IN THE HIGH COURT OF SOUTH AFRICA

GAUTENG DIVISION, PRETORIA

CASE NO: 2025-107022

In the matter between:

NATIONAL EMPLOYERS' ASSOCIATION OF SOUTH AFRICA	**1ST APPLICANT**
SEKELIGA NPC	**2ND APPLICANT**

And

MINISTER OF EMPLOYMENT AND LABOUR	**1ST RESPONDENT**
DIRECTOR-GENERAL OF THE DEPARTMENT OF EMPLOYMENT AND LABOUR	**2ND RESPONDENT**
COMMISSION FOR EMPLOYMENT EQUITY	**3RD RESPONDENT**

FILING SHEET

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1. **Documents Filed:** **Rule 53(1)(b) Records**

SIGNED at **PRETORIA** on the 27th day of **MAY 2026.**

_____sgd_____

RESPONDENTS' ATTORNEY
STATE ATTORNEY PRETORIA
SALU BUILDING
316 THABO SEHUME STREET
PRIVATE BAG X 91
PRETORIA, 0001
Ref: **2529/2025/Z54/SM**
Tel: (012) 309-1510
Dx: 298 PRETORIA
Enq: **MR V. MULAUDZI**
Email: VuMulaudzi@justice.gov.za

TO: THE REGISTRAR OF THE HIGH COURT
PRETORIA

AND
TO: **APPLICANT'S ATTORNEYS**
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3RD FLOOR, HB FORUM BUILDING
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REF: R Eloff/DE/QB1463

COPY RECEIVED:

DATE:

TIME:

_____
APPLICANT'S ATTORNEYS

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SCHEDULE

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

EMPLOYMENT EQUITY SECTOR TARGETS CONSULTATION 2025 SCHEDULE

NO	SECTOR	DATE OF ENGAGEMENT	TIME OF ENGAGEMENT	INVITEES
1	FINANCIAL AND INSURANCE ACTIVITIES	TUESDAY, 11 FEB 2025	09:00 – 10:00	CEOs, EE MANAGERS THROUGH EE SYSTEM DATABASE & OTHER ASSOCIATIONS ENGAGED WITH PREVIOUSLY REPRESENTING EMPLOYERS
2	MINING AND QUARRYING		10:30 – 11:30	
3	ADMIN & SUPORT ACTIVITIES		12:00 – 13:00	
4	ACCOMMODATION AND FOOD SERVICES ACTIVITIES	WEDNESDAY, 12 FEB 2025	09:00 – 10:00	
5	EDUCATION		10:30 – 11:30	
6	CONSTRUCTION		12:00 – 13:00	
7	AGRICULTURE, FORESTRY & FISHING	THURSDAY, 13 FEB 2025	09:00 – 10:00	
8	INFORMATION & COMMUNICATION		10:30 – 11:30	
9	TRANSPORTATION		12:00 – 13:00	
10	REAL ESTATE ACTIVITIES	FRIDAY, 14 FEB 2025	09:00 – 10:00	
11	WHOLESALE & RETAIL TRADE;REPAIR OF MOTOR		10:30 – 11:30	
12	ELCTRICITY & GAS, STEAM AND AIR CONDITIONING SUPPLY		12:00 – 13:00	
13	PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	MONDAY, 17 FEB 2025	09:00 – 10:00	
14	ARTS, ENTERTAINMENT AND RECREATION		10:30 – 11:30	
15	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES		12:00 – 13:00	
16	WATER SUPPLY, SEWERAGE,WASTE MANAGEMENT	TUESDAY, 18 FEB 2025	09:00 – 10:00	
17	PUBLIC ADMINISTRATION AND DEFENCE		10:30 – 11:30	
18	MANUFACTURING	WEDNESDAY, 19 FEB 2025	09:00 – 10:30	

INVITATIONS LETTERS

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baart Street, PRETORIA
Tel: 012 309 4040 Fax: (012) 309 4739

Enq: Merriam Madupo
Tel: 012 309 4778

To: Chief Executive Officers & Senior EE Managers
Sector: Accommodation and Food Services Activities

Dear Stakeholders

INVITATION TO VIRTUAL CONSULTATION MEETING ON NUMERICAL SECTOR TARGETS IN TERMS OF SECTION 15A (2) OF THE EMPLOYMENT EQUITY AMENDMENT ACT, NO.4 OF 2022

Published proclamation notice of the commencement of the Employment Equity Amendment Act, No. 4 of 2022 (EE Amendment Act) on 1 January 2025 has reference.

In accordance with Section 15A(2) of the EE Amendment Act, which mandates the setting of numerical sector targets to address the under-representation of designated groups of the workforce in the workplace, the Commission for Employment Equity jointly with the Department of Employment & Labour would like to convene a virtual consultation meeting with your sector.

The purpose of the meeting is to discuss the proposed sector numerical EE targets for the Accommodation and Food Services Activities Sector before publishing the final sector EE targets for implementation.

The details of the virtual consultation meeting are as follows:
Date: Wednesday, 12 February 2025
Time: 09h00 – 10h00
Platform: Microsoft Teams

Your participation is crucial to ensure the successful implementation of these legislative requirements.
Please note that the link will be sent to you upon confirmation of your attendance to merriam.madupo@labour.gov.za by Monday, 13 January 2025 as follows:

- Name and Surname: ----------
- Name of sector: ----------

Please note that the link will be sent to you upon confirmation on Monday, 13 January 2025.

Your cooperation will be highly appreciated.

Yours sincerely

Ntsoaki Mamashela

Digitally signed by Ntsoaki Mamashela
Date: 2024.12.13 10:51:32 +02'00'

NTSOAKI MAMASHELA (MRS)
DIRECTOR: EMPLOYMENT EQUITY

employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baart Street, PRETORIA
Tel: 012 309 4040 Fax: (012) 309 4739

Enq: Masilo Lefika
Tel: 012 309 4214

To: Chief Executive Officers & Senior EE Managers
Sector: Admin & Support Activities

Dear Stakeholders

INVITATION TO VIRTUAL CONSULTATION MEETING ON NUMERICAL SECTOR TARGETS IN TERMS OF SECTION 15A (2) OF THE EMPLOYMENT EQUITY AMENDMENT ACT, NO.4 OF 2022

Published proclamation notice of the commencement of the Employment Equity Amendment Act, No. 4 of 2022 (EE Amendment Act) on 1 January 2025 has reference.

In accordance with Section 15A(2) of the EE Amendment Act, which mandates the setting of numerical sector targets to address the under-representation of designated groups of the workforce in the workplace, the Commission for Employment Equity jointly with the Department of Employment & Labour would like to convene a virtual consultation meeting with your sector.

The purpose of the meeting is to discuss the proposed sector numerical EE targets for the Admin & Support Activities Sector before publishing the final sector EE targets for implementation.

The details of the virtual consultation meeting are as follows:
Date: Tuesday, 11 February 2025
Time: 12h00 – 13h00
Platform: Microsoft Teams

Your participation is crucial to ensure the successful implementation of these legislative requirements.

Please note that the link will be sent to you upon confirmation of your attendance to merriam.madupo@labour.gov.za by Monday, 13 January 2025 as follows:

- Name and Surname: ----------
- Name of sector: ----------

Your cooperation will be highly appreciated.

Yours sincerely

Ntsoaki Mamashela

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Date: 2024.12.13 10:50:09 +02'00'

NTSOAKI MAMASHELA (MRS)
DIRECTOR: EMPLOYMENT EQUITY

employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baart Street, PRETORIA
Tel: 012 309 4040 Fax: (012) 309 4739

Enq: Merriam Madupo
Tel: 012 309 4778

To: Chief Executive Officers & Senior EE Managers
Sector: Agriculture, Forestry & Fishing

Dear Stakeholders

INVITATION TO VIRTUAL CONSULTATION MEETING ON NUMERICAL SECTOR TARGETS IN TERMS OF SECTION 15A (2) OF THE EMPLOYMENT EQUITY AMENDMENT ACT, NO.4 OF 2022

Published proclamation notice of the commencement of the Employment Equity Amendment Act, No. 4 of 2022 (EE Amendment Act) on 1 January 2025 has reference.

In accordance with Section 15A(2) of the EE Amendment Act, which mandates the setting of numerical sector targets to address the under-representation of designated groups of the workforce in the workplace, the Commission for Employment Equity jointly with the Department of Employment & Labour would like to convene a virtual consultation meeting with your sector.

The purpose of the meeting is to discuss the proposed sector numerical EE targets for the Agriculture, Forestry & Fishing Sector before publishing the final sector EE targets for implementation.

The details of the virtual consultation meeting are as follows:
Date: Thursday, 13 February 2025
Time: 09h00 – 10h00
Platform: Microsoft Teams

Your participation is crucial to ensure the successful implementation of these legislative requirements.

Please note that the link will be sent to you upon confirmation of your attendance to merriam.madupo@labour.gov.za by Monday, 13 January 2025 as follows:

- Name and Surname: ----------
- Name of sector: ----------

Your cooperation will be highly appreciated.

Yours sincerely

Ntsoaki Mamashela

Digitally signed by Ntsoaki Mamashela
Date: 2024.12.13 10:48:39 +02'00'

NTSOAKI MAMASHELA (MRS)
DIRECTOR: EMPLOYMENT EQUITY

employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baart Street, PRETORIA
Tel: 012 309 4040 Fax: (012) 309 4739

Enq: Masilo Lefika
Tel: 012 309 4214

To: Chief Executive Officers & Senior EE Managers
Sector: Arts, Entertainment and Recreation

Dear Stakeholders

INVITATION TO VIRTUAL CONSULTATION MEETING ON NUMERICAL SECTOR TARGETS IN TERMS OF SECTION 15A (2) OF THE EMPLOYMENT EQUITY AMENDMENT ACT, NO.4 OF 2022

Published proclamation notice of the commencement of the Employment Equity Amendment Act, No. 4 of 2022 (EE Amendment Act) on 1 January 2025 has reference.

In accordance with Section 15A(2) of the EE Amendment Act, which mandates the setting of numerical sector targets to address the under-representation of designated groups of the workforce in the workplace, the Commission for Employment Equity jointly with the Department of Employment & Labour would like to convene a virtual consultation meeting with your sector.

The purpose of the meeting is to discuss the proposed sector numerical EE targets for the Arts, Entertainment and Recreation Sector before publishing the final sector EE targets for implementation.

The details of the virtual consultation meeting are as follows:
Date: Monday, 17 February 2025
Time: 10h30 – 11h30
Platform: Microsoft Teams

Your participation is crucial to ensure the successful implementation of these legislative requirements.

Please note that the link will be sent to you upon confirmation of your attendance to merriam.madupo@labour.gov.za by Monday, 13 January 2025 as follows:

- Name and Surname: ----------
- Name of sector: ----------

Your cooperation will be highly appreciated.

Yours sincerely

Ntsoaki Mamashela

Digitally signed by Ntsoaki Mamashela
Date: 2024.12.13 10:47:20 +02'00'

NTSOAKI MAMASHELA (MRS)
DIRECTOR: EMPLOYMENT EQUITY

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baart Street, PRETORIA
Tel: 012 309 4040 Fax: (012) 309 4739

Enq: Merriam Madupo
Tel: 012 309 4778

To: Chief Executive Officers & Senior EE Managers
Sector: Construction

Dear Stakeholders

INVITATION TO VIRTUAL CONSULTATION MEETING ON NUMERICAL SECTOR TARGETS IN TERMS OF SECTION 15A (2) OF THE EMPLOYMENT EQUITY AMENDMENT ACT, NO.4 OF 2022

Published proclamation notice of the commencement of the Employment Equity Amendment Act, No. 4 of 2022 (EE Amendment Act) on 1 January 2025 has reference.

In accordance with Section 15A(2) of the EE Amendment Act, which mandates the setting of numerical sector targets to address the under-representation of designated groups of the workforce in the workplace, the Commission for Employment Equity jointly with the Department of Employment & Labour would like to convene a virtual consultation meeting with your sector.

The purpose of the meeting is to discuss the proposed sector numerical EE targets for the Construction Sector before publishing the final sector EE targets for implementation.

The details of the virtual consultation meeting are as follows:
Date: Wednesday, 12 February 2025
Time: 12h00 – 13h00
Platform: Microsoft Teams

Your participation is crucial to ensure the successful implementation of these legislative requirements.

Please note that the link will be sent to you upon confirmation of your attendance to merriam.madupo@labour.gov.za by Monday, 13 January 2025 as follows:

- Name and Surname: ----------
- Name of sector: ----------

Your cooperation will be highly appreciated.

Yours sincerely

Ntsoaki Mamashela

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Date: 2024.12.13 10:46:01 +02'00'

NTSOAKI MAMASHELA (MRS)
DIRECTOR: EMPLOYMENT EQUITY

employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baart Street, PRETORIA
Tel: 012 309 4040 Fax: (012) 309 4739

Enq: Merriam Madupo
Tel: 012 309 4778

To: Chief Executive Officers & Senior EE Managers
Sector: Education

Dear Stakeholders

INVITATION TO VIRTUAL CONSULTATION MEETING ON NUMERICAL SECTOR TARGETS IN TERMS OF SECTION 15A (2) OF THE EMPLOYMENT EQUITY AMENDMENT ACT, NO.4 OF 2022

Published proclamation notice of the commencement of the Employment Equity Amendment Act, No. 4 of 2022 (EE Amendment Act) on 1 January 2025 has reference.

In accordance with Section 15A(2) of the EE Amendment Act, which mandates the setting of numerical sector targets to address the under-representation of designated groups of the workforce in the workplace, the Commission for Employment Equity jointly with the Department of Employment & Labour would like to convene a virtual consultation meeting with your sector.

The purpose of the meeting is to discuss the proposed sector numerical EE targets for the Education Sector before publishing the final sector EE targets for implementation.

The details of the virtual consultation meeting are as follows:
Date: Wednesday, 12 February 2025
Time: 10h30 – 11h30
Platform: Microsoft Teams

Your participation is crucial to ensure the successful implementation of these legislative requirements.

Please note that the link will be sent to you upon confirmation of your attendance to merriam.madupo@labour.gov.za by Monday, 13 January 2025 as follows:

- Name and Surname: ----------
- Name of sector: ----------

employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baart Street, PRETORIA
Tel: 012 309 4040 Fax: (012) 309 4739

Enq: Merriam Madupo
Tel: 012 309 4778

To: Chief Executive Officers & Senior EE Managers
Sector: Electricity & Gas, Steam and Air Conditioning Supply

Dear Stakeholders

INVITATION TO VIRTUAL CONSULTATION MEETING ON NUMERICAL SECTOR TARGETS IN TERMS OF SECTION 15A (2) OF THE EMPLOYMENT EQUITY AMENDMENT ACT, NO.4 OF 2022

Published proclamation notice of the commencement of the Employment Equity Amendment Act, No. 4 of 2022 (EE Amendment Act) on 1 January 2025 has reference.

In accordance with Section 15A(2) of the EE Amendment Act, which mandates the setting of numerical sector targets to address the under-representation of designated groups of the workforce in the workplace, the Commission for Employment Equity jointly with the Department of Employment & Labour would like to convene a virtual consultation meeting with your sector.

The purpose of the meeting is to discuss the proposed sector numerical EE targets for the Electricity & Gas, Steam and Air Conditioning Supply Sector before publishing the final sector EE targets for implementation.

The details of the virtual consultation meeting are as follows:
Date: Friday, 14 February 2025
Time: 12h00 – 13h00
Platform: Microsoft Teams

Your participation is crucial to ensure the successful implementation of these legislative requirements.

Please note that the link will be sent to you upon confirmation of your attendance to merriam.madupo@labour.gov.za by Monday, 13 January 2025 as follows:

- Name and Surname: ----------
- Name of sector: ----------

employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baart Street, PRETORIA
Tel: 012 309 4040 Fax: (012) 309 4739

Enq: Masilo Lefika
Tel: 012 309 4214

To: Chief Executive Officers & Senior EE Managers
Sector: Financial and Insurance Activities Sector

Dear Stakeholders

INVITATION TO VIRTUAL CONSULTATION MEETING ON NUMERICAL SECTOR TARGETS IN TERMS OF SECTION 15A (2) OF THE EMPLOYMENT EQUITY AMENDMENT ACT, NO.4 OF 2022

Published proclamation notice of the commencement of the Employment Equity Amendment Act, No. 4 of 2022 (EE Amendment Act) on 1 January 2025 has reference.

In accordance with Section 15A(2) of the EE Amendment Act, which mandates the setting of numerical sector targets to address the under-representation of designated groups of the workforce in the workplace, the Commission for Employment Equity jointly with the Department of Employment & Labour would like to convene a virtual consultation meeting with your sector.

The purpose of the meeting is to discuss the proposed sector numerical EE targets for the Financial and Insurance Activities Sector before publishing the final sector EE targets for implementation.

The details of the virtual consultation meeting are as follows:
Date: Tuesday, 11 February 2025
Time: 09h00 – 10h00
Platform: Microsoft Teams

Your participation is crucial to ensure the successful implementation of these legislative requirements.

Please note that the link will be sent to you upon confirmation of your attendance to merriam.madupo@labour.gov.za by Monday, 13 January 2025 as follows:

- Name and Surname: ----------
- Name of sector: ----------

Your cooperation will be highly appreciated.

Yours sincerely

Ntsoaki Mamashela

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NTSOAKI MAMASHELA (MRS)
DIRECTOR: EMPLOYMENT EQUITY

employment & labour
Department:
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REPUBLIC OF SOUTH AFRICA

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Tel: 012 309 4040 Fax: (012) 309 4739

Enq: Merriam Madupo
Tel: 012 309 4778

To: Chief Executive Officers & Senior EE Managers
Sector: Human Health and Social work Activities

Dear Stakeholders

INVITATION TO VIRTUAL CONSULTATION MEETING ON NUMERICAL SECTOR TARGETS IN TERMS OF SECTION 15A (2) OF THE EMPLOYMENT EQUITY AMENDMENT ACT, NO.4 OF 2022

Published proclamation notice of the commencement of the Employment Equity Amendment Act, No. 4 of 2022 (EE Amendment Act) on 1 January 2025 has reference.

In accordance with Section 15A(2) of the EE Amendment Act, which mandates the setting of numerical sector targets to address the under-representation of designated groups of the workforce in the workplace, the Commission for Employment Equity jointly with the Department of Employment & Labour would like to convene a virtual consultation meeting with your sector.

The purpose of the meeting is to discuss the proposed sector numerical EE targets for the Human Health and Social work Activities Sector before publishing the final sector EE targets for implementation.

The details of the virtual consultation meeting are as follows:
Date: Monday, 17 February 2025
Time: 12h00 – 13h00
Platform: Microsoft Teams

Your participation is crucial to ensure the successful implementation of these legislative requirements.

Please note that the link will be sent to you upon confirmation of your attendance to merriam.madupo@labour.gov.za by Monday, 13 January 2025 as follows:

- Name and Surname: ----------
- Name of sector: ----------

Your cooperation will be highly appreciated.

Yours sincerely

Ntsoaki Mamashela

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Date: 2024.12.12 15:32:29 +02'00'

NTSOAKI MAMASHELA (MRS)
DIRECTOR: EMPLOYMENT EQUITY

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baart Street, PRETORIA
Tel: 012 309 4040 Fax: (012) 309 4739

Enq: Masilo Lefika
Tel: 012 309 4214

To: Chief Executive Officers & Senior EE Managers
Sector: Information & Communication Sector

Dear Stakeholders

INVITATION TO VIRTUAL CONSULTATION MEETING ON NUMERICAL SECTOR TARGETS IN TERMS OF SECTION 15A (2) OF THE EMPLOYMENT EQUITY AMENDMENT ACT, NO.4 OF 2022

Our invitation letter for the virtual consultation meeting on the numerical sector targets signed on 19 December 2024 has reference.

Kindly note that paragraph three (3) of the invitation letter should read as follows:

"The purpose of the meeting is to discuss the proposed sector numerical EE targets for the **Information & Communication sector** before publishing the final sector EE targets for implementation."

The details of the virtual consultation meeting are as follows:
Date: Thursday, 13 February 2025
Time: 10h30 – 11h30
Platform: Microsoft Teams

Our apology for the error committed and please note that for the stakeholders that have not yet confirmed attendance, the due date for confirmation is extended to Thursday, 23 January 2025.

Please note the meeting link will be upon receipt of the confirmation of attendance.

Your cooperation will be highly appreciated.

Yours sincerely

Ntsoaki Mamashela

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Date: 2025.01.15 15:29:53 +02'00'

NTSOAKI MAMASHELA (MRS)
DIRECTOR: EMPLOYMENT EQUITY

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baart Street, PRETORIA
Tel: 012 309 4040 Fax: (012) 309 4739

Enq: Masilo Lefika
Tel: 012 309 4214

To: Chief Executive Officers & Senior EE Managers
Sector: Manufacturing Sector

Dear Stakeholders

INVITATION TO VIRTUAL CONSULTATION MEETING ON NUMERICAL SECTOR TARGETS IN TERMS OF SECTION 15A (2) OF THE EMPLOYMENT EQUITY AMENDMENT ACT, NO.4 OF 2022

Our invitation letter for the virtual consultation meeting on the numerical sector targets signed on 19 December 2024 has reference.

Kindly note that paragraph three (3) of the invitation letter should read as follows:

"The purpose of the meeting is to discuss the proposed sector numerical EE targets for the **Manufacturing sector** before publishing the final sector EE targets for implementation."

The details of the virtual consultation meeting are as follows:
Date: Wednesday, 19 February 2025
Time: 09h00 – 10h30
Platform: Microsoft Teams

Our apology for the error committed and please note that for the stakeholders that have not yet confirmed attendance, the due date for confirmation is extended to Thursday, 23 January 2025.

Please note the meeting link will be upon receipt of the confirmation of attendance.

Your cooperation will be highly appreciated.

Yours sincerely
Ntsoaki Mamashela
Digitally signed by Ntsoaki Mamashela
Date: 2025.01.15 15:30:33 +02'00'

NTSOAKI MAMASHELA (MRS)
DIRECTOR: EMPLOYMENT EQUITY

employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baart Street, PRETORIA
Tel: 012 309 4040 Fax: (012) 309 4739

Enq: Masilo Lefika
Tel: 012 309 4214

To: Chief Executive Officers & Senior EE Managers
Sector: Mining and Quarrying Sector

Dear Stakeholders

INVITATION TO VIRTUAL CONSULTATION MEETING ON NUMERICAL SECTOR TARGETS IN TERMS OF SECTION 15A (2) OF THE EMPLOYMENT EQUITY AMENDMENT ACT, NO.4 OF 2022

Our invitation letter for the virtual consultation meeting on the numerical sector targets signed on 19 December 2024 has reference.

Kindly note that paragraph three (3) of the invitation letter should read as follows:

"The purpose of the meeting is to discuss the proposed sector numerical EE targets for the **Mining and Quarrying Sector** before publishing the final sector EE targets for implementation."

The details of the virtual consultation meeting are as follows:
Date: Tuesday, 11 February 2025
Time: 10h30 – 11h30
Platform: Microsoft Teams

Our apology for the error committed and please note that for the stakeholders that have not yet confirmed attendance, the due date for confirmation is extended to Thursday, 23 January 2025.

Please note the meeting link will be upon receipt of the confirmation of attendance.

Your cooperation will be highly appreciated.

Yours sincerely

Ntsoaki Mamashela

Digitally signed by Ntsoaki Mamashela
Date: 2025.01.15 15:31:14 +02'00'

NTSOAKI MAMASHELA (MRS)
DIRECTOR: EMPLOYMENT EQUITY

employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baart Street, PRETORIA
Tel: 012 309 4040 Fax: (012) 309 4739

Enq: Masilo Lefika
Tel: 012 309 4214

To: Chief Executive Officers & Senior EE Managers
Sector: Professional, Scientific and Technical Activities

Dear Stakeholders

INVITATION TO VIRTUAL CONSULTATION MEETING ON NUMERICAL SECTOR TARGETS IN TERMS OF SECTION 15A (2) OF THE EMPLOYMENT EQUITY AMENDMENT ACT, NO.4 OF 2022

Our invitation letter for the virtual consultation meeting on the numerical sector targets signed on 19 December 2024 has reference.

Kindly note that paragraph three (3) of the invitation letter should read as follows:

"The purpose of the meeting is to discuss the proposed sector numerical EE targets for the **Professional, Scientific and Technical Activities Sector** before publishing the final sector EE targets for implementation."

The details of the virtual consultation meeting are as follows:
Date: Monday, 17 February 2025
Time: 09h00 – 10h00
Platform: Microsoft Teams

Our apology for the error committed and please note that for the stakeholders that have not yet confirmed attendance, the due date for confirmation is extended to Thursday, 23 January 2025.

Please note the meeting link will be upon receipt of the confirmation of attendance.

Yours sincerely

Ntsoaki Mamashela

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Date: 2025.01.15 15:31:52 +02'00'

NTSOAKI MAMASHELA (MRS)
DIRECTOR: EMPLOYMENT EQUITY

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

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Tel: 012 309 4040 Fax: (012) 309 4739

Enq: Masilo Lefika
Tel: 012 309 4214

To: Chief Executive Officers & Senior EE Managers
Sector: Public Administration and Defence, Compulsory Social Security

Dear Stakeholders

INVITATION TO VIRTUAL CONSULTATION MEETING ON NUMERICAL SECTOR TARGETS IN TERMS OF SECTION 15A (2) OF THE EMPLOYMENT EQUITY AMENDMENT ACT, NO.4 OF 2022

Our invitation letter for the virtual consultation meeting on the numerical sector targets signed on 19 December 2024 has reference.

Kindly note that paragraph three (3) of the invitation letter should read as follows:

"The purpose of the meeting is to discuss the proposed sector numerical EE targets for the **Public Administration and Defence, Compulsory Social Security Sector** before publishing the final sector EE targets for implementation."

The details of the virtual consultation meeting are as follows:
Date: Tuesday, 18 February 2025
Time: 10h30 – 11h30
Platform: Microsoft Teams

Our apology for the error committed and please note that for the stakeholders that have not yet confirmed attendance, the due date for confirmation is extended to Thursday, 23 January 2025.

Please note the meeting link will be upon receipt of the confirmation of attendance.

Your cooperation will be highly appreciated.

Yours sincerely
Ntsoaki Mamashela
Digitally signed by Ntsoaki Mamashela
Date: 2025.01.15 15:32:48 +02'00'

NTSOAKI MAMASHELA (MRS)
DIRECTOR: EMPLOYMENT EQUITY

employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baart Street, PRETORIA
Tel: 012 309 4040 Fax: (012) 309 4739

Enq: Masilo Lefika
Tel: 012 309 4214

To: Chief Executive Officers & Senior EE Managers
Sector: Real Estate activities

Dear Stakeholders

INVITATION TO VIRTUAL CONSULTATION MEETING ON NUMERICAL SECTOR TARGETS IN TERMS OF SECTION 15A (2) OF THE EMPLOYMENT EQUITY AMENDMENT ACT, NO.4 OF 2022

Our invitation letter for the virtual consultation meeting on the numerical sector targets signed on 19 December 2024 has reference.

Kindly note that paragraph three (3) of the invitation letter should read as follows:

"The purpose of the meeting is to discuss the proposed sector numerical EE targets for the **Real Estate Activities Sector** before publishing the final sector EE targets for implementation."

The details of the virtual consultation meeting are as follows:
Date: Friday, 14 February 2025
Time: 09h00 – 10h00
Platform: Microsoft Teams

Our apology for the error committed and please note that for the stakeholders that have not yet confirmed attendance, the due date for confirmation is extended to Thursday, 23 January 2025.

Please note the meeting link will be upon receipt of the confirmation of attendance.

Your cooperation will be highly appreciated.

Yours sincerely
Ntsoaki Mamashela

Digitally signed by Ntsoaki Mamashela
Date: 2025.01.15 15:33:29 +02'00'

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Tel: 012 309 4040 Fax: (012) 309 4739

Enq: Masilo Lefika
Tel: 012 309 4214

To: Chief Executive Officers & Senior EE Managers
Sector: Transportation and Storage Sector

Dear Stakeholders

INVITATION TO VIRTUAL CONSULTATION MEETING ON NUMERICAL SECTOR TARGETS IN TERMS OF SECTION 15A (2) OF THE EMPLOYMENT EQUITY AMENDMENT ACT, NO.4 OF 2022

Our invitation letter for the virtual consultation meeting on the numerical sector targets signed on 19 December 2024 has reference.

Kindly note that paragraph three (3) of the invitation letter should read as follows:

"The purpose of the meeting is to discuss the proposed sector numerical EE targets for the **Transportation and Storage sector** before publishing the final sector EE targets for implementation."

The details of the virtual consultation meeting are as follows:
Date: Thursday, 13 February 2025
Time: 12h00 – 13h00
Platform: Microsoft Teams

Our apology for the error committed and please note that for the stakeholders that have not yet confirmed attendance, the due date for confirmation is extended to Thursday, 23 January 2025.

Please note the meeting link will be upon receipt of the confirmation of attendance.

Your cooperation will be highly appreciated.

