

Government Gazette Staatskoerant

REPUBLIEK VAN SUID AFRIKA

Vol. 695

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No. 48589

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AIDS HELPLINE: 0800-0123-22 Prevention is the cure

IMPORTANT NOTICE:

THE GOVERNMENT PRINTING WORKS WILL NOT BE HELD RESPONSIBLE FOR ANY ERRORS THAT MIGHT OCCUR DUE TO THE SUBMISSION OF INCOMPLETE / INCORRECT / ILLEGIBLE COPY.

 ${f N}$ O FUTURE QUERIES WILL BE HANDLED IN CONNECTION WITH THE ABOVE.

Contents

Page Gazette No No. No. GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS Agriculture, Land Reform and Rural Development, Department of / Landbou, Grondhervorming en Landelike Ontwikkeling, Departement van 3401 Restitution of Land Rights Act (22/1994), as amended: Portion 1 of the Farm Enfield 474 MS 48589 13 3402 Restitution of Land Rights Act (22/1994), as amended: Remaining extent of the farm Mooihoekspoort 558 KR 48589 14 3403 Restitution of Land Rights Act (22/1994), as amended: Remaining extent of the farm William Porter 90 MS....... 48589 15 3404 Restitution of Land Rights Act (22/1994), as amended: Unsurveyed and unregistered piece of Land in Mtingweyu 48589 Location No. 21 in St Marks District in Cofimvaba in Intsika Yethu Local Municipality...... 16 3405 Restitution of Land Rights Act (22/1994), as amended: Various properties at Indwe, Sakhisizwe Local Municipality, 48589 17 Chris Hani District 3406 48589 18 Employment and Labour, Department of / Indiensneming en Arbeid, Departement van 3407 Employment Equity Act (55/1998 as amended): Draft Employment Equity Regulations 2023 for public comment . 48589 19 Higher Education and Training, Department of / Hoër Onderwys en Opleiding, Departement van Continuing Education and Training Act (16/2006): Amendment to notice relating to the change of seat of the Mpumalanga Community Education and Training College 48589 58 Justice and Constitutional Development, Department of / Justisie en Staatkundige Ontwikkeling, Departement van POPIA Act No 4 of 2013: Notice in terms of Section 61 (2) of the Act Code of Conduct: The Academy of Science of 3409 48589 South Africa (ASSAF) 59 Parliament of the Republic of South Africa / Parlement van die Republiek van Suid-Afrika 3410 The Constitution Twentieth Amendment Bill, 2023: Notice of intention to introduce a Private Member's Bill into Parliament and invitation for public comment thereon 61 GENERAL NOTICES • ALGEMENE KENNISGEWINGS Employment and Labour, Department of / Indiensneming en Arbeid, Departement van Labour Relations Act, 1995: Bargaining Council for the Furniture Manufacturing Industry KwaZulu-Natal: Extension of period of operation of the Provident Fund and Mortality Benefit Association Collective Agreement 48589 63 Health, Department of / Gesondheid, Departement van Council for Medical Schemes Levies Act, 2000 (Act No. 58 of 2000): Imposition of levies on Medical Schemes 1796 issued in terms of section 2 of the Act 48589 64 Council for Medical Schemes Levies Act, 2000 (Act No. 58 of 2000): Proposed levies on Medical Schemes issued 1797

in terms of section 3(a) of the Act

48589

67



HIGH ALERT: SCAM WARNING!!!

TO ALL SUPPLIERS AND SERVICE PROVIDERS OF THE GOVERNMENT PRINTING WORKS

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

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

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

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

Example of e-mails these fraudsters are using:

PROCUREMENT@GPW-GOV.ORG

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

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

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

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

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

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

Fake Tenders

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

How tender scams work

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

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

OB

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

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

Protect yourself from being scammed

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

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

Supply Chain Management: Ms. Anna Marie Du Toit, Tel. (012) 748 6292.

Email: Annamarie.DuToit@gpw.gov.za

Marketing and Stakeholder Relations: Ms Bonakele Mbhele, at Tel. (012) 748 6193.

Email: Bonakele.Mbhele@gpw.gov.za

Security Services: Mr Daniel Legoabe, at tel. (012) 748 6176.

Email: Daniel.Legoabe@gpw.gov.za

Closing times for ORDINARY WEEKLY GOVERNMENT GAZETTE

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

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

LIST OF TARIFF RATES

FOR PUBLICATION OF NOTICES

COMMENCEMENT: 1 APRIL 2018

NATIONAL AND PROVINCIAL

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

Pricing for National, Prov	incial - Variable Priced No	tices
Notice Type	Page Space	New Price (R)
Ordinary National, Provincial	1/4 - Quarter Page	252.20
Ordinary National, Provincial	2/4 - Half Page	504.40
Ordinary National, Provincial	3/4 - Three Quarter Page	756.60
Ordinary National, Provincial	4/4 - Full Page	1008.80

EXTRA-ORDINARY

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

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

IMPORTANT NOTICE:

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NO FUTURE QUERIES WILL BE HANDLED IN CONNECTION WITH THE ABOVE.

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

CLOSING TIMES FOR ACCEPTANCE OF NOTICES

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

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

All notices received after the closing time will be rejected.

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

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

EXTRAORDINARY GAZETTES

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

Notice Submission Process

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

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

QUOTATIONS

- 13. Quotations are valid until the next tariff change.
 - 13.1. Take note: GPW's annual tariff increase takes place on 1 April therefore any quotations issued, accepted and submitted for publication up to 31 March will keep the old tariff. For notices to be published from 1 April, a quotation must be obtained from GPW with the new tariffs. Where a tariff increase is implemented during the year, GPW endeavours to provide customers with 30 days' notice of such changes.
- 14. Each quotation has a unique number.
- 15. Form Content notices must be emailed to the *eGazette* Contact Centre for a quotation.
 - 15.1. The *Adobe* form supplied is uploaded by the Contact Centre Agent and the system automatically calculates the cost of your notice based on the layout/format of the content supplied.
 - 15.2. It is critical that these *Adobe* Forms are completed correctly and adhere to the guidelines as stipulated by **GPW**.

16. APPLICABLE ONLY TO GPW ACCOUNT HOLDERS:

- 16.1. GPW Account Customers must provide a valid GPW account number to obtain a quotation.
- 16.2. Accounts for GPW account customers must be active with sufficient credit to transact with GPW to submit notices.
 - 16.2.1. If you are unsure about or need to resolve the status of your account, please contact the GPW Finance Department prior to submitting your notices. (If the account status is not resolved prior to submission of your notice, the notice will be failed during the process).

17. APPLICABLE ONLY TO CASH CUSTOMERS:

- 17.1. Cash customers doing **bulk payments** must use a **single email address** in order to use the **same proof of payment** for submitting multiple notices.
- 18. The responsibility lies with you, the customer, to ensure that the payment made for your notice(s) to be published is sufficient to cover the cost of the notice(s).
- 19. Each quotation will be associated with one proof of payment / purchase order / cash receipt.
 - 19.1. This means that the quotation number can only be used once to make a payment.

COPY (SEPARATE NOTICE CONTENT DOCUMENT)

- 20. Where the copy is part of a separate attachment document for Z95, Z95Prov and TForm03
 - 20.1. Copy of notices must be supplied in a separate document and may not constitute part of any covering letter, purchase order, proof of payment or other attached documents.

The content document should contain only one notice. (You may include the different translations of the same notice in the same document).

20.2. The notice should be set on an A4 page, with margins and fonts set as follows:

Page size = A4 Portrait with page margins: Top = 40mm, LH/RH = 16mm, Bottom = 40mm; Use font size: Arial or Helvetica 10pt with 11pt line spacing;

Page size = A4 Landscape with page margins: Top = 16mm, LH/RH = 40mm, Bottom = 16mm; Use font size: Arial or Helvetica 10pt with 11pt line spacing;

CANCELLATIONS

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

AMENDMENTS TO NOTICES

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

REJECTIONS

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

APPROVAL OF NOTICES

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

GOVERNMENT PRINTER INDEMNIFIED AGAINST LIABILITY

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

LIABILITY OF ADVERTISER

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

CUSTOMER INQUIRIES

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

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

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

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

PAYMENT OF COST

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

PROOF OF PUBLICATION

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

GOVERNMENT PRINTING WORKS CONTACT INFORMATION

Physical Address:Postal Address:GPW Banking Details:Government Printing WorksPrivate Bag X85Bank: ABSA Bosman Street149 Bosman StreetPretoriaAccount No.: 405 7114 016Pretoria0001Branch Code: 632-005

For Gazette and Notice submissions: Gazette Submissions: E-mail: submit.egazette@gpw.gov.za
For queries and quotations, contact: Gazette Contact Centre: E-mail: info.egazette@gpw.gov.za

Tel: 012-748 6200

Contact person for subscribers: Mrs M. Toka: E-mail: subscriptions@gpw.gov.za

Tel: 012-748-6066 / 6060 / 6058

Fax: 012-323-9574

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 3401 12 May 2023

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

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

Further details of the property under claim are as follows:

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

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

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

The office of the Regional Land Claims Commissioner: Limpopo Private Bag x9552 POLOKWANE 0700 Submission may also be delivered to: 13th – 15th Floor Thabakgolo Nedbank Building 50 -58 Landros Mare Street POLOKWANE 0700

MR. L.H MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER
DATE: 2028 016 24

This gazette is also available free online at www.gpwonline.co.za

NO. 3402 12 May 2023

GAZETTE NOTICE

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

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

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

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

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

Submissions may also be delivered to:

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

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

MR. LEBJANE MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER
DATE: 2023/0 4/2/1

NO. 3403 12 May 2023

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

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

Further details of the property under claim are as follows:

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

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

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

The office of the Regional Land Claims Commissioner: Limpopo Private Bag x9552 POLOKWANE 0700 Submission may also be delivered to: 13th – 15th Floor Thabakgolo Nedbank Building 50 -58 Landros Mare Street POLOKWANE 0700

MR. L.H MAPHUTHA

REGIONAL LAND CLAIMS COMMISSIONER

DATE: 2028/04/24

NO. 3404 12 May 2023

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

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

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

CLAIMANT : Funeka Saliwa (On behalf of Saliwa Family)

PROPERTY DESCRIPTION: Unsurveyed and unregistered piece of Land in

Mtingwevu Location No. 21 in St Marks District

in Cofimvaba in Instika Yethu Local Municipality in the District of Chris Hani,

Eastern Cape Province

EXTENT OF LAND : 4 Hectares

TITLE DEED : N/A

DATE CLAIM SUBMITTED : 31/12/1998

CURRENT OWNER : Department of Agriculture, Land Reform and

Rurai Development

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

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

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

East London

5200

Tel: 043 700 6000, Fax: 043 743 3687

Mr. L.H. Maphutha

Regional Land Claims Commissioner

NO. 3405 12 May 2023

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

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

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

Claimant : Wilhelm Johan Jordaan (On behalf of

Jordaan Family)

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

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

Title Deed : N/A

Date Claim Submitted : 31/12/1998

Current Owner : South African Development Trust

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

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

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

PO Box 1375 East London 5200

Tel: 043 700 6000, Fax: 043 743 3687

Mr. L.H. Maphutha

Regional Land Claims Commissioner

NO. 3406 12 May 2023

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

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

Rerefence : 6/2/3/D/51/797/1158/14

Claimant : Nozipho Eugenia Tunyiswa

Property Description : Erf 1982, Korsten, Ggeberha, Nelson

Mandela Metropolitan Municipality,

Sarah Bartman District, in the Eastern Cape Province

Extent of Land : 19 square roods,129 square feet

Title Deed : T3523/1936

Current Owner : Dubow Abdirisack Aden

Date claim submitted : 21 December 1998

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

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

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

East London 5200

Tel: 043 700 6000, Fax: 043 743 3687

Mr. L.H. Maphutha

Regional Land Claims Commissioner

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. 3407 12 May 2023

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

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

MR TW NXESI, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE: 02/05/2003

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

By e-mail:

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

or

Hand delivered at:

Laboria House 215 Francis Baard Street Employment Equity Directorate Pretoria

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

18. ADMINISTRATIVE AND SUPPORT ACTIVITIES

VERY IMPORTANT INFORMATION

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

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

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

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

				I. AGF	SICUL.	1. AGRICULTURE, F	FORESTRY & FISHING	FISHING					
	A.	A. TOP MANAGEN	AGEMENT					B. S	B. SENIOR MANAGEMENT	NAGEME	IN		
NATIONAL &	GENDER		POPUL	PULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPU	POPULATION GROUP	ROUP	
PROVINCE		A	၁		W	BLACK			A	၁		*	BLACK
	Male	17.4%	2.0%	%9.0	4.5%	20.0%		Male	21.7%	2.5%	%2.0	4.5%	25.0%
National	Female	13.0%	1.5%	0.4%	3.5%	15.0%	National	Female	13.0%	1.5%	0.4%	3.5%	15.0%
	Total	30.4%	3.5% 1.0%	1.0%	8.0%	35.0%	1955	Total	34.8%	4.0%	1.2%	8.0%	40.0%
	SECTOR TARGETS FOR	ARGETS	FOR PRO	VINCES				SECTOR	SECTOR TARGETS FOR PROVINCES	FOR PRC	VINCES		
	Male	17.3%	2.5%	0.5%	2.8%	20.0%		Male	21.6%	3.2%	0.5%	2.8%	25.0%
Eastern Cape	Female	13.0%	1.9%	0.1%	2.2%	15.0%	Eastern Cape	Female	13.0%	1.9%	%1.0	2.2%	15.0%
	Total	30.2%	4.4%	0.3%	2.0%	35.0%		Total	34.6%	5.1%	0.4%	2.0%	40.0%
	Male	19.1%	%9.0	0.4%	3.7%	20.0%		Male	23.8%	0.7%	0.5%	3.7%	25.0%
Free State	Female	14.3%	0.4%	0.3%	3.6%	15.0%	Free State	Female	14.3%	0.4%	0.3%	3.6%	15.0%
	Total	33.3%	1.0%	%9.0	7.3%	35.0%		Total	38.1%	1.2%	0.7%	7.3%	40.0%
	Male	18.7%	0.5%	0.8%	6.4%	20.0%		Male	23.3%	%2'0	1.0%	6.4%	25.0%
Gauteng	Female	14.0%	0.4%	%9.0	4.6%	15.0%	Gauteng	Female	14.0%	0.4%	%9.0	4.6%	15.0%
	Total	32.6%	%6.0	1.4%	11.0%	35.0%		Total	37.3%	1.1%	1.6%	11.0%	40.0%
	Male	18.2%	0.2%	1.5%	2.2%	20.0%		Male	22.8%	0.3%	1.9%	2.2%	25.0%
KwaZulu-Natal	Female	13.7%	0.5%	1.1%	1.9%	15.0%	KwaZulu-Natal	Female	13.7%	0.5%	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%
	Male	19.9%	%0.0	0.1%	1.2%	20.0%		Male	24.9%	%0.0	0.1%	1.2%	25.0%
Limpopo	Female	14.9%	%0.0	0.1%	1.2%	15.0%	Limpopo	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	0.5%	2.4%	40.0%
	Male	19.9%	0.1%	0.1%	4.0%	20.0%		Male	24.8%	0.1%	0.1%	4.0%	25.0%
Mpumalanga	Female	14.9%	%0.0	0.0%	3.2%	15.0%	Mpumalanga	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%
	Male	19.6%	0.3%	0.5%	2.8%	20.0%		Male	24.5%	0.3%	0.5%	2.8%	25.0%
North West	Female	14.7%	0.5%	0.1%	1.6%	15.0%	North West	Female	14.7%	0.5%	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%
	Male	12.7%	7.3%	0.1%	6.4%	20.0%		Male	15.8%	9.1%	0.1%	6.4%	25.0%
Northern Cape	Female	9.5%	5.4%	0.1%	4.5%	15.0%	Northern Cape	Female	9.5%	5.4%	0.1%	4.5%	15.0%
	Total	22.2%	12.7%	0.5%	10.9%	35.0%		Total	25.3%	14.5%	0.5%	10.9%	40.0%
	Male	9.1%	10.7%	0.2%	7.2%	20.0%		Male	11.4%	13.4%	0.5%	7.2%	25.0%
Western Cape	Female	%8.9	8.0%	0.1%	6.1%	15.0%	Western Cape	Female	%8.9	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	Male	2.7%	3.3%	%6.0	%9.89	%6.6	Workforce	Male	10.3%	4.1%	1.5%	54.6%	15.9%
Profile 2022 (All	Female	3.4%	7.5%	0.3%	14.5%	6.2%	Profile 2022 (All	Female	5.2%	2.5%	%8.0	20.3%	8.2%
employers)	Total	9.1%	2.8%	1.2%	83.1%	16.1%	employers)	Total	15.5%	6.3%	2.3%	74.9%	24.1%

