers)	Male	47,3%	7,8%	2,0%	5,7%	57,1%
	Female	27,9%	4,4%	1,0%	3,8%	33,3%
	Total	75,2%	12,2%	3,0%	9,5%	90,4%

5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR

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17. EDUCATION

A. TOP MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	28,7%	3,3%	1,0%	4,5%	33,0%
	Female	21,7%	2,5%	0,7%	3,5%	25,0%
	Total	50,4%	5,9%	1,7%	8,0%	58,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	28,5%	4,2%	0,3%	2,8%	33,0%
	Female	21,6%	3,2%	0,2%	2,2%	25,0%
	Total	50,1%	7,3%	0,5%	5,0%	58,0%
Free State	Male	31,4%	1,0%	0,6%	3,7%	33,0%
	Female	23,8%	0,7%	0,5%	3,6%	25,0%
	Total	55,2%	1,7%	1,1%	7,3%	58,0%
Gauteng	Male	30,8%	0,9%	1,3%	6,4%	33,0%
	Female	23,3%	0,7%	1,0%	4,6%	25,0%
	Total	54,1%	1,6%	2,3%	11,0%	58,0%
KwaZulu-Natal	Male	30,1%	0,4%	2,5%	2,2%	33,0%
	Female	22,8%	0,3%	1,9%	1,9%	26,0%
	Total	52,9%	0,7%	4,4%	4,1%	58,0%
Limpopo	Male	32,8%	0,0%	0,1%	1,2%	33,0%
	Female	24,9%	0,0%	0,1%	1,2%	25,0%
	Total	57,7%	0,1%	0,2%	2,4%	58,0%
Mpumalanga	Male	32,8%	0,1%	0,1%	4,0%	33,0%
	Female	24,8%	0,1%	0,1%	3,2%	25,0%
	Total	57,6%	0,2%	0,2%	7,2%	58,0%
North West	Male	32,3%	0,4%	0,3%	2,8%	33,0%
	Female	24,5%	0,3%	0,2%	1,6%	25,0%
	Total	56,7%	0,7%	0,5%	4,4%	58,0%
Northern Cape	Male	20,9%	12,0%	0,1%	6,4%	33,0%
	Female	15,8%	9,1%	0,1%	4,5%	25,0%
	Total	36,7%	21,0%	0,3%	10,9%	58,0%
Western Cape	Male	15,0%	17,7%	0,3%	7,2%	33,0%
	Female	11,4%	13,4%	0,2%	6,1%	25,0%
	Total	26,4%	31,0%	0,5%	13,3%	58,0%
Workforce Profile 2022 (All employers)	Male	12,2%	3,3%	5,1%	29,1%	20,6%
	Female	8,9%	4,0%	4,1%	30,2%	17,0%
	Total	21,1%	7,3%	9,2%	59,3%	37,6%

B. SENIOR MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	27,4%	3,2%	0,9%	4,5%	31,5%
	Female	25,7%	3,0%	0,9%	3,5%	29,5%
	Total	53,0%	6,2%	1,8%	8,0%	61,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	27,2%	4,0%	0,3%	2,8%	31,5%
	Female	25,5%	3,7%	0,3%	2,2%	29,5%
	Total	52,7%	7,7%	0,6%	5,0%	61,0%
Free State	Male	30,0%	0,9%	0,6%	3,7%	31,5%
	Female	28,1%	0,9%	0,5%	3,6%	29,5%
	Total	58,1%	1,8%	1,1%	7,3%	61,0%
Gauteng	Male	29,4%	0,8%	1,3%	6,4%	31,5%
	Female	27,5%	0,8%	1,2%	4,6%	29,5%
	Total	56,9%	1,6%	2,5%	11,0%	61,0%
KwaZulu-Natal	Male	28,7%	0,4%	2,4%	2,2%	31,5%
	Female	26,9%	0,3%	2,2%	1,9%	29,5%
	Total	55,7%	0,7%	4,6%	4,1%	61,0%
Limpopo	Male	31,3%	0,0%	0,1%	1,2%	31,5%
	Female	29,3%	0,0%	0,1%	1,2%	29,5%
	Total	60,7%	0,1%	0,3%	2,4%	61,0%
Mpumalanga	Male	31,3%	0,1%	0,1%	4,0%	31,5%
	Female	29,3%	0,1%	0,1%	3,2%	29,5%
	Total	60,6%	0,2%	0,2%	7,2%	61,0%
North West	Male	30,8%	0,4%	0,3%	2,8%	31,5%
	Female	28,9%	0,4%	0,3%	1,6%	29,5%
	Total	59,7%	0,8%	0,6%	4,4%	61,0%
Northern Cape	Male	19,9%	11,4%	0,1%	6,4%	31,5%
	Female	18,7%	10,7%	0,1%	4,5%	29,5%
	Total	38,6%	22,1%	0,3%	10,9%	61,0%
Western Cape	Male	14,4%	16,9%	0,3%	7,2%	31,5%
	Female	13,4%	15,8%	0,3%	6,1%	29,5%
	Total	27,8%	32,6%	0,6%	13,3%	61,0%
Workforce Profile 2022 (All employers)	Male	14,0%	3,4%	3,4%	21,2%	20,8%
	Female	11,1%	3,8%	4,5%	32,5%	19,4%
	Total	25,1%	7,2%	7,9%	53,7%	40,2%