Yours sincerely

Ntsoaki Mamashela

Digitally signed by Ntsoaki Mamashela
Date: 2025.01.15 15:34:13 +02'00'

NTSOAKI MAMASHELA (MRS)
DIRECTOR: EMPLOYMENT EQUITY

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REPUBLIC OF SOUTH AFRICA

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Tel: 012 309 4040 Fax: (012) 309 4739

Enq: Masilo Lefika
Tel: 012 309 4214

To: Chief Executive Officers & Senior EE Managers
Sector: Water Supply, Sewerage, Waste Management and Remediation Activities

Dear Stakeholders

INVITATION TO VIRTUAL CONSULTATION MEETING ON NUMERICAL SECTOR TARGETS IN TERMS OF SECTION 15A (2) OF THE EMPLOYMENT EQUITY AMENDMENT ACT, NO.4 OF 2022

Our invitation letter for the virtual consultation meeting on the numerical sector targets signed on 19 December 2024 has reference.

Kindly note that paragraph three (3) of the invitation letter should read as follows:

"The purpose of the meeting is to discuss the proposed sector numerical EE targets for the **Water Supply, Sewerage, Waste Management and Remediation Activities Sector** before publishing the final sector EE targets for implementation."

The details of the virtual consultation meeting are as follows:
Date: Tuesday, 18 February 2025
Time: 09h00 – 10h00
Platform: Microsoft Teams

Our apology for the error committed and please note that for the stakeholders that have not yet confirmed attendance, the due date for confirmation is extended to Thursday, 23 January 2025.

Please note the meeting link will be upon receipt of the confirmation of attendance.

Your cooperation will be highly appreciated.

Yours sincerely

Ntsoaki Mamashela

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Date: 2025.01.15 15:34:57 +02'00'

NTSOAKI MAMASHELA (MRS)
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Department:
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Tel: 012 309 4040 Fax: (012) 309 4739

Enq: Masilo Lefika
Tel: 012 309 4214

To: Chief Executive Officers & Senior EE Managers
Sector: Wholesale & Retail Trade; Repair of Motor vehicles and Motorcycles

Dear Stakeholders

INVITATION TO VIRTUAL CONSULTATION MEETING ON NUMERICAL SECTOR TARGETS IN TERMS OF SECTION 15A (2) OF THE EMPLOYMENT EQUITY AMENDMENT ACT, NO.4 OF 2022

Our invitation letter for the virtual consultation meeting on the numerical sector targets signed on 19 December 2024 has reference.

Kindly note that paragraph three (3) of the invitation letter should read as follows:

"The purpose of the meeting is to discuss the proposed sector numerical EE targets for the **Wholesale & Retail Trade; Repair of Motor vehicles and Motorcycles Sector** before publishing the final sector EE targets for implementation."

The details of the virtual consultation meeting are as follows:
Date: Friday, 14 February 2025
Time: 10h30 – 11h30
Platform: Microsoft Teams

Our apology for the error committed and please note that for the stakeholders that have not yet confirmed attendance, the due date for confirmation is extended to Thursday, 23 January 2025.

Please note the meeting link will be upon receipt of the confirmation of attendance.

Your cooperation will be highly appreciated.

Yours sincerely

Ntsoaki Mamashela

Digitally signed by Ntsoaki Mamashela
Date: 2025.01.15 15:35:42 +02'00'

NTSOAKI MAMASHELA (MRS)
DIRECTOR: EMPLOYMENT EQUITY

AGENGAS

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AGENDA

VIRTUAL MEETING TO DISCUSS SECTORS EE TARGETS IN ACCOMODATION ACTIVITIES SECTOR FOR IMPLEMENTATION

DATE : Wednesday, 12 February 2025
VENUE : Virtual Microsoft teams
TIME : 09h00 – 10h00

Time	ITEMS FOR DISCUSSION	RESPONSIBLE
09H00 – 09H05	• OPENING & WELCOME • APOLOGIES	CHAIRPERSON – MS NICOLE DEOKIRAM
09H05 – 09H30	PRESENTATION ON THE EE SECTOR TARGETS IN THE REAL ESTATE ACTIVITIES SECTOR	CEE/ DEL
09H30 – 09H45	DISCUSSIONS	ALL
09H45 – 09H55	WAY FORWARD	CEE/DEL
09H55 – 10H00	CLOSURE	CHAIRPERSON

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA
Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baard Street, PRETORIA
Tel: 012 309 4040 Fax: (012) 309 4739

AGENDA

VIRTUAL MEETING TO DISCUSS SECTORS EE TARGETS IN THE ADMINI AND SUPPORT ACTIVITIES SECTOR FOR IMPLEMENTATION

DATE : Tuesday, 11 February 2025
VENUE : Virtual Microsoft teams
TIME : 12h00 – 13h00

Time	ITEMS FOR DISCUSSION	RESPONSIBLE
12H00 – 12H05	• OPENING & WELCOME • APOLOGIES	CHAIRPERSON – MS NICOLE DEOKIRAM
12H05 – 12H30	PRESENTATION ON THE EE SECTOR TARGETS IN THE ADMINI AND SUPPORT ACTIVITIES SECTOR	CEE/ DEL
12H30 – 12H45	DISCUSSIONS	ALL
12H45 – 12H55	WAY FORWARD	CEE/DEL
12H55 – 13H00	CLOSURE	CHAIRPERSON

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA
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Tel: 012 309 4040 Fax: (012) 309 4739

AGENDA

VIRTUAL MEETING TO DISCUSS SECTORS EE TARGETS IN THE AGRICULTURE FORESTRY & FISHING SECTOR FOR IMPLEMENTATION

DATE : Thursday, 13 February 2025
VENUE : Virtual Microsoft teams
TIME : 09H00 – 10H00

Time	ITEMS FOR DISCUSSION	RESPONSIBLE
09H00 – 09H05	• OPENING & WELCOME • APOLOGIES	CHAIRPERSON – MS NICOLE DEOKIRAM
09H05 – 09H30	PRESENTATION ON THE EE SECTOR TARGETS IN THE AGRICULTURE FORESTRY & FISHING SECTOR	CEE/ DEL
09H30 – 09H50	DISCUSSIONS	ALL
09H50 – 09H55	WAY FORWARD	CEE/DEL
09H55 – 10H00	CLOSURE	CHAIRPERSON

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA
Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baard Street, PRETORIA
Tel: 012 309 4040 Fax: (012) 309 4739

AGENDA

VIRTUAL MEETING TO DISCUSS SECTORS EE TARGETS IN ARTS, ENTERTAINMENT AND RECREATION ACTIVITIES SECTOR FOR IMPLEMENTATION

DATE : Monday, 17 February 2025
VENUE : Virtual Microsoft teams
TIME : 10h30 – 11h30

Time	ITEMS FOR DISCUSSION	RESPONSIBLE
10H30 – 10H35	• OPENING & WELCOME • APOLOGIES	CHAIRPERSON – MS NICOLE DEOKIRAM
10H35 – 10H55	PRESENTATION ON THE EE SECTOR TARGETS IN THE REAL ESTATE ACTIVITIES SECTOR	CEE/ DEL
10H55 – 11H15	DISCUSSIONS	ALL
11H15 – 11H25	WAY FORWARD	CEE/DEL
11H25 – 11H30	CLOSURE	CHAIRPERSON

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA
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AGENDA

VIRTUAL MEETING TO DISCUSS SECTORS EE TARGETS IN THE CONTRUCTION SECTOR FOR IMPLEMENTATION

DATE : Tuesday, 12 February 2025
VENUE : Virtual Microsoft teams
TIME : 12h00 – 13h00

Time	ITEMS FOR DISCUSSION	RESPONSIBLE
12H00 – 12H05	• OPENING & WELCOME • APOLOGIES	CHAIRPERSON – MS NICOLE DEOKIRAM
12H05 – 12H30	PRESENTATION ON THE EE SECTOR TARGETS IN THE CONTSRUCTION SECTOR	CEE/ DEL
12H30 – 12H45	DISCUSSIONS	ALL
12H45 – 12H55	WAY FORWARD	CEE/DEL
12H55 – 13H00	CLOSURE	CHAIRPERSON

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

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AGENDA

VIRTUAL MEETING TO DISCUSS SECTORS EE TARGETS IN THE EDUCATION ECTOR FOR IMPLEMENTATION

DATE : Wednesday, 12 February 2025
VENUE : Virtual Microsoft teams
TIME : 10h30 – 11h30

Time	ITEMS FOR DISCUSSION	RESPONSIBLE
10H30 – 10H35	• OPENING & WELCOME • APOLOGIES	CHAIRPERSON – MS NICOLE DEOKIRAM
10H35 – 10H55	PRESENTATION ON THE EE SECTOR TARGETS IN THE EDUCATION SECTOR	CEE/ DEL
10H55 – 11H15	DISCUSSIONS	ALL
11H15 – 11H25	WAY FORWARD	CEE/DEL
11H25 – 11H30	CLOSURE	CHAIRPERSON

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA
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AGENDA

VIRTUAL MEETING TO DISCUSS SECTORS EE TARGETS IN THE ELECTRICITY AND GAS, STEAM AND AIR CONDITIONING SUPPLY SECTOR FOR IMPLEMENTATION

DATE : Tuesday, 14 February 2025
VENUE : Virtual Microsoft teams
TIME : 12h00 – 13h00

Time	ITEMS FOR DISCUSSION	RESPONSIBLE
1. 100 – 12H05	• OPENING & WELCOME • APOLOGIES	CHAIRPERSON – MS NICOLE DEOKIRAM
12H05 – 12H30	PRESENTATION ON THE EE SECTOR TARGETS IN THE ELECTRICITY AND GAS, STEAM AND AIR CONDITIONING SUPPLY SECTOR	CEE/ DEL
12H30 – 12H45	DISCUSSIONS	ALL
12H45 – 12H55	WAY FORWARD	CEE/DEL
12H55 – 13H00	CLOSURE	CHAIRPERSON

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

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AGENDA

VIRTUAL MEETING TO DISCUSS SECTORS EE TARGETS IN THE FINANCIAL AND INSURANCE ACTIVITIES SECTOR FOR IMPLEMENTATION

DATE : Tuesday, 11 February 2025
VENUE : Virtual Microsoft teams
TIME : 09h00 – 10h00

Time	ITEMS FOR DISCUSSION	RESPONSIBLE
09H00 – 09H05	• OPENING & WELCOME • APOLOGIES	CHAIRPERSON – MS NICOLE DEOKIRAM
09H05 – 09H30	PRESENTATION ON THE EE SECTOR TARGETS IN THE FINANCIAL & INSURANCE SECTOR	CEE/ DoE & L
09H30 – 09H50	DISCUSSIONS	CEE/ DoE & L/ SECTOR
09H50 – 09H55	WAY FORWARD	CEE/ DoE & L/ SECTOR
09H55 – 10H00	CLOSURE	CHAIRPERSON

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA
Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baard Street, PRETORIA
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AGENDA

VIRTUAL MEETING TO DISCUSS SECTORS EE TARGETS IN THE HUMAN HEALTH AND SOCIAL WORK ACTIVITIES SECTOR FOR IMPLEMENTATION

DATE : **Monday, 17 February 2025**
VENUE : **Virtual Microsoft teams**
TIME : **12h00 – 13h00**

Time	ITEMS FOR DISCUSSION	RESPONSIBLE
1..100 – 12H05	• OPENING & WELCOME • APOLOGIES	CHAIRPERSON – MS NICOLE DEOKIRAM
12H05 – 12H30	PRESENTATION ON THE EE SECTOR TARGETS IN THE HUMAN HEALTH AND SOCIAL WORK ACTIVITIES SECTOR	CEE/ DEL
12H30 – 12H45	DISCUSSIONS	ALL
12H45 – 12H55	WAY FORWARD	CEE/DEL
..2H55 – 13H00	CLOSURE	CHAIRPERSON

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

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AGENDA

VIRTUAL MEETING TO DISCUSS SECTORS EE TARGETS IN THE INFORMATION & COMMUNICATION SECTOR FOR IMPLEMENTATION

DATE : Thursday,13 February 2025
VENUE : Virtual Microsoft teams
TIME : 10h30 – 11h30

Time	ITEMS FOR DISCUSSION	RESPONSIBLE
10H30 – 10H35	• OPENING & WELCOME • APOLOGIES	CHAIRPERSON – MS NICOLE DEOKIRAM
10H35 – 10H55	PRESENTATION ON THE EE SECTOR TARGETS IN THE INFORMATION & COMMUNICATION SECTOR	CEE/ DEL
10H55 – 11H15	DISCUSSIONS	ALL
11H15 – 11H25	WAY FORWARD	CEE/DEL
11H25 – 11H30	CLOSURE	CHAIRPERSON

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA
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AGENDA

VIRTUAL MEETING TO DISCUSS SECTORS EE TARGETS IN THE MANUFACTURING SECTOR FOR IMPLEMENTATION

DATE : Wednesday, 19 February 2025
VENUE : Virtual Microsoft teams
TIME : 09h00 – 10h30

Time	ITEMS FOR DISCUSSION	RESPONSIBLE
09H00 – 09H05	• OPENING & WELCOME • APOLOGIES	CHAIRPERSON – MS NICOLE DEOKIRAM
09H05 – 09H30	PRESENTATION ON THE EE SECTOR TARGETS IN THE MANUFACTURING SECTOR	CEE/ DEL
09H30 – 09H45	DISCUSSIONS	ALL
09H45 – 09H55	WAY FORWARD	CEE/DEL
09H55 – 10H30	CLOSURE	CHAIRPERSON

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA
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Tel: 012 309 4040 Fax: (012) 309 4739

AGENDA

VIRTUAL MEETING TO DISCUSS SECTORS EE TARGETS IN THE MINING AND QUARRYING SECTOR FOR IMPLEMENTATION

DATE : Tuesday, 11 February 2025
VENUE : Virtual Microsoft teams
TIME : 10h30 – 11h30

Time	ITEMS FOR DISCUSSION	RESPONSIBLE
..H30 – 10H35	• OPENING & WELCOME • APOLOGIES	CHAIRPERSON – MS NICOLE DEOKIRAM
10H35 – 10H55	PRESENTATION ON THE EE SECTOR TARGETS IN THE MINING AND QUARRYING SECTOR	CEE/ DEL
10H55 – 11H15	DISCUSSIONS	ALL
11H15 – 11H25	WAY FORWARD	CEE/DEL
11H25 – 11H30	CLOSURE	CHAIRPERSON

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA
Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baard Street, PRETORIA
Tel: 012 309 4040 Fax: (012) 309 4739

AGENDA

VIRTUAL MEETING TO DISCUSS SECTORS EE TARGETS IN THE PROFFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES SECTOR FOR IMPLEMENTATION

DATE : **Monday, 17 February 2025**
VENUE : **Virtual Microsoft teams**
TIME : **09h00 – 10h00**

Time	ITEMS FOR DISCUSSION	RESPONSIBLE
H00 – 09H05	• OPENING & WELCOME • APOLOGIES	CHAIRPERSON – MS NICOLE DEOKIRAM
09H05 – 09H30	PRESENTATION ON THE EE SECTOR TARGETS IN THE PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES SECTOR	CEE/ DEL
09H30 – 09H45	DISCUSSIONS	ALL
09H45 – 09H55	WAY FORWARD	CEE/DEL
9H55 – 10H00	CLOSURE	CHAIRPERSON

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baard Street, PRETORIA
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AGENDA

VIRTUAL MEETING TO DISCUSS SECTORS EE TARGETS IN THE PUBLIC ADMINISTRATION AND DEFENCE SECTOR FOR IMPLEMENTATION

DATE : Tuesday, 18 February 2025
VENUE : Virtual Microsoft teams
TIME : 10h30 – 11h30

Time	ITEMS FOR DISCUSSION	RESPONSIBLE
10H30 – 10H35	• OPENING & WELCOME • APOLOGIES	CHAIRPERSON – MS NICOLE DEOKIRAM
10H35 – 10H55	PRESENTATION ON THE EE SECTOR TARGETS IN PUBLIC ADMINISTRATION AND DEFENCE SECTOR	CEE/ DEL
10H55 – 11H15	DISCUSSIONS	ALL
11H15 – 11H25	WAY FORWARD	CEE/DEL
11H25 – 11H30	CLOSURE	CHAIRPERSON

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA
Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baard Street, PRETORIA
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AGENDA

VIRTUAL MEETING TO DISCUSS SECTORS EE TARGETS IN THE REAL ESTATE ACTIVITIES SECTOR FOR IMPLEMENTATION

DATE : Friday, 14 February 2025
VENUE : Virtual Microsoft teams
TIME : 09h00 – 10h00

Time	ITEMS FOR DISCUSSION	RESPONSIBLE
09H00 – 09H05	• OPENING & WELCOME • APOLOGIES	CHAIRPERSON – MS NICOLE DEOKIRAM
09H05 – 09H30	PRESENTATION ON THE EE SECTOR TARGETS IN THE REAL ESTATE ACTIVITIES SECTOR	CEE/ DEL
09H30 – 09H45	DISCUSSIONS	ALL
09H45 – 09H55	WAY FORWARD	CEE/DEL
09H55 – 10H00	CLOSURE	CHAIRPERSON

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baard Street, PRETORIA
Tel: 012 309 4040 Fax: (012) 309 4739

AGENDA

VIRTUAL MEETING TO DISCUSS SECTORS EE TARGETS IN THE TRANSPORTATION SECTOR FOR IMPLEMENTATION

DATE : Thursday, 13 February 2025
VENUE : Virtual Microsoft teams
TIME : 12h00 – 13h00

Time	ITEMS FOR DISCUSSION	RESPONSIBLE
12H00 – 12H05	• OPENING & WELCOME • APOLOGIES	CHAIRPERSON – MS NICOLE DEOKIRAM
12H05 – 12H30	PRESENTATION ON THE EE SECTOR TARGETS IN THE TRANSPORTATION SECTOR	CEE/ DEL
12H30 – 12H45	DISCUSSIONS	ALL
12H45 – 12H55	WAY FORWARD	CEE/DEL
12H55 – 13H00	CLOSURE	CHAIRPERSON

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA
Postal Address: Private Bag X117, PRETORIA, 0001 • Street Address: Laboria Building, Francis Baard Street, PRETORIA
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AGENDA

VIRTUAL MEETING TO DISCUSS SECTORS EE TARGETS IN THE WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT SECTOR FOR IMPLEMENTATION

DATE : Tuesday, 18 February 2025
VENUE : Virtual Microsoft teams
TIME : 09h00 – 10h00

Time	ITEMS FOR DISCUSSION	RESPONSIBLE
09H00 – 09H05	• OPENING & WELCOME • APOLOGIES	CHAIRPERSON – MS NICOLE DEOKIRAM
09H05 – 09H30	PRESENTATION ON THE EE SECTOR TARGETS IN THE WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT SECTOR	CEE/ DEL
09H30 – 09H45	DISCUSSIONS	ALL
09H45 – 09H55	WAY FORWARD	CEE/DEL
09H55 – 10H00	CLOSURE	CHAIRPERSON

employment & labour
Department:
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AGENDA

VIRTUAL MEETING TO DISCUSS SECTORS EE TARGETS IN THE WHOLESALE & RETAIL TRADE; REPAIR OF MOTOR SECTOR FOR IMPLEMENTATION

DATE : Friday, 14 February 2025
VENUE : Virtual Microsoft teams
TIME : 10h30 – 11h30

Time	ITEMS FOR DISCUSSION	RESPONSIBLE
10H30 – 10H35	• OPENING & WELCOME • APOLOGIES	CHAIRPERSON – MS NICOLE DEOKIRAM
10H35 – 10H55	PRESENTATION ON THE EE SECTOR TARGETS IN THE WHOLESALE & RETAIL TRADE;REPAIR OF MOTOR SECTOR	CEE/ DEL
10H55 – 11H15	DISCUSSIONS	ALL
11H15 – 11H25	WAY FORWARD	CEE/DEL
11H25 – 11H30	CLOSURE	CHAIRPERSON

PRESENTATIONS

SECTOR TARGETS CONSULTATION
ACCOMMODATION AND FOOD SERVICE ACTIVITIES

12 FEBRAURY
2025

Key objectives of EE amendments

✓To **reduce the regulatory burden on small business** (those who employ 1-49 employees) – not to be regarded as designated employers from 1 January 2025.

(A total of 29 269 covering 7 699 665 employees reported in 2024, which included 15 687 large employers (i.e. employers with 50 or more employees) covering 7 357 011 employees; and 13 582 small employers (i.e. employers with 1 to 49 employees) covering 342 654 employees.

✓**Empower the Minister to regulate sector specific EE numerical targets** in order to ensure the equitable representation of suitable qualified people from designated groups;

✓**To promulgate section 53 of the EEA for the issuing of the EE Compliance Certificate** as a prerequisite for access to state contracts – doing business with any organ of state.

CRITERIA FOR EE COMPLIANCE CERTIFICATE (section 53)

- **Criteria for non-designated employers (1-49 employees):**

✓ Comply with the NMW/ exemption granted not to pay NMW (previous 12 months);

✓ No CCMA Unfair discrimination Award against employers (previous 12 months)

- **Criteria for designated employers (50 or more employees):**

✓ Submit Annual EE Report (EEA2 & EEA4 forms);

✓ Comply with Annual EE Targets towards the 5-year Sector EE Target (or provide Justifiable Reasons) ;

✓ Comply with the NMW Act NMW (previous 12 months);

✓ No CCMA Unfair discrimination Award against employers (previous 12 months).

Justifiable reasons/ grounds for failur to comply with EE targets

Justifiable reasons/ grounds to be considered for failure to comply with the Annual EE targe regulation 16 read with EEA15 form in Draft EE Regulations, 2018 (Agreed by NEDLAC social partners):

- ✓ Insufficient **recruitment opportunities**;
- ✓ Insufficient **promotion opportunities**;
- ✓ **Insufficient target individuals from the designated groups** with the relevant qualifications, skills and experience;
- ✓ **CCMA/ Court** Order;
- ✓ **Transfer** of business;
- ✓ **Merger**/ Acquisitions;
- ✓ **Impact on business economic circumstances**, e.g. impact of COVID pandemic on busines load- shedding, etc.

EAP		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	DES
NATIONAL	Male	43.5%	4.6%	1.7%	4.1%	53.9%	
	Female	37.5%	4.2%	1.0%	3.4%	46.1%	
	TOTAL	81,0%	8,8%	2,7%	7.5%	100,0%	
Eastern Cape	Male	43,3%	5,7%	0,8%	2,8%	52,6%	
	Female	39,8%	4,9%	0,3%	2,4%	47,4%	
	TOTAL	83,1%	10,6%	1,1%	5,2%	100.0%	
Free State	Male	50,6%	1,6%	0,3%	2,1%	54,6%	
	Female	41,8%	1,9%	0,0%	1,7%	45,4%	
	TOTAL	92,4%	3,5%	0,3%	3,8%	100.0%	
Gauteng	Male	46,6%	1,2%	1,7%	5,8%	55,3%	
	Female	37,4%	1,2%	1,1%	5.0%	44,7%	
	TOTAL	84,0%	2,4%	2,8%	10,8%	100.0%	
KwaZulu-Natal	Male	43,7%	0,6%	4,6%	1,9%	50,8%	
	Female	43,4%	0,7%	3,5%	1,6%	49,2%	
	TOTAL	87,1%	1,3%	8,1%	3,5%	100.0%	
Limpopo	Male	51,1%	0,1%	0,3%	2,0%	53,5%	
	Female	44,9%	0,0%	0,0%	1,6%	46.5%	
	TOTAL	96,0%	0.1%	0,3%	3,6%	100.0%	
Mpumalanga	Male	51,2%	0,3%	0,4%	2,6%	54,5%	
	Female	43,1%	0,2%	0,2%	2,0%	45,5%	
	TOTAL	94,3%	0,5%	0,6%	4,6%	100.0%	
North West	Male	52,7%	1,0%	1,9%	2,9%	58,5%	
	Female	38,5%	1,0%	0,1%	1,9%	41,5%	
	TOTAL	91,2%	2,0%	2,0%	4,8%	100.0%	
Northern Cape	Male	29,9%	18,6%	0,6%	5,3%	54,4%	
	Female	24,8%	16,9%	0,2%	3,7%	45,6%	
	TOTAL	54,7%	35,5%	0,8%	9,0%	100.0%	
Western Cape	Male	22,5%	22,4%	0,8%	7,2%	52,9%	
	Female	20,7%	19,8%	0,6%	6,0%	47,1%	
	TOTAL	43,2%	42,2%	1,4%	13,2%	100.0%	

Published EE targets in February 2024

ACCOMMODATION AND FOOD SERVICES ACTIVITIES - 5-YEAR SECTORAL NUMERICAL TARGET						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DIS/
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DIS/
PROPOSED TARGET	Male	22.5%	28.0%	33.5%	47.0%	
	Female	22.5%	30.0%	37.5%	41.0%	
	Total	45.0%	58.0%	71.0%	88.0%	

1. ACCOMMODATION AND FOOD SERVICE ACTIVITIES - 5-YEAR SECTORAL NUMERICAL TARGETS

		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DI
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DI
PROPOSED TARGET	Male	18.6%	32.2%	38.6%	49.8%	
	Female	38.1%	46.1%	46.1%	46.1%	
	Total	56.7%	78.3%	84.7%	95.9%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2024	Male	14.4%	25.1%	30.4%	34.1%	
	Female	36.3%	47.2%	52.7%	56.4%	
	Total	50.7%	72.3%	83.1%	90.5%	
WORKFORCE PROFILE (DESIGNATED EMPLOYERS WITH 50 PLUS EMPLOYEES) - 2024	Male	14.6%	25.2%	30.6%	34.1%	
	Female	36.1%	46.9%	52.6%	56.8%	
	Total	50.7%	72.1%	83.2%	90.9%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2023	Male	13.4%	25.7%	30.8%	33.8%	
	Female	34.7%	46.9%	50.2%	56.4%	
	Total	48.1%	72.6%	81.0%	90.2%	

WAY FORWARD

Implementation process of the EE Amendment Act, 2022 and its EE Regulations will take place in different phases as follows:

a) **Sector stakeholder consultations on the final sector EE targets will be conducted and finalize end February 2025;**

b) **Publication of the two sets of EE Regulations (i.e. the General Administrative Regulations with th reporting forms, EE Plan templates, enforcement tools, EE Certificate of Compliance template; the Regulations on the 5-year sector EE targets) by end March 2025;**

c) **Internal training for capacity building of EE labour inspectors on the EE amendments and Regulations, including the EE System conducted in April 2025;**

WAY FORWARD - continued

2025 National EE workshops/ roadshows with employers, employers' organisations, employees, unions, civil society, academics, HR practitioners, and EE Consultative Forum members conduc all nine provinces to raise awareness and train stakeholders on how to implement the EE amend and practical demonstration on how to utilize the EE System Online facilities to capture EE repor request EE Certificate of Compliance during May and June 2025;

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g) 1st Assessment of Annual EE targets towards achievement of 5-year sector EE targets from 20 reporting period (i.e. 1 September 2026 until 15 January 2027).

Thank You...

SECTOR TARGETS CONSULTATION
ADMINISTRATIVE AND SUPPORT ACTIVITIES

11 FEBRAURY
2025

Key objectives of EE amendments

✓To **reduce the regulatory burden on small business** (those who employ 1-49 employees) – not to be regarded as designated employers from 1 January 2025.

(A total of 29 269 covering 7 699 665 employees reported in 2024, which included 15 687 large employers (i.e. employers with 50 or more employees) covering 7 357 011 employees; and 13 582 small employers (i.e. employers with 1 to 49 employees) covering 342 654 employees.

✓**Empower the Minister to regulate sector specific EE numerical targets** in order to ensure the equitable representation of suitable qualified people from designated groups;

✓**To promulgate section 53 of the EEA for the issuing of the EE Compliance Certificate** as a prerequisite for access to state contracts – doing business with any organ of state.

CRITERIA FOR EE COMPLIANCE CERTIFICATE (section 53)

- **Criteria for non-designated employers (1-49 employees):**

✓ Comply with the NMW/ exemption granted not to pay NMW (previous 12 months);
✓ No CCMA Unfair discrimination Award against employers (previous 12 months)

- **Criteria for designated employers (50 or more employees):**

✓ Submit Annual EE Report (EEA2 & EEA4 forms);
✓ Comply with Annual EE Targets towards the 5-year Sector EE Target (or provide Justifiable Reasons) ;
✓ Comply with the NMW Act NMW (previous 12 months);
✓ No CCMA Unfair discrimination Award against employers (previous 12 months).

Justifiable reasons/ grounds for failure to comply with EE targets

Justifiable reasons/ grounds to be considered for failure to comply with the Annual EE targets – regulation 16 read with EEA15 form in Draft EE Regulations, 2018 (Agreed by NEDLAC social partners):

✓ Insufficient **recruitment opportunities**;
✓ Insufficient **promotion opportunities**;
✓ **Insufficient target individuals from the designated groups** with the relevant qualifications, skills and experience;
✓ **CCMA/ Court** Order;
✓ **Transfer** of business;
✓ **Merger**/ Acquisitions;
✓ **Impact on business economic circumstances**, e.g. impact of COVID pandemic on business, load- shedding, etc.

