

## DEPARTMENT OF EMPLOYMENT AND LABOUR

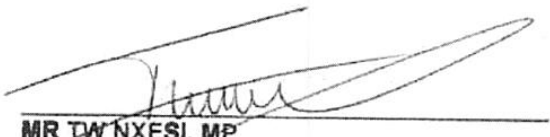
NO. 3407

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](mailto:innocent.makwarela@labour.gov.za)  
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or

## Hand delivered at:

Laboria House  
215 Francis Baard Street  
Employment Equity Directorate  
Pretoria

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

**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						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	BLACK
National	Male	30.4%	3.5%	1.0%	4.5%	35.0%	National	Male	43.8%	5.1%	1.5%	4.5%	50.4%
	Female	21.7%	2.5%	0.7%	3.5%	25.0%		Female	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							SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	30.2%	4.4%	0.3%	2.8%	35.0%	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	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%	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	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%	Gauteng	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%	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	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%	Limpopo	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%	Mpumalanga	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%	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	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%	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	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%	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	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%	Workforce Profile 2022 (All employers)	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			A	C	I	W	BLACK
National	Male	26,0%	3,0%	0,9%	4,5%	National	Male	30,4%	3,5%	1,0%	4,5%	35,0%
	Female	17,5%	2,0%	0,6%	3,5%		Female	18,3%	2,1%	0,6%	3,5%	21,0%
	Total	43,5%	5,1%	1,5%	8,0%		Total	48,7%	5,7%	1,6%	8,0%	56,0%
SECTOR TARGETS FOR PROVINCES						SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	25,8%	3,8%	0,3%	2,8%	Eastern Cape	Male	30,2%	4,4%	0,3%	2,8%	35,0%
	Female	17,4%	2,5%	0,2%	2,2%		Female	18,1%	2,7%	0,2%	2,2%	21,0%
	Total	43,2%	6,3%	0,5%	5,0%		Total	48,4%	7,1%	0,5%	5,0%	56,0%
Free State	Male	28,5%	0,9%	0,5%	3,7%	Free State	Male	33,3%	1,0%	0,6%	3,7%	35,0%
	Female	19,1%	0,6%	0,4%	3,6%		Female	20,0%	0,6%	0,4%	3,6%	21,0%
	Total	47,6%	1,5%	0,9%	7,3%		Total	53,3%	1,6%	1,0%	7,3%	56,0%
Gauteng	Male	27,9%	0,8%	1,2%	6,4%	Gauteng	Male	32,6%	0,9%	1,4%	6,4%	35,0%
	Female	18,7%	0,5%	0,8%	4,6%		Female	19,6%	0,6%	0,8%	4,6%	21,0%
	Total	46,6%	1,3%	2,0%	11,0%		Total	52,2%	1,5%	2,3%	11,0%	56,0%
KwaZulu-Natal	Male	27,3%	0,3%	2,3%	2,2%	KwaZulu-Natal	Male	31,9%	0,4%	2,7%	2,2%	35,0%
	Female	18,3%	0,2%	1,5%	1,9%		Female	19,2%	0,2%	1,6%	1,9%	21,0%
	Total	45,6%	0,6%	3,8%	4,1%		Total	51,1%	0,6%	4,3%	4,1%	56,0%
Limpopo	Male	29,7%	0,0%	0,1%	1,2%	Limpopo	Male	34,8%	0,0%	0,1%	1,2%	35,0%
	Female	20,0%	0,0%	0,1%	1,2%		Female	20,9%	0,0%	0,1%	1,2%	21,0%
	Total	49,7%	0,1%	0,2%	2,4%		Total	55,7%	0,1%	0,2%	2,4%	56,0%
Mpumalanga	Male	29,7%	0,1%	0,1%	4,0%	Mpumalanga	Male	34,8%	0,1%	0,1%	4,0%	35,0%
	Female	20,0%	0,1%	0,1%	3,2%		Female	20,9%	0,1%	0,1%	3,2%	21,0%
	Total	49,7%	0,2%	0,2%	7,2%		Total	55,6%	0,2%	0,2%	7,2%	56,0%
North West	Male	29,2%	0,4%	0,3%	2,8%	North West	Male	34,2%	0,4%	0,3%	2,8%	35,0%
	Female	19,7%	0,3%	0,2%	1,6%		Female	20,5%	0,3%	0,2%	1,6%	21,0%
	Total	48,9%	0,6%	0,5%	4,4%		Total	54,8%	0,7%	0,5%	4,4%	56,0%
Northern Cape	Male	18,9%	10,8%	0,1%	6,4%	Northern Cape	Male	22,2%	12,7%	0,2%	6,4%	35,0%
	Female	12,7%	7,3%	0,1%	4,5%		Female	13,3%	7,6%	0,1%	4,5%	21,0%
	Total	31,6%	18,1%	0,2%	10,9%		Total	35,4%	20,3%	0,3%	10,9%	56,0%
Western Cape	Male	13,6%	16,0%	0,3%	7,2%	Western Cape	Male	15,9%	18,7%	0,3%	7,2%	35,0%
	Female	9,2%	10,8%	0,2%	6,1%		Female	9,6%	11,2%	0,2%	6,1%	21,0%
	Total	22,8%	26,8%	0,5%	13,3%		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%	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%		Female	9,4%	1,0%	2,3%	10,1%	12,7%
	Total	31,3%	3,9%	5,1%	55,6%		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%	National	Male	42,7%	5,0%	1,4%	4,5%	49,1%
	Female	20,9%	2,4%	0,7%	3,5%	24,0%		Female	22,5%	2,6%	0,8%	3,5%	25,9%
	Total	56,5%	6,6%	1,9%	8,0%	65,0%		Total	65,2%	7,6%	2,2%	8,0%	75,0%
SECTOR TARGETS FOR PROVINCES						SECTOR TARGETS FOR PROVINCES							
Eastern Cape	Male	35,4%	5,2%	0,4%	2,8%	41,0%	Eastern Cape	Male	42,4%	6,2%	0,5%	2,8%	49,1%
	Female	20,7%	3,0%	0,2%	2,2%	24,0%		Female	22,4%	3,3%	0,2%	2,2%	25,9%
	Total	56,2%	8,2%	0,6%	5,0%	65,0%		Total	64,8%	9,5%	0,7%	5,0%	75,0%
Free State	Male	39,1%	1,2%	0,8%	3,7%	41,0%	Free State	Male	46,8%	1,4%	0,9%	3,7%	49,1%
	Female	22,9%	0,7%	0,4%	3,6%	24,0%		Female	24,7%	0,8%	0,5%	3,6%	25,9%
	Total	61,9%	1,9%	1,2%	7,3%	65,0%		Total	71,4%	2,2%	1,4%	7,3%	75,0%
Gauteng	Male	38,2%	1,1%	1,7%	6,4%	41,0%	Gauteng	Male	45,8%	1,3%	2,0%	6,4%	49,1%
	Female	22,4%	0,6%	1,0%	4,6%	24,0%		Female	24,2%	0,7%	1,0%	4,6%	25,9%
	Total	60,6%	1,8%	2,6%	11,0%	65,0%		Total	69,9%	2,0%	3,0%	11,0%	75,0%
KwaZulu-Natal	Male	37,4%	0,5%	3,1%	2,2%	41,0%	KwaZulu-Natal	Male	44,8%	0,6%	3,7%	2,2%	49,1%
	Female	21,9%	0,3%	1,8%	1,9%	24,0%		Female	23,6%	0,3%	2,0%	1,9%	25,9%
	Total	59,3%	0,7%	4,9%	4,1%	65,0%		Total	68,4%	0,9%	5,7%	4,1%	75,0%
Limpopo	Male	40,8%	0,0%	0,2%	1,2%	41,0%	Limpopo	Male	48,8%	0,1%	0,2%	1,2%	49,1%
	Female	23,9%	0,0%	0,1%	1,2%	24,0%		Female	25,8%	0,0%	0,1%	1,2%	25,9%
	Total	64,7%	0,1%	0,3%	2,4%	65,0%		Total	74,6%	0,1%	0,3%	2,4%	75,0%
Mpumalanga	Male	40,7%	0,1%	0,1%	4,0%	41,0%	Mpumalanga	Male	48,8%	0,2%	0,2%	4,0%	49,1%
	Female	23,8%	0,1%	0,1%	3,2%	24,0%		Female	25,7%	0,1%	0,1%	3,2%	25,9%
	Total	64,6%	0,2%	0,2%	7,2%	65,0%		Total	74,5%	0,2%	0,2%	7,2%	75,0%
North West	Male	40,1%	0,5%	0,4%	2,8%	41,0%	North West	Male	48,0%	0,6%	0,5%	2,8%	49,1%
	Female	23,5%	0,3%	0,2%	1,6%	24,0%		Female	25,3%	0,3%	0,2%	1,6%	25,9%
	Total	63,6%	0,8%	0,6%	4,4%	65,0%		Total	73,4%	0,9%	0,7%	4,4%	75,0%
Northern Cape	Male	26,0%	14,9%	0,2%	6,4%	41,0%	Northern Cape	Male	31,1%	17,8%	0,2%	6,4%	49,1%
	Female	15,2%	8,7%	0,1%	4,5%	24,0%		Female	16,4%	9,4%	0,1%	4,5%	25,9%
	Total	41,1%	23,6%	0,3%	10,9%	65,0%		Total	47,5%	27,2%	0,3%	10,9%	75,0%
Western Cape	Male	18,7%	21,9%	0,4%	7,2%	41,0%	Western Cape	Male	22,4%	26,3%	0,5%	7,2%	49,1%
	Female	10,9%	12,8%	0,2%	6,1%	24,0%		Female	11,8%	13,9%	0,2%	6,1%	25,9%
	Total	29,6%	34,8%	0,6%	13,3%	65,0%		Total	34,2%	40,1%	0,7%	13,3%	75,0%
Workforce Profile 2022 (All employers)	Male	32,9%	3,4%	2,5%	31,2%	38,8%	Workforce Profile 2022 (All employers)	Male	53,0%	4,2%	0,6%	17,7%	57,8%
	Female	15,4%	1,4%	1,6%	9,2%	18,4%		Female	15,0%	1,2%	0,4%	4,5%	16,6%
	Total	48,3%	4,8%	4,1%	40,4%	57,2%		Total	68,0%	5,4%	1,0%	22,2%	74,4%
5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR													