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17. EDUCATION

C. PROFESSIONALLY QUALIFIED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	30,4%	3,5%	1,0%	4,5%	35,0%
	Female	30,9%	3,6%	1,0%	3,5%	35,5%
	Total	61,3%	7,1%	2,1%	8,0%	70,5%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	30,2%	4,4%	0,3%	2,8%	35,0%
	Female	30,7%	4,5%	0,3%	2,2%	35,5%
	Total	60,9%	8,9%	0,7%	5,0%	70,5%
Free State	Male	33,3%	1,0%	0,6%	3,7%	35,0%
	Female	33,8%	1,0%	0,7%	3,6%	35,5%
	Total	67,2%	2,1%	1,3%	7,3%	70,5%
Gauteng	Male	32,6%	0,9%	1,4%	6,4%	35,0%
	Female	33,1%	1,0%	1,4%	4,6%	35,5%
	Total	65,7%	1,9%	2,9%	11,0%	70,5%
KwaZulu-Natal	Male	31,9%	0,4%	2,7%	2,2%	35,0%
	Female	32,4%	0,4%	2,7%	1,9%	35,5%
	Total	64,3%	0,8%	5,4%	4,1%	70,5%
Limpopo	Male	34,8%	0,0%	0,1%	1,2%	35,0%
	Female	35,3%	0,0%	0,1%	1,2%	35,5%
	Total	70,1%	0,1%	0,3%	2,4%	70,5%
Mpumalanga	Male	34,8%	0,1%	0,1%	4,0%	35,0%
	Female	35,3%	0,1%	0,1%	3,2%	35,5%
	Total	70,0%	0,2%	0,2%	7,2%	70,5%
North West	Male	34,2%	0,4%	0,3%	2,8%	35,0%
	Female	34,7%	0,4%	0,3%	1,6%	35,5%
	Total	69,0%	0,9%	0,7%	4,4%	70,5%
Northern Cape	Male	22,2%	12,7%	0,2%	6,4%	35,0%
	Female	22,5%	12,9%	0,2%	4,5%	35,5%
	Total	44,6%	25,6%	0,3%	10,9%	70,5%
Western Cape	Male	15,9%	18,7%	0,3%	7,2%	35,0%
	Female	16,2%	19,0%	0,3%	6,1%	35,5%
	Total	32,1%	37,7%	0,7%	13,3%	70,5%
Workforce Profile 2022 (All employers)	Male	24,5%	4,0%	1,4%	9,5%	29,9%
	Female	29,6%	4,4%	2,7%	19,6%	36,7%
	Total	54,1%	8,4%	4,1%	29,1%	66,6%

D. SKILLED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	36,5%	4,2%	1,2%	4,5%	42,0%
	Female	37,0%	4,3%	1,2%	3,5%	42,5%
	Total	73,5%	8,5%	2,5%	8,0%	84,5%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	36,3%	5,3%	0,4%	2,8%	42,0%
	Female	36,7%	5,4%	0,4%	2,2%	42,5%
	Total	73,0%	10,7%	0,8%	5,0%	84,5%
Free State	Male	40,0%	1,2%	0,8%	3,7%	42,0%
	Female	40,5%	1,2%	0,8%	3,6%	42,5%
	Total	80,5%	2,5%	1,5%	7,3%	84,5%
Gauteng	Male	39,2%	1,1%	1,7%	6,4%	42,0%
	Female	39,6%	1,1%	1,7%	4,6%	42,5%
	Total	78,8%	2,3%	3,4%	11,0%	84,5%
KwaZulu-Natal	Male	38,3%	0,5%	3,2%	2,2%	42,0%
	Female	38,8%	0,5%	3,2%	1,9%	42,5%
	Total	77,1%	1,0%	6,4%	4,1%	84,5%
Limpopo	Male	41,8%	0,0%	0,2%	1,2%	42,0%
	Female	42,3%	0,0%	0,2%	1,2%	42,5%
	Total	84,1%	0,1%	0,3%	2,4%	84,5%
Mpumalanga	Male	41,7%	0,1%	0,1%	4,0%	42,0%
	Female	42,2%	0,1%	0,1%	3,2%	42,5%
	Total	84,0%	0,3%	0,3%	7,2%	84,5%
North West	Male	41,1%	0,5%	0,4%	2,8%	42,0%
	Female	41,6%	0,5%	0,4%	1,6%	42,5%
	Total	82,6%	1,1%	0,8%	4,4%	84,5%
Northern Cape	Male	26,6%	15,2%	0,2%	6,4%	42,0%
	Female	26,9%	15,4%	0,2%	4,5%	42,5%
	Total	53,5%	30,6%	0,4%	10,9%	84,5%
Western Cape	Male	19,1%	22,5%	0,4%	7,2%	42,0%
	Female	19,4%	22,7%	0,4%	6,1%	42,5%
	Total	38,5%	45,2%	0,8%	13,3%	84,5%
Workforce Profile 2022 (All employers)	Male	19,8%	3,4%	0,7%	3,7%	23,9%
	Female	47,9%	7,3%	1,9%	13,2%	57,1%
	Total	67,7%	10,7%	2,6%	16,9%	81,0%

5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR

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REGISTRAR OF THE HIGH COURT OF SOUTH AFRICA GAUTENG DIVISION, PRETORIA