EAP		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	DESIGNATED
NATIONAL	Male	43.5%	4.6%	1.7%	4.1%	53.9%	49.8%
	Female	37.5%	4.2%	1.0%	3.4%	46.1%	46.1%
	TOTAL	80,0%	9,3%	2,7%	8,0%	100,0%	95.9%
Eastern Cape	Male	43,3%	5,7%	0,8%	2,8%	52,6%	49.8%
	Female	39,8%	4,9%	0,3%	2,4%	47,4%	47.4%
	TOTAL	83,1%	10,6%	1,1%	5,2%	100.0%	97.2%
Free State	Male	50,6%	1,6%	0,3%	2,1%	54,6%	52.6%
	Female	41,8%	1,9%	0,0%	1,7%	45,4%	45.4%
	TOTAL	92,4%	3,5%	0,3%	3,8%	100.0%	97.9%
Gauteng	Male	46,6%	1,2%	1,7%	5,8%	55,3%	49.6%
	Female	37,4%	1,2%	1,1%	5.0%	44,7%	44.7%
	TOTAL	84,0%	2,4%	2,8%	10,8%	100.0%	94.2%
KwaZulu-Natal	Male	43,7%	0,6%	4,6%	1,9%	50,8%	48.9%
	Female	43,4%	0,7%	3,5%	1,6%	49,2%	49.2%
	TOTAL	87,1%	1,3%	8,1%	3,5%	100.0%	98.1%
Limpopo	Male	51,1%	0,1%	0,3%	2,0%	53,5%	51.5%
	Female	44,9%	0,0%	0,0%	1,6%	46.5%	46.5%
	TOTAL	96,0%	0.1%	0,3%	3,6%	100.0%	98.0%
Mpumalanga	Male	51,2%	0,3%	0,4%	2,6%	54,5%	51.9%
	Female	43,1%	0,2%	0,2%	2,0%	45,5%	45.5%
	TOTAL	94,3%	0,5%	0,6%	4,6%	100.0%	97.4%
North West	Male	52,7%	1,0%	1,9%	2,9%	58,5%	55.6%
	Female	38,5%	1,0%	0,1%	1,9%	41,5%	41.5%
	TOTAL	91,2%	2,0%	2,0%	4,8%	100.0%	97.1%
Northern Cape	Male	29,9%	18,6%	0,6%	5,3%	54,4%	49.1%
	Female	24,8%	16,9%	0,2%	3,7%	45,6%	45.6%
	TOTAL	54,7%	35,5%	0,8%	9,0%	100.0%	94.7%
Western Cape	Male	22,5%	22,4%	0,8%	7,2%	52,9%	45.7%
	Female	20,7%	19,8%	0,6%	6,0%	47,1%	47.1%
	TOTAL	43,2%	42,2%	1,4%	13,2%	100.0%	92.8%

Published EE targets in February 2024

ADMINISTRATIVE AND SUPPORT ACTIVITIES - 5-YEAR SECTORAL NUMERICAL TARGET						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	30.0%	38.0%	44.2%	50.4%	2%
	Female	20.0%	27.0%	40.8%	40.8%	
	Total	50.0%	65.0%	85.0%	91.2%	

2. ADMINISTRATIVE AND SUPPORT ACTIVITIES - 5-YEAR SECTORAL NUMERICAL TARGETS						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	33.2%	42.3%	49.2%	49.8%	3%
	Female	36.7%	43.5%	46.1%	46.1%	
	Total	69.9%	85.8%	95.3%	95.9%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2024	Male	26.5%	35.6%	40.9%	56.1%	1.2%
	Female	33.8%	42.5%	45.9%	38.8%	
	Total	60.3%	78.1%	86.8%	94.9%	
WORKFORCE PROFILE (DESIGNATED EMPLOYERS WITH 50 PLUS EMPLOYEES) - 2024	Male	29.2%	37.3%	41.7%	58.7%	1.2%
	Female	34.7%	41.5%	45.6%	38.4%	
	Total	63.9%	78.8%	87.3%	99.1%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2023	Male	28.3%	37.2%	42.1%	55.7%	0.7%
	Female	33.1%	41.3%	45.3%	39.5%	
	Total	61.4%	78.5%	87.4%	95.2%	

WAY FORWARD

Implementation process of the EE Amendment Act, 2022 and its EE Regulations will take place in different phases as follows:

a) Sector stakeholder consultations on the final sector EE targets will be conducted and finalized by end February 2025;

b) Publication of the two sets of EE Regulations (i.e. the General Administrative Regulations with the EE reporting forms, EE Plan templates, enforcement tools, EE Certificate of Compliance template; and the Regulations on the 5-year sector EE targets) by end March 2025;

c) Internal training for capacity building of EE labour inspectors on the EE amendments and EE Regulations, including the EE System conducted in April 2025;

WAY FORWARD - continued

2025 National EE workshops/ roadshows with employers, employers' organisations, employees, trade unions, civil society, academics, HR practitioners, and EE Consultative Forum members conducted in all nine provinces to raise awareness and train stakeholders on how to implement the EE amendments and practical demonstration on how to utilize the EE System Online facilities to capture EE reports and request EE Certificate of Compliance during May and June 2025;

e) Designated employers embarking on the process of conducting workplace analysis and developing new EE plans to align with the EE amendments and the published 5-year sector EE targets (April – 31 August 2025);

f) 2025 EE Reporting period (i.e. submission of base EE reports (EEA2 & EEA4)) opened on 1 September 2025 until 15 January 2026, including the first issuing of EE Certificate of Compliance to employers; and

g) 1st Assessment of Annual EE targets towards achievement of 5-year sector EE targets from 2026 EE reporting period (i.e. 1 September 2026 until 15 January 2027).

Thank You…

SECTOR TARGETS CONSULTATION
AGRICULTURE, FORESTRY

13 FEBRAURY
2025

Key objectives of EE amendments

✓To **reduce the regulatory burden on small business** (those who employ 1-49 employees) – not to be regarded as designated employers from 1 January 2025.

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✓**Empower the Minister to regulate sector specific EE numerical targets** in order to ensure the equitable representation of suitable qualified people from designated groups;

✓**To promulgate section 53 of the EEA for the issuing of the EE Compliance Certificate** as a prerequisite for access to state contracts – doing business with any organ of state.

CRITERIA FOR EE COMPLIANCE CERTIFICATE (section 53)

- **Criteria for non-designated employers (1-49 employees):**

✓ Comply with the NMW/ exemption granted not to pay NMW (previous 12 months);

✓ No CCMA Unfair discrimination Award against employers (previous 12 months)

- **Criteria for designated employers (50 or more employees):**

✓ Submit Annual EE Report (EEA2 & EEA4 forms);

✓ Comply with Annual EE Targets towards the 5-year Sector EE Target (or provide Justifiable Reasons) ;

✓ Comply with the NMW Act NMW (previous 12 months);

✓ No CCMA Unfair discrimination Award against employers (previous 12 months).

Justifiable reasons/ grounds for failure to comply with EE targets

Justifiable reasons/ grounds to be considered for failure to comply with the Annual EE targets regulation 16 read with EEA15 form in Draft EE Regulations, 2018 (Agreed by NEDLAC social partners):

- ✓ Insufficient **recruitment opportunities**;
- ✓ Insufficient **promotion opportunities**;
- ✓ **Insufficient target individuals from the designated groups** with the relevant qualifications, skills and experience;
- ✓ **CCMA/ Court** Order;
- ✓ **Transfer** of business;
- ✓ **Merger**/ Acquisitions;
- ✓ **Impact on business economic circumstances**, e.g. impact of COVID pandemic on business, load- shedding, etc.

EAP		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	DESIGN
NATIONAL	Male	43.5%	4.6%	1.7%	4.1%	53.9%	49.8
	Female	37.5%	4.2%	1.0%	3.4%	46.1%	46.1
	TOTAL	80,0%	9,3%	2,7%	8,0%	100,0%	95.9
Eastern Cape	Male	43,3%	5,7%	0,8%	2,8%	52,6%	49.8
	Female	39,8%	4,9%	0,3%	2,4%	47,4%	47.4
	TOTAL	83,1%	10,6%	1,1%	5,2%	100.0%	97.2
Free State	Male	50,6%	1,6%	0,3%	2,1%	54,6%	52.5
	Female	41,8%	1,9%	0,0%	1,7%	45,4%	45.4
	TOTAL	92,4%	3,5%	0,3%	3,8%	100.0%	97.9
Gauteng	Male	46,6%	1,2%	1,7%	5,8%	55,3%	49.5
	Female	37,4%	1,2%	1,1%	5.0%	44,7%	44.7
	TOTAL	84,0%	2,4%	2,8%	10,8%	100.0%	94.2
KwaZulu-Natal	Male	43,7%	0,6%	4,6%	1,9%	50,8%	48.9
	Female	43,4%	0,7%	3,5%	1,6%	49,2%	49.2
	TOTAL	87,1%	1,3%	8,1%	3,5%	100.0%	98.1
Limpopo	Male	51,1%	0,1%	0,3%	2,0%	53,5%	51.5
	Female	44,9%	0,0%	0,0%	1,6%	46.5%	46.5
	TOTAL	96,0%	0.1%	0,3%	3,6%	100.0%	98.0
Mpumalanga	Male	51,2%	0,3%	0,4%	2,6%	54,5%	51.9
	Female	43,1%	0,2%	0,2%	2,0%	45,5%	45.5
	TOTAL	94,3%	0,5%	0,6%	4,6%	100.0%	97.4
North West	Male	52,7%	1,0%	1,9%	2,9%	58,5%	55.6
	Female	38,5%	1,0%	0,1%	1,9%	41,5%	41.5
	TOTAL	91,2%	2,0%	2,0%	4,8%	100.0%	97.1
Northern Cape	Male	29,9%	18,6%	0,6%	5,3%	54,4%	49.1
	Female	24,8%	16,9%	0,2%	3,7%	45,6%	45.6
	TOTAL	54,7%	35,5%	0,8%	9,0%	100.0%	94.7
Western Cape	Male	22,5%	22,4%	0,8%	7,2%	52,9%	45.7
	Female	20,7%	19,8%	0,6%	6,0%	47,1%	47.1
	TOTAL	43,2%	42,2%	1,4%	13,2%	100.0%	92.8

Published EE targets in February 2024

AGRICULTURE, FORESTRY & FISHING - 5-YEAR SECTORAL NUMERICAL TARGET						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISAE
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISAE
PROPOSED TARGET	Male	20.0%	25.0%	35.0%	50.4%	
	Female	15.0%	15.0%	25.0%	27.6%	2
	Total	35.0%	40.0%	60.0%	78.0%	

3. AGRICULTURE, FORESTRY - 5-YEAR SECTORAL NUMERICAL TARGETS

		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISA
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISA
PROPOSED TARGET	Male	13.2%	21.6%	34.7%	49.8%	
	Female	20.8%	31.0%	41.7%	44.0%	3
	Total	34.0%	52.6%	76.4%	93.8%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2024	Male	9.5%	16.5%	28.3%	47.6%	
	Female	20.3%	28.9%	39.0%	36.0%	0.
	Total	29.8%	45.4%	67.3%	83.6%	
WORKFORCE PROFILE (DESIGNATED EMPLOYERS WITH 50 PLUS EMPLOYEES) - 2024	Male	9.2%	17.6%	29.7%	47.0%	
	Female	18.8%	28.0%	38.7%	36.8%	0.
	Total	28.0%	45.6%	68.4%	83.8%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2023	Male	9.2%	17.0%	29.2%	47.3%	
	Female	19.8%	28.3%	38.1%	36.7%	0.
	Total	29.0%	45.3%	67.3%	84.0%	

WAY FORWARD

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WAY FORWARD - continued

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Thank You...

SECTOR TARGETS CONSULTATION
ARTS, ENTERTAINMENT AND RECREATION

17 FEBRAURY 2025

Key objectives of EE amendments

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✓ Submit Annual EE Report (EEA2 & EEA4 forms);
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✓ Insufficient **promotion opportunities**;
✓ **Insufficient target individuals from the designated groups** with the relevant qualifications, skills and experience;
✓ **CCMA/ Court** Order;
✓ **Transfer** of business;
✓ **Merger**/ Acquisitions;
✓ **Impact on business economic circumstances**, e.g. impact of COVID pandemic on business, load- shedding, etc.

EAP		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	DESIGNATED
NATIONAL	Male	43.5%	4.6%	1.7%	4.1%	53.9%	49.8%
	Female	37.5%	4.2%	1.0%	3.4%	46.1%	46.1%
	TOTAL	81,0%	8,8%	2,7%	7.5%	100,0%	95.9%
Eastern Cape	Male	43,3%	5,7%	0,8%	2,8%	52,6%	49.8%
	Female	39,8%	4,9%	0,3%	2,4%	47,4%	47.4%
	TOTAL	83,1%	10,6%	1,1%	5,2%	100.0%	97.2%
Free State	Male	50,6%	1,6%	0,3%	2,1%	54,6%	52.5%
	Female	41,8%	1,9%	0,0%	1,7%	45,4%	45.4%
	TOTAL	92,4%	3,5%	0,3%	3,8%	100.0%	97.9%
Gauteng	Male	46,6%	1,2%	1,7%	5,8%	55,3%	49.5%
	Female	37,4%	1,2%	1,1%	5.0%	44,7%	44.7%
	TOTAL	84,0%	2,4%	2,8%	10,8%	100.0%	94.2%
KwaZulu-Natal	Male	43,7%	0,6%	4,6%	1,9%	50,8%	48.9%
	Female	43,4%	0,7%	3,5%	1,6%	49,2%	49.2%
	TOTAL	87,1%	1,3%	8,1%	3,5%	100.0%	98.1%
Limpopo	Male	51,1%	0,1%	0,3%	2,0%	53,5%	51.5%
	Female	44,9%	0,0%	0,0%	1,6%	46.5%	46.5%
	TOTAL	96,0%	0.1%	0,3%	3,6%	100.0%	98.0%
Mpumalanga	Male	51,2%	0,3%	0,4%	2,6%	54,5%	51.9%
	Female	43,1%	0,2%	0,2%	2,0%	45,5%	45.5%
	TOTAL	94,3%	0,5%	0,6%	4,6%	100.0%	97.4%
North West	Male	52,7%	1,0%	1,9%	2,9%	58,5%	55.6%
	Female	38,5%	1,0%	0,1%	1,9%	41,5%	41.5%
	TOTAL	91,2%	2,0%	2,0%	4,8%	100.0%	97.1%
Northern Cape	Male	29,9%	18,6%	0,6%	5,3%	54,4%	49.1%
	Female	24,8%	16,9%	0,2%	3,7%	45,6%	45.6%
	TOTAL	54,7%	35,5%	0,8%	9,0%	100.0%	94.7%
Western Cape	Male	22,5%	22,4%	0,8%	7,2%	52,9%	45.7%
	Female	20,7%	19,8%	0,6%	6,0%	47,1%	47.1%
	TOTAL	43,2%	42,2%	1,4%	13,2%	100.0%	92.8%

Published EE targets in February 2024

ARTS, ENTERTAINMENT AND RECREATION - 5-YEAR SECTORAL NUMERICAL TARGET						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	25.0%	45.0%	50.4%	50.4%	2%
	Female	25.0%	30.0%	40.8%	40.8%	
	Total	50.0%	75.0%	91.2%	91.2%	

4. ARTS, ENTERTAINMENT AND RECREATION - 5-YEAR SECTORAL NUMERICAL TARGETS						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	35.1%	40.3%	49.8%	49.8%	3%
	Female	33.5%	43.8%	46.1%	46.1%	
	Total	68.6%	84.2%	95.9%	95.9%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2024	Male	27.3%	33.1%	42.5%	29.6%	0.4%
	Female	32.4%	42.6%	53.1%	68.9%	
	Total	59.7%	75.7%	95.7%	98.6%	
WORKFORCE PROFILE (DESIGNATED EMPLOYERS WITH 50 PLUS EMPLOYEES) - 2024	Male	32.1%	36.3%	42.8%	29.4%	0.4%
	Female	30.5%	40.8%	53.2%	69.3%	
	Total	62.6%	77.2%	96.1%	98.7%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2023	Male	27.8%	34.1%	43.3%	29.6%	0.4%
	Female	31.8%	40.1%	52.3%	68.9%	
	Total	59.6%	74.2%	95.6%	98.5%	

WAY FORWARD

Implementation process of the EE Amendment Act, 2022 and its EE Regulations will take place in different phases as follows:

a) Sector stakeholder consultations on the final sector EE targets will be conducted and finalized by end February 2025;

b) Publication of the two sets of EE Regulations (i.e. the General Administrative Regulations with the EE reporting forms, EE Plan templates, enforcement tools, EE Certificate of Compliance template; and the Regulations on the 5-year sector EE targets) by end March 2025;

c) Internal training for capacity building of EE labour inspectors on the EE amendments and EE Regulations, including the EE System conducted in April 2025;

WAY FORWARD - continued

2025 National EE workshops/ roadshows with employers, employers' organisations, employees, trade unions, civil society, academics, HR practitioners, and EE Consultative Forum members conducted in all nine provinces to raise awareness and train stakeholders on how to implement the EE amendments and practical demonstration on how to utilize the EE System Online facilities to capture EE reports and request EE Certificate of Compliance during May and June 2025;

e) Designated employers embarking on the process of conducting workplace analysis and developing new EE plans to align with the EE amendments and the published 5-year sector EE targets (April – 31 August 2025);

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g) 1st Assessment of Annual EE targets towards achievement of 5-year sector EE targets from 2026 EE reporting period (i.e. 1 September 2026 until 15 January 2027).

Thank You...

SECTOR TARGETS CONSULTATION
CONSTRUCTION

12 FEBRAURY
2025

Key objectives of EE amendments

✓To **reduce the regulatory burden on small business** (those who employ 1-49 employees) – not to be regarded as designated employers from 1 January 2025.

> **(A total of 29 269 covering 7 699 665 employees reported in 2024, which included 15 687 large employers (i.e. employers with 50 or more employees) covering 7 357 011 employees; and 13 582 small employers (i.e. employers with 1 to 49 employees) covering 342 654 employees.**

✓**Empower the Minister to regulate sector specific EE numerical targets** in order to ensure the equitable representation of suitable qualified people from designated groups;

✓**To promulgate section 53 of the EEA for the issuing of the EE Compliance Certificate** as a prerequisite for access to state contracts – doing business with any organ of state.

CRITERIA FOR EE COMPLIANCE CERTIFICATE (section 53)

- **Criteria for non-designated employers (1-49 employees):**

✓ Comply with the NMW/ exemption granted not to pay NMW (previous 12 months);

✓ No CCMA Unfair discrimination Award against employers (previous 12 months)

- **Criteria for designated employers (50 or more employees):**

✓ Submit Annual EE Report (EEA2 & EEA4 forms);

✓ Comply with Annual EE Targets towards the 5-year Sector EE Target (or provide Justifiable Reasons) ;

✓ Comply with the NMW Act NMW (previous 12 months);

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- ✓ **Insufficient target individuals from the designated groups** with the relevant qualifications skills and experience;
- ✓ **CCMA/ Court** Order;
- ✓ **Transfer** of business;
- ✓ **Merger**/ Acquisitions;
- ✓ **Impact on business economic circumstances**, e.g. impact of COVID pandemic on busines load- shedding, etc.

EAP		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	DESI
NATIONAL	Male	43.5%	4.6%	1.7%	4.1%	53.9%	4
	Female	37.5%	4.2%	1.0%	3.4%	46.1%	4
	TOTAL	80,0%	9,3%	2,7%	8,0%	100,0%	9
Eastern Cape	Male	43,3%	5,7%	0,8%	2,8%	52,6%	4
	Female	39,8%	4,9%	0,3%	2,4%	47,4%	4
	TOTAL	83,1%	10,6%	1,1%	5,2%	100.0%	9
Free State	Male	50,6%	1,6%	0,3%	2,1%	54,6%	5
	Female	41,8%	1,9%	0,0%	1,7%	45,4%	4
	TOTAL	92,4%	3,5%	0,3%	3,8%	100.0%	9
Gauteng	Male	46,6%	1,2%	1,7%	5,8%	55,3%	4
	Female	37,4%	1,2%	1,1%	5.0%	44,7%	4
	TOTAL	84,0%	2,4%	2,8%	10,8%	100.0%	9
KwaZulu-Natal	Male	43,7%	0,6%	4,6%	1,9%	50,8%	4
	Female	43,4%	0,7%	3,5%	1,6%	49,2%	4
	TOTAL	87,1%	1,3%	8,1%	3,5%	100.0%	9
Limpopo	Male	51,1%	0,1%	0,3%	2,0%	53,5%	5
	Female	44,9%	0,0%	0,0%	1,6%	46.5%	4
	TOTAL	96,0%	0.1%	0,3%	3,6%	100.0%	9
Mpumalanga	Male	51,2%	0,3%	0,4%	2,6%	54,5%	5
	Female	43,1%	0,2%	0,2%	2,0%	45,5%	4
	TOTAL	94,3%	0,5%	0,6%	4,6%	100.0%	9
North West	Male	52,7%	1,0%	1,9%	2,9%	58,5%	5
	Female	38,5%	1,0%	0,1%	1,9%	41,5%	4
	TOTAL	91,2%	2,0%	2,0%	4,8%	100.0%	9
Northern Cape	Male	29,9%	18,6%	0,6%	5,3%	54,4%	4
	Female	24,8%	16,9%	0,2%	3,7%	45,6%	4
	TOTAL	54,7%	35,5%	0,8%	9,0%	100.0%	9
Western Cape	Male	22,5%	22,4%	0,8%	7,2%	52,9%	4
	Female	20,7%	19,8%	0,6%	6,0%	47,1%	4
	TOTAL	43,2%	42,2%	1,4%	13,2%	100.0%	9

5. CONSTRUCTION - 5-YEAR SECTORAL NUMERICAL TARGETS

		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DI
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DI
PROPOSED TARGET	Male	30.0%	38.3%	46.7%	49.8%	
	Female	24.8%	27.8%	34.4%	46.1%	
	Total	54.8%	66.2%	81.1%	95.9%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2024	Male	27.7%	34.4%	43.8%	60.9%	
	Female	19.9%	25.4%	28.4%	25.8%	
	Total	47.7%	59.8%	72.2%	86.7%	
WORKFORCE PROFILE (DESIGNATED EMPLOYERS WITH 50 PLUS EMPLOYEES) - 2024	Male	28.0%	35.3%	44.7%	61.5%	
	Female	20.8%	23.8%	28.4%	26.3%	
	Total	48.8%	59.2%	73.1%	87.8%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2023	Male	27.4%	33.1%	43.0%	61.0%	
	Female	19.3%	25.6%	27.9%	25.4%	
	Total	46.7%	58.7%	70.9%	86.4%	

Published EE targets in February 2024

CONSTRUCTION - 5-YEAR SECTORAL NUMERICAL TARGET						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DIS/
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DIS/
PROPOSED TARGET	Male	33.0%	40.0%	50.0%	50.4%	
	Female	17.0%	20.0%	25.0%	37.6%	
	Total	50.0%	60.0%	75.0%	88.0%	

WAY FORWARD

Implementation process of the EE Amendment Act, 2022 and its EE Regulations will take place in different phases as follows:

a) Sector stakeholder consultations on the final sector EE targets will be conducted and finalized end February 2025;

b) Publication of the two sets of EE Regulations (i.e. the General Administrative Regulations with the reporting forms, EE Plan templates, enforcement tools, EE Certificate of Compliance template; a the Regulations on the 5-year sector EE targets) by end March 2025;

c) Internal training for capacity building of EE labour inspectors on the EE amendments and Regulations, including the EE System conducted in April 2025;

WAY FORWARD - continued

2025 National EE workshops/ roadshows with employers, employers' organisations, employees, unions, civil society, academics, HR practitioners, and EE Consultative Forum members conduct all nine provinces to raise awareness and train stakeholders on how to implement the EE amendn and practical demonstration on how to utilize the EE System Online facilities to capture EE report request EE Certificate of Compliance during May and June 2025;

e) Designated employers embarking on the process of conducting workplace analysis and develc new EE plans to align with the EE amendments and the published 5-year sector EE targets (April August 2025);

f) 2025 EE Reporting period (i.e. submission of base EE reports (EEA2 & EEA4)) opened on 1 Septe 2025 until 15 January 2026, including the first issuing of EE Certificate of Compliance to emplo and

g) 1st Assessment of Annual EE targets towards achievement of 5-year sector EE targets from 202 reporting period (i.e. 1 September 2026 until 15 January 2027).

Thank You...

SECTOR TARGETS CONSULTATION
EDUCATION

12 FEBRAURY
2025

1

Key objectives of EE amendments

✓To **reduce the regulatory burden on small business** (those who employ 1-49 employees) – not to be regarded as designated employers from 1 January 2025.

(A total of 29 269 covering 7 699 665 employees reported in 2024, which included 15 687 large employers (i.e. employers with 50 or more employees) covering 7 357 011 employees; and 13 582 small employers (i.e. employers with 1 to 49 employees) covering 342 654 employees.

✓**Empower the Minister to regulate sector specific EE numerical targets** in order to ensure the equitable representation of suitable qualified people from designated groups;

✓**To promulgate section 53 of the EEA for the issuing of the EE Compliance Certificate** as a prerequisite for access to state contracts – doing business with any organ of state.

2

CRITERIA FOR EE COMPLIANCE CERTIFICATE (section 53)

- **Criteria for non-designated employers (1-49 employees):**

✓ Comply with the NMW/ exemption granted not to pay NMW (previous 12 months);
✓ No CCMA Unfair discrimination Award against employers (previous 12 months)

- **Criteria for designated employers (50 or more employees):**

✓ Submit Annual EE Report (EEA2 & EEA4 forms);
✓ Comply with Annual EE Targets towards the 5-year Sector EE Target (or provide Justifiable Reasons) ;
✓ Comply with the NMW Act NMW (previous 12 months);
✓ No CCMA Unfair discrimination Award against employers (previous 12 months).

3

Justifiable reasons/ grounds for failure to comply with EE targets

Justifiable reasons/ grounds to be considered for failure to comply with the Annual EE targets – regulation 16 read with EEA15 form in Draft EE Regulations, 2018 (Agreed by NEDLAC social partners):

✓ Insufficient **recruitment opportunities**;
✓ Insufficient **promotion opportunities**;
✓ **Insufficient target individuals from the designated groups** with the relevant qualifications, skills and experience;
✓ **CCMA/ Court** Order;
✓ **Transfer** of business;
✓ **Merger**/ Acquisitions;
✓ **Impact on business economic circumstances**, e.g. impact of COVID pandemic on business, load- shedding, etc.

4

EAP		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	DESIGNATED
NATIONAL	Male	43.5%	4.6%	1.7%	4.1%	53.9%	49.8%
	Female	37.5%	4.2%	1.0%	3.4%	46.1%	46.1%
	TOTAL	81,0%	8,8%	2,7%	7.5%	100,0%	95.9%
Eastern Cape	Male	43,3%	5,7%	0,8%	2,8%	52,8%	49.8%
	Female	39,8%	4,9%	0,3%	2,4%	47,4%	47.4%
	TOTAL	83,1%	10,6%	1,1%	5,2%	100.0%	97.2%
Free State	Male	50,6%	1,8%	0,3%	2,1%	54,6%	52.5%
	Female	41,8%	1,9%	0,0%	1,7%	45,4%	45.4%
	TOTAL	92,4%	3,5%	0,3%	3,8%	100.0%	97.9%
Gauteng	Male	46,6%	1,2%	1,7%	5,8%	55,3%	49.6%
	Female	37,4%	1,2%	1,1%	5,0%	44,7%	44.7%
	TOTAL	84,0%	2,4%	2,8%	10,8%	100.0%	94.2%
KwaZulu-Natal	Male	43,7%	0,6%	4,6%	1,9%	50,8%	48.9%
	Female	43,4%	0,7%	3,5%	1,6%	49,2%	49.2%
	TOTAL	87,1%	1,3%	8,1%	3,5%	100.0%	98.1%
Limpopo	Male	51,1%	0,1%	0,3%	2,0%	53,5%	51.5%
	Female	44,9%	0,0%	0,0%	1,6%	46,5%	46.5%
	TOTAL	96,0%	0,1%	0,3%	3,6%	100.0%	98.0%
Mpumalanga	Male	51,2%	0,3%	0,4%	2,6%	54,5%	51.9%
	Female	43,1%	0,2%	0,2%	2,0%	45,5%	45.5%
	TOTAL	94,3%	0,5%	0,6%	4,6%	100.0%	97.4%
North West	Male	52,7%	1,0%	1,9%	2,9%	58,5%	55.6%
	Female	38,5%	1,0%	0,1%	1,9%	41,5%	41.5%
	TOTAL	91,2%	2,0%	2,0%	4,8%	100.0%	97.1%
Northern Cape	Male	29,9%	18,6%	0,6%	5,3%	54,4%	49.1%
	Female	24,8%	16,9%	0,2%	3,7%	45,6%	45.6%
	TOTAL	54,7%	35,5%	0,8%	9,0%	100.0%	94.7%
Western Cape	Male	22,5%	22,4%	0,8%	7,2%	52,9%	48.7%
	Female	20,7%	19,8%	0,6%	6,0%	47,1%	47.1%
	TOTAL	43,2%	42,2%	1,4%	13,2%	100.0%	92.8%

5

Published EE targets in February 2024

EDUCATION- 5-YEAR SECTORAL NUMERICAL TARGET						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	33.0%	31.5%	35.0%	42.0%	2%
	Female	25.0%	29.5%	35.5%	42.5%	
	Total	58.0%	61.0%	70.5%	84.5%	

6

6. EDUCATION - 5-YEAR SECTORAL NUMERICAL TARGETS						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	27.6%	30.5%	43.0%	49.8%	3%
	Female	46.1%	46.1%	46.1%	46.1%	
	Total	73.7%	76.6%	89.1%	95.9%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2024	Male	20.9%	22.7%	27.9%	24.6%	1.1%
	Female	45.9%	51.4%	58.4%	70.7%	
	Total	66.8%	74.1%	86.2%	95.2%	
WORKFORCE PROFILE (DESIGNATED EMPLOYERS WITH 50 PLUS EMPLOYEES) - 2024	Male	22.9%	23.5%	28.0%	24.6%	1.1%
	Female	44.8%	50.3%	58.3%	70.7%	
	Total	67.7%	73.8%	86.3%	95.3%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2023	Male	20.8%	22.3%	29.6%	24.9%	1.0%
	Female	46.7%	51.8%	56.1%	70.2%	
	Total	67.4%	74.1%	85.8%	95.2%	

7

WAY FORWARD

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9

Thank You...