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

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								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			A	C	I	W	BLACK
National	Male	43,5%	5,1%	1,5%	4,5%	National	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	21,7%	2,5%	0,7%	3,5%		Female	32,7%	3,8%	1,1%	3,5%	37,6%
	Total	65,2%	7,6%	2,2%	8,0%		Total	76,5%	8,9%	2,6%	8,0%	88,0%
SECTOR TARGETS FOR PROVINCES						SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	43,2%	6,3%	0,5%	2,8%	Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	21,6%	3,2%	0,2%	2,2%		Female	32,5%	4,7%	0,4%	2,2%	37,6%
	Total	64,8%	9,5%	0,7%	5,0%		Total	76,1%	11,1%	0,8%	5,0%	88,0%
Free State	Male	47,6%	1,5%	0,9%	3,7%	Free State	Male	48,0%	1,5%	0,9%	3,7%	50,4%
	Female	23,8%	0,7%	0,5%	3,6%		Female	35,8%	1,1%	0,7%	3,6%	37,6%
	Total	71,4%	2,2%	1,4%	7,3%		Total	83,8%	2,6%	1,6%	7,3%	88,0%
Gauteng	Male	46,6%	1,3%	2,0%	6,4%	Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	23,3%	0,7%	1,0%	4,6%		Female	35,1%	1,0%	1,5%	4,6%	37,6%
	Total	69,9%	2,0%	3,0%	11,0%		Total	82,1%	2,4%	3,6%	11,0%	88,0%
KwaZulu-Natal	Male	45,6%	0,6%	3,8%	2,2%	KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	22,8%	0,3%	1,9%	1,9%		Female	34,3%	0,4%	2,9%	1,9%	37,6%
	Total	68,4%	0,9%	5,7%	4,1%		Total	80,3%	1,0%	6,7%	4,1%	88,0%
Limpopo	Male	49,7%	0,1%	0,2%	1,2%	Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	24,9%	0,0%	0,1%	1,2%		Female	37,4%	0,0%	0,2%	1,2%	37,6%
	Total	74,6%	0,1%	0,3%	2,4%		Total	87,5%	0,1%	0,4%	2,4%	88,0%
Mpumalanga	Male	49,7%	0,2%	0,2%	4,0%	Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%
	Female	24,8%	0,1%	0,1%	3,2%		Female	37,4%	0,1%	0,1%	3,2%	37,6%
	Total	74,5%	0,2%	0,2%	7,2%		Total	87,4%	0,3%	0,3%	7,2%	88,0%
North West	Male	48,9%	0,6%	0,5%	2,8%	North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	24,5%	0,3%	0,2%	1,6%		Female	36,8%	0,5%	0,4%	1,6%	37,6%
	Total	73,4%	0,9%	0,7%	4,4%		Total	86,1%	1,1%	0,8%	4,4%	88,0%
Northern Cape	Male	31,6%	18,1%	0,2%	6,4%	Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	15,8%	9,1%	0,1%	4,5%		Female	23,8%	13,6%	0,2%	4,5%	37,6%
	Total	47,5%	27,2%	0,3%	10,9%		Total	55,7%	31,9%	0,4%	10,9%	88,0%
Western Cape	Male	22,8%	26,8%	0,5%	7,2%	Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	11,4%	13,4%	0,2%	6,1%		Female	17,1%	20,1%	0,3%	6,1%	37,6%
	Total	34,2%	40,1%	0,7%	13,3%		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%	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%		Female	19,3%	2,8%	1,2%	5,3%	23,3%
	Total	46,9%	9,4%	5,9%	35,3%		Total	69,0%	10,0%	3,2%	15,4%	82,2%
5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR												

## 5. FINANCIAL AND INSURANCE ACTIVITIES

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							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