18. ADMINISTRATIVE AND SUPPORT ACTIVITIES

A. TOP MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	26,1%	3,0%	0,9%	4,5%	30,0%
	Female	17,4%	2,0%	0,6%	3,5%	20,0%
	Total	43,5%	5,1%	1,5%	8,0%	50,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	25,9%	3,8%	0,3%	2,8%	30,0%
	Female	17,3%	2,5%	0,2%	2,2%	20,0%
	Total	43,2%	6,3%	0,5%	5,0%	50,0%
Free State	Male	28,6%	0,9%	0,6%	3,7%	30,0%
	Female	19,1%	0,6%	0,4%	3,6%	20,0%
	Total	47,6%	1,5%	0,9%	7,3%	50,0%
Gauteng	Male	28,0%	0,8%	1,2%	6,4%	30,0%
	Female	18,7%	0,5%	0,8%	4,6%	20,0%
	Total	46,6%	1,3%	2,0%	11,0%	50,0%
KwaZulu-Natal	Male	27,4%	0,3%	2,3%	2,2%	30,0%
	Female	18,2%	0,2%	1,5%	1,9%	20,0%
	Total	45,6%	0,6%	3,8%	4,1%	50,0%
Limpopo	Male	29,8%	0,0%	0,1%	1,2%	30,0%
	Female	19,9%	0,0%	0,1%	1,2%	20,0%
	Total	49,7%	0,1%	0,2%	2,4%	50,0%
Mpumalanga	Male	29,8%	0,1%	0,1%	4,0%	30,0%
	Female	19,9%	0,1%	0,1%	3,2%	20,0%
	Total	49,7%	0,2%	0,2%	7,2%	50,0%
North West	Male	29,3%	0,4%	0,3%	2,8%	30,0%
	Female	19,6%	0,3%	0,2%	1,6%	20,0%
	Total	48,9%	0,6%	0,5%	4,4%	50,0%
Northern Cape	Male	19,0%	10,9%	0,1%	6,4%	30,0%
	Female	12,7%	7,3%	0,1%	4,5%	20,0%
	Total	31,6%	18,1%	0,2%	10,9%	50,0%
Western Cape	Male	13,7%	16,1%	0,3%	7,2%	30,0%
	Female	9,1%	10,7%	0,2%	6,1%	20,0%
	Total	22,8%	26,8%	0,5%	13,3%	50,0%
Workforce Profile 2022 (All employers)	Male	17,3%	3,5%	6,5%	37,9%	27,3%
	Female	11,9%	3,3%	3,2%	14,1%	18,4%
	Total	29,2%	6,8%	9,7%	52,0%	45,7%

B. SENIOR MANAGEMENT

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	33,0%	3,8%	1,1%	4,5%	38,0%
	Female	23,5%	2,7%	0,8%	3,5%	27,0%
	Total	56,5%	6,6%	1,9%	8,0%	65,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	27,2%	4,0%	0,3%	2,8%	31,5%
	Female	25,5%	3,7%	0,3%	2,2%	29,5%
	Total	52,7%	7,7%	0,6%	5,0%	61,0%
Free State	Male	30,0%	0,9%	0,6%	3,7%	31,5%
	Female	28,1%	0,9%	0,5%	3,6%	29,5%
	Total	58,1%	1,8%	1,1%	7,3%	61,0%
Gauteng	Male	29,4%	0,8%	1,3%	6,4%	31,5%
	Female	27,5%	0,8%	1,2%	4,6%	29,5%
	Total	56,9%	1,6%	2,5%	11,0%	61,0%
KwaZulu-Natal	Male	28,7%	0,4%	2,4%	2,2%	31,5%
	Female	26,9%	0,3%	2,2%	1,9%	29,5%
	Total	55,7%	0,7%	4,6%	4,1%	61,0%
Limpopo	Male	31,3%	0,0%	0,1%	1,2%	31,5%
	Female	29,3%	0,0%	0,1%	1,2%	29,5%
	Total	60,7%	0,1%	0,3%	2,4%	61,0%
Mpumalanga	Male	31,3%	0,1%	0,1%	4,0%	31,5%
	Female	29,3%	0,1%	0,1%	3,2%	29,5%
	Total	60,6%	0,2%	0,2%	7,2%	61,0%
North West	Male	30,8%	0,4%	0,3%	2,8%	31,5%
	Female	28,9%	0,4%	0,3%	1,6%	29,5%
	Total	59,7%	0,8%	0,6%	4,4%	61,0%
Northern Cape	Male	19,9%	11,4%	0,1%	6,4%	31,5%
	Female	18,7%	10,7%	0,1%	4,5%	29,5%
	Total	38,6%	22,1%	0,3%	10,9%	61,0%
Western Cape	Male	14,4%	16,9%	0,3%	7,2%	31,5%
	Female	13,4%	15,8%	0,3%	6,1%	29,5%
	Total	27,8%	32,6%	0,6%	13,3%	61,0%
Workforce Profile 2022 (All employers)	Male	25,6%	4,5%	5,4%	23,0%	35,5%
	Female	16,5%	3,7%	4,0%	15,6%	24,2%
	Total	42,1%	8,2%	9,4%	38,6%	59,7%

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18. ADMINISTRATIVE AND SUPPORT ACTIVITIES

