



GLOBAL BUSINESS SOLUTIONS

FUTURE THINKING, NOW



SABOA

Southern African Bus Operators Association

voice of the bus & coach industry

EEA AMENDMENT BILL & TARGETS IMPACT ON THE INDUSTRY

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EEA Journey over 20-years



| Occupational Level | Period | White | African | Coloured | Indian | Male | Female |
|--------------------------|--------|-------|---------|----------|--------|-------|--------|
| Top Management | 2001 | 87% | 6% | 3% | 4% | 87% | 13% |
| | 2021 | 63.2% | 17% | 5,9% | 10.9% | 74.2% | 25.8% |
| Senior Management | 2001 | 81% | 9% | 5% | 5% | 80% | 20% |
| | 2021 | 51.4% | 25.6% | 8,0% | 12% | 63.6% | 36.4% |
| Professionally Qualified | 2001 | 56% | 33% | 6% | 5% | 62% | 38% |
| | 2021 | 31.4% | 46.9% | 9.8% | 9,3% | 52.2% | 47.8% |
| Skilled Level | 2001 | 18% | 58% | 18% | 6% | 60% | 40% |
| | 2021 | 17.1% | 64% | 11.8% | 5,5% | 51.3% | 48.7% |

EAP

| | |
|---|-----|
| A | 80 |
| C | 9.3 |
| I | 2.7 |
| W | 8.0 |

| WORKFORCE PROFILE FOR ALL EMPLOYEES | Male | | | | Female | | | | Foreign National | | Total |
|-------------------------------------|---------------|--------------|--------------|--------------|--------------|-------------|-------------|--------------|------------------|------------|---------------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 357 | 114 | 411 | 1613 | 229 | 80 | 183 | 416 | 80 | 11 | 3494 |
| | 10,2% | 3,3% | 11,8% | 46,2% | 6,6% | 2,3% | 5,2% | 11,9% | 2,3% | 0,3% | 100,0% |
| Senior Management | 1079 | 374 | 794 | 2315 | 617 | 213 | 439 | 1130 | 97 | 29 | 7087 |
| | 15,2% | 5,3% | 11,2% | 32,7% | 8,7% | 3,0% | 6,2% | 15,9% | 1,4% | 0,4% | 100,0% |
| Professionally qualified | 6531 | 1350 | 1783 | 4960 | 3560 | 808 | 1051 | 2812 | 300 | 76 | 23231 |
| | 28,1% | 5,8% | 7,7% | 21,4% | 15,3% | 3,5% | 4,5% | 12,1% | 1,3% | 0,3% | 100,0% |
| Skilled | 42914 | 7190 | 4099 | 9652 | 18110 | 3571 | 2287 | 6009 | 1874 | 210 | 95916 |
| | 44,7% | 7,5% | 4,3% | 10,1% | 18,9% | 3,7% | 2,4% | 6,3% | 2,0% | 0,2% | 100,0% |
| Semi-skilled | 77960 | 9062 | 2794 | 4129 | 22943 | 4165 | 1514 | 3822 | 1680 | 144 | 128213 |
| | 60,8% | 7,1% | 2,2% | 3,2% | 17,9% | 3,2% | 1,2% | 3,0% | 1,3% | 0,1% | 100,0% |
| Unskilled | 26749 | 2790 | 279 | 438 | 9431 | 722 | 80 | 137 | 551 | 87 | 41264 |
| | 64,8% | 6,8% | 0,7% | 1,1% | 22,9% | 1,7% | 0,2% | 0,3% | 1,3% | 0,2% | 100,0% |
| TOTAL PERMANENT | 155590 | 20880 | 10160 | 23107 | 54890 | 9559 | 5554 | 14326 | 4582 | 557 | 299205 |
| | 52,0% | 7,0% | 3,4% | 7,7% | 18,3% | 3,2% | 1,9% | 4,8% | 1,5% | 0,2% | 100,0% |
| Temporary employees | 5161 | 521 | 191 | 286 | 1905 | 224 | 87 | 133 | 74 | 9 | 8591 |
| | 60,1% | 6,1% | 2,2% | 3,3% | 22,2% | 2,6% | 1,0% | 1,5% | 0,9% | 0,1% | 100,0% |
| GRAND TOTAL | 160751 | 21401 | 10351 | 23393 | 56795 | 9783 | 5641 | 14459 | 4656 | 566 | 307796 |

| WORKFORCE PROFILE FOR PERSONS WITH DISABILITIES | Male | | | | Female | | | | Foreign National | | Total |
|---|-------------|------------|------------|------------|-------------|------------|------------|------------|------------------|----------|-------------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top Management | 11 | 3 | 13 | 19 | 4 | 2 | 11 | 3 | 0 | 0 | 66 |
| | 16,7% | 4,5% | 19,7% | 28,8% | 6,1% | 3,0% | 16,7% | 4,5% | 0,0% | 0,0% | 100,0% |
| Senior Management | 16 | 10 | 15 | 32 | 10 | 6 | 14 | 25 | 1 | 0 | 129 |
| | 12,4% | 7,8% | 11,6% | 24,8% | 7,8% | 4,7% | 10,9% | 19,4% | 0,8% | 0,0% | 100,0% |
| Professionally qualified | 67 | 23 | 32 | 74 | 39 | 15 | 15 | 39 | 1 | 1 | 306 |
| | 21,9% | 7,5% | 10,5% | 24,2% | 12,7% | 4,9% | 4,9% | 12,7% | 0,3% | 0,3% | 100,0% |
| Skilled | 558 | 74 | 60 | 214 | 582 | 76 | 33 | 98 | 5 | 1 | 1701 |
| | 32,8% | 4,4% | 3,5% | 12,6% | 34,2% | 4,5% | 1,9% | 5,8% | 0,3% | 0,1% | 100,0% |
| Semi-skilled | 688 | 88 | 46 | 63 | 584 | 58 | 30 | 58 | 1 | 0 | 1616 |
| | 42,6% | 5,4% | 2,8% | 3,9% | 36,1% | 3,6% | 1,9% | 3,6% | 0,1% | 0,0% | 100,0% |
| Unskilled | 247 | 29 | 12 | 17 | 405 | 33 | 12 | 4 | 0 | 0 | 759 |
| | 32,5% | 3,8% | 1,6% | 2,2% | 53,4% | 4,3% | 1,6% | 0,5% | 0,0% | 0,0% | 100,0% |
| TOTAL PERMANENT | 1587 | 227 | 178 | 419 | 1624 | 190 | 115 | 227 | 8 | 2 | 4577 |
| | 34,7% | 5,0% | 3,9% | 9,2% | 35,5% | 4,2% | 2,5% | 5,0% | 0,2% | 0,0% | 100,0% |
| Temporary employees | 106 | 13 | 3 | 1 | 182 | 13 | 2 | 2 | 0 | 0 | 322 |
| | 32,9% | 4,0% | 0,9% | 0,3% | 56,5% | 4,0% | 0,6% | 0,6% | 0,0% | 0,0% | 100,0% |
| GRAND TOTAL | 1693 | 240 | 181 | 420 | 1806 | 203 | 117 | 229 | 8 | 2 | 4899 |