10

SECTOR TARGETS CONSULTATION
ELECTRICITY, GAS STEAM AND AIR CONDITIONING SUPPLYS

14 FEBRAURY 2025

Key objectives of EE amendments

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Gauteng	Male	46,6%	1,2%	1,7%	5,8%	55,3%	49.5%
	Female	37,4%	1,2%	1,1%	5.0%	44,7%	44.7%
	TOTAL	84,0%	2,4%	2,8%	10,8%	100.0%	94.2%
KwaZulu-Natal	Male	43,7%	0,6%	4,6%	1,9%	50,8%	48.9%
	Female	43,4%	0,7%	3,5%	1,6%	49,2%	49.2%
	TOTAL	87,1%	1,3%	8,1%	3,5%	100.0%	98.1%
Limpopo	Male	51,1%	0,1%	0,3%	2,0%	53,5%	51.5%
	Female	44,9%	0,0%	0,0%	1,6%	46.5%	46.5%
	TOTAL	96,0%	0.1%	0,3%	3,6%	100.0%	98.0%
Mpumalanga	Male	51,2%	0,3%	0,4%	2,6%	54,5%	51.9%
	Female	43,1%	0,2%	0,2%	2,0%	45,5%	45.5%
	TOTAL	94,3%	0,5%	0,6%	4,6%	100.0%	97.4%
North West	Male	52,7%	1,0%	1,9%	2,9%	58,5%	56.6%
	Female	38,5%	1,0%	0,1%	1,9%	41,5%	41.5%
	TOTAL	91,2%	2,0%	2,0%	4,8%	100.0%	97.1%
Northern Cape	Male	29,9%	18,6%	0,6%	5,3%	54,4%	49.1%
	Female	24,8%	16,9%	0,2%	3,7%	45,6%	45.6%
	TOTAL	54,7%	35,5%	0,8%	9,0%	100.0%	94.7%
Western Cape	Male	22,5%	22,4%	0,8%	7,2%	52,9%	45.7%
	Female	20,7%	19,8%	0,6%	6,0%	47,1%	47.1%
	TOTAL	43,2%	42,2%	1,4%	13,2%	100.0%	92.8%

Published EE targets in February 2024

ELECTRICITY & GAS - 5-YEAR SECTORAL NUMERICAL TARGET						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	28.0%	39.0%	47.0%	50.4%	2%
	Female	22.0%	26.0%	33.0%	37.6%	
	Total	50.0%	65.0%	80.0%	88.0%	

7. ELECTRICITY, GAS STEAM AND AIR CONDITIONING SUPPLY - 5-YEAR SECTORAL NUMERICAL TARGETS						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	31.7%	42.7%	49.8%	49.8%	3%
	Female	27.9%	39.5%	46.1%	46.1%	
	Total	59.6%	82.2%	95.9%	95.9%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2024	Male	24.6%	36.5%	44.5%	53.2%	2.1%
	Female	24.5%	35.0%	39.0%	36.6%	
	Total	49.1%	71.5%	83.5%	89.8%	
WORKFORCE PROFILE (DESIGNATED EMPLOYERS WITH 50 PLUS EMPLOYEES) - 2024	Male	28.7%	39.7%	45.3%	53.3%	2.2%
	Female	24.9%	35.5%	39.6%	37.1%	
	Total	53.6%	75.2%	84.9%	90.5%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2023	Male	24.5%	35.6%	44.1%	51.5%	1.9%
	Female	25.4%	35.0%	37.8%	36.8%	
	Total	49.9%	70.6%	81.9%	88.4%	

WAY FORWARD

Implementation process of the EE Amendment Act, 2022 and its EE Regulations will take place in different phases as follows:

a) Sector stakeholder consultations on the final sector EE targets will be conducted and finalized by end February 2025;

b) Publication of the two sets of EE Regulations (i.e. the General Administrative Regulations with the EE reporting forms, EE Plan templates, enforcement tools, EE Certificate of Compliance template; and the Regulations on the 5-year sector EE targets) by end March 2025;

c) Internal training for capacity building of EE labour inspectors on the EE amendments and EE Regulations, including the EE System conducted in April 2025;

WAY FORWARD - continued

2025 National EE workshops/ roadshows with employers, employers' organisations, employees, trade unions, civil society, academics, HR practitioners, and EE Consultative Forum members conducted in all nine provinces to raise awareness and train stakeholders on how to implement the EE amendments and practical demonstration on how to utilize the EE System Online facilities to capture EE reports and request EE Certificate of Compliance during May and June 2025;

e) Designated employers embarking on the process of conducting workplace analysis and developing new EE plans to align with the EE amendments and the published 5-year sector EE targets (April – 31 August 2025);

f) 2025 EE Reporting period (i.e. submission of base EE reports (EEA2 & EEA4)) opened on 1 September 2025 until 15 January 2026, including the first issuing of EE Certificate of Compliance to employers; and

g) 1st Assessment of Annual EE targets towards achievement of 5-year sector EE targets from 2026 EE reporting period (i.e. 1 September 2026 until 15 January 2027).

Thank You…

SECTOR TARGETS CONSULTATION
FINANCIAL AND INSURANCE ACTIVITIES

11 FEBRAURY
2025

Key objectives of EE amendments

✓To **reduce the regulatory burden on small business** (those who employ 1-49 employees) – not to be regarded as designated employers from 1 January 2025.

(A total of 29 269 covering 7 699 665 employees reported in 2024, which included 15 687 large employers (i.e. employers with 50 or more employees) covering 7 357 011 employees; and 13 582 small employers (i.e. employers with 1 to 49 employees) covering 342 654 employees.

✓**Empower the Minister to regulate sector specific EE numerical targets** in order to ensure the equitable representation of suitable qualified people from designated groups;

✓**To promulgate section 53 of the EEA for the issuing of the EE Compliance Certificate** as a prerequisite for access to state contracts – doing business with any organ of state.

CRITERIA FOR EE COMPLIANCE CERTIFICATE (section 53)

- **Criteria for non-designated employers (1-49 employees):**

✓ Comply with the NMW/ exemption granted not to pay NMW (previous 12 months);
✓ No CCMA Unfair discrimination Award against employers (previous 12 months)

- **Criteria for designated employers (50 or more employees):**

✓ Submit Annual EE Report (EEA2 & EEA4 forms);
✓ Comply with Annual EE Targets towards the 5-year Sector EE Target (or provide Justifiable Reasons) ;
✓ Comply with the NMW Act NMW (previous 12 months);
✓ No CCMA Unfair discrimination Award against employers (previous 12 months).

Justifiable reasons/ grounds for failure to comply with EE targets

Justifiable reasons/ grounds to be considered for failure to comply with the Annual EE targets – regulation 16 read with EEA15 form in Draft EE Regulations, 2018 (Agreed by NEDLAC social partners):

✓ Insufficient **recruitment opportunities**;
✓ Insufficient **promotion opportunities**;
✓ **Insufficient target individuals from the designated groups** with the relevant qualifications, skills and experience;
✓ **CCMA/ Court** Order;
✓ **Transfer** of business;
✓ **Merger**/ Acquisitions;
✓ **Impact on business economic circumstances**, e.g. impact of COVID pandemic on business, load- shedding, etc.

EAP		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	DESIGNATED
NATIONAL	Male	43.5%	4.6%	1.7%	4.1%	53.9%	49.8%
	Female	37.5%	4.2%	1.0%	3.4%	46.1%	46.1%
	TOTAL	80.0%	9.3%	2.7%	8.0%	100.0%	95.9%
Eastern Cape	Male	43,3%	5,7%	0,8%	2,8%	52,6%	49.8%
	Female	39,8%	4,9%	0,3%	2,4%	47,4%	47.4%
	TOTAL	83,1%	10,6%	1,1%	5,2%	100.0%	97.2%
Free State	Male	50,6%	1,6%	0,3%	2,1%	54,6%	52.5%
	Female	41,8%	1,9%	0,0%	1,7%	45,4%	45.4%
	TOTAL	92,4%	3,5%	0,3%	3,8%	100.0%	97.9%
Gauteng	Male	46,6%	1,2%	1,7%	5,8%	55,3%	49.5%
	Female	37,4%	1,2%	1,1%	5.0%	44,7%	44.7%
	TOTAL	84.0%	2,4%	2,8%	10,8%	100.0%	94.2%
KwaZulu-Natal	Male	43,7%	0,6%	4,6%	1,9%	50,8%	48.9%
	Female	43,4%	0,7%	3,5%	1,6%	49,2%	49.2%
	TOTAL	87,1%	1,3%	8,1%	3,5%	100.0%	98.1%
Limpopo	Male	51,1%	0,1%	0,3%	2,0%	53,5%	51.6%
	Female	44,9%	0,0%	0,0%	1,6%	46,5%	46.5%
	TOTAL	96,0%	0.1%	0,3%	3,6%	100.0%	98.0%
Mpumalanga	Male	51,2%	0,3%	0,4%	2,6%	54,5%	51.9%
	Female	43,1%	0,2%	0,2%	2,0%	45,5%	45.5%
	TOTAL	94,3%	0,5%	0,6%	4,6%	100.0%	97.4%
North West	Male	52,7%	1,0%	1,9%	2,9%	58,5%	55.6%
	Female	38,5%	1,0%	0,1%	1,9%	41,5%	41.5%
	TOTAL	91,2%	2,0%	2,0%	4,8%	100.0%	97.1%
Northern Cape	Male	29,9%	18,6%	0,6%	5,3%	54,4%	49.1%
	Female	24,8%	16,9%	0,2%	3,7%	45,6%	45.6%
	TOTAL	54,7%	35,5%	0,8%	9,0%	100.0%	94.7%
Western Cape	Male	22,5%	22,4%	0,8%	7,2%	52,9%	45.7%
	Female	20,7%	19,8%	0,6%	6,0%	47,1%	47.1%
	TOTAL	43,2%	42,2%	1,4%	13,2%	100.0%	92.8%

Published EE targets in 1 February 2024

FINANCIAL AND INSURANCE ACTIVITIES – 5 YEAR SECTORAL NUMERICAL TARGETS

DESCRIPTION	GENDER	TOP MANAGEMENT DESIGNATED GROUPS	SENIOR MANAGEMENT DESIGNATED GROUPS	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT DESIGNATED GROUPS	SKILLED TECHNICAL DESIGNATED GROUPS	DISABILITY DISABILITY
PROPOSED TARGET	MALE	26.0%	24.0%	30.0%	47.4%	
	FEMALE	20.0%	24.0%	34.0%	40.8%	2.0%
	TOTAL	46.0%	48.0%	64.0%	88.2%	

8. FINANCIAL AND INSURANCE ACTIVITIES - 5-YEAR SECTORAL NUMERICAL TARGETS						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	27.8%	31.7%	40.7%	49.5%	3%
	Female	35.3%	45.3%	46.1%	46.1%	
	Total	63.1%	77.0%	86.8%	95.6%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2024	Male	22.3%	27.1%	32.3%	29.2%	1.6%
	Female	30.8%	42.4%	51.2%	64.6%	
	Total	53.1%	69.5%	83.5%	93.8%	
WORKFORCE PROFILE (DESIGNATED EMPLOYERS WITH 50 PLUS EMPLOYEES) - 2024	Male	23.8%	27.7%	32.7%	29.4%	1.6%
	Female	33.3%	42.3%	51.2%	64.6%	
	Total	57.1%	70.0%	83.9%	94.0%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2023	Male	21.7%	26.3%	31.7%	29.0%	1.4%
	Female	29.3%	42.0%	51.1%	64.5%	
	Total	51.0%	68.3%	82.8%	93.5%	

WAY FORWARD

Implementation process of the EE Amendment Act, 2022 and its EE Regulations will take place in different phases as follows:

a) **Sector stakeholder consultations on the final sector EE targets will be conducted and finalized by end February 2025;**

b) **Publication of the two sets of EE Regulations (i.e. the General Administrative Regulations with the EE reporting forms, EE Plan templates, enforcement tools, EE Certificate of Compliance template; and the Regulations on the 5-year sector EE targets) by end March 2025;**

c) **Internal training for capacity building of EE labour inspectors on the EE amendments and EE Regulations, including the EE System conducted in April 2025;**

WAY FORWARD - continued

2025 National EE workshops/ roadshows with employers, employers' organisations, employees, trade unions, civil society, academics, HR practitioners, and EE Consultative Forum members conducted in all nine provinces to raise awareness and train stakeholders on how to implement the EE amendments and practical demonstration on how to utilize the EE System Online facilities to capture EE reports and request EE Certificate of Compliance during May and June 2025;

e) Designated employers embarking on the process of conducting workplace analysis and developing new EE plans to align with the EE amendments and the published 5-year sector EE targets (April – 31 August 2025);

f) 2025 EE Reporting period (i.e. submission of base EE reports (EEA2 & EEA4)) opened on 1 September 2025 until 15 January 2026, including the first issuing of EE Certificate of Compliance to employers; and

g) 1st Assessment of Annual EE targets towards achievement of 5-year sector EE targets from 2026 EE reporting period (i.e. 1 September 2026 until 15 January 2027).

Thank You…

SECTOR TARGETS CONSULTATION
HUMAN HEALTH AND SOCIAL WORK ACTIVITIES

17 FEBRAURY 2025

Key objectives of EE amendments

✓To **reduce the regulatory burden on small business** (those who employ 1-49 employees) – not to be regarded as designated employers from 1 January 2025.

(A total of 29 269 covering 7 699 665 employees reported in 2024, which included 15 687 large employers (i.e. employers with 50 or more employees) covering 7 357 011 employees; and 13 582 small employers (i.e. employers with 1 to 49 employees) covering 342 654 employees.

✓**Empower the Minister to regulate sector specific EE numerical targets** in order to ensure the equitable representation of suitable qualified people from designated groups;

✓**To promulgate section 53 of the EEA for the issuing of the EE Compliance Certificate** as a prerequisite for access to state contracts – doing business with any organ of state.

CRITERIA FOR EE COMPLIANCE CERTIFICATE (section 53)

- **Criteria for non-designated employers (1-49 employees):**

✓ Comply with the NMW/ exemption granted not to pay NMW (previous 12 months);
✓ No CCMA Unfair discrimination Award against employers (previous 12 months)

- **Criteria for designated employers (50 or more employees):**

✓ Submit Annual EE Report (EEA2 & EEA4 forms);
✓ Comply with Annual EE Targets towards the 5-year Sector EE Target (or provide Justifiable Reasons) ;
✓ Comply with the NMW Act NMW (previous 12 months);
✓ No CCMA Unfair discrimination Award against employers (previous 12 months).

Justifiable reasons/ grounds for failure to comply with EE targets

Justifiable reasons/ grounds to be considered for failure to comply with the Annual EE targets – regulation 16 read with EEA15 form in Draft EE Regulations, 2018 (Agreed by NEDLAC social partners):

✓ Insufficient **recruitment opportunities**;
✓ Insufficient **promotion opportunities**;
✓ **Insufficient target individuals from the designated groups** with the relevant qualifications, skills and experience;
✓ **CCMA/ Court** Order;
✓ **Transfer** of business;
✓ **Merger**/ Acquisitions;
✓ **Impact on business economic circumstances**, e.g. impact of COVID pandemic on business, load- shedding, etc.

EAP		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	DESIGNATED
NATIONAL	Male	43.5%	4.6%	1.7%	4.1%	53.9%	49.8%
	Female	37.5%	4.2%	1.0%	3.4%	46.1%	46.1%
	TOTAL	81,0%	8,8%	2,7%	7.5%	100,0%	95.9%
Eastern Cape	Male	43,3%	5,7%	0,8%	2,8%	52,6%	49.8%
	Female	39,8%	4,9%	0,3%	2,4%	47,4%	47.4%
	TOTAL	83,1%	10,6%	1,1%	5,2%	100.0%	97.2%
Free State	Male	50,6%	1,6%	0,3%	2,1%	54,6%	52.6%
	Female	41,8%	1,9%	0,0%	1,7%	45,4%	45.4%
	TOTAL	92,4%	3,5%	0,3%	3,8%	100.0%	97.9%
Gauteng	Male	46,6%	1,2%	1,7%	5,8%	55,3%	49.5%
	Female	37,4%	1,2%	1,1%	5.0%	44,7%	44.7%
	TOTAL	84,0%	2,4%	2,8%	10,8%	100.0%	94.2%
KwaZulu-Natal	Male	43,7%	0,6%	4,6%	1,9%	50,8%	48.9%
	Female	43,4%	0,7%	3,5%	1,6%	49,2%	49.2%
	TOTAL	87,1%	1,3%	8,1%	3,5%	100.0%	98.1%
Limpopo	Male	51,1%	0,1%	0,3%	2,0%	53,5%	51.5%
	Female	44,9%	0,0%	0,0%	1,6%	46,5%	46.5%
	TOTAL	96,0%	0.1%	0,3%	3,6%	100.0%	98.0%
Mpumalanga	Male	51,2%	0,3%	0,4%	2,6%	54,5%	51.9%
	Female	43,1%	0,2%	0,2%	2,0%	45,5%	45.5%
	TOTAL	94,3%	0,5%	0,6%	4,6%	100.0%	97.4%
North West	Male	52,7%	1,0%	1,9%	2,9%	58,5%	56.6%
	Female	38,5%	1,0%	0,1%	1,9%	41,5%	41.5%
	TOTAL	91,2%	2,0%	2,0%	4,8%	100.0%	97.1%
Northern Cape	Male	29,9%	18,6%	0,6%	5,3%	54,4%	49.1%
	Female	24,8%	16,9%	0,2%	3,7%	45,6%	45.6%
	TOTAL	54,7%	35,5%	0,8%	9,0%	100.0%	94.7%
Western Cape	Male	22,5%	22,4%	0,8%	7,2%	52,9%	45.7%
	Female	20,7%	19,8%	0,6%	6,0%	47,1%	47.1%
	TOTAL	43,2%	42,2%	1,4%	13,2%	100.0%	92.8%

Published EE targets in February 2024

HUMAN HEALTH AND SOCIAL WORK ACTIVITIES - 5-YEAR SECTORAL NUMERICAL TARGET						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	25.0%	30.0%	50.4%	50.4%	2%
	Female	25.0%	30.0%	40.8%	40.8%	
	Total	50.0%	60.0%	91.2%	91.2%	

9. HUMAN HEALTH AND SOCIAL WORK ACTIVITIES - 5-YEAR SECTORAL NUMERICAL TARGETS						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	27.6%	39.8%	49.8%	49.8%	3%
	Female	43.7%	46.1%	46.1%	46.1%	
	Total	71.3%	85.9%	95.9%	95.9%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2024	Male	20.9%	23.3%	23.3%	20.5%	1.2%
	Female	42.1%	60.2%	71.1%	77.1%	
	Total	63.0%	83.5%	94.4%	97.6%	
WORKFORCE PROFILE (DESIGNATED EMPLOYERS WITH 50 PLUS EMPLOYEES) - 2024	Male	23.6%	24.8%	23.4%	20.6%	1.1%
	Female	41.7%	59.2%	71.1%	77.2%	
	Total	65.3%	84.0%	94.5%	97.8%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2023	Male	19.6%	23.8%	23.0%	20.3%	1.1%
	Female	41.0%	59.1%	71.5%	77.3%	
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Thank You…

SECTOR TARGETS CONSULTATION
INFORMATION AND COMMUNICATION

13 FEBRAURY 2025

Key objectives of EE amendments

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Free State	Male	50,6%	1,6%	0,3%	2,1%	54,6%	52.5%
	Female	41,8%	1,9%	0,0%	1,7%	45,4%	45.4%
	TOTAL	92,4%	3,5%	0,3%	3,8%	100.0%	97.9%
Gauteng	Male	46,6%	1,2%	1,7%	5,8%	55,3%	49.6%
	Female	37,4%	1,2%	1,1%	5.0%	44,7%	44.7%
	TOTAL	84,0%	2,4%	2,8%	10,8%	100.0%	94.2%
KwaZulu-Natal	Male	43,7%	0,6%	4,6%	1,9%	50,8%	48.9%
	Female	43,4%	0,7%	3,5%	1,6%	49,2%	49.2%
	TOTAL	87,1%	1,3%	8,1%	3,5%	100.0%	98.1%
Limpopo	Male	51,1%	0,1%	0,3%	2,0%	53,5%	51.5%
	Female	44,9%	0,0%	0,0%	1,6%	46.5%	46.5%
	TOTAL	96,0%	0.1%	0,3%	3,6%	100.0%	98.0%
Mpumalanga	Male	51,2%	0,3%	0,4%	2,6%	54,5%	51.9%
	Female	43,1%	0,2%	0,2%	2,0%	45,5%	45.5%
	TOTAL	94,3%	0,5%	0,6%	4,6%	100.0%	97.4%
North West	Male	52,7%	1,0%	1,9%	2,9%	58,5%	55.6%
	Female	38,5%	1,0%	0,1%	1,9%	41,5%	41.5%
	TOTAL	91,2%	2,0%	2,0%	4,8%	100.0%	97.1%
Northern Cape	Male	29,9%	18,6%	0,6%	5,3%	54,4%	49.1%
	Female	24,8%	16,9%	0,2%	3,7%	45,6%	45.6%
	TOTAL	54,7%	35,5%	0,8%	9,0%	100.0%	94.7%
Western Cape	Male	22,5%	22,4%	0,8%	7,2%	52,9%	45.7%
	Female	20,7%	19,8%	0,6%	6,0%	47,1%	47.1%
	TOTAL	43,2%	42,2%	1,4%	13,2%	100.0%	92.8%

Published EE targets in February 2024

INFORMATION AND COMMUNICATION - 5-YEAR SECTORAL NUMERICAL TARGET						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	28.0%	35.0%	40.0%	48.0%	2%
	Female	22.0%	25.0%	30.0%	37.0%	
	Total	50.0%	60.0%	70.0%	85.0%	

10. INFORMATION AND COMMUNICATION - 5-YEAR SECTORAL NUMERICAL TARGETS						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	25.4%	28.6%	37.9%	46.0%	3%
	Female	31.2%	40.0%	38.9%	45.7%	
	Total	56.6%	68.6%	76.8%	91.7%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2024	Male	20.5%	24.4%	31.9%	41.1%	1.9%
	Female	28.0%	36.7%	36.1%	40.7%	
	Total	48.5%	61.1%	68.0%	81.8%	
WORKFORCE PROFILE (DESIGNATED EMPLOYERS WITH 50 PLUS EMPLOYEES) - 2024	Male	21.4%	25.6%	32.9%	42.0%	1.7%
	Female	29.2%	36.0%	35.9%	40.7%	
	Total	50.6%	61.6%	68.8%	82.7%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2023	Male	20.2%	24.7%	31.4%	40.6%	1.9%
	Female	27.6%	36.2%	35.4%	40.9%	
	Total	47.8%	60.9%	66.8%	81.5%	

WAY FORWARD

Implementation process of the EE Amendment Act, 2022 and its EE Regulations will take place in different phases as follows:

a) Sector stakeholder consultations on the final sector EE targets will be conducted and finalized by end February 2025;

b) Publication of the two sets of EE Regulations (i.e. the General Administrative Regulations with the EE reporting forms, EE Plan templates, enforcement tools, EE Certificate of Compliance template; and the Regulations on the 5-year sector EE targets) by end March 2025;

c) Internal training for capacity building of EE labour inspectors on the EE amendments and EE Regulations, including the EE System conducted in April 2025;

WAY FORWARD - continued

2025 National EE workshops/ roadshows with employers, employers' organisations, employees, trade unions, civil society, academics, HR practitioners, and EE Consultative Forum members conducted in all nine provinces to raise awareness and train stakeholders on how to implement the EE amendments and practical demonstration on how to utilize the EE System Online facilities to capture EE reports and request EE Certificate of Compliance during May and June 2025;

e) Designated employers embarking on the process of conducting workplace analysis and developing new EE plans to align with the EE amendments and the published 5-year sector EE targets (April – 31 August 2025);

f) 2025 EE Reporting period (i.e. submission of base EE reports (EEA2 & EEA4)) opened on 1 September 2025 until 15 January 2026, including the first issuing of EE Certificate of Compliance to employers; and

g) 1st Assessment of Annual EE targets towards achievement of 5-year sector EE targets from 2026 EE reporting period (i.e. 1 September 2026 until 15 January 2027).

Thank You...

SECTOR TARGETS CONSULTATION MANUFACTURING

19 FEBRAURY 2025

Key objectives of EE amendments

✓To **reduce the regulatory burden on small business** (those who employ 1-49 employees) – not to be regarded as designated employers from 1 January 2025.

(A total of 29 269 covering 7 699 665 employees reported in 2024, which included 15 687 large employers (i.e. employers with 50 or more employees) covering 7 357 011 employees; and 13 582 small employers (i.e. employers with 1 to 49 employees) covering 342 654 employees.

✓**Empower the Minister to regulate sector specific EE numerical targets** in order to ensure the equitable representation of suitable qualified people from designated groups;

✓**To promulgate section 53 of the EEA for the issuing of the EE Compliance Certificate** as a prerequisite for access to state contracts – doing business with any organ of state.

CRITERIA FOR EE COMPLIANCE CERTIFICATE (section 53)

- **Criteria for non-designated employers (1-49 employees):**

✓ Comply with the NMW/ exemption granted not to pay NMW (previous 12 months);
✓ No CCMA Unfair discrimination Award against employers (previous 12 months)

- **Criteria for designated employers (50 or more employees):**

✓ Submit Annual EE Report (EEA2 & EEA4 forms);
✓ Comply with Annual EE Targets towards the 5-year Sector EE Target (or provide Justifiable Reasons) ;
✓ Comply with the NMW Act NMW (previous 12 months);
✓ No CCMA Unfair discrimination Award against employers (previous 12 months).

Justifiable reasons/ grounds for failure to comply with EE targets

Justifiable reasons/ grounds to be considered for failure to comply with the Annual EE targets – regulation 16 read with EEA15 form in Draft EE Regulations, 2018 (Agreed by NEDLAC social partners):

✓ Insufficient **recruitment opportunities**;
✓ Insufficient **promotion opportunities**;
✓ **Insufficient target individuals from the designated groups** with the relevant qualifications, skills and experience;
✓ **CCMA/ Court** Order;
✓ **Transfer** of business;
✓ **Merger/** Acquisitions;
✓ **Impact on business economic circumstances**, e.g. impact of COVID pandemic on business, load- shedding, etc.