C. PROFESSIONALLY QUALIFIED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	38,4%	4,5%	1,3%	4,5%	44,2%
	Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	73,9%	8,6%	2,5%	8,0%	85,0%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	30,2%	4,4%	0,3%	2,8%	35,0%
	Female	30,7%	4,5%	0,3%	2,2%	35,5%
	Total	60,9%	8,9%	0,7%	5,0%	70,5%
Free State	Male	33,3%	1,0%	0,6%	3,7%	35,0%
	Female	33,8%	1,0%	0,7%	3,6%	35,5%
	Total	67,2%	2,1%	1,3%	7,3%	70,5%
Gauteng	Male	32,6%	0,9%	1,4%	6,4%	35,0%
	Female	33,1%	1,0%	1,4%	4,6%	35,5%
	Total	65,7%	1,9%	2,9%	11,0%	70,5%
KwaZulu-Natal	Male	31,9%	0,4%	2,7%	2,2%	35,0%
	Female	32,4%	0,4%	2,7%	1,9%	35,5%
	Total	64,3%	0,8%	5,4%	4,1%	70,5%
Limpopo	Male	34,8%	0,0%	0,1%	1,2%	35,0%
	Female	35,3%	0,0%	0,1%	1,2%	35,5%
	Total	70,1%	0,1%	0,3%	2,4%	70,5%
Mpumalanga	Male	34,8%	0,1%	0,1%	4,0%	35,0%
	Female	35,3%	0,1%	0,1%	3,2%	35,5%
	Total	70,0%	0,2%	0,2%	7,2%	70,5%
North West	Male	34,2%	0,4%	0,3%	2,8%	35,0%
	Female	34,7%	0,4%	0,3%	1,6%	35,5%
	Total	69,0%	0,9%	0,7%	4,4%	70,5%
Northern Cape	Male	22,2%	12,7%	0,2%	6,4%	35,0%
	Female	22,5%	12,9%	0,2%	4,5%	35,5%
	Total	44,8%	25,6%	0,3%	10,9%	70,5%
Western Cape	Male	15,9%	18,7%	0,3%	7,2%	35,0%
	Female	16,2%	19,0%	0,3%	6,1%	35,5%
	Total	32,1%	37,7%	0,7%	13,3%	70,5%
Workforce Profile 2022 (All employers)	Male	24,8%	3,4%	3,1%	9,1%	31,3%
	Female	40,0%	3,5%	3,7%	9,6%	47,2%
	Total	64,8%	6,9%	6,8%	18,7%	78,5%

D. SKILLED

NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK
National	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	79,3%	9,2%	2,7%	8,0%	91,2%
SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	36,3%	5,3%	0,4%	2,8%	42,0%
	Female	36,7%	5,4%	0,4%	2,2%	42,5%
	Total	73,0%	10,7%	0,8%	5,0%	84,5%
Free State	Male	40,0%	1,2%	0,8%	3,7%	42,0%
	Female	40,5%	1,2%	0,8%	3,6%	42,5%
	Total	80,5%	2,5%	1,5%	7,3%	84,5%
Gauteng	Male	39,2%	1,1%	1,7%	6,4%	42,0%
	Female	39,6%	1,1%	1,7%	4,6%	42,5%
	Total	78,8%	2,3%	3,4%	11,0%	84,5%
KwaZulu-Natal	Male	38,3%	0,5%	3,2%	2,2%	42,0%
	Female	38,8%	0,5%	3,2%	1,9%	42,5%
	Total	77,1%	1,0%	6,4%	4,1%	84,5%
Limpopo	Male	41,8%	0,0%	0,2%	1,2%	42,0%
	Female	42,3%	0,0%	0,2%	1,2%	42,5%
	Total	84,1%	0,1%	0,3%	2,4%	84,5%
Mpumalanga	Male	41,7%	0,1%	0,1%	4,0%	42,0%
	Female	42,2%	0,1%	0,1%	3,2%	42,5%
	Total	84,0%	0,3%	0,3%	7,2%	84,5%
North West	Male	41,1%	0,5%	0,4%	2,8%	42,0%
	Female	41,6%	0,5%	0,4%	1,6%	42,5%
	Total	82,6%	1,1%	0,8%	4,4%	84,5%
Northern Cape	Male	26,6%	15,2%	0,2%	6,4%	42,0%
	Female	26,9%	15,4%	0,2%	4,5%	42,5%
	Total	53,5%	30,6%	0,4%	10,9%	84,5%
Western Cape	Male	19,1%	22,5%	0,4%	7,2%	42,0%
	Female	19,4%	22,7%	0,4%	6,1%	42,5%
	Total	38,5%	45,2%	0,8%	13,3%	84,5%
Workforce Profile 2022 (All employers)	Male	42,3%	3,0%	1,2%	3,4%	46,5%
	Female	39,9%	3,6%	1,4%	4,1%	44,9%
	Total	82,2%	6,6%	2,6%	7,5%	91,4%

5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR

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REGISTRAR OF THE HIGH COURT OF SOUTH AFRICA GAUTENG DIVISION, PRETORIA

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DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. 3348

28 April 2023

PUBLIC REGISTER NOTICE

EMPLOYMENT EQUITY ACT, 1998 (ACT NO. 55 OF 1998)

I, Thembelani Waltermade Nxesi, Minister of Employment and Labour, publish in the attached Schedule hereto, the register maintained in terms of Section 41 of the Employment Equity Act, 1998 (Act No. 55 of 1998) of designated employers that have submitted employment equity reports in terms of Section 21, of the Employment Equity Act, Act No. 55 of 1998 as amended.



MR T W Nxesi
MINISTER OF EMPLOYMENT AND LABOUR

MR T W NXESI, MP
UMPHATHISWA WEZOKUQASHWA KANYE NEZABASEBENZI
13/03/2023

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List of designated employers who reported for the 2022 reporting cycle

Description of terms:

No: This represents sequential numbering of designated employers & bears no relation to an employer.

(The list consists of 5946 large employers & 21587 small employers).

Business name: This is the name of the designated employer who reported.

Status code: 0 means no query.

EE Reference Number: This is the reference number of all employers who reported successfully.