Employment Equity Amendment Act, 2022

Schedule 4

TURNOVER THRESHOLD APPLICABLE TO DESIGNATED EMPLOYERS

| Sector or subsectors in accordance with the Industrial Classification Standard | Total annual turnover |
|--|----------------------------------|
| Agriculture | [R2,00 m] R6,00m |
| Mining and Quarrying | [R7,50 m] R22,50m |
| Manufacturing | [R10,00 m] R30,00m |
| Electricity, Gas and Water | [R10,00 m] R30,00m |
| Construction | [R5,00 m] R15,00m |
| Retail and Motor Trade and Repair Services | [R15,00 m] R45,00m |
| Wholesale Trade, Commercial Agents and Allied Services | [R25,00 m] R75,00m |
| Catering, Accommodation and other Trade | [R5,00 m] R15,00m |
| Transport, Storage and Communications | [R10,00 m] R30,00m |
| Finance and Business Services | [R10,00 m] R30,00m |
| Community, Special and Personal Services | [R5,00m] R15,00m ¹⁷ . |

Designated employer is one that employs more than 50 employees (be careful about the TES impact in s57)

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

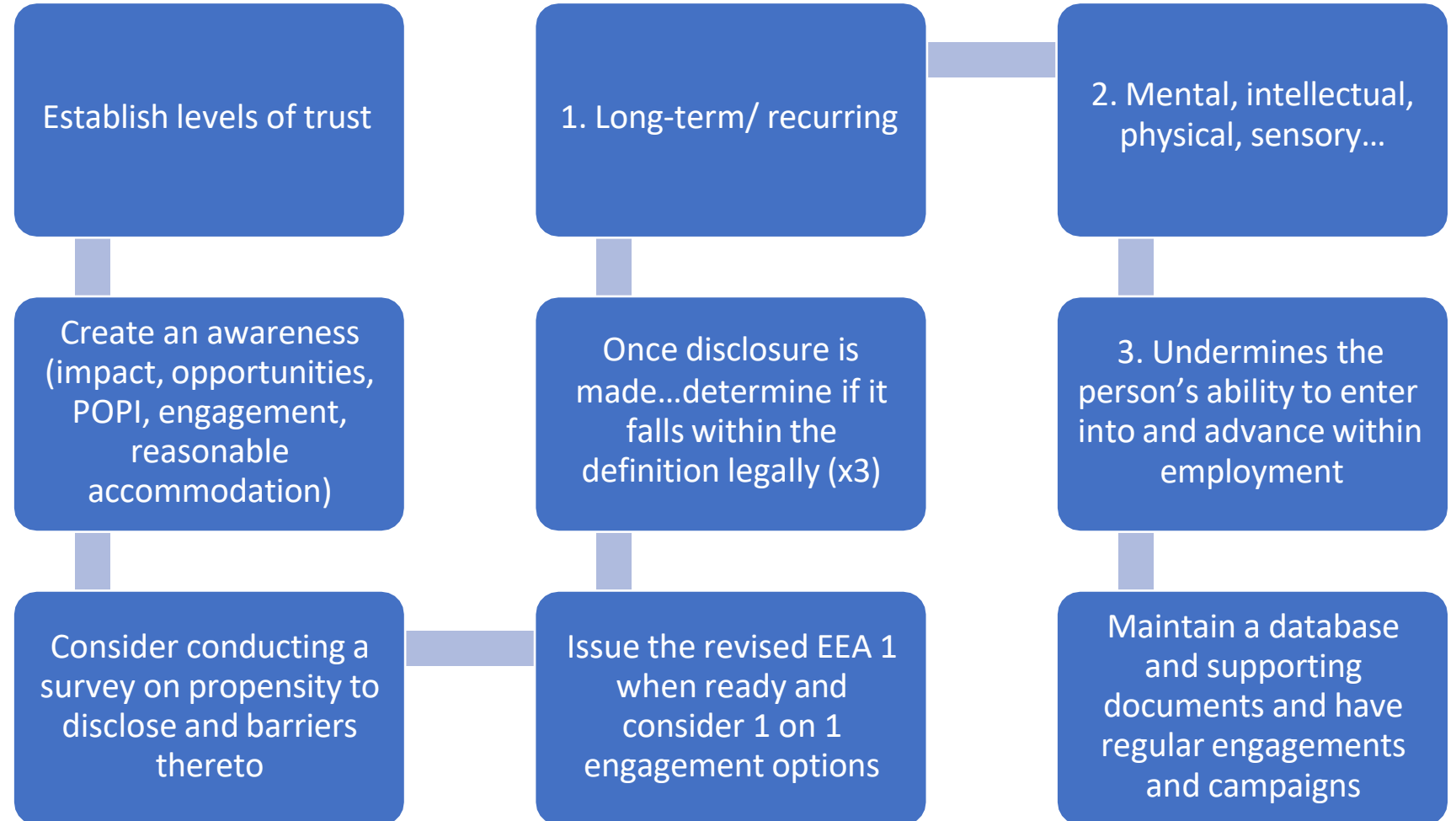


What is sensory impairment?

Sensory impairment is when one of your senses; sight, hearing, smell, touch, taste and spatial awareness, is no longer normal. Examples - If you wear glasses you have a sight impairment , if you find it hard to hear or have a hearing aid then you have a hearing impairment. A person does not have to have full loss of a sense to be sensory impaired.

Employment Equity Amendment Act, 2022

Approach to obtaining disclosure by Persons with Disabilities, given that such disclosure is **voluntary!**



Employment Equity Amendment Act, 2022

11. Section 42 of the principal Act is hereby amended by the insertion in subsection (1) after paragraph (a) of the following paragraph: 20

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

12. Section 53 of the principal Act is hereby amended by the addition of the following subsection: 25

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

- (a) the employer has complied with a numerical target set in terms of section 15A that applies to that employer; 30
- (b) in respect of any target with which the employer has not complied, the employer has raised a reasonable ground to justify its failure to comply, as contemplated by section 42(4);
- (c) the employer has submitted a report in terms of section 21;
- (d) there has been no finding by the CCMA or a court within the previous 12 months that the employer breached the prohibition on unfair discrimination in Chapter 2; and 35
- (e) the CCMA has not issued an award against the employer in the previous 12 months for failing to pay the minimum wage in terms of the National Minimum Wage Act, 2018 (Act No. 9 of 2018).” 40