EAP		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	DESIGNATED
NATIONAL	Male	43.5%	4.6%	1.7%	4.1%	53.9%	49.8%
	Female	37.5%	4.2%	1.0%	3.4%	46.1%	46.1%
	TOTAL	81,0%	8,8%	2,7%	7.5%	100,0%	95.9%
Eastern Cape	Male	43,3%	5,7%	0,8%	2,8%	52,6%	49.8%
	Female	39,8%	4,9%	0,3%	2,4%	47,4%	47.4%
	TOTAL	83,1%	10,6%	1,1%	5,2%	100.0%	97.2%
Free State	Male	50,6%	1,6%	0,3%	2,1%	54,6%	52.5%
	Female	41,8%	1,9%	0,0%	1,7%	45,4%	45.4%
	TOTAL	92,4%	3,5%	0,3%	3,8%	100.0%	97.9%
Gauteng	Male	46,6%	1,2%	1,7%	5,8%	55,3%	49.6%
	Female	37,4%	1,2%	1,1%	5.0%	44,7%	44.7%
	TOTAL	84,0%	2,4%	2,8%	10,8%	100.0%	94.2%
KwaZulu-Natal	Male	43,7%	0,6%	4,6%	1,9%	50,8%	48.9%
	Female	43,4%	0,7%	3,5%	1,6%	49,2%	49.2%
	TOTAL	87,1%	1,3%	8,1%	3,5%	100.0%	98.1%
Limpopo	Male	51,1%	0,1%	0,3%	2,0%	53,5%	51.5%
	Female	44,9%	0,0%	0,0%	1,6%	46.5%	46.5%
	TOTAL	96,0%	0.1%	0,3%	3,6%	100.0%	98.0%
Mpumalanga	Male	51,2%	0,3%	0,4%	2,6%	54,5%	51.9%
	Female	43,1%	0,2%	0,2%	2,0%	45,5%	45.5%
	TOTAL	94,3%	0,5%	0,6%	4,6%	100.0%	97.4%
North West	Male	52,7%	1,0%	1,9%	2,9%	58,5%	56.6%
	Female	38,5%	1,0%	0,1%	1,9%	41,5%	41.5%
	TOTAL	91,2%	2,0%	2,0%	4,8%	100.0%	97.1%
Northern Cape	Male	29,9%	18,6%	0,6%	5,3%	54,4%	49.1%
	Female	24,8%	16,9%	0,2%	3,7%	45,6%	45.6%
	TOTAL	54,7%	35,5%	0,8%	9,0%	100.0%	94.7%
Western Cape	Male	22,5%	22,4%	0,8%	7,2%	52,9%	45.7%
	Female	20,7%	19,8%	0,6%	6,0%	47,1%	47.1%
	TOTAL	43,2%	42,2%	1,4%	13,2%	100.0%	92.8%

Published EE targets in February 2024

MANUFACTURING - 5-YEAR SECTORAL NUMERICAL TARGET						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	25.0%	33.0%	37.0%	50.0%	2%
	Female	15.0%	17.0%	25.0%	34.0%	
	Total	40.0%	50.0%	62.0%	84.0%	

11. MANUFACTURING - 5-YEAR SECTORAL NUMERICAL TARGETS						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	24.1%	32.4%	40.4%	49.8%	3%
	Female	25.0%	33.6%	37.7%	39.6%	
	Total	49.1%	66.0%	78.1%	89.4%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2024	Male	20.5%	27.6%	35.9%	52.8%	1.7%
	Female	21.7%	31.0%	33.6%	30.5%	
	Total	42.2%	58.6%	69.5%	83.3%	
WORKFORCE PROFILE (DESIGNATED EMPLOYERS WITH 50 PLUS EMPLOYEES) - 2024	Male	21.1%	28.4%	36.4%	53.2%	1.7%
	Female	22.0%	30.6%	33.7%	30.6%	
	Total	43.1%	59.0%	70.1%	83.8%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2023	Male	19.9%	27.4%	35.0%	51.9%	1.6%
	Female	20.7%	30.2%	33.4%	30.5%	
	Total	40.6%	57.6%	68.4%	82.4%	

WAY FORWARD

Implementation process of the EE Amendment Act, 2022 and its EE Regulations will take place in different phases as follows:

a) Sector stakeholder consultations on the final sector EE targets will be conducted and finalized by end February 2025;

b) Publication of the two sets of EE Regulations (i.e. the General Administrative Regulations with the EE reporting forms, EE Plan templates, enforcement tools, EE Certificate of Compliance template; and the Regulations on the 5-year sector EE targets) by end March 2025;

c) Internal training for capacity building of EE labour inspectors on the EE amendments and EE Regulations, including the EE System conducted in April 2025;

SECTOR TARGETS CONSULTATION
MINING AND QUARRYING

11 FEBRAURY
2025

Key objectives of EE amendments

✓To **reduce the regulatory burden on small business** (those who employ 1-49 employees) – not to be regarded as designated employers from 1 January 2025.

(A total of 29 269 covering 7 699 665 employees reported in 2024, which included 15 687 large employers (i.e. employers with 50 or more employees) covering 7 357 011 employees; and 13 582 small employers (i.e. employers with 1 to 49 employees) covering 342 654 employees.

✓**Empower the Minister to regulate sector specific EE numerical targets** in order to ensure the equitable representation of suitable qualified people from designated groups;

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CRITERIA FOR EE COMPLIANCE CERTIFICATE (section 53)

- **Criteria for non-designated employers (1-49 employees):**

✓ Comply with the NMW/ exemption granted not to pay NMW (previous 12 months);

✓ No CCMA Unfair discrimination Award against employers (previous 12 months)

- **Criteria for designated employers (50 or more employees):**

✓ Submit Annual EE Report (EEA2 & EEA4 forms);

✓ Comply with Annual EE Targets towards the 5-year Sector EE Target (or provide Justifiable Reasons) ;

✓ Comply with the NMW Act NMW (previous 12 months);

✓ No CCMA Unfair discrimination Award against employers (previous 12 months).

Justifiable reasons/ grounds for failure to comply with EE targets

Justifiable reasons/ grounds to be considered for failure to comply with the Annual EE target regulation 16 read with EEA15 form in Draft EE Regulations, 2018 (Agreed by NEDLAC social partners):

- ✓ Insufficient **recruitment opportunities**;
- ✓ Insufficient **promotion opportunities**;
- ✓ **Insufficient target individuals from the designated groups** with the relevant qualifications, skills and experience;
- ✓ **CCMA/ Court** Order;
- ✓ **Transfer** of business;
- ✓ **Merger**/ Acquisitions;
- ✓ **Impact on business economic circumstances**, e.g. impact of COVID pandemic on busines load- shedding, etc.

EAP		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	DESIG
NATIONAL	Male	43.5%	4.6%	1.7%	4.1%	53.9%	49
	Female	37.5%	4.2%	1.0%	3.4%	46.1%	46
	TOTAL	80,0%	9,3%	2,7%	8,0%	100,0%	95
Eastern Cape	Male	43,3%	5,7%	0,8%	2,8%	52,6%	49
	Female	39,8%	4,9%	0,3%	2,4%	47,4%	47
	TOTAL	83,1%	10,6%	1,1%	5,2%	100.0%	97
Free State	Male	50,6%	1,6%	0,3%	2,1%	54,6%	52
	Female	41,8%	1,9%	0,0%	1,7%	45,4%	45
	TOTAL	92,4%	3,5%	0,3%	3,8%	100.0%	97
Gauteng	Male	46,6%	1,2%	1,7%	5,8%	55,3%	49
	Female	37,4%	1,2%	1,1%	5.0%	44,7%	44
	TOTAL	84,0%	2,4%	2,8%	10,8%	100.0%	94
KwaZulu-Natal	Male	43,7%	0,6%	4,6%	1,9%	50,8%	48
	Female	43,4%	0,7%	3,5%	1,6%	49,2%	49
	TOTAL	87,1%	1,3%	8,1%	3,5%	100.0%	98
Limpopo	Male	51,1%	0,1%	0,3%	2,0%	53,5%	51
	Female	44,9%	0,0%	0,0%	1,6%	46.5%	46
	TOTAL	96,0%	0,1%	0,3%	3,6%	100.0%	98
Mpumalanga	Male	51,2%	0,3%	0,4%	2,6%	54,5%	51
	Female	43,1%	0,2%	0,2%	2,0%	45,5%	45
	TOTAL	94,3%	0,5%	0,6%	4,6%	100.0%	97
North West	Male	52,7%	1,0%	1,9%	2,9%	58,5%	55
	Female	38,5%	1,0%	0,1%	1,9%	41,5%	41
	TOTAL	91,2%	2,0%	2,0%	4,8%	100.0%	97
Northern Cape	Male	29,9%	18,6%	0,6%	5,3%	54,4%	49
	Female	24,8%	16,9%	0,2%	3,7%	45,6%	45
	TOTAL	54,7%	35,5%	0,8%	9,0%	100.0%	94
Western Cape	Male	22,5%	22,4%	0,8%	7,2%	52,9%	45
	Female	20,7%	19,8%	0,6%	6,0%	47,1%	47
	TOTAL	43,2%	42,2%	1,4%	13,2%	100.0%	92

Published EE targets in February 2024

12. MINING AND QUARRYING - 5-YEAR SECTORAL NUMERICAL TARGET						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISA
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISA
PROPOSED TARGET	Male	29.9%	35.0%	41.0%	49.1%	
	Female	20.1%	21.0%	24.0%	25.9%	
	Total	50.0%	56.0%	65.0%	75.0%	

12. MINING AND QUARRYING - 5-YEAR SECTORAL NUMERICAL TARGETS

		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DIS
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DIS
PROPOSED TARGET	Male	33.1%	36.3%	43.2%	49.8%	
	Female	24.4%	28.2%	34.4%	36.9%	
	Total	57.5%	64.5%	77.6%	86.7%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2024	Male	28.7%	32.3%	39.9%	59.7%	
	Female	21.1%	24.6%	29.3%	22.0%	
	Total	49.8%	56.9%	69.2%	81.7%	
WORKFORCE PROFILE (DESIGNATED EMPLOYERS WITH 50 PLUS EMPLOYEES) - 2024	Male	31.1%	33.3%	40.2%	59.9%	
	Female	20.4%	24.2%	29.4%	21.9%	
	Total	51.5%	57.5%	69.6%	81.8%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2023	Male	28.3%	31.1%	39.8%	59.1%	
	Female	20.5%	24.0%	28.1%	21.5%	
	Total	48.8%	55.1%	67.9%	80.6%	

WAY FORWARD

Implementation process of the EE Amendment Act, 2022 and its EE Regulations will take place in different phases as follows:

a) **Sector stakeholder consultations on the final sector EE targets will be conducted and finalized end February 2025;**

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WAY FORWARD - continued

2025 National EE workshops/ roadshows with employers, employers' organisations, employees, unions, civil society, academics, HR practitioners, and EE Consultative Forum members conduct all nine provinces to raise awareness and train stakeholders on how to implement the EE amendn and practical demonstration on how to utilize the EE System Online facilities to capture EE report request EE Certificate of Compliance during May and June 2025;

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g) 1st Assessment of Annual EE targets towards achievement of 5-year sector EE targets from 202 reporting period (i.e. 1 September 2026 until 15 January 2027).

Thank You...

SECTOR TARGETS CONSULTATION
PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES

17 FEBRAURY 2025

Key objectives of EE amendments

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- ✓ Insufficient **promotion opportunities**;
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- ✓ **CCMA/ Court** Order;
- ✓ **Transfer** of business;
- ✓ **Merger**/ Acquisitions;
- ✓ **Impact on business economic circumstances**, e.g. impact of COVID pandemic on business load- shedding, etc.

EAP		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	DESIG
NATIONAL	Male	43.5%	4.6%	1.7%	4.1%	53.9%	49
	Female	37.5%	4.2%	1.0%	3.4%	46.1%	46
	TOTAL	80,0%	9,3%	2,7%	8,0%	100,0%	95
Eastern Cape	Male	43,3%	5,7%	0,8%	2,8%	52,6%	49
	Female	39,8%	4,9%	0,3%	2,4%	47,4%	47
	TOTAL	83,1%	10,6%	1,1%	5,2%	100.0%	97
Free State	Male	50,6%	1,6%	0,3%	2,1%	54,6%	52
	Female	41,8%	1,9%	0,0%	1,7%	45,4%	45
	TOTAL	92,4%	3,5%	0,3%	3,8%	100.0%	97
Gauteng	Male	46,6%	1,2%	1,7%	5,8%	55,3%	49
	Female	37,4%	1,2%	1,1%	5.0%	44,7%	44
	TOTAL	84,0%	2,4%	2,8%	10,8%	100.0%	94
KwaZulu-Natal	Male	43,7%	0,6%	4,6%	1,9%	50,8%	48
	Female	43,4%	0,7%	3,5%	1,6%	49,2%	49
	TOTAL	87,1%	1,3%	8,1%	3,5%	100.0%	98
Limpopo	Male	51,1%	0,1%	0,3%	2,0%	53,5%	51
	Female	44,9%	0,0%	0,0%	1,6%	46.5%	46
	TOTAL	96,0%	0.1%	0,3%	3,6%	100.0%	98
Mpumalanga	Male	51,2%	0,3%	0,4%	2,6%	54,5%	51
	Female	43,1%	0,2%	0,2%	2,0%	45,5%	45
	TOTAL	94,3%	0,5%	0,6%	4,6%	100.0%	97
North West	Male	52,7%	1,0%	1,9%	2,9%	58,5%	55
	Female	38,5%	1,0%	0,1%	1,9%	41,5%	41
	TOTAL	91,2%	2,0%	2,0%	4,8%	100.0%	97
Northern Cape	Male	29,9%	18,6%	0,6%	5,3%	54,4%	49
	Female	24,8%	16,9%	0,2%	3,7%	45,6%	45
	TOTAL	54,7%	35,5%	0,8%	9,0%	100.0%	94
Western Cape	Male	22,5%	22,4%	0,8%	7,2%	52,9%	45
	Female	20,7%	19,8%	0,6%	6,0%	47,1%	47
	TOTAL	43,2%	42,2%	1,4%	13,2%	100.0%	92

Published EE targets in February 2024

PROFESSIONAL, SCIENTIC AND TECHNICAL - 5-YEAR SECTORAL NUMERICAL TARGET						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISAI
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISAI
PROPOSED TARGET	Male	25.0%	27.0%	33.0%	44.4%	
	Female	20.0%	23.0%	32.0%	44.0%	2
	Total	45.0%	50.0%	65.0%	88.0%	

13. PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES - 5-YEAR SECTORAL NUMERICAL TARGETS

		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DIS
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DIS
PROPOSED TARGET	Male	24.4%	29.9%	35.9%	49.8%	
	Female	38.1%	46.1%	46.1%	46.1%	
	Total	62.5%	76.0%	82.0%	95.9%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2024	Male	19.6%	22.8%	27.0%	32.8%	
	Female	34.8%	45.3%	47.9%	56.4%	
	Total	54.4%	68.1%	74.9%	89.2%	
WORKFORCE PROFILE (DESIGNATED EMPLOYERS WITH 50 PLUS EMPLOYEES) - 2024	Male	20.4%	24.1%	27.9%	33.8%	
	Female	36.1%	44.9%	47.5%	56.3%	
	Total	56.5%	69.0%	75.4%	90.1%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2023	Male	19.2%	22.0%	27.1%	32.7%	
	Female	35.5%	43.5%	48.0%	56.0%	
	Total	54.7%	65.5%	75.1%	88.7%	

WAY FORWARD

Implementation process of the EE Amendment Act, 2022 and its EE Regulations will take place in different phases as follows:

a) **Sector stakeholder consultations on the final sector EE targets will be conducted and finalized end February 2025;**

b) **Publication of the two sets of EE Regulations (i.e. the General Administrative Regulations with the reporting forms, EE Plan templates, enforcement tools, EE Certificate of Compliance template; a the Regulations on the 5-year sector EE targets) by end March 2025;**

c) **Internal training for capacity building of EE labour inspectors on the EE amendments and Regulations, including the EE System conducted in April 2025;**

WAY FORWARD - continued

2025 National EE workshops/ roadshows with employers, employers' organisations, employees, unions, civil society, academics, HR practitioners, and EE Consultative Forum members conduct all nine provinces to raise awareness and train stakeholders on how to implement the EE amendn and practical demonstration on how to utilize the EE System Online facilities to capture EE report request EE Certificate of Compliance during May and June 2025;

e) Designated employers embarking on the process of conducting workplace analysis and devel new EE plans to align with the EE amendments and the published 5-year sector EE targets (Apri August 2025);

f) 2025 EE Reporting period (i.e. submission of base EE reports (EEA2 & EEA4)) opened on 1 Septe 2025 until 15 January 2026, including the first issuing of EE Certificate of Compliance to emplo and

g) 1st Assessment of Annual EE targets towards achievement of 5-year sector EE targets from 20 reporting period (i.e. 1 September 2026 until 15 January 2027).

Thank You...

SECTOR TARGETS CONSULTATION
PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY

18 FEBRAURY 2025

Key objectives of EE amendments

✓To **reduce the regulatory burden on small business** (those who employ 1-49 employees) – not to be regarded as designated employers from 1 January 2025.

(A total of 29 269 covering 7 699 665 employees reported in 2024, which included 15 687 large employers (i.e. employers with 50 or more employees) covering 7 357 011 employees; and 13 582 small employers (i.e. employers with 1 to 49 employees) covering 342 654 employees.

✓**Empower the Minister to regulate sector specific EE numerical targets** in order to ensure the equitable representation of suitable qualified people from designated groups;

✓**To promulgate section 53 of the EEA for the issuing of the EE Compliance Certificate** as a prerequisite for access to state contracts – doing business with any organ of state.

CRITERIA FOR EE COMPLIANCE CERTIFICATE (section 53)

- **Criteria for non-designated employers (1-49 employees):**

✓ Comply with the NMW/ exemption granted not to pay NMW (previous 12 months);
✓ No CCMA Unfair discrimination Award against employers (previous 12 months)

- **Criteria for designated employers (50 or more employees):**

✓ Submit Annual EE Report (EEA2 & EEA4 forms);
✓ Comply with Annual EE Targets towards the 5-year Sector EE Target (or provide Justifiable Reasons) ;
✓ Comply with the NMW Act NMW (previous 12 months);
✓ No CCMA Unfair discrimination Award against employers (previous 12 months).

Justifiable reasons/ grounds for failure to comply with EE targets

Justifiable reasons/ grounds to be considered for failure to comply with the Annual EE targets – regulation 16 read with EEA15 form in Draft EE Regulations, 2018 (Agreed by NEDLAC social partners):

✓ Insufficient **recruitment opportunities**;
✓ Insufficient **promotion opportunities**;
✓ **Insufficient target individuals from the designated groups** with the relevant qualifications, skills and experience;
✓ **CCMA/ Court** Order;
✓ **Transfer** of business;
✓ **Merger**/ Acquisitions;
✓ **Impact on business economic circumstances**, e.g. impact of COVID pandemic on business, load- shedding, etc.

EAP		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	DESIGNATED
NATIONAL	Male	43.5%	4.6%	1.7%	4.1%	53.9%	49.8%
	Female	37.5%	4.2%	1.0%	3.4%	46.1%	46.1%
	TOTAL	81,0%	8,8%	2,7%	7.5%	100,0%	95.9%
Eastern Cape	Male	43,3%	5,7%	0,8%	2,8%	52,6%	49.8%
	Female	39,8%	4,9%	0,3%	2,4%	47,4%	47.4%
	TOTAL	83,1%	10,6%	1,1%	5,2%	100.0%	97.2%
Free State	Male	50,6%	1,6%	0,3%	2,1%	54,6%	52.5%
	Female	41,8%	1,9%	0,0%	1,7%	45,4%	45.4%
	TOTAL	92,4%	3,5%	0,3%	3,8%	100.0%	97.9%
Gauteng	Male	46,6%	1,2%	1,7%	5,8%	55,3%	49.5%
	Female	37,4%	1,2%	1,1%	5.0%	44,7%	44.7%
	TOTAL	84,0%	2,4%	2,8%	10,8%	100.0%	94.2%
KwaZulu-Natal	Male	43,7%	0,6%	4,6%	1,9%	50,8%	48.9%
	Female	43,4%	0,7%	3,5%	1,6%	49,2%	49.2%
	TOTAL	87,1%	1,3%	8,1%	3,5%	100.0%	98.1%
Limpopo	Male	51,1%	0,1%	0,3%	2,0%	53,5%	51.5%
	Female	44,9%	0,0%	0,0%	1,6%	46.5%	46.5%
	TOTAL	96,0%	0.1%	0,3%	3,6%	100.0%	98.0%
Mpumalanga	Male	51,2%	0,3%	0,4%	2,6%	54,5%	51.9%
	Female	43,1%	0,2%	0,2%	2,0%	45,5%	45.5%
	TOTAL	94,3%	0,5%	0,6%	4,6%	100.0%	97.4%
North West	Male	52,7%	1,0%	1,9%	2,9%	58,5%	55.6%
	Female	38,5%	1,0%	0,1%	1,9%	41,5%	41.5%
	TOTAL	91,2%	2,0%	2,0%	4,8%	100.0%	97.1%
Northern Cape	Male	29,9%	18,6%	0,6%	5,3%	54,4%	49.1%
	Female	24,8%	16,9%	0,2%	3,7%	45,6%	45.6%
	TOTAL	54,7%	35,5%	0,8%	9,0%	100.0%	94.7%
Western Cape	Male	22,5%	22,4%	0,8%	7,2%	52,9%	45.7%
	Female	20,7%	19,8%	0,6%	6,0%	47,1%	47.1%
	TOTAL	43,2%	42,2%	1,4%	13,2%	100.0%	92.8%

Published EE targets in February 2024

PUBLIC ADMINISTRATION AND DEFENCE - 5-YEAR SECTORAL NUMERICAL TARGET						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	50.4%	50.4%	50.4%	50.4%	2%
	Female	40.8%	40.8%	40.8%	40.8%	
	Total	91.2%	91.2%	91.2%	91.2%	

14. PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY - 5-YEAR SECTORAL NUMERICAL TARGETS						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	49.8%	49.8%	49.8%	49.8%	3%
	Female	41.9%	46.1%	46.1%	46.1%	
	Total	91.7%	95.9%	95.9%	95.9%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2024	Male	52.2%	48.1%	46.8%	57.1%	1.9%
	Female	34.0%	40.5%	41.7%	38.2%	
	Total	86.2%	88.6%	88.5%	95.3%	
WORKFORCE PROFILE (DESIGNATED EMPLOYERS WITH 50 PLUS EMPLOYEES) - 2024	Male	53.1%	48.3%	46.8%	57.1%	1.9%
	Female	33.9%	40.4%	41.7%	38.2%	
	Total	87.0%	88.7%	88.5%	95.3%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2023	Male	51.7%	48.0%	47.2%	57.3%	1.4%
	Female	33.4%	40.5%	40.7%	37.5%	
	Total	85.1%	88.5%	87.9%	94.8%	

WAY FORWARD

Implementation process of the EE Amendment Act, 2022 and its EE Regulations will take place in different phases as follows:

a) **Sector stakeholder consultations on the final sector EE targets will be conducted and finalized by end February 2025;**

b) **Publication of the two sets of EE Regulations (i.e. the General Administrative Regulations with the EE reporting forms, EE Plan templates, enforcement tools, EE Certificate of Compliance template; and the Regulations on the 5-year sector EE targets) by end March 2025;**

c) **Internal training for capacity building of EE labour inspectors on the EE amendments and EE Regulations, including the EE System conducted in April 2025;**

WAY FORWARD - continued

2025 National EE workshops/ roadshows with employers, employers' organisations, employees, trade unions, civil society, academics, HR practitioners, and EE Consultative Forum members conducted in all nine provinces to raise awareness and train stakeholders on how to implement the EE amendments and practical demonstration on how to utilize the EE System Online facilities to capture EE reports and request EE Certificate of Compliance during May and June 2025;

e) Designated employers embarking on the process of conducting workplace analysis and developing new EE plans to align with the EE amendments and the published 5-year sector EE targets (April – 31 August 2025);

f) 2025 EE Reporting period (i.e. submission of base EE reports (EEA2 & EEA4)) opened on 1 September 2025 until 15 January 2026, including the first issuing of EE Certificate of Compliance to employers; and

g) 1st Assessment of Annual EE targets towards achievement of 5-year sector EE targets from 2026 EE reporting period (i.e. 1 September 2026 until 15 January 2027).

Thank You…

SECTOR TARGETS CONSULTATION
REAL ESTATE ACTIVITIES

14 FEBRAURY 2025

Key objectives of EE amendments

✓To **reduce the regulatory burden on small business** (those who employ 1-49 employees) – not to be regarded as designated employers from 1 January 2025.

(A total of 29 269 covering 7 699 665 employees reported in 2024, which included 15 687 large employers (i.e. employers with 50 or more employees) covering 7 357 011 employees; and 13 582 small employers (i.e. employers with 1 to 49 employees) covering 342 654 employees.

✓**Empower the Minister to regulate sector specific EE numerical targets** in order to ensure the equitable representation of suitable qualified people from designated groups;

✓**To promulgate section 53 of the EEA for the issuing of the EE Compliance Certificate** as a prerequisite for access to state contracts – doing business with any organ of state.

CRITERIA FOR EE COMPLIANCE CERTIFICATE (section 53)

- **Criteria for non-designated employers (1-49 employees):**

✓ Comply with the NMW/ exemption granted not to pay NMW (previous 12 months);
✓ No CCMA Unfair discrimination Award against employers (previous 12 months)

- **Criteria for designated employers (50 or more employees):**

✓ Submit Annual EE Report (EEA2 & EEA4 forms);
✓ Comply with Annual EE Targets towards the 5-year Sector EE Target (or provide Justifiable Reasons) ;
✓ Comply with the NMW Act NMW (previous 12 months);
✓ No CCMA Unfair discrimination Award against employers (previous 12 months).

Justifiable reasons/ grounds for failure to comply with EE targets

Justifiable reasons/ grounds to be considered for failure to comply with the Annual EE targets – regulation 16 read with EEA15 form in Draft EE Regulations, 2018 (Agreed by NEDLAC social partners):

✓ Insufficient **recruitment opportunities**;
✓ Insufficient **promotion opportunities**;
✓ **Insufficient target individuals from the designated groups** with the relevant qualifications, skills and experience;
✓ **CCMA/ Court** Order;
✓ **Transfer** of business;
✓ **Merger**/ Acquisitions;
✓ **Impact on business economic circumstances**, e.g. impact of COVID pandemic on business, load- shedding, etc.

EAP		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	DESIGNATED
NATIONAL	Male	43.5%	4.6%	1.7%	4.1%	53.9%	49.8%
	Female	37.5%	4.2%	1.0%	3.4%	46.1%	46.1%
	TOTAL	81.0%	8.8%	2.7%	7.5%	100.0%	95.9%
Eastern Cape	Male	43,3%	5,7%	0,8%	2,8%	52,6%	49.8%
	Female	39,8%	4,9%	0,3%	2,4%	47,4%	47.4%
	TOTAL	83,1%	10,6%	1,1%	5,2%	100.0%	97.2%
Free State	Male	50,6%	1,6%	0,3%	2,1%	54,6%	52.5%
	Female	41,8%	1,9%	0,0%	1,7%	45,4%	45.4%
	TOTAL	92,4%	3,5%	0,3%	3,8%	100.0%	97.9%
Gauteng	Male	46,6%	1,2%	1,7%	5,8%	55,3%	49.6%
	Female	37,4%	1,2%	1,1%	5.0%	44,7%	44.7%
	TOTAL	84,0%	2,4%	2,8%	10,8%	100.0%	94.2%
KwaZulu-Natal	Male	43,7%	0,6%	4,6%	1,9%	50,8%	48.9%
	Female	43,4%	0,7%	3,5%	1,6%	49,2%	49.2%
	TOTAL	87,1%	1,3%	8,1%	3,5%	100.0%	98.1%
Limpopo	Male	51,1%	0,1%	0,3%	2,0%	53,5%	51.5%
	Female	44,9%	0,0%	0,0%	1,6%	46.5%	46.5%
	TOTAL	96,0%	0.1%	0,3%	3,6%	100.0%	98.0%
Mpumalanga	Male	51,2%	0,3%	0,4%	2,6%	54,5%	51.9%
	Female	43,1%	0,2%	0,2%	2,0%	45,5%	45.5%
	TOTAL	94,3%	0,5%	0,6%	4,6%	100.0%	97.4%
North West	Male	52,7%	1,0%	1,9%	2,9%	58,5%	56.6%
	Female	38,5%	1,0%	0,1%	1,9%	41,5%	41.5%
	TOTAL	91,2%	2,0%	2,0%	4,8%	100.0%	97.1%
Northern Cape	Male	29,9%	18,6%	0,6%	5,3%	54,4%	49.1%
	Female	24,8%	16,9%	0,2%	3,7%	45,6%	45.6%
	TOTAL	54,7%	35,5%	0,8%	9,0%	100.0%	94.7%
Western Cape	Male	22,5%	22,4%	0,8%	7,2%	52,9%	45.7%
	Female	20,7%	19,8%	0,6%	6,0%	47,1%	47.1%
	TOTAL	43,2%	42,2%	1,4%	13,2%	100.0%	92.8%

Published EE targets in February 2024

REAL ESTATE - 5-YEAR SECTORAL NUMERICAL TARGET						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	25.0%	27.0%	30.0%	33.0%	2%
	Female	20.0%	23.0%	35.0%	37.0%	
	Total	50.0%	50.0%	65.0%	70.0%	

15. REAL ESTATE ACTIVITIES - 5-YEAR SECTORAL NUMERICAL TARGETS						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	18.9%	22.9%	32,4%	38.3%	3%
	Female	30.3%	46.1%	46,1%	46.1%	
	Total	49.2%	69.0%	78.5%	84.4%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2024	Male	14.3%	16.2%	21.5%	27.4%	1.3%
	Female	25.9%	50.2%	54.7%	56.3%	
	Total	40.2%	66.4%	76.2%	83.7%	
WORKFORCE PROFILE (DESIGNATED EMPLOYERS WITH 50 PLUS EMPLOYEES) - 2024	Male	14.9%	15.9%	22.4%	28.3%	1.2%
	Female	28.3%	53.0%	55.4%	55.6%	
	Total	43.2%	68.9%	77.8%	83.9%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2023	Male	13.2%	18.4%	22.3%	29.1%	1.3%
	Female	27.4%	49.1%	53.3%	55.0%	
	Total	40.6%	67.5%	75.6%	84.1%	

WAY FORWARD

Implementation process of the EE Amendment Act, 2022 and its EE Regulations will take place in different phases as follows:

a) Sector stakeholder consultations on the final sector EE targets will be conducted and finalized by end February 2025;

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WAY FORWARD - continued

2025 National EE workshops/ roadshows with employers, employers' organisations, employees, trade unions, civil society, academics, HR practitioners, and EE Consultative Forum members conducted in all nine provinces to raise awareness and train stakeholders on how to implement the EE amendments and practical demonstration on how to utilize the EE System Online facilities to capture EE reports and request EE Certificate of Compliance during May and June 2025;

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g) 1st Assessment of Annual EE targets towards achievement of 5-year sector EE targets from 2026 EE reporting period (i.e. 1 September 2026 until 15 January 2027).