No	Business Name	Status Code	EE Ref No:
1	1 GRID	0	827901
2	1 LIFE PROJECTS (PTY) LTD	0	832663
3	1000 HILLS SPAR	0	786733
4	10X INVESTMENTS (PTY) LTD	0	817048
5	115 ELECTRICAL SOLUTIONS (PTY) LTD	0	836166
6	123 CONSULTING (PTY)LTD	0	823025
7	14 ON CHARTWELL	0	825795
8	180 DEGREES CONCRETE FLOOR SERVICES (PTY) LTD	0	823063
9	1KZNTV	0	820196
10	1ST CONTACT MONEY	0	819272
11	1ST CONTACT SERVICES CC	0	141174
12	2 CANA SOLUTIONS PTY LTD	0	523173
13	2 SEAM (PTY) LTD	0	835857
14	2 SPRUIT VRUGTE (PTY) LTD	0	825792
15	200 RIVONIA ROAD RADIOLOGY	0	832772
16	2016223694 SOUTH AFRICA (PTY) LTD	0	824533
17	222 SERVICE STATION	0	804143
18	24 SOLUTIONS TECHNOLOGY SOLUTIONS PTY LTD	0	832368
19	27FOUR INVESTMENT MANAGERS (PTY) LTD	0	821969
20	28 NOVEMBER 2012MEDISCOR PBM	0	579874
21	295 PRACTICE MANAGEMENT (PTY) LTD	0	835305
22	2BLN ENGINEERING CONSULTANTS (PTY LTD)	0	832737
23	2MC ENGINEERS	0	828694
24	3 CORE ELECTRICAL	0	790395
25	3 J COMPUTER SUPPLIES PTY LTD	0	802646
26	3 POINT GAMING (PTY) LTD	0	830639
27	3 SIXTY PRECAST CONCRETE (PTY) LTD	0	793429
28	3 WAY MARKETING (PTY) LTD	0	816577
29	34 SOUTH - THE FOOD MARKET (PTY) LTD	0	819571
30	360 DEGREES PRODUCTION HOUSE PTY LTD	0	802394
31	360 FARMING PARTNERSHIP	0	820986
32	360SCM D/O PEPKOR RETAIL LTD	0	805246
33	365 DIGITAL MEDIA (PTY) LTD	0	835595
34	36ONE ASSET MANAGEMENT (PTY) LTD	0	807866

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REGISTRAR OF THE HIGH COURT OF SOUTH AFRICA GAUTENG DIVISION, PRETORIA

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REPUBLIC OF SOUTH AFRICA

EMPLOYMENT EQUITY AMENDMENT BILL

REGISTRAR OF THE HIGH COURT OF SOUTH AFRICA
GAUTENG DIVISION,
PRETORIA
Private Bag X67, Pretoria 0001
REGISTRAR OF THE HIGH COURT OF SOUTH AFRICA
GAUTENG DIVISION,
PRETORIA

(As amended by the Portfolio Committee on Employment and Labour (National Assembly))
(The English text is the official text of the Bill)

(MINISTER OF EMPLOYMENT AND LABOUR)

[B 14B—2020]

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GENERAL EXPLANATORY NOTE:

[ ] Words in bold type in square brackets indicate omissions from existing enactments.

Words underlined with a solid line indicate insertions in existing enactments.

REGISTRAR OF THE HIGH COURT OF SOUTH AFRICA
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BILL

To amend the Employment Equity Act, 1998, so as to amend a definition; to insert certain definitions, to substitute a definition and to delete a definition; to provide for the Minister to identify sectoral numerical targets in order to ensure the equitable representation of suitably qualified people from designated groups; to provide criteria for the Minister to issue certificates; and to provide for matters connected therewith.

PARLIAMENT of the Republic of South Africa enacts, as follows:—

Amendment of section 1 of Act 55 of 1998, as amended by section 40 of Act 65 of 2002, section 26 of Act 68 of 2002, sections 23 and 25 of Act 52 of 2003, section 51 of Act 11 of 2013 and sections 1 and 2 of Act 47 of 2013

1. Section 1 of the Employment Equity Act, 1998 (Act No. 55 of 1998) (hereinafter referred to as the principal Act), is hereby amended—

(a) by the deletion of paragraph *(b)* of the definition of "designated employer";

(b) by the insertion, after the definition of "Minister", of the following definition:

" **'National Minimum Wage Commission'** means the Commission established in terms of section 8 of the National Minimum Wage Act, 2018 (Act No. 9 of 2018);";

(c) by the substitution for the definition of "people with disabilities" of the following definition:

" **'people with disabilities' [means]** includes people who have a long-term or recurring physical **[or]**, mental, intellectual or sensory impairment which, in interaction with various barriers, may substantially **[limits]** limit their prospects of entry into, or advancement in, employment, and 'persons with disabilities' has a corresponding meaning;";

(d) by the insertion, after the definition of "Republic", of the following definition:

" **'sector'** means an industry or service or part of any industry or service;"; and

(e) by the deletion of the definition of "serve" or "submit".

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Amendment of section 8 of Act 55 of 1998, as amended by section 4 of Act 47 of 2013

2. Section 8 of the principal Act is hereby amended by the insertion of the word "and" at the end of paragraph *(b)*, the substitution for the expression "; and" at the end of paragraph *(c)* of a full stop and the deletion of paragraph *(d)*.

Repeal of section 14 of Act 55 of 1998

3. Section 14 of the principal Act is hereby repealed.

Insertion of section 15A in Act 55 of 1998

4. The following section is hereby inserted after section 15 of the principal Act:

"**Determination of sectoral numerical targets**

15A. (1) The Minister may, by notice in the *Gazette*, identify national economic sectors for the purposes of this Act, having regard to any relevant code contained in the Standard Industrial Classification of all Economic Activities published by Statistics South Africa.

(2) The Minister may, after consulting the relevant sectors and with the advice of the Commission, for the purpose of ensuring the equitable representation of suitably qualified people from designated groups at all occupational levels in the workforce, by notice in the *Gazette* set numerical targets for any national economic sector identified in terms of subsection (1).

(3) A notice issued in terms of subsection (2) may set different numerical targets for different occupational levels, sub-sectors or regions within a sector or on the basis of any other relevant factor.

(4) A draft of any notice that the Minister proposes to issue in terms of subsection (1) or subsection (2) must be published in the *Gazette*, allowing interested parties at least 30 days to comment thereon.".

