



Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

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government
printing

Department:
Government Printing Works
REPUBLIC OF SOUTH AFRICA

HIGH ALERT: SCAM WARNING!!!

TO ALL SUPPLIERS AND SERVICE PROVIDERS OF THE GOVERNMENT PRINTING WORKS

It has come to the attention of the *GOVERNMENT PRINTING WORKS* that there are certain unscrupulous companies and individuals who are defrauding unsuspecting businesses disguised as representatives of the *Government Printing Works (GPW)*.

The scam involves the fraudsters using the letterhead of *GPW* to send out fake tender bids to companies and requests to supply equipment and goods.

Although the contact person's name on the letter may be of an existing official, the contact details on the letter are not the same as the *Government Printing Works*. When searching on the Internet for the address of the company that has sent the fake tender document, the address does not exist.

The banking details are in a private name and not company name. Government will never ask you to deposit any funds for any business transaction. *GPW* has alerted the relevant law enforcement authorities to investigate this scam to protect legitimate businesses as well as the name of the organisation.

Example of e-mails these fraudsters are using:

PROCUREMENT@GPW-GOV.ORG

Should you suspect that you are a victim of a scam, you must urgently contact the police and inform the *GPW*.

GPW has an official email with the domain as @gpw.gov.za

Government e-mails DO NOT have org in their e-mail addresses. All of these fraudsters also use the same or very similar telephone numbers. Although such number with an area code 012 looks like a landline, it is not fixed to any property.

GPW will never send you an e-mail asking you to supply equipment and goods without a purchase/order number. *GPW* does not procure goods for another level of Government. The organisation will not be liable for actions that result in companies or individuals being resultant victims of such a scam.

Government Printing Works gives businesses the opportunity to supply goods and services through RFQ / Tendering process. In order to be eligible to bid to provide goods and services, suppliers must be registered on the National Treasury's Central Supplier Database (CSD). To be registered, they must meet all current legislative requirements (e.g. have a valid tax clearance certificate and be in good standing with the South African Revenue Services - SARS).

The tender process is managed through the Supply Chain Management (SCM) system of the department. SCM is highly regulated to minimise the risk of fraud, and to meet objectives which include value for money, open and effective competition, equitability, accountability, fair dealing, transparency and an ethical approach. Relevant legislation, regulations, policies, guidelines and instructions can be found on the tender's website.

Fake Tenders

National Treasury's CSD has launched the Government Order Scam campaign to combat fraudulent requests for quotes (RFQs). Such fraudulent requests have resulted in innocent companies losing money. We work hard at preventing and fighting fraud, but criminal activity is always a risk.

How tender scams work

There are many types of tender scams. Here are some of the more frequent scenarios:

Fraudsters use what appears to be government department stationery with fictitious logos and contact details to send a fake RFQ to a company to invite it to urgently supply goods. Shortly after the company has submitted its quote, it receives notification that it has won the tender. The company delivers the goods to someone who poses as an official or at a fake site. The Department has no idea of this transaction made in its name. The company is then never paid and suffers a loss.

OR

Fraudsters use what appears to be government department stationery with fictitious logos and contact details to send a fake RFQ to Company A to invite it to urgently supply goods. Typically, the tender specification is so unique that only Company B (a fictitious company created by the fraudster) can supply the goods in question.

Shortly after Company A has submitted its quote it receives notification that it has won the tender. Company A orders the goods and pays a deposit to the fictitious Company B. Once Company B receives the money, it disappears. Company A's money is stolen in the process.

Protect yourself from being scammed

- If you are registered on the supplier databases and you receive a request to tender or quote that seems to be from a government department, contact the department to confirm that the request is legitimate. Do not use the contact details on the tender document as these might be fraudulent.
- Compare tender details with those that appear in the Tender Bulletin, available online at www.gpwonline.co.za
- Make sure you familiarise yourself with how government procures goods and services. Visit the tender website for more information on how to tender.
- If you are uncomfortable about the request received, consider visiting the government department and/or the place of delivery and/or the service provider from whom you will be sourcing the goods.
- In the unlikely event that you are asked for a deposit to make a bid, contact the SCM unit of the department in question to ask whether this is in fact correct.

Any incidents of corruption, fraud, theft and misuse of government property in the *Government Printing Works* can be reported to:

Supply Chain Management: Ms. Anna Marie Du Toit, Tel. (012) 748 6292.
Email: Annamarie.DuToit@gpw.gov.za

Marketing and Stakeholder Relations: Ms Bonakele Mbhele, at Tel. (012) 748 6193.
Email: Bonakele.Mbhele@gpw.gov.za

Security Services: Mr Daniel Legoabe, at tel. (012) 748 6176.
Email: Daniel.Legoabe@gpw.gov.za

Closing times for **ORDINARY WEEKLY** **2023** **GOVERNMENT GAZETTE**

The closing time is 15:00 sharp on the following days:

- **08 December**, Thursday for the issue of Thursday **15 December 2022**
- **15 December**, Thursday for the issue of Friday **23 December 2022**
- **22 December**, Thursday for the issue of Friday **30 December 2022**
- **29 December**, Thursday for the issue of Friday **06 January 2023**
- **06 January**, Friday for the issue of Friday **13 January 2023**
- **13 January**, Friday for the issue of Friday **20 January 2023**
- **20 January**, Friday for the issue of Friday **27 January 2023**
- **27 January**, Friday for the issue of Friday **03 February 2023**
- **03 February**, Friday for the issue of Friday **10 February 2023**
- **10 February**, Friday for the issue of Friday **17 February 2023**
- **17 February**, Friday for the issue of Friday **24 February 2023**
- **24 February**, Friday for the issue of Friday **03 March 2023**
- **03 March**, Friday for the issue of Friday **10 March 2023**
- **10 March**, Friday for the issue of Friday **17 March 2023**
- **16 March**, Thursday for the issue of Friday **24 March 2023**
- **24 March**, Friday for the issue of Friday **31 March 2023**
- **30 March**, Thursday for the issue of Thursday **06 April 2023**
- **05 April**, Wednesday for the issue of Friday **14 April 2023**
- **14 April**, Friday for the issue of Friday **21 April 2023**
- **20 April**, Thursday for the issue of Friday **28 April 2023**
- **26 April**, Wednesday for the issue of Friday **05 May 2023**
- **05 May**, Friday for the issue of Friday **12 May 2023**
- **12 May**, Friday for the issue of Friday **19 May 2023**
- **19 May**, Friday for the issue of Friday **26 May 2023**
- **26 May**, Friday for the issue of Friday **02 June 2023**
- **02 June**, Friday for the issue of Friday **09 June 2023**
- **08 June**, Thursday for the issue of Thursday **15 June 2023**
- **15 June**, Thursday for the issue of Friday **23 June 2023**
- **23 June**, Friday for the issue of Friday **30 June 2023**
- **30 June**, Friday for the issue of Friday **07 July 2023**
- **07 July**, Friday for the issue of Friday **14 July 2023**
- **14 July**, Friday for the issue of Friday **21 July 2023**
- **21 July**, Friday for the issue of Friday **28 July 2023**
- **28 July**, Friday for the issue of Friday **04 August 2023**
- **03 August**, Thursday for the issue of Friday **11 August 2023**
- **11 August**, Friday for the issue of Friday **18 August 2023**
- **18 August**, Friday for the issue of Friday **25 August 2023**
- **25 August**, Friday for the issue of Friday **01 September 2023**
- **01 September**, Friday for the issue of Friday **08 September 2023**
- **08 September**, Friday for the issue of Friday **15 September 2023**
- **15 September**, Friday for the issue of Friday **22 September 2023**
- **21 September**, Thursday for the issue of Friday **29 September 2023**
- **29 September**, Friday for the issue of Friday **06 October 2023**
- **06 October**, Friday for the issue of Friday **13 October 2023**
- **13 October**, Friday for the issue of Friday **20 October 2023**
- **20 October**, Friday for the issue of Friday **27 October 2023**
- **27 October**, Friday for the issue of Friday **03 November 2023**
- **03 November**, Friday for the issue of Friday **10 November 2023**
- **10 November**, Friday for the issue of Friday **17 November 2023**
- **17 November**, Friday for the issue of Friday **24 November 2023**
- **24 November**, Friday for the issue of Friday **01 December 2023**
- **01 December**, Friday for the issue of Friday **08 December 2023**
- **08 December**, Friday for the issue of Friday **15 December 2023**
- **15 December**, Friday for the issue of Friday **22 December 2023**
- **20 December**, Wednesday for the issue of Friday **29 December 2023**

LIST OF TARIFF RATES FOR PUBLICATION OF NOTICES

COMMENCEMENT: 1 APRIL 2018

NATIONAL AND PROVINCIAL

Notice sizes for National, Provincial & Tender gazettes 1/4, 2/4, 3/4, 4/4 per page. Notices submitted will be charged at R1008.80 per full page, pro-rated based on the above categories.

Pricing for National, Provincial - Variable Priced Notices		
Notice Type	Page Space	New Price (R)
Ordinary National, Provincial	1/4 - Quarter Page	252.20
Ordinary National, Provincial	2/4 - Half Page	504.40
Ordinary National, Provincial	3/4 - Three Quarter Page	756.60
Ordinary National, Provincial	4/4 - Full Page	1008.80

EXTRA-ORDINARY

All Extra-ordinary National and Provincial gazette notices are non-standard notices and attract a variable price based on the number of pages submitted.

The pricing structure for National and Provincial notices which are submitted as **Extra ordinary submissions** will be charged at **R3026.32** per page.

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GOVERNMENT PRINTING WORKS - BUSINESS RULES

The **Government Printing Works (GPW)** has established rules for submitting notices in line with its electronic notice processing system, which requires the use of electronic *Adobe Forms*. Please ensure that you adhere to these guidelines when completing and submitting your notice submission.

CLOSING TIMES FOR ACCEPTANCE OF NOTICES

1. The *Government Gazette* and *Government Tender Bulletin* are weekly publications that are published on Fridays and the closing time for the acceptance of notices is strictly applied according to the scheduled time for each gazette.
2. Please refer to the Submission Notice Deadline schedule in the table below. This schedule is also published online on the Government Printing works website www.gpwonline.co.za

All re-submissions will be subject to the standard cut-off times.

All notices received after the closing time will be rejected.

Government Gazette Type	Publication Frequency	Publication Date	Submission Deadline	Cancellations Deadline
National Gazette	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Regulation Gazette	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Petrol Price Gazette	Monthly	Tuesday before 1st Wednesday of the month	One day before publication	1 working day prior to publication
Road Carrier Permits	Weekly	Friday	Thursday 15h00 for next Friday	3 working days prior to publication
Unclaimed Monies (Justice, Labour or Lawyers)	January / September 2 per year	Last Friday	One week before publication	3 working days prior to publication
Parliament (Acts, White Paper, Green Paper)	As required	Any day of the week	None	3 working days prior to publication
Manuals	Bi- Monthly	2nd and last Thursday of the month	One week before publication	3 working days prior to publication
State of Budget (National Treasury)	Monthly	30th or last Friday of the month	One week before publication	3 working days prior to publication
<i>Extraordinary Gazettes</i>	As required	Any day of the week	<i>Before 10h00 on publication date</i>	<i>Before 10h00 on publication date</i>
Legal Gazettes A, B and C	Weekly	Friday	One week before publication	Tuesday, 15h00 - 3 working days prior to publication
Tender Bulletin	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Gauteng	Weekly	Wednesday	Two weeks before publication	3 days after submission deadline
Eastern Cape	Weekly	Monday	One week before publication	3 working days prior to publication
Northern Cape	Weekly	Monday	One week before publication	3 working days prior to publication
North West	Weekly	Tuesday	One week before publication	3 working days prior to publication
KwaZulu-Natal	Weekly	Thursday	One week before publication	3 working days prior to publication
Limpopo	Weekly	Friday	One week before publication	3 working days prior to publication
Mpumalanga	Weekly	Friday	One week before publication	3 working days prior to publication

GOVERNMENT PRINTING WORKS - BUSINESS RULES

Government Gazette Type	Publication Frequency	Publication Date	Submission Deadline	Cancellations Deadline
Gauteng Liquor License Gazette	Monthly	Wednesday before the First Friday of the month	Two weeks before publication	3 working days after submission deadline
Northern Cape Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days after submission deadline
National Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days after submission deadline
Mpumalanga Liquor License Gazette	Bi-Monthly	Second & Fourth Friday	One week before publication	3 working days prior to publication

EXTRAORDINARY GAZETTES

3. *Extraordinary Gazettes* can have only one publication date. If multiple publications of an *Extraordinary Gazette* are required, a separate Z95/Z95Prov *Adobe* Forms for each publication date must be submitted.

NOTICE SUBMISSION PROCESS

4. Download the latest *Adobe* form, for the relevant notice to be placed, from the **Government Printing Works** website www.gpwonline.co.za.
5. The *Adobe* form needs to be completed electronically using *Adobe Acrobat / Acrobat Reader*. Only electronically completed *Adobe* forms will be accepted. No printed, handwritten and/or scanned *Adobe* forms will be accepted.
6. The completed electronic *Adobe* form has to be submitted via email to submit.egazette@gpw.gov.za. The form needs to be submitted in its original electronic *Adobe* format to enable the system to extract the completed information from the form for placement in the publication.
7. Every notice submitted **must** be accompanied by an official **GPW** quotation. This must be obtained from the *eGazette* Contact Centre.
8. Each notice submission should be sent as a single email. The email **must** contain **all documentation relating to a particular notice submission**.
 - 8.1. Each of the following documents must be attached to the email as a separate attachment:
 - 8.1.1. An electronically completed *Adobe* form, specific to the type of notice that is to be placed.
 - 8.1.1.1. For National *Government Gazette* or *Provincial Gazette* notices, the notices must be accompanied by an electronic Z95 or Z95Prov *Adobe* form
 - 8.1.1.2. The notice content (body copy) **MUST** be a separate attachment.
 - 8.1.2. A copy of the official **Government Printing Works** quotation you received for your notice. (*Please see Quotation section below for further details*)
 - 8.1.3. A valid and legible Proof of Payment / Purchase Order: **Government Printing Works** account customer must include a copy of their Purchase Order. **Non-Government Printing Works** account customer needs to submit the proof of payment for the notice
 - 8.1.4. Where separate notice content is applicable (Z95, Z95 Prov and TForm 3, it should **also** be attached as a separate attachment. (*Please see the Copy Section below, for the specifications*).
 - 8.1.5. Any additional notice information if applicable.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

9. The electronic *Adobe* form will be taken as the primary source for the notice information to be published. Instructions that are on the email body or covering letter that contradicts the notice form content will not be considered. The information submitted on the electronic *Adobe* form will be published as-is.
10. To avoid duplicated publication of the same notice and double billing, Please submit your notice **ONLY ONCE**.
11. Notices brought to **GPW** by “walk-in” customers on electronic media can only be submitted in *Adobe* electronic form format. All “walk-in” customers with notices that are not on electronic *Adobe* forms will be routed to the Contact Centre where they will be assisted to complete the forms in the required format.
12. Should a customer submit a bulk submission of hard copy notices delivered by a messenger on behalf of any organisation e.g. newspaper publisher, the messenger will be referred back to the sender as the submission does not adhere to the submission rules.

QUOTATIONS

13. Quotations are valid until the next tariff change.
 - 13.1. **Take note:** **GPW's** annual tariff increase takes place on **1 April** therefore any quotations issued, accepted and submitted for publication up to **31 March** will keep the old tariff. For notices to be published from 1 April, a quotation must be obtained from **GPW** with the new tariffs. Where a tariff increase is implemented during the year, **GPW** endeavours to provide customers with 30 days' notice of such changes.
14. Each quotation has a unique number.
15. Form Content notices must be emailed to the *eGazette* Contact Centre for a quotation.
 - 15.1. The *Adobe* form supplied is uploaded by the Contact Centre Agent and the system automatically calculates the cost of your notice based on the layout/format of the content supplied.
 - 15.2. It is critical that these *Adobe* Forms are completed correctly and adhere to the guidelines as stipulated by **GPW**.
16. **APPLICABLE ONLY TO GPW ACCOUNT HOLDERS:**
 - 16.1. **GPW** Account Customers must provide a valid **GPW** account number to obtain a quotation.
 - 16.2. Accounts for **GPW** account customers **must** be active with sufficient credit to transact with **GPW** to submit notices.
 - 16.2.1. If you are unsure about or need to resolve the status of your account, please contact the **GPW** Finance Department prior to submitting your notices. (If the account status is not resolved prior to submission of your notice, the notice will be failed during the process).
17. **APPLICABLE ONLY TO CASH CUSTOMERS:**
 - 17.1. Cash customers doing **bulk payments** must use a **single email address** in order to use the **same proof of payment** for submitting multiple notices.
18. The responsibility lies with you, the customer, to ensure that the payment made for your notice(s) to be published is sufficient to cover the cost of the notice(s).
19. Each quotation will be associated with one proof of payment / purchase order / cash receipt.
 - 19.1. This means that **the quotation number can only be used once to make a payment.**

GOVERNMENT PRINTING WORKS - BUSINESS RULES**COPY (SEPARATE NOTICE CONTENT DOCUMENT)**

20. Where the copy is part of a separate attachment document for Z95, Z95Prov and TForm03
- 20.1. Copy of notices must be supplied in a separate document and may not constitute part of any covering letter, purchase order, proof of payment or other attached documents.
- The content document should contain only one notice. (You may include the different translations of the same notice in the same document).
- 20.2. The notice should be set on an A4 page, with margins and fonts set as follows:
- Page size = A4 Portrait with page margins: Top = 40mm, LH/RH = 16mm, Bottom = 40mm;
Use font size: Arial or Helvetica 10pt with 11pt line spacing;
- Page size = A4 Landscape with page margins: Top = 16mm, LH/RH = 40mm, Bottom = 16mm;
Use font size: Arial or Helvetica 10pt with 11pt line spacing;

CANCELLATIONS

21. Cancellation of notice submissions are accepted by **GPW** according to the deadlines stated in the table above in point 2. Non-compliance to these deadlines will result in your request being failed. Please pay special attention to the different deadlines for each gazette. Please note that any notices cancelled after the cancellation deadline will be published and charged at full cost.
22. Requests for cancellation must be sent by the original sender of the notice and must be accompanied by the relevant notice reference number (N-) in the email body.

AMENDMENTS TO NOTICES

23. With effect from 01 October 2015, **GPW** will not longer accept amendments to notices. The cancellation process will need to be followed according to the deadline and a new notice submitted thereafter for the next available publication date.

REJECTIONS

24. All notices not meeting the submission rules will be rejected to the customer to be corrected and resubmitted. Assistance will be available through the Contact Centre should help be required when completing the forms. (012-748 6200 or email info.egazette@gpw.gov.za). Reasons for rejections include the following:
- 24.1. Incorrectly completed forms and notices submitted in the wrong format, will be rejected.
- 24.2. Any notice submissions not on the correct *Adobe* electronic form, will be rejected.
- 24.3. Any notice submissions not accompanied by the proof of payment / purchase order will be rejected and the notice will not be processed.
- 24.4. Any submissions or re-submissions that miss the submission cut-off times will be rejected to the customer. The Notice needs to be re-submitted with a new publication date.

GOVERNMENT PRINTING WORKS - BUSINESS RULES**APPROVAL OF NOTICES**

25. Any notices other than legal notices are subject to the approval of the Government Printer, who may refuse acceptance or further publication of any notice.
26. No amendments will be accepted in respect to separate notice content that was sent with a Z95 or Z95Prov notice submissions. The copy of notice in layout format (previously known as proof-out) is only provided where requested, for Advertiser to see the notice in final Gazette layout. Should they find that the information submitted was incorrect, they should request for a notice cancellation and resubmit the corrected notice, subject to standard submission deadlines. The cancellation is also subject to the stages in the publishing process, i.e. If cancellation is received when production (printing process) has commenced, then the notice cannot be cancelled.

GOVERNMENT PRINTER INDEMNIFIED AGAINST LIABILITY

27. The Government Printer will assume no liability in respect of—
 - 27.1. any delay in the publication of a notice or publication of such notice on any date other than that stipulated by the advertiser;
 - 27.2. erroneous classification of a notice, or the placement of such notice in any section or under any heading other than the section or heading stipulated by the advertiser;
 - 27.3. any editing, revision, omission, typographical errors or errors resulting from faint or indistinct copy.

LIABILITY OF ADVERTISER

28. Advertisers will be held liable for any compensation and costs arising from any action which may be instituted against the Government Printer in consequence of the publication of any notice.

CUSTOMER INQUIRIES

Many of our customers request immediate feedback/confirmation of notice placement in the gazette from our Contact Centre once they have submitted their notice – While **GPW** deems it one of their highest priorities and responsibilities to provide customers with this requested feedback and the best service at all times, we are only able to do so once we have started processing your notice submission.

GPW has a 2-working day turnaround time for processing notices received according to the business rules and deadline submissions.

Please keep this in mind when making inquiries about your notice submission at the Contact Centre.

29. Requests for information, quotations and inquiries must be sent to the Contact Centre **ONLY**.
30. Requests for Quotations (RFQs) should be received by the Contact Centre at least **2 working days** before the submission deadline for that specific publication.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

PAYMENT OF COST

31. The Request for Quotation for placement of the notice should be sent to the Gazette Contact Centre as indicated above, prior to submission of notice for advertising.
32. Payment should then be made, or Purchase Order prepared based on the received quotation, prior to the submission of the notice for advertising as these documents i.e. proof of payment or Purchase order will be required as part of the notice submission, as indicated earlier.
33. Every proof of payment must have a valid **GPW** quotation number as a reference on the proof of payment document.
34. Where there is any doubt about the cost of publication of a notice, and in the case of copy, an enquiry, accompanied by the relevant copy, should be addressed to the Gazette Contact Centre, **Government Printing Works**, Private Bag X85, Pretoria, 0001 email: info.egazette@gpw.gov.za before publication.
35. Overpayment resulting from miscalculation on the part of the advertiser of the cost of publication of a notice will not be refunded, unless the advertiser furnishes adequate reasons why such miscalculation occurred. In the event of underpayments, the difference will be recovered from the advertiser, and future notice(s) will not be published until such time as the full cost of such publication has been duly paid in cash or electronic funds transfer into the **Government Printing Works** banking account.
36. In the event of a notice being cancelled, a refund will be made only if no cost regarding the placing of the notice has been incurred by the **Government Printing Works**.
37. The **Government Printing Works** reserves the right to levy an additional charge in cases where notices, the cost of which has been calculated in accordance with the List of Fixed Tariff Rates, are subsequently found to be excessively lengthy or to contain overmuch or complicated tabulation.