Thank You…

SECTOR TARGETS CONSULTATION
TRANSPORTATION AND STORAGE

13 FEBRAURY 2025

Key objectives of EE amendments

✓To **reduce the regulatory burden on small business** (those who employ 1-49 employees) – not to be regarded as designated employers from 1 January 2025.

(A total of 29 269 covering 7 699 665 employees reported in 2024, which included 15 687 large employers (i.e. employers with 50 or more employees) covering 7 357 011 employees; and 13 582 small employers (i.e. employers with 1 to 49 employees) covering 342 654 employees.

✓**Empower the Minister to regulate sector specific EE numerical targets** in order to ensure the equitable representation of suitable qualified people from designated groups;

✓**To promulgate section 53 of the EEA for the issuing of the EE Compliance Certificate** as a prerequisite for access to state contracts – doing business with any organ of state.

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✓ Submit Annual EE Report (EEA2 & EEA4 forms);
✓ Comply with Annual EE Targets towards the 5-year Sector EE Target (or provide Justifiable Reasons) ;
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✓ Insufficient **promotion opportunities**;
✓ **Insufficient target individuals from the designated groups** with the relevant qualifications, skills and experience;
✓ **CCMA/ Court** Order;
✓ **Transfer** of business;
✓ **Merger**/ Acquisitions;
✓ **Impact on business economic circumstances**, e.g. impact of COVID pandemic on business, load- shedding, etc.

EAP		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	DESIGNATED
NATIONAL	Male	43.5%	4.6%	1.7%	4.1%	53.9%	49.8%
	Female	37.5%	4.2%	1.0%	3.4%	46.1%	46.1%
	TOTAL	81,0%	8,8%	2,7%	7.5%	100,0%	95.9%
Eastern Cape	Male	43,3%	5,7%	0,8%	2,8%	52,6%	49.8%
	Female	39,8%	4,9%	0,3%	2,4%	47,4%	47.4%
	TOTAL	83,1%	10,6%	1,1%	5,2%	100.0%	97.2%
Free State	Male	50,6%	1,6%	0,3%	2,1%	54,6%	52.5%
	Female	41,8%	1,9%	0,0%	1,7%	45,4%	45.4%
	TOTAL	92,4%	3,5%	0,3%	3,8%	100.0%	97.9%
Gauteng	Male	46,6%	1,2%	1,7%	5,8%	55,3%	49.5%
	Female	37,4%	1,2%	1,1%	5.0%	44,7%	44.7%
	TOTAL	84,0%	2,4%	2,8%	10,8%	100.0%	94.2%
KwaZulu-Natal	Male	43,7%	0,6%	4,6%	1,9%	50,8%	48.9%
	Female	43,4%	0,7%	3,5%	1,6%	49,2%	49.2%
	TOTAL	87,1%	1,3%	8,1%	3,5%	100.0%	98.1%
Limpopo	Male	51,1%	0,1%	0,3%	2,0%	53,5%	51.5%
	Female	44,9%	0,0%	0,0%	1,6%	46.5%	46.5%
	TOTAL	96,0%	0.1%	0,3%	3,6%	100.0%	98.0%
Mpumalanga	Male	51,2%	0,3%	0,4%	2,6%	54,5%	51.9%
	Female	43,1%	0,2%	0,2%	2,0%	45,5%	45.5%
	TOTAL	94,3%	0,5%	0,6%	4,6%	100.0%	97.4%
North West	Male	52,7%	1,0%	1,9%	2,9%	58,5%	55.6%
	Female	38,5%	1,0%	0,1%	1,9%	41,5%	41.5%
	TOTAL	91,2%	2,0%	2,0%	4,8%	100.0%	97.1%
Northern Cape	Male	29,9%	18,6%	0,6%	5,3%	54,4%	49.1%
	Female	24,8%	16,9%	0,2%	3,7%	45,6%	45.6%
	TOTAL	54,7%	35,5%	0,8%	9,0%	100.0%	94.7%
Western Cape	Male	22,5%	22,4%	0,8%	7,2%	52,9%	45.7%
	Female	20,7%	19,8%	0,6%	6,0%	47.1%	47.1%
	TOTAL	43,2%	42,2%	1,4%	13,2%	100.0%	92.8%

Published EE targets in February 2024

TRANSPORTATION AND STORAGE - 5-YEAR SECTORAL NUMERICAL TARGET						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	30.0%	38.0%	48.0%	50.4%	2%
	Female	20.0%	22.0%	27.0%	37.6%	
	Total	50.0%	60.0%	75.0%	88.0%	

16. TRANSPORTATION AND STORAGE - 5-YEAR SECTORAL NUMERICAL TARGETS						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	32.2%	42.1%	46.3%	49.8%	3%
	Female	30.0%	35.9%	40.7%	41.4%	
	Total	62.2%	78.0%	87.0%	91.2%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2024	Male	27.0%	37.4%	41.6%	59.1%	1.6%
	Female	26.7%	33.1%	36.7%	31.1%	
	Total	53.7%	70.5%	78.3%	90.2%	
WORKFORCE PROFILE (DESIGNATED EMPLOYERS WITH 50 PLUS EMPLOYEES) - 2024	Male	29.2%	39.1%	42.3%	59.2%	1.6%
	Female	27.0%	31.9%	36.7%	31.4%	
	Total	56.2%	71.0%	79.0%	90.6%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2023	Male	26.3%	32.2%	42.4%	57.8%	1.6%
	Female	26.6%	34.5%	36.0%	30.9%	
	Total	52.9%	66.7%	78.4%	88.7%	

WAY FORWARD

Implementation process of the EE Amendment Act, 2022 and its EE Regulations will take place in different phases as follows:

a) **Sector stakeholder consultations on the final sector EE targets will be conducted and finalized by end February 2025;**

b) **Publication of the two sets of EE Regulations (i.e. the General Administrative Regulations with the EE reporting forms, EE Plan templates, enforcement tools, EE Certificate of Compliance template; and the Regulations on the 5-year sector EE targets) by end March 2025;**

c) **Internal training for capacity building of EE labour inspectors on the EE amendments and EE Regulations, including the EE System conducted in April 2025;**

WAY FORWARD - continued

2025 National EE workshops/ roadshows with employers, employers' organisations, employees, trade unions, civil society, academics, HR practitioners, and EE Consultative Forum members conducted in all nine provinces to raise awareness and train stakeholders on how to implement the EE amendments and practical demonstration on how to utilize the EE System Online facilities to capture EE reports and request EE Certificate of Compliance during May and June 2025;

e) Designated employers embarking on the process of conducting workplace analysis and developing new EE plans to align with the EE amendments and the published 5-year sector EE targets (April – 31 August 2025);

f) 2025 EE Reporting period (i.e. submission of base EE reports (EEA2 & EEA4)) opened on 1 September 2025 until 15 January 2026, including the first issuing of EE Certificate of Compliance to employers; and

g) 1st Assessment of Annual EE targets towards achievement of 5-year sector EE targets from 2026 EE reporting period (i.e. 1 September 2026 until 15 January 2027).

Thank You...

SECTOR TARGETS CONSULTATION
WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES

18 FEBRAURY 2025

Key objectives of EE amendments

✓To **reduce the regulatory burden on small business** (those who employ 1-49 employees) – not to be regarded as designated employers from 1 January 2025.

(A total of 29 269 covering 7 699 665 employees reported in 2024, which included 15 687 large employers (i.e. employers with 50 or more employees) covering 7 357 011 employees; and 13 582 small employers (i.e. employers with 1 to 49 employees) covering 342 654 employees.

✓**Empower the Minister to regulate sector specific EE numerical targets** in order to ensure the equitable representation of suitable qualified people from designated groups;

✓**To promulgate section 53 of the EEA for the issuing of the EE Compliance Certificate** as a prerequisite for access to state contracts – doing business with any organ of state.

CRITERIA FOR EE COMPLIANCE CERTIFICATE (section 53)

- **Criteria for non-designated employers (1-49 employees):**

✓ Comply with the NMW/ exemption granted not to pay NMW (previous 12 months);
✓ No CCMA Unfair discrimination Award against employers (previous 12 months)

- **Criteria for designated employers (50 or more employees):**

✓ Submit Annual EE Report (EEA2 & EEA4 forms);
✓ Comply with Annual EE Targets towards the 5-year Sector EE Target (or provide Justifiable Reasons) ;
✓ Comply with the NMW Act NMW (previous 12 months);
✓ No CCMA Unfair discrimination Award against employers (previous 12 months).

Justifiable reasons/ grounds for failure to comply with EE targets

Justifiable reasons/ grounds to be considered for failure to comply with the Annual EE targets – regulation 16 read with EEA15 form in Draft EE Regulations, 2018 (Agreed by NEDLAC social partners):

✓ Insufficient **recruitment opportunities**;
✓ Insufficient **promotion opportunities**;
✓ **Insufficient target individuals from the designated groups** with the relevant qualifications, skills and experience;
✓ **CCMA/ Court** Order;
✓ **Transfer** of business;
✓ **Merger**/ Acquisitions;
✓ **Impact on business economic circumstances**, e.g. impact of COVID pandemic on business, load- shedding, etc.

EAP		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	DESIGNATED
NATIONAL	Male	43.5%	4.6%	1.7%	4.1%	53.9%	49.8%
	Female	37.5%	4.2%	1.0%	3.4%	46.1%	46.1%
	TOTAL	81.0%	8.8%	2.7%	7.5%	100.0%	95.9%
Eastern Cape	Male	43.3%	5.7%	0.8%	2.8%	52.6%	49.8%
	Female	39.8%	4.9%	0.3%	2.4%	47.4%	47.4%
	TOTAL	83.1%	10.6%	1.1%	5.2%	100.0%	97.2%
Free State	Male	50.6%	1.6%	0.3%	2.1%	54.6%	52.5%
	Female	41.8%	1.9%	0.0%	1.7%	45.4%	45.4%
	TOTAL	92.4%	3.5%	0.3%	3.8%	100.0%	97.9%
Gauteng	Male	46.6%	1.2%	1.7%	5.8%	55.3%	49.5%
	Female	37.4%	1.2%	1.1%	5.0%	44.7%	44.7%
	TOTAL	84.0%	2.4%	2.8%	10.8%	100.0%	94.2%
KwaZulu-Natal	Male	43.7%	0.6%	4.6%	1.9%	50.8%	48.9%
	Female	43.4%	0.7%	3.5%	1.6%	49.2%	49.2%
	TOTAL	87.1%	1.3%	8.1%	3.5%	100.0%	98.1%
Limpopo	Male	51.1%	0.1%	0.3%	2.0%	53.5%	51.5%
	Female	44.9%	0.0%	0.0%	1.6%	46.5%	46.5%
	TOTAL	96.0%	0.1%	0.3%	3.6%	100.0%	98.0%
Mpumalanga	Male	51.2%	0.3%	0.4%	2.6%	54.5%	51.9%
	Female	43.1%	0.2%	0.2%	2.0%	45.5%	45.5%
	TOTAL	94.3%	0.5%	0.6%	4.6%	100.0%	97.4%
North West	Male	52.7%	1.0%	1.9%	2.9%	58.5%	55.6%
	Female	38.5%	1.0%	0.1%	1.9%	41.5%	41.5%
	TOTAL	91.2%	2.0%	2.0%	4.8%	100.0%	97.1%
Northern Cape	Male	29.9%	18.6%	0.6%	5.3%	54.4%	49.1%
	Female	24.8%	16.9%	0.2%	3.7%	45.6%	45.6%
	TOTAL	54.7%	35.5%	0.8%	9.0%	100.0%	94.7%
Western Cape	Male	22.5%	22.4%	0.8%	7.2%	52.9%	45.7%
	Female	20.7%	19.8%	0.6%	6.0%	47.1%	47.1%
	TOTAL	43.2%	42.2%	1.4%	13.2%	100.0%	92.8%

Published EE targets in February 2024

WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT - 5-YEAR SECTORAL NUMERICAL TARGET						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	45.0%	50.0%	50.4%	50.4%	2%
	Female	35.0%	38.0%	40.8%	40.8%	
	Total	80.0%	88.0%	91.2%	91.2%	

17. WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES - 5-YEAR SECTORAL NUMERICAL TARGETS						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	49.8%	49.8%	49.8%	49.8%	3%
	Female	35.9%	41.0%	46.1%	46.1%	
	Total	85.7%	90.8%	95.9%	95.9%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2024	Male	47.3%	51.6%	48.8%	51.2%	1.1%
	Female	29.1%	33.7%	42.2%	43.3%	
	Total	76.4%	85.2%	91.0%	94.5%	
WORKFORCE PROFILE (DESIGNATED EMPLOYERS WITH 50 PLUS EMPLOYEES) - 2024	Male	52.0%	52.8%	49.0%	51.2%	1.1%
	Female	29.9%	34.0%	42.2%	43.6%	
	Total	81.9%	86.8%	91.2%	94.8%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2023	Male	45.9%	50.9%	47.4%	51.3%	1.0%
	Female	29.7%	33.3%	42.6%	42.9%	
	Total	75.6%	84.2%	90.0%	94.2%	

WAY FORWARD

Implementation process of the EE Amendment Act, 2022 and its EE Regulations will take place in different phases as follows:

a) **Sector stakeholder consultations on the final sector EE targets will be conducted and finalized by end February 2025;**

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c) **Internal training for capacity building of EE labour inspectors on the EE amendments and EE Regulations, including the EE System conducted in April 2025;**

WAY FORWARD - continued

2025 National EE workshops/ roadshows with employers, employers' organisations, employees, trade unions, civil society, academics, HR practitioners, and EE Consultative Forum members conducted in all nine provinces to raise awareness and train stakeholders on how to implement the EE amendments and practical demonstration on how to utilize the EE System Online facilities to capture EE reports and request EE Certificate of Compliance during May and June 2025;

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Thank You…

SECTOR TARGETS CONSULTATION
WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES

14 FEBRAURY 2025

Key objectives of EE amendments

✓To **reduce the regulatory burden on small business** (those who employ 1-49 employees) – not to be regarded as designated employers from 1 January 2025.

(A total of 29 269 covering 7 699 665 employees reported in 2024, which included 15 687 large employers (i.e. employers with 50 or more employees) covering 7 357 011 employees; and 13 582 small employers (i.e. employers with 1 to 49 employees) covering 342 654 employees.

✓**Empower the Minister to regulate sector specific EE numerical targets** in order to ensure the equitable representation of suitable qualified people from designated groups;

✓**To promulgate section 53 of the EEA for the issuing of the EE Compliance Certificate** as a prerequisite for access to state contracts – doing business with any organ of state.

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✓ No CCMA Unfair discrimination Award against employers (previous 12 months)

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✓ Submit Annual EE Report (EEA2 & EEA4 forms);
✓ Comply with Annual EE Targets towards the 5-year Sector EE Target (or provide Justifiable Reasons) ;
✓ Comply with the NMW Act NMW (previous 12 months);
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Justifiable reasons/ grounds for failure to comply with EE targets

Justifiable reasons/ grounds to be considered for failure to comply with the Annual EE targets – regulation 16 read with EEA15 form in Draft EE Regulations, 2018 (Agreed by NEDLAC social partners):

✓ Insufficient **recruitment opportunities**;
✓ Insufficient **promotion opportunities**;
✓ **Insufficient target individuals from the designated groups** with the relevant qualifications, skills and experience;
✓ **CCMA/ Court** Order;
✓ **Transfer** of business;
✓ **Merger**/ Acquisitions;
✓ **Impact on business economic circumstances**, e.g. impact of COVID pandemic on business, load- shedding, etc.

EAP		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	DESIGNATED
NATIONAL	Male	43.5%	4.6%	1.7%	4.1%	53.9%	49.8%
	Female	37.5%	4.2%	1.0%	3.4%	46.1%	46.1%
	TOTAL	81,0%	8,8%	2,7%	7.5%	100,0%	95.9%
Eastern Cape	Male	43,3%	5,7%	0,8%	2,8%	52,6%	49.8%
	Female	39,8%	4,9%	0,3%	2,4%	47,4%	47.4%
	TOTAL	83,1%	10,6%	1,1%	5,2%	100.0%	97.2%
Free State	Male	50,6%	1,6%	0,3%	2,1%	54,6%	52.5%
	Female	41,8%	1,9%	0,0%	1,7%	45,4%	45.4%
	TOTAL	92,4%	3,5%	0,3%	3,8%	100.0%	97.9%
Gauteng	Male	46,6%	1,2%	1,7%	5,8%	55,3%	49.5%
	Female	37,4%	1,2%	1,1%	5.0%	44,7%	44.7%
	TOTAL	84,0%	2,4%	2,8%	10,8%	100.0%	94.2%
KwaZulu-Natal	Male	43,7%	0,6%	4,6%	1,9%	50,8%	48.9%
	Female	43,4%	0,7%	3,5%	1,6%	49,2%	49.2%
	TOTAL	87,1%	1,3%	8,1%	3,5%	100.0%	98.1%
Limpopo	Male	51,1%	0,1%	0,3%	2,0%	53,5%	51.5%
	Female	44,9%	0,0%	0,0%	1,6%	46.5%	46.5%
	TOTAL	96,0%	0.1%	0,3%	3,6%	100.0%	98.0%
Mpumalanga	Male	51,2%	0,3%	0,4%	2,6%	54,5%	51.9%
	Female	43,1%	0,2%	0,2%	2,0%	45,5%	45.5%
	TOTAL	94,3%	0,5%	0,6%	4,6%	100.0%	97.4%
North West	Male	52,7%	1,0%	1,9%	2,9%	58,5%	55.6%
	Female	38,5%	1,0%	0,1%	1,9%	41,5%	41.5%
	TOTAL	91,2%	2,0%	2,0%	4,8%	100.0%	97.1%
Northern Cape	Male	29,9%	18,6%	0,6%	5,3%	54,4%	49.1%
	Female	24,8%	16,9%	0,2%	3,7%	45,6%	45.6%
	TOTAL	54,7%	35,5%	0,8%	9,0%	100.0%	94.7%
Western Cape	Male	22,5%	22,4%	0,8%	7,2%	52,9%	45.7%
	Female	20,7%	19,8%	0,6%	6,0%	47,1%	47.1%
	TOTAL	43,2%	42,2%	1,4%	13,2%	100.0%	92.8%

Published EE targets in February 2024

WHOLESALE & RETAIL TRADE - 5-YEAR SECTORAL NUMERICAL TARGET						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	25.0%	33.0%	37.0%	47.2%	2%
	Female	15.0%	23.0%	38.0%	40.8%	
	Total	40.0%	56.0%	75.0%	88.0%	

18. WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES - 5-YEAR SECTORAL NUMERICAL TARGETS						
		TOP MANAGEMENT	SENIOR MANAGEMENT	PROFESSIONALLY QUALIFIED & MIDDLE MANAGEMENT	SKILLED TECHNICAL	DISABILITY
DESCRIPTION	GENDER	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DESIGNATED GROUPS	DISABILITY
PROPOSED TARGET	Male	24.2%	35.0%	42.2%	48.1%	3%
	Female	27.5%	38.6%	46.1%	46.1%	
	Total	51.7%	73.6%	88.3%	94.2%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2024	Male	21.6%	30.0%	35.0%	39.2%	1.1%
	Female	24.6%	36.1%	44.5%	50.0%	
	Total	46.2%	66.1%	79.5%	89.2%	
WORKFORCE PROFILE (DESIGNATED EMPLOYERS WITH 50 PLUS EMPLOYEES) - 2024	Male	21.2%	31.0%	35.6%	39.1%	1%
	Female	24.5%	35.6%	44.7%	51.0%	
	Total	45.7%	66.6%	80.3%	90.1%	
WORKFORCE PROFILE (ALL DESIGNATED EMPLOYERS) - 2023	Male	20.9%	29.6%	33.9%	39.3%	1.1%
	Female	24.2%	35.8%	44.3%	49.4%	
	Total	45.1%	65.4%	78.2%	88.7%	

WAY FORWARD

Implementation process of the EE Amendment Act, 2022 and its EE Regulations will take place in different phases as follows:

a) Sector stakeholder consultations on the final sector EE targets will be conducted and finalized by end February 2025;

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c) Internal training for capacity building of EE labour inspectors on the EE amendments and EE Regulations, including the EE System conducted in April 2025;

WAY FORWARD - continued

2025 National EE workshops/ roadshows with employers, employers' organisations, employees, trade unions, civil society, academics, HR practitioners, and EE Consultative Forum members conducted in all nine provinces to raise awareness and train stakeholders on how to implement the EE amendments and practical demonstration on how to utilize the EE System Online facilities to capture EE reports and request EE Certificate of Compliance during May and June 2025;

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g) 1st Assessment of Annual EE targets towards achievement of 5-year sector EE targets from 2026 EE reporting period (i.e. 1 September 2026 until 15 January 2027).

Thank You…

SUMMARISED MINUTES

employment & labour
Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

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MINUTES FOR VIRTUAL MEETING TO DISCUSS SECTOR TARGETS IN THE ACCOMMODATION AND FOOD SERVICES ACTIVITIES SECTOR FOR IMPLEMENTATION

DATE: 12 February 2025
VENUE: virtual Microsoft Teams
TIME: 09h00-10h00

ITEM FOR DISCUSSION
• **OPENING AND WELCOME:** Ms. Chairperson: Nicole Deokiram opened and welcomed stakeholders and also highlights the purpose of the engagement.
• **PRESENTATION ON THE EE SECTOR TARGETS IN THE ACCOMOSATION AND FOOD SERVICES ACTIVITIES SECTOR** MR MASILO LEFIKA
• **ATTENDANCE** Attendance was good based on the number of attendees in the Accommodation Sector 205
• **WAY FORWARD** The Accommodation Sector was given the mandate to go and consult further with their members in their sector and provide feedback by 21 February 2025.

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MINUTES FOR VIRTUAL MEETING TO DISCUSS SECTOR TARGETS IN THE ADMIN & SUPPORT SECTOR FOR IMPLEMENTATION

DATE: **11 February 2025**
VENUE: **virtual Microsoft Teams**
TIME: **12h00-13h00**

ITEM FOR DISCUSSION
• **OPENING AND WELCOME:** • Ms. Chairperson: Nicole Deokarim opened and welcomed stakeholders and also highlights the purpose of the engagement.
• **PRESENTATION ON THE EE SECTOR TARGETS IN THE ADMIN & SUPPORT SECTOR** MR NIRESH SIGN
• **ATTENDANCE** Attendance was good based on the number of attendees in the Admin and support Sector 190
• **WAY FORWARD** The Admin and Support Sector was given the mandate to go and consult further with their members in their sector and provide feedback by 21 February 2025.

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MINUTES FOR VIRTUAL MEETING TO DISCUSS SECTOR TARGETS IN THE AGRICULTURE, FORESTRY & FISHING SECTOR FOR IMPLEMENTATION

DATE: **13 February 2025**
VENUE: **virtual Microsoft Teams**
TIME: **09h00-10h00**

ITEM FOR DISCUSSION

- **OPENING AND WELCOME:**
- Ms. Chairperson: Nicole Deokarim opened and welcomed stakeholders and also highlights the purpose of the engagement.

- **PRESENTATION ON THE EE SECTOR TARGETS IN THE AGRICULTURE SECTOR**

MS. CHRISTINA LEHLOKOA

- **ATTENDANCE**

Attendance was good based on the number of attendees in the Agriculture Sector 406

- **WAY FORWARD**

The Agriculture Sector was given the mandate to go and consult further with their members in their sector and provide feedback by 21 February 2025.

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MINUTES FOR VIRTUAL MEETING TO DISCUSS SECTOR TARGETS IN THE ARTS, ENTERTAINMENT AND RECREATION SECTOR FOR IMPLEMENTATION

DATE: 17 February 2025
VENUE: virtual Microsoft Teams
TIME: 10h30-11h30

ITEM FOR DISCUSSION

- **OPENING AND WELCOME:**

Ms. Chairperson: Nicole Deokarim opened and welcomed stakeholders and also highlights the purpose of the engagement.

- **PRESENTATION ON THE EE SECTOR TARGETS IN THE ARTS, ENTERTAIMENT AND RECREATION SECTOR**

MS. NIRESH SINGH

- **ATTENDANCE**

Attendance was good based on the number of attendees in the Arts, Entertainment and Recreation and Sector 108

- **WAY FORWARD**

The Arts, Entertainment and Recreation and Sector was given the mandate to go and consult further with their members in their sector and provide feedback by 24 February 2025.

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MINUTES FOR VIRTUAL MEETING TO DISCUSS SECTOR TARGETS IN THE CONSTRACTION SECTOR FOR IMPLEMENTATION

DATE: 12 February 2025
VENUE: virtual Microsoft Teams
TIME: 12h00-13h00

ITEM FOR DISCUSSION

- **OPENING AND WELCOME:**
- Ms. Chairperson: Nicole Deokarim opened and welcomed stakeholders and also highlights the purpose of the engagement.

- **PRESENTATION ON THE EE SECTOR TARGETS IN THE CONSTACTION SECTOR**

MR. MASILO LEFIKA

- **ATTENDANCE**

Attendance was good based on the number of attendees in the Construction Sector 314

- **WAY FORWARD**

The Construction Sector was given the mandate to go and consult further with their members in their sector and provide feedback by 21 February 2025.

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MINUTES FOR VIRTUAL MEETING TO DISCUSS SECTOR TARGETS IN THE EDUCATION SECTOR FOR IMPLEMENTATION

DATE: 12 February 2025
VENUE: virtual Microsoft Teams
TIME: 10h30-11h30

ITEM FOR DISCUSSION
• **OPENING AND WELCOME:** • Ms. Chairperson: Nicole Deokarim opened and welcomed stakeholders and also highlights the purpose of the engagement.
• **PRESENTATION ON THE EE SECTOR TARGETS IN THE EDUCATION SECTOR** MR. NIRESH SINGH
• **ATTENDANCE** Attendance was good based on the number of attendees in the Education Sector 135
• **WAY FORWARD** The Education Sector was given the mandate to go and consult further with their members in their sector and provide feedback by 21 February 2025.

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MINUTES FOR VIRTUAL MEETING TO DISCUSS SECTOR TARGETS IN THE ELECTRICITY GAS, STEM AND AIR CONDITIONING SECTOR FOR IMPLEMENTATION

DATE: 14 February 2025
VENUE: virtual Microsoft Teams
TIME: 12h00-13h00

ITEM FOR DISCUSSION

- **OPENING AND WELCOME:**
- Ms. Chairperson: Nicole Deokarim opened and welcomed stakeholders and also highlights the purpose of the engagement.

- **PRESENTATION ON THE EE SECTOR TARGETS IN THE ELECTRICITY & GAS SECTOR**
  MS. NIRESH SINGH

- **ATTENDANCE**

Attendance was good based on the number of attendees in the Electricity and Gas Sector 59

- **WAY FORWARD**
  The Electricity and Gas Sector was given the mandate to go and consult further with their members in their sector and provide feedback by 24 February 2025.

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MINUTES FOR VIRTUAL MEETING TO DISCUSS SECTOR TARGETS IN THE FINANCIAL AND INSUARANCE ACTIVITIES SECTOR FOR IMPLEMENTATION

DATE: **11 February 2025**
VENUE: **virtual Microsoft Teams**
TIME: **09h00-10h00**

ITEM FOR DISCUSSION
• **OPENING AND WELCOME:** • Ms. Chairperson: Nicole Deokarim opened and welcomed stakeholders and also highlights the purpose of the engagement.
• **PRESENTATION ON THE EE SECTOR TARGETS IN THE FINANCIAL & INSUARANCE SECTOR** MS MAMASHELA
• **ATTENDANCE** Attendance was good based on the number of attendees in the Financial Sector 503
• **WAY FORWARD** The Financial Sector was given the mandate to go and consult further with their members in their sector and provide feedback by 21 February 2025.