W BLACK NATIONAL & GENDER GENDER POPULATION GROUP W BLACK National Female 43.8% 5.1% 1.5% 4.5% 6 8.0% 60.0% Asion Female 24.0% 5.1% 1.5% 4.5% 6 8.0% 60.0% Free State Female 24.0% 2.8% 0.8% 3.5% 6 8.0% 60.0% Free State Female 23.8% 0.8% 3.5% 6 3.2% 2.2% 6.4% 0.5% 0.3% 2.2% 6 3.2% 2.2% 6.4% 0.5% 0.3% 2.8% 6 3.2% 2.2% 6.4% 0.5% 3.7% 2.8% 6 3.2% 2.2% 6.4% 0.5% 3.5% 0.3% 3.7% 6 3.2% 2.8% 0.8% 0.5% 1.2% 1.0% 1.0% 6 3.2% 2.8% 0.8% 0.5% 1.4% 1.0%		C. PROF	C. PROFESSIONALLY Q		JALIFIED			の 一		D. SKILLED	LEU		A STREET, STRE	
Male 30.4% 3.04%	TIONAL &	GENDER		POPUI	LATION G	ROUP		NATIONAL & PROVINCE	GENDER		POPUL	ATION G	ROUP	
Maile 20.4% 25% 10% 45% 35.0% Mational Fernale 24.0% 28% 15% 45% 28% 10% 28%	SOVINCE		¥	ပ		>	BLACK			A	ပ		M	BLACK
Female 21.7% 2.5% 0.7% 3.5% 25.0% National Female 24.0% 2.2% 0.8% 3.5% 1.0		Male	30.4%	3.5%	1.0%	4.5%	35.0%		Male	43.8%	2.1%	1.5%	4.5%	50.4%
Total 52.2% 6.1% 18% 8.0% 6.00% SECTIOR TARGETS FOR PROVINCES	ıtional	Female	21.7%	2.5%	%2'0	3.5%	25.0%	National	Female	24.0%	2.8%	%8.0	3.5%	27.6%
SECTOR TARGETS FOR PROVINCES SECTOR TARGETS FOR PROVINCES SECTOR TARGETS FOR PROVINCES SECTOR TARGETS FOR PROVINCES		Total	25.0	6.1%	1.8%	8.0%	%0.09		Total	%8'.29	7.9%	2.3%	8.0%	78.0%
Male 30.2% 44% 0.3% 28% 35.0% Eastern Cape Fermale 23.9% 6.4% 0.5% 2.8% 2.8% 2.8% 2.8% 2.8% 2.8% 2.9% 2.		SECTOR 1	ARGETS	FOR PRO	VINCES				SECTOR	TARGET		VINCES		
Female 21-6% 3.2% 0.2% 2.0% Eastern Cape Female 23-8% 0.3% 2.2% 2.0% Total 51-6% 1.0% 0.6% 3.7% 3.6% 0.6% 3.7% 0.0% 3.7% 0.0% <td></td> <td>Male</td> <td>30.2%</td> <td>4.4%</td> <td>0.3%</td> <td>2.8%</td> <td>35.0%</td> <td></td> <td>Male</td> <td>43.6%</td> <td>6.4%</td> <td>0.5%</td> <td>2.8%</td> <td>50.4%</td>		Male	30.2%	4.4%	0.3%	2.8%	35.0%		Male	43.6%	6.4%	0.5%	2.8%	50.4%
Total 51.9% 7.8% 0.6% 5.0% 60.0% 1.0% 1.0% 5.0% 1.0%	astern Cape	Female	21.6%	3.2%	0.5%	2.5%	25.0%	Eastern Cape	Female	23.9%	3.5%	0.3%	2.2%	27.6%
Male 23.3% 1.0% 0.6% 3.7% 35.0% Free State Female 24.8% 0.5% 0.5% 3.7% 3.5% 1.0% 0.6% 3.7% 3.6% 1.3% 1.0% 0.6% 3.7% 3.6% 1.3% 1.0% 1.3% 1.0% 1.0% 1.3% 1.0		Total	51.9%	%9.7	%9.0	2.0%	%0.09		Total	67.4%	%6.6	0.7%	2.0%	78.0%
Female 23.8% 0.7% 0.5% 3.6% 26.0% Eree State Total 74.3% 0.8% 0.5% 3.6% 3.6% 3.6% 3.6% 3.6% 1.4% 0.7% 1.1% 1.4% 1.4% 0.0% 0.		Male	33.3%	1.0%	%9.0	3.7%	35.0%		Male	48.0%	1.5%	%6:0	3.7%	50.4%
Total 57.2% 17% 11% 13% 60.0% Total 74.3% 12.3% 14% 7.3%	ree State	Female	23.8%	%2.0	0.5%	3.6%	25.0%	Free State	Female	26.3%	%8.0	0.5%	3.6%	27.6%
Maile 32.6% 0.9% 14% 6.4% 35.0% Cauteng Female 25.7% 0.7% 1.1% 4.6% Female 23.3% 1.9% 2.2% 2.50% Cauteng Female 25.7% 0.7% 1.1% 4.6% Total 56.0% 1.6% 2.2% 35.0% Cauteng Female 25.8% 0.3% 0.4% 2.2% 35.0% Maile 31.9% 0.4% 2.7% 2.2% 35.0% Cauteng Female 22.8% 0.3% 0.3% 2.1% 1.9% 2.50% Female 24.9% 0.0% 0.1% 1.2% 25.0% Cauteng Female 24.9% 0.0% 0.1% 1.2% 25.0% Female 24.9% 0.1% 0.1% 1.2% 25.0% Cauteng Female 24.8% 0.1% 0.1% 0.1% 1.2% 25.0% Female 24.8% 0.1% 0.1% 0.1% 2.2% 25.0% Cauteng Female 24.8% 0.1% 0.1% 0.1% 2.2% 2.6% Female 24.8% 0.1% 0.1% 0.1% 0.1% 2.2% 2.60% Cauteng Female 24.8% 0.1% 0.1% 0.1% 0.1% 0.2%		Total	57.2%	1.7%	1.1%	7.3%	%0.09		Total	74.3%	2.3%	1.4%	7.3%	78.0%
Female 53.3% 0.7% 1.0% 4.6% 25.0% Gauteng Female 22.7% 0.7% 1.1% 4.6% Foral		Male	32.6%	%6.0	1.4%	6.4%	35.0%		Male	47.0%	1.4%	2.0%	6.4%	50.4%
Total 56.0% 1.6% 2.4% 11.0% 60.0% Total 72.7% 2.1% 3.2% 11.0%	auteng	Female	23.3%	%2'0	1.0%	4.6%	25.0%	Gauteng	Female	25.7%	0.7%	1.1%	4.6%	27.6%
Male 31.9% 0.4% 2.7% 2.2% 35.0% KwaZulu-Natal Total Male 46.0% 0.6% 3.8% 2.2% 3.8% 2.2% 3.8% 2.2% 3.8% 2.2% 3.8% 2.2% 3.8% 2.2% 3.8% 2.2% 3.8% 2.2% 3.8% 2.2% 3.8% 2.2% 3.8% 2.2% 4.1		Total	26.0%	1.6%	2.4%	11.0%	%0.09		Total	72.7%	2.1%	3.2%	11.0%	78.0%
Female 22.8% 0.3% 1.9% 1.9% 25.0% Famale 24.8% 0.7% 4.6% 4.1% 60.0% Female 24.8% 0.0% 0.1% 1.2% 35.0% Female 24.8% 0.0% 0.1% 1.2% 35.0% Female 24.8% 0.1% 0.2% 2.4% 60.0% Female 24.8% 0.1% 0.1% 3.2% 2.6% Female 24.5% 0.3% 0.2% 1.6% 25.0% Female 22.2% 12.7% 0.2% 4.4% 60.0% Female 22.2% 12.7% 0.2% 4.4% 60.0% Female 15.8% 0.1% 0.2% 4.4% 60.0% Female 15.8% 18.7% 0.3% 1.6% 25.0% Female 15.8% 18.7% 0.3% 1.5% 1.6% Female 15.8% 1.8% 3.2% 25.0% Male 15.8% 1.8% 0.2% 1.8% 25.0% Male 15.8% 1.8% 0.2% 1.8% 25.0% Female 12.6% 3.1% 1.5% 19.4% 17.2% Female 12.6% 3.1% 1.5% 19.4% 17.2% 10.0% Female 12.6% 3.1% 1.5% 19.4% 17.2% 10.0% Female 12.6% 3.1% 1.5% 19.4% 17.2% 10.0% Female 12.6% 3.1% 1.5% 1.8% 3.3%		Male	31.9%	0.4%	2.7%	2.2%	35.0%		Male	46.0%	%9'0	3.8%	2.2%	50.4%
Total 54.7% 0.7% 4.6% 4.1% 60.0% Male 50.1% 0.1% 0.2% 1.2% Male 34.8% 0.0% 0.1% 1.2% 25.0% Emale 27.5% 0.0% 0.1% 0.2% 1.2% Total 59.7% 0.1% 0.2% 2.4% 60.0% Male 50.1% 0.1% 0.2% 1.2% Female 24.8% 0.1% 0.1% 0.2% 2.6% 60.0% Male 59.7% 0.1% 0.1% 0.2% 3.50% Male 34.8% 0.1% 0.1% 0.2% 2.6% 3.0% Female 24.8% 0.1% 0.1% 0.2% 2.6% 3.0% Male 24.5% 0.3% 0.2% 1.2% 25.0% Male 22.2% 12.7% 0.2% 25.0% Male 15.8% 0.1% 0.2% 25.0% Male 15.8% 0.1% 0.2% 0.2% 25.0% Male 15.8% 0.1% 0.2% 0.2% 1.0% 0.2% 0.2% Total 58.7% 0.8% 0.8% 2.8% 35.0% Male 15.8% 1.1% 0.2% 0.3% 1.0% 0.1% 0.2% Total 15.8% 1.1% 0.2% 0.3% 1.0% 0.2% Male 15.8% 1.1% 0.2% 0.3% 1.0% 0.1% 0.2% Total 15.8% 1.1% 0.2% 0.3% 1.0% 0.1% Male 15.9% 18.7% 0.3% 1.2% 1.0% 0.1% 0.2% Female 11.4% 13.4% 0.2% 0.3% 1.3% 0.0% Male 20.0% 2.8% 1.8% 3.3%	waZulu-Natal	Female	22.8%	0.3%	1.9%	1.9%	25.0%	KwaZulu-Natal	Female	25.2%	0.3%	2.1%	1.9%	27.6%
Male 34.8% 0.0% 0.1% 1.2% 35.0% Limpopo Female 24.9% 0.0% 0.1% 1.2% 25.0% Limpopo Female 24.9% 0.0% 0.1% 1.2% 25.0% Limpopo Female 24.9% 0.0% 0.1% 1.2% 25.0% Limpopo Female 24.8% 0.1% 0.1% 2.2% 25.0% Mpumalanga Female 24.8% 0.1% 0.1% 3.2% 25.0% Mpumalanga Female 24.8% 0.1% 0.2% 0.2% 25.0% Mpumalanga Female 24.8% 0.1% 0.2% 25.0% Mpumalanga Female 24.8% 0.3% 0.2% 25.0% Male 22.2% 12.7% 0.2% 0.3% 25.0% Male 22.2% 12.7% 0.3% 0.3% 25.0% Male 22.2% 12.7% 0.3%		Total	54.7%	%2'0	4.6%	4.1%	%0.09		Total	71.2%	%6:0	2.9%	4.1%	78.0%
Total 59.7% 0.0% 0.1% 1.2% 25.0% 1.0mpopo Female 27.5% 0.0% 0.1% 1.2% 1		Male	34.8%	%0.0	0.1%	1.2%	35.0%		Male	50.1%	0.1%	0.5%	1.2%	50.4%
Total	ododwi	Female	24.9%	%0.0	0.1%	1.2%	25.0%	Limpopo	Female	27.5%	%0.0	0.1%	1.2%	27.6%
Male 34.8% 0.1% 4.0% 35.0% Moumalanga Female 50.1% 0.2% 0.2% 4.0% 4.0% Female 24.8% 0.1% 0.1% 3.2% 25.0% Moumalanga Female 27.4% 0.1% 0.1% 3.2% Total 59.6% 0.2% 0.2% 7.2% 60.0% Morth West Total 77.5% 0.3% 0.3% 7.2% Male 24.5% 0.3% 0.2% 1.6% 25.0% North West Total 77.5% 0.3% 0.3% 7.2% Male 24.5% 0.3% 0.1% 4.4% 60.0% Northern Cape Female 17.5% 0.3% 0.3% 1.0% 0.4% 1.0% Male 15.9% 18.7% 0.3% 10.9% 60.0% Northern Cape Female 12.6% 1.0% 0.4% 10.9% Male 15.9% 18.7% 0.2% 13.3% 60.0% Northern Cape Female 12.6%		Total	29.7%	0.1%	0.5%	2.4%	%0.09		Total	%9'12	0.1%	0.3%	2.4%	78.0%
Female 24.8% 0.1% 0.1% 3.2% 25.0% Mpumalanga Female 27.4% 0.1% 0.1% 3.2% Total 59.6% 0.2% 7.2% 60.0% 7.2% 60.0% 7.2% 60.0% 7.2% Male 34.2% 0.2% 7.2% 60.0% 35.0% Morth West Female 27.6% 0.6% 0.5% 1.6% 2.8% Total 58.7% 0.8% 0.6% 4.4% 60.0% 1.0% 0.7% 4.4% Male 22.2% 12.7% 0.2% 6.4% 35.0% Morthern Cape Female 17.5% 0.0% 0.7% 4.4% Male 15.9% 18.7% 0.3% 7.2% 35.0% Morthern Cape Female 17.5% 10.9% 0.4% 10.9% Female 15.9% 18.7% 0.2% 6.1% 25.0% Morthern Cape Female 12.6% 0.4% 10.9% 0.4% 10.9% Male 11		Male	34.8%	0.1%	0.1%	4.0%	35.0%		Male	20.1%	0.5%	0.5%	4.0%	50.4%
Total 59.6% 0.2% 0.2% 7.2% 60.0% North West Total 77.5% 0.3% 0.3% 7.2% Male 34.2% 0.4% 0.2% 1.6% 25.0% North West Female 27.0% 0.3% 0.3% 7.2% Female 24.5% 0.3% 0.2% 4.4% 60.0% Northern Cape Female 27.0% 0.3% 0.3% 1.6% Female 22.2% 12.7% 0.2% 6.4% 35.0% Northern Cape Female 75.3% 1.0% 0.7% 4.4% Male 22.2% 12.7% 0.3% 10.9% 60.0% Northern Cape Female 17.5% 10.0% 0.1% 4.5% Female 15.9% 13.3% 60.0% Morkforce Male 12.6% 14.1% 10.0% 0.1% 10.9% 10.9% Male 12.9% 13.4% 13.3% 14.1% 14.1% 14.1% 14.1% 14.1% 14.1% 14.1% <td>pumalanga</td> <td>Female</td> <td>24.8%</td> <td>0.1%</td> <td>0.1%</td> <td>3.2%</td> <td>25.0%</td> <td>Mpumalanga</td> <td>Female</td> <td>27.4%</td> <td>0.1%</td> <td>0.1%</td> <td>3.5%</td> <td>27.6%</td>	pumalanga	Female	24.8%	0.1%	0.1%	3.2%	25.0%	Mpumalanga	Female	27.4%	0.1%	0.1%	3.5%	27.6%
Male 34.2% 0.4% 0.3% 2.8% 35.0% North West Female 49.3% 0.6% 0.5% 2.8% Female 24.5% 0.3% 1.6% 25.0% North West Female 27.0% 0.3% 0.5% 2.8% Total 58.7% 0.2% 4.4% 60.0% Northern Cape Female 76.3% 1.0% 0.7% 4.4% Male 22.2% 12.7% 0.2% 6.4% 35.0% Northern Cape Female 17.5% 10.0% 0.7% 4.5% Female 15.8% 18.7% 0.3% 7.2% 35.0% Northern Cape Female 17.5% 10.0% 0.1% 4.5% Female 11.4% 13.4% 0.3% 7.2% 35.0% Northern Cape Female 17.5% 10.0% 0.1% 4.5% Male 27.3% 32.1% 0.6% 13.3% 60.0% Morkforce Male 12.6% 14.7% 0.7% 14.7%		Total	29.6%	0.5%	0.5%	7.2%	%0.09		Total	77.5%	0.3%	0.3%	7.2%	78.0%
Female 24.5% 0.3% 1.6% 25.0% North West Female 27.0% 0.3% 0.3% 1.6% 4.4% 60.0% North West Total 76.3% 1.0% 0.3% 1.6% 4.4% 60.0% Northern Cape Total 76.3% 1.0% 0.3% 1.6% 4.4% 60.0% Northern Cape Female 17.5% 10.0% 0.7% 4.4% 60.0% 4.4% 60.0% Northern Cape Female 17.5% 10.0% 0.1% 4.5% 6.4% 10.9% 4.5% 6.4% 10.9% 4.5% 6.4% 10.9% <td></td> <td>Male</td> <td>34.2%</td> <td>0.4%</td> <td>0.3%</td> <td>2.8%</td> <td>35.0%</td> <td></td> <td>Male</td> <td>49.3%</td> <td>%9.0</td> <td>0.5%</td> <td>2.8%</td> <td>50.4%</td>		Male	34.2%	0.4%	0.3%	2.8%	35.0%		Male	49.3%	%9.0	0.5%	2.8%	50.4%
Total 58.7% 0.8% 4.4% 60.0% Total Total 76.3% 1.0% 0.7% 4.4% Male 22.2% 12.7% 0.2% 6.4% 35.0% Male 31.9% 18.3% 0.2% 6.4% Female 15.8% 9.1% 0.1% 4.5% 25.0% Northern Cape Female 17.5% 10.0% 0.1% 4.5% Male 15.8% 18.7% 0.3% 7.2% 35.0% Morkforce Male 23.0% 27.0% 0.5% 7.2% Female 11.4% 13.4% 0.2% 61.0% Morkforce Male 23.0% 27.0% 0.5% 7.2% Male 20.0% 5.8% 1.8% 34.2% 27.6% 0.7% 14.7% 0.7% 13.3% Female 12.6% 3.1% 1.5% 19.4% 17.2% 0.7% 14.7% 0.7% 11.5% Female 12.6% 3.1% 1.5% 44.8% Morkforce	orth West	Female	24.5%	0.3%	0.5%	1.6%	25.0%	North West	Female	27.0%	0.3%	0.3%	1.6%	27.6%
Male 22.2% 12.7% 0.2% 6.4% 35.0% Northern Cape Female 31.9% 18.3% 0.2% 6.4% Female 15.8% 9.1% 0.1% 4.5% 25.0% Northern Cape Female 17.5% 10.0% 0.1% 4.5% Total 15.8% 18.7% 0.3% 7.2% 35.0% Northern Cape Female 17.5% 10.0% 0.1% 4.5% Female 11.4% 13.4% 0.2% 6.1% 25.0% Northern Cape Female 12.6% 14.8% 0.3% 6.1% Male 27.3% 32.1% 0.6% 13.3% 60.0% Norkforce Male 34.2% 11.6% 11.7% 0.7% 13.3% Female 12.6% 3.1% 15.8% 17.2% Norkforce Male 34.2% 11.6% 11.5% 14.7% Female 12.6% 8.9% 3.3% 53.6% 44.8% employers) Total 50.8% 18.3%		Total	28.7%	%8.0	%9.0	4.4%	%0.09		Total	76.3%	1.0%	%2.0	4.4%	%0'82
Female 15.8% 9.1% 0.1% 4.5% 25.0% Northern Cape Female 17.5% 10.0% 0.1% 4.5% Total 38.0% 21.8% 0.3% 10.9% 60.0% Anale 15.9% 27.0% 0.4% 10.9% 10.9% Male 15.9% 18.7% 0.2% 6.1% 25.0% Western Cape Female 12.6% 14.8% 0.3% 7.2% Total 27.3% 32.1% 0.6% 13.3% 60.0% Western Cape Female 12.6% 14.8% 0.7% 13.3% Male 20.0% 5.8% 1.8% 34.2% 27.6% Workforce Male 34.2% 14.7% 0.7% 14.7% Female 12.6% 3.1% 1.5% 19.4% 17.2% Profile 2022 (All Female 16.6% 6.7% 10.9% 11.5% Total 32.6% 8.9% 3.3% 53.6% 44.8% employers) Total 50.8% 18.3% <t< td=""><td></td><td>Male</td><td>22.2%</td><td>12.7%</td><td>0.5%</td><td>6.4%</td><td>35.0%</td><td></td><td>Male</td><td>31.9%</td><td>18.3%</td><td>0.5%</td><td>6.4%</td><td>20.4%</td></t<>		Male	22.2%	12.7%	0.5%	6.4%	35.0%		Male	31.9%	18.3%	0.5%	6.4%	20.4%
Total 38.0% 21.8% 0.3% 10.9% 60.0% Total Total 49.4% 28.3% 0.4% 10.9% Male 15.9% 18.7% 0.3% 7.2% 35.0% Male 23.0% 27.0% 0.5% 7.2% Female 11.4% 13.4% 0.2% 6.1% 25.0% Western Cape Female 12.6% 14.8% 0.3% 6.1% 13.3% Male 27.3% 32.1% 0.6% 13.3% 60.0% Workforce Male 34.2% 11.6% 13.3% 13.3% Female 12.6% 3.1% 1.5% 19.4% 17.2% Profile 2022 (All Total Female 16.6% 6.7% 10.9% 11.5% Total 32.6% 8.9% 3.3% 53.6% 44.8% Employers) Total 50.8% 18.3% 2.2% 25.2%	lorthern Cape	Female	15.8%	9.1%	0.1%	4.5%	25.0%	Northern Cape	Female	17.5%	10.0%	0.1%	4.5%	27.6%
Male 15.9% 18.7% 0.3% 7.2% 35.0% Western Cape Female 12.6% 27.0% 0.5% 7.2% 7.2% Female 11.4% 13.4% 0.2% 6.1% 25.0% Western Cape Female 12.6% 14.8% 0.3% 6.1% 13.3% 60.0% 6.1% 13.3% 60.0% 13.3% 60.0% 13.3% 13.3% 13.3% 13.3% 13.3% 13.3% 13.3% 13.3% 14.7% 0.7% 14.7% <t< td=""><td></td><td>Total</td><td>38.0%</td><td>21.8%</td><td>0.3%</td><td>10.9%</td><td>%0.09</td><td></td><td>Total</td><td>49.4%</td><td>28.3%</td><td>0.4%</td><td>10.9%</td><td>78.0%</td></t<>		Total	38.0%	21.8%	0.3%	10.9%	%0.09		Total	49.4%	28.3%	0.4%	10.9%	78.0%
Female 11.4% 13.4% 0.2% 6.1% 25.0% Western Cape Female 12.6% 14.8% 0.3% 6.1% 13.3% Total 27.3% 32.1% 0.6% 13.3% 60.0% Mestern Cape Total 35.5% 41.7% 0.7% 13.3% Male 20.0% 5.8% 1.8% 34.2% 27.6% Workforce Female 12.6% 34.2% 11.6% 11.5% 11.5% Total 32.6% 8.9% 3.3% 53.6% 44.8% mployers) Total 50.8% 18.3% 2.2% 26.2% Total 20.0% 13.3% 2.2% 26.2% 13.3% 2.2% 26.2% Total 20.0% 2.2% 26.2% 26.2% 26.2% 26.2% 26.2% Total 20.0% 2.2% 2.2% 26.2%		Male	15.9%	18.7%	0.3%	7.2%	35.0%		Male	23.0%	27.0%	0.5%	7.2%	50.4%
Total 27.3% 32.1% 0.6% 13.3% 60.0% Total 35.5% 41.7% 0.7% 13.3% Male 20.0% 5.8% 1.8% 34.2% 27.6% Workforce Male 34.2% 11.6% 1.2% 14.7% Female 12.6% 3.1% 1.5% 19.4% 17.2% Profile 2022 (All Female 16.6% 6.7% 1.0% 11.5% Total 32.6% 8.9% 3.3% 53.6% 44.8% employers) Total Total MORFORCE FOR THIS SECTOR	Vestern Cape	Female	11.4%	13.4%		6.1%	25.0%	Western Cape	Female	12.6%	14.8%	0.3%	6.1%	27.6%
Male 20.0% 5.8% 1.8% 34.2% 27.6% Workforce Male 34.2% 11.6% 12.7% 14.7% Female 12.6% 8.3% 1.5% 19.4% 17.2% Profile 2022 (All Female 16.6% 6.7% 1.0% 11.5% Total 32.6% 8.9% 3.3% 53.6% 44.8% employers) Total 50.8% 18.3% 2.2% 26.2%		Total	27.3%	32.1%		13.3%	%0.09		Total	35.5%	41.7%	0.7%	13.3%	78.0%
Male 20.0% 5.8% 1.8% 34.2% 27.6% Workforce Male 34.2% 11.6% 11.2% 14.7% Female 12.6% 3.1% 1.5% 19.4% 17.2% Profile 2022 (All Female 16.6% 6.7% 1.0% 11.5% Total 32.6% 8.9% 3.3% 53.6% 44.8% employers) Total 50.8% 18.3% 2.2% 26.2%														
Female 12.6% 3.1% 1.5% 19.4% 17.2% Profile 2022 (All Female 16.6% 6.7% 1.0% 11.5% Total 32.6% 8.9% 3.3% 53.6% 44.8% employers) Total 50.8% 18.3% 2.2% 26.2%	Vorkforce	Male	20.0%	2.8%	1.8%	34.2%	27.6%	Workforce	Male	34.2%	11.6%	1.2%	14.7%	47.0%
Total 32.6% 8.9% 3.3% 53.6% 44.8% employers) Total 50.8% 18.3% 2.2% 26.2% 26.2%	rofile 2022 (All	Female	12.6%	3.1%	1.5%	19.4%	17.2%	Profile 2022 (All	Female	16.6%	%2'9	1.0%	11.5%	24.3%
-	mployers)	Total	32.6%	8.9%	3.3%	23.6%	44.8%	employers)	Total	20.8%	18.3%	2.5%	26.2%	71.3%
è		5.YFAR	FCTOR T	-	OR FMPI	OVEES	A SIG HIM	II ITIES IS 2% OF THE	TOTAL WO	RKEORCE	FOR THIS	SECTOR		