PROOF OF PUBLICATION

38. Copies of any of the *Government Gazette* or *Provincial Gazette* can be downloaded from the **Government Printing Works** website www.gpwonline.co.za free of charge, should a proof of publication be required.
39. Printed copies may be ordered from the Publications department at the ruling price. The **Government Printing Works** will assume no liability for any failure to post or for any delay in despatching of such *Government Gazette*(s)

GOVERNMENT PRINTING WORKS CONTACT INFORMATION

Physical Address:
Government Printing Works

149 Bosman Street

Pretoria

Postal Address:

Private Bag X85

Pretoria

0001

GPW Banking Details:
Bank: ABSA Bosman Street

Account No.: 405 7114 016

Branch Code: 632-005

For Gazette and Notice submissions: Gazette Submissions:

For queries and quotations, contact: Gazette Contact Centre:

E-mail: submit.egazette@gpw.gov.za
E-mail: info.egazette@gpw.gov.za
Tel: 012-748 6200

Contact person for subscribers: Mrs M. Toka:

E-mail: subscriptions@gpw.gov.za
Tel: 012-748-6066 / 6060 / 6058

Fax: 012-323-9574

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 3401

12 May 2023

GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994), AS AMENDED

Notice is hereby given in terms of section 11(1) of the Restitution of Land Rights Act, Act No. 22 of 1994 as amended, that Mr. Makgathe Maano Johannes lodged a claim for restitution of land rights, on portion 1 of the farm Enfield 474 MS, situated within the Vhembe District of the Limpopo. This land claim was lodged on the 20th of December 1998.

Further details of the property under claim are as follows:


FARM NAME	OWNER	EXTENT IN HECTARES	BONDS/ RESTRICTIVE CONDITIONS	HOLDER	TITLE DEED
Portion 1 of the farm Enfield 474 MS.	Grootboomen Eiendomme PTY LTD	1730195 H	N/A	N/A	T64015/2007PT A

Take further notice that the Office of the Regional Land Claims Commissioner: Limpopo is investigating this land claim. Any party that has an interest in the above-mentioned property is hereby invited to submit in writing within **30 days** of publication of this notice, any comment, and/or objection to the Regional Land Claims Commissioner at the addresses set out below under reference number **KRP 1069 and 1579**

Take further notice that a meeting of all interested parties will be convened upon publication of this notice, for the purpose of information sharing and outlining of the Restitution process.

The office of the Regional Land Claims
Commissioner: Limpopo
Private Bag x9552
POLOKWANE
0700

Submission may also be delivered to:
13th – 15th Floor Thabakgolo Nedbank Building
50 -58 Landros Mare Street
POLOKWANE
0700


MR. L.H MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER
DATE: 2023/04/24

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 3402

12 May 2023

GAZETTE NOTICE

GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994), AS AMENDED

Notice is hereby given in terms of Section 11(1) of the Restitution of Land Rights Act, 1994 (Act No. 22 of 1994), as amended, that a claim for restitution of land rights has been lodged by **Mr. Lesiba Simon Kutumela** in respect of the farm **Mooihoekspoort 558 KR** on the 29th of December 1998, located in the **Modimolle-Mookgopong Local Municipality, Waterberg District, Limpopo**.

Survey conducted with the claimants revealed that rights lost are on the Remaining Extent of Mooihoekspoort 558 KR to the total of **64.6339** hectares. As such the Gazette Notice will publish **64.6339 ha** for Lesiba Simon Kutumela land claim.


PROPERTY	TITLE DEED NUMBERS	EXTENT IN HECTARES	LANDOWNERS	ENDORSEMENTS	HOLDERS	LOCAL MUNICIPALITY	CLAIMANT
THE FARM MOOIHOEKSPPOORT 558 KR							
Remaining Extent of the Farm Mooihoekspoort 558 KR	T33568/2013PTA	64.6339	J & L Construction CC	KR,558PTA B2415/2017 B41933/2015PT A	Land & Landbou- Ontwikkelings- Bank Van Suid Afrika Land & Landbou- Ontwikkelings - Bank Van Suid Afrika	Modimolle- Mookgopong	Lesiba Simon Kutumela

The Office of the Regional Land Claims Commissioner: Limpopo has investigated this land claim and any party that has an interest on the above-mentioned property is hereby invited to submit in writing, within **14 days** of publication of this notice, comments or information or objection to the said notice under reference number **KRP 1488** to:

Submissions may also be delivered to:

Office of the Regional Land Claims Commissioner: Limpopo
Private Bag X9552
Polokwane
0700

First Floor, Koos Smit Building
61 Biccard Street
13th-15th Floor Thabakgolo Building
50-58 Landros Mare Street
0700


MR. LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER
DATE: 2023/04/24

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 3403

12 May 2023

GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994), AS AMENDED

Notice is hereby given in terms of section 11(1) of the Restitution of Land Rights Act, Act No. 22 of 1994 as amended, that Mr. Manakana Dikgang Petrus lodged a claim for restitution of land rights, on part of the remaining extent of the farm William Porter 90 MS, situated within the Vhembe District of the Limpopo. This land claim was lodged on the 21st December 1998. The claimant lost land rights on the farm William Porter 90 MS.

Further details of the property under claim are as follows:

FARM NAME	OWNER	EXTENT HECTARES	IN	BONDS/ RESTRICTIVE CONDITIONS	HOLDER	TITLE DEED
Remaining extent of the farm William Porter 90 MS	Tshivula CPA	786.8221H		N/A	N/A	T35896/2012

Take further notice that the Office of the Regional Land Claims Commissioner: Limpopo is investigating this land claim. Any party that has an interest in the above-mentioned property is hereby invited to submit in writing within **30** days of publication of this notice, any comment, and/or objection to the Regional Land Claims Commissioner at the addresses set out below under reference number **KRP 1043**.

Take further notice that a meeting of all interested parties will be convened upon publication of this notice, for the purpose of information sharing and outlining of the Restitution process.

The office of the Regional Land Claims
Commissioner: Limpopo
Private Bag x9552
POLOKWANE
0700

Submission may also be delivered to:
13th – 15th Floor Thabakgolo Nedbank Building
50 -58 Landros Mare Street
POLOKWANE
0700


MR. L.H. MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER

DATE: 2023/04/24

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 3404

12 May 2023

**GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT,
1994 (ACT NO.22 OF 1994)**

Notice is hereby given in terms of section 11 (1) of the Restitution of Land Rights Act, 1994 (Act No.22 of 1994 as amended) that a claim for restitution of land rights on:

REFERENCE : 6/2/2/D/1073/0/0/40

CLAIMANT : Funeka Saliwa (On behalf of Saliwa Family)

PROPERTY DESCRIPTION : Unsurveyed and unregistered piece of Land in Mtingwevu Location No. 21 in St Marks District in Cofimvaba in Instika Yethu Local Municipality in the District of Chris Hani, Eastern Cape Province

EXTENT OF LAND : 4 Hectares

TITLE DEED : N/A

DATE CLAIM SUBMITTED : 31/12/1998

CURRENT OWNER : Department of Agriculture, Land Reform and Rural Development

Has been submitted to the Regional Land Claims Commissioner for the Eastern Cape and that the Commission on Restitution of Land Rights will investigate the claim in terms of the provisions of the Act in due course.

Any person who has an interest in the above-mentioned land is hereby invited to submit, within ninety (90) days from the publication of this notice, any comments/information to:

**Office of the Regional Land Claims Commissioner : Eastern Cape
Department of Agriculture, Land Reform and Rural Development
PO Box 1375
East London
5200
Tel : 043 700 6000, Fax : 043 743 3687**


**Mr. L.H. Maphutha
Regional Land Claims Commissioner**

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 3405

12 May 2023

**GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT,
1994 (ACT NO.22 OF 1994)**

Notice is hereby given in terms of section 11 (1) of the Restitution of Land Rights Act, 1994 (Act No.22 of 1994 as amended) that a claim for restitution of land rights on:

Reference : 6/2/2/D/83/0/0/9

Claimant : Wilhelm Johan Jordaan (On behalf of Jordaan Family)

Property Description	Extent of Land	Title deed
Lot Bakkeeven 205	115.2507 Hectares	T9618/1966
Lot Bakkereen 206	57.8473 Hectares	T9618/1966
Lot Eller 207	122.3213 Hectares	T9618/1966

All properties are at Indwe, Sakhisizwe Local Municipality, Chris Hani District, Eastern Cape Province

Title Deed : N/A

Date Claim Submitted : 31/12/1998

Current Owner : South African Development Trust

Has been submitted to the Regional Land Claims Commissioner for the Eastern Cape and that the Commission on Restitution of Land Rights will investigate the claim in terms of the provisions of the Act in due course.

Any person who has an interest in the above-mentioned land is hereby invited to submit, within ninety (90) days from the publication of this notice, any comments/information to:

**Office of the Regional Land Claims Commissioner : Eastern Cape
Department of Agriculture, Land Reform and Rural Development
PO Box 1375**

East London

5200

Tel : 043 700 6000, Fax : 043 743 3687


**Mr. L.H. Maphutha
Regional Land Claims Commissioner**

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 3406

12 May 2023

**GENERAL NOTICE IN TERMS OF THE RESTITUTION OF LAND RIGHTS ACT,
1994 (ACT NO.22 OF 1994)**

Notice is hereby given in terms of section 11 (1) of the Restitution of Land Rights Act, 1994 (Act No.22 of 1994 as amended) that a claim for restitution of land rights on:

Rereference	:	6/2/3/D/51/797/1158/14
Claimant	:	Nozipho Eugenia Tunyiswa
Property Description	:	Erf 1982, Korsten, Gqeberha, Nelson Mandela Metropolitan Municipality, Sarah Bartman District, in the Eastern Cape Province
Extent of Land	:	19 square roods, 129 square feet
Title Deed	:	T3523/1936
Current Owner	:	Dubow Abdirisack Aden
Date claim submitted	:	21 December 1998

Has been submitted to the Regional Land Claims Commissioner for the Eastern Cape and that the Commission on Restitution of Land Rights will investigate the claim in terms of the provisions of the Act in due course.

Any person who has an interest in the above-mentioned land is hereby invited to submit, within fourteen (90) days from the publication of this notice, any comments/information to:

**Office of the Regional Land Claims Commissioner : Eastern Cape
Department of Agriculture, Land Reform and Rural Development
PO Box 1375
East London
5200
Tel : 043 700 6000, Fax : 043 743 3687**


**Mr. L.H. Maphutha
Regional Land Claims Commissioner**

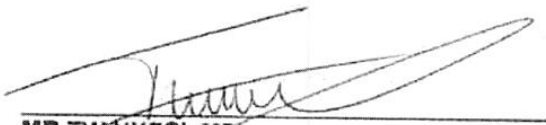
DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. 3407

12 May 2023

EMPLOYMENT EQUITY ACT, 1998 (ACT 55 OF 1998 AS AMENDED)**DRAFT EMPLOYMENT EQUITY REGULATIONS 2023 FOR PUBLIC COMMENT**

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



MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR

DATE: 02/05/2023

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

By e-mail:

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

or

Hand delivered at:

Laboria House
215 Francis Baard Street
Employment Equity Directorate
Pretoria

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.

1. AGRICULTURE, FORESTRY & FISHING													
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	17.4%	2.0%	0.6%	4.5%	20.0%	National	Male	21.7%	2.5%	0.7%	4.5%	25.0%
	Female	13.0%	1.5%	0.4%	3.5%	15.0%		Female	13.0%	1.5%	0.4%	3.5%	15.0%
	Total	30.4%	3.5%	1.0%	8.0%	35.0%		Total	34.8%	4.0%	1.2%	8.0%	40.0%
SECTOR TARGETS FOR PROVINCES													
Eastern Cape	Male	17.3%	2.5%	0.2%	2.8%	20.0%	Eastern Cape	Male	21.6%	3.2%	0.2%	2.8%	25.0%
	Female	13.0%	1.9%	0.1%	2.2%	15.0%		Female	13.0%	1.9%	0.1%	2.2%	15.0%
	Total	30.2%	4.4%	0.3%	5.0%	35.0%		Total	34.6%	5.1%	0.4%	5.0%	40.0%
Free State	Male	19.1%	0.6%	0.4%	3.7%	20.0%	Free State	Male	23.8%	0.7%	0.5%	3.7%	25.0%
	Female	14.3%	0.4%	0.3%	3.6%	15.0%		Female	14.3%	0.4%	0.3%	3.6%	15.0%
	Total	33.3%	1.0%	0.6%	7.3%	35.0%		Total	38.1%	1.2%	0.7%	7.3%	40.0%
Gauteng	Male	18.7%	0.5%	0.8%	6.4%	20.0%	Gauteng	Male	23.3%	0.7%	1.0%	6.4%	25.0%
	Female	14.0%	0.4%	0.6%	4.6%	15.0%		Female	14.0%	0.4%	0.6%	4.6%	15.0%
	Total	32.6%	0.9%	1.4%	11.0%	35.0%		Total	37.3%	1.1%	1.6%	11.0%	40.0%
KwaZulu-Natal	Male	18.2%	0.2%	1.5%	2.2%	20.0%	KwaZulu-Natal	Male	22.8%	0.3%	1.9%	2.2%	25.0%
	Female	13.7%	0.2%	1.1%	1.9%	15.0%		Female	13.7%	0.2%	1.1%	1.9%	15.0%
	Total	31.9%	0.4%	2.7%	4.1%	35.0%		Total	36.5%	0.5%	3.0%	4.1%	40.0%
Limpopo	Male	19.9%	0.0%	0.1%	1.2%	20.0%	Limpopo	Male	24.9%	0.0%	0.1%	1.2%	25.0%
	Female	14.9%	0.0%	0.1%	1.2%	15.0%		Female	14.9%	0.0%	0.1%	1.2%	15.0%
	Total	34.8%	0.0%	0.1%	2.4%	35.0%		Total	39.8%	0.0%	0.2%	2.4%	40.0%
Mpumalanga	Male	19.9%	0.1%	0.1%	4.0%	20.0%	Mpumalanga	Male	24.8%	0.1%	0.1%	4.0%	25.0%
	Female	14.9%	0.0%	0.0%	3.2%	15.0%		Female	14.9%	0.0%	0.0%	3.2%	15.0%
	Total	34.8%	0.1%	0.1%	7.2%	35.0%		Total	39.7%	0.1%	0.1%	7.2%	40.0%
North West	Male	19.6%	0.3%	0.2%	2.8%	20.0%	North West	Male	24.5%	0.3%	0.2%	2.8%	25.0%
	Female	14.7%	0.2%	0.1%	1.6%	15.0%		Female	14.7%	0.2%	0.1%	1.6%	15.0%
	Total	34.2%	0.4%	0.3%	4.4%	35.0%		Total	39.1%	0.5%	0.4%	4.4%	40.0%
Northern Cape	Male	12.7%	7.3%	0.1%	6.4%	20.0%	Northern Cape	Male	15.8%	9.1%	0.1%	6.4%	25.0%
	Female	9.5%	5.4%	0.1%	4.5%	15.0%		Female	9.5%	5.4%	0.1%	4.5%	15.0%
	Total	22.2%	12.7%	0.2%	10.9%	35.0%		Total	25.3%	14.5%	0.2%	10.9%	40.0%
Western Cape	Male	9.1%	10.7%	0.2%	7.2%	20.0%	Western Cape	Male	11.4%	13.4%	0.2%	7.2%	25.0%
	Female	6.8%	8.0%	0.1%	6.1%	15.0%		Female	6.8%	8.0%	0.1%	6.1%	15.0%
	Total	15.9%	18.7%	0.3%	13.3%	35.0%		Total	18.2%	21.4%	0.4%	13.3%	40.0%
Workforce Profile 2022 (All employers)	Male	5.7%	3.3%	0.9%	68.6%	9.9%	Workforce Profile 2022 (All employers)	Male	10.3%	4.1%	1.5%	54.6%	15.9%
	Female	3.4%	2.5%	0.3%	14.5%	6.2%		Female	5.2%	2.2%	0.8%	20.3%	8.2%
	Total	9.1%	5.8%	1.2%	83.1%	16.1%		Total	15.5%	6.3%	2.3%	74.9%	24.1%

1. AGRICULTURE, FORESTRY & FISHING												
C. PROFESSIONALLY QUALIFIED						D. SKILLED						
NATIONAL & PROVINCE	GENDER	POPULATION GROUP				NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W			BLACK	A	C	I	W
National	Male	30.4%	3.5%	1.0%	4.5%	35.0%	Male	43.8%	5.1%	1.5%	4.5%	50.4%
	Female	21.7%	2.5%	0.7%	3.5%	25.0%	Female	24.0%	2.8%	0.8%	3.5%	27.6%
	Total	52.2%	6.1%	1.8%	8.0%	60.0%	Total	67.8%	7.9%	2.3%	8.0%	78.0%
SECTOR TARGETS FOR PROVINCES												
Eastern Cape	Male	30.2%	4.4%	0.3%	2.8%	35.0%	Male	43.6%	6.4%	0.5%	2.8%	50.4%
	Female	21.6%	3.2%	0.2%	2.2%	25.0%	Female	23.9%	3.5%	0.3%	2.2%	27.6%
	Total	51.9%	7.6%	0.6%	5.0%	60.0%	Total	67.4%	9.9%	0.7%	5.0%	78.0%
Free State	Male	33.3%	1.0%	0.6%	3.7%	35.0%	Male	48.0%	1.5%	0.9%	3.7%	50.4%
	Female	23.8%	0.7%	0.5%	3.6%	25.0%	Female	26.3%	0.8%	0.5%	3.6%	27.6%
	Total	57.2%	1.7%	1.1%	7.3%	60.0%	Total	74.3%	2.3%	1.4%	7.3%	78.0%
Gauteng	Male	32.6%	0.9%	1.4%	6.4%	35.0%	Male	47.0%	1.4%	2.0%	6.4%	50.4%
	Female	23.3%	0.7%	1.0%	4.6%	25.0%	Female	25.7%	0.7%	1.1%	4.6%	27.6%
	Total	56.0%	1.6%	2.4%	11.0%	60.0%	Total	72.7%	2.1%	3.2%	11.0%	78.0%
KwaZulu-Natal	Male	31.9%	0.4%	2.7%	2.2%	35.0%	Male	46.0%	0.6%	3.8%	2.2%	50.4%
	Female	22.8%	0.3%	1.9%	1.9%	25.0%	Female	25.2%	0.3%	2.1%	1.9%	27.6%
	Total	54.7%	0.7%	4.6%	4.1%	60.0%	Total	71.2%	0.9%	5.9%	4.1%	78.0%
Limpopo	Male	34.8%	0.0%	0.1%	1.2%	35.0%	Male	50.1%	0.1%	0.2%	1.2%	50.4%
	Female	24.9%	0.0%	0.1%	1.2%	25.0%	Female	27.5%	0.0%	0.1%	1.2%	27.6%
	Total	59.7%	0.1%	0.2%	2.4%	60.0%	Total	77.6%	0.1%	0.3%	2.4%	78.0%
Mpumalanga	Male	34.8%	0.1%	0.1%	4.0%	35.0%	Male	50.1%	0.2%	0.2%	4.0%	50.4%
	Female	24.8%	0.1%	0.1%	3.2%	25.0%	Female	27.4%	0.1%	0.1%	3.2%	27.6%
	Total	59.6%	0.2%	0.2%	7.2%	60.0%	Total	77.5%	0.3%	0.3%	7.2%	78.0%
North West	Male	34.2%	0.4%	0.3%	2.8%	35.0%	Male	49.3%	0.6%	0.5%	2.8%	50.4%
	Female	24.5%	0.3%	0.2%	1.6%	25.0%	Female	27.0%	0.3%	0.3%	1.6%	27.6%
	Total	58.7%	0.8%	0.6%	4.4%	60.0%	Total	76.3%	1.0%	0.7%	4.4%	78.0%
Northern Cape	Male	22.2%	12.7%	0.2%	6.4%	35.0%	Male	31.9%	18.3%	0.2%	6.4%	50.4%
	Female	15.8%	9.1%	0.1%	4.5%	25.0%	Female	17.5%	10.0%	0.1%	4.5%	27.6%
	Total	38.0%	21.8%	0.3%	10.9%	60.0%	Total	49.4%	28.3%	0.4%	10.9%	78.0%
Western Cape	Male	15.9%	18.7%	0.3%	7.2%	35.0%	Male	23.0%	27.0%	0.5%	7.2%	50.4%
	Female	11.4%	13.4%	0.2%	6.1%	25.0%	Female	12.6%	14.8%	0.3%	6.1%	27.6%
	Total	27.3%	32.1%	0.6%	13.3%	60.0%	Total	35.5%	41.7%	0.7%	13.3%	78.0%
Workforce Profile 2022 (All employers)	Male	20.0%	5.8%	1.8%	34.2%	27.6%	Male	34.2%	11.6%	1.2%	14.7%	47.0%
	Female	12.6%	3.1%	1.5%	19.4%	17.2%	Female	16.6%	6.7%	1.0%	11.5%	24.3%
	Total	32.6%	8.9%	3.3%	53.6%	44.8%	Total	50.8%	18.3%	2.2%	26.2%	71.3%
5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR												

2. MINING AND QUARRYING													
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	26,0%	3,0%	0,9%	4,5%	29,9%	National	Male	30,4%	3,5%	1,0%	4,5%	35,0%
	Female	17,5%	2,0%	0,6%	3,5%	20,1%		Female	18,3%	2,1%	0,6%	3,5%	21,0%
	Total	43,5%	5,1%	1,5%	8,0%	50,0%		Total	48,7%	5,7%	1,6%	8,0%	56,0%
SECTOR TARGETS FOR PROVINCES													
Eastern Cape	Male	25,8%	3,8%	0,3%	2,8%	29,9%	Eastern Cape	Male	30,2%	4,4%	0,3%	2,8%	35,0%
	Female	17,4%	2,5%	0,2%	2,2%	20,1%		Female	18,1%	2,7%	0,2%	2,2%	21,0%
	Total	43,2%	6,3%	0,5%	5,0%	50,0%		Total	48,4%	7,1%	0,5%	5,0%	56,0%
Free State	Male	28,5%	0,9%	0,5%	3,7%	29,9%	Free State	Male	33,3%	1,0%	0,6%	3,7%	35,0%
	Female	19,1%	0,6%	0,4%	3,6%	20,1%		Female	20,0%	0,6%	0,4%	3,6%	21,0%
	Total	47,6%	1,5%	0,9%	7,3%	50,0%		Total	53,3%	1,6%	1,0%	7,3%	56,0%
Gauteng	Male	27,9%	0,8%	1,2%	6,4%	29,9%	Gauteng	Male	32,6%	0,9%	1,4%	6,4%	35,0%
	Female	18,7%	0,5%	0,8%	4,6%	20,1%		Female	19,6%	0,6%	0,8%	4,6%	21,0%
	Total	46,6%	1,3%	2,0%	11,0%	50,0%		Total	52,2%	1,5%	2,3%	11,0%	56,0%
KwaZulu-Natal	Male	27,3%	0,3%	2,3%	2,2%	29,9%	KwaZulu-Natal	Male	31,9%	0,4%	2,7%	2,2%	35,0%
	Female	18,3%	0,2%	1,5%	1,9%	20,1%		Female	19,2%	0,2%	1,6%	1,9%	21,0%
	Total	45,6%	0,6%	3,8%	4,1%	50,0%		Total	51,1%	0,6%	4,3%	4,1%	56,0%
Limpopo	Male	29,7%	0,0%	0,1%	1,2%	29,9%	Limpopo	Male	34,8%	0,0%	0,1%	1,2%	35,0%
	Female	20,0%	0,0%	0,1%	1,2%	20,1%		Female	20,9%	0,0%	0,1%	1,2%	21,0%
	Total	49,7%	0,1%	0,2%	2,4%	50,0%		Total	55,7%	0,1%	0,2%	2,4%	56,0%
Mpumalanga	Male	29,7%	0,1%	0,1%	4,0%	29,9%	Mpumalanga	Male	34,8%	0,1%	0,1%	4,0%	35,0%
	Female	20,0%	0,1%	0,1%	3,2%	20,1%		Female	20,9%	0,1%	0,1%	3,2%	21,0%
	Total	49,7%	0,2%	0,2%	7,2%	50,0%		Total	55,6%	0,2%	0,2%	7,2%	56,0%
North West	Male	29,2%	0,4%	0,3%	2,8%	29,9%	North West	Male	34,2%	0,4%	0,3%	2,8%	35,0%
	Female	19,7%	0,3%	0,2%	1,6%	20,1%		Female	20,5%	0,3%	0,2%	1,6%	21,0%
	Total	48,9%	0,6%	0,5%	4,4%	50,0%		Total	54,8%	0,7%	0,5%	4,4%	56,0%
Northern Cape	Male	18,9%	10,8%	0,1%	6,4%	29,9%	Northern Cape	Male	22,2%	12,7%	0,2%	6,4%	35,0%
	Female	12,7%	7,3%	0,1%	4,5%	20,1%		Female	13,3%	7,6%	0,1%	4,5%	21,0%
	Total	31,6%	18,1%	0,2%	10,9%	50,0%		Total	35,4%	20,3%	0,3%	10,9%	56,0%
Western Cape	Male	13,6%	16,0%	0,3%	7,2%	29,9%	Western Cape	Male	15,9%	18,7%	0,3%	7,2%	35,0%
	Female	9,2%	10,8%	0,2%	6,1%	20,1%		Female	9,6%	11,2%	0,2%	6,1%	21,0%
	Total	22,8%	26,8%	0,5%	13,3%	50,0%		Total	25,5%	30,0%	0,5%	13,3%	56,0%
Workforce Profile 2022 (All employers)	Male	21,4%	2,7%	3,2%	48,9%	27,3%	Workforce Profile 2022 (All employers)	Male	23,9%	2,5%	3,8%	43,4%	30,2%
	Female	9,9%	1,2%	1,9%	6,7%	13,0%		Female	9,4%	1,0%	2,3%	10,1%	12,7%
	Total	31,3%	3,9%	5,1%	55,6%	40,3%		Total	33,3%	3,5%	6,1%	53,5%	42,9%