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MINUTES FOR VIRTUAL MEETING TO DISCUSS SECTOR TARGETS IN THE HUMAN HEALTH AND SOCIAL WORK ACTIVITIES SECTOR FOR IMPLEMENTATION

DATE: **17 February 2025**
VENUE: **virtual Microsoft Teams**
TIME: **12h30-13h30**

ITEM FOR DISCUSSION

- **OPENING AND WELCOME:**
- Ms. Chairperson: Ntsoaki Mamashela opened and welcomed stakeholders and also highlights the purpose of the engagement.

- **PRESENTATION ON THE EE SECTOR TARGETS IN THE HUMAN HEALTH AND SOCIAL WORK ACTIVITIES SECTOR**

  MS. NIRESH SINGH

- **ATTENDANCE**

Attendance was good based on the number of attendees in the Human Health and social work Activities Sector 292

- **WAY FORWARD**

The Human Health and Social work Sector were given the mandate to go and consult further with their members in their sector and provide feedback by 24 February 2025.

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MINUTES FOR VIRTUAL MEETING TO DISCUSS SECTOR EE TARGETS IN THE WHOLESALE & RETAIL TRADE; REPAIR OF MOTOR SECTOR FOR IMPLEMENTATION

DATE : Tuesday, 14 February 2025
VENUE : Virtual Microsoft teams
TIME : 10:h30 – 11h30

ITEMS FOR DISCUSSION
• **OPENING & WELCOME:** Ms Nicole Deokiram opened the meeting and welcomed stakeholders and also highlighted the purpose of the engagement.
• **PRESENTATION ON THE EE SECTOR TARGETS IN THE WHOLESALE& RETAIL TRADE; REPAIR OF MOTOR SECTOR** Ms Mamashela
• **ATTENDANCE** Attendance was good based on the number of attendees in the Wholesale & Retail Trade; Repair of Motor Sector 533
• **WAY FORWARD** The Wholesale & Retail Trade; Repair of Motor was given a mandate to go and consulte further with their

members in their sector and provide feedback by 26 February 2025.

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MINUTES FOR VIRTUAL MEETING TO DISCUSS SECTOR EE TARGETS IN THE WATER SUPPLY,SEWERAGE,WASTE MANAGEMENT SECTOR FOR IMPLEMENTATION

DATE : Tuesday, 18 February 2025
VENUE : Virtual Microsoft teams
TIME : 09:h00 – 10h00

ITEMS FOR DISCUSSION
• **OPENING & WELCOME:** Ms Mamashela opened the meeting and welcomed stakeholders and also highlighted the purpose of the engagement.
• **PRESENTATION ON THE EE SECTOR TARGETS IN THE WATER SUPPLY, SEWERAGE , WASTE MANAGEMENT SECTOR** Mr. Jullian Mohale
• **ATTENDANCE** Attendance was good based on the number of attendees in the Water Supply, Sewerage, Waste Management Sector 95
• **WAY FORWARD** The Water Supply, Sewerage, Waste Management Sector was given a mandate to go and consulte further

with their members in their sector and provide feedback by 24 February 2023.

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MINUTES FOR VIRTUAL MEETING TO DISCUSS SECTOR EE TARGETS IN THE TRANSPORTATION SECTOR FOR IMPLEMENTATION

DATE : Tuesday, 13 February 2025
VENUE : Virtual Microsoft teams
TIME : 12:h00 – 13h00

ITEMS FOR DISCUSSION
• **OPENING & WELCOME:** Mr Niresh Singh opened the meeting and welcomed stakeholders and also highlighted the purpose of the engagement.
• **PRESENTATION ON THE EE SECTOR TARGETS IN THE TRANPORTATION SECTOR** Ms Masilo Lefika
• **ATTENDANCE** Attendance was good based on the number of attendees in the Transportation Sector 429
• **WAY FORWARD** The Transportation Sector was given a mandate to go and consulte further with their members in their sector and provide feedback by 26 February 2025.

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MINUTES FOR VIRTUAL MEETING TO DISCUSS SECTOR EE TARGETS IN REAL ESTATE ACTIVITIES SECTOR FOR IMPLEMENTATION

DATE : Tuesday, 14 February 2025
VENUE : Virtual Microsoft teams
TIME : 09:h00 – 10h00

ITEMS FOR DISCUSSION
• **OPENING & WELCOME:** Ms Nicole Deokiram opened the meeting and welcomed stakeholders and also highlighted the purpose of the engagement.
• **PRESENTATION ON THE EE SECTOR TARGETS IN THE REAL ESTATE ACTIVITIES SECTOR** Mr. Niresh Singh
• **ATTENDANCE** Attendance was good based on the number of attendees in the Real Estate Activities Sector 175
• **WAY FORWARD** The Real Estate Activities was given a mandate to go and consulte further with their members in their sector and provide feedback by 26 February 2025.

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MINUTES FOR VIRTUAL MEETING TO DISCUSS SECTOR EE TARGETS IN THE PUBLIC ADMINISTRATION AND DEFENCE SECTOR FOR IMPLEMENTATION

DATE : Tuesday, 18 February 2025
VENUE : Virtual Microsoft teams
TIME : 10:h30 – 11h30

ITEMS FOR DISCUSSION
• **OPENING & WELCOME:** Ms Mamashela opened the meeting and welcomed stakeholders and also highlighted the purpose of the engagement.
• **PRESENTATION ON THE EE SECTOR TARGETS IN THE PUBLIC ADMINISTRATION AND DEFENCE SECTOR** Mr. Robert
• **ATTENDANCE** Attendance was good based on the number of attendees in the Public Administration and Defence Sector 434
• **WAY FORWARD** The Public Administration and Defence sector was given a mandate to go and consulte further with their members in their sector and provide feedback by 24 February 2025.

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MINUTES FOR VIRTUAL MEETING TO DISCUSS SECTOR EE TARGETS IN THE PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES SECTOR FOR IMPLEMENTATION

DATE : Tuesday, 17 February 2025
VENUE : Virtual Microsoft teams
TIME : 09:h00 – 10h00

ITEMS FOR DISCUSSION
• **OPENING & WELCOME:** Ms Mamashela opened the meeting and welcomed stakeholders and also highlighted the purpose of the engagement.
• **PRESENTATION ON THE EE SECTOR TARGETS IN THE PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES SECTOR** Mr. Jullian Mohale
• **ATTENDANCE** Attendance was good based on the number of attendees in the Professional, Scientific and Technical Activities Sector 300
• **WAY FORWARD** The Professional, Scientific and Technical Activities was given a mandate to go and consulte further with their

members in their sector and provide feedback by 24 February 2025.

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MINUTES FOR VIRTUAL MEETING TO DISCUSS SECTOR EE TARGETS IN MINING AND QUARRYING SECTOR FOR IMPLEMENTATION

DATE : **Tuesday, 11 February 2025**
VENUE : **Virtual Microsoft teams**
TIME : **10:h30 – 11h30**

ITEMS FOR DISCUSSION
• **OPENING & WELCOME:** Commissioner Thembi Changonda opened the meeting and welcomed stakeholders and also highlighted the purpose of the engagement.
• **PRESENTATION ON THE EE SECTOR TARGETS IN THE MINING AND QUARRYING SECTOR** Mr. Niresh Singh
• **ATTENDANCE** Attendance was good based on the number of attendees in the Mining and Quarrying Sector 327
• **WAY FORWARD** The Mining and Quarrying was given a mandate to go and consulte further with their members in their sector and provide feedback by 18 February 2025.

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MINUTES FOR VIRTUAL MEETING TO DISCUSS SECTOR EE TARGETS IN THE MANUFACTURING SECTOR FOR IMPLEMENTATION

DATE : **Tuesday, 19 February 2025**
VENUE : **Virtual Microsoft teams**
TIME : **09h00 – 10h30**

ITEMS FOR DISCUSSION
• **OPENING & WELCOME:** Ms Mamashela opened the meeting and welcomed stakeholders and also highlighted the purpose of the engagement.
• **PRESENTATION ON THE EE SECTOR TARGETS IN THE MANUFACTURING SECTOR** Mr. Niresh Singh
• **ATTENDANCE** Attendance was good based on the number of attendees in the Manufacturing Sector 1107
• **WAY FORWARD** The Financial sector was given a mandate to go and consulte further with their members in their sector and provide feedback by 26 February 2025 DEL will circulate questions and answers template to all the Stakeholders in the Manufacturing Sector.

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MINUTES FOR VIRTUAL MEETING TO DISCUSS SECTOR EE TARGETS IN INFORMATION & COMMUNICATION SECTOR FOR IMPLEMENTATION

DATE : Tuesday, 13 February 2025
VENUE : Virtual Microsoft teams
TIME : 10:h30 – 11h30

ITEMS FOR DISCUSSION
• **OPENING & WELCOME:** Mr. Singh opened the meeting and welcomed stakeholders and also highlighted the purpose of the engagement.
• **PRESENTATION ON THE EE SECTOR TARGETS IN THE INFORMATION & COMMUNICATION SECTOR** Mr. Masilo Lefika
• **ATTENDANCE** Attendance was good based on the number of attendees in the Information & Communication Sector 300
• **WAY FORWARD** The Information & Communication was given a mandate to go and consulte further with their members in their sector and provide feedback by 28 February 2025.

CONSOLIDATED PUBLIC COMMENTS ON EE REGULATIONS SECTOR TARGETS FOR MAY 2023

MASTER TEMPLATE FOR PUBLIC COMMENTS ON THE EMPLOYMENT EQUITY REGULATIONS ON SECTOR TARGETS (2023)

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), set numerical targets for any sector or part of 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.

		PUBLIC COMMENT
NO.	**Name of Organization / Individual**	**ECONOMIC SECTORS (EEA17)**
1.	**AGRICULTURE, FORESTRY & FISHING**	
	Stratford Farming	Further to the above we wish to confirm that we object to the proposed setting of sector EE Targets by Employment and Labour Minister, T.W Nxesi as published in the Draft EE Regulations 2023 for the Agricultural sector. The reason for this is that the proposed numerical targets will force Family Run Businesses out of business. Should these targets be implemented for designated groups at Top Level, our business and similar run family businesses, would have to close as these positions are reserved for the founding members and immediate family. Should the proposal proceed, there would be no other alternative than for us to close the business resulting in massive job losses. Agriculture/farming is a science which cannot be learnt out of textbooks. It is an endemic transfer of passion, knowledge and skill. Agriculture is the backbone of the country's economy and highly skilled and experienced farmers will be forced out of their businesses. This will leave no alternative, but for us and others like us to migrate these skills and investments, to other countries, who are welcoming of highly skilled farmers. To this purpose certain family members have already migrated leaving SA depleted of their exceptional talent and knowledge. These members are at present exploring opportunities for us. It is a tragic loss to the country that they have been legislated out of the formal job market due to the colour of their skin. We, as farming business owners have enough stress in this country with all the challenges relating to security, electricity, road and logistics degradation and other compliance issues, making our lives extremely difficult without this new stress legislating ourselves out of our own business.
	AGRI LIMPOPO	The daft targets appear in the first instance to consider 'traditional' Agriculture and Fisheries as a one homogenous sector whereas in reality they are not

		There is insufficient clarity as to how the targets will work – for example, sub targets per race and gender do not tally up to 100%. We question whether these 'targets' do not in fact constitute rigid quotas and absolute barriers based on race, thereby rendering the sectorial numerical targets unconstitutional We question and seek clarity as to how and with whom the Minister consulted (including sector stakeholders) in arriving at his target determinations. The following are questions raised that will cause non-compliance which means the principle of sectoral targets will be stillborn: • What should companies do if there is no or little natural turnover of people in a period of 5 years? • As a result of the Legislation, the chances are slim that white men over the age of 55 will or can afford to resign, and with the worldwide retirement age increased to e.g. 65, will it take another 10 years before the people retire. • Land reform also creates an exodus of trained expertise from the target group, and farmers gets no recognition for this. • What should a farmer do if he has a relatively young workforce, how should he get rid of the over-represented people? • What should a Family owned business do?
	Mpumalanga Agriculture	- No minister should have the power or authority to determine who may work where. This is definitely unacceptable. - The published regulations apparently are a violation of Article 9 of the constitution in terms of Equality. - How do we define race. These published regulations do not contribute to a non-racial society as proposed by the constitution; it will rather contribute to more polarization and conflict in South Africa. - No employer will ever hire the second-best applicant. The potential contribution to the success of the business will always determine the final decision regarding appointment of employees. Appointments can only be made on merit.

		- This published regulation is an incentive for employers not to expand their businesses and not creating essential new jobs. The regulations will discourage producers in the agricultural sector from expanding enterprises; mechanization will accelerate at the expense of much needed new job opportunities. - Approximately 13 million new job opportunities in South Africa are required for implementation of these published sectoral targets. With a current unemployment rate of around 40% plus these published regulations are therefore totally unrealistic and unenforceable. - Not the average South-African employee nor the unemployed in South Africa will benefit at all by these published targets, however the opposite can rather be expected. These regulations are a telling example of ill-conceived legislation that instead encourages employers to stop running a business in South Africa. These targets in question create a substantial risk for the economy in terms of a possible increase in the already unacceptable high unemployment rate. - The use of any criteria other than merit to select or benefit an individual is the definition of discrimination itself.
	Fishing Industry	We kindly request the Department of Employment and Labour grant the industry the opportunity to engage in meaningful discussions and provide our input into the draft sectoral targets. We believe that an inclusive and participatory approach will lead to more informed and well-rounded decisions that will benefit both the fishing industry and the broader transformation goals of the country. By including the industry in the dialogue, we can collectively work towards creating a robust and sustainable sectoral target that reflects the realities and challenges faced by the Fishing Industry Sub-sectors The sector in which the fishing sector falls is too broadly defined. The fishing sector is combined with the entire agriculture and forestry sectors which have very different circumstances and demographic distributions. For example, gender targets for agriculture cannot be applied to fishing, due to unique factors in the fishing sector. While the industry understands the intention behind the utilisation of National Sectoral Targets for organisations which operate in more than one province, they believe it may be more appropriate to take into account the specific circumstances. For example, although the majority of the operations are in one province, some do have support staff located in other provinces.

		The industry would like to bring to your attention the issue regarding the discrepancy in the percentage split across all races and genders, which does not add up to 100%. The industry would like to bring the attention of the Department of Employment and Labour to the challenges faced by the majority of fishing organisations we represent, particularly those predominantly based in the Western Cape, as a result this will hinder the organisations from complying with the provincial sectoral targets for skilled occupational levels. The industry is coloured dominant, and it is male dominant. One of the biggest challenges faced by the fishing industry is the difficulty in attracting and retaining African males. Despite investing in training for the limited number of African male employees, there is a high turnover rate, with some individuals leaving the industry altogether. Cultural issues, such as tensions between the Coloured and African communities, further worsen these challenges.
	AGRI WC	Agri WC is of the opinion that the draft targets must be revoked with immediate effect. Numerical targets that are practically unattainable, failing to distinguish between Agriculture, Forestry and 7 Fisheries and specifically to recognise agriculture as an independent sector; and failing to provide calculations, specific statistics or reasons on how the suggested numerical targets were reached are sufficient grounds to revoke the Draft Sectoral Numerical Targets Published by the Minister of Employment and Labour in terms of the Act.
	AGRI SA	Lack of meaningful engagement between the stakeholders in consultation with the Department which resulted in the failure to take into account all the relevant factors which affect employment trends and organisational structures of the agricultural sector. The counteroffer sectoral target proposals were not ventilated or otherwise discussed between parties, but were instead simply forwarded to the Department of Employment and Labour with no due revert session. This resulted in the Department's inability to consider all the relevant factors which should be accorded to the particular nature of the agricultural sector and the feasibility of meeting said targets. The grouping together of these different sectors is not rational. This is evidenced by the Department of Employment and Labours election not to employ an investigative attitude when seeking to understand the feasibility of the sectoral targets and the lack of appreciation of the separateness of the agricultural commodities as opposed to the operational dynamics of fisheries.

		The consideration of alternative avenues of skills development and training for an increased retention rate of employees within the Agricultural Sector, which would result in better training and preparation for individuals to take on Professionally Qualified and Skilled workers in agriculture. Finally, Agri SA recommends that the submission deadline for the public comments on the Regulations be extended to allow sectors to fully and meaningfully engage with the Department on these issues in the process of determining sectoral targets. In conclusion, the Regulations provided for public comment flowing from Section 15A fail to take into consideration all the factors set out in this submission. Expanded and more meaningful engagement on these targets would serve a better purpose in providing clarity, attainability and feasibility assessments on the targets for implementation.
	VRYSTAAT LANDBOU	The publication of the numerical targets without proper consultation as to the interpretation of the draft regulations is not only creating confusion but is also contributing to unintended consequences which might not have been the initial motivation behind the publication process. As such, we cannot agree with the fact that agriculture and forestry are categorised within the same sector. This is not only applicable on the differentiation within sectors, but also within the agricultural sector. There is as much difference between districts within a province as between branches of sub sectors within the agricultural sector. This differentiation plays such a significant role in considering the composition of targets that not figuring it in would be a flaw from the onset and is indicative of misunderstanding of the sector. It is therefore also prudent that a clear understanding of the sector must be in place before a detrimental effect on the sector at a time when it cannot be afforded will be forced on the sector. The current economic situation in the country is to put it mildly, in dire straits and another ill-conceived attempt to force ideology would be disastrous. Such an important piece of legislation should be based on sound proven principles and not on populist and ideological considerations. This implies that proper consultation should be put in place prior to even considering the current draft regulations. Clarity - The current draft regulations are difficult to interpret. As submitted earlier, it is prudent that there is consensus between the respective parties as to exactly what is the inner workings of the draft legislation and to properly provide feedback on what is envisaged. There is no place for misinterpretation when a public participation process is applicable.

		Consensus furthermore assist in the understanding process as it seems that instead of targets as the draft provisions are purporting to be, quotas are as a matter of fact being advocated. The importance of clarity on what is being envisaged cannot be overemphasized.
	The South African Poultry Association ("SAPA")	SAPA has a total membership of 255 (two hundred and fifty five) members, which include poultry farms, contract growers, independent companies and integrated companies both on the broiler (chicken) side and commercial (egg) layer side. Additional members are independent hatcheries and day-old chick suppliers as well as point of lay pullet suppliers. SAPA does not only represent formal big producers but also represents a substantial amount of SMME producers. SAPA members operates in both the agriculture and manufacturing sectors. SAPA highlighted the following in their submission: • Discrepancies in total percentages for the Black population group • National vs Provincial Demographics • The determination of the numerical goals leading up to the targets vs 5 year sector targets • Individual Race and Gender Targets v Overall Targets • Disability Percentages • SAPA envisages that there are a number of business-specific challenges that its members will face in achieving the Draft Sectoral Targets for the Agriculture Sector and Manufacturing Sector • Skills shortage
	Astral Operations Limited ("Festive"), **Astral Operations Limited ("Goldi"),**	The availability of the relevant skills is one of the key considerations relevant to an employer's ability to achieve a workforce that is representative of employees from designated groups. In this regard, the AgriSETA Report identifies that the supply of skills is a significant challenge for the sector. In examining the drivers for the skills shortage, the AgriSETA Report examines the occupational supply and state of the education available in the sector. Festive is committed towards being an employer which has workforce which is representative of the demographics of South Africa. Festive, together with other employers in the Agriculture Sector, is desirous to work with the

	Astral Operations Limited ("Mountain Valley"), **Astral Operations Limited (Country Fair"),** **Astral Operations Limited ("National Chicks"),** **Astral Operations Limited (Ross Poultry),**	government towards ensuring more equitable workplace through various interventions which are practical and achievable. As such, Festive hopes that its submissions, together with the submissions from other employers in the Agriculture Sector and poultry sub-sector will be thoroughly considered by the Minister and that this consideration will result in the setting of more achievable targets and/or introduction of other initiatives. Festive further hopes that clarity will be provided in respect of the aspects on which clarity has been sought to better enable Festive, and other employers, to apply any sectoral targets in a manner which is fair and reflective of the demographics of the sector and region within which they operate.
	AFGRI's NATIONAL FOOTPRINT	**AFGRI's NATIONAL FOOTPRINT IN RURAL LOCATIONS** It should be noted that companies within the agricultural sector tend to have areas of operations in remote parts of the country. AFGRI is no exception with sites, factories, and offices within various remote and suburban locations in South Africa.

		It is therefore not always attractive for highly skilled and qualified individuals to work in these locations due to a number of reasons such as limited healthcare, poor infrastructure and housing shortages, insufficient schooling opportunities and social and political unrest due to non-service delivery in the rural municipalities. People with the necessary skills and qualifications as referred to in the draft targets, are reluctant to work in these areas. **CONSTITUTIOLITY OF TARGETS** We have noted with concern that certain parties have claimed that the sectorial numerical targets set by the Minister may constitute a rigid quota and therefore potentially render the application of the sectorial numerical targets unconstitutional. We have also noted that, Solidarity, a trade union, has lodged an application in the Labour Court challenging the relevant provisions of the EEA amendments relating to identifying and setting numerical targets, as well as the extent to which designated employers are required to implement these targets and align their employment equity plans with the targets. **LACK OF CLARITY** The Department did not publish an explanatory note on how the targets are to be read and various commentators, such as Sakeliga, have already pointed out that the numbers don't add up. According to Sakeliga, the targets are "incoherent and incomprehensible". The draft regulations seek to determine race and gender quotas per industry per province. However, the regulations have been so incoherently and incomprehensibly constructed that it is impossible to formulate meaningful comments on the proposed targets. There are some "meaningless" targets. A target of 0% can neither 'target' nor be designed to protect or advance anyone in our view the targets, on occasion, determines a numerical target of

		0%. In the agriculture, forestry, and fishing sector in Limpopo for instance, the numerical target for both coloured males and females is 0%. In Gauteng, employment by people classified as coloured is limited to below 1% in some areas in the draft regulations. In the case of employees classified by the state as Indian, the targets are often as low as 0.1% across economic sectors. A company with 50 employees that has even a single Indian person on the payroll will be in breach of the 0.1% limit, as one out of 50 is equal to 2% of that company's total employees. Conversely, if that company fires its single Indian employee on the basis of race, it will also be in breach because it will then have 0% Indian employees There are no defined sectoral targets for semi-skilled or unskilled employees with the amended regulations requiring companies to apply economically active population (EAP) figures to determine employment equity plan numerical goals for semi-skilled or unskilled employees. Of concern, however, is the fact that some sector targets are now higher than the EAP for middle and junior management in those sectors making it highly unlikely that those targets will be met. In some sectors the five-year sectoral targets require black participation to more than double. In an economy that is regressing rather than growing and where job opportunities are thin on the ground, businesses will find these targets very difficult to achieve. In the construction sector, for example, the sectoral target for professionally qualified Africans is 65,2% within the next five years, up from the current 46,9%. In a flourishing economy in which businesses are growing, companies are able recruit employees in underrepresented groups. However, companies in the construction sector are not growing and without growth they are not in a position to create jobs. In this instance, companies can only replace employees in under-represented groups lost through natural attrition and retirement.

		Similar to the BEE scorecard, the five-year sectoral target for employees living with a disability is 2%. This figure is not linked to the economically active population. **FINAL COMMENTS** For reasons mentioned above, AFGRI would object to the draft targets, as set in the government gazette notice of 12 May 2023 and suggest that further consultation take place with the agricultural sector before final targets are published.	
2.	**MINING AND QUARRYING**		
	MINERALS COUNCIL SOUTH AFRICA	The draft regulation is not clear on how the companies should handle National EAP versus provincial EAP. An example of this would be that a member company has a footprint in Limpopo, North-West and Gauteng. A major part of their operations (75%) resides in NorthWest. Does the company utilise National EAP targets or Provincial EAP targets for NorthWest. Our submission is that it should be left up to the company to choose whether they utilise a specific Province in which they operate or whether they choose the National EAP. Page 3 of 3 Whilst welcoming the recently published draft regulations on sector targets and appreciating the engagements that the Minerals Council has thus far had with the DEL, in lieu of comments above, we would appreciate an opportunity to further engage and consult with the DEL on the proposed targets for our member companies.	
3.	**MANUFACTURING**		
	Ilex South Africa (Pty) Ltd	Due process was not followed as industry/sector consultations have not been held and industry has not been afforded an opportunity to provide feedback prior to sectors and targets being circulated. The consultations are critical prior to enabling comments as industry/sectors need to have sufficient opportunity to engage on the proposed sectors and targets, taking into consideration that the targets have been set with industry transformation and historical injustices in mind **Practical challenges** To the extent that the legal challenges are not upheld, alternatively, should the draft Regulations not be withdrawn pending due process, please note our comments on the following provisions / aspects:	

		It is unclear what the consequence would be should a company's predominant business activities change during a year of assessment or during the five year plan period. For example, with regard to the wholesale and retail trade industry/sector **Queries for deliberation** In circumstances where a company has a national presence, but is also represented provincially with smaller offices of one or two staff members, it is unclear whether the company is required to assess compliance at a national level or against provincial targets. This will need to be clarified. Since compliance certificates are issued annually, how will this work on a practical level, considering CCMA information also has to be accounted for? Is it automatic or will there be an inspection? It is unclear. **All**
	Labour Affairs Association of the Pharmaceutical industry (LAAPI)	Recommendation: • The Targets are not consistent with the demographics of the Sector or Industry and should be brought in line. • The Targets do not mirror the same or similar industry or Sector statistics for suitably qualified designated groups and should be brought in line. • The Targets are not aligned with the anticipated growth within the different segments of the Industry or Sector and should be brought in line. • The Targets do not take into account demographics and/or previous and current economic and/or Sectoral challenges and should be accommodating. • The Targets are unrealistic and unattainable in the proposed timeframe and should be amended to read the next ten (10) years. • The Targets lack clarity and create uncertainty that is unreasonable and cannot be practically applied. The Minister should publish a • comprehensive explanatory memorandum on the practical application of these Targets and how businesses can justify them under the EEA. • The Amendments are prejudicial and burdensome on designated employers and the public. • The Minister should give businesses and the public more time to comply with these proposed EE Targets.