					2. MIN	ING AN	2. MINING AND QUARRYING	ව					
	L.A	A. TOP MANAGEN	AGEMENT						B. SENIOR MANAGEMENT	NAGEME	<u> </u>		
NATIONAL &	GENDED			PULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUL	POPULATION GROUP	ROUP	
PROVINCE	GENDEN	A	o	_	N	BLACK			A	ပ		M	BLACK
	Male	26,0%	3,0%	%6'0	4,5%	29,9%		Male	30,4%	3,5%	1,0%	4,5%	35,0%
National	Female	17,5%	2,0%	%9'0	3,5%	20,1%	National	Female	18,3%	2,1%	%9'0	3,5%	21,0%
	Total	43,5%	5,1%	1,5%	%0'8	%0'09		Total	48,7%	2,7%	1,6%	%0'8	26,0%
	SECTOR T	SECTOR TARGETS FOR		PROVINCES				SECTOR	TARGETS FOR PROVINCES	FOR PRO	VINCES		
	Male	25,8%		0,3%	2,8%	29,9%		Male	30,2%	4,4%	%8'0	2,8%	35,0%
Eastern Cape	Female	17,4%	2,5%	0,5%	2,5%	20,1%	Eastern Cape	Female	18,1%	2,7%	0,2%	2,5%	21,0%
	Total	-	6,3%	%5'0	2,0%	20,0%		Total	48,4%	7,1%	%5'0	2,0%	26,0%
	Male	-	%6'0	%5'0	3,7%	29,9%	200	Male	33,3%	1,0%	%9'0	3,7%	35,0%
Free State	Female	-	%9'0	0,4%	3,6%	20,1%	Free State	Female	20,0%	%9'0	0,4%	3,6%	21,0%
	Total		1,5%	%6'0	7,3%	20,0%		Total	53,3%	1,6%	1,0%	7,3%	26,0%
	Male		%8'0	1,2%	6,4%	29,9%		Male	32,6%	%6'0	1,4%	6,4%	35,0%
Gauteng	Female		0,5%	%8'0	4,6%	20,1%	Gauteng	Female	19,6%	%9'0	%8'0	4,6%	21,0%
,	Total	-	1,3%	2,0%	11,0%	20,0%		Total	52,2%	1,5%	2,3%	11,0%	%0'99
	Male		0,3%	2,3%	2,5%	29,9%	The state of	Male	31,9%	0,4%	2,7%	2,5%	35,0%
KwaZulu-Natal	Female	-	0,2%	1,5%	1,9%	20,1%	KwaZulu-Natal	Female	19,2%	0,5%	1,6%	1,9%	21,0%
	Total	-	%9'0	3,8%	4,1%	20,0%		Total	51,1%	%9'0	4,3%	4,1%	26,0%
	Male		%0'0	0,1%	1,2%	29,9%		Male	34,8%	%0'0	0,1%	1,2%	35,0%
Limpopo	Female		%0'0	0,1%	1,2%	20,1%	Limpopo	Female	20,9%	%0'0	0,1%	1,2%	21,0%
•8	Total	-	0,1%	0,2%	2,4%	20,0%		Total	22,7%	0,1%	0,2%	2,4%	26,0%
	Male	29,7%	0,1%	0,1%	4,0%	29,9%		Male	34,8%	0,1%	0,1%	4,0%	35,0%
Mpumalanga	Female		0,1%	0,1%	3,5%	20,1%	Mpumalanga	Female	20,9%	0,1%	0,1%	3,2%	21,0%
	Total		0,5%	0,5%	7,2%	%0'09		Total	22,6%	0,2%	0,2%	7,2%	26,0%
	Male		0,4%	0,3%	2,8%	29,9%		Male	34,2%	0,4%	0,3%	2,8%	35,0%
North West	Female		0,3%	0,2%	1,6%	20,1%	North West	Female	20,5%	0,3%	0,2%	1,6%	21,0%
	Total		%9'0	0,5%	4,4%	20,0%		Total	24,8%	%2'0	0,5%	4,4%	26,0%
	Male		10,8%	0,1%	6,4%	29,9%		Male	22,2%	12,7%	0,2%	6,4%	35,0%
Northern Cape	Female	12,7%	7,3%	0,1%	4,5%	20,1%	Northern Cape	Female	13,3%	%9'2	0,1%	4,5%	%0,rz
	Total	31,6%	18,1%	0,5%	10,9%	%0,03		Total	35,4%	20,3%	0,3%	10,9%	26,0%
	Male	13,6%	16,0%	0,3%	7,2%	29,9%		Male	15,9%	18,7%	0,3%	7,2%	35,0%
Western Cape	Female	9,2%	10,8%	0,5%	6,1%	20,1%	Western Cape	Female	%9'6	11,2%	0,2%	6,1%	21,0%
	Total	22,8%	76,8%	%5'0	13,3%	%0'09		Total	25,5%	30,0%	0,5%	13,3%	26,0%
Workforce	Male	21,4%	2,7%	3,5%	48,9%	27,3%	Workforce	_	23,9%	2,5%	3,8%	43,4%	30,2%
Profile 2022 (All	Female	%6'6	1,2%	1,9%	%2'9	13,0%	Profile 2022 (All		9,4%	1,0%	2,3%	10,1%	12,7%
employers)	Total	31,3%	3,9%	5,1%	25,6%	40,3%	employers)	Total	33,3%	3,5%	6,1%	53,5%	47,9%

					2. MIN	IING AN	2. MINING AND QUARRYING	ල					
	C. PROF	C. PROFESSIONALLY Q	LY QUAI	UALIFIED					D. SKILLED	TED -			
NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUL	POPULATION GROUP	ROUP	
PROVINCE		4	ပ		*	BLACK			A	၁		M	BLACK
	Male	35,7%	4,1%	1,2%	4,5%	41,0%		Male	42,7%	2,0%	1,4%	4,5%	49,1%
National	Female	20,9%	2,4%	%2'0	3,5%	24,0%	National	Female	22,5%	7,6%	%8'0	3,5%	25,9%
	Total	%5'95	%9'9	1,9%	%0'8	%0'59		Total	65,2%	%9'2	2,2%	8,0%	75,0%
	SECTOR 1	SECTOR TARGETS FOR PROVINCES	FOR PRO	VINCES				SECTOR	SECTOR TARGETS	FOR PROVINCES	VINCES		
	Male	35,4%	5,2%	0,4%	2,8%	41,0%		Male	45,4%	6,2%	%5'0	2,8%	49,1%
Eastern Cape	Female	20,7%	3,0%	0,2%	2,5%	24,0%	Eastern Cape	Female	22,4%	3,3%	0,5%	2,2%	25,9%
	Total	56,2%	8,5%	%9'0	2,0%	%0'59		Total	64,8%	9,5%	%2'0	2,0%	75,0%
	Male	39,1%	1,2%	%8'0	3,7%	41,0%		Male	46,8%	1,4%	%6'0	3,7%	49,1%
Free State	Female	22,9%	%2'0	%4'0	3,6%	24,0%	Free State	Female	24,7%	%8'0	0,5%	3,6%	25,9%
	Total	61,9%	1,9%	1,2%	7,3%	%0'59		Total	71,4%	2,2%	1,4%	7,3%	75,0%
	Male	38,2%	1,1%	1,7%	6,4%	41,0%		Male	45,8%	1,3%	7,0%	6,4%	49,1%
Gauteng	Female	22,4%	%9'0	1,0%	4,6%	24,0%	Gauteng	Female	24,2%	%2'0	1,0%	4,6%	25,9%
	Total	%9'09	1,8%	7,6%	11,0%	65,0%		Total	69,9%	2,0%	3,0%	11,0%	75,0%
	Male	37,4%	%5'0	3,1%	2,2%	41,0%		Male	44,8%	%9'0	3,7%	2,5%	49,1%
KwaZulu-Natal	Female	21,9%	0,3%	1,8%	1,9%	24,0%	KwaZulu-Natal	Female	23,6%	0,3%	7,0%	1,9%	25,9%
	Total	29,3%	0,7%	4,9%	4,1%	%0'59		Total	68,4%	%6'0	2,7%	4,1%	75,0%
	Male	40,8%	%0'0	0,2%	1,2%	41,0%		Male	48,8%	0,1%	0,2%	1,2%	49,1%
Limpopo	Female	23,9%	%0'0	0,1%	1,2%	24,0%	Limpopo	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%
	Male	40,7%	0,1%	0,1%	4,0%	41,0%		Male	48,8%	0,2%	0,2%	4,0%	49,1%
Mpumalanga	Female	23,8%	0,1%	0,1%	3,2%	24,0%	Mpumalanga	Female	%2'57	0,1%	0,1%	3,5%	25,9%
	Total	64,6%	0,5%	0,2%	7,2%	%0'59		Total	74,5%	0,2%	0,5%	7,2%	75,0%
	Male	40,1%	0,5%	0,4%	2,8%	41,0%		Male	48,0%	%9'0	%5'0	2,8%	49,1%
North West	Female	23,5%	%8'0	0,5%	1,6%	24,0%	North West	Female	25,3%	0,3%	0,2%	1,6%	25,9%
	Total	63,6%	%8'0	%9'0	4,4%	65,0%		Total	73,4%	%6'0	%2'0	4,4%	75,0%
	Male	26,0%	14,9%	0,5%	6,4%	41,0%		Male	31,1%	17,8%	0,2%	6,4%	49,1%
Northern Cape	Female	15,2%	8,7%	0,1%	4,5%	24,0%	Northern Cape	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%
	Male	18,7%	21,9%	0,4%	7,2%	41,0%		Male	22,4%	26,3%	0,5%	7,2%	49,1%
Western Cape	Female	10,9%	12,8%	0,5%	6,1%	24,0%	Western Cape	Female	11,8%	13,9%	0,5%	6,1%	25,9%
	Total	29,6%	34,8%	%9'0	13,3%	%0'59		Total	34,2%	40,1%	%2'0	13,3%	75,0%
		22 00/	2 40/	2 50/	24 20/	70 00	Mentiferen	olcM	53.0%	A 20%	0.6%	47 7%	57 8%
Workforce		34,370	0,4,0	4,370	01,470	0/0,00	Workiorce	I Algic	0,0,0	1,00	20,0	2, 1, 1	2000
Profile 2022 (All		15,4%	1,4%	1,6%	9,5%	18,4%	Profile 2022 (All	Female	15,0%	1,2%	0,4%	4,5%	16,6%
employers)	Total	48,3%	4,8%	4,1%	40,4%	57,2%	employers)	Total	%0'89	5,4%	1,0%	22,2%	74,4%
	5-YEAR S	SECTOR TA	ARGET F	OR EMPL	OYEES W	ITH DISABI	5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR	TOTAL WO	RKFORCE	FOR THIS	SECTOR		