2. MINING AND QUARRYING																							
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	35,7%	4,1%	1,2%	4,5%	41,0%																	
	Female	20,9%	2,4%	0,7%	3,5%	24,0%																	
	Total	56,5%	6,6%	1,9%	8,0%	65,0%																	
SECTOR TARGETS FOR PROVINCES																							
Eastern Cape	Male	35,4%	5,2%	0,4%	2,8%	41,0%																	
	Female	20,7%	3,0%	0,2%	2,2%	24,0%																	
	Total	56,2%	8,2%	0,6%	5,0%	65,0%																	
Free State	Male	39,1%	1,2%	0,8%	3,7%	41,0%																	
	Female	22,9%	0,7%	0,4%	3,6%	24,0%																	
	Total	61,9%	1,9%	1,2%	7,3%	65,0%																	
Gauteng	Male	38,2%	1,1%	1,7%	6,4%	41,0%																	
	Female	22,4%	0,6%	1,0%	4,6%	24,0%																	
	Total	60,6%	1,8%	2,6%	11,0%	65,0%																	
KwaZulu-Natal	Male	37,4%	0,5%	3,1%	2,2%	41,0%																	
	Female	21,9%	0,3%	1,8%	1,9%	24,0%																	
	Total	59,3%	0,7%	4,9%	4,1%	65,0%																	
Limpopo	Male	40,8%	0,0%	0,2%	1,2%	41,0%																	
	Female	23,9%	0,0%	0,1%	1,2%	24,0%																	
	Total	64,7%	0,1%	0,3%	2,4%	65,0%																	
Mpumalanga	Male	40,7%	0,1%	0,1%	4,0%	41,0%																	
	Female	23,8%	0,1%	0,1%	3,2%	24,0%																	
	Total	64,6%	0,2%	0,2%	7,2%	65,0%																	
North West	Male	40,1%	0,5%	0,4%	2,8%	41,0%																	
	Female	23,5%	0,3%	0,2%	1,6%	24,0%																	
	Total	63,6%	0,8%	0,6%	4,4%	65,0%																	
Northern Cape	Male	26,0%	14,9%	0,2%	6,4%	41,0%																	
	Female	15,2%	8,7%	0,1%	4,5%	24,0%																	
	Total	41,1%	23,6%	0,3%	10,9%	65,0%																	
Western Cape	Male	18,7%	21,9%	0,4%	7,2%	41,0%																	
	Female	10,9%	12,8%	0,2%	6,1%	24,0%																	
	Total	29,6%	34,8%	0,6%	13,3%	65,0%																	
Workforce Profile 2022 (All employers)	Male	32,9%	3,4%	2,5%	31,2%	38,8%																	
	Female	15,4%	1,4%	1,6%	9,2%	18,4%																	
	Total	48,3%	4,8%	4,1%	40,4%	57,2%																	
5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR																							

3. MANUFACTURING													
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	21,7%	2,5%	0,7%	4,5%	25,0%	National	Male	28,7%	3,3%	1,0%	4,5%	33,0%
	Female	13,0%	1,5%	0,4%	3,5%	15,0%		Female	14,8%	1,7%	0,5%	3,5%	17,0%
	Total	34,8%	4,0%	1,2%	8,0%	40,0%		Total	43,5%	5,1%	1,5%	8,0%	50,0%
SECTOR TARGETS FOR PROVINCES													
Eastern Cape	Male	21,6%	3,2%	0,2%	2,8%	25,0%	Eastern Cape	Male	28,5%	4,2%	0,3%	2,8%	33,0%
	Female	13,0%	1,9%	0,1%	2,2%	15,0%		Female	14,7%	2,1%	0,2%	2,2%	17,0%
	Total	34,6%	5,1%	0,4%	5,0%	40,0%		Total	43,2%	6,3%	0,5%	5,0%	50,0%
Free State	Male	23,8%	0,7%	0,5%	3,7%	25,0%	Free State	Male	31,4%	1,0%	0,6%	3,7%	33,0%
	Female	14,3%	0,4%	0,3%	3,6%	15,0%		Female	16,2%	0,5%	0,3%	3,6%	17,0%
	Total	38,1%	1,2%	0,7%	7,3%	40,0%		Total	47,6%	1,5%	0,9%	7,3%	50,0%
Gauteng	Male	23,3%	0,7%	1,0%	6,4%	25,0%	Gauteng	Male	30,8%	0,9%	1,3%	6,4%	33,0%
	Female	14,0%	0,4%	0,6%	4,6%	15,0%		Female	15,9%	0,5%	0,7%	4,6%	17,0%
	Total	37,3%	1,1%	1,6%	11,0%	40,0%		Total	46,6%	1,3%	2,0%	11,0%	50,0%
KwaZulu-Natal	Male	22,8%	0,3%	1,9%	2,2%	25,0%	KwaZulu-Natal	Male	30,1%	0,4%	2,5%	2,2%	33,0%
	Female	13,7%	0,2%	1,1%	1,9%	15,0%		Female	15,5%	0,2%	1,3%	1,9%	17,0%
	Total	36,5%	0,5%	3,0%	4,1%	40,0%		Total	45,6%	0,6%	3,8%	4,1%	50,0%
Limpopo	Male	24,9%	0,0%	0,1%	1,2%	25,0%	Limpopo	Male	32,8%	0,0%	0,1%	1,2%	33,0%
	Female	14,9%	0,0%	0,1%	1,2%	15,0%		Female	16,9%	0,0%	0,1%	1,2%	17,0%
	Total	39,8%	0,0%	0,2%	2,4%	40,0%		Total	49,7%	0,1%	0,2%	2,4%	50,0%
Mpumalanga	Male	24,8%	0,1%	0,1%	4,0%	25,0%	Mpumalanga	Male	32,8%	0,1%	0,1%	4,0%	33,0%
	Female	14,9%	0,0%	0,0%	3,2%	15,0%		Female	16,9%	0,1%	0,1%	3,2%	17,0%
	Total	39,7%	0,1%	0,1%	7,2%	40,0%		Total	49,7%	0,2%	0,2%	7,2%	50,0%
North West	Male	24,5%	0,3%	0,2%	2,8%	25,0%	North West	Male	32,3%	0,4%	0,3%	2,8%	33,0%
	Female	14,7%	0,2%	0,1%	1,6%	15,0%		Female	16,6%	0,2%	0,2%	1,6%	17,0%
	Total	39,1%	0,5%	0,4%	4,4%	40,0%		Total	48,9%	0,6%	0,5%	4,4%	50,0%
Northern Cape	Male	15,8%	9,1%	0,1%	6,4%	25,0%	Northern Cape	Male	20,9%	12,0%	0,1%	6,4%	33,0%
	Female	9,5%	5,4%	0,1%	4,5%	15,0%		Female	10,8%	6,2%	0,1%	4,5%	17,0%
	Total	25,3%	14,5%	0,2%	10,9%	40,0%		Total	31,6%	18,1%	0,2%	10,9%	50,0%
Western Cape	Male	11,4%	13,4%	0,2%	7,2%	25,0%	Western Cape	Male	15,0%	17,7%	0,3%	7,2%	33,0%
	Female	6,8%	8,0%	0,1%	6,1%	15,0%		Female	7,7%	9,1%	0,2%	6,1%	17,0%
	Total	18,2%	21,4%	0,4%	13,3%	40,0%		Total	22,8%	26,8%	0,5%	13,3%	50,0%
Workforce Profile 2022 (All employers)	Male	6,2%	3,3%	10,0%	55,7%	19,5%	Workforce Profile 2022 (All employers)	Male	11,0%	5,4%	10,2%	40,8%	26,6%
	Female	4,0%	2,0%	4,1%	10,3%	10,1%		Female	6,0%	3,0%	4,8%	15,7%	13,8%
	Total	10,2%	5,3%	14,1%	66,0%	29,6%		Total	17,0%	8,4%	15,0%	56,5%	40,4%

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
National	Male	32,2%	3,7%	1,1%	4,5%	37,0%	43,5%	5,1%	1,5%	4,5%	50,0%	
	Female	21,7%	2,5%	0,7%	3,5%	25,0%	29,6%	3,4%	1,0%	3,5%	34,0%	
	Total	53,9%	6,3%	1,8%	8,0%	62,0%	73,0%	8,5%	2,5%	8,0%	84,0%	
SECTOR TARGETS FOR PROVINCES												
Eastern Cape	Male	32,0%	4,7%	0,4%	2,8%	37,0%	43,2%	6,3%	0,5%	2,8%	50,0%	
	Female	21,6%	3,2%	0,2%	2,2%	25,0%	29,4%	4,3%	0,3%	2,2%	34,0%	
	Total	53,6%	7,8%	0,6%	5,0%	62,0%	72,6%	10,6%	0,8%	5,0%	84,0%	
Free State	Male	35,2%	1,1%	0,7%	3,7%	37,0%	47,6%	1,5%	0,9%	3,7%	50,0%	
	Female	23,8%	0,7%	0,5%	3,6%	25,0%	32,4%	1,0%	0,6%	3,6%	34,0%	
	Total	59,1%	1,8%	1,1%	7,3%	62,0%	80,0%	2,4%	1,5%	7,3%	84,0%	
Gauteng	Male	34,5%	1,0%	1,5%	6,4%	37,0%	46,6%	1,3%	2,0%	6,4%	50,0%	
	Female	23,3%	0,7%	1,0%	4,6%	25,0%	31,7%	0,9%	1,4%	4,6%	34,0%	
	Total	57,8%	1,7%	2,5%	11,0%	62,0%	78,3%	2,3%	3,4%	11,0%	84,0%	
KwaZulu-Natal	Male	33,8%	0,4%	2,8%	2,2%	37,0%	45,6%	0,6%	3,8%	2,2%	50,0%	
	Female	22,8%	0,3%	1,9%	1,9%	25,0%	31,0%	0,4%	2,6%	1,9%	34,0%	
	Total	56,6%	0,7%	4,7%	4,1%	62,0%	76,6%	1,0%	6,4%	4,1%	84,0%	
Limpopo	Male	36,8%	0,0%	0,2%	1,2%	37,0%	49,7%	0,1%	0,2%	1,2%	50,0%	
	Female	24,9%	0,0%	0,1%	1,2%	25,0%	33,8%	0,0%	0,1%	1,2%	34,0%	
	Total	61,7%	0,1%	0,3%	2,4%	62,0%	83,6%	0,1%	0,3%	2,4%	84,0%	
Mpumalanga	Male	36,8%	0,1%	0,1%	4,0%	37,0%	49,7%	0,2%	0,2%	4,0%	50,0%	
	Female	24,8%	0,1%	0,1%	3,2%	25,0%	33,8%	0,1%	0,1%	3,2%	34,0%	
	Total	61,6%	0,2%	0,2%	7,2%	62,0%	83,5%	0,3%	0,3%	7,2%	84,0%	
North West	Male	36,2%	0,5%	0,3%	2,8%	37,0%	48,9%	0,6%	0,5%	2,8%	50,0%	
	Female	24,5%	0,3%	0,2%	1,6%	25,0%	33,3%	0,4%	0,3%	1,6%	34,0%	
	Total	60,6%	0,8%	0,6%	4,4%	62,0%	82,2%	1,1%	0,8%	4,4%	84,0%	
Northern Cape	Male	23,4%	13,4%	0,2%	6,4%	37,0%	31,6%	18,1%	0,2%	6,4%	50,0%	
	Female	15,8%	9,1%	0,1%	4,5%	25,0%	21,5%	12,3%	0,2%	4,5%	34,0%	
	Total	39,2%	22,5%	0,3%	10,9%	62,0%	53,2%	30,5%	0,4%	10,9%	84,0%	
Western Cape	Male	16,9%	19,8%	0,3%	7,2%	37,0%	22,8%	26,8%	0,5%	7,2%	50,0%	
	Female	11,4%	13,4%	0,2%	6,1%	25,0%	15,5%	18,2%	0,3%	6,1%	34,0%	
	Total	28,2%	33,2%	0,6%	13,3%	62,0%	38,3%	45,0%	0,8%	13,3%	84,0%	
Workforce Profile 2022 (All employers)	Male	18,5%	6,9%	9,0%	30,4%	34,4%	36,6%	9,4%	5,6%	16,4%	51,6%	
	Female	10,6%	4,0%	4,7%	13,5%	19,3%	14,3%	4,8%	2,9%	7,6%	22,0%	
	Total	29,1%	10,9%	13,7%	43,9%	53,7%	50,9%	14,2%	8,5%	24,0%	73,6%	
5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR												

4. CONSTRUCTION													
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	28,7%	3,3%	1,0%	4,5%	33,0%	National	Male	34,8%	4,0%	1,2%	4,5%	40,0%
	Female	14,8%	1,7%	0,5%	3,5%	17,0%		Female	17,4%	2,0%	0,6%	3,5%	20,0%
	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													
Eastern Cape	Male	28,5%	4,2%	0,3%	2,8%	33,0%	Eastern Cape	Male	34,6%	5,1%	0,4%	2,8%	40,0%
	Female	14,7%	2,1%	0,2%	2,2%	17,0%		Female	17,3%	2,5%	0,2%	2,2%	20,0%
	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	31,4%	1,0%	0,6%	3,7%	33,0%	Free State	Male	38,1%	1,2%	0,7%	3,7%	40,0%
	Female	16,2%	0,5%	0,3%	3,6%	17,0%		Female	19,1%	0,6%	0,4%	3,6%	20,0%
	Total	47,6%	1,5%	0,9%	7,3%	50,0%		Total	57,2%	1,7%	1,1%	7,3%	60,0%
Gauteng	Male	30,8%	0,9%	1,3%	6,4%	33,0%	Gauteng	Male	37,3%	1,1%	1,6%	6,4%	40,0%
	Female	15,9%	0,5%	0,7%	4,6%	17,0%		Female	18,7%	0,5%	0,8%	4,6%	20,0%
	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	30,1%	0,4%	2,5%	2,2%	33,0%	KwaZulu-Natal	Male	36,5%	0,5%	3,0%	2,2%	40,0%
	Female	15,5%	0,2%	1,3%	1,9%	17,0%		Female	18,2%	0,2%	1,5%	1,9%	20,0%
	Total	45,6%	0,6%	3,8%	4,1%	50,0%		Total	54,7%	0,7%	4,6%	4,1%	60,0%
Limpopo	Male	32,8%	0,0%	0,1%	1,2%	33,0%	Limpopo	Male	39,8%	0,0%	0,2%	1,2%	40,0%
	Female	16,9%	0,0%	0,1%	1,2%	17,0%		Female	19,9%	0,0%	0,1%	1,2%	20,0%
	Total	49,7%	0,1%	0,2%	2,4%	50,0%		Total	59,7%	0,1%	0,2%	2,4%	60,0%
Mpumalanga	Male	32,8%	0,1%	0,1%	4,0%	33,0%	Mpumalanga	Male	39,7%	0,1%	0,1%	4,0%	40,0%
	Female	16,9%	0,1%	0,1%	3,2%	17,0%		Female	19,9%	0,1%	0,1%	3,2%	20,0%
	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	32,3%	0,4%	0,3%	2,8%	33,0%	North West	Male	39,1%	0,5%	0,4%	2,8%	40,0%
	Female	16,6%	0,2%	0,2%	1,6%	17,0%		Female	19,6%	0,3%	0,2%	1,6%	20,0%
	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	20,9%	12,0%	0,1%	6,4%	33,0%	Northern Cape	Male	25,3%	14,5%	0,2%	6,4%	40,0%
	Female	10,8%	6,2%	0,1%	4,5%	17,0%		Female	12,7%	7,3%	0,1%	4,5%	20,0%
	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	15,0%	17,7%	0,3%	7,2%	33,0%	Western Cape	Male	18,2%	21,4%	0,4%	7,2%	40,0%
	Female	7,7%	9,1%	0,2%	6,1%	17,0%		Female	9,1%	10,7%	0,2%	6,1%	20,0%
	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	15,1%	6,0%	5,6%	51,9%	26,7%	Workforce Profile 2022 (All employers)	Male	21,6%	6,6%	5,6%	37,8%	33,8%
	Female	6,9%	3,2%	3,0%	6,1%	13,1%		Female	9,8%	2,4%	2,5%	11,3%	14,7%
	Total	22,0%	9,2%	8,6%	58,0%	39,8%		Total	31,4%	9,0%	8,1%	49,1%	48,5%

4. CONSTRUCTION													
C. PROFESSIONALLY QUALIFIED						D. SKILLED							
NATIONAL & PROVINCE	GENDER	POPULATION GROUP					NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK			A	C	I	W	BLACK
National	Male	43,5%	5,1%	1,5%	4,5%	50,0%	National	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	21,7%	2,5%	0,7%	3,5%	25,0%		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													
Eastern Cape	Male	43,2%	6,3%	0,5%	2,8%	50,0%	Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	21,6%	3,2%	0,2%	2,2%	25,0%		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	47,6%	1,5%	0,9%	3,7%	50,0%	Free State	Male	48,0%	1,5%	0,9%	3,7%	50,4%
	Female	23,8%	0,7%	0,5%	3,6%	25,0%		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	46,6%	1,3%	2,0%	6,4%	50,0%	Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	23,3%	0,7%	1,0%	4,6%	25,0%		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	45,6%	0,6%	3,8%	2,2%	50,0%	KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	22,8%	0,3%	1,9%	1,9%	25,0%		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	49,7%	0,1%	0,2%	1,2%	50,0%	Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	24,9%	0,0%	0,1%	1,2%	25,0%		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	49,7%	0,2%	0,2%	4,0%	50,0%	Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%
	Female	24,8%	0,1%	0,1%	3,2%	25,0%		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	48,9%	0,6%	0,5%	2,8%	50,0%	North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	24,5%	0,3%	0,2%	1,6%	25,0%		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	31,6%	18,1%	0,2%	6,4%	50,0%	Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	15,8%	9,1%	0,1%	4,5%	25,0%		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	22,8%	26,8%	0,5%	7,2%	50,0%	Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	11,4%	13,4%	0,2%	6,1%	25,0%		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	31,1%	7,1%	4,0%	26,5%	42,2%	Workforce Profile 2022 (All employers)	Male	49,7%	7,2%	2,0%	10,1%	58,9%
	Female	15,8%	2,3%	1,9%	8,8%	20,0%		Female	19,3%	2,8%	1,2%	5,3%	23,3%
	Total	46,9%	9,4%	5,9%	35,3%	62,2%		Total	69,0%	10,0%	3,2%	15,4%	82,2%
5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR													

5. FINANCIAL AND INSURANCE ACTIVITIES													
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	27,0%	3,1%	0,9%	4,5%	31,0%
	Female	18,5%	2,2%	0,6%	3,5%	21,3%		Female	22,6%	2,6%	0,8%	3,5%	26,0%
	Total	44,6%	5,2%	1,5%	8,0%	51,3%		Total	49,6%	5,8%	1,7%	8,0%	57,0%
SECTOR TARGETS FOR PROVINCES													
Eastern Cape	Male	25,9%	3,8%	0,3%	2,8%	30,0%	Eastern Cape	Male	26,8%	3,9%	0,3%	2,8%	31,0%
	Female	18,4%	2,7%	0,2%	2,2%	21,3%		Female	22,5%	3,3%	0,2%	2,2%	26,0%
	Total	44,3%	6,5%	0,5%	5,0%	51,3%		Total	49,3%	7,2%	0,5%	5,0%	57,0%
Free State	Male	28,6%	0,9%	0,6%	3,7%	30,0%	Free State	Male	29,5%	0,9%	0,6%	3,7%	31,0%
	Female	20,3%	0,6%	0,4%	3,6%	21,3%		Female	24,8%	0,8%	0,5%	3,6%	26,0%
	Total	48,9%	1,5%	0,9%	7,3%	51,3%		Total	54,3%	1,7%	1,0%	7,3%	57,0%
Gauteng	Male	28,0%	0,8%	1,2%	6,4%	30,0%	Gauteng	Male	28,9%	0,8%	1,3%	6,4%	31,0%
	Female	19,9%	0,6%	0,9%	4,6%	21,3%		Female	24,2%	0,7%	1,1%	4,6%	26,0%
	Total	47,8%	1,4%	2,1%	11,0%	51,3%		Total	53,2%	1,5%	2,3%	11,0%	57,0%
KwaZulu-Natal	Male	27,4%	0,3%	2,3%	2,2%	30,0%	KwaZulu-Natal	Male	28,3%	0,4%	2,4%	2,2%	31,0%
	Female	19,4%	0,2%	1,6%	1,9%	21,3%		Female	23,7%	0,3%	2,0%	1,9%	26,0%
	Total	46,8%	0,6%	3,9%	4,1%	51,3%		Total	52,0%	0,7%	4,3%	4,1%	57,0%
Limpopo	Male	29,8%	0,0%	0,1%	1,2%	30,0%	Limpopo	Male	30,8%	0,0%	0,1%	1,2%	31,0%
	Female	21,2%	0,0%	0,1%	1,2%	21,3%		Female	25,9%	0,0%	0,1%	1,2%	26,0%
	Total	51,0%	0,1%	0,2%	2,4%	51,3%		Total	56,7%	0,1%	0,2%	2,4%	57,0%
Mpumalanga	Male	29,8%	0,1%	0,1%	4,0%	30,0%	Mpumalanga	Male	30,8%	0,1%	0,1%	4,0%	31,0%
	Female	21,2%	0,1%	0,1%	3,2%	21,3%		Female	25,8%	0,1%	0,1%	3,2%	26,0%
	Total	51,0%	0,2%	0,2%	7,2%	51,3%		Total	56,6%	0,2%	0,2%	7,2%	57,0%
North West	Male	29,3%	0,4%	0,3%	2,8%	30,0%	North West	Male	30,3%	0,4%	0,3%	2,8%	31,0%
	Female	20,8%	0,3%	0,2%	1,6%	21,3%		Female	25,4%	0,3%	0,2%	1,6%	26,0%
	Total	50,2%	0,6%	0,5%	4,4%	51,3%		Total	55,7%	0,7%	0,5%	4,4%	57,0%
Northern Cape	Male	19,0%	10,9%	0,1%	6,4%	30,0%	Northern Cape	Male	19,6%	11,2%	0,1%	6,4%	31,0%
	Female	13,5%	7,7%	0,1%	4,5%	21,3%		Female	16,5%	9,4%	0,1%	4,5%	26,0%
	Total	32,5%	18,6%	0,2%	10,9%	51,3%		Total	36,1%	20,7%	0,3%	10,9%	57,0%
Western Cape	Male	13,7%	16,1%	0,3%	7,2%	30,0%	Western Cape	Male	14,1%	16,6%	0,3%	7,2%	31,0%
	Female	9,7%	11,4%	0,2%	6,1%	21,3%		Female	11,8%	13,9%	0,2%	6,1%	26,0%
	Total	23,4%	27,5%	0,5%	13,3%	51,3%		Total	26,0%	30,5%	0,5%	13,3%	57,0%
Workforce Profile 2022 (All employers)	Male	10,5%	2,8%	8,0%	45,5%	21,3%	Workforce Profile 2022 (All employers)	Male	11,7%	4,1%	9,6%	28,6%	25,4%
	Female	8,3%	2,5%	4,1%	13,8%	14,9%		Female	11,2%	4,2%	7,3%	18,6%	22,7%
	Total	18,8%	5,3%	12,1%	59,3%	36,2%		Total	22,9%	8,3%	16,9%	47,2%	48,1%