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Amendment of section 16 of Act 55 of 1998, as amended by section 8 of Act 47 of 2013

5. Section 16 of the principal Act is hereby amended by the substitution in subsection (1) for paragraph *(a)* of the following paragraph:

"*(a)* with a representative trade union representing members at the workplace **[and its employees or representatives nominated by them]**; or".

Amendment of section 20 of Act 55 of 1998, as amended by section 10 of Act 47 of 2013

6. Section 20 of the principal Act is hereby amended by the insertion after subsection (2) of the following subsection:

"(2A) The numerical goals set by an employer in terms of subsection (2) must comply with any sectoral target in terms of section 15A that applies to that employer.".

Amendment of section 21 of Act 55 of 1998, as substituted by section 11 of Act 47 of 2013

7. Section 21 of the principal Act is hereby amended—

(a) by the substitution for subsection (1) of the following subsection:

"(1) A designated employer must submit a report to the Director-General once every year **[on the first working day of October or]** on such **[other]** date and in such manner as may be prescribed.";

(b) by the deletion of subsections (3) and (4); and

(c) by the substitution for subsection (4A) of the following subsection:

"(4A) An employer that is not able to submit a report to the Director-General **[by the first working day of October]** within the

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period prescribed in terms of subsection (1) must notify the Director-General **[in writing before the last working day of August in the same year]** in the prescribed manner and period giving reasons for its inability to do so.".

Amendment of section 27 of Act 55 of 1998, as amended by section 12 of Act 47 of 2013

8. (1) Section 27 of the principal Act is hereby amended—

(a) by the substitution for subsection (1) of the following subsection:

"(1) Every designated employer, when reporting in terms of section 21(1), must submit a statement, as prescribed, to the **[Employment Conditions]** National Minimum Wage Commission **[established by section 59 of the Basic Conditions of Employment Act,]** on the remuneration and benefits received in each occupational level of that employer's workforce."; and

(b) by the substitution for subsections (3), (4) and (5) of the following subsections, respectively:

"(3) The measures referred to in subsection (2) may include—

(a) collective bargaining;

(b) compliance with sectoral determinations made by the Minister in terms of section 51 of the Basic Conditions of Employment Act and the national minimum wage set in terms of the National Minimum Wage Act, 2018 (Act No. 9 of 2018);

(c) applying the norms and benchmarks set by the **[Employment Conditions]** National Minimum Wage Commission;

(d) relevant measures contained in skills development legislation; or

(e) other measures that are appropriate in the circumstances.

(4) The **[Employment Conditions]** National Minimum Wage Commission must research and investigate norms and benchmarks for proportionate income differentials and advise the Minister on appropriate measures for reducing disproportional differentials.

(5) The **[Employment Conditions]** National Minimum Wage Commission may not disclose any information pertaining to individual employees or employers.".

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Amendment of section 36 of Act 55 of 1998, as substituted by section 13 of Act 47 of 2013

9. Section 36 of the principal Act is hereby amended—

(a) by the substitution in subsection (1) for the words preceding paragraph *(a)* of the following words:

"A labour inspector may request and obtain a written undertaking from a designated employer to comply with paragraph *(a)*, *(b)*, *(c)*, *(f)*, *(h)*, *(i)* or *(j)* within a specified period, if the inspector has reasonable grounds to believe that the employer has failed to—"; and

(b) by the insertion in subsection (1) after paragraph *(b)* of the following paragraph:

"*(c)* prepare an employment equity plan as required by section 20;".

Amendment of section 37 of Act 55 of 1998, as amended by section 14 of Act 47 of 2013

10. Section 37 of the principal Act is hereby amended—

(a) by the substitution for subsection 1 of the following subsection:

" (1) A labour inspector may **[issue]** serve a compliance order **[to]** on a designated employer in the prescribed manner if that employer has failed to comply with section 16, 17, 19, 22, 24, 25 or 26 of this Act.".

(b) by the substitution in subsection (2) for the words preceding paragraph *(a)* of the following words:

"A compliance order **[issued]** contemplated in **[terms of]** subsection (1) must be issued by a labour inspector and must set out—".

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Amendment of section 42 of Act 55 of 1998, as substituted by section 16 of Act 47 of 2013

11. Section 42 of the principal Act is hereby amended by the insertion in subsection (1) after paragraph *(a)* of the following paragraph:

"*(a*A) whether the employer has complied with a sectoral target as set out in terms of section 15A applicable to that employer;".

Amendment of section 53 of Act 55 of 1998, as amended by section 20 of Act 47 of 2013

12. Section 53 of the principal Act is hereby amended by the addition of the following subsection:

"(6) The Minister may only issue a certificate in terms of subsection (2) if the Minister is satisfied that—

(a) the employer has complied with a numerical target set in terms of section 15A that applies to that employer;

(b) in respect of any target with which the employer has not complied, the employer has raised a reasonable ground to justify its failure to comply, as contemplated by section 42(4);

(c) the employer has submitted a report in terms of section 21;

(d) there has been no finding by the CCMA or a court within the previous 12 months that the employer breached the prohibition on unfair discrimination in Chapter 2; and

(e) the CCMA has not issued an award against the employer in the previous 12 months for failing to pay the minimum wage in terms of the National Minimum Wage Act, 2018 (Act No. 9 of 2018).".

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Repeal of section 64A of Act 55 of 1998

13. Section 64A of the principal Act is hereby repealed.

Repeal of Schedule 4 to Act 55 of 1998

14. Schedule 4 to the principal Act is hereby repealed.

Deletion of footnotes to Act 55 of 1998

15. Footnotes 4 and 7 to the principal Act are hereby deleted.

Short title and commencement

16. This Act is called the Employment Equity Amendment Act, 2020, and takes effect on a date fixed by the President by proclamation in the *Gazette*.