					3.	MANUF	3. MANUFACTURING						
	A. T	A. TOP MANAGEM	GEMENT					B.S	B. SENIOR MANAGEMENT	NAGEMEN	Н		
NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUL	POPULATION GROUP	ROUP	
PROVINCE	כוופוו	4	ပ	-	*	BLACK			A	ပ		×	BLACK
	Male	21,7%	2,5%	%2'0	4,5%	25,0%		Male	28,7%	3,3%	1,0%	4,5%	33,0%
National	Female	13,0%	1,5%	0,4%	3,5%	15,0%	National	Female	14,8%	1,7%	0,5%	3,5%	12,0%
	Total	34,8%	4,0%	1,2%	%0'8	40,0%		Total	43,5%	2,1%	1,5%	8,0%	%0'09
	SECTOR TARGETS FOR PROVINCES	ARGETS	FOR PRO	INCES				SECTOR	TARGETS	FOR PROVINCES	VINCES		
	Male	21,6%	3,2%	0,2%	2,8%	25,0%		Male	28,5%	4,5%	0,3%	2,8%	33,0%
Eastern Cape	Female	13,0%	1,9%	0,1%	2,5%	15,0%	Eastern Cape	Female	14,7%	2,1%	0,5%	2,5%	12,0%
	Total	34,6%	5,1%	0,4%	2,0%	40,0%		Total	43,5%	6,3%	%5'0	2,0%	20,0%
	Male	23,8%	%2'0	%5'0	3,7%	25,0%		Male	31,4%	1,0%	%9'0	3,7%	33,0%
Free State	Female	14,3%	0,4%	0,3%	3,6%	15,0%	Free State	Female	16,2%	%5'0	0,3%	3,6%	12,0%
	Total	38,1%	1,2%	%2'0	7,3%	40,0%		Total	41,6%	1,5%	%6'0	7,3%	20,0%
	Male	23,3%	%2'0	1,0%	6,4%	25,0%		Male	30,8%	%6'0	1,3%	6,4%	33,0%
Gauteng	Female	14,0%	0,4%	%9'0	4,6%	15,0%	Gauteng	Female	15,9%	0,5%	%2'0	4,6%	12,0%
)	Total	37,3%	1,1%	1,6%	11,0%	40,0%		Total	46,6%	1,3%	2,0%	11,0%	%0'09
	Male	22,8%	0,3%	1,9%	2,5%	25,0%		Male	30,1%	0,4%	2,5%	2,5%	33,0%
KwaZulu-Natal	Female	13,7%	0,5%	1,1%	1,9%	15,0%	KwaZulu-Natal	Female	15,5%	0,5%	1,3%	1,9%	17,0%
	Total	36,5%	%5'0	3,0%	4,1%	40,0%		Total	45,6%	%9'0	3,8%	4,1%	20,0%
	Male	24,9%	%0'0	0,1%	1,2%	25,0%		Male	32,8%	%0'0	0,1%	1,2%	33,0%
Limpopo	Female	14,9%	%0'0	0,1%	1,2%	15,0%	Limpopo	Female	16,9%	%0'0	0,1%	1,2%	12,0%
•	Total	39,8%	%0'0	0,2%	2,4%	40,0%		Total	49,7%	0,1%	0,2%	2,4%	20,0%
	Male	24,8%	0,1%	0,1%	4,0%	25,0%		Male	32,8%	0,1%	0,1%	4,0%	33,0%
Mpumalanga	Female	14,9%	%0'0	%0'0	3,5%	15,0%	Mpumalanga	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%	20,0%
	Male	24,5%	0,3%	0,5%	2,8%	25,0%		Male	32,3%	0,4%	0,3%	2,8%	33,0%
North West	Female	14,7%	0,2%	0,1%	1,6%	15,0%	North West	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%	%9'0	0,5%	4,4%	20,0%
	Male	15,8%	9,1%	0,1%	6,4%	25,0%		Male	20,9%	12,0%	0,1%	6,4%	33,0%
Northern Cape	Female	%5'6	2,4%	0,1%	4,5%	15,0%	Northern Cape	Female	10,8%	6,2%	0,1%	4,5%	17,0%
	Total	25,3%	14,5%	0,5%	10,9%	40,0%		Total	31,6%	18,1%	0,2%	10,9%	20,0%
	Male	11,4%	13,4%	0,2%	7,2%	25,0%		Male	15,0%	17,7%	0,3%	7,2%	33,0%
Western Cape	Female	%8'9	%0'8	0,1%	6,1%	15,0%	Western Cape	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%	%0,03
Workforce	Male	6,2%	3,3%	10,0%	22,7%	19,5%	Workforce	Male	11,0%	5,4%	10,2%	40,8%	26,6%
Profile 2022 (All	Female	4,0%	2,0%	4,1%	10,3%	10,1%	Profile 2022 (All	Female	%0'9	3,0%	4,8%	15,7%	13,8%
employers)	Total	10,2%	2,3%	14,1%	%0'99	29,6%	employers)	Total	12,0%	8,4%	15,0%	26,5%	40,4%

GENDER A C Male 32,2% 3,7° Female 21,7% 2,5° Total 53,9% 6,3 SECTOR TARGETS FOR P 4,7° Male 21,6% 3,2° Total 53,6% 7,8 Male 35,2% 1,1 Female 23,8% 0,7 Total 53,6% 1,0 Female 23,8% 0,7 Total 34,5% 1,0 Female 23,3% 0,7 Total 55,1% 1,0 Female 23,3% 0,7 Total 33,8% 0,4 Male 22,8% 0,7 Total 56,6% 0,0 Total 56,6% 0,0 Total 56,6% 0,0 Total 56,6% 0,0	JALIFIED JULATION GROUP 1 1,1% 4,5% 1,1% 4,5% 0,7% 3,5% ROVINCES ROVINCES 0,0,2% 2,2% 0,0,6% 5,0% 0,5% 3,6% 1,1% 7,3% 1,1% 7,3% 1,1% 4,6% 1,1% 4,6% 1,0% 4,6% 2,5% 11,0% 2,5% 11,0% 2,5% 11,0% 3,5% 1,9% 1,9% 1,9% 1,9% 4,7% 4,1%	BLACK 37,0% 25,0% 62,0% 62,0% 62,0% 62,0% 62,0% 62,0% 62,0% 62,0% 62,0% 37,0% 62,0% 37,0%	NATIONAL & PROVINCE National Eastern Cape	GENDER	D. SKILLED	POPULATION GROUP	ATION CE		
AL & GENDER	8		National Rastern Cape	GENDER		POPUL	ATION CE		
Male 32,2% 3,7% Female 21,7% 2,5% Total 53,9% 6,3% SECTOR TARGETS FOR PROVIN Male 32,0% 4,7% Total 53,6% 7,8% Total 53,6% 1,1% Female 23,8% 0,7% Total 59,1% 1,0% Female 23,8% 0,7% Total 57,8% 1,7% Male 34,5% 1,7% Male 33,8% 0,4% Total 56,8% 0,3% Total 56,6% 0,7% Total 56,6% 0,0% Total 36,6%			National Eastern Cape			The state of the s	ALICIA	OUP	
Male 32,2% 3,7% Female 21,7% 2,5% Total 53,9% 6,3% SECTOR TARGETS FOR PROVIN Male 32,0% 4,7% Total 53,6% 7,8% Male 23,8% 0,7% Total 59,1% 1,8% Male 23,8% 0,7% Female 23,3% 0,7% Total 57,8% 1,7% Male 23,3% 0,7% Total 57,8% 1,7% Total 57,8% 0,4% Total 56,6% 0,7% Total 56,6% 0,7% Total 36,6% 0,0% Total 36,6% 0			National Eastern Cape		٨	ပ		*	BLACK
Cape Female 21,7% 2,5% Total 53,9% 6,3% Male 32,0% 4,7% Total 53,6% 7,8% Male 23,8% 0,7% Total 59,1% 1,8% Male 23,8% 0,7% Female 23,3% 0,7% Total 59,1% 1,0% Male 23,3% 0,7% Total 57,8% 1,0% Male 23,3% 0,7% Total 56,6% 0,7% Total 56,6% 0,7% Total 56,6% 0,7% Male 22,8% 0,4% Total 56,6% 0,7% Male 38,8% 0,4% Total 56,6% 0,7% Male 22,8% 0,9%			National Eastern Cape	Male	43,5%	2,1%	1,5%	4,5%	20,0%
Cape Female 21,6% 1,7% Male 23,2% 1,1% Male 23,2% 1,1% Male 23,8% 0,7% 1,0% Male 23,8% 0,7% 1,0% Male 23,3% 0,7% 1,0% Male 23,3% 0,7% 1,0% Male 23,3% 0,7% 1,0% Male 23,3% 0,4% 1,0% 1,04 Male 22,8% 0,3% 1,7% 1,04 Female 22,8% 0,3% 1,7% 1,0% 1,0% 1,0% 1,0% 1,0% 1,0% 1,0% 1,0			Eastern Cape	Female	29,6%	3,4%	1,0%	3,5%	34,0%
SECTOR TARGETS FOR PROVIN Male 32,0% 4,7% Female 21,6% 3,2% Total 53,6% 1,1% Female 23,8% 0,7% Total 59,1% 1,0% Female 23,3% 0,7% Total 57,8% 1,7% Male 23,3% 0,4% Male 22,8% 0,3% Total 56,6% 0,7% Male 33,8% 0,4% Total 56,6% 0,0% Male 22,8% 0,0%	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Eastern Cape	Total	73,0%	8,5%	2,5%	%0'8	84,0%
Male 32,0% 4,7% Female 21,6% 3,2% Total 53,6% 7,8% Male 35,2% 1,1% Female 23,8% 0,7% Total 59,1% 1,0% Female 23,3% 0,7% Total 51,8% 0,4% Total 56,6% 0,0% Male 22,8% 0,3% Total 56,6% 0,0% Male 36,6% 0,0% Male 36,6% 0,0% Male 36,6% 0,0% Total 56,6% 0,0% Male 36,6% 0,0% Total 56,6% 0,0% Male 36,8% 0,0% Total 56,6% 0,0%			Eastern Cape	SECTOR	TARGETS	FOR PROVINCES	VINCES		
Female 21,6% 3,2% Total 53,6% 7,8% Male 35,2% 1,1% Female 23,8% 0,7% Total 59,1% 1,8% Female 23,3% 0,7% Total 57,8% 1,7% Male 33,8% 0,4% Female 22,8% 0,3% Total 56,6% 0,7% Male 36,6% 0,0% Male 36,8% 0,0% Male 36,8% 0,0% Male 36,8% 0,0% Female 36,8% 0,0%			Eastern Cape	Male	43,5%	6,3%	%5'0	2,8%	%0'09
Total 53,6% 7,8% Male 35,2% 1,1% Female 23,8% 0,7% Total 59,1% 1,8% Male 34,5% 1,0% Female 23,3% 0,7% Male 57,8% 1,7% Male 23,3% 0,4% Total 56,6% 0,7% Male 22,8% 0,0% Total 56,6% 0,0% Male 36,6% 0,0%				Female	29,4%	4,3%	0,3%	2,5%	34,0%
Male 35,2% 1,1% Female 23,8% 0,7% Total 59,1% 1,8% Male 34,5% 1,0% Female 23,3% 0,7% Male 33,8% 0,4% Total 55,6% 0,3% Total 56,6% 0,7% Male 36,6% 0,7% Total 36,8% 0,0% Female 36,8% 0,0% Fe				Total	72,6%	10,6%	%8'0	2,0%	84,0%
Female 23,8% 0,7% Total 59,1% 1,8% Male 34,5% 1,0% Female 23,3% 0,7% Male 33,8% 0,4% Total 56,6% 0,7% Male 36,6% 0,7% Total 36,8% 0,0% Male 36,6% 0,7% Male 36,6% 0,7% Male 36,6% 0,0% Male 36,6% 0,0% Male 36,6% 0,0% Male 36,6% 0,0% Male 36,8% 0,0%				Male	41,6%	1,5%	%6'0	3,7%	20,0%
Total			Free State	Female	32,4%	1,0%	%9'0	3,6%	34,0%
Male 34,5% 1,0% Female 23,3% 0,7% Total 57,8% 1,7% Male 33,8% 0,4% Total 56,6% 0,7% Male 36,8% 0,0% Total 36,8% 0,0% Female 36,8% 0,0%				Total	%0'08	2,4%	1,5%	7,3%	84,0%
Female 23,3% 0,7% 1,7% 1,7% 1,7% 1,7% 1,7% 1,7% 1,7% 1,7% 1,7% 1,7% 1,7% 1,7% 1,7% 1,7% 1,7% 1,7% 1,7% 1,0%				Male	46,6%	1,3%	7,0%	6,4%	20,0%
Total 57,8% 1,7% Nale 33,8% 0,4% Total 56,6% 0,7% Nale 36,8% 0,0% Nale 36,			Gauteng	Female	31,7%	%6'0	1,4%	4,6%	34,0%
Male 33,8% 0,4% Natal Female 22,8% 0,3% Total 56,6% 0,7% Male 36,8% 0,0%				Total	78,3%	2,3%	3,4%	11,0%	84,0%
Natal Female 22,8% 0,3% Total 56,6% 0,7% Male 36,8% 0,0%	₩			Male	45,6%	%9'0	3,8%	2,2%	20,0%
Total 55,6% 0,7% Male 36,8% 0,0%	╄	25.0%	KwaZulu-Natal	Female	31,0%	0,4%	2,6%	1,9%	34,0%
Male 36,8% 0,0%		L		Total	%9'92	1,0%	6,4%	4,1%	84,0%
7000 0000	L	L		Male	49,7%	0,1%	0,5%	1,2%	20,0%
0,0,0	L	L	Limpopo	Female	33,8%	%0'0	0,1%	1,2%	34,0%
Total 61.7% 0.1%	3% 2,4%			Total	83,6%	0,1%	0,3%	2,4%	84,0%
36.8% 0.1%	┡			Male	49,7%	0,2%	0,5%	4,0%	20,0%
le 24.8% 0.1%	L	25.0%	Mpumalanga	Female	33,8%	0,1%	0,1%	3,5%	34,0%
Total 61.6% 0.2%	0.2% 7,2%	L		Total	83,5%	0,3%	0,3%	7,2%	84,0%
36.2% 0.5%	┡			Male	48,9%	%9'0	0,5%	2,8%	20,0%
ile 24,5% 0,3%	1,6%	, 25,0%	North West	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%	%8′0	4,4%	84,0%
13,4%				Male	31,6%	18,1%	0,2%	6,4%	50,0%
ile 15,8% 9,1%	-		Northern Cape	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%
L	0,3% 7,2%	37,0%		Male	22,8%	26,8%	0,5%	7,2%	20,0%
ile 11,4% 13,4%		L	Western Cape	Female	15,5%	18,2%	0,3%	6,1%	34,0%
Total 28,2% 33,2%		62,0%		Total	38,3%	45,0%	%8'0	13,3%	84,0%
	-						,00	70 707	74 60/
Workforce Male 18,5% 6,9% 9,0	-		Workforce	Male	36,6%		2,6%	16,4%	%9'.LG
2 (All Female 10,6% 4,0%	4,7% 13,5%		Profile 2022 (All	Female	14,3%	4	2,9%	0,9%	22,0%
Total 29,1% 10,9%	13,7% 43,9%	6 53,7%	employers)	Total	20,9%	14,2%	8,5%	24,0%	73,6%

					4	CONSTI	4. CONSTRUCTION						
	A.	A. TOP MANAGEM	AGEMENT					B.S	B. SENIOR MANAGEMENT	NAGEME	T.		
NATIONAL &	or division			PULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUI	POPULATION GROUP	ROUP	
PROVINCE	GENDER	4	ပ	_	W	BLACK			٨	ပ		×	BLACK
	Male	28,7%	3,3%	1,0%	4,5%	33,0%		Male	34,8%	4,0%	1,2%	4,5%	40,0%
National	Female	14,8%	1,7%	%5'0	3,5%	17,0%	National	Female	17,4%	2,0%	%9'0	3,5%	%0'02
	Total	43,5%	5,1%	1,5%	8,0%	20,0%		Total	52,2%		1,8%	8,0%	%0'09
	SECTOR 1	SECTOR TARGETS FOR		PROVINCES				SECTOR	SECTOR TARGETS	Ĭ.	VINCES		
	Male	28,5%		0,3%	2,8%	33,0%		Male	34,6%	5,1%	0,4%	2,8%	40,0%
Eastern Cape	Female	14,7%	2,1%	0,5%	2,5%	17,0%	Eastern Cape	Female	17,3%	2,5%	0,2%	2,5%	20,0%
	Total	43,2%	6,3%	%5'0	2,0%	20,0%		Total	51,9%	%9'/	%9'0	2,0%	%0'09
	Male	31,4%	1,0%	%9'0	3,7%	33,0%		Male	38,1%	1,2%	%2'0	3,7%	40,0%
Free State	Female	16,2%	0,5%	0,3%	3,6%	17,0%	Free State	Female	19,1%	%9'0	0,4%	3,6%	20,0%
	Total	47.6%	1,5%	%6'0	7,3%	20,0%		Total	57,2%	1,7%	1,1%	7,3%	%0'09
	Male	30,8%	%6'0	1,3%	6,4%	33,0%		Male	37,3%	1,1%	1,6%	6,4%	40,0%
Gautend	Female	15.9%	0.5%	%2'0	4,6%	17,0%	Gauteng	Female	18,7%	0,5%	%8'0	4,6%	20,0%
	Total	46,6%	1,3%	2,0%	11,0%	%0'09		Total	%0'99	1,6%	2,4%	11,0%	%0'09
	Male	30.1%	0.4%	2.5%	2,2%	33,0%		Male	36,5%	0,5%	3,0%	2,5%	40,0%
KwaZulu-Natal	Female	15.5%	0.2%	1.3%	1.9%	17,0%	KwaZulu-Natal	Female	18,5%	0,5%	1,5%	1,9%	%0'02
	Total	45.6%	%9'0	3,8%	4,1%	%0'09		Total	54,7%	%2'0	4,6%	4,1%	%0'09
	Male	32,8%	%0'0	0,1%	1,2%	33,0%		Male	39,8%	%0'0	0,2%	1,2%	40,0%
Limpopo	Female	16,9%	%0'0	0,1%	1,2%	17,0%	Limpopo	Female	19,9%	%0'0	0,1%	1,2%	20,0%
) } !	Total	49.7%	0,1%	0,2%	2,4%	%0'09		Total	29,7%	0,1%	0,2%	2,4%	%0'09
	Male	32,8%	0,1%	0,1%	4,0%	33,0%		Male	39,7%	0,1%	0,1%	4,0%	40,0%
Moumalanda	Female	16,9%	0,1%	0,1%	3,5%	17,0%	Mpumalanga	Female	19,9%	0,1%	0,1%	3,2%	20,0%
,	Total	49,7%	0,2%	0,2%	7,2%	%0'09		Total	%9'69	0,2%	0,2%	7,2%	%0'09
	Male	32,3%	0,4%	0,3%	2,8%	33,0%		Male	39,1%	0,5%	0,4%	2,8%	40,0%
North West	Female	16,6%	0,2%	0,2%	1,6%	17,0%	North West	Female	19,6%	0,3%	0,2%	1,0%	60.0%
	Total	48,9%	%9'0	0,5%	4,4%	20,0%		lotal	58,7%	0,0%	%0,0	4,4 /0	40.0%
	Male	20,9%	12,0%	0,1%	6,4%	33,0%	North Cons	Male	42,5%	7 3%	0.4%	4.5%	20.0%
Northern Cape	Female	70,8%	0,7%	0,1%	4,0,0	0,0,71	MOI III Cape	Total	38.0%	21.8%	0.3%	10.9%	%0.09
	Total	31,6%	18,1%	0,2%	7 20/	30,0%		Male	18.2%	21.4%	0.4%	7.2%	40,0%
	Male	13,0%	11,1/0	0,00	C 40/	47.0%	Western Cane	Female	9.1%	10.7%	0.5%	6.1%	20,0%
Western Cape	remale	0,7,7	9,1%	0,2,0	12 2%	50.0%		Total	27.3%	32.1%	%9'0	13,3%	%0'09
	loral	0/0'77	60,070	0,0,0	0,0,0	20,00							
Mouleforce	Male	15.1%	%0.9	2.6%	51.9%	26.7%	Workforce	Male	21,6%	%9'9	2,6%	37,8%	33,8%
Profile 2022 (All	Female	6.9%	3.2%	3.0%	6,1%	13,1%	Profile 2022 (All	Female	%8'6	2,4%	2,5%	11,3%	14,7%
employers)	Total	22.0%	9.5%	8,6%	28,0%	39,8%	employers)	Total	31,4%	%0'6	8,1%	49,1%	48,5%
//													