5. FINANCIAL AND INSURANCE ACTIVITIES													
C. PROFESSIONALLY QUALIFIED						D. SKILLED							
NATIONAL & PROVINCE	GENDER	POPULATION GROUP					NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK			A	C	I	W	BLACK
National	Male	31,3%	3,6%	1,1%	4,5%	36,0%	National	Male	36,5%	4,2%	1,2%	4,5%	42,0%
	Female	29,6%	3,4%	1,0%	3,5%	34,0%		Female	40,2%	4,7%	1,4%	3,5%	46,2%
	Total	60,9%	7,1%	2,1%	8,0%	70,0%		Total	76,7%	8,9%	2,6%	8,0%	88,2%
SECTOR TARGETS FOR PROVINCES													
Eastern Cape	Male	31,1%	4,5%	0,3%	2,8%	36,0%	Eastern Cape	Male	36,3%	5,3%	0,4%	2,8%	42,0%
	Female	29,4%	4,3%	0,3%	2,2%	34,0%		Female	39,9%	5,8%	0,4%	2,2%	46,2%
	Total	60,5%	8,8%	0,7%	5,0%	70,0%		Total	76,2%	11,1%	0,8%	5,0%	88,2%
Free State	Male	34,3%	1,0%	0,7%	3,7%	36,0%	Free State	Male	40,0%	1,2%	0,8%	3,7%	42,0%
	Female	32,4%	1,0%	0,6%	3,6%	34,0%		Female	44,0%	1,3%	0,8%	3,6%	46,2%
	Total	66,7%	2,0%	1,3%	7,3%	70,0%		Total	84,0%	2,6%	1,6%	7,3%	88,2%
Gauteng	Male	33,6%	1,0%	1,5%	6,4%	36,0%	Gauteng	Male	39,2%	1,1%	1,7%	6,4%	42,0%
	Female	31,7%	0,9%	1,4%	4,6%	34,0%		Female	43,1%	1,2%	1,9%	4,6%	46,2%
	Total	65,3%	1,9%	2,8%	11,0%	70,0%		Total	82,3%	2,4%	3,6%	11,0%	88,2%
KwaZulu-Natal	Male	32,8%	0,4%	2,7%	2,2%	36,0%	KwaZulu-Natal	Male	38,3%	0,5%	3,2%	2,2%	42,0%
	Female	31,0%	0,4%	2,6%	1,9%	34,0%		Female	42,2%	0,5%	3,5%	1,9%	46,2%
	Total	63,9%	0,8%	5,3%	4,1%	70,0%		Total	80,5%	1,0%	6,7%	4,1%	88,2%
Limpopo	Male	35,8%	0,0%	0,1%	1,2%	36,0%	Limpopo	Male	41,8%	0,0%	0,2%	1,2%	42,0%
	Female	33,8%	0,0%	0,1%	1,2%	34,0%		Female	46,0%	0,0%	0,2%	1,2%	46,2%
	Total	69,6%	0,1%	0,3%	2,4%	70,0%		Total	87,7%	0,1%	0,4%	2,4%	88,2%
Mpumalanga	Male	35,8%	0,1%	0,1%	4,0%	36,0%	Mpumalanga	Male	41,7%	0,1%	0,1%	4,0%	42,0%
	Female	33,8%	0,1%	0,1%	3,2%	34,0%		Female	45,9%	0,1%	0,1%	3,2%	46,2%
	Total	69,5%	0,2%	0,2%	7,2%	70,0%		Total	87,6%	0,3%	0,3%	7,2%	88,2%
North West	Male	35,2%	0,5%	0,3%	2,8%	36,0%	North West	Male	41,1%	0,5%	0,4%	2,8%	42,0%
	Female	33,3%	0,4%	0,3%	1,6%	34,0%		Female	45,2%	0,6%	0,4%	1,6%	46,2%
	Total	68,5%	0,9%	0,7%	4,4%	70,0%		Total	86,3%	1,1%	0,8%	4,4%	88,2%
Northern Cape	Male	22,8%	13,1%	0,2%	6,4%	36,0%	Northern Cape	Male	26,6%	15,2%	0,2%	6,4%	42,0%
	Female	21,5%	12,3%	0,2%	4,5%	34,0%		Female	29,2%	16,7%	0,2%	4,5%	46,2%
	Total	44,3%	25,4%	0,3%	10,9%	70,0%		Total	55,8%	32,0%	0,4%	10,9%	88,2%
Western Cape	Male	16,4%	19,3%	0,3%	7,2%	36,0%	Western Cape	Male	19,1%	22,5%	0,4%	7,2%	42,0%
	Female	15,5%	18,2%	0,3%	6,1%	34,0%		Female	21,0%	24,7%	0,4%	6,1%	46,2%
	Total	31,9%	37,5%	0,6%	13,3%	70,0%		Total	40,2%	47,2%	0,8%	13,3%	88,2%
Workforce Profile 2022 (All employers)	Male	17,9%	5,6%	7,3%	15,9%	30,8%	Workforce Profile 2022 (All employers)	Male	19,7%	5,6%	3,5%	5,9%	28,8%
	Female	19,6%	7,1%	7,8%	16,2%	34,5%		Female	36,4%	11,3%	5,4%	10,8%	53,1%
	Total	37,5%	12,7%	15,1%	32,1%	65,3%		Total	56,1%	16,9%	8,9%	16,7%	81,9%
5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR													

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													
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%

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													
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													

7. INFORMATION AND COMMUNICATION												
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
National	Male	24,3%	2,8%	0,8%	4,5%	28,0%	Male	30,4%	3,5%	1,0%	4,5%	35,0%
	Female	19,1%	2,2%	0,6%	3,5%	22,0%	Female	21,7%	2,5%	0,7%	3,5%	25,0%
	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												
Eastern Cape	Male	24,2%	3,5%	0,3%	2,8%	28,0%	Male	30,2%	4,4%	0,3%	2,8%	35,0%
	Female	19,0%	2,8%	0,2%	2,2%	22,0%	Female	21,6%	3,2%	0,2%	2,2%	25,0%
	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	26,7%	0,8%	0,5%	3,7%	28,0%	Male	33,3%	1,0%	0,6%	3,7%	35,0%
	Female	21,0%	0,6%	0,4%	3,6%	22,0%	Female	23,8%	0,7%	0,5%	3,6%	25,0%
	Total	47,6%	1,5%	0,9%	7,3%	50,0%	Total	57,2%	1,7%	1,1%	7,3%	60,0%
Gauteng	Male	26,1%	0,8%	1,1%	6,4%	28,0%	Male	32,6%	0,9%	1,4%	6,4%	35,0%
	Female	20,5%	0,6%	0,9%	4,6%	22,0%	Female	23,3%	0,7%	1,0%	4,6%	25,0%
	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	25,5%	0,3%	2,1%	2,2%	28,0%	Male	31,9%	0,4%	2,7%	2,2%	35,0%
	Female	20,1%	0,3%	1,7%	1,9%	22,0%	Female	22,8%	0,3%	1,9%	1,9%	25,0%
	Total	45,6%	0,6%	3,8%	4,1%	50,0%	Total	54,7%	0,7%	4,6%	4,1%	60,0%
Limpopo	Male	27,9%	0,0%	0,1%	1,2%	28,0%	Male	34,8%	0,0%	0,1%	1,2%	35,0%
	Female	21,9%	0,0%	0,1%	1,2%	22,0%	Female	24,9%	0,0%	0,1%	1,2%	25,0%
	Total	49,7%	0,1%	0,2%	2,4%	50,0%	Total	59,7%	0,1%	0,2%	2,4%	60,0%
Mpumalanga	Male	27,8%	0,1%	0,1%	4,0%	28,0%	Male	34,8%	0,1%	0,1%	4,0%	35,0%
	Female	21,9%	0,1%	0,1%	3,2%	22,0%	Female	24,8%	0,1%	0,1%	3,2%	25,0%
	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	27,4%	0,4%	0,3%	2,8%	28,0%	Male	34,2%	0,4%	0,3%	2,8%	35,0%
	Female	21,5%	0,3%	0,2%	1,6%	22,0%	Female	24,5%	0,3%	0,2%	1,6%	25,0%
	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	17,7%	10,2%	0,1%	6,4%	28,0%	Male	22,2%	12,7%	0,2%	6,4%	35,0%
	Female	13,9%	8,0%	0,1%	4,5%	22,0%	Female	15,8%	9,1%	0,1%	4,5%	25,0%
	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	12,8%	15,0%	0,3%	7,2%	28,0%	Male	15,9%	18,7%	0,3%	7,2%	35,0%
	Female	10,0%	11,8%	0,2%	6,1%	22,0%	Female	11,4%	13,4%	0,2%	6,1%	25,0%
	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	8,3%	3,5%	8,6%	49,2%	20,4%	Male	10,5%	4,7%	9,1%	35,5%	24,3%
	Female	6,5%	2,7%	4,7%	12,8%	13,9%	Female	8,3%	3,5%	4,7%	18,7%	16,5%
	Total	14,8%	6,2%	13,3%	62,0%	34,3%	Total	18,8%	8,2%	13,8%	54,2%	40,8%

7. INFORMATION AND COMMUNICATION												
C. PROFESSIONALLY QUALIFIED						D. SKILLED						
NATIONAL & PROVINCE	GENDER	POPULATION GROUP				NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W			BLACK	A	C	I	W
National	Male	34,8%	4,0%	1,2%	4,5%	40,0%	Male	41,7%	4,9%	1,4%	4,5%	48,0%
	Female	26,1%	3,0%	0,9%	3,5%	30,0%	Female	32,2%	3,7%	1,1%	3,5%	37,0%
	Total	60,9%	7,1%	2,1%	8,0%	70,0%	Total	73,9%	8,6%	2,5%	8,0%	85,0%
SECTOR TARGETS FOR PROVINCES												
Eastern Cape	Male	34,6%	5,1%	0,4%	2,8%	40,0%	Male	41,5%	6,1%	0,5%	2,8%	48,0%
	Female	25,9%	3,8%	0,3%	2,2%	30,0%	Female	32,0%	4,7%	0,4%	2,2%	37,0%
	Total	60,5%	8,8%	0,7%	5,0%	70,0%	Total	73,5%	10,7%	0,8%	5,0%	85,0%
Free State	Male	38,1%	1,2%	0,7%	3,7%	40,0%	Male	45,7%	1,4%	0,9%	3,7%	48,0%
	Female	28,6%	0,9%	0,6%	3,6%	30,0%	Female	35,2%	1,1%	0,7%	3,6%	37,0%
	Total	66,7%	2,0%	1,3%	7,3%	70,0%	Total	81,0%	2,5%	1,6%	7,3%	85,0%
Gauteng	Male	37,3%	1,1%	1,6%	6,4%	40,0%	Male	44,8%	1,3%	1,9%	6,4%	48,0%
	Female	28,0%	0,8%	1,2%	4,6%	30,0%	Female	34,5%	1,0%	1,5%	4,6%	37,0%
	Total	65,3%	1,9%	2,8%	11,0%	70,0%	Total	79,3%	2,3%	3,4%	11,0%	85,0%
KwaZulu-Natal	Male	36,5%	0,5%	3,0%	2,2%	40,0%	Male	43,8%	0,6%	3,7%	2,2%	48,0%
	Female	27,4%	0,3%	2,3%	1,9%	30,0%	Female	33,8%	0,4%	2,8%	1,9%	37,0%
	Total	63,9%	0,8%	5,3%	4,1%	70,0%	Total	77,6%	1,0%	6,5%	4,1%	85,0%
Limpopo	Male	39,8%	0,0%	0,2%	1,2%	40,0%	Male	47,8%	0,0%	0,2%	1,2%	48,0%
	Female	29,8%	0,0%	0,1%	1,2%	30,0%	Female	36,8%	0,0%	0,2%	1,2%	37,0%
	Total	69,6%	0,1%	0,3%	2,4%	70,0%	Total	84,6%	0,1%	0,3%	2,4%	85,0%
Mpumalanga	Male	39,7%	0,1%	0,1%	4,0%	40,0%	Male	47,7%	0,2%	0,2%	4,0%	48,0%
	Female	29,8%	0,1%	0,1%	3,2%	30,0%	Female	36,8%	0,1%	0,1%	3,2%	37,0%
	Total	69,5%	0,2%	0,2%	7,2%	70,0%	Total	84,5%	0,3%	0,3%	7,2%	85,0%
North West	Male	39,1%	0,5%	0,4%	2,8%	40,0%	Male	46,9%	0,6%	0,5%	2,8%	48,0%
	Female	29,3%	0,4%	0,3%	1,6%	30,0%	Female	36,2%	0,5%	0,3%	1,6%	37,0%
	Total	68,5%	0,9%	0,7%	4,4%	70,0%	Total	83,1%	1,1%	0,8%	4,4%	85,0%
Northern Cape	Male	25,3%	14,5%	0,2%	6,4%	40,0%	Male	30,4%	17,4%	0,2%	6,4%	48,0%
	Female	19,0%	10,9%	0,1%	4,5%	30,0%	Female	23,4%	13,4%	0,2%	4,5%	37,0%
	Total	44,3%	25,4%	0,3%	10,9%	70,0%	Total	53,8%	30,8%	0,4%	10,9%	85,0%
Western Cape	Male	18,2%	21,4%	0,4%	7,2%	40,0%	Male	21,9%	25,7%	0,4%	7,2%	48,0%
	Female	13,7%	16,1%	0,3%	6,1%	30,0%	Female	16,9%	19,8%	0,3%	6,1%	37,0%
	Total	31,9%	37,5%	0,6%	13,3%	70,0%	Total	38,7%	45,5%	0,8%	13,3%	85,0%
Workforce Profile 2022 (All employers)	Male	16,3%	6,1%	8,0%	29,0%	30,4%	Male	26,2%	8,1%	5,5%	16,3%	39,8%
	Female	11,9%	4,1%	4,4%	14,7%	20,4%	Female	21,6%	5,8%	3,5%	10,2%	30,9%
	Total	28,2%	10,2%	12,4%	43,7%	50,8%	Total	47,8%	13,9%	9,0%	26,5%	70,7%
5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR												

8. WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES												
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
National	Male	39,1%	4,5%	1,3%	4,5%	45,0%	Male	43,5%	5,1%	1,5%	4,5%	50,0%
	Female	30,4%	3,5%	1,0%	3,5%	35,0%	Female	33,0%	3,8%	1,1%	3,5%	38,0%
	Total	69,6%	8,1%	2,3%	8,0%	80,0%	Total	76,5%	8,9%	2,6%	8,0%	88,0%
SECTOR TARGETS FOR PROVINCES												
Eastern Cape	Male	38,9%	5,7%	0,4%	2,8%	45,0%	Male	43,2%	6,3%	0,5%	2,8%	50,0%
	Female	30,2%	4,4%	0,3%	2,2%	35,0%	Female	32,8%	4,8%	0,4%	2,2%	38,0%
	Total	69,1%	10,1%	0,8%	5,0%	80,0%	Total	76,1%	11,1%	0,8%	5,0%	88,0%
Free State	Male	42,9%	1,3%	0,8%	3,7%	45,0%	Male	47,6%	1,5%	0,9%	3,7%	50,0%
	Female	33,3%	1,0%	0,6%	3,6%	35,0%	Female	36,2%	1,1%	0,7%	3,6%	38,0%
	Total	76,2%	2,3%	1,5%	7,3%	80,0%	Total	83,8%	2,6%	1,6%	7,3%	88,0%
Gauteng	Male	42,0%	1,2%	1,8%	6,4%	45,0%	Male	46,6%	1,3%	2,0%	6,4%	50,0%
	Female	32,6%	0,9%	1,4%	4,6%	35,0%	Female	35,4%	1,0%	1,5%	4,6%	38,0%
	Total	74,6%	2,2%	3,2%	11,0%	80,0%	Total	82,1%	2,4%	3,6%	11,0%	88,0%
KwaZulu-Natal	Male	41,1%	0,5%	3,4%	2,2%	45,0%	Male	45,6%	0,6%	3,8%	2,2%	50,0%
	Female	31,9%	0,4%	2,7%	1,9%	35,0%	Female	34,7%	0,4%	2,9%	1,9%	38,0%
	Total	73,0%	0,9%	6,1%	4,1%	80,0%	Total	80,3%	1,0%	6,7%	4,1%	88,0%
Limpopo	Male	44,8%	0,0%	0,2%	1,2%	45,0%	Male	49,7%	0,1%	0,2%	1,2%	50,0%
	Female	34,8%	0,0%	0,1%	1,2%	35,0%	Female	37,8%	0,0%	0,2%	1,2%	38,0%
	Total	79,6%	0,1%	0,3%	2,4%	80,0%	Total	87,5%	0,1%	0,4%	2,4%	88,0%
Mpumalanga	Male	44,7%	0,1%	0,1%	4,0%	45,0%	Male	49,7%	0,2%	0,2%	4,0%	50,0%
	Female	34,8%	0,1%	0,1%	3,2%	35,0%	Female	37,8%	0,1%	0,1%	3,2%	38,0%
	Total	79,5%	0,3%	0,3%	7,2%	80,0%	Total	87,4%	0,3%	0,3%	7,2%	88,0%
North West	Male	44,0%	0,6%	0,4%	2,8%	45,0%	Male	48,9%	0,6%	0,5%	2,8%	50,0%
	Female	34,2%	0,4%	0,3%	1,6%	35,0%	Female	37,2%	0,5%	0,4%	1,6%	38,0%
	Total	78,2%	1,0%	0,8%	4,4%	80,0%	Total	86,1%	1,1%	0,8%	4,4%	88,0%
Northern Cape	Male	28,5%	16,3%	0,2%	6,4%	45,0%	Male	31,6%	18,1%	0,2%	6,4%	50,0%
	Female	22,2%	12,7%	0,2%	4,5%	35,0%	Female	24,1%	13,8%	0,2%	4,5%	38,0%
	Total	50,6%	29,0%	0,4%	10,9%	80,0%	Total	55,7%	31,9%	0,4%	10,9%	88,0%
Western Cape	Male	20,5%	24,1%	0,4%	7,2%	45,0%	Male	22,8%	26,8%	0,5%	7,2%	50,0%
	Female	15,9%	18,7%	0,3%	6,1%	35,0%	Female	17,3%	20,3%	0,4%	6,1%	38,0%
	Total	36,4%	42,8%	0,7%	13,3%	80,0%	Total	40,1%	47,1%	0,8%	13,3%	88,0%
Workforce Profile 2022 (All employers)	Male	37,6%	7,8%	2,1%	22,5%	47,5%	Male	42,8%	5,9%	3,3%	14,1%	52,0%
	Female	17,7%	3,2%	1,8%	6,6%	22,7%	Female	21,9%	2,3%	1,3%	7,2%	25,5%
	Total	55,3%	11,0%	3,9%	29,1%	70,2%	Total	64,7%	8,2%	4,6%	21,3%	77,5%

8. WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES													
C. PROFESSIONALLY QUALIFIED						D. SKILLED							
NATIONAL & PROVINCE	GENDER	POPULATION GROUP					NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK			A	C	I	W	BLACK
National	Male	43,8%	5,1%	1,5%	4,5%	50,4%	National	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	35,5%	4,1%	1,2%	3,5%	40,8%		Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	79,3%	9,2%	2,7%	8,0%	91,2%		Total	79,3%	9,2%	2,7%	8,0%	91,2%
SECTOR TARGETS FOR PROVINCES													
Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%	Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	35,3%	5,2%	0,4%	2,2%	40,8%		Female	35,3%	5,2%	0,4%	2,2%	40,8%
	Total	78,8%	11,5%	0,9%	5,0%	91,2%		Total	78,8%	11,5%	0,9%	5,0%	91,2%
Free State	Male	48,0%	1,5%	0,9%	3,7%	50,4%	Free State	Male	48,0%	1,5%	0,9%	3,7%	50,4%
	Female	38,9%	1,2%	0,7%	3,6%	40,8%		Female	38,9%	1,2%	0,7%	3,6%	40,8%
	Total	86,9%	2,7%	1,7%	7,3%	91,2%		Total	86,9%	2,7%	1,7%	7,3%	91,2%
Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%	Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	38,0%	1,1%	1,7%	4,6%	40,8%		Female	38,0%	1,1%	1,7%	4,6%	40,8%
	Total	85,1%	2,5%	3,7%	11,0%	91,2%		Total	85,1%	2,5%	3,7%	11,0%	91,2%
KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%	KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	37,2%	0,5%	3,1%	1,9%	40,8%		Female	37,2%	0,5%	3,1%	1,9%	40,8%
	Total	83,2%	1,0%	6,9%	4,1%	91,2%		Total	83,2%	1,0%	6,9%	4,1%	91,2%
Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%	Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	40,6%	0,0%	0,2%	1,2%	40,8%		Female	40,6%	0,0%	0,2%	1,2%	40,8%
	Total	90,7%	0,1%	0,4%	2,4%	91,2%		Total	90,7%	0,1%	0,4%	2,4%	91,2%
Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%	Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%
	Female	40,5%	0,1%	0,1%	3,2%	40,8%		Female	40,5%	0,1%	0,1%	3,2%	40,8%
	Total	90,6%	0,3%	0,3%	7,2%	91,2%		Total	90,6%	0,3%	0,3%	7,2%	91,2%
North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%	North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	39,9%	0,5%	0,4%	1,6%	40,8%		Female	39,9%	0,5%	0,4%	1,6%	40,8%
	Total	89,2%	1,1%	0,9%	4,4%	91,2%		Total	89,2%	1,1%	0,9%	4,4%	91,2%
Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%	Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	25,8%	14,8%	0,2%	4,5%	40,8%		Female	25,8%	14,8%	0,2%	4,5%	40,8%
	Total	57,7%	33,1%	0,4%	10,9%	91,2%		Total	57,7%	33,1%	0,4%	10,9%	91,2%
Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%	Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	18,6%	21,8%	0,4%	6,1%	40,8%		Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	41,6%	48,8%	0,8%	13,3%	91,2%		Total	41,6%	48,8%	0,8%	13,3%	91,2%
Workforce Profile 2022 (All employers)	Male	40,3%	4,9%	2,3%	9,1%	47,5%	Workforce Profile 2022 (All employers)	Male	44,3%	6,2%	1,4%	5,0%	51,9%
	Female	31,8%	3,5%	1,8%	5,3%	37,1%		Female	32,5%	4,9%	1,2%	3,9%	38,6%
	Total	72,1%	8,4%	4,1%	14,4%	84,6%		Total	76,8%	11,1%	2,6%	8,9%	90,5%
5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR													