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							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			A	C	I	W	BLACK
National	Male	26,1%	3,0%	0,9%	4,5%	National	Male	33,0%	3,8%	1,1%	4,5%	38,0%
	Female	17,4%	2,0%	0,6%	3,5%		Female	19,1%	2,2%	0,6%	3,5%	22,0%
	Total	43,5%	5,1%	1,5%	8,0%		Total	52,2%	6,1%	1,8%	8,0%	60,0%
SECTOR TARGETS FOR PROVINCES						SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	25,9%	3,8%	0,3%	2,8%	Eastern Cape	Male	32,8%	4,8%	0,4%	2,8%	38,0%
	Female	17,3%	2,5%	0,2%	2,2%		Female	19,0%	2,8%	0,2%	2,2%	22,0%
	Total	43,2%	6,3%	0,5%	5,0%		Total	51,9%	7,6%	0,6%	5,0%	60,0%
Free State	Male	28,6%	0,9%	0,5%	3,7%	Free State	Male	36,2%	1,1%	0,7%	3,7%	38,0%
	Female	19,1%	0,6%	0,4%	3,6%		Female	21,0%	0,6%	0,4%	3,6%	22,0%
	Total	47,6%	1,5%	0,9%	7,3%		Total	57,2%	1,7%	1,1%	7,3%	60,0%
Gauteng	Male	28,0%	0,8%	1,2%	6,4%	Gauteng	Male	35,4%	1,0%	1,5%	6,4%	38,0%
	Female	18,7%	0,5%	0,8%	4,6%		Female	20,5%	0,6%	0,9%	4,6%	22,0%
	Total	46,6%	1,3%	2,0%	11,0%		Total	56,0%	1,6%	2,4%	11,0%	60,0%
KwaZulu-Natal	Male	27,4%	0,3%	2,3%	2,2%	KwaZulu-Natal	Male	34,7%	0,4%	2,9%	2,2%	38,0%
	Female	18,2%	0,2%	1,5%	1,9%		Female	20,1%	0,3%	1,7%	1,9%	22,0%
	Total	45,6%	0,6%	3,8%	4,1%		Total	54,7%	0,7%	4,6%	4,1%	60,0%
Limpopo	Male	29,8%	0,0%	0,1%	1,2%	Limpopo	Male	37,8%	0,0%	0,2%	1,2%	38,0%
	Female	19,9%	0,0%	0,1%	2,0%		Female	21,9%	0,0%	0,1%	1,2%	22,0%
	Total	49,7%	0,1%	0,2%	3,2%		Total	59,7%	0,1%	0,2%	2,4%	60,0%
Mpumalanga	Male	29,8%	0,1%	0,1%	4,0%	Mpumalanga	Male	37,8%	0,1%	0,1%	4,0%	38,0%
	Female	19,9%	0,1%	0,1%	3,2%		Female	21,9%	0,1%	0,1%	3,2%	22,0%
	Total	49,7%	0,2%	0,2%	7,2%		Total	59,6%	0,2%	0,2%	7,2%	60,0%
North West	Male	29,3%	0,4%	0,3%	2,8%	North West	Male	37,2%	0,5%	0,4%	2,8%	38,0%
	Female	19,6%	0,3%	0,2%	1,6%		Female	21,5%	0,3%	0,2%	1,6%	22,0%
	Total	48,9%	0,6%	0,5%	4,4%		Total	58,7%	0,8%	0,6%	4,4%	60,0%
Northern Cape	Male	19,0%	10,9%	0,1%	6,4%	Northern Cape	Male	24,1%	13,8%	0,2%	6,4%	38,0%
	Female	12,7%	7,3%	0,1%	4,5%		Female	13,9%	8,0%	0,1%	4,5%	22,0%
	Total	31,6%	18,1%	0,2%	10,9%		Total	38,0%	21,8%	0,3%	10,9%	60,0%
Western Cape	Male	13,7%	16,1%	0,3%	7,2%	Western Cape	Male	17,3%	20,3%	0,4%	7,2%	38,0%
	Female	9,1%	10,7%	0,2%	6,1%		Female	10,0%	11,8%	0,2%	6,1%	22,0%
	Total	22,8%	26,8%	0,5%	13,3%		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%	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%		Female	8,7%	3,0%	6,2%	15,9%	17,9%
	Total	16,8%	5,6%	17,0%	58,1%		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						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			A	C	I	W	BLACK
National	Male	24,3%	2,8%	0,8%	4,5%	National	Male	30,4%	3,5%	1,0%	4,5%	35,0%
	Female	19,1%	2,2%	0,6%	3,5%		Female	21,7%	2,5%	0,7%	3,5%	25,0%
	Total	43,5%	5,1%	1,5%	8,0%		Total	52,2%	6,1%	1,8%	8,0%	60,0%
SECTOR TARGETS FOR PROVINCES						SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	24,2%	3,5%	0,3%	2,8%	Eastern Cape	Male	30,2%	4,4%	0,3%	2,8%	35,0%
	Female	19,0%	2,8%	0,2%	2,2%		Female	21,6%	3,2%	0,2%	2,2%	25,0%
	Total	43,2%	6,3%	0,5%	5,0%		Total	51,9%	7,6%	0,6%	5,0%	60,0%
Free State	Male	26,7%	0,8%	0,5%	3,7%	Free State	Male	33,3%	1,0%	0,6%	3,7%	35,0%
	Female	21,0%	0,6%	0,4%	3,6%		Female	23,8%	0,7%	0,5%	3,6%	25,0%
	Total	47,6%	1,5%	0,9%	7,3%		Total	57,2%	1,7%	1,1%	7,3%	60,0%
Gauteng	Male	26,1%	0,8%	1,1%	6,4%	Gauteng	Male	32,6%	0,9%	1,4%	6,4%	35,0%
	Female	20,5%	0,6%	0,9%	4,6%		Female	23,3%	0,7%	1,0%	4,6%	25,0%
	Total	46,6%	1,3%	2,0%	11,0%		Total	56,0%	1,6%	2,4%	11,0%	60,0%
KwaZulu-Natal	Male	25,5%	0,3%	2,1%	2,2%	KwaZulu-Natal	Male	31,9%	0,4%	2,7%	2,2%	35,0%
	Female	20,1%	0,3%	1,7%	1,9%		Female	22,8%	0,3%	1,9%	1,9%	25,0%
	Total	45,6%	0,6%	3,8%	4,1%		Total	54,7%	0,7%	4,6%	4,1%	60,0%
Limpopo	Male	27,9%	0,0%	0,1%	1,2%	Limpopo	Male	34,8%	0,0%	0,1%	1,2%	35,0%
	Female	21,9%	0,0%	0,1%	1,2%		Female	24,9%	0,0%	0,1%	1,2%	25,0%
	Total	49,7%	0,1%	0,2%	2,4%		Total	59,7%	0,1%	0,2%	2,4%	60,0%
Mpumalanga	Male	27,8%	0,1%	0,1%	4,0%	Mpumalanga	Male	34,8%	0,1%	0,1%	4,0%	35,0%
	Female	21,9%	0,1%	0,1%	3,2%		Female	24,8%	0,1%	0,1%	3,2%	25,0%
	Total	49,7%	0,2%	0,2%	7,2%		Total	59,6%	0,2%	0,2%	7,2%	60,0%
North West	Male	27,4%	0,4%	0,3%	2,8%	North West	Male	34,2%	0,4%	0,3%	2,8%	35,0%
	Female	21,5%	0,3%	0,2%	1,6%		Female	24,5%	0,3%	0,2%	1,6%	25,0%
	Total	48,9%	0,6%	0,5%	4,4%		Total	58,7%	0,8%	0,6%	4,4%	60,0%
Northern Cape	Male	17,7%	10,2%	0,1%	6,4%	Northern Cape	Male	22,2%	12,7%	0,2%	6,4%	35,0%
	Female	13,9%	8,0%	0,1%	4,5%		Female	15,8%	9,1%	0,1%	4,5%	25,0%
	Total	31,6%	18,1%	0,2%	10,9%		Total	38,0%	21,8%	0,3%	10,9%	60,0%
Western Cape	Male	12,8%	15,0%	0,3%	7,2%	Western Cape	Male	15,9%	18,7%	0,3%	7,2%	35,0%
	Female	10,0%	11,8%	0,2%	6,1%		Female	11,4%	13,4%	0,2%	6,1%	25,0%
	Total	22,8%	26,8%	0,5%	13,3%		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%	Workforce Profile 2022 (All employers)	Male	10,5%	4,7%	9,1%	35,5%	24,3%
	Female	6,5%	2,7%	4,7%	12,8%		Female	8,3%	3,5%	4,7%	18,7%	16,5%
	Total	14,8%	6,2%	13,3%	62,0%		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			A	C	I	W	
National	Male	34,8%	4,0%	1,2%	4,5%	National	Male	41,7%	4,9%	1,4%	4,5%	48,0%
	Female	26,1%	3,0%	0,9%	3,5%		Female	32,2%	3,7%	1,1%	3,5%	37,0%
	Total	60,9%	7,1%	2,1%	8,0%		Total	73,9%	8,6%	2,5%	8,0%	85,0%
SECTOR TARGETS FOR PROVINCES						SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	34,6%	5,1%	0,4%	2,8%	Eastern Cape	Male	41,5%	6,1%	0,5%	2,8%	48,0%
	Female	25,9%	3,8%	0,3%	2,2%		Female	32,0%	4,7%	0,4%	2,2%	37,0%
	Total	60,5%	8,8%	0,7%	5,0%		Total	73,5%	10,7%	0,8%	5,0%	85,0%
Free State	Male	38,1%	1,2%	0,7%	3,7%	Free State	Male	45,7%	1,4%	0,9%	3,7%	48,0%
	Female	28,6%	0,9%	0,6%	3,6%		Female	35,2%	1,1%	0,7%	3,6%	37,0%
	Total	66,7%	2,0%	1,3%	7,3%		Total	81,0%	2,5%	1,6%	7,3%	85,0%
Gauteng	Male	37,3%	1,1%	1,6%	6,4%	Gauteng	Male	44,8%	1,3%	1,9%	6,4%	48,0%