					4	CONS	4. CONSTRUCTION						
	C. PROF	C. PROFESSIONALLY QUALIFIED	LY QUAL	IFIED					D. SKILLED	TED			
NATIONAL &	GENDER		POPUL	PULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUL	POPULATION GROUP	ROUP	
PROVINCE		4	ပ	-	*	BLACK			A	၁		W	BLACK
	Male	43,5%	5,1%	1,5%	4,5%	%0'09		Male	43,8%	2,1%	1,5%	4,5%	50,4%
National	Female	21,7%	2,5%	%2'0	3,5%	25,0%	National	Female	32,7%	3,8%	1,1%	3,5%	37,6%
	Total	65,2%	%9'1	2,5%	%0'8	75,0%		Total	76,5%	%6'8	7,6%	8,0%	88,0%
	SECTOR 1	SECTOR TARGETS FOR		PROVINCES				SECTOR	TARGETS	FOR PROVINCES	VINCES		
	Male	43,5%	6,3%	%5'0	7,8%	20,0%		Male	43,6%	6,4%	%5'0	7,8%	50,4%
Eastern Cape	Female	21,6%	3,5%	0,2%	2,2%	25,0%	Eastern Cape	Female	32,5%	4,7%	0,4%	2,2%	37,6%
	Total	64,8%	9,5%	%2'0	2,0%	75,0%		Total	76,1%	11,1%	%8'0	2,0%	88,0%
	Male	47,6%	1,5%	%6'0	3,7%	20,0%		Male	48,0%	1,5%	%6'0	3,7%	50,4%
Free State	Female	23,8%	%2'0	0,5%	3,6%	25,0%	Free State	Female	35,8%	1,1%	%2'0	3,6%	37,6%
	Total	71,4%	2,5%	1,4%	7,3%	75,0%		Total	83'8%	2,6%	1,6%	7,3%	88,0%
	Male	46,6%	1,3%	2,0%	6,4%	20,0%		Male	41,0%	1,4%	2,0%	6,4%	50,4%
Gauteng	Female	23,3%	%2'0	1,0%	4,6%	25,0%	Gauteng	Female	35,1%	1,0%	1,5%	4,6%	32,6%
)	Total	%6'69	2,0%	3,0%	11,0%	75,0%		Total	82,1%	2,4%	3,6%	11,0%	88,0%
	Male	45,6%	%9'0	3,8%	2,5%	20,0%		Male	46,0%	%9'0	3,8%	2,5%	50,4%
KwaZulu-Natal	Female	22,8%	0,3%	1,9%	1,9%	25,0%	KwaZulu-Natal	Female	34,3%	0,4%	2,9%	1,9%	37,6%
	Total	68,4%	%6'0	2,7%	4,1%	75,0%		Total	80,3%	1,0%	6,7%	4,1%	88,0%
	Male	49,7%	0,1%	0,2%	1,2%	20,0%		Male	50,1%	0,1%	0,2%	1,2%	50,4%
Limpopo	Female	24,9%	%0'0	0,1%	1,2%	25,0%	Limpopo	Female	37,4%	%0'0	0,2%	1,2%	37,6%
	Total	74,6%	0,1%	0,3%	2,4%	%0'52		Total	81,5%	0,1%	0,4%	2,4%	88,0%
	Male	49,7%	0,5%	0,2%	4,0%	20,0%		Male	20,1%	0,2%	0,5%	4,0%	50,4%
Mpumalanga	Female	24,8%	0,1%	0,1%	3,5%	25,0%	Mpumalanga	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%
	Male	48,9%	%9'0	0,5%	2,8%	20,0%		Male	49,3%	%9'0	%5'0	2,8%	50,4%
North West	Female	24,5%	0,3%	0,2%	1,6%	25,0%	North West	Female	36,8%	0,5%	0,4%	1,6%	37,6%
	Total	73,4%	%6'0	%2'0	4,4%	75,0%		Total	86,1%	1,1%	%8'0	4,4%	%0'88
	Male	31,6%	18,1%	0,5%	6,4%	%0'09		Male	31,9%	18,3%	0,2%	6,4%	50,4%
Northern Cape	Female	15,8%	9,1%	0,1%	4,5%	25,0%	Northern Cape	Female	73,8%	13,6%	0,2%	4,5%	32,6%
	Total	47,5%	27,2%	0,3%	10,9%	15,0%		Total	22,7%	31,9%	0,4%	10,9%	%0'88
	Male	22,8%	76,8%	%5'0	7,2%	20,0%		Male	23,0%	27,0%	0,5%	7,2%	50,4%
Western Cape	Female	11,4%	13,4%	0,2%	6,1%	25,0%	Western Cape	Female	17,1%	20,1%	0,3%	6,1%	37,6%
	Total	34,2%	40,1%	%2'0	13,3%	75,0%		Total	40,1%	47,1%	%8'0	13,3%	88,0%
	Molo	24 40/	7 40/	A 00%	26 Fº/	A2 20/	Monkford	oleM	76 7%	7 2%	2 0%	10.1%	58.9%
Worktorce	Male	0/1,10	0/1,1	0,0,1	20,070	72,270	Wolkiolice	ואמני	2000	2000	2017	/00 1	/00 00
Profile 2022 (All	Female	15,8%	2,3%	1,9%	8,8%	20,0%	Profile 2022 (All	Female	19,3%	2,8%	0,7,L	2,3%	23,3%
employers)	Total	46,9%	9,4%	2,9%	35,3%	62,2%	employers)	Total	%0'69	40,0%	3,2%	15,4%	82,2%
	5-YEAR	SECTOR T.	ARGET F	OR EMPL	OYEES V	WITH DISABI	5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR	TOTAL WO	RKFORCE	FOR THIS	SECTOR		
										a Company of the second			STATE OF STATE OF STATE OF

			5.	FINAN	ICIAL	AND IN	5. FINANCIAL AND INSURANCE ACTIVITIES	TIVITE	S				
	A.A.	A. TOP MANAGE	ı					B.S	B. SENIOR MANAGEMENT	NAGEMEN	ш		
NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUL	POPULATION GROUP	ROUP	
PROVINCE	פרונסוו	A	v	-	*	BLACK			A	ပ		M	BLACK
	Male	26,1%	3,0%	%6'0	4,5%	30,0%		Male	27,0%	3,1%	%6'0	4,5%	31,0%
National	Female	18,5%	2,5%	%9'0	3,5%	21,3%	National	Female	22,6%	2,6%	%8'0	3,5%	26,0%
	Total	44,6%	5,2%	1,5%	%0'8	51,3%		Total		2,8%	1,7%	%0'8	22,0%
	SECTOR T	SECTOR TARGETS FOR	OR PRO	PROVINCES				SECTOR	TARGETS	FOR PROVINCES	VINCES		
	Male	25,9%	3,8%	%8'0	2,8%	30,0%		Male	26,8%	3,9%	%8'0	2,8%	31,0%
Eastern Cape	Female	18,4%	2,7%	0,2%	2,5%	21,3%	Eastern Cape	Female	22,5%	3,3%	0,2%	2,2%	26,0%
	Total	44,3%	%5'9	%5'0	2,0%	51,3%		Total	49,3%	7,2%	0,5%	2,0%	22,0%
	Male	28,6%	%6'0	%9'0	3,7%	30,0%		Male	29,5%	%6'0	%9'0	3,7%	31,0%
Free State	Female	20,3%	%9'0	0,4%	3,6%	21,3%	Free State	Female	24,8%	%8'0	%5'0	3,6%	26,0%
	Total	48,9%	1,5%	%6'0	7,3%	51,3%		Total	54,3%	1,7%	1,0%	7,3%	22,0%
	Male	28,0%	%8'0	1,2%	6,4%	30,0%		Male	28,9%	%8'0	1,3%	6,4%	31,0%
Gauteng	Female	19,9%	%9'0	%6'0	4,6%	21,3%	Gauteng	Female	24,2%	%2'0	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%	22,0%
	Male	27,4%	0,3%	2,3%	2,2%	30,0%		Male	28,3%	0,4%	2,4%	2,5%	31,0%
KwaZulu-Natal	Female	19,4%	0,5%	1,6%	1,9%	21,3%	KwaZulu-Natal	Female	23,7%	0,3%	2,0%	1,9%	26,0%
	Total	46,8%	%9'0	3,9%	4,1%	51,3%		Total	52,0%	%2'0	4,3%	4,1%	22,0%
	Male	29,8%	%0'0	0,1%	1,2%	30,0%		Male	30,8%	%0'0	0,1%	1,2%	31,0%
Limpopo	Female	21,2%	%0'0	0,1%	1,2%	21,3%	Limpopo	Female	25,9%	%0'0	0,1%	1,2%	26,0%
	Total	21,0%	0,1%	0,2%	2,4%	51,3%		Total	26,7%	0,1%	0,5%	2,4%	22,0%
	Male	29,8%	0,1%	0,1%	4,0%	30,0%		Male	30,8%	0,1%	0,1%	4,0%	31,0%
Mpumalanga	Female	21,2%	0,1%	0,1%	3,5%	21,3%	Mpumalanga	Female	25,8%	0,1%	0,1%	3,5%	26,0%
	Total	21,0%	0,2%	0,2%	7,2%	51,3%		Total	26,6%	0,2%	0,5%	7,2%	22,0%
	Male	29,3%	0,4%	0,3%	2,8%	30,0%		Male	30,3%	0,4%	0,3%	2,8%	31,0%
North West	Female	20,8%	0,3%	0,5%	1,6%	21,3%	North West	Female	25,4%	0,3%	0,2%	4,6%	26,0%
	Total	20,2%	%9'0	0,5%	4,4%	51,3%		Total	22,7%	%2'0	%5'0	4,4%	22,0%
	Male	19,0%	10,9%	0,1%	6,4%	30,0%		Male	19,6%	11,2%	0,1%	6,4%	31,0%
Northern Cape	Female	13,5%	7,7%	0,1%	4,5%	21,3%	Northern Cape	Female	16,5%	9,4%	0,1%	4,5%	26,0%
	Total	32,5%	18,6%	0,5%	10,9%	51,3%		Total	36,1%	20,7%	0,3%	10,9%	22,0%
	Male	13,7%	16,1%	0,3%	7,2%	30,0%		Male	14,1%	16,6%	0,3%	7,2%	31,0%
Western Cape	Female	%2'6	11,4%	0,2%	6,1%	21,3%	Western Cape	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%	27,0%
													10, 10
Workforce	Male	10,5%	2,8%	8,0%	45,5%	21,3%	Workforce	Male	11,7%	4,1%	%9'6	28,6%	25,4%
Profile 2022 (All	Female	8,3%	2,5%	4,1%	\rightarrow	14,9%	Profile 2022 (All	Female	11,2%	4,2%	7,3%	18,6%	22,7%
employers)	Total	18,8%	2,3%	12,1%	29,3%	36,2%	employers)	Total	22,9%	8,3%	16,9%	47,2%	48,1%

			5.	FINAN	ICIAL	AND IN	5. FINANCIAL AND INSURANCE ACTIVITIES	STIVITE	S				
	C. PROF	C. PROFESSIONALLY QUALIFIED	LY QUAL	IFIED					D. SKILLED	TED.			
NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUL	POPULATION GROUP	ROUP	
PROVINCE		4	ပ		8	BLACK			Α	၁		×	BLACK
	Male	31,3%	3,6%	1,1%	4,5%	36,0%		Male	36,5%	4,5%	1,2%	4,5%	42,0%
National	Female	79,62	3,4%	1,0%	3,5%	34,0%	National	Female	40,5%	4,7%	1,4%	3,5%	46,2%
	Total	%6'09	7,1%	2,1%	%0'8	%0'02		Total	%2'92	%6'8	2,6%	8,0%	88,2%
	SECTOR TARGETS	ARGETS F	FOR PRO	PROVINCES				SECTOR	TARGETS	FOR PROVINCES	VINCES		
	Male	31,1%	4,5%	0,3%	2,8%	36,0%		Male	36,3%	2,3%	0,4%	2,8%	42,0%
Eastern Cape	Female	29,4%	4,3%	0,3%	2,2%	34,0%	Eastern Cape	Female	39,9%	2,8%	0,4%	2,5%	46,2%
	Total	%5'09	%8'8	%2'0	2,0%	%0'02		Total	76,2%	11,1%	%8'0	2,0%	88,2%
	Male	34,3%	1,0%	%2'0	3,7%	36,0%		Male	40,0%	1,2%	%8'0	3,7%	45,0%
Free State	Female	32,4%	1,0%	%9'0	3,6%	34,0%	Free State	Female	44,0%	1,3%	%8'0	3,6%	46,2%
	Total	%2'99	2,0%	1,3%	7,3%	%0,07		Total	84,0%	2,6%	1,6%	7,3%	88,2%
	Male	33,6%	1,0%	1,5%	6,4%	36,0%		Male	39,5%	1,1%	1,7%	6,4%	42,0%
Gauteng	Female	31,7%	%6'0	1,4%	4,6%	34,0%	Gauteng	Female	43,1%	1,2%	1,9%	4,6%	46,2%
•	Total	65,3%	1,9%	2,8%	11,0%	%0'02		Total	82,3%	2,4%	3,6%	11,0%	88,2%
	Male	32,8%	0,4%	2,7%	2,5%	36,0%		Male	38,3%	%5'0	3,5%	2,5%	42,0%
KwaZulu-Natal	Female	31,0%	0,4%	2,6%	1,9%	34,0%	KwaZulu-Natal	Female	42,2%	%5'0	3,5%	1,9%	46,2%
	Total	63,9%	%8'0	2,3%	4,1%	%0,07		Total	80,5%	1,0%	%2'9	4,1%	88,2%
	Male	35,8%	%0'0	0,1%	1,2%	36,0%		Male	41,8%	%0'0	0,2%	1,2%	42,0%
Limpopo	Female	33,8%	%0'0	0,1%	1,2%	34,0%	Limpopo	Female	46,0%	%0'0	0,2%	1,2%	46,2%
•	Total	%9'69	0,1%	0,3%	2,4%	%0'02		Total	%2'28	0,1%	0,4%	2,4%	88,2%
	Male	35,8%	0,1%	0,1%	4,0%	36,0%		Male	41,7%	0,1%	0,1%	4,0%	42,0%
Mpumalanda	Female	33,8%	0,1%	0,1%	3,2%	34,0%	Mpumalanga	Female	45,9%	0,1%	0,1%	3,5%	46,2%
-	Total	%5'69	0,2%	0,2%	7,2%	%0'02		Total	%9'28	%8'0	0,3%	7,2%	88,2%
	Male	35,2%	%5'0	0,3%	2,8%	36,0%		Male	41,1%	0,5%	0,4%	2,8%	42,0%
North West	Female	33,3%	0,4%	0,3%	1,6%	34,0%	North West	Female	45,2%	%9'0	0,4%	1,6%	46,2%
	Total	68,5%	%6'0	%2'0	4,4%	%0'02		Total	86,3%	1,1%	%8'0	4,4%	88,2%
	Male	22,8%	13,1%	0,5%	6,4%	36,0%		Male	26,6%	15,2%	0,2%	6,4%	42,0%
Northern Cape	Female	21,5%	12,3%	0,2%	4,5%	34,0%	Northern Cape	Female	29,2%	16,7%	0,5%	4,5%	46,2%
	Total	44,3%	25,4%	0,3%	10,9%	%0,07		Total	25,8%	32,0%	0,4%	10,9%	88,2%
	Male	16,4%	19,3%	0,3%	7,2%	36,0%		Male	19,1%	22,5%	0,4%	7,2%	45,0%
Western Cape	Female	15,5%	18,2%	0,3%	6,1%	34,0%	Western Cape	Female	21,0%	24,7%	0,4%	6,1%	46,2%
•	Total	31,9%	37,5%	%9'0	13,3%	%0'02		Total	40,2%	47,2%	%8'0	13,3%	88,2%
		71 00/	/00 2	1 200	45.00/	/80 00		Molo	40 7%	E 60/	2 50%	£ 9%	28 80%
Workforce		۷,6,7۲	2,6%	1,5%	13,9%	0,000	Workforce	Male	0/ 1/61	4	0,0,0	0,0,0	20,07
Profile 2022 (All		19,6%	7,1%	7,8%	16,2%	34,5%	Profile 2022 (All	Female	36,4%	4	5,4%	10,8%	53,1%
employers)	Total	37,5%	12,7%	15,1%	32,1%	65,3%	employers)	Total	56,1%	16,9%	8,9%	16,7%	81,9%
	5-YEAR S	5-YEAR SECTOR TARG	ARGET FC	OR EMPL	OYEES M	ITH DISABI	ET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR	TOTAL WO	RKFORCE	FOR THIS	SECTOR		
				STATE	CONTRACTOR OF STREET			The state of the s	THE PERSON NAMED IN	September 19 19 19 19 19 19 19 19 19 19 19 19 19			