9. ELECTRICITY, GAS STEAM AND AIR CONDITIONING SUPPLY												
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
National	Male	24,3%	2,8%	0,8%	4,5%	28,0%	Male	33,9%	3,9%	1,1%	4,5%	39,0%
	Female	19,1%	2,2%	0,6%	3,5%	22,0%	Female	22,6%	2,6%	0,8%	3,5%	26,0%
	Total	43,5%	5,1%	1,5%	8,0%	50,0%	Total	56,5%	6,6%	1,9%	8,0%	65,0%
SECTOR TARGETS FOR PROVINCES												
Eastern Cape	Male	24,2%	3,5%	0,3%	2,8%	28,0%	Male	33,7%	4,9%	0,4%	2,8%	39,0%
	Female	19,0%	2,8%	0,2%	2,2%	22,0%	Female	22,5%	3,3%	0,2%	2,2%	26,0%
	Total	43,2%	6,3%	0,5%	5,0%	50,0%	Total	56,2%	8,2%	0,6%	5,0%	65,0%
Free State	Male	26,7%	0,8%	0,5%	3,7%	28,0%	Male	37,1%	1,1%	0,7%	3,7%	39,0%
	Female	21,0%	0,6%	0,4%	3,6%	22,0%	Female	24,8%	0,8%	0,5%	3,6%	26,0%
	Total	47,6%	1,5%	0,9%	7,3%	50,0%	Total	61,9%	1,9%	1,2%	7,3%	65,0%
Gauteng	Male	26,1%	0,8%	1,1%	6,4%	28,0%	Male	36,4%	1,1%	1,6%	6,4%	39,0%
	Female	20,5%	0,6%	0,9%	4,6%	22,0%	Female	24,2%	0,7%	1,1%	4,6%	26,0%
	Total	46,6%	1,3%	2,0%	11,0%	50,0%	Total	60,6%	1,8%	2,6%	11,0%	65,0%
KwaZulu-Natal	Male	25,5%	0,3%	2,1%	2,2%	28,0%	Male	35,6%	0,4%	3,0%	2,2%	39,0%
	Female	20,1%	0,3%	1,7%	1,9%	22,0%	Female	23,7%	0,3%	2,0%	1,9%	26,0%
	Total	45,6%	0,6%	3,8%	4,1%	50,0%	Total	59,3%	0,7%	4,9%	4,1%	65,0%
Limpopo	Male	27,9%	0,0%	0,1%	1,2%	28,0%	Male	38,8%	0,0%	0,2%	1,2%	39,0%
	Female	21,9%	0,0%	0,1%	1,2%	22,0%	Female	25,9%	0,0%	0,1%	1,2%	26,0%
	Total	49,7%	0,1%	0,2%	2,4%	50,0%	Total	64,7%	0,1%	0,3%	2,4%	65,0%
Mpumalanga	Male	27,8%	0,1%	0,1%	4,0%	28,0%	Male	38,7%	0,1%	0,1%	4,0%	39,0%
	Female	21,9%	0,1%	0,1%	3,2%	22,0%	Female	25,8%	0,1%	0,1%	3,2%	26,0%
	Total	49,7%	0,2%	0,2%	7,2%	50,0%	Total	64,6%	0,2%	0,2%	7,2%	65,0%
North West	Male	27,4%	0,4%	0,3%	2,8%	28,0%	Male	38,1%	0,5%	0,4%	2,8%	39,0%
	Female	21,5%	0,3%	0,2%	1,6%	22,0%	Female	25,4%	0,3%	0,2%	1,6%	26,0%
	Total	48,9%	0,6%	0,5%	4,4%	50,0%	Total	63,6%	0,8%	0,6%	4,4%	65,0%
Northern Cape	Male	17,7%	10,2%	0,1%	6,4%	28,0%	Male	24,7%	14,1%	0,2%	6,4%	39,0%
	Female	13,9%	8,0%	0,1%	4,5%	22,0%	Female	16,5%	9,4%	0,1%	4,5%	26,0%
	Total	31,6%	18,1%	0,2%	10,9%	50,0%	Total	41,1%	23,6%	0,3%	10,9%	65,0%
Western Cape	Male	12,8%	15,0%	0,3%	7,2%	28,0%	Male	17,8%	20,9%	0,4%	7,2%	39,0%
	Female	10,0%	11,8%	0,2%	6,1%	22,0%	Female	11,8%	13,9%	0,2%	6,1%	26,0%
	Total	22,8%	26,8%	0,5%	13,3%	50,0%	Total	29,6%	34,8%	0,6%	13,3%	65,0%
Workforce Profile 2022 (All employers)	Male	13,5%	4,5%	7,9%	44,7%	25,9%	Male	24,3%	5,2%	6,4%	25,5%	35,9%
	Female	11,0%	2,6%	4,0%	8,2%	17,6%	Female	16,5%	2,9%	4,5%	11,9%	23,9%
	Total	24,5%	7,1%	11,9%	52,9%	43,5%	Total	40,8%	8,1%	10,9%	37,4%	59,8%

9. ELECTRICITY, GAS STEAM AND AIR CONDITIONING SUPPLY												
C. PROFESSIONALLY QUALIFIED						D. SKILLED						
NATIONAL & PROVINCE	GENDER	POPULATION GROUP				NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W			BLACK	A	C	I	W
National	Male	40,9%	4,8%	1,4%	4,5%	47,0%	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	28,7%	3,3%	1,0%	3,5%	33,0%	Female	32,7%	3,8%	1,1%	3,5%	37,6%
	Total	69,6%	8,1%	2,3%	8,0%	80,0%	Total	76,5%	8,9%	2,6%	8,0%	88,0%
SECTOR TARGETS FOR PROVINCES												
Eastern Cape	Male	40,6%	5,9%	0,4%	2,8%	47,0%	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	28,5%	4,2%	0,3%	2,2%	33,0%	Female	32,5%	4,7%	0,4%	2,2%	37,6%
	Total	69,1%	10,1%	0,8%	5,0%	80,0%	Total	76,1%	11,1%	0,8%	5,0%	88,0%
Free State	Male	44,8%	1,4%	0,9%	3,7%	47,0%	Male	48,0%	1,5%	0,9%	3,7%	50,4%
	Female	31,4%	1,0%	0,6%	3,6%	33,0%	Female	35,8%	1,1%	0,7%	3,6%	37,6%
	Total	76,2%	2,3%	1,5%	7,3%	80,0%	Total	83,8%	2,6%	1,6%	7,3%	88,0%
Gauteng	Male	43,8%	1,3%	1,9%	6,4%	47,0%	Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	30,8%	0,9%	1,3%	4,6%	33,0%	Female	35,1%	1,0%	1,5%	4,6%	37,6%
	Total	74,6%	2,2%	3,2%	11,0%	80,0%	Total	82,1%	2,4%	3,6%	11,0%	88,0%
KwaZulu-Natal	Male	42,9%	0,5%	3,8%	2,2%	47,0%	Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	30,1%	0,4%	2,5%	1,9%	33,0%	Female	34,3%	0,4%	2,9%	1,9%	37,6%
	Total	73,0%	0,9%	6,1%	4,1%	80,0%	Total	80,3%	1,0%	6,7%	4,1%	88,0%
Limpopo	Male	46,8%	0,0%	0,2%	1,2%	47,0%	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	32,8%	0,0%	0,1%	1,2%	33,0%	Female	37,4%	0,0%	0,2%	1,2%	37,6%
	Total	79,6%	0,1%	0,3%	2,4%	80,0%	Total	87,5%	0,1%	0,4%	2,4%	88,0%
Mpumalanga	Male	46,7%	0,2%	0,2%	4,0%	47,0%	Male	50,1%	0,2%	0,2%	4,0%	50,4%
	Female	32,8%	0,1%	0,1%	3,2%	33,0%	Female	37,4%	0,1%	0,1%	3,2%	37,6%
	Total	79,5%	0,3%	0,3%	7,2%	80,0%	Total	87,4%	0,3%	0,3%	7,2%	88,0%
North West	Male	46,0%	0,6%	0,4%	2,8%	47,0%	Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	32,3%	0,4%	0,3%	1,6%	33,0%	Female	36,8%	0,5%	0,4%	1,6%	37,6%
	Total	78,2%	1,0%	0,8%	4,4%	80,0%	Total	86,1%	1,1%	0,8%	4,4%	88,0%
Northern Cape	Male	29,8%	17,0%	0,2%	6,4%	47,0%	Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	20,9%	12,0%	0,1%	4,5%	33,0%	Female	23,8%	13,6%	0,2%	4,5%	37,6%
	Total	50,6%	29,0%	0,4%	10,9%	80,0%	Total	55,7%	31,9%	0,4%	10,9%	88,0%
Western Cape	Male	21,4%	25,2%	0,4%	7,2%	47,0%	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	15,0%	17,7%	0,3%	6,1%	33,0%	Female	17,1%	20,1%	0,3%	6,1%	37,6%
	Total	36,4%	42,8%	0,7%	13,3%	80,0%	Total	40,1%	47,1%	0,8%	13,3%	88,0%
Workforce Profile 2022 (All employers)	Male	33,0%	5,1%	5,7%	17,8%	43,8%	Male	44,0%	5,1%	2,2%	11,4%	51,3%
	Female	25,4%	2,5%	2,9%	6,2%	30,8%	Female	27,7%	2,7%	1,3%	4,8%	31,7%
	Total	58,4%	7,6%	8,6%	24,0%	74,6%	Total	71,7%	7,8%	3,5%	16,2%	83,0%
5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR												

10. HUMAN HEALTH AND SOCIAL WORK ACTIVITIES													
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	21,7%	2,5%	0,7%	4,5%	25,0%	National	Male	26,1%	3,0%	0,9%	4,5%	30,0%
	Female	21,7%	2,5%	0,7%	3,5%	25,0%		Female	26,1%	3,0%	0,9%	3,5%	30,0%
	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													
Eastern Cape	Male	21,6%	3,2%	0,2%	2,8%	25,0%	Eastern Cape	Male	25,9%	3,8%	0,3%	2,8%	30,0%
	Female	21,6%	3,2%	0,2%	2,2%	25,0%		Female	25,9%	3,8%	0,3%	2,2%	30,0%
	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	23,8%	0,7%	0,5%	3,7%	25,0%	Free State	Male	28,6%	0,9%	0,6%	3,7%	30,0%
	Female	23,8%	0,7%	0,5%	3,6%	25,0%		Female	28,6%	0,9%	0,6%	3,6%	30,0%
	Total	47,6%	1,5%	0,9%	7,3%	50,0%		Total	57,2%	1,7%	1,1%	7,3%	60,0%
Gauteng	Male	23,3%	0,7%	1,0%	6,4%	25,0%	Gauteng	Male	28,0%	0,8%	1,2%	6,4%	30,0%
	Female	23,3%	0,7%	1,0%	4,6%	25,0%		Female	28,0%	0,8%	1,2%	4,6%	30,0%
	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	22,8%	0,3%	1,9%	2,2%	25,0%	KwaZulu-Natal	Male	27,4%	0,3%	2,3%	2,2%	30,0%
	Female	22,8%	0,3%	1,9%	1,9%	25,0%		Female	27,4%	0,3%	2,3%	1,9%	30,0%
	Total	45,6%	0,6%	3,8%	4,1%	50,0%		Total	54,7%	0,7%	4,6%	4,1%	60,0%
Limpopo	Male	24,9%	0,0%	0,1%	1,2%	25,0%	Limpopo	Male	29,8%	0,0%	0,1%	1,2%	30,0%
	Female	24,9%	0,0%	0,1%	1,2%	25,0%		Female	29,8%	0,0%	0,1%	1,2%	30,0%
	Total	49,7%	0,1%	0,2%	2,4%	50,0%		Total	59,7%	0,1%	0,2%	2,4%	60,0%
Mpumalanga	Male	24,8%	0,1%	0,1%	4,0%	25,0%	Mpumalanga	Male	29,8%	0,1%	0,1%	4,0%	30,0%
	Female	24,8%	0,1%	0,1%	3,2%	25,0%		Female	29,8%	0,1%	0,1%	3,2%	30,0%
	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	24,5%	0,3%	0,2%	2,8%	25,0%	North West	Male	29,3%	0,4%	0,3%	2,8%	30,0%
	Female	24,5%	0,3%	0,2%	1,6%	25,0%		Female	29,3%	0,4%	0,3%	1,6%	30,0%
	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	15,8%	9,1%	0,1%	6,4%	25,0%	Northern Cape	Male	19,0%	10,9%	0,1%	6,4%	30,0%
	Female	15,8%	9,1%	0,1%	4,5%	25,0%		Female	19,0%	10,9%	0,1%	4,5%	30,0%
	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	11,4%	13,4%	0,2%	7,2%	25,0%	Western Cape	Male	13,7%	16,1%	0,3%	7,2%	30,0%
	Female	11,4%	13,4%	0,2%	6,1%	25,0%		Female	13,7%	16,1%	0,3%	6,1%	30,0%
	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	10,5%	2,5%	7,0%	37,5%	20,0%	Workforce Profile 2022 (All employers)	Male	14,9%	2,8%	4,2%	14,9%	21,9%
	Female	9,1%	3,4%	5,9%	21,2%	18,4%		Female	20,5%	5,6%	6,9%	27,2%	33,0%
	Total	19,6%	5,9%	12,9%	58,7%	38,4%		Total	35,4%	8,4%	11,1%	42,1%	54,9%

10. HUMAN HEALTH AND SOCIAL WORK ACTIVITIES

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

11. ARTS, ENTERTAINMENT AND RECREATION													
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	21,7%	2,5%	0,7%	4,5%	25,0%	National	Male	39,1%	4,5%	1,3%	4,5%	45,0%
	Female	21,7%	2,5%	0,7%	3,5%	25,0%		Female	26,1%	3,0%	0,9%	3,5%	30,0%
	Total	43,5%	5,1%	1,5%	8,0%	50,0%		Total	65,2%	7,6%	2,2%	8,0%	75,0%
SECTOR TARGETS FOR PROVINCES													
Eastern Cape	Male	21,6%	3,2%	0,2%	2,8%	25,0%	Eastern Cape	Male	38,9%	5,7%	0,4%	2,8%	45,0%
	Female	21,6%	3,2%	0,2%	2,2%	25,0%		Female	25,9%	3,8%	0,3%	2,2%	30,0%
	Total	43,2%	6,3%	0,5%	5,0%	50,0%		Total	64,8%	9,5%	0,7%	5,0%	75,0%
Free State	Male	23,8%	0,7%	0,5%	3,7%	25,0%	Free State	Male	42,9%	1,3%	0,8%	3,7%	45,0%
	Female	23,8%	0,7%	0,5%	3,6%	25,0%		Female	28,6%	0,9%	0,6%	3,6%	30,0%
	Total	47,6%	1,5%	0,9%	7,3%	50,0%		Total	71,4%	2,2%	1,4%	7,3%	75,0%
Gauteng	Male	23,3%	0,7%	1,0%	6,4%	25,0%	Gauteng	Male	42,0%	1,2%	1,8%	6,4%	45,0%
	Female	23,3%	0,7%	1,0%	4,6%	25,0%		Female	28,0%	0,8%	1,2%	4,6%	30,0%
	Total	46,6%	1,3%	2,0%	11,0%	50,0%		Total	69,9%	2,0%	3,0%	11,0%	75,0%
KwaZulu-Natal	Male	22,8%	0,3%	1,9%	2,2%	25,0%	KwaZulu-Natal	Male	41,1%	0,5%	3,4%	2,2%	45,0%
	Female	22,8%	0,3%	1,9%	1,9%	25,0%		Female	27,4%	0,3%	2,3%	1,9%	30,0%
	Total	45,6%	0,6%	3,8%	4,1%	50,0%		Total	68,4%	0,9%	5,7%	4,1%	75,0%
Limpopo	Male	24,9%	0,0%	0,1%	1,2%	25,0%	Limpopo	Male	44,8%	0,0%	0,2%	1,2%	45,0%
	Female	24,9%	0,0%	0,1%	1,2%	25,0%		Female	29,8%	0,0%	0,1%	1,2%	30,0%
	Total	49,7%	0,1%	0,2%	2,4%	50,0%		Total	74,6%	0,1%	0,3%	2,4%	75,0%
Mpumalanga	Male	24,8%	0,1%	0,1%	4,0%	25,0%	Mpumalanga	Male	44,7%	0,1%	0,1%	4,0%	45,0%
	Female	24,8%	0,1%	0,1%	3,2%	25,0%		Female	29,8%	0,1%	0,1%	3,2%	30,0%
	Total	49,7%	0,2%	0,2%	7,2%	50,0%		Total	74,5%	0,2%	0,2%	7,2%	75,0%
North West	Male	24,5%	0,3%	0,2%	2,8%	25,0%	North West	Male	44,0%	0,6%	0,4%	2,8%	45,0%
	Female	24,5%	0,3%	0,2%	1,6%	25,0%		Female	29,3%	0,4%	0,3%	1,6%	30,0%
	Total	48,9%	0,6%	0,5%	4,4%	50,0%		Total	73,4%	0,9%	0,7%	4,4%	75,0%
Northern Cape	Male	15,8%	9,1%	0,1%	6,4%	25,0%	Northern Cape	Male	28,5%	16,3%	0,2%	6,4%	45,0%
	Female	15,8%	9,1%	0,1%	4,5%	25,0%		Female	19,0%	10,9%	0,1%	4,5%	30,0%
	Total	31,6%	18,1%	0,2%	10,9%	50,0%		Total	47,5%	27,2%	0,3%	10,9%	75,0%
Western Cape	Male	11,4%	13,4%	0,2%	7,2%	25,0%	Western Cape	Male	20,5%	24,1%	0,4%	7,2%	45,0%
	Female	11,4%	13,4%	0,2%	6,1%	25,0%		Female	13,7%	16,1%	0,3%	6,1%	30,0%
	Total	22,8%	26,8%	0,5%	13,3%	50,0%		Total	34,2%	40,1%	0,7%	13,3%	75,0%
Workforce Profile 2022 (All employers)	Male	16,6%	6,1%	4,1%	37,6%	26,8%	Workforce Profile 2022 (All employers)	Male	26,3%	5,0%	5,8%	21,3%	37,1%
	Female	12,1%	2,8%	3,6%	13,6%	18,5%		Female	17,8%	4,2%	4,1%	13,6%	26,1%
	Total	28,7%	8,9%	7,7%	51,2%	45,3%		Total	44,1%	9,2%	9,9%	34,9%	63,2%

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

12. REAL ESTATE ACTIVITIES												
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
National	Male	21.7%	2.5%	0.7%	4.5%	25.0%	Male	23.5%	2.7%	0.8%	4.5%	27.0%
	Female	17.4%	2.0%	0.6%	3.5%	20.0%	Female	20.0%	2.3%	0.7%	3.5%	23.0%
	Total	39.1%	4.5%	1.3%	8.0%	45.0%	Total	43.5%	5.1%	1.5%	8.0%	50.0%
SECTOR TARGETS FOR PROVINCES												
Eastern Cape	Male	21.6%	3.2%	0.2%	2.8%	25.0%	Male	23.3%	3.4%	0.3%	2.8%	27.0%
	Female	17.3%	2.5%	0.2%	2.2%	20.0%	Female	19.9%	2.9%	0.2%	2.2%	23.0%
	Total	38.9%	5.7%	0.4%	5.0%	45.0%	Total	43.2%	6.3%	0.5%	5.0%	50.0%
Free State	Male	23.8%	0.7%	0.5%	3.7%	25.0%	Male	25.7%	0.8%	0.5%	3.7%	27.0%
	Female	19.1%	0.6%	0.4%	3.6%	20.0%	Female	21.9%	0.7%	0.4%	3.6%	23.0%
	Total	42.9%	1.3%	0.8%	7.3%	45.0%	Total	47.6%	1.5%	0.9%	7.3%	50.0%
Gauteng	Male	23.3%	0.7%	1.0%	6.4%	25.0%	Male	25.2%	0.7%	1.1%	6.4%	27.0%
	Female	18.7%	0.5%	0.8%	4.6%	20.0%	Female	21.4%	0.6%	0.9%	4.6%	23.0%
	Total	42.0%	1.2%	1.8%	11.0%	45.0%	Total	46.6%	1.3%	2.0%	11.0%	50.0%
KwaZulu-Natal	Male	22.8%	0.3%	1.9%	2.2%	25.0%	Male	24.6%	0.3%	2.1%	2.2%	27.0%
	Female	18.2%	0.2%	1.5%	1.9%	20.0%	Female	21.0%	0.3%	1.8%	1.9%	23.0%
	Total	41.1%	0.5%	3.4%	4.1%	45.0%	Total	45.6%	0.6%	3.8%	4.1%	50.0%
Limpopo	Male	24.9%	0.0%	0.1%	1.2%	25.0%	Male	26.9%	0.0%	0.1%	1.2%	27.0%
	Female	19.9%	0.0%	0.1%	1.2%	20.0%	Female	22.9%	0.0%	0.1%	1.2%	23.0%
	Total	44.8%	0.0%	0.2%	2.4%	45.0%	Total	49.7%	0.1%	0.2%	2.4%	50.0%
Mpumalanga	Male	24.8%	0.1%	0.1%	4.0%	25.0%	Male	26.8%	0.1%	0.1%	4.0%	27.0%
	Female	19.9%	0.1%	0.1%	3.2%	20.0%	Female	22.9%	0.1%	0.1%	3.2%	23.0%
	Total	44.7%	0.1%	0.1%	7.2%	45.0%	Total	49.7%	0.2%	0.2%	7.2%	50.0%
North West	Male	24.5%	0.3%	0.2%	2.8%	25.0%	Male	26.4%	0.3%	0.3%	2.8%	27.0%
	Female	19.6%	0.3%	0.2%	1.6%	20.0%	Female	22.5%	0.3%	0.2%	1.6%	23.0%
	Total	44.0%	0.6%	0.4%	4.4%	45.0%	Total	48.9%	0.6%	0.5%	4.4%	50.0%
Northern Cape	Male	15.8%	9.1%	0.1%	6.4%	25.0%	Male	17.1%	9.8%	0.1%	6.4%	27.0%
	Female	12.7%	7.3%	0.1%	4.5%	20.0%	Female	14.6%	8.3%	0.1%	4.5%	23.0%
	Total	28.5%	16.3%	0.2%	10.9%	45.0%	Total	31.6%	18.1%	0.2%	10.9%	50.0%
Western Cape	Male	11.4%	13.4%	0.2%	7.2%	25.0%	Male	12.3%	14.4%	0.2%	7.2%	27.0%
	Female	9.1%	10.7%	0.2%	6.1%	20.0%	Female	10.5%	12.3%	0.2%	6.1%	23.0%
	Total	20.5%	24.1%	0.4%	13.3%	45.0%	Total	22.8%	26.8%	0.5%	13.3%	50.0%
Workforce Profile 2022 (All employers)	Male	8.3%	2.1%	5.0%	54.8%	15.4%	Male	14.7%	2.3%	4.8%	30.4%	21.8%
	Female	6.0%	2.1%	3.5%	16.4%	11.6%	Female	9.0%	4.2%	4.8%	26.8%	18.0%
	Total	14.3%	4.2%	8.5%	71.2%	27.0%	Total	23.7%	6.5%	9.6%	57.2%	39.8%