	Female	28,0%	0,8%	1,2%	4,6%		Female	34,5%	1,0%	1,5%	4,6%	37,0%
	Total	65,3%	1,9%	2,8%	11,0%		Total	79,3%	2,3%	3,4%	11,0%	85,0%
KwaZulu-Natal	Male	36,5%	0,5%	3,0%	2,2%	KwaZulu-Natal	Male	43,8%	0,6%	3,7%	2,2%	48,0%
	Female	27,4%	0,3%	2,3%	1,9%		Female	33,8%	0,4%	2,8%	1,9%	37,0%
	Total	63,9%	0,8%	5,3%	4,1%		Total	77,6%	1,0%	6,5%	4,1%	85,0%
Limpopo	Male	39,8%	0,0%	0,2%	1,2%	Limpopo	Male	47,8%	0,0%	0,2%	1,2%	48,0%
	Female	29,8%	0,0%	0,1%	1,2%		Female	36,8%	0,0%	0,2%	1,2%	37,0%
	Total	69,6%	0,1%	0,3%	2,4%		Total	84,6%	0,1%	0,3%	2,4%	85,0%
Mpumalanga	Male	39,7%	0,1%	0,1%	4,0%	Mpumalanga	Male	47,7%	0,2%	0,2%	4,0%	48,0%
	Female	29,8%	0,1%	0,1%	3,2%		Female	36,8%	0,1%	0,1%	3,2%	37,0%
	Total	69,5%	0,2%	0,2%	7,2%		Total	84,5%	0,3%	0,3%	7,2%	85,0%
North West	Male	39,1%	0,5%	0,4%	2,8%	North West	Male	46,9%	0,6%	0,5%	2,8%	48,0%
	Female	29,3%	0,4%	0,3%	1,6%		Female	36,2%	0,5%	0,3%	1,6%	37,0%
	Total	68,5%	0,9%	0,7%	4,4%		Total	83,1%	1,1%	0,8%	4,4%	85,0%
Northern Cape	Male	25,3%	14,5%	0,2%	6,4%	Northern Cape	Male	30,4%	17,4%	0,2%	6,4%	48,0%
	Female	19,0%	10,9%	0,1%	4,5%		Female	23,4%	13,4%	0,2%	4,5%	37,0%
	Total	44,3%	25,4%	0,3%	10,9%		Total	53,8%	30,8%	0,4%	10,9%	85,0%
Western Cape	Male	18,2%	21,4%	0,4%	7,2%	Western Cape	Male	21,9%	25,7%	0,4%	7,2%	48,0%
	Female	13,7%	16,1%	0,3%	6,1%		Female	16,9%	19,8%	0,3%	6,1%	37,0%
	Total	31,9%	37,5%	0,6%	13,3%		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%	Workforce Profile 2022 (All employers)	Male	26,2%	8,1%	5,5%	16,3%	39,8%
	Female	11,9%	4,1%	4,4%	14,7%		Female	21,6%	5,8%	3,5%	10,2%	30,9%
	Total	28,2%	10,2%	12,4%	43,7%		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			A	C	I	W	
National	Male	39,1%	4,5%	1,3%	4,5%	National	Male	43,5%	5,1%	1,5%	4,5%	50,0%
	Female	30,4%	3,5%	1,0%	3,5%		Female	33,0%	3,8%	1,1%	3,5%	38,0%
	Total	69,6%	8,1%	2,3%	8,0%		Total	76,5%	8,9%	2,6%	8,0%	88,0%
SECTOR TARGETS FOR PROVINCES						SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	38,9%	5,7%	0,4%	2,8%	Eastern Cape	Male	43,2%	6,3%	0,5%	2,8%	50,0%
	Female	30,2%	4,4%	0,3%	2,2%		Female	32,8%	4,8%	0,4%	2,2%	38,0%
	Total	69,1%	10,1%	0,8%	5,0%		Total	76,1%	11,1%	0,8%	5,0%	88,0%
Free State	Male	42,9%	1,3%	0,8%	3,7%	Free State	Male	47,6%	1,5%	0,9%	3,7%	50,0%
	Female	33,3%	1,0%	0,6%	3,6%		Female	36,2%	1,1%	0,7%	3,6%	38,0%
	Total	76,2%	2,3%	1,5%	7,3%		Total	83,8%	2,6%	1,6%	7,3%	88,0%
Gauteng	Male	42,0%	1,2%	1,8%	6,4%	Gauteng	Male	46,6%	1,3%	2,0%	6,4%	50,0%
	Female	32,6%	0,9%	1,4%	4,6%		Female	35,4%	1,0%	1,5%	4,6%	38,0%
	Total	74,6%	2,2%	3,2%	11,0%		Total	82,1%	2,4%	3,6%	11,0%	88,0%
KwaZulu-Natal	Male	41,1%	0,5%	3,4%	2,2%	KwaZulu-Natal	Male	45,6%	0,6%	3,8%	2,2%	50,0%
	Female	31,9%	0,4%	2,7%	1,9%		Female	34,7%	0,4%	2,9%	1,9%	38,0%
	Total	73,0%	0,9%	6,1%	4,1%		Total	80,3%	1,0%	6,7%	4,1%	88,0%
Limpopo	Male	44,8%	0,0%	0,2%	1,2%	Limpopo	Male	49,7%	0,1%	0,2%	1,2%	50,0%
	Female	34,8%	0,0%	0,1%	1,2%		Female	37,8%	0,0%	0,2%	1,2%	38,0%
	Total	79,6%	0,1%	0,3%	2,4%		Total	87,5%	0,1%	0,4%	2,4%	88,0%
Mpumalanga	Male	44,7%	0,1%	0,1%	4,0%	Mpumalanga	Male	49,7%	0,2%	0,2%	4,0%	50,0%
	Female	34,8%	0,1%	0,1%	3,2%		Female	37,8%	0,1%	0,1%	3,2%	38,0%
	Total	79,5%	0,3%	0,3%	7,2%		Total	87,4%	0,3%	0,3%	7,2%	88,0%
North West	Male	44,0%	0,6%	0,4%	2,8%	North West	Male	48,9%	0,6%	0,5%	2,8%	50,0%
	Female	34,2%	0,4%	0,3%	1,6%		Female	37,2%	0,5%	0,4%	1,6%	38,0%
	Total	78,2%	1,0%	0,8%	4,4%		Total	86,1%	1,1%	0,8%	4,4%	88,0%
Northern Cape	Male	28,5%	16,3%	0,2%	6,4%	Northern Cape	Male	31,6%	18,1%	0,2%	6,4%	50,0%
	Female	22,2%	12,7%	0,2%	4,5%		Female	24,1%	13,8%	0,2%	4,5%	38,0%
	Total	50,6%	29,0%	0,4%	10,9%		Total	55,7%	31,9%	0,4%	10,9%	88,0%
Western Cape	Male	20,5%	24,1%	0,4%	7,2%	Western Cape	Male	22,8%	26,8%	0,5%	7,2%	50,0%
	Female	15,9%	18,7%	0,3%	6,1%		Female	17,3%	20,3%	0,4%	6,1%	38,0%
	Total	36,4%	42,8%	0,7%	13,3%		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%	Workforce Profile 2022 (All employers)	Male	42,8%	5,9%	3,3%	14,1%	52,0%
	Female	17,7%	3,2%	1,8%	6,6%		Female	21,9%	2,3%	1,3%	7,2%	25,5%
	Total	55,3%	11,0%	3,9%	29,1%		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			A	C	I	W	
National	Male	43,8%	5,1%	1,5%	4,5%	National	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	35,5%	4,1%	1,2%	3,5%		Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	79,3%	9,2%	2,7%	8,0%		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%	Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	35,3%	5,2%	0,4%	2,2%		Female	35,3%	5,2%	0,4%	2,2%	40,8%
	Total	78,8%	11,5%	0,9%	5,0%		Total	78,8%	11,5%	0,9%	5,0%	91,2%
	Male	48,0%	1,5%	0,9%	3,7%		Male	48,0%	1,5%	0,9%	3,7%	50,4%
Free State	Female	38,9%	1,2%	0,7%	3,6%	Free State	Female	38,9%	1,2%	0,7%	3,6%	40,8%
	Total	86,9%	2,7%	1,7%	7,3%		Total	86,9%	2,7%	1,7%	7,3%	91,2%
	Male	47,0%	1,4%	2,0%	6,4%		Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	38,0%	1,1%	1,7%	4,6%		Female	38,0%	1,1%	1,7%	4,6%	40,8%
Gauteng	Total	85,1%	2,5%	3,7%	11,0%	Gauteng	Total	85,1%	2,5%	3,7%	11,0%	91,2%
	Male	46,0%	0,6%	3,8%	2,2%		Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	37,2%	0,5%	3,1%	1,9%		Female	37,2%	0,5%	3,1%	1,9%	40,8%
	Total	83,2%	1,0%	6,9%	4,1%		Total	83,2%	1,0%	6,9%	4,1%	91,2%
KwaZulu-Natal	Male	50,1%	0,1%	0,2%	1,2%	KwaZulu-Natal	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	40,6%	0,0%	0,2%	1,2%		Female	40,6%	0,0%	0,2%	1,2%	40,8%
	Total	90,7%	0,1%	0,4%	2,4%		Total	90,7%	0,1%	0,4%	2,4%	91,2%
	Male	50,1%	0,2%	0,2%	4,0%		Male	50,1%	0,2%	0,2%	4,0%	50,4%
Limpopo	Female	40,5%	0,1%	0,1%	3,2%	Limpopo	Female	40,5%	0,1%	0,1%	3,2%	40,8%
	Total	90,6%	0,3%	0,3%	7,2%		Total	90,6%	0,3%	0,3%	7,2%	91,2%
	Male	49,3%	0,6%	0,5%	2,8%		Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	39,9%	0,5%	0,4%	1,6%		Female	39,9%	0,5%	0,4%	1,6%	40,8%