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

**You do NOT have discretion for year 5 targets!
Even if you believe achieving them is impossible.**

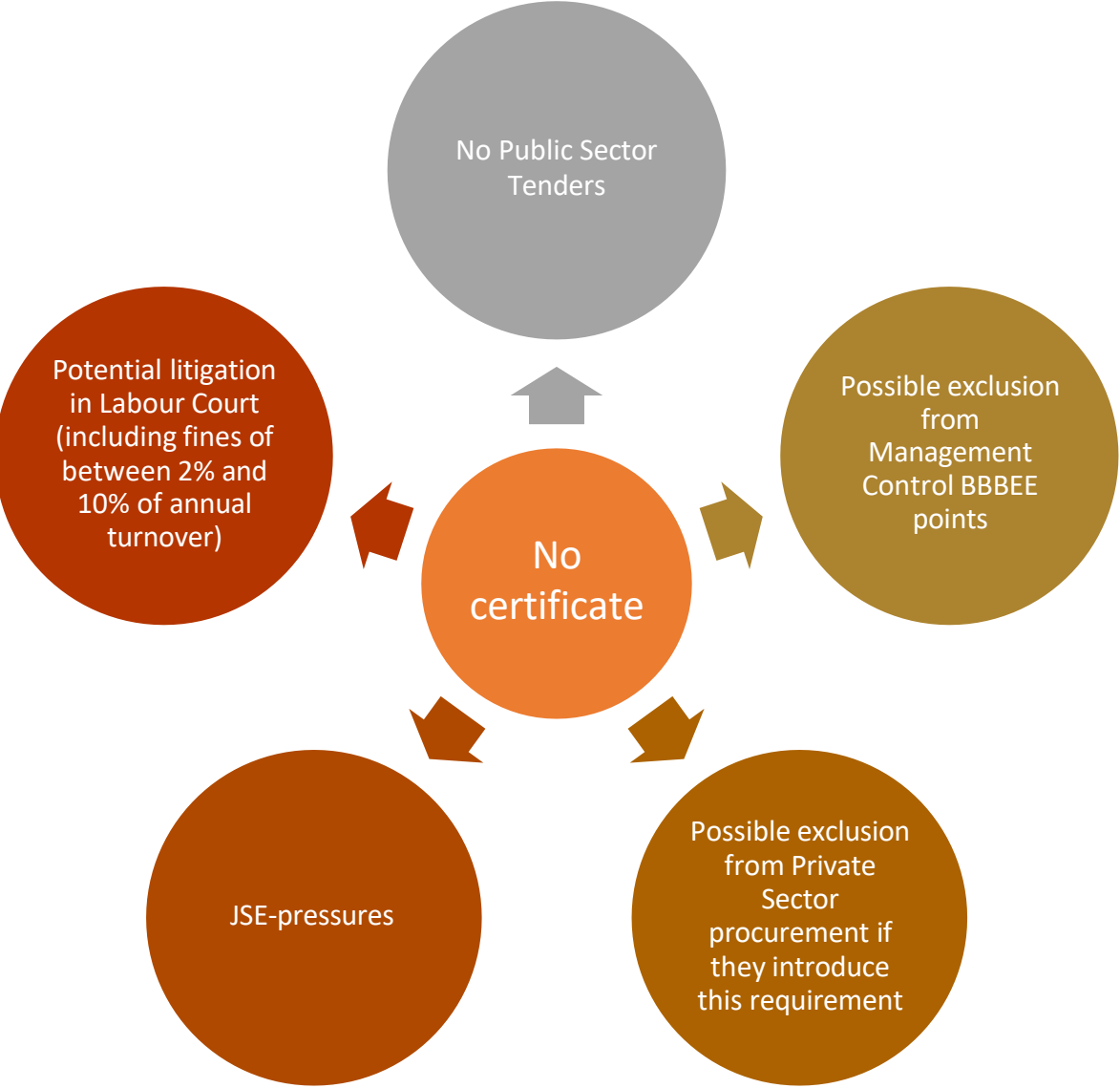
Regulation 16(4)(a) states that:

Justifiable reasonable grounds for not complying with the targets, includes:

- ✓ Insufficient recruitment opportunities;
- ✓ Insufficient promotion opportunities;
- ✓ Insufficient target individuals from the designated groups with the relevant qualification, skill and experience;
- ✓ Court Order;
- ✓ Transfer of business;
- ✓ Mergers/Acquisitions; and
- ✓ Impact on Business Economic circumstances.

The Employment Equity Amendment Act (EEAA)

Consequences of no certificate of compliance?



The Employment Equity Amendment Act (EEAA)

When will no certificate of compliance be issued?



CODE OF GOOD PRACTICE ON THE PREVENTION & ELIMINATION OF HARASSMENT IN THE WORKPLACE

EMPLOYMENT EQUITY ACT

Section 6(3) states that harassment of an employee is a form of unfair discrimination and is prohibited on any one or combination of grounds in the Employment Equity Act.



LEGALLY SPEAKING, HARASSMENT INCLUDES

Impairment of employee dignity

Negative impact on personal well-being

Subject to abusive conduct

Abusive language and bullying

Constant criticism

Emotional abuse

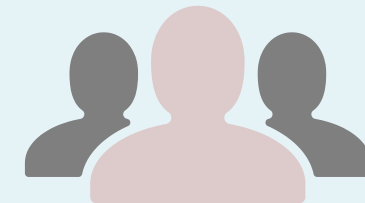
Humiliation

Intolerance of personal circumstances

Pressuring an employee to resign

HARASSMENT IS

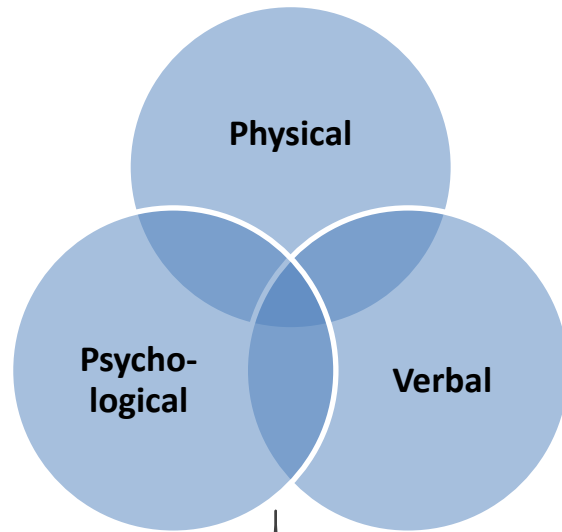
- Unwanted conduct which impairs dignity
- Which creates a hostile or intimidating work environment, or has the effect of inducing submission by actual or threatened adverse consequences
- Is related to one or more grounds in respect of which discrimination is prohibited in s6 of the EEA



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TYPES OF HARASSMENT CONDUCT #1