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MEMORANDUM ON THE OBJECTS OF THE EMPLOYMENT EQUITY AMENDMENT BILL, 2020

1. PURPOSE

The Employment Equity Amendment Bill, 2020 ("the Bill"), seeks to amend the Employment Equity Act, 1998 (Act No. 55 of 1998) ("the Act"). The amendments have the purpose of—

(a) empowering the Minister of Labour ("the Minister") to determine sectoral numerical targets for the purpose of ensuring the equitable representation of suitably qualified people from designated groups (blacks, women and persons with disabilities) at all occupational levels in the workforce;

(b) enhancing the administration of the Act, including the implementation of section 53 thereof, which provides for the issuing of a certificate by the Minister confirming an employer's compliance with Chapter II, or Chapters II and III, of the Act, as the case may be, in relation to the conclusion of State contracts;

(c) removing the requirement for psychological testing and similar assessments of employees to be certified by the Health Professions Council of South Africa ("the Council"); and

(d) removing a provision empowering non-designated employers to notify the Director-General of the Department of Labour ("the Director-General") that they intend to voluntarily comply with Chapter III of the Act as if they were a designated employer.

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2. CLAUSE BY CLAUSE ANALYSIS

2.1 Clause 1

Clause 1 seeks to amend section 1 of the Act in order to—

(a) amend the definition of a "designated employer" by deleting paragraph *(b)*, which classified employers with fewer than 50 employees who meet a turnover threshold determined in Schedule 4 to the Act as designated employers. This is intended at reducing the regulatory burden on small employers in relation to regulatory provisions dealing with the implementation of Chapter III of the Act;

(b) introduce a definition of the "National Minimum Wage Commission" in order to align with the National Minimum Wage Act, 2018 (Act No. 9 of 2018);

(c) substitute the definition of "people with disabilities" in order to align with the definition in the UN Convention on the Rights of Persons with Disabilities, 2007;

(d) insert a definition of "sector" in order to ensure certainty concerning the application of section 15A dealing with sector numerical EE targets; and

(e) delete the definition of "serve or submit" since the intention is to allow the Minister to prescribe the methods of service and submission of documents by regulation.

2.2 Clause 2

Clause 2 seeks to amend section 8 of the Act in order to exclude the requirement that psychological testing and similar assessments of employees must be certified by the Council. The Council does not have the capacity or procedures to undertake this certification. The validity of these tests will continue to be subject to evaluation by the Labour Court, in the event of a dispute.

2.3 Clause 3

Clause 3 seeks to repeal section 14 of the Act, which allowed non-designated employers to notify the Director-General of their intention to comply voluntarily with Chapter III of the Act. This is intended to reduce

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regulatory burden on small employers in implementing Chapter III of the Act because all employers will obtain a Certificate of Compliance under section 53 of the Act without having to submit an EE Report.

2.4. Clause 4

2.4.1 Clause 4 of the Bill seeks to insert section 15A in the Act to empower the Minister to—

(a) identify national economic sectors for the purposes of the administration of the Act; and

(b) determine numerical targets for these sectors.

2.4.2 The sectoral targets set may differentiate between occupational levels, sub-sectors, regions or other relevant factors.

2.4.3 The Minister is required to consult with relevant stakeholders and the Employment Equity Commission on the proposed sectors and sectoral targets and publish any proposals for public comment.

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2.5 Clause 5

Clause 5 seeks to amend section 16 of the Act in order to clarify the consultation process between the designated employer and its employees on matters of consultation contained in section 17 of the Act. This amendment is intended to provide certainty and minimise confusion in relation to which parties the designated employer must consult with in matters for consultation as outlined in section 17 of the Act. Where there is a representative trade union, the designated employer must only consult with that trade union.

2.6 Clause 6

Clause 6 seeks to amend section 20 of the Act in order to link the sectoral employment equity targets to the numerical targets set by designated employers in the employment equity plans of their workplaces.

2.7 Clause 7

Clause 7 seeks to amend section 21 of the Act in order to empower the Minister to make regulations with regard to the manner in which employers are required to submit employment equity reports.

2.8 Clause 8

Clause 8 seeks to amend section 27 of the Act in order to transfer the functions of the Employment Conditions Commission in respect of reporting and monitoring of disproportionate income differentials to the National Minimum Wage Commission.

2.9 Clause 9

Clause 9 seeks to amend section 36 of the Act in order to allow a labour inspector to secure a written undertaking from a designated employer on the preparation of an employment equity plan in terms of section 20 of the Act.

2.10 Clause 10

Clause 10 seeks to amend section 37 of the Act in order to empower the Minister to make regulations with regard to the manner of service of compliance orders on employers.

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2.11 Clause 11

Clause 11 seeks to amend section 42 of the Act in order to clarify that a designated employer's compliance with its obligations to implement employment equity may, in addition to being measured against the demographic profile of either the national or the regional economically active population, be measured against an employer's compliance with the sectoral numerical targets set by the Minister in terms of the proposed section 15A.

2.12 Clause 12

2.12.1 Section 53 of the Act, which has not yet been operationalised, provides that State contracts may only be issued to employers that have been certified as being in compliance with their obligations under the Act.

2.12.2 Clause 12 seeks to amend section 53 of the Act by adding a new subsection (6) in order to clarify that the Minister may only issue a compliance certificate to an employer if—

(a) the employer has complied with any applicable sectoral targets or has raised a reasonable ground for non-compliance;

(b) the employer has submitted its most recent employment equity report; or

(c) within the previous 12 months, the employer has not been found to have breached the prohibition on unfair discrimination or paid wages below the level of the minimum wage.