Mpumalanga	Total	89,2%	1,1%	0,9%	4,4%	Mpumalanga	Total	89,2%	1,1%	0,9%	4,4%	91,2%
	Male	31,9%	18,3%	0,2%	6,4%		Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	25,8%	14,8%	0,2%	4,5%		Female	25,8%	14,8%	0,2%	4,5%	40,8%
	Total	57,7%	33,1%	0,4%	10,9%		Total	57,7%	33,1%	0,4%	10,9%	91,2%
North West	Male	23,0%	27,0%	0,5%	7,2%	North West	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	18,6%	21,8%	0,4%	6,1%		Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	41,6%	48,8%	0,8%	13,3%		Total	41,6%	48,8%	0,8%	13,3%	91,2%
	SECTOR TARGETS FOR PROVINCES											
Northern Cape	Male	40,3%	4,9%	2,3%	9,1%	Northern Cape	Male	40,3%	4,9%	2,3%	9,1%	47,5%
	Female	31,8%	3,5%	1,8%	5,3%		Female	31,8%	3,5%	1,8%	5,3%	37,1%
	Total	72,1%	8,4%	4,1%	14,4%		Total	72,1%	8,4%	4,1%	14,4%	84,6%
	SECTOR TARGETS FOR PROVINCES											
Western Cape	Male	40,3%	4,9%	2,3%	9,1%	Western Cape	Male	40,3%	4,9%	2,3%	9,1%	47,5%
	Female	31,8%	3,5%	1,8%	5,3%		Female	31,8%	3,5%	1,8%	5,3%	37,1%
	Total	72,1%	8,4%	4,1%	14,4%		Total	72,1%	8,4%	4,1%	14,4%	84,6%
	SECTOR TARGETS FOR PROVINCES											
Workforce Profile 2022 (All employers)	Male	40,3%	4,9%	2,3%	9,1%	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%		Female	32,5%	4,9%	1,2%	3,9%	38,6%
	Total	72,1%	8,4%	4,1%	14,4%		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	BLACK	
National	Male	24,3%	2,8%	0,8%	4,5%	28,0%	National	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							SECTOR TARGETS FOR PROVINCES							
Eastern Cape	Male	24,2%	3,5%	0,3%	2,8%	28,0%	Eastern Cape	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%	Free State	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%	Gauteng	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%	KwaZulu-Natal	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%	Limpopo	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%	Mpumalanga	Male		38,7%	0,1%	0,3%	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%	North West	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%	Northern Cape	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%	Western Cape	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%	Workforce Profile 2022 (All employers)	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	BLACK
National	Male	40,9%	4,8%	1,4%	4,5%	47,0%	National	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%	Eastern Cape	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%	Free State	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%	Gauteng	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%	3,6%	2,2%	47,0%	KwaZulu-Natal	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%	Limpopo	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%	Mpumalanga	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%	North West	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%	Northern Cape	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%	Western Cape	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%	Workforce Profile 2022 (All employers)	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			A	C	I	W	BLACK
National	Male	21,7%	2,5%	0,7%	4,5%	National	Male	26,1%	3,0%	0,9%	4,5%	30,0%
	Female	21,7%	2,5%	0,7%	3,5%		Female	26,1%	3,0%	0,9%	3,5%	30,0%
	Total	43,5%	5,1%	1,5%	8,0%		Total	52,2%	6,1%	1,8%	8,0%	60,0%
SECTOR TARGETS FOR PROVINCES						SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	21,6%	3,2%	0,2%	2,8%	Eastern Cape	Male	25,9%	3,8%	0,3%	2,8%	30,0%
	Female	21,6%	3,2%	0,2%	2,2%		Female	25,9%	3,8%	0,3%	2,2%	30,0%
	Total	43,2%	6,3%	0,5%	5,0%		Total	51,9%	7,6%	0,6%	5,0%	60,0%
Free State	Male	23,8%	0,7%	0,5%	3,7%	Free State	Male	28,6%	0,9%	0,6%	3,7%	30,0%
	Female	23,8%	0,7%	0,5%	3,6%		Female	28,6%	0,9%	0,6%	3,6%	30,0%
	Total	47,6%	1,5%	0,9%	7,3%		Total	57,2%	1,7%	1,1%	7,3%	60,0%
Gauteng	Male	23,3%	0,7%	1,0%	6,4%	Gauteng	Male	28,0%	0,8%	1,2%	6,4%	30,0%
	Female	23,3%	0,7%	1,0%	4,6%		Female	28,0%	0,8%	1,2%	4,6%	30,0%
	Total	46,6%	1,3%	2,0%	11,0%		Total	56,0%	1,6%	2,4%	11,0%	60,0%
KwaZulu-Natal	Male	22,8%	0,3%	1,9%	2,2%	KwaZulu-Natal	Male	27,4%	0,3%	2,3%	2,2%	30,0%
	Female	22,8%	0,3%	1,9%	1,9%		Female	27,4%	0,3%	2,3%	1,9%	30,0%
	Total	45,6%	0,6%	3,8%	4,1%		Total	54,7%	0,7%	4,6%	4,1%	60,0%
Limpopo	Male	24,9%	0,0%	0,1%	1,2%	Limpopo	Male	29,8%	0,0%	0,1%	1,2%	30,0%
	Female	24,9%	0,0%	0,1%	1,2%		Female	29,8%	0,0%	0,1%	1,2%	30,0%
	Total	49,7%	0,1%	0,2%	2,4%		Total	59,7%	0,1%	0,2%	2,4%	60,0%
Mpumalanga	Male	24,8%	0,1%	0,1%	4,0%	Mpumalanga	Male	29,8%	0,1%	0,1%	4,0%	30,0%
	Female	24,8%	0,1%	0,1%	3,2%		Female	29,8%	0,1%	0,1%	3,2%	30,0%
	Total	49,7%	0,2%	0,2%	7,2%		Total	59,6%	0,2%	0,2%	7,2%	60,0%
North West	Male	24,5%	0,3%	0,2%	2,8%	North West	Male	29,3%	0,4%	0,3%	2,8%	30,0%
	Female	24,5%	0,3%	0,2%	1,6%		Female	29,3%	0,4%	0,3%	1,6%	30,0%
	Total	48,9%	0,6%	0,5%	4,4%		Total	58,7%	0,8%	0,6%	4,4%	60,0%
Northern Cape	Male	15,8%	9,1%	0,1%	6,4%	Northern Cape	Male	19,0%	10,9%	0,1%	6,4%	30,0%
	Female	15,8%	9,1%	0,1%	4,5%		Female	19,0%	10,9%	0,1%	4,5%	30,0%
	Total	31,6%	18,1%	0,2%	10,9%		Total	38,0%	21,8%	0,3%	10,9%	60,0%
Western Cape	Male	11,4%	13,4%	0,2%	7,2%	Western Cape	Male	13,7%	16,1%	0,3%	7,2%	30,0%
	Female	11,4%	13,4%	0,2%	6,1%		Female	13,7%	16,1%	0,3%	6,1%	30,0%
	Total	22,8%	26,8%	0,5%	13,3%		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%	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%		Female	20,5%	5,6%	6,9%	27,2%	33,0%
	Total	19,6%	5,9%	12,9%	58,7%		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							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%	2,6%	1,3%	2,0%	21,5%
	Female	47,6%	8,1%	5,5%	10,5%	61,2%		Female	53,3%	9,0%	3,3%	9,6%	65,6%
	Total	65,2%	10,5%	8,0%	14,9%	83,7%		Total	70,9%	11,6%	4,6%	11,6%	87,1%
5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR													