		• The achievement of targets should take into account the competition for talent amongst competitors and industries. The minister should publish an explanatory memorandum in dealing with these practical issues in compliance with the EEA. **RATIONALE FOR THE NUMERICAL TARGETS** Absence of Context, no explanatory memorandum is included in the regulations. For instance, in developing the targets, did the Department of Employment and Labor take into account the current provincial and national EAPs (or verified with STATSSA) to establish if there are adequate qualified people in each designated group participating in the economy to meet these numerical targets. *Recommendation:* *It is suggested that the Minister publish an explanatory memorandum on the amendments for clarity purposes.*
	HEINEKEN	In response to the publication of these Draft Regulations, Heineken Beverages wishes to make the following submissions: 2.1 We note that section 15A Employment Equity Act ("EEA") gives the Minister the powers to set different numerical targets for different occupational levels within an economic sector. One of the main implications of the Draft Regulations is the fact that the Minister's ability to set numerical targets which were normally determined by the employer will take away from the employer's discretion. Having said that, it is not clear simply from the EE Amendment Act or the Draft Regulations whether the implementation of numerical targets in a flexible manner remains up to the employer to implement. The implementation of the numerical targets by the employer would ordinarily be based on current EEA guidelines, Economically Active Population, operational requirements of the business, current business demographics and transformation objectives, projected growth prospects, natural attrition, scarcity of skills etcetera; 2.2 Heineken Beverages does not believe that such flexibility should be taken away from employers because the implementation of Employment Equity Plans with rigid numerical targets would constitute an implementation of quotas, which is not permitted in terms of our law; 2.3 Furthermore, Heineken Beverages does not agree with the proposed amendments, if indeed, it is determined that targets can unilaterally be set on the employer's behalf without taking our business context into account;

		2.4 Heineken Beverages is also of the opinion that introducing quotas may have adverse effects on our efforts to retain talent and build a culture of inclusivity within the organization; and 2.5 We are fully committed to the transformation agenda and the implementation of a holistic strategy to ensure that our diversity objectives are activated throughout the organization – with a special focus on the top three (3) occupational categories namely top management, senior management, professionally qualified and skilled
	ARCELORMITTAL SA	Suitability and Sustainability of Intervention: We should ensure that any such interventions are designed to achieve the desired objective and do not have adverse unintended consequences. Targets: The achievement of the sectoral targets are impossible, without major disruption, prejudice and risk to the business. In the absence of a clear basis for the targets, they appear to be arbitrary and possibly too rigid. The current approach regarding the development of Employment Equity Plans on which there is engagement with the Department of Labour may be a better option. If it is felt that sectoral targets are necessary, then it should allow for some flexibility, and setting targets in terms of a broad range may be a more appropriate option, Further, the achievement of targets can be linked to economic growth and company performance. Proper consultation is required in line with section 15A of the EEA. Constitutionality and Alignment with EAP: There does not appear to be any connection between the proposed sectoral targets and the EAP, and it should be considered whether such an approach would be in line with the Constitution. Clarify Definitions: A number of words and phrases require better clarity and definition, failing which, they will result in confusion.
	THE FIBRE PROCESSING AND	Targets amount to race quotas in the workplace. What the department had set out to achieve may threaten the independence and the remaining freedom of private enterprise. It may simply be asking too much. No business can

	MANUFACTURING SETA (FP & M SETA)	ever afford not to employ the most suitable candidate for the job, in the sole opinion of the employer, regardless of race and gender; the slightest deviation from this principle will severely undermine the sustainability of any business. There is no place for making appointments on the basis of race in the workplace. At no stage can the government interfere with the right of an employer to appoint the person of his choice taking into consideration the factors he deems appropriate. The employer takes responsibility for the person he employs. Since he carries the risk, nobody else has the right to interfere in his decision-making, and that includes the state. The days of easy appointments are a thing of the past and we will at all times make appointments on the basis of merit and not race, taking into consideration the unique requirements of each and every business and position.
	THE NATIONAL ASSOCIATION OF AUTOMOBILE MANUFACTURERS OF SOUTH AFRICA (NAAMSA)	NAAMSA | the Automotive Business Council is a non-profit trade organisation which represents the collective, non-competitive interests of the automotive industry in South Africa. Accordingly, NAAMSA herewith thus respectfully calls upon the Minister to withdraw the Draft Regulations and comply with the obligations as set out in Section 15A, at such time as Section 15A is finally enacted. Many thanks for considering our submission and we look forward to further policy pronouncement on the above topic.
	ENGEN	Engen appreciates and welcomes the opportunity to comment on the Employment Equity Regulation 2023 published on the government gazette no 48589 on the 12 May 2023. As the designated employer, we are in full support of the amendments with new measures to promote diversity and equality in the workplace. Lastly, we have noted and welcome the new amendment of issuing the employers with the Employment Equity Certificate and would like to understand if this will be in effect within the first year of reporting on sector targets as these targets presents a gap for us as the organisation. Although we are already working hard and are positive that we will close the gaps overtime, but we need to fully understand the issue of the certificate will be implemented with immediate effect once the sector targets implementation date is announced.
	Retail Motor Industry Organisation (RMI) representing Automotive	• **Minister's powers under section 15A of the EE Amendment Act, 2022** ✓ Minister does not have authority to publish the Draft Regulations on the proposed sector EE targets, as there is no empowering provision enabling him to do so. Section 14 of the Interpretation Act 33 of 1957 (the Interpretation Act) permits certain actions prior to the commencement of the law. These include for example, the making of regulations, giving notices and the performance of other acts for the purpose of the

	Remanufacturing; Motor Industry Workshops; Automobile Dealers; Motor Body Repairers; Petroleum Retailers; Vehicle and Bodybuilders; Tyre Equipment and Parts; Vehicle Testing; and Manufacturing.	law. The publication of the Draft Regulations are not regulations contemplated by section 14 of the Interpretation Act, as the conduct of the Minister goes further than what is permitted in terms of this section. The publication of the Draft Regulations is not for the purpose of bringing the law into operation at the commencement thereof, but rather is the exercise of a power granted under the Amendment Act, which power may have a substantive impact on designated employers. This power can only be exercised once the empowering provision is in force. Once that occurs, various procedural steps must be taken prior to the publication of proposed sectoral targets. ✓ Without suggesting that this is correct, the Minister was only empowered to identify the economic sectors and publish these for public comments after 6 April 2023. Insofar as the Minister sought to exercise this power by means of the 2018 Regulations, the Minister acted outside his powers. ✓ In addition, insofar as the Department sought to consult with the sectors as contemplated in section 15(2), this could only validly happen once the steps contemplated in section 15A(1) read with section 15A(4), had been taken. Any engagement prior to this date was done outside the scope of the legislation then in force. • **Importance of correct identification of sectors and sub-sectors** ✓ There is a good reason for the Minister's requirement to first identify sectors and to invite public comment before consulting on proposed sectoral targets. There is also a rational basis for section 15A(3) empowering the Minister to set different sectoral targets for various sub-sectors, thus recognising that there may be certain sectors where a multitude of sub-sectors may require differentiation. ✓ The Minister is required to have regard to the relevant Standard Industrial Classification codes (SIC Codes). By merging wholesale, retail trade, repair of motor vehicles and motorcycles into one industry classification, the Minister has failed to take into account that the industry is divided by the SIC Codes.

		✓ The identification of sub-sectors prior to proposing targets for the broader sectors is imperative. As a result of failure to properly consider the identification of the sectors and the sub-sectors following the passing of the Amendment Act, the RMI has effectively been denied an opportunity to make any meaningful representations on the proposed sectoral targets. ✓ Targets that apply across all retail functions in the economy and across all sub-sectors in a particular sector are irrational and at risk of being challenged. Section 15A(3) permits the setting of different numerical targets for (a) different occupational levels; (b) sub-sectors; (c) regions within a sector; or (d) on the basis of any other relevant factor. The RMI is therefore of the considered view that any reliance on any purported consultation process prior to the introduction of the proposed sectoral targets was a tick box exercise. • **Consultation** ✓ The RMI's engagements were always prefaced on the understanding that the Department would comply with its statutory obligation to consult with the identified sectors, including the RMI, once the Amendment Act had come into effect. • **Proposed targets** ✓ Without derogating from what is stated above, the RMI has noted that certain of the sectoral targets contained in the Draft Regulations appear to amount to absolute barriers to the employment and/ or advancement of people in the workplace. In many instances, the affected categories are people from the designated groups. ✓ In addition, the RMI notes that the Draft Regulations contain numerical inaccuracies in that certain of the percentage targets do not add up to 100%. Does this mean that a particular percentage of appointment or

		promotion decisions would not be subject to the application of demographic targets, or will these targets be amended to add up to 100%? ✓ It is furthermore not clear how designated employers are to choose between national and provincial targets, particularly where head office structures and provincial outlets are concerned. ✓ We have noted the Minister's comment in his press release of 16 May 2023, that the targets are milestones and not quotas. The organisation expects that the Labour Inspectors shall be appropriately trained and apply the targets as such in its inspections of designated employers.
	Consumer Goods Council of South Africa (on behalf of Food Manufacturing, Beverages and Tobacco sector)	✓ The CGCSA notes that section 15A Employment Equity Act ("EEA") gives the Minister the powers to set different numerical targets for different occupational levels within an economic sector. One of the main implications of the Draft Regulations is the fact that the Minister's ability to set numerical targets which were normally determined by employer will take away from the employer's discretion. ✓Having said that, it is not clear simply from the EE Amendment Act or the Draft Regulations whether the implementation of numerical targets in a flexible manner remains up to the employer to implement. The implementation of the numerical targets by the employer would ordinarily be based on current EEA guidelines, Economically Active Population, operational requirements of the business, current business demographics and transformation objectives, projected growth prospects, natural attrition, scarcity of skills, etc. ✓Furthermore, a number of the CGCSA members do not agree with the proposed amendments, if indeed, it is determined that targets can unilaterally be set on the employer's behalf without taking the sector and business context into account. Generally, members are of the opinion that introducing quotas may have adverse effects on efforts to retain talent and build a culture of inclusivity within organisations.

		• In considering the proposed numerical targets, affected CGCSA members are of the view that the proposed numerical targets are unlikely to be achievable by the majority of manufacturing employers. In saying so, the following are important considerations: ✓ The rate of turn-over and natural attrition at the two top occupational levels is high for designated groups and ACI employees respectively and this should have a significant bearing on the targets that are proposed for the top two occupational levels. The movement in these levels is indicative of the scarcity of individuals who are suitably qualified required in these occupational levels. ✓ Furthermore, the Manufacturing Sub-Sector who participated in the above analysis have explained that even where there is "turn-over", for example, a staff member leaves, this does not automatically mean that the position is filled. In some instances, whether for economic or structural reasons, positions at Senior and Top Management level are not filled. An "opportunity" is defined by the DoE&L as a promotion or replacement into a level. The number of opportunities that exist in a period are industry specific, not company specific.Based on the above, the Manufacturing Sub-Sector is unlikely to achieve the targets proposed by the DoE&L by replacing employees who leave through natural attrition with designated employees. ✓ In order for the Sector to meet the targets proposed by the DoE&L with the current rates of attrition, substantial growth in Top and Senior management is required. The Manufacturing Sub-Sector is unable to make provision for plans for such growth nor have the trends indicated that such growth is achievable in the past due to current economic environment. It is even possible that some Manufacturing Sub-Sector companies may see a reduction in Top and Senior Management to adapt to challenging economic conditions. ✓ It is therefore important to note that while the EAP suggests a certain availability of candidates for Top and Senior Management levels, the availability of suitably qualified people is likely lower, inhibiting the sector's ability to achieve the targets set by the DoE&L • Despite employers' best efforts to encourage employees to disclose their disability on employment, employees remain reluctant to disclose their disabilities. Furthermore, it is enshrined as the constitutional right to not disclose one's disability or health related conditions. The retention rate of disabled employees in the Manufacturing Sub-Sector is low. Even though the accommodation for employees with disabilities is critical, the manufacturing environment is generally not a suitable work environment for employees with disabilities despite reasonable accommodation and depending on circumstances. • As indicated above, the Manufacturing Sub-Sector is of the view that the targets proposed by the DoE&L, in so far as Top Management, Senior Management and persons with disabilities are concerned are not reasonable for

the sector and it is unlikely that they will be achievable over a 5year period. Based on the submissions contained herein, it is proposed that the following targets would be more realistic:

Combined Black	Industry Proposed Targets	Proposed DoE&L Tagets
Top Management	**28%**	**40.09% (No changes are required)**
Senior Management	45%	50.0% (No changes are required)
Middle Management	**We accept the proposed rate by the DoE&L**	**62,0%**
Skilled	78%	84.0% (No changes are required)
People with Disability	**1.42%**	**2% (No changes are required)**

CONCLUSION: The above proposal is tabled taking into account the industry unfavourably impacted by Covid19 lockdowns and riots in July 2021, leading to closures of business and retrenchments. Electricity supply shortages and the heightened load shedding schedules have constrained industry growth for almost two years now leading to closures of some businesses and retrenchments. The country is expected to see a slowdown in the economic and employment during 2023.

	SOUTH AFRICAN PETROLEUM INDUSTRY	SAPIA supports the targets as published in the gazette however the inclusion of the provincial targets was never part of the discussions during the consultation period. We note that the Semi-Skilled and Unskilled have been omitted in the published regulations, SAPIA would like the reason for such omission because these are included in the annual EE submissions by member companies.

	ASSOCIATION (SAPIA)	SAPIA acknowledges the openness upon which this process has been conducted.
	SOUTH AFRICAN WIND ENERGY ASSOCIATION (SAWEA)	The publication of the draft regulations is premature in that the legislation that enables s15A is not yet promulgated. Yet, the Gazette states that the draft regulations are published in terms of s15A of the EEAA. It has merely been assented to, not promulgated. The procedural requirements legislated in s15A can only be complied with after the EEAA has been promulgated and the said Act is in full force and effect. The Minister has therefore exceeded his powers and must withdraw the draft regulations, and thereafter properly comply with the consultation requirements. b. The Minister has not complied with s15A(1), in that for example, in consolidating the diverse sectors into one (e.g. Electricity, gas steam & air conditioning supply), the Minister has failed to consider the different circumstances being faced in the sub-sectors We urge the Department of Employment and Labour to withdraw the said Gazette and the targets therein until the necessary protocols and legislative requirements have been complied with.
	The Steel and Engineering Industries Federation of Southern Africa (SEIFSA)	The Steel and Engineering Industries Federation of Southern Africa (SEIFSA) is the principal advocate for companies operating in the metals and engineering sector. SEIFSA as a Federation represents 18 Employer Organisations, who collectively represent in excess of 1 300 companies and employ approximately 171 000 employees in the sector. As already articulated in our earlier submission, the proposed sectoral targets have come as a surprise as the Amendment Act, although assented to earlier this year, is not yet in effect. The Regulations are therefore premature and, if challenged, may be considered ultra virus. Further, as confirmed in our earlier submission, we are firmly of the view that the Department erred in halting the consultation processes it was busy following with the different Sub-Sectors and Sectors as provided for in the Act and publishing only Sector Targets for the main sectors in an attempt to hopefully achieve implementation of Sector

		Targets on 1 September 2023. By doing so, it has opened itself up to legal challenges, which will inevitably lead to this implementation date not being achieved and the process that the Department had quite rightly embarked upon, being further halted until the exhaustion of the ensuing legal proceedings. This will, in all likelihood, result in the implementation of Sector Targets being delayed for far longer than it would have been, had the Department continued with its consultation processes and not tried to fast-track the implementation of Sector Targets on 1 September 2023. The Department is respectively urged to reconsider this course of action and to firstly conclude the engagements and processes that started with the different Employer Organizations in the different Sectors and Sub-Sectors, before re-issuing Sector Targets.
	NATIONAL TEXTILE BARGAINING COUNCIL **South African Cotton Textile Processing Employers' Association (SACTPEA)** **South African Carpet Manufacturing**	Please note employers' frustration and deep concern that despite our repeated requests the Department is not going to conduct any follow-up meetings to deliberate on the setting of realistic sector targets. Employers initially made submissions to the Employment Equity Directorate on the 26 October 2021 (attached) which submissions the Directorate acknowledged receipt of. Subsequently employers were invited to a Virtual Microsoft Teams Engagement / Consultation on 12 October 2022, at which meeting the Directorate made a presentation of their proposed Submission for the Manufacturing sector 2. Employers present at this initial meeting informed that the CTFL sector was poorly represented, and that large stakeholders were not present / invited. Subsequent the meeting Textile employers made their submissions, as requested by the Directorate, on 26 October 2022 (attached), wherein various concerns were shared, which we had hoped would have convinced the DEL to amend targets closer to the initial proposals made by the Textile Employer Organisations in the 26 October 2021 submission.

	Employers' Association (SACMEA) **National Manufactured Fibres Employers' Association (NMFEA)** **National Association of Worsted Textile Manufacturers (NAWTM)** **Narrow Fabric Manufacturers Association (NFMA)** **South African Wool and Mohair Processor's Employers' Organisation (SAWAMPEO)**	Textile employers were later invited by Mr. Goitseone Julian Mohale to a second Virtual meeting, 17th March 2023, which invite was accepted by employers, confirmed by Mr Mohale, but we never received a meeting link or any further correspondence from the Directorate. This meeting never took place. We are very disappointed that the final Sector targets forwarded 5 May 2023, gazetted 12 May 2023, show minimal movement to the initial targets presented to employers 12 October 2021. It is therefore apparent that employers' concerns and submissions were not taken into consideration. Our members have further advised of concerns regarding national vs provisional targets as the measurement of Economic Active Population (EAP's) making it highly unlikely for individual companies in certain provinces to attain these targets. While we recognize that the targets are industry-wide, the practical implementation will pose significant challenges. In our submissions we informed that our Industry is extremely challenged and has been decimated with massive job losses. Since our submissions the situation has worsened. The current economic climate and power outages has put most Textile companies under extreme distress, much of our workforce is experiencing extended short-time and we are literally just fighting to survive. The final proposed manufacturing targets will not be achievable at certain occupational levels. If these are implemented, it will mean that there has not been meaningful consensus seeking consultation and that the proposals made by Textile employers have largely been disregarded and the DEL have decreed targets which are not reasonable or achievable. Textile employers welcome continued discussions and consultations to find an agreed solution

	Wool and Mohair Brokers Employers 'Organisation of South Africa (WAMBEOSA)	
	CEO CONSOLIDATED EMPLOYERS' ORGANISATION	Legal Uncertainty of the Proposed Targets Far too many questions are arising pertaining to what occurs in an instance where a business or employer is forced to retrench or scale down their operation due to the skin colour of the employees working for that entity. What happens to such employees? Will they be retrenched or laid off due to the colour of their skin so that the employer can avoid penalties and fines or the like from being imposed? What recourse would those employees have, if any? While the Act seems to address these concerns in terms of the non-exhaustive list of justifiable reasons that an employer can proffer, there exists much apprehension on the part of employers as to how the labour inspectors, or DOEL for that matter, will interpret or apply the legislation in relation to any reasonable explanations provided by employers and the potential ramifications that may stem from same. This apprehension stems from the fact that many employers are concerned as to the capacity as well as technical ability of labour inspectors in relation to how they will apply the laws. This apprehension is shared by CEO. CEO handles numerous compliance related disputes on behalf of our members at the CCMA that emanate from compliance orders issued by inspectors all over the country. With respect, more than half of the compliance orders issued are done so erroneously and without merit. Another large portion of the compliance orders that are received get referred to the CCMA for adjudication only for the relevant inspector not to arrive for the case or to arrive at the case grossly unprepared. This begs the question as to what kind of recourse will employers have in the event of erroneous compliance matters in relation to the

		targets being levelled against them, and consequently how burdensome will receiving such compliance related matters be on employers when the compliance order is later rescinded Another very contentious point is the fact that the new amendments exclude an employer who has received an adverse arbitration award at the CCMA in relation to either a S73 National Minimum Wage (NMW) dispute or discrimination dispute from doing business with the State. This, it is respectfully submitted, is a step way too far. CEO attends to thousands of S73 NMW disputes on behalf of our members on a yearly basis. It is with regret that CEO submits that we have unfortunately seen some truly subpar arbitration awards in this regard as well as noting that the practice of dealing with S73 disputes across the provinces seriously lacks uniformity. Given the fact that the only recourse an employer would have, a review to the Labour Court, is an extremely costly and time-intensive exercise, it is highly likely that many employers, out of fear of a potential adverse award, are simply going to settle these types of disputes purely to avoid a situation where they are sitting with an adverse award and therefore cannot do business with the State. This is not the way the law and social justice is meant to work. We strongly fear that the above amendment will create a proverbial "open season" to employees to try their luck at the CCMA because employers would be too scared to oppose any such claims. This untenable situation cannot be allowed to prevail. **Nonsensical or Arbitrary Numbers** A further point to the above, the targets as proposed do not seem to add up to 100% thereby creating a lot of uncertainty from many employers in relation to how they must apply the targets. This arbitrary or nonsensical computation of the targets only furthers the confusion and interpretation of the targets and causes only more resistance to the proposed targets. Additionally, the fact that targets do not, on the face of it, make sense, the

possibility of the targets being susceptible to legal challenge is profound. Name of Enterprise: CEO | Reg No. LR 2/6/3/337 www.ceosa.org.za | Vat Reg No. 4520269616

Along with the above, the proposed targets presuppose that a fraction of a person be appointed in certain circumstances. This is obviously impossible to do and again leads to questions as to how the DOEL and the inspectors will interpret the targets as well as how employers are meant to go about abiding by the targets when there clearly exists an impossibility to do so.

Subsectors of big sectors – Manufacturing

Much of the feedback that CEO has received from our members relates to the fact that in certain sectors, the scope of work and profile of business is quite varied. Therefore, to simply include all those manufacturing businesses under one umbrella for instance would be improper as the sector is made up various subsectors and businesses whose profile and business model differs quite significantly from those included under the general umbrella. This same sentiment rings true in other sectors as well and again creates a problem of implementing a general target in business whose business model or profile may be completely different to a similar entity falling under the same sector.

Member feedback

As part of obtaining as holistic feedback as possible, CEO obtained direct commentary from our members pertaining to their input on the proposed targets. CEO received a total of 33 written comments from our members. These members are from across the various sectors, most of whom would be classified as designated employers, while

		some would not be classified as such, however, would still need to be compliant in order to do business with the State.
	Printing SA (manufacturing)	The proposed sectoral targets are unrealistic and do not consider the circumstances of the Manufacturing industry, in particular the printing and packaging subsectors. 11.2 It is evident from CEE reports analyses that the manufacturing sector has shrunk and that employment opportunities are minimal. 11.3 Sectoral targets should be established considering the actual levels of representation in the manufacturing sector and should realistically not exceed an averaged variance of 6%, having regard to the realistic pace of transformation actually achieved over the past 20 years.
	SATMC (South African Tyre Manufacturing Conference) Represent the following company: Bridgestone Tyres South Africa (Pty) Ltd Continental Tyre	However, the proposed Ministerial Sectoral Targets in the Gazette dated 12 May 2023 (draft regulations) are seriously flawed and they do not pass the muster of various legislative requirements, including the EEAA itself as well as the Constitution of South Africa. Furthermore, in our humble opinion they are irrational, unjustifiable and would further exacerbate the harsh conditions under which employers are trading at present.

	Goodyear South Africa (Pty) Ltd, (Manufacturing) Sumitomo Rubber South Africa (Pty) Ltd.	We therefore urge the Department of Employment and Labour to withdraw the said Gazette and the targets therein until the necessary protocols and legislative requirements have been complied with. In this regard, the SATMC reserves its right to pursue legal action as may be appropriate at law. Herewith our further submissions and comments in respect of the draft regulations for your urgent attention.
4.	**CONSTRUCTION**	
	MASTER BUILDERS ASSOCIATIONS (MBSA)	The reporting structures for Employment Equity at the Department of Labour are determined by the Standard Industrial Classification of all Economic Sectors published by Statistics SA. These structures are not aligned to the Construction Sector that is now required to adhere to this gazette. For example, the Built Environment Professionals have several reporting avenues, as do those Manufacturing and providing Transport for the Construction Industry. The Construction Sector has not agreed nor has there been sufficient engagement and consultation, as is required in terms of the EEAA, on the numerical targets with the Ministry of Employment and Labour. This despite substantive submissions made to the Commission of Employment Equity and the Department of Labour by the Construction industry on 18 June 2020, the Parliamentary Portfolio Committee on 7 April 2021 and the Parliamentary Select Committee on Trade and Industry on 22 February 2022. Several issues of concern were raised and not attended to. Our members were of the view that the Regulations should have been submitted prior to the publication of the Employment Equity Amendment Act. Provincial Workforce profiles should also have been inserted for consideration. The proposed targets have not considered the availability of suitably qualified people from the designated groups and/ or the scarcity of various skills in each occupational level. The proposed targets have not been accompanied by any updated regulations and/ or explanatory notes in respect of the interpretation and application of the sector targets.

		The proposed sector targets are the targets that must be used in the employer's EE plan at the end of the 5-year period, but this does not take into consideration whether the employer would have opportunities to achieve those targets. This means that using those targets in the EE Plan would require the employer to set unrealistic and unattainable EE Targets and becomes a "quota" approach. The application and granting of the compliance certificates have not been provided and how it will be achievement of the targets would have assessed and the timeframes around the consideration and assessment of whether targets have been achieved. This has a huge impact of the employers within the sector's ability to tender for work as there may be delays in obtaining certificates of compliance.
5.	**FINANCIAL AND INSURANCE ACTIVITIES**	
	BUSINESS UNITY SOUTH AFRICA (BUSA)	We note that the gazette gives the public 30 days to make submissions on the proposed sector targets. However, we are finding it extremely difficult to comment on sector targets that do not reflect targets agreed with sectors during negotiations between sectors and the department before the publication of the proposed targets. An example of the departure from agreed targets is in respect of the financial and insurance activities sector. We are informed that the department reached agreement with the sector on its targets, which were also confirmed in written correspondence during 2020. In further correspondence, dated 29 March 2023, the department reaffirmed the applicability of the agreed targets (the delay in implementation not withstanding), undertaking to publish them, as is, for public comment. In light of these assurances, the sector commenced preparations to welcome the agreed targets. However, the targets contained in the gazette do not match the agreement reached, particularly those relating to Africans at all occupational levels. For example, the agreed target for Africans at Top Management was 38.2%, whereas the gazetted target is 44.6%. For Senior Management, the agreed target for Africans was 37.0%, whereas the gazetted target is 49.6%. For Middle Management (Professionally Qualified), the target for Africans was agreed at 48.0%, whereas the gazetted target is 60.9%. The agreed target for Junior Management (Skilled Technical) was similarly changed from 70.0% to 76.7%. In some cases, the targets also do not add up to 100%, which further fuels the confusion.

	THE FINANCIAL INTERMEDIARIES ASSOCIATION ("FIA")	Additionally, focus on the EAP to the exclusion of other requirements in the Act, specifically the failure to consider or quantify the applicable *suitably qualified* persons in the industry, which is central to the achievement of these requirements, means that the targets are arbitrary, flawed in law and will further reduce the ability of employers to comply. The proposed sector targets intend to set different minimum race and gender targets for each occupational level, as well as targets for people with disabilities. This results in a matrix of more than 36 targets and compliance becomes near impossible. (For example, an executive team of five cannot meet the minimum compliance in all eight boxes). In such an environment, the binary nature of compliance is inappropriate. The DoEL has advised that each employer must conduct an analysis of their position and put an annual plan in place to achieve the targets within a 5-year period. Reporting will take place against the employer's plan on an annual basis, and where an employer has not met their plan, they need to provide reasonable and justifiable grounds for not meeting their target, which will then be assessed by the inspectors who will consider whether or not they deem the grounds to be reasonable and justifiable. The unilateral determination of non-compliance without any clear guidance on what would constitute reasonable justifications could result in highly penal fines based on turnover which will lead to financial instability and possible failure of multiple employers within the sector. This risk is significantly exacerbated due to: • The lack of new jobs being created within the sector allowing growth in under-represented segments; • The lack of suitably qualified intermediaries of the required demographics entering the industry; • The complex nature of the targets; • The remuneration structure of intermediaries; • The significant investment of time and effort to train an intermediary successfully; • Minimum industry specific qualifications and supervision periods; • Given the economic challenges facing South Africa, the rate at which opportunities become available in management roles is taking longer; • Impact of digitalisation on employee head count. Fines are contained in Schedule 1 of the Employment Equity Act, Act 55 of 1998 and are calculated on annual turnover. These fines were agreed in a different regulatory context where targets were set by the employer itself. Failure to meet aspirational targets are now met with penalties equal to those set by the Competition Commission and Anti Money Laundering legislation. The complex nature of the targets and the difficulty of achieving complete compliance makes the binary nature of the fines highly inappropriate for failure to meet transformation targets.

		The financial services sector is highly regulated, requires multiple licenses and high levels of capital. An integrated approach understanding the interplay between the various oversight objectives is essential. We would propose that consideration be given to the following recommendations to enable intermediaries to meet the desired goals and objectives of the Act. • A request for a 10-year implementation timeframe. • That consideration needs to be given to *suitably qualified* individuals within the EAP, and not the EAP as a whole. Furthermore, EAP should not be considered as the only measure. • Keeping the targets aspirational for intermediaries. • The need for sub-sector targets for intermediaries. • Re-assessment of the fines given a changing compliance environment. • Clarification around what would constitute reasonable and justifiable grounds for non-compliance.
	JOHANNESBURG STOCK EXCHANGE (JSE)	The purpose of this document is to broadly highlight some of the concerns that the JSE has with the ultimate achievability of numerical targets for the Financial and Insurance Sector specifically for the JSE and generally for the Market Infrastructures sub-sector and their users, as well as the legality of the Draft Regulations. • The JSE is constrained in the achievement of the numerical goals of Employment Equity by its limited levels of attrition. With reference to, the demographics relied on; we are concerned about the accuracy of the demographics more particularly for female employees in the industry as reflected in the numerical tables. • JSE cannot ignore the effect of the enforcement of blunt statistically based demographic tables on a workplace that is both subtle and malleable in how it operates - The imposition of numerical tables without the necessary sensitivity for the nuances with reference to the sector may not pass Constitutional muster. • In addition to what is stated above, we believe that the draft Regulations face a fundamental challenge, namely that they were published in circumstances where the empowering legislation is not yet in effect and where the procedural prerequisites have not been complied with.
	THE BANKING ASSOCIATION	The banking sector highlights several concerns around the published 'Draft Employment Equity Targets' for the financial sector and proposes alternatives in the table below.

	SOUTH AFRICA (BASA)	We are concerned that it will be a challenge for most employers to meet the set targets, as they will have relatively a short period to do so. The short period afforded to employers overlooks the current representation outlook particularly instances where there is over-representation by certain racial groups and the prohibition by the law to apply measures to create barriers for continued employment of non-designated groups; and our law, which generally prohibits unfair dismissal. 0% targets would amount to a barrier to employment and advancement in employment for people from these groups (who happen to fall within the designated groups), which is not in line with the objectives of the Employment Equity Act. How is the 0% being justified? Will the provincial targets be reviewed now that the overall targets for Blacks have changed? The discretionary power of the Inspectors remains concerning. There needs to be a clear understanding of how they would execute their mandate. How would they be selected and what training would they receive? How will inspectors determine whether a reason given for inability to reach a target is justifiable or not? Will these types of decisions be made by a single person / panel? Has the governance framework and risks around this process been thoroughly tested? How will the regulations be implemented by September? Within what timeframe would the designated employer be expected to achieve these targets, assuming they are not currently deemed to be a designated employer? Would the DoEL consider a proportionate target to the time remaining to five years or would the new designated employer adhere to the same target for five years from when they became a designated employer? The pool of available candidates does not always have the required skills of the modern workplace. This is specifically true for scarce skills e.g., technology, data, actuaries, chartered accountants. Request clarity on the practical application of the proposed targets – the percentages are not expressed as a percentage of a total i.e., 100%, clarity is sought on the expectations in relation to the remainder of the workforce, e.g. Top Management Black targets is 46% and White is 8%