				6. TR	ANSP	ORTAT	6. TRANSPORTATION AND STORAGE	ENUS					
	L.A	A. TOP MANAGEN	GEMENT					2000	SENIOR MANAGEMEN	NAGEMEI	Į.		
NATIONAL &	GENDED			PULATION GROUP	ROUP		NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP	
PROVINCE	GENDEN	A	o	_	*	BLACK			A	ပ		W	BLACK
	Male	26,1%	3,0%	%6'0	4,5%	30,0%		Male	33,0%	3,8%	1,1%	4,5%	38,0%
National	Female		2,0%	%9'0	3,5%	20,0%	National	Female	19,1%	2,5%	%9'0	3,5%	22,0%
	Total	43,5%	5,1% 1,5%	1,5%	8,0%	20,0%		Total	52,2%	6,1%	1,8%	%0'8	%0'09
	SECTOR TARGETS FOR	ARGETS	FOR PRO	/INCES				SECTOR	TARGETS	FOR PROVINCES	VINCES		
	Male	25,9%	3,8%	0,3%	2,8%	30,0%		Male	32,8%	4,8%	0,4%	2,8%	38,0%
Eastern Cape	Female		2,5%	0,5%	2,5%	20,0%	Eastern Cape	Female	19,0%	2,8%	0,5%	2,2%	22,0%
	Total	43.2%	6,3%	%5'0	2,0%	%0'09		Total	51,9%	7,6%	%9'0	2,0%	%0'09
	Male	28,6%	%6'0	%9'0	3,7%	30,0%		Male	36,2%	1,1%	%2'0	3,7%	38,0%
Free State	Female	19,1%	%9'0	0,4%	3,6%	20,0%	Free State	Female	21,0%	%9'0	0,4%	3,6%	22,0%
	Total	47.6%	1,5%	%6'0	7,3%	20,0%		Total	57,2%	1,7%	1,1%	7,3%	%0'09
	Male	28,0%	%8'0	1,2%	6,4%	30,0%		Male	35,4%	1,0%	1,5%	6,4%	38,0%
Gautend	Female	18.7%	0.5%	%8'0	4,6%	20,0%	Gauteng	Female	20,5%	%9'0	%6'0	4,6%	22,0%
	Total	46,6%	1,3%	2,0%	11,0%	%0'09		Total	%0'99	1,6%	2,4%	11,0%	%0'09
	Male	27,4%	0.3%	2,3%	2,5%	30,0%		Male	34,7%	0,4%	2,9%	2,2%	38,0%
KwaZulu-Natal	Female	18.2%	0.2%	1.5%	1,9%	20,0%	KwaZulu-Natal	Female	20,1%	0,3%	1,7%	1,9%	22,0%
	Total	45.6%	%9'0	3,8%	4,1%	%0'09		Total	54,7%	%2'0	4,6%	4,1%	%0'09
	Male	29,8%	%0'0	0,1%	1,2%	30,0%		Male	37,8%	%0'0	0,2%	1,2%	38,0%
Limpopo	Female	19,9%	%0'0	0,1%	1,2%	20,0%	Limpopo	Female	21,9%	%0'0	0,1%	1,2%	22,0%
	Total	49.7%	0,1%	0,2%	2,4%	%0'09		Total	29,7%	0,1%	0,2%	2,4%	%0'09
	Male	29,8%	0,1%	0,1%	4,0%	30,0%		Male	37,8%	0,1%	0,1%	4,0%	38,0%
Moumalanda	Female	19.9%	0,1%	0,1%	3,2%	20,0%	Mpumalanga	Female	21,9%	0,1%	0,1%	3,5%	22,0%
0	Total	49,7%	0,5%	0,5%	7,2%	%0'09		Total	%9'69	0,2%	0,2%	7,2%	%0'09
	Male	29,3%	0,4%	0,3%	2,8%	30,0%		Male	37,2%	0,5%	0,4%	2,8%	38,0%
North West	Female	19,6%	%6,0	0,5%	1,6%	20,0%	North West	Female	21,5%	0,3%	0,2%	1,6%	22,0%
	Total	48,9%	%9'0	%5'0	4,4%	20,0%		Total	28,7%	%8'0	%9'0	4,4%	%0'09
	Male	19,0%	10,9%	0,1%	6,4%	30,0%		Male	24,1%	13,8%	0,2%	6,4%	38,0%
Northern Cape	Female	12,7%	7,3%	0,1%	4,5%	20,0%	Northern Cape	Female	13,9%	%0'8	0,1%	4,5%	22,0%
	Total	31,6%	18,1%	0,5%	10,9%	20,0%		Total	38,0%	21,8%	0,3%	10,9%	%0'09
	Male	13,7%	16,1%	0,3%	7,2%	30,0%		Male	17,3%	20,3%	0,4%	7,2%	38,0%
Western Cape	Female	9,1%	10,7%	0,2%	6,1%	20,0%	Western Cape	Female	10,0%	11,8%	0,2%	6,1%	22,0%
	Total	22,8%	76,8%	0,5%	13,3%	20,0%		Total	27,3%	32,1%	%9'0	13,3%	%0,09
Workforce	Male	10,2%	3,3%	11,8%	\vdash	25,3%	Workforce	Male	15,2%		11,2%	32,7%	31,7%
Profile 2022 (All	Female	%9'9	2,3%	2,2%	11,9%	14,1%	Profile 2022 (All	Female	8,7%	\perp	6,2%	15,9%	17,9%
employers)	Total	16,8%	2,6%	12,0%	58,1%	39,4%	employers)	Total	23,9%	8,3%	17,4%	48,6%	49,6%

C. PROFESSIONALLY QUALIFIED	LLY QUALI POPULA C 4,9% 2,7% 7,6% FOR PROV 6,1% 3,4% 9,5% 1,4% 0,8% 2,2%	UALIFIED PULATION GROUP 1 W 4.5% 6 0,8% 3.5%	OUP		FIED		D. SKILLED	TLED			
A A A A Male 41,7% Female 23,5% Total 65,2% SECTOR TARGETS F Male 41,5% Total 64,8% Male 45,7% Female 25,7% Total 71,4% Total 71,4%		1,4% 0,8%			A IANCITAN				ALTO AND ASSESSMENT OF THE PARTY OF THE PART		
A Male 41,7% Female 23,5% Total 65,2% SECTOR TARGETS F Male 41,5% Total 64,8% Male 45,7% Female 25,7% Total 71,4%	C 4,9% 2,7% 7,6% OR PROV 6,1% 9,5% 9,5% 0,8% 2,2%	1,4%			PROVINCE	GENDER		POPUL	POPULATION GROUP	ROUP	
Male	4,9% 2,7% 7,6% OR PROV 6,1% 3,4% 9,5% 1,4% 0,8%	1,4%	*	BLACK			A	၁		W	BLACK
Female 23,5% Total 65,2% SECTOR TARGETS F Male 41,5% Total 64,8% Male 45,7% Male 71,4% Total 71,4% Total 71,4%	2,7% 7,6% OR PROV 6,1% 3,4% 9,5% 1,4% 0,8%	%8%	4,5%	48,0%	STEE OF	Male	43,8%	5,1%	1,5%	4,5%	50,4%
Total 65,2% SECTOR TARGETS F Male 41,5% Total 64,8% Male 45,7% Female 25,7% Total 71,4%	7,6% OR PROV 6,1% 3,4% 9,5% 1,4% 0,8%	706 6	3,5%	27,0%	National	Female	32,7%	3,8%	1,1%	3,5%	37,6%
SECTOR TARGETS F Male	6,1% 6,1% 3,4% 9,5% 1,4% 0,8%	6,4,4	%0'8	75,0%		Total	76,5%	%6'8	7,6%	8,0%	88,0%
Male 41,5% Total 64,8% Male 45,7% Female 25,7% Total 71,4%	6,1% 3,4% 9,5% 1,4% 0,8%	PROVINCES				SECTOR	TARGETS	FOR PROVINCES	VINCES		
Ape Female 23,3% Total 64,8% Male 45,7% Female 25,7% Total 71,4%	3,4% 9,5% 1,4% 0,8% 2,2%	%5'0	2,8%	48,0%		Male	43,6%	6,4%	%5'0	2,8%	50,4%
Total 64,8% Male 45,7% Female 25,7% Total 71,4%	9,5% 1,4% 0,8% 2,2%	%6'0	2,5%	27,0%	Eastern Cape	Female	32,5%	4,7%	0,4%	2,2%	37,6%
Male 45,7% Female 25,7% Total 71,4%	1,4%	%2'0	2,0%	75,0%		Total	76,1%	11,1%	%8'0	2,0%	88,0%
Female 25,7% Total 71,4%	2,2%	%6'0	3,7%	48,0%		Male	48,0%	1,5%	%6'0	3,7%	20,4%
Total 71,4%	2,5%	0,5%	3,6%	27,0%	Free State	Female	35,8%	1,1%	%2'0	3,6%	37,6%
		1,4%	7,3%	75,0%		Total	83'8%	7,6%	1,6%	7,3%	88,0%
44,8%	1,3%	1,9%	6,4%	48,0%		Male	%0 ′ 2 ⁄	1,4%	2,0%	6,4%	50,4%
le 25,2%	%2'0	H	4,6%	27,0%	Gauteng	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%
43,8%	%9'0	3,7%	2,2%	48,0%		Male	46,0%	%9'0	3,8%	2,2%	20,4%
le 24,6%	0,3%	2,1%	1,9%	27,0%	KwaZulu-Natal	Female	34,3%	0,4%	2,9%	1,9%	37,6%
68,4%	%6'0	2,7%	4,1%	75,0%		Total	80,3%	1,0%	%2'9	4,1%	88,0%
47,8%	%0'0	0,5%	1,2%	48,0%		Male	20,1%	0,1%	0,5%	1,2%	50,4%
	%0'0	0,1%	1,2%	27,0%	Limpopo	Female	37,4%	%0'0	0,5%	1,2%	37,6%
Total 74,6%	0,1%	%8'0	2,4%	75,0%		Total	81,5%	0,1%	0,4%	2,4%	%0'88
\vdash	0,5%	0,2%	4,0%	48,0%		Male	50,1%	0,2%	0,5%	4,0%	50,4%
⊢	0,1%	0,1%	3,2%	27,0%	Mpumalanga	Female	37,4%	0,1%	0,1%	3,5%	32,6%
Total 74,5%	0,5%	0,5%	7,2%	75,0%		Total	87,4%	0,3%	0,3%	7,2%	88,0%
46,9%	%9'0	%5'0	2,8%	48,0%		Male	49,3%	%9'0	%5'0	2,8%	50,4%
\vdash	0,3%	%8'0	1,6%	27,0%	North West	Female	36,8%	0,5%	0,4%	1,6%	32,6%
Total 73,4%	%6'0	%2'0	4,4%	75,0%		Total	86,1%	1,1%	%8'0	4,4%	88,0%
Н	17,4%	0,5%	6,4%	48,0%		Male	31,9%	18,3%	0,2%	6,4%	20,4%
le 17,1%	%8'6	0,1%	4,5%	27,0%	Northern Cape	Female	23,8%	13,6%	0,2%	4,5%	37,6%
47,5%	27,2%	0,3%	10,9%	75,0%		Total	22,7%	31,9%	0,4%	40,9%	%0'88
Male 21,9%	25,7%	0,4%	7,2%	48,0%		Male	23,0%	27,0%	0,5%	7,2%	50,4%
	14,4%	0,5%	6,1%	27,0%	Western Cape	Female	17,1%	20,1%	0,3%	6,1%	32,6%
Total 34,2%	40,1%	%2'0	13,3%	%0'52		Total	40,1%	47,1%	%8'0	13,3%	88,0%
Markenson Male 28 1%	5.8%	7 7%	21.4%	41.6%	Workforce	Male	44.7%	7.5%	4.3%	10.1%	56.5%
_	2,000	+	42.40/	20 20/	Profile 2022 (All	Fomolo	18 0%	Ļ	2 40%	6 3%	25.0%
Z (All Female	3,5%	-	0,1,21	0,000	FIGHE 2022 (All	Leilaic	0,6,01	Ţ	7,470	0,5%	23,0 %
employers) Total 43,4%	9,3%	12,2%	33,5%	64,9%	employers)	lotal	63,6%	11,2%	6,7%	16,4%	%6,18

				7. INF	DRMA	TION AN	7. INFORMATION AND COMMUNICATION	CATION					
	A.	A. TOP MANAGEN	AGEMENT					B.S.	B. SENIOR MANAGEMENT	NAGEME	TN		
NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUI	POPULATION GROUP	ROUP	
PROVINCE		4	ပ		*	BLACK			A	၁		×	BLACK
	Male	24,3%	2,8%	%8'0	4,5%	28,0%		Male	30,4%	3,5%	1,0%	4,5%	35,0%
National	Female	19,1%	2,5%	%9'0	3,5%	22,0%	National	Female	21,7%	2,5%	%2'0	3,5%	25,0%
	Total	43,5%	5,1%	1,5%	%0'8	20,0%		Total	52,2%		1,8%	8,0%	%0'09
	SECTOR TARGETS FOR	'ARGETS		PROVINCES				SECTOR '	TARGETS	FOR PROVINCES	VINCES		
	Male	24,5%		0,3%	7,8%	28,0%		Male	30,5%	4,4%	0,3%	2,8%	35,0%
Eastern Cape	Female	19,0%	2,8%	0,2%	2,2%	22,0%	Eastern Cape	Female	21,6%	3,2%	0,5%	2,2%	25,0%
	Total	43,5%	6,3%	%5'0	2,0%	%0,03		Total	51,9%	2,6%	%9'0	2,0%	%0'09
	Male	26,7%	%8'0	0,5%	3,7%	28,0%		Male	33,3%	1,0%	%9'0	3,7%	35,0%
Free State	Female	21,0%	%9'0	0,4%	3,6%	22,0%	Free State	Female	23,8%	%2'0	0,5%	3,6%	25,0%
	Total	47,6%	1,5%	%6'0	7,3%	20,0%		Total	57,2%	1,7%	1,1%	7,3%	%0'09
	Male	26,1%	%8'0	1,1%	6,4%	28,0%		Male	32,6%	%6'0	1,4%	6,4%	32,0%
Gauteng	Female	20,5%	%9'0	%6'0	4,6%	22,0%	Gauteng	Female	23,3%	0,7%	1,0%	4,6%	25,0%
)	Total	46,6%	1,3%	2,0%	11,0%	%0'09		Total	26,0%	1,6%	2,4%	11,0%	%0'09
	Male	25,5%	0,3%	2,1%	2,2%	28,0%		Male	31,9%	0,4%	2,7%	2,5%	35,0%
KwaZulu-Natal	Female	20,1%	0,3%	1,7%	1,9%	22,0%	KwaZulu-Natal	Female	22,8%	0,3%	1,9%	1,9%	25,0%
	Total	45,6%	%9'0	3,8%	4,1%	%0'09		Total	54,7%	%2'0	4,6%	4,1%	%0'09
	Male	27,9%	%0'0	0,1%	1,2%	28,0%		Male	34,8%	%0'0	0,1%	1,2%	35,0%
Limpopo	Female	21,9%	%0'0	0,1%	1,2%	22,0%	Limpopo	Female	24,9%	%0'0	0,1%	1,2%	25,0%
	Total	49,7%	0,1%	0,2%	2,4%	%0'09		Total	%2'69	0,1%	0,2%	2,4%	%0'09
	Male	27,8%	0,1%	0,1%	4,0%	28,0%		Male	34,8%	0,1%	0,1%	4,0%	32,0%
Mpumalanga	Female	21,9%	0,1%	0,1%	3,5%	22,0%	Mpumalanga	Female	24,8%	0,1%	0,1%	3,2%	25,0%
	Total	49,7%	0,2%	0,2%	7,2%	20,0%		Total	29,6%	0,2%	0,2%	7,2%	%0'09
	Male	27,4%	0,4%	0,3%	2,8%	28,0%		Male	34,2%	0,4%	0,3%	2,8%	35,0%
North West	Female	21,5%	0,3%	0,2%	1,6%	22,0%	North West	Female	24,5%	0,3%	0,2%	1,6%	25,0%
	Total	48,9%	%9'0	0,5%	4,4%	%0'09		Total	28,7%	%8'0	%9'0	4,4%	%0'09
	Male	17,7%	10,2%	0,1%	6,4%	28,0%		Male	22,2%	12,7%	0,2%	6,4%	35,0%
Northern Cape	Female	13,9%	8,0%	0,1%	4,5%	22,0%	Northern Cape	Female	15,8%	9,1%	0,1%	4,5%	25,0%
	Total	31,6%	18,1%	0,2%	10,9%	%0'09		Total	38,0%	21,8%	0,3%	10,9%	%0'09
	Male.	12,8%	15,0%	0,3%	7,2%	28,0%		Male	15,9%	18,7%	0,3%	7,2%	35,0%
Western Cape	Female	10,0%	11,8%	0,2%	6,1%	22,0%	Western Cape	Female	11,4%	13,4%	0,2%	6,1%	25,0%
	Total	22,8%	26,8%	0,5%	13,3%	%0'09		Total	27,3%	32,1%	%9'0	13,3%	%0'09
Workforce	Male	8,3%	3,5%	%9'8	49,5%	20,4%	Workforce	Male	10,5%	4,7%	9,1%	35,5%	24,3%
Profile 2022 (All	Female	%5'9	2,7%	4,7%	12,8%	13,9%	Profile 2022 (All	Female	8,3%	3,5%	4,7%	18,7%	16,5%
employers)	Total	14,8%	6,2%	13,3%	62,0%	34,3%	employers)	Total	18,8%	8,2%	13,8%	24,5%	40,8%