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2.13 Clause 13

Clause 13 seeks to repeal section 64A of the Act, which empowered the Minister to amend, by notice in the *Gazette*, the total annual turnover thresholds in Schedule 4 to the Act in order to counter the effect of inflation.

2.14 Clause 14

Clause 14 seeks to repeal Schedule 4 to the Act, which contains the total annual turnover thresholds contemplated in paragraph *(b)* of the definition of "designated employer" as contained in section 1 of the Act and referred to in section 64A of the Act.

2.15 Clause 15

Clause 15 seeks to delete footnotes 4 and 7 to the Act, respectively, as they are no longer necessary.

2.16 Clause 16

Clause 16 provides for the short title and commencement of the Act.

3. CONSULTATION

3.1 The proposed amendments to the Act and regulations relating thereto were tabled at NEDLAC. The Employment Equity Task Team commenced with the negotiations in October 2017 and concluded its work in April 2018.

3.2 The Bill was published for public comment and public hearings in all nine provinces were conducted during October 2018. The Bill, therefore, has taken into account the public comments submitted through written and oral submissions made by interested parties.

3.3 The promulgation of section 53 of the Act dealing with State contracts and the issuing of the Certificate of Compliance as a prerequisite for access to State contracts necessitated inter-departmental consultations with the National Treasury (Chief Procurement Office), the Department of Trade and Industry

(BBBEE Policy Unit), the Department of Mineral Resources and Energy and the Commission for Conciliation, Mediation and Arbitration (CCMA).

3.4 These consultation processes are continuous to ensure alignment in relation to procurement and BBBEE policies, including other legislation and regulatory mechanisms such as sector charters. The following, for instance, remain crucial:

(a) The mining sector EE targets should be aligned to the Mining Charter regulated by the Department of Mineral Resources and Energy; and

(b) systems alignment is critical between the EE System, the CCMA Case Management System and the National Minimum Wage System for exemptions and for verification purposes, before the issuing of a Certificate of Compliance.

4. IMPLICATIONS FOR PROVINCES

None

5. FINANCIAL IMPLICATIONS FOR STATE

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Estimated costs associated with implementation of the Act are in the region of R1 200 000.00 for the Department of Employment and Labour. This is inclusive of the implementation plan after the Bill has been adopted by Parliament. Provision has been made for the budget of the implementation of the proposed amendments to the Act and associated regulations within the Medium Term Expenditure Framework (MTEF). No additional funds are required.

6. PARLIAMENTARY PROCEDURE

6.1 The State Law Advisers and the Department of Employment and Labour are of the opinion that the Bill should be dealt with in accordance with procedure set out in section 75 of the Constitution, since it contains no provisions to which the procedure set out in section 74 or 76 of the Constitution applies.

6.2 The Constitution distinguishes between four categories of bills as follows: Bills amending the Constitution (section 74); Ordinary Bills not affecting provinces (section 75); Ordinary Bills affecting provinces (section 76); and Money Bills (section 77). A Bill must be correctly classified or tagged, otherwise it would be constitutionally invalid.

6.3 The Bill has been considered against the provisions of the Constitution relating to the tagging of Bills, and against the functional areas listed in Schedule 4[1] to the Constitution.

6.4 The crux of tagging has been explained by the courts especially the Constitutional Court in the case of *Tongoane and Others v Minister of Agriculture and Land Affairs and Others 2010 (8) BCLR 741 (CC).* The Court in its judgment stated as follows:

> "**[58]** What matters for the purpose of tagging is not the substance or the true purpose and effect of the Bill, rather, what matters is whether the provisions of the Bill "in substantial measure fall within a functional area listed in schedule 4". This statement refers to the test to be adopted when tagging Bills. This test for classification or tagging is different from that used by this court to characterise a Bill in order to determine legislative competence. This "involves the determination of the subject matter or the substance of the legislation, its essence, or true

[1] Functional areas of concurrent national and provincial legislative competence.

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purpose and effect, that is, what the [legislation] is about". (footnote omitted)

[60] The test for tagging must be informed by its purpose. Tagging is not concerned with determining the sphere of government that has the competence to legislate on a matter. Nor is the process concerned with preventing interference in the legislative competence of another sphere of government. The process is concerned with the question of how the Bill should be considered by the provinces and in the NCOP, and how a Bill must be considered by the provincial legislatures depends on whether it affects the provinces. The more it affects the interests, concerns and capacities of the provinces, the more say the provinces should have on its content.".

6.5 In light of what the Constitutional Court stated in the abovementioned case, the test essentially entails that "any Bill whose provisions in substantial measure" affect the provinces must be classified to follow the section 76 procedure.

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6.6 The Bill seeks to amend the principal Act and is intended to provide for the role of the National Minimum Wage Commission with regard to the reporting and monitoring of disproportionate income differentials. It further seeks to empower the Minister to identify national economic sectors for the purposes of the administration of the principal Act and to determine numerical targets for these sectors in order to ensure the equitable representation of suitably qualified people from designated groups. In the final analysis, it is our view that the subject matter of the Bill does not fall within any of the functional areas listed in Schedule 4 to the Constitution. Consequently, we are of the opinion that this Bill is an ordinary Bill not affecting provinces and that it must be dealt with in accordance with the procedure set out in section 75 of the Constitution.

7. REFERRAL TO NATIONAL HOUSE OF TRADITIONAL LEADERS

The opinion is held that it is not necessary to refer this Bill to the National House of Traditional Leaders in terms of section 18(1)*(a)* of the Traditional Leadership and Governance Framework Act, 2003 (Act No. 41 of 2003), since it does not contain provisions pertaining to customary law or customs of traditional communities.