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							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						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	BLACK
National	Male	21.7%	2.5%	0.7%	4.5%	25.0%	National	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							SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	21.6%	3.2%	0.2%	2.8%	25.0%	Eastern Cape	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%	Free State	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%	Gauteng	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%	KwaZulu-Natal	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%	Limpopo	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%	Mpumalanga	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%	North West	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%	Northern Cape	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%	Western Cape	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%	Workforce Profile 2022 (All employers)	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

12. REAL ESTATE ACTIVITIES																				
C. PROFESSIONALLY QUALIFIED										D. SKILLED										
NATIONAL & PROVINCE	GENDER	POPULATION GROUP					NATIONAL & PROVINCE	GENDER	POPULATION GROUP					NATIONAL & PROVINCE	GENDER	POPULATION GROUP				
		A	C	I	W	BLACK			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%	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%		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%		Total	60.9%	7.1%	2.1%	8.0%	70.0%
SECTOR TARGETS FOR PROVINCES										SECTOR TARGETS FOR PROVINCES										
Eastern Cape	Male	25.9%	3.8%	0.3%	2.8%	30.0%	Eastern Cape	Male	28.5%	4.2%	0.3%	2.8%	33.0%	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%		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%		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%	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%		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%		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%	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%		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%		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%	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%		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%		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%	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%		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%		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%	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%		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%		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%	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%		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%		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%	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%		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%		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%	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%		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%		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%	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%		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%		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	BLACK
National	Male	21,7%	2,5%	0,7%	4,5%	25,0%	National	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						SECTOR TARGETS FOR PROVINCES							
Eastern Cape	Male	21,6%	3,2%	0,2%	2,8%	25,0%	Eastern Cape	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%	Free State	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%	Gauteng	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%	KwaZulu-Natal	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%	Limpopo	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%	Mpumalanga	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%	North West	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%	Northern Cape	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%	Western Cape	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%	Workforce Profile 2022 (All employers)	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%	0,5%	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							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						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			A	C	I	W	BLACK
National	Male	19,6%	2,3%	0,7%	4,5%	National	Male	24,3%	2,8%	0,8%	4,5%	28,0%
	Female	19,6%	2,3%	0,7%	3,5%		Female	26,1%	3,0%	0,9%	3,5%	30,0%
	Total	39,1%	4,5%	1,3%	8,0%		Total	50,4%	5,9%	1,7%	8,0%	58,0%
SECTOR TARGETS FOR PROVINCES						SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	19,4%	2,8%	0,2%	2,8%	Eastern Cape	Male	24,2%	3,5%	0,3%	2,8%	28,0%
	Female	19,4%	2,8%	0,2%	2,2%		Female	25,9%	3,8%	0,3%	2,2%	30,0%
	Total	38,9%	5,7%	0,4%	5,0%		Total	50,1%	7,3%	0,5%	5,0%	58,0%
Free State	Male	21,4%	0,7%	0,4%	3,7%	Free State	Male	26,7%	0,8%	0,5%	3,7%	28,0%