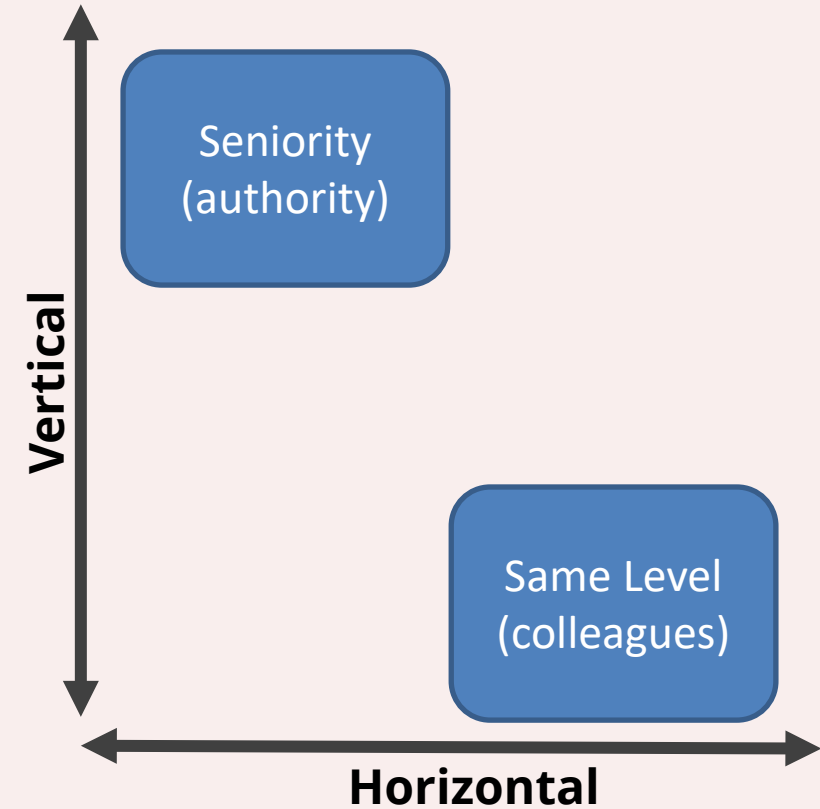


- Sexual/ racial/ social origin
- Ostracising
- Bullying/ cyber-bullying/ aggression
- Sarcasm
- Condescending eye contact
- Facial expression/ gestures/ marginalisation

- Insults/ demeaning
- Unjustified demotion
- Joking at someone's expense
- Threats/ fear
- Degradation
- Intolerance of personal circumstances

- Sabotage
- Slander
- Malicious rumours
- Humiliation
- Surveillance (no knowledge)
- Abuse of discipline & related
- Threats of dismissal

TYPES OF HARASSMENT CONDUCT #2



KEY PRINCIPLES

Principles, employers must -

- Assess the risk of harassment
- Take proactive & remedial steps to prevent harassment
- Have a zero-tolerance attitude
- Create an appropriate climate
- Immediately address complaints and not trivialize them

HARASSMENT POLICIES

- Must be aligned to the Code
- Must be communicated to all employees
- May mitigate against vicarious liability and other risks

And must at least cover the following statements

- Will not be tolerated
- Is a form of discrimination
- Confidentiality in dealing with matters
- Complainant access to procedures- and the actual procedures
- It will be a disciplinary offence to undermine the employee's rights to lodge a grievance in good faith
- The availability of counselling, treatment, care and support programmes

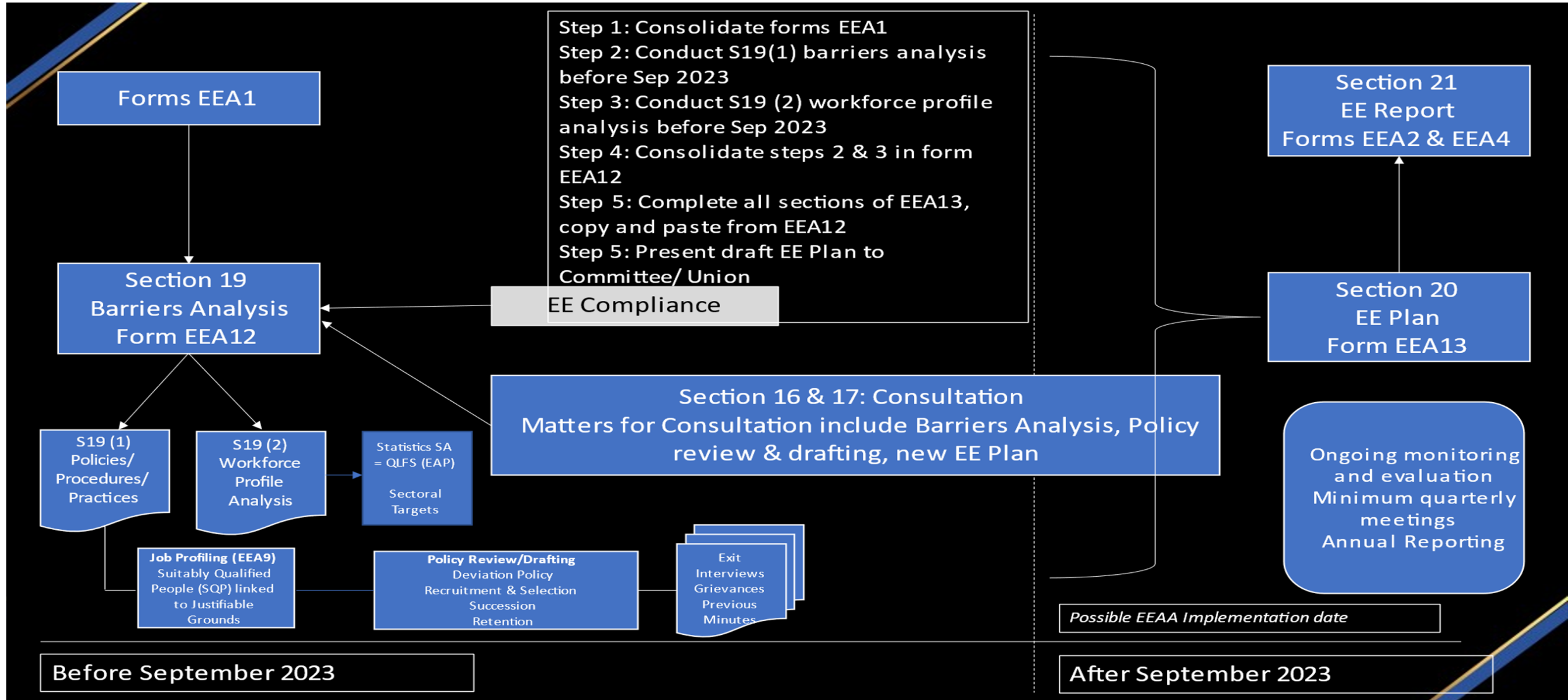


Statistics & trends – most common to least

| HARASSMENT RISK ASSESSMENT MATRIX | | | | | | |
|-----------------------------------|----------------|-------------------|--------------|--------------|--------------|------------------|
| Likelihood | Unlikely (1) | 12K | 64 | 9 | 82 | 6 |
| | Seldom (2) | 353 | 717 | 56 | 239 | 25 |
| | Occasional (3) | 37 | 356 | 204 | 435 | 89 |
| | Likely (4) | 2 | 35 | 122 | 208 | 115 |
| | Definite (5) | 4 | 18 | 49 | 110 | 168 |
| | | Insignificant (A) | Marginal (B) | Moderate (C) | Critical (D) | Catastrophic (E) |
| | Consequence | | | | | |

