
GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. 6124

15 April 2025

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

DETERMINATION OF SECTORAL NUMERICAL TARGETS

I, **Nomakhosazana Meth**, Minister of Employment and Labour in terms of 15A (1) and (2) of the Employment Equity Act, 1998 (Act No. 55 of 1998 as amended), after consulting the relevant sectors and with the advice of the Commission for Employment Equity, hereby publish this notice identifying national economic sectors and determining the sectoral numerical targets effective from the date of publication.



MS NOMAKHOSAZANA METH, MP

MINISTER: DEPARTMENT OF EMPLOYMENT AND LABOUR

DATE: 10 April 2025

1. Identification of Economic Sectors

In terms of section 15A (1) of the Employment Equity Act, 1998 (Act No. 5 of 1998, as amended) ("the Act"), and having regard to the codes contained in the Standard Industrial Classification of all Economic Activities published by Statistic South Africa, the national economic sectors listed below are identified for the purposes of the Act:

- 1.1. Accommodation and Food Service Activities
- 1.2. Administrative and Support Activities
- 1.3. Agriculture, Forestry & Fishing
- 1.4. Arts, Entertainment and Recreation
- 1.5. Construction
- 1.6. Education
- 1.7. Electricity, Gas, Steam and Air Conditioning Supply
- 1.8. Financial and Insurance Activities
- 1.9. Human Health and Social Work Activities
- 1.10. Information and Communication
- 1.11. Manufacturing
- 1.12. Mining and Quarrying
- 1.13. Professional, Scientific and Technical Activities
- 1.14. Public Administration and Defence; Compulsory Social Security
- 1.15. Real Estate Activities
- 1.16. Transportation and Storage
- 1.17. Water Supply, Sewerage, Waste Management and Remediation Activities
- 1.18. Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

2. Sectoral numerical targets

2.1. In terms of section 15A(2) of the Act, for the purpose of ensuring the equitable representation of suitably qualified people from designated groups at all occupational levels in the workforce, the numerical targets for the economic sectors identified in terms of section 15A(1) are set out in the Table below.

2.2. The targets set out in this notice are operative from the date of publication.

3. Implementation of Affirmative Action measures

For purposes of clarity, it is stated that –

3.1. The 5-year sectoral numerical targets set out in this Notice are not intended to add up to 100%; as the sectoral numerical target excludes white males with no disabilities and foreign nationals as part of the workforce profile.

3.2. The manner in which designated employers must take the targets into account in applying affirmative action measures is specified in the Act, the General Administrative EE Regulations and Codes of Good Practice issued under the Act.

3.3. A designated employer will not incur penalties or any form of disadvantage if in the assessment of compliance of affirmative action in any workplace it shows that there are reasonable grounds for not complying with the EE targets.

1. 5-Year Sectoral Numerical Targets for All Sectors

The table below contains the 5-year sectoral numerical targets for the various population groups and gender for Top Management, Senior Management, Professionally Qualified and Skilled levels; and for employees with disabilities.

| 5-YEAR SECTORAL NUMERICAL TARGETS | | | | | |
|--|--------|--|--|---------------------------------------|---|
| DESCRIPTION | GENDER | 1. ACCOMMODATION AND FOOD SERVICE ACTIVITIES | 2. ADMINISTRATIVE AND SUPPORT ACTIVITIES | 3. AGRICULTURE, FORESTRY & FISHING | 4. ARTS, ENTERTAINMENT AND RECREATION |
| | | DESIGNATED GROUPS | DESIGNATED GROUPS | DESIGNATED GROUPS | DESIGNATED GROUPS |
| Top management | Male | 18.6% | 33.2% | 13.2% | 35.1% |
| | Female | 38.1% | 36.7% | 20.8% | 33.5% |
| | Total | 56.7% | 69.9% | 34.0% | 68.6% |
| Senior Management | Male | 32.2% | 42.3% | 21.6% | 40.3% |
| | Female | 46.1% | 43.5% | 31.0% | 43.8% |
| | Total | 78.3% | 85.8% | 52.6% | 84.1% |
| Professionally Qualified & Middle Management | Male | 38.6% | 49.2% | 34.7% | 49.8% |
| | Female | 46.1% | 46.1% | 41.7% | 46.1% |
| | Total | 84.7% | 95.3% | 76.4% | 95.9% |
| Skilled Technical | Male | 49.8% | 49.8% | 49.8% | 49.8% |
| | Female | 46.1% | 46.1% | 44.0% | 46.1% |
| | Total | 95.9% | 95.9% | 93.8% | 95.9% |
| Disability only | | | | | |
| | All | 3% | 3% | 3% | 3% |