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

13. PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES												
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
National	Male	21,7%	2,5%	0,7%	4,5%	25,0%	Male	23,5%	2,7%	0,8%	4,5%	27,0%
	Female	17,4%	2,0%	0,6%	3,5%	20,0%	Female	20,0%	2,3%	0,7%	3,5%	23,0%
	Total	39,1%	4,5%	1,3%	8,0%	45,0%	Total	43,5%	5,1%	1,5%	8,0%	50,0%
SECTOR TARGETS FOR PROVINCES												
Eastern Cape	Male	21,6%	3,2%	0,2%	2,8%	25,0%	Male	23,3%	3,4%	0,3%	2,8%	27,0%
	Female	17,3%	2,5%	0,2%	2,2%	20,0%	Female	19,9%	2,9%	0,2%	2,2%	23,0%
	Total	38,9%	5,7%	0,4%	5,0%	45,0%	Total	43,2%	6,3%	0,5%	5,0%	50,0%
Free State	Male	23,8%	0,7%	0,5%	3,7%	25,0%	Male	25,7%	0,8%	0,5%	3,7%	27,0%
	Female	19,1%	0,6%	0,4%	3,6%	20,0%	Female	21,9%	0,7%	0,4%	3,6%	23,0%
	Total	42,9%	1,3%	0,8%	7,3%	45,0%	Total	47,6%	1,5%	0,9%	7,3%	50,0%
Gauteng	Male	23,3%	0,7%	1,0%	6,4%	25,0%	Male	25,2%	0,7%	1,1%	6,4%	27,0%
	Female	18,7%	0,5%	0,8%	4,6%	20,0%	Female	21,4%	0,6%	0,9%	4,6%	23,0%
	Total	42,0%	1,2%	1,8%	11,0%	45,0%	Total	46,6%	1,3%	2,0%	11,0%	50,0%
KwaZulu-Natal	Male	22,8%	0,3%	1,9%	2,2%	25,0%	Male	24,6%	0,3%	2,1%	2,2%	27,0%
	Female	18,2%	0,2%	1,5%	1,9%	20,0%	Female	21,0%	0,3%	1,8%	1,9%	23,0%
	Total	41,1%	0,5%	3,4%	4,1%	45,0%	Total	45,6%	0,6%	3,8%	4,1%	50,0%
Limpopo	Male	24,9%	0,0%	0,1%	1,2%	25,0%	Male	26,9%	0,0%	0,1%	1,2%	27,0%
	Female	19,9%	0,0%	0,1%	1,2%	20,0%	Female	22,9%	0,0%	0,1%	1,2%	23,0%
	Total	44,8%	0,0%	0,2%	2,4%	45,0%	Total	49,7%	0,1%	0,2%	2,4%	50,0%
Mpumalanga	Male	24,8%	0,1%	0,1%	4,0%	25,0%	Male	26,8%	0,1%	0,1%	4,0%	27,0%
	Female	19,9%	0,1%	0,1%	3,2%	20,0%	Female	22,9%	0,1%	0,1%	3,2%	23,0%
	Total	44,7%	0,1%	0,1%	7,2%	45,0%	Total	49,7%	0,2%	0,2%	7,2%	50,0%
North West	Male	24,5%	0,3%	0,2%	2,8%	25,0%	Male	26,4%	0,3%	0,3%	2,8%	27,0%
	Female	19,6%	0,3%	0,2%	1,6%	20,0%	Female	22,5%	0,3%	0,2%	1,6%	23,0%
	Total	44,0%	0,6%	0,4%	4,4%	45,0%	Total	48,9%	0,6%	0,5%	4,4%	50,0%
Northern Cape	Male	15,8%	9,1%	0,1%	6,4%	25,0%	Male	17,1%	9,8%	0,1%	6,4%	27,0%
	Female	12,7%	7,3%	0,1%	4,5%	20,0%	Female	14,6%	8,3%	0,1%	4,5%	23,0%
	Total	28,5%	16,3%	0,2%	10,9%	45,0%	Total	31,6%	18,1%	0,2%	10,9%	50,0%
Western Cape	Male	11,4%	13,4%	0,2%	7,2%	25,0%	Male	12,3%	14,4%	0,2%	7,2%	27,0%
	Female	9,1%	10,7%	0,2%	6,1%	20,0%	Female	10,5%	12,3%	0,2%	6,1%	23,0%
	Total	20,5%	24,1%	0,4%	13,3%	45,0%	Total	22,8%	26,8%	0,5%	13,3%	50,0%
Workforce Profile 2022 (All employers)	Male	9,6%	2,8%	4,9%	44,2%	17,3%	Male	11,7%	3,6%	6,0%	31,1%	21,3%
	Female	6,7%	2,7%	4,9%	21,0%	14,3%	Female	9,6%	3,3%	5,7%	25,0%	18,6%
	Total	16,3%	5,5%	9,8%	65,2%	31,6%	Total	21,3%	6,9%	11,7%	56,1%	39,9%

13. PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES													
C. PROFESSIONALLY QUALIFIED						D. SKILLED							
NATIONAL & PROVINCE	GENDER	POPULATION GROUP					NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK			A	C	I	W	BLACK
National	Male	28,7%	3,3%	1,0%	4,5%	33,0%	National	Male	38,3%	4,4%	1,3%	4,5%	44,0%
	Female	27,8%	3,2%	0,9%	3,5%	32,0%		Female	38,3%	4,4%	1,3%	3,5%	44,0%
	Total	56,5%	6,6%	1,9%	8,0%	65,0%		Total	76,5%	8,9%	2,6%	8,0%	88,0%
SECTOR TARGETS FOR PROVINCES													
Eastern Cape	Male	28,5%	4,2%	0,3%	2,8%	33,0%	Eastern Cape	Male	38,0%	5,6%	0,4%	2,8%	44,0%
	Female	27,7%	4,0%	0,3%	2,2%	32,0%		Female	38,0%	5,6%	0,4%	2,2%	44,0%
	Total	56,2%	8,2%	0,6%	5,0%	65,0%		Total	76,1%	11,1%	0,8%	5,0%	88,0%
Free State	Male	31,4%	1,0%	0,6%	3,7%	33,0%	Free State	Male	41,9%	1,3%	0,8%	3,7%	44,0%
	Female	30,5%	0,9%	0,6%	3,6%	32,0%		Female	41,9%	1,3%	0,8%	3,6%	44,0%
	Total	61,9%	1,9%	1,2%	7,3%	65,0%		Total	83,8%	2,6%	1,6%	7,3%	88,0%
Gauteng	Male	30,8%	0,9%	1,3%	6,4%	33,0%	Gauteng	Male	41,0%	1,2%	1,8%	6,4%	44,0%
	Female	29,8%	0,9%	1,3%	4,6%	32,0%		Female	41,0%	1,2%	1,8%	4,6%	44,0%
	Total	60,6%	1,8%	2,6%	11,0%	65,0%		Total	82,1%	2,4%	3,6%	11,0%	88,0%
KwaZulu-Natal	Male	30,1%	0,4%	2,5%	2,2%	33,0%	KwaZulu-Natal	Male	40,1%	0,5%	3,3%	2,2%	44,0%
	Female	29,2%	0,4%	2,4%	1,9%	32,0%		Female	40,1%	0,5%	3,3%	1,9%	44,0%
	Total	59,3%	0,7%	4,9%	4,1%	65,0%		Total	80,3%	1,0%	6,7%	4,1%	88,0%
Limpopo	Male	32,8%	0,0%	0,1%	1,2%	33,0%	Limpopo	Male	43,8%	0,0%	0,2%	1,2%	44,0%
	Female	31,8%	0,0%	0,1%	1,2%	32,0%		Female	43,8%	0,0%	0,2%	1,2%	44,0%
	Total	64,7%	0,1%	0,3%	2,4%	65,0%		Total	87,5%	0,1%	0,4%	2,4%	88,0%
Mpumalanga	Male	32,8%	0,1%	0,1%	4,0%	33,0%	Mpumalanga	Male	43,7%	0,1%	0,1%	4,0%	44,0%
	Female	31,8%	0,1%	0,1%	3,2%	32,0%		Female	43,7%	0,1%	0,1%	3,2%	44,0%
	Total	64,6%	0,2%	0,2%	7,2%	65,0%		Total	87,4%	0,3%	0,3%	7,2%	88,0%
North West	Male	32,3%	0,4%	0,3%	2,8%	33,0%	North West	Male	43,0%	0,6%	0,4%	2,8%	44,0%
	Female	31,3%	0,4%	0,3%	1,6%	32,0%		Female	43,0%	0,6%	0,4%	1,6%	44,0%
	Total	63,6%	0,8%	0,6%	4,4%	65,0%		Total	86,1%	1,1%	0,8%	4,4%	88,0%
Northern Cape	Male	20,9%	12,0%	0,1%	6,4%	33,0%	Northern Cape	Male	27,9%	16,0%	0,2%	6,4%	44,0%
	Female	20,3%	11,6%	0,1%	4,5%	32,0%		Female	27,9%	16,0%	0,2%	4,5%	44,0%
	Total	41,1%	23,6%	0,3%	10,9%	65,0%		Total	55,7%	31,9%	0,4%	10,9%	88,0%
Western Cape	Male	15,0%	17,7%	0,3%	7,2%	33,0%	Western Cape	Male	20,0%	23,5%	0,4%	7,2%	44,0%
	Female	14,6%	17,1%	0,3%	6,1%	32,0%		Female	20,0%	23,5%	0,4%	6,1%	44,0%
	Total	29,6%	34,8%	0,6%	13,3%	65,0%		Total	40,1%	47,1%	0,8%	13,3%	88,0%
Workforce Profile 2022 (All employers)	Male	17,0%	3,9%	4,9%	23,1%	25,8%	Workforce Profile 2022 (All employers)	Male	24,8%	5,1%	3,2%	10,0%	33,1%
	Female	15,6%	4,7%	5,3%	21,9%	25,6%		Female	27,4%	7,4%	5,0%	15,5%	39,8%
	Total	32,6%	8,6%	10,2%	45,0%	51,4%		Total	52,2%	12,5%	8,2%	25,5%	72,9%
5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR													

14. WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES													
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	21,7%	2,5%	0,7%	4,5%	25,0%	National	Male	28,7%	3,3%	1,0%	4,5%	33,0%
	Female	13,0%	1,5%	0,4%	3,5%	15,0%		Female	20,0%	2,3%	0,7%	3,5%	23,0%
	Total	34,8%	4,0%	1,2%	8,0%	40,0%		Total	48,7%	5,7%	1,6%	8,0%	56,0%
SECTOR TARGETS FOR PROVINCES													
Eastern Cape	Male	21,6%	3,2%	0,2%	2,8%	25,0%	Eastern Cape	Male	28,5%	4,2%	0,3%	2,8%	33,0%
	Female	13,0%	1,9%	0,1%	2,2%	15,0%		Female	19,9%	2,9%	0,2%	2,2%	23,0%
	Total	34,6%	5,1%	0,4%	5,0%	40,0%		Total	48,4%	7,1%	0,5%	5,0%	56,0%
Free State	Male	23,8%	0,7%	0,5%	3,7%	25,0%	Free State	Male	31,4%	1,0%	0,6%	3,7%	33,0%
	Female	14,3%	0,4%	0,3%	3,6%	15,0%		Female	21,9%	0,7%	0,4%	3,6%	23,0%
	Total	38,1%	1,2%	0,7%	7,3%	40,0%		Total	53,3%	1,6%	1,0%	7,3%	56,0%
Gauteng	Male	23,3%	0,7%	1,0%	6,4%	25,0%	Gauteng	Male	30,8%	0,9%	1,3%	6,4%	33,0%
	Female	14,0%	0,4%	0,6%	4,6%	15,0%		Female	21,4%	0,6%	0,9%	4,6%	23,0%
	Total	37,3%	1,1%	1,6%	11,0%	40,0%		Total	52,2%	1,5%	2,3%	11,0%	56,0%
KwaZulu-Natal	Male	22,8%	0,3%	1,9%	2,2%	25,0%	KwaZulu-Natal	Male	30,1%	0,4%	2,5%	2,2%	33,0%
	Female	13,7%	0,2%	1,1%	1,9%	15,0%		Female	21,0%	0,3%	1,8%	1,9%	23,0%
	Total	36,5%	0,5%	3,0%	4,1%	40,0%		Total	51,1%	0,6%	4,3%	4,1%	56,0%
Limpopo	Male	24,9%	0,0%	0,1%	1,2%	25,0%	Limpopo	Male	32,8%	0,0%	0,1%	1,2%	33,0%
	Female	14,9%	0,0%	0,1%	1,2%	15,0%		Female	22,9%	0,0%	0,1%	1,2%	23,0%
	Total	39,8%	0,0%	0,2%	2,4%	40,0%		Total	55,7%	0,1%	0,2%	2,4%	56,0%
Mpumalanga	Male	24,8%	0,1%	0,1%	4,0%	25,0%	Mpumalanga	Male	32,8%	0,1%	0,1%	4,0%	33,0%
	Female	14,9%	0,0%	0,0%	3,2%	15,0%		Female	22,9%	0,1%	0,1%	3,2%	23,0%
	Total	39,7%	0,1%	0,1%	7,2%	40,0%		Total	55,6%	0,2%	0,2%	7,2%	56,0%
North West	Male	24,5%	0,3%	0,2%	2,8%	25,0%	North West	Male	32,3%	0,4%	0,3%	2,8%	33,0%
	Female	14,7%	0,2%	0,1%	1,6%	15,0%		Female	22,5%	0,3%	0,2%	1,6%	23,0%
	Total	39,1%	0,5%	0,4%	4,4%	40,0%		Total	54,8%	0,7%	0,5%	4,4%	56,0%
Northern Cape	Male	15,8%	9,1%	0,1%	6,4%	25,0%	Northern Cape	Male	20,9%	12,0%	0,1%	6,4%	33,0%
	Female	9,5%	5,4%	0,1%	4,5%	15,0%		Female	14,6%	8,3%	0,1%	4,5%	23,0%
	Total	25,3%	14,5%	0,2%	10,9%	40,0%		Total	35,4%	20,3%	0,3%	10,9%	56,0%
Western Cape	Male	11,4%	13,4%	0,2%	7,2%	25,0%	Western Cape	Male	15,0%	17,7%	0,3%	7,2%	33,0%
	Female	6,8%	8,0%	0,1%	6,1%	15,0%		Female	10,5%	12,3%	0,2%	6,1%	23,0%
	Total	18,2%	21,4%	0,4%	13,3%	40,0%		Total	25,5%	30,0%	0,5%	13,3%	56,0%
Workforce Profile 2022 (All employers)	Male	5,0%	2,7%	12,6%	54,4%	20,3%	Workforce Profile 2022 (All employers)	Male	12,7%	5,8%	10,7%	33,4%	29,2%
	Female	2,8%	1,8%	4,0%	14,5%	8,6%		Female	7,2%	4,3%	5,1%	18,9%	16,6%
	Total	7,8%	4,5%	16,6%	68,9%	28,9%		Total	19,9%	10,1%	15,8%	52,3%	45,8%

14. WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES													
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	41,0%	4,8%	1,4%	4,5%	47,2%
	Female	33,0%	3,8%	1,1%	3,5%	38,0%		Female	35,5%	4,1%	1,2%	3,5%	40,8%
	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													
Eastern Cape	Male	32,0%	4,7%	0,4%	2,8%	37,0%	Eastern Cape	Male	40,8%	6,0%	0,4%	2,8%	47,2%
	Female	32,8%	4,8%	0,4%	2,2%	38,0%		Female	35,3%	5,2%	0,4%	2,2%	40,8%
	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	35,2%	1,1%	0,7%	3,7%	37,0%	Free State	Male	45,0%	1,4%	0,9%	3,7%	47,2%
	Female	36,2%	1,1%	0,7%	3,6%	38,0%		Female	38,9%	1,2%	0,7%	3,6%	40,8%
	Total	71,4%	2,2%	1,4%	7,3%	75,0%		Total	83,8%	2,6%	1,6%	7,3%	88,0%
Gauteng	Male	34,5%	1,0%	1,5%	6,4%	37,0%	Gauteng	Male	44,0%	1,3%	1,9%	6,4%	47,2%
	Female	35,4%	1,0%	1,5%	4,6%	38,0%		Female	38,0%	1,1%	1,7%	4,6%	40,8%
	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	33,8%	0,4%	2,8%	2,2%	37,0%	KwaZulu-Natal	Male	43,1%	0,5%	3,6%	2,2%	47,2%
	Female	34,7%	0,4%	2,9%	1,9%	38,0%		Female	37,2%	0,5%	3,1%	1,9%	40,8%
	Total	68,4%	0,9%	5,7%	4,1%	75,0%		Total	80,3%	1,0%	6,7%	4,1%	88,0%
Limpopo	Male	36,8%	0,0%	0,2%	1,2%	37,0%	Limpopo	Male	47,0%	0,0%	0,2%	1,2%	47,2%
	Female	37,8%	0,0%	0,2%	1,2%	38,0%		Female	40,6%	0,0%	0,2%	1,2%	40,8%
	Total	74,6%	0,1%	0,3%	2,4%	75,0%		Total	87,5%	0,1%	0,4%	2,4%	88,0%
Mpumalanga	Male	36,8%	0,1%	0,1%	4,0%	37,0%	Mpumalanga	Male	46,9%	0,2%	0,2%	4,0%	47,2%
	Female	37,8%	0,1%	0,1%	3,2%	38,0%		Female	40,5%	0,1%	0,1%	3,2%	40,8%
	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	36,2%	0,5%	0,3%	2,8%	37,0%	North West	Male	46,2%	0,6%	0,4%	2,8%	47,2%
	Female	37,2%	0,5%	0,4%	1,6%	38,0%		Female	39,9%	0,5%	0,4%	1,6%	40,8%
	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	23,4%	13,4%	0,2%	6,4%	37,0%	Northern Cape	Male	29,9%	17,1%	0,2%	6,4%	47,2%
	Female	24,1%	13,8%	0,2%	4,5%	38,0%		Female	25,8%	14,8%	0,2%	4,5%	40,8%
	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	16,9%	19,8%	0,3%	7,2%	37,0%	Western Cape	Male	21,5%	25,3%	0,4%	7,2%	47,2%
	Female	17,3%	20,3%	0,4%	6,1%	38,0%		Female	18,6%	21,8%	0,4%	6,1%	40,8%
	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	19,6%	6,8%	7,2%	21,2%	33,6%	Workforce Profile 2022 (All employers)	Male	27,8%	6,7%	4,6%	10,1%	39,1%
	Female	15,8%	7,0%	4,9%	15,8%	27,7%		Female	27,3%	8,8%	3,7%	9,3%	39,8%
	Total	35,4%	13,8%	12,1%	37,0%	61,3%		Total	55,1%	15,5%	8,3%	19,4%	78,9%
5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR													

15. ACCOMMODATION AND FOOD SERVICE ACTIVITIES												
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
National	Male	19,6%	2,3%	0,7%	4,5%	22,5%	Male	24,3%	2,8%	0,8%	4,5%	28,0%
	Female	19,6%	2,3%	0,7%	3,5%	22,5%	Female	26,1%	3,0%	0,9%	3,5%	30,0%
	Total	39,1%	4,5%	1,3%	8,0%	45,0%	Total	50,4%	5,9%	1,7%	8,0%	58,0%
SECTOR TARGETS FOR PROVINCES												
Eastern Cape	Male	19,4%	2,8%	0,2%	2,8%	22,5%	Male	24,2%	3,5%	0,3%	2,8%	28,0%
	Female	19,4%	2,8%	0,2%	2,2%	22,5%	Female	25,9%	3,8%	0,3%	2,2%	30,0%
	Total	38,9%	5,7%	0,4%	5,0%	45,0%	Total	50,1%	7,3%	0,5%	5,0%	58,0%
Free State	Male	21,4%	0,7%	0,4%	3,7%	22,5%	Male	26,7%	0,8%	0,5%	3,7%	28,0%
	Female	21,4%	0,7%	0,4%	3,6%	22,5%	Female	28,6%	0,9%	0,6%	3,6%	30,0%
	Total	42,9%	1,3%	0,8%	7,3%	45,0%	Total	55,2%	1,7%	1,1%	7,3%	58,0%
Gauteng	Male	21,0%	0,6%	0,9%	6,4%	22,5%	Male	26,1%	0,8%	1,1%	6,4%	28,0%
	Female	21,0%	0,6%	0,9%	4,6%	22,5%	Female	28,0%	0,8%	1,2%	4,6%	30,0%
	Total	42,0%	1,2%	1,8%	11,0%	45,0%	Total	54,1%	1,6%	2,3%	11,0%	58,0%
KwaZulu-Natal	Male	20,5%	0,3%	1,7%	2,2%	22,5%	Male	25,5%	0,3%	2,1%	2,2%	28,0%
	Female	20,5%	0,3%	1,7%	1,9%	22,5%	Female	27,4%	0,3%	2,3%	1,9%	30,0%
	Total	41,1%	0,5%	3,4%	4,1%	45,0%	Total	52,9%	0,7%	4,4%	4,1%	58,0%
Limpopo	Male	22,4%	0,0%	0,1%	1,2%	22,5%	Male	27,9%	0,0%	0,1%	1,2%	28,0%
	Female	22,4%	0,0%	0,1%	1,2%	22,5%	Female	29,8%	0,0%	0,1%	1,2%	30,0%
	Total	44,8%	0,0%	0,2%	2,4%	45,0%	Total	57,7%	0,1%	0,2%	2,4%	58,0%
Mpumalanga	Male	22,4%	0,1%	0,1%	4,0%	22,5%	Male	27,8%	0,1%	0,1%	4,0%	28,0%
	Female	22,4%	0,1%	0,1%	3,2%	22,5%	Female	29,8%	0,1%	0,1%	3,2%	30,0%
	Total	44,7%	0,1%	0,1%	7,2%	45,0%	Total	57,6%	0,2%	0,2%	7,2%	58,0%
North West	Male	22,0%	0,3%	0,2%	2,8%	22,5%	Male	27,4%	0,4%	0,3%	2,8%	28,0%
	Female	22,0%	0,3%	0,2%	1,6%	22,5%	Female	29,3%	0,4%	0,3%	1,6%	30,0%
	Total	44,0%	0,6%	0,4%	4,4%	45,0%	Total	56,7%	0,7%	0,5%	4,4%	58,0%
Northern Cape	Male	14,2%	8,2%	0,1%	6,4%	22,5%	Male	17,7%	10,2%	0,1%	6,4%	28,0%
	Female	14,2%	8,2%	0,1%	4,5%	22,5%	Female	19,0%	10,9%	0,1%	4,5%	30,0%
	Total	28,5%	16,3%	0,2%	10,9%	45,0%	Total	36,7%	21,0%	0,3%	10,9%	58,0%
Western Cape	Male	10,3%	12,0%	0,2%	7,2%	22,5%	Male	12,8%	15,0%	0,3%	7,2%	28,0%
	Female	10,3%	12,0%	0,2%	6,1%	22,5%	Female	13,7%	16,1%	0,3%	6,1%	30,0%
	Total	20,5%	24,1%	0,4%	13,3%	45,0%	Total	26,4%	31,0%	0,5%	13,3%	58,0%
Workforce Profile 2022 (All employers)	Male	5,8%	2,0%	4,3%	50,8%	12,1%	Male	14,6%	4,6%	3,9%	26,0%	23,1%
	Female	6,2%	2,6%	2,6%	22,3%	11,4%	Female	14,6%	5,9%	2,7%	23,9%	23,2%
	Total	12,0%	4,6%	6,9%	73,1%	23,5%	Total	29,2%	10,5%	6,6%	49,9%	46,3%