				7. INF	DRMA	TION AP	7. INFORMATION AND COMMUNICATION	CATION					
	C. PROF	C. PROFESSIONALLY QUALIFIED	LLY QUAI	IFIED					D. SKILLED	TED			
NATIONAL &	GENDER		POPUL	PULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUI	POPULATION GROUP	ROUP	
PROVINCE		A	၁		M	BLACK			A	3		×	BLACK
	Male	34,8%	4,0%	1,2%	4,5%	40,0%		Male	41,7%	4,9%	1,4%	4,5%	48,0%
National	Female	26,1%	3,0%	%6'0	3,5%	30,0%	National	Female	32,5%	3,7%	1,1%	3,5%	37,0%
	Total	%6'09		2,1%	8,0%	%0,07		Total	73,9%	%9'8	2,5%	%0'8	82,0%
	SECTOR 1	SECTOR TARGETS FOR		PROVINCES				SECTOR	TARGETS	FOR PROVINCES	VINCES		
	Male	34,6%		0,4%	2,8%	40,0%		Male	41,5%	6,1%	%5'0	7,8%	48,0%
Eastern Cape	Female	25,9%	3,8%	0,3%	2,5%	30,0%	Eastern Cape	Female	32,0%	4,7%	0,4%	2,5%	37,0%
	Total	%5'09	8,8%	%2'0	2,0%	%0,07		Total	73,5%	10,7%	%8'0	2,0%	82,0%
	Male	38,1%	1,2%	%2'0	3,7%	40,0%		Male	45,7%	1,4%	%6'0	3,7%	48,0%
Free State	Female	28,6%	%6'0	%9'0	3,6%	30,0%	Free State	Female	35,2%	1,1%	%2'0	3,6%	37,0%
	Total	%2'99	2,0%	1,3%	7,3%	%0,07		Total	81,0%	2,5%	1,6%	7,3%	82,0%
	Male	37,3%	1,1%	1,6%	6,4%	40,0%		Male	44'8%	1,3%	1,9%	6,4%	48,0%
Gauteng	Female	28,0%	%8'0	1,2%	4,6%	30,0%	Gauteng	Female	34,5%	1,0%	1,5%	4,6%	37,0%
	Total	65,3%	1,9%	2,8%	11,0%	%0,07		Total	79,3%	2,3%	3,4%	11,0%	82,0%
	Male	36,5%	%5'0	3,0%	7,2%	40,0%		Male	43,8%	%9'0	3,7%	2,5%	48,0%
KwaZulu-Natal	Female	27,4%	0,3%	2,3%	1,9%	30,0%	KwaZulu-Natal	Female	33,8%	0,4%	2,8%	1,9%	37,0%
	Total	63,9%	%8'0	2,3%	4,1%	%0,07		Total	%9'22	1,0%	%5'9	4,1%	82,0%
	Male	39,8%	%0'0	0,2%	1,2%	40,0%		Male	47,8%	%0'0	0,5%	1,2%	48,0%
Limpopo	Female	29,8%	%0'0	0,1%	1,2%	30,0%	Limpopo	Female	36,8%	%0'0	0,5%	1,2%	37,0%
	Total	%9'69	0,1%	0,3%	2,4%	%0,07		Total	84,6%	0,1%	0,3%	2,4%	82,0%
	Male	39,7%	0,1%	0,1%	4,0%	40,0%		Male	47,7%	0,2%	0,5%	4,0%	48,0%
Mpumalanga	Female	29,8%	0,1%	0,1%	3,2%	30,0%	Mpumalanga	Female	36,8%	0,1%	0,1%	3,5%	37,0%
	Total	%5'69	0,2%	0,2%	7,2%	%0'02		Total	84,5%	%8'0	0,3%	7,2%	82,0%
	Male	39,1%	%5'0	0,4%	2,8%	40,0%		Male	46,9%	%9'0	0,5%	2,8%	48,0%
North West	Female	29,3%	0,4%	%8'0	1,6%	30,0%	North West	Female	36,2%	0,5%	0,3%	1,6%	37,0%
	Total	68,5%	%6'0	%2'0	4,4%	%0'02		Total	83,1%	1,1%	%8'0	4,4%	82,0%
	Male	25,3%	14,5%	0,2%	6,4%	40,0%		Male	30,4%	17,4%	0,2%	6,4%	48,0%
Northern Cape	Female	19,0%	10,9%	0,1%	4,5%	30,0%	Northern Cape	Female	23,4%	13,4%	0,2%	4,5%	37,0%
	Total	44,3%	25,4%	0,3%	10,9%	%0,07		Total	23,8%	30,8%	0,4%	10,9%	82,0%
	Male	18,2%	21,4%	0,4%	7,2%	40,0%		Male	21,9%	25,7%	0,4%	7,2%	48,0%
Western Cape	Female	13,7%	16,1%	%6'0	6,1%	30,0%	Western Cape	Female	16,9%	19,8%	0,3%	6,1%	37,0%
	Total	31,9%	37,5%	%9'0	13,3%	%0'02		Total	38,7%	45,5%	%8'0	13,3%	82,0%
		700 07	70.40	/00 0	/00 00	/07 00		177	/80 00	0.40/	/62.2	16 20/	/00 00
Workforce	Male	15,3%	%1.0	8,0%	23,0%	30,4%	Workforce	Male	0,7,07	0,1%	0,5,6	0,2%	02,0 %
Profile 2022 (All	Female	11,9%	4,1%	4,4%	14,7%	20,4%	Profile 2022 (All	Female	21,6%	2,8%	3,5%	10,2%	30,9%
employers)	Total	28,5%	10,2%	12,4%	43,7%	%8'09	employers)	Total	47,8%	13,9%	%0'6	26,5%	%2'02
	5-YEAR S	SECTOR T.	ARGET FO	OR EMPL	OYEES W	VITH DISABII	5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR	TOTAL WO	RKFORCE	FOR THIS	SECTOR		

8. W	8. WATER SUPPLY, S	JPPLY		ERAG	E, W	NSTE M	EWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	AND RE	MEDIA	NOIL	ACTIV	ITIES	
	A.1	A. TOP MANAGEMENT	AGEMENT					B.S	B. SENIOR MANAGEMEN	NAGEME	TI		
NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUL	POPULATION GROUP	ROUP	
PROVINCE		4	ပ	-	×	BLACK			A	၁	1	M	BLACK
	Male	39,1%	4,5%	1,3%	4,5%	45,0%		Male	43,5%	2,1%	1,5%	4,5%	20,0%
National	Female	30,4%	3,5%	1,0%	3,5%	35,0%	National	Female	33,0%	3,8%	1,1%	3,5%	38,0%
	Total	%9'69	8,1% 2,3%	2,3%	8,0%	%0'08		Total	76,5%	%6'8	7,6%	8,0%	88,0%
	SECTOR TARGETS FOR	ARGETS	FOR PRO	VINCES				SECTOR	TARGETS	FOR PROVINCE	VINCES		
	Male	38,9%	2,7%	0,4%	2,8%	45,0%		Male	43,2%	6,3%	0,5%	2,8%	20,0%
Eastern Cape	Female	30,2%	4,4%	0,3%	2,2%	35,0%	Eastern Cape	Female	32,8%	4,8%	0,4%	2,5%	38,0%
	Total	69,1%	10,1%	%8'0	2,0%	%0'08		Total	76,1%	11,1%	%8'0	2,0%	88,0%
	Male	45,9%	1,3%	%8'0	3,7%	45,0%		Male	47,6%	1,5%	%6'0	3,7%	20,0%
Free State	Female	33,3%	1,0%	%9'0	3,6%	35,0%	Free State	Female	36,2%	1,1%	%2'0	3,6%	38,0%
	Total	76,2%	2,3%	1,5%	7,3%	%0'08		Total	83,8%	7,6%	1,6%	7,3%	88,0%
	Male	42,0%	1,2%	1,8%	6,4%	45,0%		Male	46,6%	1,3%	7,0%	6,4%	20,0%
Gauteng	Female	32,6%	%6'0	1,4%	4,6%	35,0%	Gauteng	Female	35,4%	1,0%	1,5%	4,6%	38,0%
	Total	74,6%	2,5%	3,2%	11,0%	%0'08		Total	82,1%	2,4%	3,6%	11,0%	88,0%
	Male	41,1%	0,5%	3,4%	2,2%	45,0%		Male	45,6%	%9'0	3,8%	2,2%	20,0%
KwaZulu-Natal	Female	31,9%	0,4%	2,7%	1,9%	35,0%	KwaZulu-Natal	Female	34,7%	0,4%	2,9%	1,9%	38,0%
	Total	73,0%	%6'0	6,1%	4,1%	%0'08		Total	80,3%	1,0%	%2'9	4,1%	88,0%
	Male	44,8%	%0'0	0,2%	1,2%	45,0%		Male	49,7%	0,1%	0,5%	1,2%	20,0%
Limpopo	Female	34,8%	%0'0	0,1%	1,2%	35,0%	Limpopo	Female	37,8%	%0'0	0,5%	1,2%	38,0%
	Total	%9'62	0,1%	%8'0	2,4%	%0'08		Total	87,5%	0,1%	0,4%	2,4%	88,0%
	Male	44,7%	0,1%	0,1%	4,0%	45,0%		Male	49,7%	0,2%	0,2%	4,0%	%0'09
Mpumalanga	Female	34,8%	0,1%	0,1%	3,2%	32,0%	Mpumalanga	Female	37,8%	0,1%	0,1%	3,5%	38,0%
	Total	%5'62	0,3%	0,3%	7,2%	80,08		Total	87,4%	0,3%	0,3%	7,2%	88,0%
	Male	44,0%	%9'0	0,4%	2,8%	45,0%		Male	48,9%	%9'0	0,5%	2,8%	20,0%
North West	Female	34,2%	0,4%	0,3%	1,6%	32,0%	North West	Female	37,2%	0,5%	0,4%	1,6%	38,0%
	Total	78,2%	1,0%	%8'0	4,4%	%0'08		Total	86,1%	1,1%	%8'0	4,4%	88,0%
	Male	28,5%	16,3%	0,2%	6,4%	45,0%		Male	31,6%	18,1%	0,2%	6,4%	20,0%
Northern Cape	Female	22,2%	12,7%	0,2%	4,5%	35,0%	Northern Cape	Female	24,1%	13,8%	0,2%	4,5%	38,0%
	Total	%9'09	29,0%	0,4%	10,9%	%0,08		Total	25,7%	31,9%	0,4%	10,9%	88,0%
	Male	20,5%	24,1%	0,4%	7,2%	45,0%		Male	22,8%	26,8%	%5'0	7,2%	20,0%
Western Cape	Female	15,9%	18,7%	0,3%	6,1%	32,0%	Western Cape	Female	17,3%	20,3%	0,4%	6,1%	38,0%
	Total	36,4%	42,8%	%2'0	13,3%	%0'08		Total	40,1%	47,1%	%8'0	13,3%	%0'88
Workforce	Male	37,6%	7,8%	2,1%	22,5%	47,5%	Workforce	Male	42,8%	2,9%	3,3%	14,1%	25,0%
Profile 2022 (All	Female	17,7%	3,5%	1,8%	%9'9	22,7%	Profile 2022 (All	Female	21,9%	2,3%	1,3%	7,2%	25,5%
employers)	Total	25,3%	11,0%	3,9%	29,1%	70,2%	employers)	Total	64,7%	8,2%	4,6%	21,3%	77,5%