| 5-YEAR SECTORAL NUMERICAL TARGETS | | | | | | |
|--|--------|-------------------|-------------------|--|---------------------------------------|--|
| | | 5. CONSTRUCTION | 6. EDUCATION | 7. ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY | 8. FINANCIAL AND INSURANCE ACTIVITIES | |
| DESCRIPTION | GENDER | DESIGNATED GROUPS | DESIGNATED GROUPS | DESIGNATED GROUPS | DESIGNATED GROUPS | |
| Top management | Male | 30.0% | 27.6% | 31.7% | 27.8% | |
| | Female | 24.8% | 46.1% | 27.9% | 35.3% | |
| | Total | 54.8% | 73.7% | 59.6% | 63.1% | |
| Senior Management | Male | 38.3% | 30.5% | 42.7% | 31.7% | |
| | Female | 27.8% | 46.1% | 39.5% | 45.3% | |
| | Total | 66.1% | 76.6% | 82.2% | 77.0% | |
| Professionally Qualified & Middle Management | Male | 46.7% | 43.0% | 49.8% | 40.7% | |
| | Female | 34.4% | 46.1% | 46.1% | 46.1% | |
| | Total | 81.1% | 89.1% | 95.9% | 86.8% | |
| Skilled Technical | Male | 49.8% | 49.8% | 49.8% | 49.5% | |
| | Female | 46.1% | 46.1% | 46.1% | 46.1% | |
| | Total | 95.9% | 95.9% | 95.9% | 95.6% | |
| Disability only | | | | | | |
| | All | 3% | 3% | 3% | 3% | |

| 5-YEAR SECTORAL NUMERICAL TARGETS | | | | | |
|--|--------|--|-----------------------------------|-------------------|--------------------------|
| | | 9. HUMAN HEALTH AND SOCIAL WORK ACTIVITIES | 10. INFORMATION AND COMMUNICATION | 11. MANUFACTURING | 12. MINING AND QUARRYING |
| DESCRIPTION | GENDER | DESIGNATED GROUPS | DESIGNATED GROUPS | DESIGNATED GROUPS | DESIGNATED GROUPS |
| Top management | Male | 27.6% | 25.4% | 24.1% | 33.1% |
| | Female | 43.7% | 31.2% | 25.0% | 24.4% |
| | Total | 71.3% | 56.6% | 49.1% | 57.5% |
| Senior Management | Male | 39.8% | 28.6% | 32.4% | 36.3% |
| | Female | 46.1% | 40.0% | 33.6% | 28.2% |
| | Total | 85.9% | 68.6% | 66.0% | 64.5% |
| Professionally Qualified & Middle Management | Male | 49.8% | 37.9% | 40.4% | 43.2% |
| | Female | 46.1% | 38.9% | 37.7% | 34.4% |
| | Total | 95.9% | 76.8% | 78.1% | 77.6% |
| Skilled Technical | Male | 49.8% | 46.0% | 49.8% | 49.8% |
| | Female | 46.1% | 45.7% | 39.6% | 36.9% |
| | Total | 95.9% | 91.7% | 89.4% | 86.7% |
| Disability only | | | | | |
| | All | 3% | 3% | 3% | 3% |

| 5-YEAR SECTORAL NUMERICAL TARGETS | | | | | |
|--|--------|---|---|----------------------------|--------------------------------|
| | | 13. PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES | 14. PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY | 15. REAL ESTATE ACTIVITIES | 16. TRANSPORTATION AND STORAGE |
| DESCRIPTION | GENDER | DESIGNATED GROUPS | DESIGNATED GROUPS | DESIGNATED GROUPS | DESIGNATED GROUPS |
| Top management | Male | 24.4% | 49.8% | 18.9% | 32.2% |
| | Female | 38.1% | 41.9% | 30.3% | 30.0% |
| | Total | 62.5% | 91.7% | 49.2% | 62.2% |
| Senior Management | Male | 29.9% | 49.8% | 22.9% | 42.1% |
| | Female | 46.1% | 46.1% | 46.1% | 35.9% |
| | Total | 76.0% | 95.9% | 69.0% | 78.0% |
| Professionally Qualified & Middle Management | Male | 35.9% | 49.8% | 32.4% | 46.3% |
| | Female | 46.1% | 46.1% | 46.1% | 40.7% |
| | Total | 82.0% | 95.9% | 78.5% | 87.0% |
| Skilled Technical | Male | 49.8% | 49.8% | 38.3% | 49.8% |
| | Female | 46.1% | 46.1% | 46.1% | 41.4% |
| | Total | 95.9% | 95.9% | 84.4% | 91.2% |
| Disability only | | | | | |
| | All | 3% | 3% | 3% | 3% |

| 5-YEAR SECTORAL NUMERICAL TARGETS | | | | |
|--|--------|---|--|--|
| DESCRIPTION | GENDER | 17. WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES | 18. WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES | |
| Top management | Male | 49.8% | 24.2% | |
| | Female | 35.9% | 27.5% | |
| | Total | 85.7% | 51.7% | |
| Senior Management | Male | 49.8% | 35.0% | |
| | Female | 41.0% | 38.6% | |
| | Total | 90.8% | 73.6% | |
| Professionally Qualified & Middle Management | Male | 49.8% | 42.2% | |
| | Female | 46.1% | 46.1% | |
| | Total | 95.9% | 88.3% | |
| Skilled Technical | Male | 49.8% | 48.1% | |
| | Female | 46.1% | 46.1% | |
| | Total | 95.9% | 94.2% | |
| Disability only | All | 3% | 3% | |