15. ACCOMMODATION AND FOOD SERVICE ACTIVITIES												
C. PROFESSIONALLY QUALIFIED						D. SKILLED						
NATIONAL & PROVINCE	GENDER	POPULATION GROUP				NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W			BLACK	A	C	I	W
National	Male	29,1%	3,4%	1,0%	4,5%	National	Male	40,9%	4,8%	1,4%	4,5%	47,0%
	Female	32,6%	3,8%	1,1%	3,5%		Female	35,7%	4,1%	1,2%	3,5%	41,0%
	Total	61,7%	7,2%	2,1%	8,0%		Total	76,5%	8,9%	2,6%	8,0%	88,0%
SECTOR TARGETS FOR PROVINCES												
Eastern Cape	Male	29,0%	4,2%	0,3%	2,8%	Eastern Cape	Male	40,6%	5,9%	0,4%	2,8%	47,0%
	Female	32,4%	4,7%	0,4%	2,2%		Female	35,4%	5,2%	0,4%	2,2%	41,0%
	Total	61,4%	9,0%	0,7%	5,0%		Total	76,1%	11,1%	0,8%	5,0%	88,0%
Free State	Male	31,9%	1,0%	0,6%	3,7%	Free State	Male	44,8%	1,4%	0,9%	3,7%	47,0%
	Female	35,7%	1,1%	0,7%	3,6%		Female	39,1%	1,2%	0,8%	3,6%	41,0%
	Total	67,6%	2,1%	1,3%	7,3%		Total	83,8%	2,6%	1,6%	7,3%	88,0%
Gauteng	Male	31,2%	0,9%	1,4%	6,4%	Gauteng	Male	43,8%	1,3%	1,9%	6,4%	47,0%
	Female	35,0%	1,0%	1,5%	4,6%		Female	38,2%	1,1%	1,7%	4,6%	41,0%
	Total	66,2%	1,9%	2,9%	11,0%		Total	82,1%	2,4%	3,6%	11,0%	88,0%
KwaZulu-Natal	Male	30,6%	0,4%	2,6%	2,2%	KwaZulu-Natal	Male	42,9%	0,5%	3,6%	2,2%	47,0%
	Female	34,2%	0,4%	2,9%	1,9%		Female	37,4%	0,5%	3,1%	1,9%	41,0%
	Total	64,8%	0,8%	5,4%	4,1%		Total	80,3%	1,0%	6,7%	4,1%	88,0%
Limpopo	Male	33,3%	0,0%	0,1%	1,2%	Limpopo	Male	46,8%	0,0%	0,2%	1,2%	47,0%
	Female	37,3%	0,0%	0,2%	1,2%		Female	40,8%	0,0%	0,2%	1,2%	41,0%
	Total	70,6%	0,1%	0,3%	2,4%		Total	87,5%	0,1%	0,4%	2,4%	88,0%
Mpumalanga	Male	33,3%	0,1%	0,1%	4,0%	Mpumalanga	Male	46,7%	0,2%	0,2%	4,0%	47,0%
	Female	37,3%	0,1%	0,1%	3,2%		Female	40,7%	0,1%	0,1%	3,2%	41,0%
	Total	70,5%	0,2%	0,2%	7,2%		Total	87,4%	0,3%	0,3%	7,2%	88,0%
North West	Male	32,8%	0,4%	0,3%	2,8%	North West	Male	46,0%	0,6%	0,4%	2,8%	47,0%
	Female	36,7%	0,5%	0,4%	1,6%		Female	40,1%	0,5%	0,4%	1,6%	41,0%
	Total	69,4%	0,9%	0,7%	4,4%		Total	86,1%	1,1%	0,8%	4,4%	88,0%
Northern Cape	Male	21,2%	12,1%	0,2%	6,4%	Northern Cape	Male	29,8%	17,0%	0,2%	6,4%	47,0%
	Female	23,7%	13,6%	0,2%	4,5%		Female	26,0%	14,9%	0,2%	4,5%	41,0%
	Total	44,9%	25,7%	0,3%	10,9%		Total	55,7%	31,9%	0,4%	10,9%	88,0%
Western Cape	Male	15,3%	17,9%	0,3%	7,2%	Western Cape	Male	21,4%	25,2%	0,4%	7,2%	47,0%
	Female	17,1%	20,1%	0,3%	6,1%		Female	18,7%	21,9%	0,4%	6,1%	41,0%
	Total	32,3%	38,0%	0,7%	13,3%		Total	40,1%	47,1%	0,8%	13,3%	88,0%
Workforce Profile 2022 (All employers)	Male	19,5%	5,1%	3,2%	14,7%	Workforce Profile 2022 (All employers)	Male	28,0%	4,0%	1,3%	4,9%	33,3%
	Female	24,9%	7,8%	3,3%	17,2%		Female	38,6%	8,0%	2,0%	7,5%	48,6%
	Total	44,4%	12,9%	6,5%	31,9%		Total	66,6%	12,0%	3,3%	12,4%	81,9%

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

16. PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY												
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
National	Male	43,8%	5,1%	1,5%	4,5%	50,4%	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	35,5%	4,1%	1,2%	3,5%	40,8%	Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	79,3%	9,2%	2,7%	8,0%	91,2%	Total	79,3%	9,2%	2,7%	8,0%	91,2%
SECTOR TARGETS FOR PROVINCES												
Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	35,3%	5,2%	0,4%	2,2%	40,8%	Female	35,3%	5,2%	0,4%	2,2%	40,8%
	Total	78,8%	11,5%	0,9%	5,0%	91,2%	Total	78,8%	11,5%	0,9%	5,0%	91,2%
Free State	Male	48,0%	1,5%	0,9%	3,7%	50,4%	Male	48,0%	1,5%	0,9%	3,7%	50,4%
	Female	38,9%	1,2%	0,7%	3,6%	40,8%	Female	38,9%	1,2%	0,7%	3,6%	40,8%
	Total	86,9%	2,7%	1,7%	7,3%	91,2%	Total	86,9%	2,7%	1,7%	7,3%	91,2%
Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%	Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	38,0%	1,1%	1,7%	4,6%	40,8%	Female	38,0%	1,1%	1,7%	4,6%	40,8%
	Total	85,1%	2,5%	3,7%	11,0%	91,2%	Total	85,1%	2,5%	3,7%	11,0%	91,2%
KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%	Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	37,2%	0,5%	3,1%	1,9%	40,8%	Female	37,2%	0,5%	3,1%	1,9%	40,8%
	Total	83,2%	1,0%	6,9%	4,1%	91,2%	Total	83,2%	1,0%	6,9%	4,1%	91,2%
Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	40,6%	0,0%	0,2%	1,2%	40,8%	Female	40,6%	0,0%	0,2%	1,2%	40,8%
	Total	90,7%	0,1%	0,4%	2,4%	91,2%	Total	90,7%	0,1%	0,4%	2,4%	91,2%
Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%	Male	50,1%	0,2%	0,2%	4,0%	50,4%
	Female	40,5%	0,1%	0,1%	3,2%	40,8%	Female	40,5%	0,1%	0,1%	3,2%	40,8%
	Total	90,6%	0,3%	0,3%	7,2%	91,2%	Total	90,6%	0,3%	0,3%	7,2%	91,2%
North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%	Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	39,9%	0,5%	0,4%	1,6%	40,8%	Female	39,9%	0,5%	0,4%	1,6%	40,8%
	Total	89,2%	1,1%	0,9%	4,4%	91,2%	Total	89,2%	1,1%	0,9%	4,4%	91,2%
Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%	Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	25,8%	14,8%	0,2%	4,5%	40,8%	Female	25,8%	14,8%	0,2%	4,5%	40,8%
	Total	57,7%	33,1%	0,4%	10,9%	91,2%	Total	57,7%	33,1%	0,4%	10,9%	91,2%
Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	18,6%	21,8%	0,4%	6,1%	40,8%	Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	41,6%	48,8%	0,8%	13,3%	91,2%	Total	41,6%	48,8%	0,8%	13,3%	91,2%
Workforce Profile 2022 (All employers)	Male	39,0%	8,7%	3,3%	15,4%	51,0%	Male	37,6%	5,5%	5,2%	12,4%	48,3%
	Female	21,3%	4,1%	3,0%	5,1%	28,4%	Female	28,1%	2,6%	2,8%	5,7%	33,5%
	Total	60,3%	12,8%	6,3%	20,5%	79,4%	Total	65,7%	8,1%	8,0%	18,1%	81,8%

16. PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY												
C. PROFESSIONALLY QUALIFIED						D. SKILLED						
NATIONAL & PROVINCE	GENDER	POPULATION GROUP				NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W			BLACK	A	C	I	W
National	Male	43,8%	5,1%	1,5%	4,5%	50,4%	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	35,5%	4,1%	1,2%	3,5%	40,8%	Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	79,3%	9,2%	2,7%	8,0%	91,2%	Total	79,3%	9,2%	2,7%	8,0%	91,2%
SECTOR TARGETS FOR PROVINCES												
Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	35,3%	5,2%	0,4%	2,2%	40,8%	Female	35,3%	5,2%	0,4%	2,2%	40,8%
	Total	78,8%	11,5%	0,9%	5,0%	91,2%	Total	78,8%	11,5%	0,9%	5,0%	91,2%
Free State	Male	48,0%	1,5%	0,9%	3,7%	50,4%	Male	48,0%	1,5%	0,9%	3,7%	50,4%
	Female	38,9%	1,2%	0,7%	3,6%	40,8%	Female	38,9%	1,2%	0,7%	3,6%	40,8%
	Total	86,9%	2,7%	1,7%	7,3%	91,2%	Total	86,9%	2,7%	1,7%	7,3%	91,2%
Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%	Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	38,0%	1,1%	1,7%	4,6%	40,8%	Female	38,0%	1,1%	1,7%	4,6%	40,8%
	Total	85,1%	2,5%	3,7%	11,0%	91,2%	Total	85,1%	2,5%	3,7%	11,0%	91,2%
KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%	Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	37,2%	0,5%	3,1%	1,9%	40,8%	Female	37,2%	0,5%	3,1%	1,9%	40,8%
	Total	83,2%	1,0%	6,9%	4,1%	91,2%	Total	83,2%	1,0%	6,9%	4,1%	91,2%
Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	40,6%	0,0%	0,2%	1,2%	40,8%	Female	40,6%	0,0%	0,2%	1,2%	40,8%
	Total	90,7%	0,1%	0,4%	2,4%	91,2%	Total	90,7%	0,1%	0,4%	2,4%	91,2%
Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%	Male	50,1%	0,2%	0,2%	4,0%	50,4%
	Female	40,5%	0,1%	0,1%	3,2%	40,8%	Female	40,5%	0,1%	0,1%	3,2%	40,8%
	Total	90,6%	0,3%	0,3%	7,2%	91,2%	Total	90,6%	0,3%	0,3%	7,2%	91,2%
North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%	Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	39,9%	0,5%	0,4%	1,6%	40,8%	Female	39,9%	0,5%	0,4%	1,6%	40,8%
	Total	89,2%	1,1%	0,9%	4,4%	91,2%	Total	89,2%	1,1%	0,9%	4,4%	91,2%
Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%	Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	25,8%	14,8%	0,2%	4,5%	40,8%	Female	25,8%	14,8%	0,2%	4,5%	40,8%
	Total	57,7%	33,1%	0,4%	10,9%	91,2%	Total	57,7%	33,1%	0,4%	10,9%	91,2%
Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	18,6%	21,8%	0,4%	6,1%	40,8%	Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	41,6%	48,8%	0,8%	13,3%	91,2%	Total	41,6%	48,8%	0,8%	13,3%	91,2%
Workforce Profile 2022 (All employers)	Male	36,9%	7,8%	2,7%	12,6%	47,4%	Male	36,9%	7,8%	2,7%	12,6%	47,4%
	Female	27,1%	4,4%	1,9%	6,2%	33,4%	Female	27,9%	4,4%	1,0%	3,8%	33,3%
	Total	64,0%	12,2%	4,6%	18,8%	80,8%	Total	75,2%	12,2%	3,0%	9,5%	90,4%
5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR												

17. EDUCATION													
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	28,7%	3,3%	1,0%	4,5%	33,0%	National	Male	27,4%	3,2%	0,9%	4,5%	31,5%
	Female	21,7%	2,5%	0,7%	3,5%	25,0%		Female	25,7%	3,0%	0,9%	3,5%	29,5%
	Total	50,4%	5,9%	1,7%	8,0%	58,0%		Total	53,0%	6,2%	1,8%	8,0%	61,0%
SECTOR TARGETS FOR PROVINCES													
Eastern Cape	Male	28,5%	4,2%	0,3%	2,8%	33,0%	Eastern Cape	Male	27,2%	4,0%	0,3%	2,8%	31,5%
	Female	21,6%	3,2%	0,2%	2,2%	25,0%		Female	25,5%	3,7%	0,3%	2,2%	29,5%
	Total	50,1%	7,3%	0,5%	5,0%	58,0%		Total	52,7%	7,7%	0,6%	5,0%	61,0%
Free State	Male	31,4%	1,0%	0,6%	3,7%	33,0%	Free State	Male	30,0%	0,9%	0,6%	3,7%	31,5%
	Female	23,8%	0,7%	0,5%	3,6%	25,0%		Female	28,1%	0,9%	0,5%	3,6%	29,5%
	Total	55,2%	1,7%	1,1%	7,3%	58,0%		Total	58,1%	1,8%	1,1%	7,3%	61,0%
Gauteng	Male	30,8%	0,9%	1,3%	6,4%	33,0%	Gauteng	Male	29,4%	0,8%	1,3%	6,4%	31,5%
	Female	23,3%	0,7%	1,0%	4,6%	25,0%		Female	27,5%	0,8%	1,2%	4,6%	29,5%
	Total	54,1%	1,6%	2,3%	11,0%	58,0%		Total	56,9%	1,6%	2,5%	11,0%	61,0%
KwaZulu-Natal	Male	30,1%	0,4%	2,5%	2,2%	33,0%	KwaZulu-Natal	Male	28,7%	0,4%	2,4%	2,2%	31,5%
	Female	22,8%	0,3%	1,9%	1,9%	25,0%		Female	26,9%	0,3%	2,2%	1,9%	29,5%
	Total	52,9%	0,7%	4,4%	4,1%	58,0%		Total	55,7%	0,7%	4,6%	4,1%	61,0%
Limpopo	Male	32,8%	0,0%	0,1%	1,2%	33,0%	Limpopo	Male	31,3%	0,0%	0,1%	1,2%	31,5%
	Female	24,9%	0,0%	0,1%	1,2%	25,0%		Female	29,3%	0,0%	0,1%	1,2%	29,5%
	Total	57,7%	0,1%	0,2%	2,4%	58,0%		Total	60,7%	0,1%	0,3%	2,4%	61,0%
Mpumalanga	Male	32,8%	0,1%	0,1%	4,0%	33,0%	Mpumalanga	Male	31,3%	0,1%	0,1%	4,0%	31,5%
	Female	24,8%	0,1%	0,1%	3,2%	25,0%		Female	29,3%	0,1%	0,1%	3,2%	29,5%
	Total	57,6%	0,2%	0,2%	7,2%	58,0%		Total	60,6%	0,2%	0,2%	7,2%	61,0%
North West	Male	32,3%	0,4%	0,3%	2,8%	33,0%	North West	Male	30,8%	0,4%	0,3%	2,8%	31,5%
	Female	24,5%	0,3%	0,2%	1,6%	25,0%		Female	28,9%	0,4%	0,3%	1,6%	29,5%
	Total	56,7%	0,7%	0,5%	4,4%	58,0%		Total	59,7%	0,8%	0,6%	4,4%	61,0%
Northern Cape	Male	20,9%	12,0%	0,1%	6,4%	33,0%	Northern Cape	Male	19,9%	11,4%	0,1%	6,4%	31,5%
	Female	15,8%	9,1%	0,1%	4,5%	25,0%		Female	18,7%	10,7%	0,1%	4,5%	29,5%
	Total	36,7%	21,0%	0,3%	10,9%	58,0%		Total	38,6%	22,1%	0,3%	10,9%	61,0%
Western Cape	Male	15,0%	17,7%	0,3%	7,2%	33,0%	Western Cape	Male	14,4%	16,9%	0,3%	7,2%	31,5%
	Female	11,4%	13,4%	0,2%	6,1%	25,0%		Female	13,4%	15,8%	0,3%	6,1%	29,5%
	Total	26,4%	31,0%	0,5%	13,3%	58,0%		Total	27,8%	32,6%	0,6%	13,3%	61,0%
Workforce Profile 2022 (All employers)	Male	12,2%	3,3%	5,1%	29,1%	20,6%	Workforce Profile 2022 (All employers)	Male	14,0%	3,4%	3,4%	21,2%	20,8%
	Female	8,9%	4,0%	4,1%	30,2%	17,0%		Female	11,1%	3,8%	4,5%	32,5%	19,4%
	Total	21,1%	7,3%	9,2%	59,3%	37,6%		Total	25,1%	7,2%	7,9%	53,7%	40,2%

17. EDUCATION																									
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	30,4%	3,5%	1,0%	4,5%	35,0%																			
	Female	30,9%	3,6%	1,0%	3,5%	35,5%																			
	Total	61,3%	7,1%	2,1%	8,0%	70,5%																			
SECTOR TARGETS FOR PROVINCES																									
Eastern Cape	Male	30,2%	4,4%	0,3%	2,8%	35,0%																			
	Female	30,7%	4,5%	0,3%	2,2%	35,5%																			
	Total	60,9%	8,9%	0,7%	5,0%	70,5%																			
Free State	Male	33,3%	1,0%	0,6%	3,7%	35,0%																			
	Female	33,8%	1,0%	0,7%	3,6%	35,5%																			
	Total	67,2%	2,1%	1,3%	7,3%	70,5%																			
Gauteng	Male	32,6%	0,9%	1,4%	6,4%	35,0%																			
	Female	33,1%	1,0%	1,4%	4,6%	35,5%																			
	Total	65,7%	1,9%	2,9%	11,0%	70,5%																			
KwaZulu-Natal	Male	31,9%	0,4%	2,7%	2,2%	35,0%																			
	Female	32,4%	0,4%	2,7%	1,9%	35,5%																			
	Total	64,3%	0,8%	5,4%	4,1%	70,5%																			
Limpopo	Male	34,8%	0,0%	0,1%	1,2%	35,0%																			
	Female	35,3%	0,0%	0,1%	1,2%	35,5%																			
	Total	70,1%	0,1%	0,3%	2,4%	70,5%																			
Mpumalanga	Male	34,8%	0,1%	0,1%	4,0%	35,0%																			
	Female	35,3%	0,1%	0,1%	3,2%	35,5%																			
	Total	70,0%	0,2%	0,2%	7,2%	70,5%																			
North West	Male	34,2%	0,4%	0,3%	2,8%	35,0%																			
	Female	34,7%	0,4%	0,3%	1,6%	35,5%																			
	Total	69,0%	0,9%	0,7%	4,4%	70,5%																			
Northern Cape	Male	22,2%	12,7%	0,2%	6,4%	35,0%																			
	Female	22,5%	12,9%	0,2%	4,5%	35,5%																			
	Total	44,6%	25,6%	0,3%	10,9%	70,5%																			
Western Cape	Male	15,9%	18,7%	0,3%	7,2%	35,0%																			
	Female	16,2%	19,0%	0,3%	6,1%	35,5%																			
	Total	32,1%	37,7%	0,7%	13,3%	70,5%																			
Workforce Profile 2022 (All employers)	Male	24,5%	4,0%	1,4%	9,5%	29,9%																			
	Female	29,6%	4,4%	2,7%	19,6%	36,7%																			
	Total	54,1%	8,4%	4,1%	29,1%	66,6%																			
5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR																									