| Harassment | Total High & Extreme Risks |
|---|----------------------------|
| Ostracism | 124 |
| Discrimination | 119 |
| Humiliation | 116 |
| Sarcasm | 109 |
| Employee Awareness | 108 |
| Emotional Abuse | 104 |
| Constant Personal Criticism | 97 |
| Knowledge and Understanding of Procedures | 96 |
| Pressurising Employee to Resign | 87 |
| Abusive Language | 80 |
| Threats | 78 |
| Racism | 64 |
| Personal Circumstances | 50 |
| Marginalisation | 40 |
| Violence | 29 |
| Sexual Harassment (Unwanted Touching) | 18 |
| Bribery | 14 |
| Sexual Harassment (Unwanted Material) | 6 |
| Total | 1339 |

Back to basics of compliance on EEA



Meaning of Suitably Qualified Person

(3) For purposes of this Act, a person may be suitably qualified for a job as a result of any one of, or any combination of that person's—

a. formal qualifications;

b. prior learning;

c. relevant experience; or

d. capacity to acquire, within a reasonable time, the ability to do the job.

(4) When determining whether a person is suitably qualified for a job, an employer must--

a. review all the factors listed in subsection (3); and

b. determine whether that person has the ability to do the job in terms of any one of, or any combination of those factors.

(5) In making a determination under subsection (4), an employer may not unfairly discriminate against a person solely on the grounds of that person's lack of relevant experience.

(6) An employment equity plan may contain any other measures that are consistent with the purposes of this Act.

The phrase ‘inherent requirement of a job’ contains two important words that together determine its meaning:

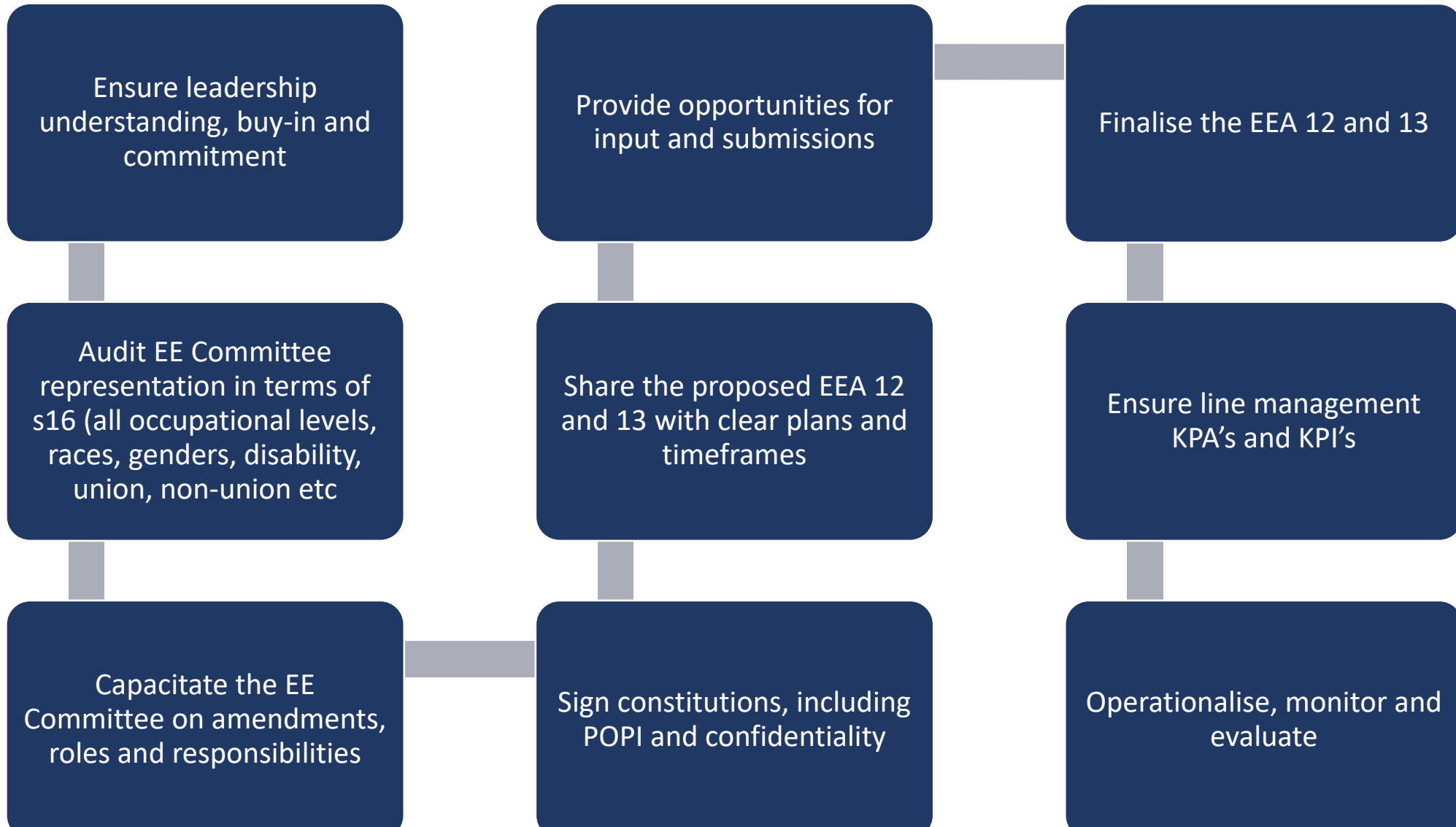
- **‘Inherent’** is usually taken to mean a permanent and essential quality or attitude, skill, knowledge, behaviour
- **‘Requirement’** carries with it an element of compulsion

An inherent requirement exists where the nature of the work requires that a person must have these specific characteristics and that if the requirement is not met, the job cannot be done.

Dlamini & Others v Green Four Security, 2006 JOL 17853 (LC)

The case defined what inherent requirement of a job means. It described it as follows: “existing in something, as a permanent attribute or quality; forming an element, especially an essential element, something, intrinsic, essential” and as an “indispensable attribute” which “must relate in an inescapable way to the performing of the job”.