	Female	21,4%	0,7%	0,4%	3,6%		Female	28,6%	0,9%	0,6%	3,6%	30,0%
	Total	42,9%	1,3%	0,8%	7,3%		Total	55,2%	1,7%	1,1%	7,3%	58,0%
Gauteng	Male	21,0%	0,6%	0,9%	6,4%	Gauteng	Male	26,1%	0,8%	1,1%	6,4%	28,0%
	Female	21,0%	0,6%	0,9%	4,6%		Female	28,0%	0,8%	1,2%	4,6%	30,0%
	Total	42,0%	1,2%	1,8%	11,0%		Total	54,1%	1,6%	2,3%	11,0%	58,0%
KwaZulu-Natal	Male	20,5%	0,3%	1,7%	2,2%	KwaZulu-Natal	Male	25,5%	0,3%	2,1%	2,2%	28,0%
	Female	20,5%	0,3%	1,7%	1,9%		Female	27,4%	0,3%	2,3%	1,9%	30,0%
	Total	41,1%	0,5%	3,4%	4,1%		Total	52,9%	0,7%	4,4%	4,1%	58,0%
Limpopo	Male	22,4%	0,0%	0,1%	1,2%	Limpopo	Male	27,9%	0,0%	0,1%	1,2%	28,0%
	Female	22,4%	0,0%	0,1%	1,2%		Female	29,8%	0,0%	0,1%	1,2%	30,0%
	Total	44,8%	0,0%	0,2%	2,4%		Total	57,7%	0,1%	0,2%	2,4%	58,0%
Mpumalanga	Male	22,4%	0,1%	0,1%	4,0%	Mpumalanga	Male	27,8%	0,1%	0,1%	4,0%	28,0%
	Female	22,4%	0,1%	0,1%	3,2%		Female	29,8%	0,1%	0,1%	3,2%	30,0%
	Total	44,7%	0,1%	0,1%	7,2%		Total	57,6%	0,2%	0,2%	7,2%	58,0%
North West	Male	22,0%	0,3%	0,2%	2,8%	North West	Male	27,4%	0,4%	0,3%	2,8%	28,0%
	Female	22,0%	0,3%	0,2%	1,6%		Female	29,3%	0,4%	0,3%	1,6%	30,0%
	Total	44,0%	0,6%	0,4%	4,4%		Total	56,7%	0,7%	0,5%	4,4%	58,0%
Northern Cape	Male	14,2%	8,2%	0,1%	6,4%	Northern Cape	Male	17,7%	10,2%	0,1%	6,4%	28,0%
	Female	14,2%	8,2%	0,1%	4,5%		Female	19,0%	10,9%	0,1%	4,5%	30,0%
	Total	28,5%	16,3%	0,2%	10,9%		Total	36,7%	21,0%	0,3%	10,9%	58,0%
Western Cape	Male	10,3%	12,0%	0,2%	7,2%	Western Cape	Male	12,8%	15,0%	0,3%	7,2%	28,0%
	Female	10,3%	12,0%	0,2%	6,1%		Female	13,7%	16,1%	0,3%	6,1%	30,0%
	Total	20,5%	24,1%	0,4%	13,3%		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%	Workforce Profile 2022 (All employers)	Male	14,6%	4,6%	3,9%	26,0%	23,1%
	Female	6,2%	2,6%	2,6%	22,3%		Female	14,6%	5,9%	2,7%	23,9%	23,2%
	Total	12,0%	4,6%	6,9%	73,1%		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	BLACK
National	Male	29,1%	3,4%	1,0%	4,5%	33,5%	National	Male	40,9%	4,8%	1,4%	4,5%	47,0%
	Female	32,6%	3,8%	1,1%	3,5%	37,5%		Female	35,7%	4,1%	1,2%	3,5%	41,0%
	Total	61,7%	7,2%	2,1%	8,0%	71,0%		Total	76,5%	8,9%	2,6%	8,0%	88,0%
SECTOR TARGETS FOR PROVINCES							SECTOR TARGETS FOR PROVINCES						
Eastern Cape	Male	29,0%	4,2%	0,3%	2,8%	33,5%	Eastern Cape	Male	40,6%	5,9%	0,4%	2,8%	47,0%
	Female	32,4%	4,7%	0,4%	2,2%	37,5%		Female	35,4%	5,2%	0,4%	2,2%	41,0%
	Total	61,4%	9,0%	0,7%	5,0%	71,0%		Total	76,1%	11,1%	0,8%	5,0%	88,0%
Free State	Male	31,9%	1,0%	0,6%	3,7%	33,5%	Free State	Male	44,8%	1,4%	0,9%	3,7%	47,0%
	Female	35,7%	1,1%	0,7%	3,6%	37,5%		Female	39,1%	1,2%	0,8%	3,6%	41,0%
	Total	67,6%	2,1%	1,3%	7,3%	71,0%		Total	83,8%	2,6%	1,6%	7,3%	88,0%
Gauteng	Male	31,2%	0,9%	1,4%	6,4%	33,5%	Gauteng	Male	43,8%	1,3%	1,9%	6,4%	47,0%
	Female	35,0%	1,0%	1,5%	4,6%	37,5%		Female	38,2%	1,1%	1,7%	4,6%	41,0%
	Total	66,2%	1,9%	2,9%	11,0%	71,0%		Total	82,1%	2,4%	3,6%	11,0%	88,0%
KwaZulu-Natal	Male	30,6%	0,4%	2,6%	2,2%	33,5%	KwaZulu-Natal	Male	42,9%	0,5%	3,6%	2,2%	47,0%
	Female	34,2%	0,4%	2,9%	1,9%	37,5%		Female	37,4%	0,5%	3,1%	1,9%	41,0%
	Total	64,8%	0,8%	5,4%	4,1%	71,0%		Total	80,3%	1,0%	6,7%	4,1%	88,0%
Limpopo	Male	33,3%	0,0%	0,1%	1,2%	33,5%	Limpopo	Male	46,8%	0,0%	0,2%	1,2%	47,0%
	Female	37,3%	0,0%	0,2%	1,2%	37,5%		Female	40,8%	0,0%	0,2%	1,2%	41,0%
	Total	70,6%	0,1%	0,3%	2,4%	71,0%		Total	87,5%	0,1%	0,4%	2,4%	88,0%
Mpumalanga	Male	33,3%	0,1%	0,1%	4,0%	33,5%	Mpumalanga	Male	46,7%	0,2%	0,2%	4,0%	47,0%
	Female	37,3%	0,1%	0,1%	3,2%	37,5%		Female	40,7%	0,1%	0,1%	3,2%	41,0%
	Total	70,5%	0,2%	0,2%	7,2%	71,0%		Total	87,4%	0,3%	0,3%	7,2%	88,0%
North West	Male	32,8%	0,4%	0,3%	2,8%	33,5%	North West	Male	46,0%	0,6%	0,4%	2,8%	47,0%
	Female	36,7%	0,5%	0,4%	1,6%	37,5%		Female	40,1%	0,5%	0,4%	1,6%	41,0%
	Total	69,4%	0,9%	0,7%	4,4%	71,0%		Total	86,1%	1,1%	0,8%	4,4%	88,0%
Northern Cape	Male	21,2%	12,1%	0,2%	6,4%	33,5%	Northern Cape	Male	29,8%	17,0%	0,2%	6,4%	47,0%
	Female	23,7%	13,6%	0,2%	4,5%	37,5%		Female	26,0%	14,9%	0,2%	4,5%	41,0%
	Total	44,9%	25,7%	0,3%	10,9%	71,0%		Total	55,7%	31,9%	0,4%	10,9%	88,0%
Western Cape	Male	15,3%	17,9%	0,3%	7,2%	33,5%	Western Cape	Male	21,4%	25,2%	0,4%	7,2%	47,0%
	Female	17,1%	20,1%	0,3%	6,1%	37,5%		Female	18,7%	21,9%	0,4%	6,1%	41,0%
	Total	32,3%	38,0%	0,7%	13,3%	71,0%		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%	27,8%	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%	36,0%		Female	38,6%	8,0%	2,0%	7,5%	48,6%
	Total	44,4%	12,9%	6,5%	31,9%	63,8%		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	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	39,0%	8,7%	3,3%	15,4%	51,0%	Workforce Profile 2022 (All employers)	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	BLACK
National	Male	43,8%	5,1%	1,5%	4,5%	50,4%	National	Male	43,8%	5,1%	1,5%	4,5%	50,4%
	Female	35,5%	4,1%	1,2%	3,5%	40,8%		Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	79,3%	9,2%	2,7%	8,0%	91,2%		Total	79,3%	9,2%	2,7%	8,0%	91,2%
SECTOR TARGETS FOR PROVINCES						SECTOR TARGETS FOR PROVINCES							
Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%	Eastern Cape	Male	43,6%	6,4%	0,5%	2,8%	50,4%