18. ADMINISTRATIVE AND SUPPORT ACTIVITIES													
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	23,5%	2,7%	0,8%	3,5%	27,0%
	Total	43,5%	5,1%	1,5%	8,0%	50,0%		Total	56,5%	6,6%	1,9%	8,0%	65,0%
SECTOR TARGETS FOR PROVINCES													
Eastern Cape	Male	25,9%	3,8%	0,3%	2,8%	30,0%	Eastern Cape	Male	27,2%	4,0%	0,3%	2,8%	31,5%
	Female	17,3%	2,5%	0,2%	2,2%	20,0%		Female	25,5%	3,7%	0,3%	2,2%	29,5%
	Total	43,2%	6,3%	0,5%	5,0%	50,0%		Total	52,7%	7,7%	0,6%	5,0%	61,0%
Free State	Male	28,6%	0,9%	0,6%	3,7%	30,0%	Free State	Male	30,0%	0,9%	0,6%	3,7%	31,5%
	Female	19,1%	0,6%	0,4%	3,6%	20,0%		Female	28,1%	0,9%	0,5%	3,6%	29,5%
	Total	47,6%	1,5%	0,9%	7,3%	50,0%		Total	58,1%	1,8%	1,1%	7,3%	61,0%
Gauteng	Male	28,0%	0,8%	1,2%	6,4%	30,0%	Gauteng	Male	29,4%	0,8%	1,3%	6,4%	31,5%
	Female	18,7%	0,5%	0,8%	4,6%	20,0%		Female	27,5%	0,8%	1,2%	4,6%	29,5%
	Total	46,6%	1,3%	2,0%	11,0%	50,0%		Total	56,9%	1,6%	2,5%	11,0%	61,0%
KwaZulu-Natal	Male	27,4%	0,3%	2,3%	2,2%	30,0%	KwaZulu-Natal	Male	28,7%	0,4%	2,4%	2,2%	31,5%
	Female	18,2%	0,2%	1,5%	1,9%	20,0%		Female	26,9%	0,3%	2,2%	1,9%	29,5%
	Total	45,6%	0,6%	3,8%	4,1%	50,0%		Total	55,7%	0,7%	4,6%	4,1%	61,0%
Limpopo	Male	29,8%	0,0%	0,1%	1,2%	30,0%	Limpopo	Male	31,3%	0,0%	0,1%	1,2%	31,5%
	Female	19,9%	0,0%	0,1%	1,2%	20,0%		Female	29,3%	0,0%	0,1%	1,2%	29,5%
	Total	49,7%	0,1%	0,2%	2,4%	50,0%		Total	60,7%	0,1%	0,3%	2,4%	61,0%
Mpumalanga	Male	29,8%	0,1%	0,1%	4,0%	30,0%	Mpumalanga	Male	31,3%	0,1%	0,1%	4,0%	31,5%
	Female	19,9%	0,1%	0,1%	3,2%	20,0%		Female	29,3%	0,1%	0,1%	3,2%	29,5%
	Total	49,7%	0,2%	0,2%	7,2%	50,0%		Total	60,6%	0,2%	0,2%	7,2%	61,0%
North West	Male	29,3%	0,4%	0,3%	2,8%	30,0%	North West	Male	30,8%	0,4%	0,3%	2,8%	31,5%
	Female	19,6%	0,3%	0,2%	1,6%	20,0%		Female	28,9%	0,4%	0,3%	1,6%	29,5%
	Total	48,9%	0,6%	0,5%	4,4%	50,0%		Total	59,7%	0,8%	0,6%	4,4%	61,0%
Northern Cape	Male	19,0%	10,9%	0,1%	6,4%	30,0%	Northern Cape	Male	19,9%	11,4%	0,1%	6,4%	31,5%
	Female	12,7%	7,3%	0,1%	4,5%	20,0%		Female	18,7%	10,7%	0,1%	4,5%	29,5%
	Total	31,6%	18,1%	0,2%	10,9%	50,0%		Total	38,6%	22,1%	0,3%	10,9%	61,0%
Western Cape	Male	13,7%	16,1%	0,3%	7,2%	30,0%	Western Cape	Male	14,4%	16,9%	0,3%	7,2%	31,5%
	Female	9,1%	10,7%	0,2%	6,1%	20,0%		Female	13,4%	15,8%	0,3%	6,1%	29,5%
	Total	22,8%	26,8%	0,5%	13,3%	50,0%		Total	27,8%	32,6%	0,6%	13,3%	61,0%
Workforce Profile 2022 (All employers)	Male	17,3%	3,5%	6,5%	37,9%	27,3%	Workforce Profile 2022 (All employers)	Male	25,6%	4,5%	5,4%	23,0%	35,5%
	Female	11,9%	3,3%	3,2%	14,1%	18,4%		Female	16,5%	3,7%	4,0%	15,6%	24,2%
	Total	29,2%	6,8%	9,7%	52,0%	45,7%		Total	42,1%	8,2%	9,4%	38,6%	59,7%

18. ADMINISTRATIVE AND SUPPORT ACTIVITIES													
C. PROFESSIONALLY QUALIFIED						D. SKILLED							
NATIONAL & PROVINCE	GENDER	POPULATION GROUP					NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK			A	C	I	W	BLACK
National	Male	38,4%	4,5%	1,3%	4,5%	44,2%	National	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	35,5%	4,1%	1,2%	3,5%	40,8%		Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	73,9%	8,6%	2,5%	8,0%	85,0%		Total	79,3%	9,2%	2,7%	8,0%	91,2%
SECTOR TARGETS FOR PROVINCES													
Eastern Cape	Male	30,2%	4,4%	0,3%	2,8%	35,0%	Eastern Cape	Male	36,3%	5,3%	0,4%	2,8%	42,0%
	Female	30,7%	4,5%	0,3%	2,2%	35,5%		Female	36,7%	5,4%	0,4%	2,2%	42,5%
	Total	60,9%	8,9%	0,7%	5,0%	70,5%		Total	73,0%	10,7%	0,8%	5,0%	84,5%
Free State	Male	33,3%	1,0%	0,6%	3,7%	35,0%	Free State	Male	40,0%	1,2%	0,8%	3,7%	42,0%
	Female	33,8%	1,0%	0,7%	3,6%	35,5%		Female	40,5%	1,2%	0,8%	3,6%	42,5%
	Total	67,2%	2,1%	1,3%	7,3%	70,5%		Total	80,5%	2,5%	1,5%	7,3%	84,5%
Gauteng	Male	32,6%	0,9%	1,4%	6,4%	35,0%	Gauteng	Male	39,2%	1,1%	1,7%	6,4%	42,0%
	Female	33,1%	1,0%	1,4%	4,6%	35,5%		Female	39,6%	1,1%	1,7%	4,6%	42,5%
	Total	65,7%	1,9%	2,9%	11,0%	70,5%		Total	78,8%	2,3%	3,4%	11,0%	84,5%
KwaZulu-Natal	Male	31,9%	0,4%	2,7%	2,2%	35,0%	KwaZulu-Natal	Male	38,3%	0,5%	3,2%	2,2%	42,0%
	Female	32,4%	0,4%	2,7%	1,9%	35,5%		Female	38,8%	0,5%	3,2%	1,9%	42,5%
	Total	64,3%	0,8%	5,4%	4,1%	70,5%		Total	77,1%	1,0%	6,4%	4,1%	84,5%
Limpopo	Male	34,8%	0,0%	0,1%	1,2%	35,0%	Limpopo	Male	41,8%	0,0%	0,2%	1,2%	42,0%
	Female	35,3%	0,0%	0,1%	1,2%	35,5%		Female	42,3%	0,0%	0,2%	1,2%	42,5%
	Total	70,1%	0,1%	0,3%	2,4%	70,5%		Total	84,1%	0,1%	0,3%	2,4%	84,5%
Mpumalanga	Male	34,8%	0,1%	0,1%	4,0%	35,0%	Mpumalanga	Male	41,7%	0,1%	0,1%	4,0%	42,0%
	Female	35,3%	0,1%	0,1%	3,2%	35,5%		Female	42,2%	0,1%	0,1%	3,2%	42,5%
	Total	70,0%	0,2%	0,2%	7,2%	70,5%		Total	84,0%	0,3%	0,3%	7,2%	84,5%
North West	Male	34,2%	0,4%	0,3%	2,8%	35,0%	North West	Male	41,1%	0,5%	0,4%	2,8%	42,0%
	Female	34,7%	0,4%	0,3%	1,6%	35,5%		Female	41,6%	0,5%	0,4%	1,6%	42,5%
	Total	69,0%	0,9%	0,7%	4,4%	70,5%		Total	82,6%	1,1%	0,8%	4,4%	84,5%
Northern Cape	Male	22,2%	12,7%	0,2%	6,4%	35,0%	Northern Cape	Male	26,6%	15,2%	0,2%	6,4%	42,0%
	Female	22,5%	12,9%	0,2%	4,5%	35,5%		Female	26,9%	15,4%	0,2%	4,5%	42,5%
	Total	44,6%	25,6%	0,3%	10,9%	70,5%		Total	53,5%	30,6%	0,4%	10,9%	84,5%
Western Cape	Male	15,9%	18,7%	0,3%	7,2%	35,0%	Western Cape	Male	19,1%	22,5%	0,4%	7,2%	42,0%
	Female	16,2%	19,0%	0,3%	6,1%	35,5%		Female	19,4%	22,7%	0,4%	6,1%	42,5%
	Total	32,1%	37,7%	0,7%	13,3%	70,5%		Total	38,5%	45,2%	0,8%	13,3%	84,5%
Workforce Profile 2022 (All employers)	Male	24,8%	3,4%	3,1%	9,1%	31,3%	Workforce Profile 2022 (All employers)	Male	42,3%	3,0%	1,2%	3,4%	46,5%
	Female	40,0%	3,5%	3,7%	9,6%	47,2%		Female	39,9%	3,6%	1,4%	4,1%	44,9%
	Total	64,8%	6,9%	6,8%	18,7%	78,5%		Total	82,2%	6,6%	2,6%	7,5%	91,4%
5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR													

DEPARTMENT OF HIGHER EDUCATION AND TRAINING

NO. 3408

12 May 2023

CONTINUING EDUCATION AND TRAINING ACT, 2006 (ACT NO. 16 OF 2006)**AMENDMENT TO NOTICE RELATING TO THE CHANGE OF SEAT OF THE
MPUMALANGA COMMUNITY EDUCATION AND TRAINING COLLEGE**

I, Bonginkosi Emmanuel Nzimande, MP, Minister of Higher Education, Science and Innovation, in terms of sections 3(1)(b) and 1A of the *Continuing Education and Training Act, 2006 (Act No. 16 of 2006)*

- hereby repeal the physical location and official address of the Mpumalanga Community Education and Training College published in the third paragraph of Government Gazette No. 38570, by notice No. 221 on 16 March 2015; and
- hereby give notice that the new physical location and official address of the Mpumalanga Community Education and Training College is Building 11/1, Industrial Site, Siyabuswa, 0472.



Dr BE Nzimande, MP
Minister of Higher Education, Science and Innovation

Date: 31/01/2023

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NO. 3409

12 May 2023



Address: 27 Stiemens Street, 4th Floor
JD House Building, Braamfontein,
Johannesburg, 2017
Tel: 010 023 5214
Fax: 0865003351
E-mail: POPIACompliance@inforegulator.gov.za

21 April 2023

NOTICE IN TERMS OF SECTION 61(2) OF THE PROTECTION OF PERSONAL INFORMATION ACT NO 4 OF 2013 (POPIA) CODE OF CONDUCT: THE ACADEMY OF SCIENCE OF SOUTH AFRICA (ASSAF).

1. In terms of the provisions of section 61(2) of POPIA, the Information Regulator (Regulator) gives notice that the Regulator is in receipt of a proposed code of conduct from the Academy of Science of South Africa (ASSAF) that deals with how personal information will be processed in the research sector.
2. The purpose of the code of conduct is to-
 - 2.1. promote appropriate practices by members of ASSAF governing the processing of personal information in terms of POPIA;
 - 2.2. encourage the establishment of appropriate agreements between members of ASSAF and third parties, regulating the processing of personal information as required by POPIA and dictated by good business practice; and
 - 2.3. to establish procedures for members of ASSAF to be guided in their interpretation of principally POPIA, but also other laws or practices governing the processing of personal information, allowing for complaints against ASSAF to be considered and remedial action, where appropriate, to be taken.
3. The code of conduct governs-
 - 3.1. the processing of personal information (including personal information of data subjects) by institutions that are members of ASSAF in compliance with POPIA and Academy of Science of South Africa Act, 67 of 2001;

- 3.2. where appropriate, agreements that may need to be concluded between members of ASSAF and third parties promoting, and to the extent possible ensuring that personal information is processed in compliance with POPIA; and
- 3.3. the enforcement by ASSAF of the provisions of the code of conduct.
4. A notice will be published in the Government Gazette in compliance with section 61(2) of POPIA. Affected persons are invited to submit written comments to the Regulator email address: POPIACompliance@info regulator.org.za. within fourteen (14) days after publication of the notice in the Government Gazette.
- A copy of the code of conduct will be made available on the Regulator's website, alternatively, a request for a copy of the code may be made by addressing correspondence to email address: POPIACompliance@info regulator.org.za.

Date: 21 April 2024

PARLIAMENT OF THE REPUBLIC OF SOUTH AFRICA

NO. 3410

12 May 2023

ADV GLYNNIS BREYTENBACH, MP

NOTICE OF INTENTION TO INTRODUCE A PRIVATE MEMBER'S BILL AND INVITATION FOR COMMENT, 2023

Adv Glynnis Breytenbach, MP, hereby gives notice of a name change to the Bill, the Constitution Eighteenth Amendment Bill, in respect of which she gave notice of intention to introduce in *Gazette* No. 47478 of 9 November 2022, to wit:

Acting in accordance with section 73(2) of the Constitution of the Republic of South Africa, 1996, intends to introduce the Constitution Twentieth Amendment Bill, 2023, in Parliament. An explanatory summary of the Bill is hereby published in accordance with Rule 276(1)(c) of the Rules of the National Assembly (9th Edition).

Cyber technology is increasingly central to government functioning and the provision of services to citizens. Proper cyber security is also fundamental to safeguarding many of the rights enshrined in the Bill of Rights and safeguarding our critical infrastructure and democracy. At present, personal information of individuals in possession of state departments is also not sufficiently protected against cyber-attacks. These attacks place private and public information at risk, which results in state-owned entities and the economy losing billions of rands to cyber-crime.

The state-owned entities currently tasked with addressing cyber-crime are chronically underfunded or lack proper expertise to perform their function adequately. In addition, these entities are not sufficiently streamlined, and often operate in silos across Government Departments. It is further vital that an entity that is directly accountable to Parliament and not to the national executive be tasked with safeguarding such fundamental rights.

Cyber security and cyber threats did not play such a big part in the functioning of the Republic and the lives of individuals with the adoption of the Constitution in 1996. The proposed Constitution Twentieth Amendment Bill, 2023 will seek to amend Chapter 9 of the Constitution to provide for the establishment of the Commissioner to regulate Cyber Security. The Cyber Commissioner will be tasked with supporting and strengthening constitutional democracy in South Africa by advising, monitoring and establishing cyber security capabilities in the public sector and will work with tertiary institutions and the private sector to establish minimum good standards, build capacity and create awareness.

Interested parties and institutions are invited to submit written representations on the proposed content of the draft Bill to the Speaker of the National Assembly within 30 days

of the publication of this notice. Representations can be delivered to the Speaker, New Assembly Building, Parliament Street, Cape Town; mailed to the Speaker, PO Box 15, Cape Town, 8000; or emailed to speaker@parliament.gov.za and copied to legislation@da.org.za.

Copies of the draft Bill may be obtained upon request from legislation@da.org.za.

GENERAL NOTICES • ALGEMENE KENNISGEWINGS

DEPARTMENT OF EMPLOYMENT AND LABOUR

NOTICE 1795 OF 2023

LABOUR RELATIONS ACT, 1995

BARGAINING CONCIL FOR THE FURNITURE MANUFACTURING INDUSTRY KWAZULU NATAL: EXTENSION OF PERIOD OF OPERATION OF THE PROVIDENT FUND AND MORTALITY BENEFIT ASSOCIATION COLLECTIVE AGREEMENT

I, **STEPHEN RATHAI**, Director: Collective Bargaining, duly authorised thereto by the Minister of Employment and Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the period fixed in Government Notices No R. 1187 of 30 September 2016, R. 434 of July 2021 and R. 1497 of 11 November 2021 by a further period ending **30 June 2024**.



.....
DIRECTOR: COLLECTIVE BARGAINING

DATE: 3 May 2023

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

R.

USUKU:

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**BARGAINING CONCIL FOR THE FURNITURE MANUFACTURING INDUSTRY KWAZULU NATAL: UKWELULELWA KWESIKHATHI SOKUSEBENZA KWESIVUMELWANO SESIKHWAMA ESIHLINZEKAYO KANYE NESEHLANGANO YENZUZO YOKUFA**

Mina, **STEPHEN RATHAI**, uMqondisi Wezokuxoxisana phakathi kwabaQashi naBasebenzi, ngegunya likaNgqongqoshe Wezemisebenzi Nezabasebenzi, lapha ngokwesigaba 32(6)(a)(i) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, ngimemezela ukuthi isikhathi sokusebenza kwesivumelwano esinqunywe kwiSaziso sikaHulumeni esingunombolo R.1187 womhlaka 30 kuMandulo 2016 nesingunombolo R. 434 womhlaka 30 kuNtulikazi 2021 kanye nesingunombolo R. 1497 womhlaka 11 kuLwezi 2021 sengeziwe ngesikhathi esiphela ngomhlaka **30 kuNhlangulana 2024**.



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UMQONDISI WEZOKUXOXISANA PHAKATHI
KWABAQASHI NABASEBENZI

USUKU: 3 May 2023

DEPARTMENT OF HEALTH

NOTICE 1796 OF 2023

**IMPOSITION OF LEVIES ON MEDICAL SCHEMES ISSUED IN
TERMS OF SECTION 2 OF THE COUNCIL FOR MEDICAL
SCHEMES LEVIES ACT (ACT 58 OF 2000)**

The Council for Medical Schemes referred to in Section 1 of the Council for Medical Schemes Levies Act, 2000 (Act No. 58 of 2000), hereby confirms the imposition of levies on medical schemes.

The Council for Medical Schemes is awaiting approval for the new levy proposed for the 2023/24 financial year. The levy is being imposed at the 2022/23 financial year approved rate.

Once approval has been received on the new levy from the relevant authorities for the 2023/24 financial year, a notice indicating the adjustment to the levy already levied to the schemes will be published.

By order of the Council for Medical Schemes


Memela Makiwane
03/05/2023 15:26:48(UTC+02:00)
Signed by Memela Makiwane,
m.makiwane@medicalschemes.co.za
SIGNIFLOW.COM

Dr. M Makiwane

Chairperson: Council for Medical Schemes

26 April 2023

SCHEDULE

Definitions

1. In this notice, unless the context indicates otherwise –
 - i. “Council” means the Council for Medical Schemes referred to in the Act;
 - ii. “Levy year” means the period from **01 April 2023 to 31 March 2024** and, subject to the provision of this Notice and any amendments, substitution or repeal thereof, such corresponding period in succeeding year in respect of which levies are imposed;
 - iii. “Registrar” means the Registrar of Medical Schemes, appointed in terms of Section 18 of the Medical Schemes Levies Act, 1998 (Act No. 131 of 1998);
 - iv. “The Act” means the Council for Medical Schemes Levies Act, 2000 (Act No. 58 of 2000).

Imposition

2. In respect of a medical scheme registered in terms of section 20 of the Medical Schemes Act, 1998 (Act No. 131 of 1998), the levy to be paid with effect from 01 April 2023 is **R44.06** per member per year, which will be adjusted once the new levy has been approved.

The levy shall be paid in two equal instalments, the first of which shall be paid no later than 31 May of the levy year, and the second of which shall be paid not later than 31 July of the levy year.
3. In respect of the levy year, the calculation of the levy is based on the number of principal members referred to in item 2 and shall correspond with the latest statistics furnished to the Registrar in terms of or by virtue of the Medical Schemes Act, 1998 (Act No. 131 of 1998) or with the latest certified number of principal members sent to the Registrar by the medical scheme. If a transfer of principal members is in process and not finalized on **31 December 2022**, the transferor must pay the levy in respect of the principal members to be transferred.

Payment/Interest on overdue of Levies

4. On amounts of overdue levies, interest will be charged at a rate applicable to a debt owing to the state, as determined by the Minister of Finance in terms of section 80(1) (b) of the Public Finance Management Act.

5. The levies (once finally imposed) and interest (if any) referred to in this Notice shall be paid by a medical scheme directly in the bank account of the Council, the details of which are:

Bank : ABSA
Account Holder : Council for Medical Schemes
Branch Name : ABSA Corporate Branch (Pretoria)
Branch Code : 517 245
Account Number : 405 116 3394

6. A deposit advice slip issued by the aforementioned Bank in respect of a deposit contemplated in item 5, received by the Council for Medical Schemes, and bearing the name of the relevant medical scheme, shall serve as *prima facie* proof of payment of a levy.

DEPARTMENT OF HEALTH

NOTICE 1797 OF 2023

**PROPOSED LEVIES ON MEDICAL SCHEMES ISSUED IN TERMS
OF SECTION 3(a) OF THE COUNCIL FOR MEDICAL SCHEMES
LEVIES ACT (ACT 58 OF 2000)**

The Council for Medical Schemes referred to in Section 1 of the Council for Medical Schemes Levies Act, 2000 (Act No. 58 of 2000), hereby proposes the levies on medical schemes, as set out in this Notice. The proposed levies are due to be imposed for the purpose of meeting the general regulatory and administrative costs of the Council for Medical Schemes and the function performed by the Registrar of Medical Schemes. The quantum of the levy has been determined on the basis of the Council's budget and is also based on the number of principal members of medical schemes. The full budget can be viewed on the Council website www.medicalschemes.co.za.

Representation on the proposed levies may be made to the Council not later than **02 December 2022**. Such representation must be forwarded to the Registrar of Medical Schemes, and marked for the attention of Dr. S Kabane by post to: Private Bag X34, Hatfield, 0028, via email: s.mnyatheli@medicalschemes.co.za

By order of the Council for Medical Schemes


Memela Makiwane
01/11/2022 21:58:21 (UTC+02:00)
Signed by Memela Makiwane,
m.makiwane@medicalschemes.co.za

Dr. M Makiwane

Chairperson: Council for Medical Schemes

31 October 2022

SCHEDULE

Definitions

1. In this notice, unless the context indicates otherwise –
 - i. “Council” means the Council for Medical Schemes referred to in the Act;
 - ii. “Levy year” means the period from 01 April 2023 to 31 March 2024 and, subject to the provision of this Notice and any amendments, substitution or repeal thereof, such corresponding period in succeeding year in respect of which levies are imposed;
 - iii. “Registrar” means the Registrar of Medical Schemes, appointed in terms of Section 18 of the Medical Schemes Levies Act, 1998 (Act No. 131 of 1998);
 - iv. “The Act” means the Council for Medical Schemes Levies Act, 2000 (Act No. 58 of 2000).

Proposed Levies

2. In respect of a medical scheme registered in terms of section 20 of the Medical Schemes Act, 1998 (Act No. 131 of 1998), the proposed levy for the 2023/24 levy year shall be set at an amount of **R47.57** per principal member per year, which shall be paid in two equal installments, the first of which shall be paid not later than 30 April of the levy year, and the second of which shall be paid not later than 31 July of the levy year.
3. In respect of the levy year, the calculation of the levy is based on the number of principal members referred to in item 2 shall correspond with the latest statistics furnished to the Registrar in terms of or by virtue of the Medical Schemes Act, 1998 (Act No. 131 of 1998) or with the latest certified number of principal members sent to the Registrar by the medical scheme. If a transfer of principal members is in process and not finalized on 31 December 2022, the transferor must pay the levy in respect of the principal members to be transferred.

Payment/Interest on overdue of Levies

4. On amounts of overdue levies, interest will be charged at a rate applicable to a debt owing to the state, as determined by the Minister of Finance in terms of section 80(1) (b) of the Public Finance Management Act.

5. The levies (once finally imposed) and interest (if any) referred to in this Notice shall be paid by a medical scheme directly in the bank account of the Council, the details of which are:

Bank : ABSA
Account Holder : Council for Medical Schemes
Branch Name : ABSA Corporate Branch (Pretoria)
Branch Code : 517 245
Account Number : 405 116 3394

6. A deposit advice slip issued by the aforementioned Bank in respect of a deposit contemplated in item 5, received by the Council for Medical Schemes, and bearing the name or the account number (MS number) of the relevant medical scheme , shall serve as *prima facie* proof of payment of a levy.

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