EEA consultation and compliance



15. Affirmative action measures.--(1) Affirmative action measures are measures designed to ensure that suitably qualified people from designated groups have equal employment opportunities and are equitably represented in all occupational categories and levels in the workforce of a designated employer.

(2) Affirmative action measures implemented by a designated employer must include--

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

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

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

d. subject to subsection (3), measures to--

a. ensure the equitable representation of suitably qualified people from designated groups in all occupational categories and levels in the workforce; and




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


What is reasonable accommodation?

"reasonable accommodation" means any modification or adjustment to a job or to the working environment that will enable a person from a designated group to have access to or participate or advance in employment;

Let's explore reasonable accommodation examples @your company

Examples of Workplace Accommodations

-  Allowances in Dress Code
-  Sitting or Standing as Needed
-  Scheduling Flexibility






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

DRAFT EMPLOYMENT EQUITY REGULATIONS 2023 FOR PUBLIC COMMENT

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


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

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



LIST OF ECONOMIC SECTORS (EEA17)

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

VERY IMPORTANT INFORMATION

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

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

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

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

FAQ's

1. Do we opt for national or regional?

The Regulations require designated employers "to choose only one demographics (i.e. either national or provincial) and must use this for the entire duration of the plan.

Our view is to use what is justifiable, rational and proportional.

2. Why do the numbers not add up to 100%

The focus and the targets to achieve are for the designated persons, AIC, and the balance is white. If you achieve the AIC targets during the 5 years you will have to move towards the EAP.

| 3. MANUFACTURING | | | | | | | | | | | | | |
|-----------------------------|--------|------------------|------|------|------|-------|---------------------|--------|------------------|------|------|------|-------|
| C. PROFESSIONALLY QUALIFIED | | | | | | | D. SKILLED | | | | | | |
| NATIONAL & PROVINCE | GENDER | POPULATION GROUP | | | | | NATIONAL & PROVINCE | GENDER | POPULATION GROUP | | | | |
| | | A | C | I | W | BLACK | | | A | C | I | W | BLACK |
| National | Male | 32,2% | 3,7% | 1,1% | 4,5% | 37,0% | National | Male | 43,5% | 5,1% | 1,5% | 4,5% | 50,0% |
| | Female | 21,7% | 2,5% | 0,7% | 3,5% | 25,0% | | Female | 29,6% | 3,4% | 1,0% | 3,5% | 34,0% |
| | Total | 53,9% | 6,3% | 1,8% | 8,0% | 62,0% | | Total | 73,0% | 8,5% | 2,5% | 8,0% | 84,0% |

| Professionally Qualified / Middle Management | | | | | | | | | | | |
|--|---------|----------|--------|--------|---------|----------|--------|--------|---------|--------|---------|
| | Male | | | | Female | | | | Foreign | | Total |
| | African | Coloured | Indian | White | African | Coloured | Indian | White | Male | Female | |
| Actual current # | 20 | 5 | 8 | 32 | 10 | 4 | 1 | 21 | 2 | 2 | 105 |
| Actual current % representation March 2023 | 19% | 5% | 8% | 30% | 10% | 4% | 1% | 20% | 2% | 2% | 100% |
| Manufacturing Ministerial Targets | 32,20% | 3,70% | 1,10% | 19,00% | 21,70% | 2,50% | 0,70% | 19,10% | 0,00% | 0,00% | 100,00% |
| Manufacturing Sector Required actual #'s by 2028 | 33,81 | 0,04 | 1,16 | 19,95 | 22,79 | 2,63 | 0,74 | 20,06 | 0,00 | 0,00 | 101,152 |
| Over-represented (-) / Under-represented #'s | 13,61 | -4,96 | -6,85 | -12,05 | 12,79 | -1,38 | -0,27 | -0,95 | -2,00 | -2,00 | |