	Female	35,3%	5,2%	0,4%	2,2%	40,8%		Female	35,3%	5,2%	0,4%	2,2%	40,8%
	Total	78,8%	11,5%	0,9%	5,0%	91,2%		Total	78,8%	11,5%	0,9%	5,0%	91,2%
Free State	Male	48,0%	1,5%	0,9%	3,7%	50,4%	Free State	Male	48,0%	1,5%	0,9%	3,7%	50,4%
	Female	38,9%	1,2%	0,7%	3,6%	40,8%		Female	38,9%	1,2%	0,7%	3,6%	40,8%
	Total	86,9%	2,7%	1,7%	7,3%	91,2%		Total	86,9%	2,7%	1,7%	7,3%	91,2%
Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%	Gauteng	Male	47,0%	1,4%	2,0%	6,4%	50,4%
	Female	38,0%	1,1%	1,7%	4,6%	40,8%		Female	38,0%	1,1%	1,7%	4,6%	40,8%
	Total	85,1%	2,5%	3,7%	11,0%	91,2%		Total	85,1%	2,5%	3,7%	11,0%	91,2%
KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%	KwaZulu-Natal	Male	46,0%	0,6%	3,8%	2,2%	50,4%
	Female	37,2%	0,5%	3,1%	1,9%	40,8%		Female	37,2%	0,5%	3,1%	1,9%	40,8%
	Total	83,2%	1,0%	6,9%	4,1%	91,2%		Total	83,2%	1,0%	6,9%	4,1%	91,2%
Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%	Limpopo	Male	50,1%	0,1%	0,2%	1,2%	50,4%
	Female	40,6%	0,0%	0,2%	1,2%	40,8%		Female	40,6%	0,0%	0,2%	1,2%	40,8%
	Total	90,7%	0,1%	0,4%	2,4%	91,2%		Total	90,7%	0,1%	0,4%	2,4%	91,2%
Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%	Mpumalanga	Male	50,1%	0,2%	0,2%	4,0%	50,4%
	Female	40,5%	0,1%	0,1%	3,2%	40,8%		Female	40,5%	0,1%	0,1%	3,2%	40,8%
	Total	90,6%	0,3%	0,3%	7,2%	91,2%		Total	90,6%	0,3%	0,3%	7,2%	91,2%
North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%	North West	Male	49,3%	0,6%	0,5%	2,8%	50,4%
	Female	39,9%	0,5%	0,4%	1,6%	40,8%		Female	39,9%	0,5%	0,4%	1,6%	40,8%
	Total	89,2%	1,1%	0,9%	4,4%	91,2%		Total	89,2%	1,1%	0,9%	4,4%	91,2%
Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%	Northern Cape	Male	31,9%	18,3%	0,2%	6,4%	50,4%
	Female	25,8%	14,8%	0,2%	4,5%	40,8%		Female	25,8%	14,8%	0,2%	4,5%	40,8%
	Total	57,7%	33,1%	0,4%	10,9%	91,2%		Total	57,7%	33,1%	0,4%	10,9%	91,2%
Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%	Western Cape	Male	23,0%	27,0%	0,5%	7,2%	50,4%
	Female	18,6%	21,8%	0,4%	6,1%	40,8%		Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	41,6%	48,8%	0,8%	13,3%	91,2%		Total	41,6%	48,8%	0,8%	13,3%	91,2%
Workforce Profile 2022 (All employers)	Male	36,9%	7,8%	2,7%	12,6%	47,4%	Workforce Profile 2022 (All employers)	Male	47,3%	7,8%	2,0%	5,7%	57,1%
	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							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
National	Male	30,4%	3,5%	1,0%	4,5%	National	Male	36,5%	4,2%	1,2%	4,5%	42,0%
	Female	30,9%	3,6%	1,0%	3,5%		Female	37,0%	4,3%	1,2%	3,5%	42,5%
	Total	61,3%	7,1%	2,1%	8,0%		Total	73,5%	8,5%	2,5%	8,0%	84,5%
SECTOR TARGETS FOR PROVINCES												
Eastern Cape	Male	30,2%	4,4%	0,3%	2,8%	Eastern Cape	Male	36,3%	5,3%	0,4%	2,8%	42,0%
	Female	30,7%	4,5%	0,3%	2,2%		Female	36,7%	5,4%	0,4%	2,2%	42,5%
	Total	60,9%	8,9%	0,7%	5,0%		Total	73,0%	10,7%	0,8%	5,0%	84,5%
Free State	Male	33,3%	1,0%	0,6%	3,7%	Free State	Male	40,0%	1,2%	0,8%	3,7%	42,0%
	Female	33,8%	1,0%	0,7%	3,6%		Female	40,5%	1,2%	0,8%	3,6%	42,5%
	Total	67,2%	2,1%	1,3%	7,3%		Total	80,5%	2,5%	1,5%	7,3%	84,5%
Gauteng	Male	32,6%	0,9%	1,4%	6,4%	Gauteng	Male	39,2%	1,1%	1,7%	6,4%	42,0%
	Female	33,1%	1,0%	1,4%	4,6%		Female	39,6%	1,1%	1,7%	4,6%	42,5%
	Total	65,7%	1,9%	2,9%	11,0%		Total	78,8%	2,3%	3,4%	11,0%	84,5%
KwaZulu-Natal	Male	31,9%	0,4%	2,7%	2,2%	KwaZulu-Natal	Male	38,3%	0,5%	3,2%	2,2%	42,0%
	Female	32,4%	0,4%	2,7%	1,9%		Female	38,8%	0,5%	3,2%	1,9%	42,5%
	Total	64,3%	0,8%	5,4%	4,1%		Total	77,1%	1,0%	6,4%	4,1%	84,5%
Limpopo	Male	34,8%	0,0%	0,1%	1,2%	Limpopo	Male	41,8%	0,0%	0,2%	1,2%	42,0%
	Female	35,3%	0,0%	0,1%	1,2%		Female	42,3%	0,0%	0,2%	1,2%	42,5%
	Total	70,1%	0,1%	0,3%	2,4%		Total	84,1%	0,1%	0,3%	2,4%	84,5%
Mpumalanga	Male	34,8%	0,1%	0,1%	4,0%	Mpumalanga	Male	41,7%	0,1%	0,1%	4,0%	42,0%
	Female	35,3%	0,1%	0,1%	3,2%		Female	42,2%	0,1%	0,1%	3,2%	42,5%
	Total	70,0%	0,2%	0,2%	7,2%		Total	84,0%	0,3%	0,3%	7,2%	84,5%
North West	Male	34,2%	0,4%	0,3%	2,8%	North West	Male	41,1%	0,5%	0,4%	2,8%	42,0%
	Female	34,7%	0,4%	0,3%	1,6%		Female	41,6%	0,5%	0,4%	1,6%	42,5%
	Total	69,0%	0,9%	0,7%	4,4%		Total	82,6%	1,1%	0,8%	4,4%	84,5%
Northern Cape	Male	22,2%	12,7%	0,2%	6,4%	Northern Cape	Male	26,6%	15,2%	0,2%	6,4%	42,0%
	Female	22,5%	12,9%	0,2%	4,5%		Female	26,9%	15,4%	0,2%	4,5%	42,5%
	Total	44,6%	25,6%	0,3%	10,9%		Total	53,5%	30,6%	0,4%	10,9%	84,5%
Western Cape	Male	15,9%	18,7%	0,3%	7,2%	Western Cape	Male	19,1%	22,5%	0,4%	7,2%	42,0%
	Female	16,2%	19,0%	0,3%	6,1%		Female	19,4%	22,7%	0,4%	6,1%	42,5%
	Total	32,1%	37,7%	0,7%	13,3%		Total	38,5%	45,2%	0,8%	13,3%	84,5%
Workforce Profile 2022 (All employers)	Male	24,5%	4,0%	1,4%	9,5%	Workforce Profile 2022 (All employers)	Male	19,8%	3,4%	0,7%	3,7%	23,9%
	Female	29,6%	4,4%	2,7%	19,6%		Female	47,9%	7,3%	1,9%	13,2%	57,1%
	Total	54,1%	8,4%	4,1%	29,1%		Total	67,7%	10,7%	2,6%	16,9%	81,0%
5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR												

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							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

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										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																		