Sectoral target setting per national/ Provincial EAP

| 6. TRANSPORTATION AND STORAGE | | | | | | | | | | | | | |
|--|--------|------------------|-------|----------------------|-------|-------|--|--------|------------------|-------|-------|-------|-------|
| A. TOP MANAGEMENT | | | | B. SENIOR MANAGEMENT | | | | | | | | | |
| NATIONAL & PROVINCE | GENDER | POPULATION GROUP | | | | | NATIONAL & PROVINCE | GENDER | POPULATION GROUP | | | | |
| | | A | C | I | W | BLACK | | | A | C | I | W | BLACK |
| National | Male | 26,1% | 3,0% | 0,9% | 4,5% | 30,0% | National | Male | 33,0% | 3,8% | 1,1% | 4,5% | 38,0% |
| | Female | 17,4% | 2,0% | 0,6% | 3,5% | 20,0% | | Female | 19,1% | 2,2% | 0,6% | 3,5% | 22,0% |
| | Total | 43,5% | 5,1% | 1,5% | 8,0% | 50,0% | | Total | 52,2% | 6,1% | 1,8% | 8,0% | 60,0% |
| SECTOR TARGETS FOR PROVINCES | | | | | | | SECTOR TARGETS FOR PROVINCES | | | | | | |
| Eastern Cape | Male | 25,9% | 3,8% | 0,3% | 2,8% | 30,0% | Eastern Cape | Male | 32,8% | 4,8% | 0,4% | 2,8% | 38,0% |
| | Female | 17,3% | 2,5% | 0,2% | 2,2% | 20,0% | | Female | 19,0% | 2,8% | 0,2% | 2,2% | 22,0% |
| | Total | 43,2% | 6,3% | 0,5% | 5,0% | 50,0% | | Total | 51,9% | 7,6% | 0,6% | 5,0% | 60,0% |
| Free State | Male | 28,6% | 0,9% | 0,6% | 3,7% | 30,0% | Free State | Male | 36,2% | 1,1% | 0,7% | 3,7% | 38,0% |
| | Female | 19,1% | 0,6% | 0,4% | 3,6% | 20,0% | | Female | 21,0% | 0,6% | 0,4% | 3,6% | 22,0% |
| | Total | 47,6% | 1,5% | 0,9% | 7,3% | 50,0% | | Total | 57,2% | 1,7% | 1,1% | 7,3% | 60,0% |
| Gauteng | Male | 28,0% | 0,8% | 1,2% | 6,4% | 30,0% | Gauteng | Male | 35,4% | 1,0% | 1,5% | 6,4% | 38,0% |
| | Female | 18,7% | 0,5% | 0,8% | 4,6% | 20,0% | | Female | 20,5% | 0,6% | 0,9% | 4,6% | 22,0% |
| | Total | 46,6% | 1,3% | 2,0% | 11,0% | 50,0% | | Total | 56,0% | 1,6% | 2,4% | 11,0% | 60,0% |
| KwaZulu-Natal | Male | 27,4% | 0,3% | 2,3% | 2,2% | 30,0% | KwaZulu-Natal | Male | 34,7% | 0,4% | 2,9% | 2,2% | 38,0% |
| | Female | 18,2% | 0,2% | 1,5% | 1,9% | 20,0% | | Female | 20,1% | 0,3% | 1,7% | 1,9% | 22,0% |
| | Total | 45,6% | 0,6% | 3,8% | 4,1% | 50,0% | | Total | 54,7% | 0,7% | 4,6% | 4,1% | 60,0% |
| Limpopo | Male | 29,8% | 0,0% | 0,1% | 1,2% | 30,0% | Limpopo | Male | 37,8% | 0,0% | 0,2% | 1,2% | 38,0% |
| | Female | 19,9% | 0,0% | 0,1% | 1,2% | 20,0% | | Female | 21,9% | 0,0% | 0,1% | 1,2% | 22,0% |
| | Total | 49,7% | 0,1% | 0,2% | 2,4% | 50,0% | | Total | 59,7% | 0,1% | 0,2% | 2,4% | 60,0% |
| Mpumalanga | Male | 29,8% | 0,1% | 0,1% | 4,0% | 30,0% | Mpumalanga | Male | 37,8% | 0,1% | 0,1% | 4,0% | 38,0% |
| | Female | 19,9% | 0,1% | 0,1% | 3,2% | 20,0% | | Female | 21,9% | 0,1% | 0,1% | 3,2% | 22,0% |
| | Total | 49,7% | 0,2% | 0,2% | 7,2% | 50,0% | | Total | 59,6% | 0,2% | 0,2% | 7,2% | 60,0% |
| North West | Male | 29,3% | 0,4% | 0,3% | 2,8% | 30,0% | North West | Male | 37,2% | 0,5% | 0,4% | 2,8% | 38,0% |
| | Female | 19,6% | 0,3% | 0,2% | 1,6% | 20,0% | | Female | 21,5% | 0,3% | 0,2% | 1,6% | 22,0% |
| | Total | 48,9% | 0,6% | 0,5% | 4,4% | 50,0% | | Total | 58,7% | 0,8% | 0,6% | 4,4% | 60,0% |
| Northern Cape | Male | 19,0% | 10,9% | 0,1% | 6,4% | 30,0% | Northern Cape | Male | 24,1% | 13,8% | 0,2% | 6,4% | 38,0% |
| | Female | 12,7% | 7,3% | 0,1% | 4,5% | 20,0% | | Female | 13,9% | 8,0% | 0,1% | 4,5% | 22,0% |
| | Total | 31,6% | 18,1% | 0,2% | 10,9% | 50,0% | | Total | 38,0% | 21,8% | 0,3% | 10,9% | 60,0% |
| Western Cape | Male | 13,7% | 16,1% | 0,3% | 7,2% | 30,0% | Western Cape | Male | 17,3% | 20,3% | 0,4% | 7,2% | 38,0% |
| | Female | 9,1% | 10,7% | 0,2% | 6,1% | 20,0% | | Female | 10,0% | 11,8% | 0,2% | 6,1% | 22,0% |
| | Total | 22,8% | 26,8% | 0,5% | 13,3% | 50,0% | | Total | 27,3% | 32,1% | 0,6% | 13,3% | 60,0% |
| Workforce Profile 2022 (All employers) | Male | 10,2% | 3,3% | 11,8% | 46,2% | 25,3% | Workforce Profile 2022 (All employers) | Male | 15,2% | 5,3% | 11,2% | 32,7% | 31,7% |
| | Female | 6,6% | 2,3% | 5,2% | 11,9% | 14,1% | | Female | 8,7% | 3,0% | 6,2% | 15,9% | 17,9% |
| | Total | 16,8% | 5,6% | 17,0% | 58,1% | 39,4% | | Total | 23,9% | 8,3% | 17,4% | 48,6% | 49,6% |



Sectoral target setting per national/ Provincial EAP

| 6. TRANSPORTATION AND STORAGE | | | | | | | | | | | | | |
|--|--------|------------------|-------|-------|-------|-------|--|--------|------------------|-------|------|-------|-------|
| C. PROFESSIONALLY QUALIFIED | | | | | | | D. SKILLED | | | | | | |
| NATIONAL & PROVINCE | GENDER | POPULATION GROUP | | | | | NATIONAL & PROVINCE | GENDER | POPULATION GROUP | | | | |
| | | A | C | I | W | BLACK | | | A | C | I | W | BLACK |
| National | Male | 41,7% | 4,9% | 1,4% | 4,5% | 48,0% | National | Male | 43,8% | 5,1% | 1,5% | 4,5% | 50,4% |
| | Female | 23,5% | 2,7% | 0,8% | 3,5% | 27,0% | | Female | 32,7% | 3,8% | 1,1% | 3,5% | 37,6% |
| | Total | 65,2% | 7,6% | 2,2% | 8,0% | 75,0% | | Total | 76,5% | 8,9% | 2,6% | 8,0% | 88,0% |
| SECTOR TARGETS FOR PROVINCES | | | | | | | SECTOR TARGETS FOR PROVINCES | | | | | | |
| Eastern Cape | Male | 41,5% | 6,1% | 0,5% | 2,8% | 48,0% | Eastern Cape | Male | 43,6% | 6,4% | 0,5% | 2,8% | 50,4% |
| | Female | 23,3% | 3,4% | 0,3% | 2,2% | 27,0% | | Female | 32,5% | 4,7% | 0,4% | 2,2% | 37,6% |
| | Total | 64,8% | 9,5% | 0,7% | 5,0% | 75,0% | | Total | 76,1% | 11,1% | 0,8% | 5,0% | 88,0% |
| Free State | Male | 45,7% | 1,4% | 0,9% | 3,7% | 48,0% | Free State | Male | 48,0% | 1,5% | 0,9% | 3,7% | 50,4% |
| | Female | 25,7% | 0,8% | 0,5% | 3,6% | 27,0% | | Female | 35,8% | 1,1% | 0,7% | 3,6% | 37,6% |
| | Total | 71,4% | 2,2% | 1,4% | 7,3% | 75,0% | | Total | 83,8% | 2,6% | 1,6% | 7,3% | 88,0% |
| Gauteng | Male | 44,8% | 1,3% | 1,9% | 6,4% | 48,0% | Gauteng | Male | 47,0% | 1,4% | 2,0% | 6,4% | 50,4% |
| | Female | 25,2% | 0,7% | 1,1% | 4,6% | 27,0% | | Female | 35,1% | 1,0% | 1,5% | 4,6% | 37,6% |
| | Total | 69,9% | 2,0% | 3,0% | 11,0% | 75,0% | | Total | 82,1% | 2,4% | 3,6% | 11,0% | 88,0% |
| KwaZulu-Natal | Male | 43,8% | 0,6% | 3,7% | 2,2% | 48,0% | KwaZulu-Natal | Male | 46,0% | 0,6% | 3,8% | 2,2% | 50,4% |
| | Female | 24,6% | 0,3% | 2,1% | 1,9% | 27,0% | | Female | 34,3% | 0,4% | 2,9% | 1,9% | 37,6% |
| | Total | 68,4% | 0,9% | 5,7% | 4,1% | 75,0% | | Total | 80,3% | 1,0% | 6,7% | 4,1% | 88,0% |
| Limpopo | Male | 47,8% | 0,0% | 0,2% | 1,2% | 48,0% | Limpopo | Male | 50,1% | 0,1% | 0,2% | 1,2% | 50,4% |
| | Female | 26,9% | 0,0% | 0,1% | 1,2% | 27,0% | | Female | 37,4% | 0,0% | 0,2% | 1,2% | 37,6% |
| | Total | 74,6% | 0,1% | 0,3% | 2,4% | 75,0% | | Total | 87,5% | 0,1% | 0,4% | 2,4% | 88,0% |
| Mpumalanga | Male | 47,7% | 0,2% | 0,2% | 4,0% | 48,0% | Mpumalanga | Male | 50,1% | 0,2% | 0,2% | 4,0% | 50,4% |
| | Female | 26,8% | 0,1% | 0,1% | 3,2% | 27,0% | | Female | 37,4% | 0,1% | 0,1% | 3,2% | 37,6% |
| | Total | 74,5% | 0,2% | 0,2% | 7,2% | 75,0% | | Total | 87,4% | 0,3% | 0,3% | 7,2% | 88,0% |
| North West | Male | 46,9% | 0,6% | 0,5% | 2,8% | 48,0% | North West | Male | 49,3% | 0,6% | 0,5% | 2,8% | 50,4% |
| | Female | 26,4% | 0,3% | 0,3% | 1,6% | 27,0% | | Female | 36,8% | 0,5% | 0,4% | 1,6% | 37,6% |
| | Total | 73,4% | 0,9% | 0,7% | 4,4% | 75,0% | | Total | 86,1% | 1,1% | 0,8% | 4,4% | 88,0% |
| Northern Cape | Male | 30,4% | 17,4% | 0,2% | 6,4% | 48,0% | Northern Cape | Male | 31,9% | 18,3% | 0,2% | 6,4% | 50,4% |
| | Female | 17,1% | 9,8% | 0,1% | 4,5% | 27,0% | | Female | 23,8% | 13,6% | 0,2% | 4,5% | 37,6% |
| | Total | 47,5% | 27,2% | 0,3% | 10,9% | 75,0% | | Total | 55,7% | 31,9% | 0,4% | 10,9% | 88,0% |
| Western Cape | Male | 21,9% | 25,7% | 0,4% | 7,2% | 48,0% | Western Cape | Male | 23,0% | 27,0% | 0,5% | 7,2% | 50,4% |
| | Female | 12,3% | 14,4% | 0,2% | 6,1% | 27,0% | | Female | 17,1% | 20,1% | 0,3% | 6,1% | 37,6% |
| | Total | 34,2% | 40,1% | 0,7% | 13,3% | 75,0% | | Total | 40,1% | 47,1% | 0,8% | 13,3% | 88,0% |
| Workforce Profile 2022 (All employers) | Male | 28,1% | 5,8% | 7,7% | 21,4% | 41,6% | Workforce Profile 2022 (All employers) | Male | 44,7% | 7,5% | 4,3% | 10,1% | 56,5% |
| | Female | 15,3% | 3,5% | 4,5% | 12,1% | 23,3% | | Female | 18,9% | 3,7% | 2,4% | 6,3% | 25,0% |
| | Total | 43,4% | 9,3% | 12,2% | 33,5% | 64,9% | | Total | 63,6% | 11,2% | 6,7% | 16,4% | 81,5% |

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

example

| Professionally Qualified / Middle Management | | | | | | | | | | | |
|--|---------|----------|--------|--------|---------|----------|--------|--------|---------|--------|---------|
| | Male | | | | Female | | | | Foreign | | Total |
| | African | Coloured | Indian | White | African | Coloured | Indian | White | Male | Female | |
| Actual current # | 20 | 5 | 8 | 32 | 10 | 4 | 1 | 21 | 2 | 2 | 105 |
| Actual current % representation March 2023 | 19% | 5% | 8% | 30% | 10% | 4% | 1% | 20% | 2% | 2% | 100% |
| Manufacturing Ministerial Targets | 32,20% | 3,70% | 1,10% | 19,00% | 21,70% | 2,50% | 0,70% | 19,10% | 0,00% | 0,00% | 100,00% |
| Manufacturing Sector Required actual #'s by 2028 | 33,81 | 0,04 | 1,16 | 19,95 | 22,79 | 2,63 | 0,74 | 20,06 | 0,00 | 0,00 | 101,152 |
| Over-represented (-) / Under-represented #'s | 13,81 | -4,96 | -6,85 | -12,05 | 12,79 | -1,38 | -0,27 | -0,95 | -2,00 | -2,00 | |
| Target # appointments 2024 | | | | | | | | | | | |
| Target # appointments 2025 | | | | | | | | | | | |
| Target # appointments 2026 | | | | | | | | | | | |
| Target # appointments 2027 | | | | | | | | | | | |
| Target # appointments 2028 | | | | | | | | | | | |
| Skilled / Junior Management | | | | | | | | | | | |
| | Male | | | | Female | | | | Foreign | | Total |
| | African | Coloured | Indian | White | African | Coloured | Indian | White | Male | Female | |
| Actual current # | 151 | 38 | 24 | 66 | 49 | 16 | 14 | 57 | 1 | 0 | 416 |
| Actual current % representation March 2023 | 36% | 9% | 6% | 16% | 12% | 4% | 3% | 14% | 0% | 0% | 100% |
| Manufacturing Ministerial Targets | 43,50% | 5,10% | 1,50% | 8,00% | 29,60% | 3,40% | 1,00% | 7,90% | 0,00% | 0,00% | 100,00% |
| Manufacturing Sector Required actual #'s by 2028 | 180,96 | 0,05 | 6,24 | 33,28 | 123,14 | 14,14 | 4,16 | 32,86 | 0,00 | 0,00 | 394,835 |
| Over-represented (-) / Under-represented #'s | 29,96 | -37,95 | -17,76 | -32,72 | 74,14 | 1,86 | -9,84 | -24,14 | -1,00 | 0,00 | |
| Target # appointments 2024 | | | | | | | | | | | |
| Target # appointments 2025 | | | | | | | | | | | |
| Target # appointments 2026 | | | | | | | | | | | |
| Target # appointments 2027 | | | | | | | | | | | |
| Target # appointments 2028 | | | | | | | | | | | |

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