CENDER A	Male 43,8% Emale 35,5% Female 35,5% Female 35,3% Female 35,3% Female 38,9% Total 86,9% Total 85,1% Male Female 37,2% Female 37,2% Total 80,7% Female 50,1% Fem	PULATION G 1,5% 1,2% 6, 2,7% 6, 0,5% 6, 0,4% 7,0,9% 6, 0,9% 7,0,0,7% 7,0,1,7% 7,0,1,7% 7,0,1,7% 7,0,1,7% 7,0,1,7% 7,0,1,7% 7,0,1,7% 7,0,1,7% 7,0,1,7% 7,0,1,7% 7,0,1,7% 7,0,1,7% 7,0,1,7% 7,0,1,7% 7,0,1,7% 7,0,1,7% 7,0,1,0,1,0,1,0,1,0,1,0,1,0,1,0,1,0,1,0,		50,4% 40,8% 91,2% 91,2% 91,2% 50,4% 40,8% 91,2% 91,2% 91,2% 91,2% 91,2% 91,2% 91,2%	National National Eastern Cape Free State Gauteng	GENDER Male Female SECTOR Male Female Total Male Female Total Male Male Male		POPUL C 5,1%	ATION G	ROUP	
Maie A1,8% 61,4% 1,5% 4,5% 50,4% A1,8% A1,8% 4,5% 50,4% A1,8%	Male	1		50,4% 40,8% 91,2% 40,8% 40,8% 40,8% 91,2% 91,2% 91,2% 91,2% 91,2% 91,2% 91,2% 60,4%	National Eastern Cape Free State Gauteng	Male Female Total SECTOR Male Total Male Female Total Male Male Male Male Male Male Male Ma		C 5,1%	1		
Maile 35.5% 4.1% 1.2% 3.0.4% 1.5% 4.5% 6.0.4% 1.5% 4	Male 43,8%	6 1,5% 1,2% 1,2% 2,7% 2,7% 0,9% 0,9% 0,9% 0,9% 0,9% 0,9% 0,1% 0,1% 0,1% 0,1% 0,1% 0,1% 0,1% 0,2% 0,2% 0,2% 0,2%		50,4% 91,2% 91,2% 91,2% 91,2% 91,2% 91,2% 91,2% 91,2% 91,2% 91,2%	National Eastern Cape Free State Gauteng	Male Female Total Male Total Male Female Total Male Female Total Male Male Male Male Male Male Male Ma		5,1%		W	BLACK
Female 35,5% 4,1% 1,2% 3,5% 40,8% Mational Female 35,5% 4,1% 1,2% 3,5% 4,1% 1,2% 3,5% 4,1% 1,2% 3,5% 4,1% 1,2% 3,5% 4,1% 1,2% 3,5% 4,1% 1,2% 3,2% 4,2	Female 35,5% Total 79,3% SECTOR TARGETS Male 43,6% Total 78,8% Male 47,0% Female 38,9% Total 86,9% Total 85,1% Male 46,0% Total 85,1% Male 50,1% Total 83,2% Male 50,1% Total 80,7% Male 50,1% Total 90,7% Male 50,1% Total 90,7% Male 50,1% Total 90,7% Total 90,7% Male 50,1% Total 90,6% Total 90,6% Total 90,6% Total 90,6% Total 90,6% Male 50,1% Male 50,1% Total 90,6% Male 40,5% Total 90,6% Male 40,5% Total 90,6% Male 49,3%	6 1,2% 2,7% 0,5% 0,5% 0,9% 0,9% 0,9% 0,9% 0,9% 0,9% 0,9% 0,9		40,8% 91,2% 40,8% 91,2% 50,4% 40,8% 91,2% 91,2% 91,2% 91,2% 60,4%	Eastern Cape Free State Gauteng	Total SECTOR Male Female Total Male Female Total Male Male Male Male Male Male			1,5%	4,5%	50,4%
Total	Total 79,3%	PROVINCES 6 0,5% 6 0,4% 6 0,4% 6 0,9% 6 0,9% 6 1,7% 7 2,0% 6 2,0% 6 3,7% 7 3,1% 8 3,1% 8 3,1% 8 3,1% 8 0,2% 9 0,2% 9 0,2%		50,4% 40,8% 91,2% 50,4% 40,8% 91,2% 91,2% 91,2% 91,2% 60,4%	Eastern Cape Free State Gauteng	SECTOR Male Female Total Male Female Total Male Male		4,1%	1,2%	3,5%	40,8%
Maile 35,3% 5,2% 0,4% 2,2% 40,8% Female 35,3% 5,2% 0,4% 2,2% 40,8% Female 35,3% 5,2% 0,4% 2,2% 40,8% Female 35,3% 1,2% 0,3% 3,7% 5,04% Female 35,3% 1,2% 0,3% 3,7% 3,6% 4,8% 3,1% 4,6% Female 36,9% 1,2% 0,3% 3,7% 4,08% Female 36,9% 1,2% 0,5% 3,1% 1,0% Female 36,0% 1,4% 1,7% 4,6% 4,0,8% Female 36,0% 1,4% 1,7% 4,6% 4,0% Female 36,0% 1,4% 1,7% 4,6% Female 36,0% 1,4% 1,0% 1,2% Female 36,0% 1,4% 1,0% 1,4% Female 36,1% 1,4% 1,6% 1,4% Female 36,1% 1,4% 1,6% 1,4% Female 36,0% 1,4% 1,6% 1,4% Female 36,0% 1,4% 1,6% 1,4	Nale 43,6%	PROVINCES 6 0,5% 6 0,9% 6 0,9% 7 0,1% 7 1,7% 8 1,7% 8 3,1% 8 3,1% 8 3,1% 9 3,1% 9 0,2% 0,2%		50,4% 40,8% 91,2% 50,4% 91,2% 91,2% 91,2%	Eastern Cape Free State Gauteng	SECTOR Male Female Total Male Female Total Male		9,2%	2,7%	8,0%	91,2%
Male 43.8% 64% 0.6% 2.8% 50.4% Eastern Cape Female 35.3% 64% 0.6% 2.8% 5.0% 40.8% 5.0% 40.8% 5.0% 40.8% 5.0% 40.8% 5.0% 40.8% 5.0% 40.8% 5.0% 40.8% 5.0% 40.8% 5.0% 40.8% 5.0% 40.8% 5.0% 40.8%	Male	6 0,5% 0,4% 0,9% 0,9% 0,9% 0,9% 0,1% 0,1% 0,1% 0,1% 0,1% 0,1% 0,1% 0,1		50,4% 40,8% 91,2% 50,4% 50,4% 91,2% 91,2% 60,4%	Eastern Cape Free State Gauteng	Male Female Total Male Female Total Male			VINCES		
Female 35,9% 52% 0,4% 2.2% 4,0,8% Easten Cape Female 36,3% 52% 0,4% 2.2% <td>Female 35,3% Total 78,8% Male 48,0% Female 38,9% Total 86,9% Total 85,1% Male 46,0% Total 83,2% Total 83,2% Male 50,1% Female 50,1% Female 50,1% Female 50,1% Female 40,6% Total 90,7% Male 50,1% Female 40,5% Total 90,7% Male 50,1% Female 40,5% Total 90,6% Total 90,6% Male 50,1% Male 50,1% Female 40,6% Total 90,7% Male 50,1% Male 50,1% Female 40,5% Total 90,6%</td> <td></td> <td></td> <td>40,8% 91,2% 50,4% 91,2% 91,2% 91,2% 91,2%</td> <td>Free State Gauteng</td> <td>Female Total Male Female Total Male</td> <td>43,6%</td> <td>6,4%</td> <td>%5'0</td> <td>2,8%</td> <td>50,4%</td>	Female 35,3% Total 78,8% Male 48,0% Female 38,9% Total 86,9% Total 85,1% Male 46,0% Total 83,2% Total 83,2% Male 50,1% Female 50,1% Female 50,1% Female 50,1% Female 40,6% Total 90,7% Male 50,1% Female 40,5% Total 90,7% Male 50,1% Female 40,5% Total 90,6% Total 90,6% Male 50,1% Male 50,1% Female 40,6% Total 90,7% Male 50,1% Male 50,1% Female 40,5% Total 90,6%			40,8% 91,2% 50,4% 91,2% 91,2% 91,2% 91,2%	Free State Gauteng	Female Total Male Female Total Male	43,6%	6,4%	%5'0	2,8%	50,4%
Total	Total 78,8% Male 48,0% Female 38,9% Total 86,9% Male 47,0% Female 38,0% Total 85,1% Male 46,0% Total 83,2% Male 50,1% Female 40,6% Total 90,7% Male 50,1% Male 50,1% Male 50,1% Total 90,7% Male 70,1% Male 50,1% Male 70,1% Male 40,5% Total 90,6% Male 40,5%			50,4% 40,8% 91,2% 50,4% 91,2% 91,2% 50,4%	Free State Gauteng		35,3%	2,5%	0,4%	2,5%	40,8%
Male 48.0% 1.5% 0.9% 3.7% 50.4%	Male			50,4% 40,8% 91,2% 50,4% 91,2% 50,4%	Free State Gauteng KwaZıılu-Natal		78,8%	11,5%	%6'0	2,0%	91,2%
Female 38.9% 1.2% 0.7% 3.6% 40.8% Female 38.0% 1.1% 1.7% 1.7% 1.2% 0.1% 3.6% Female 38.0% 1.4% 2.0% 6.4% 6.4% 6.4% 6.4% 6.4% Female 38.0% 1.4% 1.7% 1.2% 4.6% 40.8% Female 38.0% 1.4% 1.7% 4.6% 40.8% Female 38.0% 1.4% 1.2% 1.2% 6.4% Female 38.0% 1.4% 1.2% 1.2% 40.8% Female 38.0% 1.4% 1.2% 1.2% 40.8% Female 38.1% 1.2% 1.2% 40.8% Female 37.2% 0.5% 3.1% 1.2% 40.8% Female 30.1% 0.1% 0.2% 1.2% 3.1% 1.2% Female 40.6% 0.0% 0.2% 1.2% 4.1% Female 40.6% 0.0% 0.2% 1.2% 4.4% Female 40.6% 0.0% 0.2% 1.2% 4.4% Female 40.6% 0.0% 0.2% 1.2% Female 30.1% 0.1% 0.1% 0.1% Female 40.6% 0.0% 0.2% 1.2% Female 40.6% 0.0% 0.0% 0.0% Female 40.6% 0.0% 0.0% 0.	Female 38,9% Total 86,9% Male 47,0% Female 38,0% Total 85,1% Male 46,0% Total 83,2% Male 50,1% Female 40,6% Total 90,7% Male 50,1% Total 90,7% Male 50,1% Total 90,7% Male 50,1% Total 90,6% Total 90,6% Male 40,5% Total 90,6% Male 76,1% Male 40,5% Total 90,6% Male 40,5% Male 50,1% Male 60,1% Male 70,1% Male 70,1% Male 70,1% Male 80,1% Male 80,1% Male 80,1% Male 90,1% Mal		++++	40,8% 50,4% 40,8% 91,2% 50,4%	Free State Gauteng KwaZıılu-Natal		48,0%	1,5%	%6'0	3,7%	50,4%
Total 86,9% 27% 17% 73% 91,2% Total 86,9% 27% 17% 73% 91,2% Total 86,9% 27% 17% 73% 91,2% Total 85,1% 2,5% 37% 11,0% 91,2% Total 85,1% 1,1% 1,1% 1,1% 1,1% 1,1% 1,1% 1,1%	Total 86,9%			91,2% 50,4% 40,8% 91,2% 50,4%	Gauteng KwaZulu-Natal	Total Male	38,9%	1,2%	%2'0	3,6%	40,8%
Maie 47,0% 14% 2.0% 6.4% 50.4% Gauteng Female 38,0% 1.1% 1.7% 4.6% 40,0% 4.0%	Male 47,0%			50,4% 40,8% 91,2% 50,4%	Gauteng KwaZulu-Natal	Male	%6'98	2,7%	1,7%	7,3%	91,2%
Female 38,0% 11% 11% 4,6% 40,8%	Female 38,0% Total 85,1% Male 46,0% Total 83,2% Male 50,1% Female 40,6% Total 90,7% Male 50,1% Total 90,7% Male 50,1% Total 90,6% Total 90,6% Total 90,6% Total 90,6% Male 40,5% Male 50,1% Male 50,1% Male 60,1% Male 70,1% Male 70,1% Male 70,1% Male 80,1% Male 90,1% Male 90		\vdash	91,2% 50,4%	Gauteng KwaZulu-Natal		47,0%	1,4%	2,0%	6,4%	50,4%
Total 85,1% 2,5% 3,7% 11,0% 91,2% Male 46,0% 0,6% 3,8% 2,2% 50,4% Male 37,2% 0,5% 3,1% 1,9% 91,2% Total 35,2% 1,0% 6,9% 4,1% 91,2% Total 30,1% 0,1% 0,2% 1,2% 40,8% Total 30,1% 0,1% 0,2% 1,2% 40,8% Total 40,5% 0,1% 0,2% 0,2% 4,1% Total 50,1% 0,2% 0,2% 4,0% Total 50,1% 0,2% 0,2% 0,3% Total 50,1% 0,2% 0,2% 0,4% Total 50,1% 0,2% 0,3% 0,4% Total 50,1% 0,2% 0,4% Total 50,1% 0,5% 0,4% Total 50,1% 0,5% 0,5% Total 50,0% 0,5% Total 50,0% 0,5% Total 50,0% 0,5% 0,5% Total 50,0% Total 50,0% Total 50,0%	Male 46,0% Natal Female 37,2% Total 83,2% Male 50,1% Female 40,6% Total 90,7% Male 50,1% Male 50,1% Male 50,1% Male 40,5% Total 90,6% Male 40,5% Male 40,5%		\vdash	91,2% 50,4%	KwaZulu-Natal	Female	38,0%	1,1%	1,7%	4,6%	40,8%
Maie 46,0% 0,6% 3,8% 2,2% 50,4% 50,4% 50,4% 50,4% 50,6% 3,8% 2,2% 5,9% 4,1% 5,9% 4,1% 5,9% 4,1% 5,0,% 5,9% 4,1% 5,0,% 5,9% 4,1% 5,0,	Male 46,0%			50,4%	KwaZulu-Natal	Total	85,1%	2,5%	3,7%	11,0%	91,2%
Total Si 22% 1,0% 6,9% 4,1% 91,2% 1,9% Total Si 22% 1,0% 6,9% 4,1% 91,2% 91,2% Total Si 2,1% 0,1% 0,2% 1,2% 91,2% Total Si 2,0% 0,1% 0,1% 0,2% 1,2% 91,2% Total Si 2,0% 0,1% 0,1% 0,1% 0,1% 0,1% 0,1% 0,1% 0	Female 37,2% Total 83,2% Male 50,1% Female 40,6% Total 90,7% Male 50,1% Female 40,5% Total 90,6% Male 49,3%		_	40 8%	1 KwaZulu-Natal	Male	46,0%	%9'0	3,8%	2,5%	20,4%
Total	Total 83,2% Male 50,1% Female 40,6% Total 90,7% Male 50,1% Female 40,5% Total 90,6% Male 49,3%	\vdash	H	0/0/21		Female	37,2%	0,5%	3,1%	1,9%	40,8%
Male 50,1% 0,1% 0,2% 1,2% 50,4% Limpopo Female 40,6% 0,0% 0,2% 1,2%	Male 50,1%		L	91,2%		Total	83,2%	1,0%	%6'9	4,1%	91,2%
Female 40,6% 0,0% 0,2% 1,2% 40,8% 1,2	Female 40,6% Total 90,7% Male 50,1% Female 40,5% Total 90,6% Male 49,3%	L	H	50,4%		Male	20,1%	0,1%	0,2%	1,2%	50,4%
Total 90,7% 0,1% 0,4% 2,4% 91,2% Mbumalanga Female 50,1% 0,1% 0,4% 2,4% 91,2% G,1% G,1% G,1% G,1% G,1% G,1% G,1% G,1	Total 90,7% Male 50,1% Female 40,5% Total 90,6% Male 49,3%		Н	40,8%	Limpopo	Female	40,6%	%0'0	0,5%	1,2%	40,8%
Male 50,1% 0,2% 4,0% 50,4% Mountainga Female 50,1% 0,2% 4,0% 4,0% Female 40,5% 0,1% 3,2% 40,8% Mountainga Female 40,5% 0,1% 0,2% 4,0% 4,0% Total 90,6% 0,3% 7,2% 31,2% 40,8% Mountain and angle and angle and angle an	Male 50,1% Female 40,5% Total 90,6% Male 49,3%			91,2%		Total	%2'06	0,1%	0,4%	2,4%	91,2%
Female 40,5% 0,1% 3,2% 40,8% Mpumalanga Female 40,5% 0,1% 3,2% 1,2% 31,2% 31,2% 1,2% 31,2% 1,2% 31,2% 1,2% 1,2% 2,8% 50,4% 1,6% 40,8% 1,6% 31,3% 1,1% 1,6% 1	Female 40,5% Total 90,6% Male 49,3%			50,4%		Male	20,1%	0,2%	0,2%	4,0%	50,4%
Total Sig, 6, 0,3% 0,3% 0,3% 1,2% 91,2% Male Sig, 6, 0,3% 0,6% 0,5% 0,5% 0,5% 0,6% 0,5% 0,4% 1,6% 40,8% Male Sig, 2, 11% 0,9% 1,1% 0,9% 1,2% 1,1% 0,9% 1,2% Male Sig, 2, 1,1% 0,4% 1,0% 0,2% 1,1% 0,4% 1,0% 0,2% 1,1% 0,4% 1,0% 0,2% 1,1% 0,4% 1,1% 1,1% 0,4% 1,1% 1,1% 0,4% 1,1% 1,1% 0,4% 1,1% 1,1% 1,1% 1,1% 1,1% 1,1% 1,1% 1	Total 90,6% Male 49,3%		H	40,8%	Mpumalanga	Female	40,5%	0,1%	0,1%	3,5%	40,8%
Male 49,3% 0,6% 0,6% 2,8% 50,4% North West Female 39,9% 0,6% 0,6% 0,6% 2,8% 1,6% 40,8% 1,6% 40,8% 1,6% 40,8% 1,1%	Male 49,3%		_	91,2%		Total	%9'06	0,3%	0,3%	7,2%	91,2%
Female 39,9% 0,5% 0,4% 1,6% 40,8% North West Female 39,9% 0,5% 0,4% 1,6% 1,6% Total 89,2% 1,1% 0,9% 4,4% 91,2% Northern Cape Female 25,8% 14,8% 0,2% 6,4% 50,4% 10,9% 1,2% Male 25,8% 14,8% 0,2% 4,5% 40,8% Northern Cape Female 25,8% 14,8% 0,2% 4,5% 40,8% Northern Cape Female 25,0% 27,0% 0,5% 7,2% 50,4% Northern Cape Female 18,6% 21,8% 0,4% 6,1% 40,8% Northern Cape Female 18,6% 21,8% 0,4% 13,3% 1,2% Northern Cape Female 18,6% 21,8% 0,4% 13,3% 1,2% Northern Cape Female 18,6% 21,8% 0,4% 13,3% 1,2% 1,3% 1,2% 1,2% 1,3% 1,2% 1,4% 14,4%			_	50,4%		Male	49,3%	%9'0	0,5%	2,8%	50,4%
Total 89,2% 1,1% 0,9% 4,4% 91,2% Male 31,9% 18,3% 0,2% 6,4% 50,4% 50,4% 50,4% 50,4% 50,4% 50,4% 50,4% 50,2% 6,4% 50,4% 50,2% 6,4% 50,4% 50,2% 6,4% 50,2% 6,4% 50,2% 6,4% 50,2% 6,4% 50,2% 6,4% 50,2% 6,4% 50,2% 6,4% 50,2% 6,4% 50,2% 50,2% 50,4% 50,4% 50,4	Female 39,9%			40,8%	North West	Female	39,9%	0,5%	0,4%	1,6%	40,8%
Male 31,9% 18,3% 0,2% 6,4% 50,4% 50,4% Northern Cape Female 25,8% 14,8% 0,2% 6,4% 6,1% 40,8% 9,1,2% Northern Cape Female 77,7% 33,1% 0,4% 6,1% 40,8% 7,2% 8,1% 8,1% 8,1% 8,1% 8,1% 8,1% 8,1% 8,1% 8,1% 8,1% 9,1% 8,1% 9,1% 9,1% 9,1% 9,1% 9,1% 9,1% 9,1% 9,1% 9,1%	89,2%			91,2%		Total	89,2%	1,1%	%6'0	4,4%	91,2%
Female 25,8% 14,8% 0,2% 4,5% 40,8% Northern Cape Female Female 25,8% 14,8% 0,2% 4,5% 4,3% 4,3% 4,4% 4,9% 4,4% 4,9% 4,4% 4,9% 4,4% 4,9% 4,4% 4,9% 4,4% 4,4% 4,4% 4,4% 4,4% 4,4% 4,4% 4,4% 4,4% 4,4% 4,9% 4,9% 4	31,9%	\dashv	\dashv	50,4%		Male	31,9%	18,3%	0,2%	6,4%	50,4%
Total 57,7% 33,1% 0,4% 10,9% 91,2% Postern Cape Total Total 57,7% 33,1% 0,4% 10,9% Male 23,0% 27,0% 0,5% 7,2% 50,4% Male 23,0% 27,0% 0,5% 7,2% Female 18,6% 21,8% 0,4% 6,1% 40,8% Mestern Cape Female 18,6% 21,8% 0,4% 6,1% Male 41,6% 48,8% 0,8% 13,3% 91,2% Morkforce Male 44,5% 6,2% 1,4% 5,0% Female 31,8% 3,5% 1,8% 5,3% 37,1% Profile 2022 (All Female 76,8% 1,1,1% 2,6% 8,9%	Female 25,8%		4,5%	40,8%	Northern Cape	Female	25,8%	14,8%	0,2%	4,5%	40,8%
Male 23,0% 27,0% 0,5% 7,2% 50,4% Male 23,0% 27,0% 0,5% 7,2% Female 18,6% 21,8% 0,4% 6,1% 40,8% Western Cape Female 18,6% 21,8% 0,4% 6,1% 6,	21,7%			91,2%		Total	22,7%	33,1%	0,4%	10,9%	91,2%
Female 18,6% 21,8% 0,4% 6,1% 40,8% Western Cape Female 18,6% 21,8% 0,4% 6,1% 6,1% 40,8% Mestern Cape Female Total 41,6% 48,8% 0,4% 6,1% 6,1% 6,1% 6,1% 6,1% 6,1% 6,1% 6,1% 6,1% 6,1% 13,3% 13,4% 13,4% 14,4% <t< td=""><td>23,0%</td><td></td><td>-</td><td>50,4%</td><td></td><td>Male</td><td>23,0%</td><td>27,0%</td><td>0,5%</td><td>7,2%</td><td>50,4%</td></t<>	23,0%		-	50,4%		Male	23,0%	27,0%	0,5%	7,2%	50,4%
Total 41,6% 48,8% 0,8% 13,3% 91,2% Norkforce Male 40,3% 49,8% 0,8% 13,3% 13,3% Female 31,8% 3,5% 1,8% 5,3% 37,1% Profile 2022 (All Female Total T	Female 18,6%	_	6,1%	40,8%	Western Cape	Female	18,6%	21,8%	0,4%	6,1%	40,8%
Male 40,3% 4,9% 2,3% 9,1% 47,5% Workforce Male 44,3% 6,2% 1,4% 5,0% Female 31,8% 3,5% 1,8% 5,3% 37,1% Profile 2022 (All Female Total	41,6% 48	\dashv	13,3%	91,2%		Total	41,6%	48,8%	%8'0	13,3%	91,2%
Male 40,3% 4,3% 4,3% 4,1% 47,5% Workforce Wale 44,3% 47,3% 47,3% 47,3% 47,3% 47,3% 47,3% 47,4% 47,4% 47,4% 47,4% 47,4% 47,4% 47,4% 47,6% employers Total 76,1% 76,8% 11,1% 2,6% 8,9%			ò	700,		177	/44.20/	/00 9	4 40/	, o u	E4 00/
Female 31,8% 3,5% 1,8% 5,3% 37,1% Profile 2022 (All Female 32,5% 4,9% 1,2% 3,9% Total 72,1% 8,4% 4,1% 14,4% 84,6% employers) Total 76,8% 11,1% 2,6% 8,9%	Male 40,3%	+	9,1%	47,5%	Workforce	Male	44,5%	0,7,0	0,4,0	0,0,0	0/6/10
Total 72,1% 8,4% 4,1% 14,4% 84,6% employers) Total 76,8% 11,1% 2,6% 8,9%	Female 31,8%	\dashv	2,3%	37,1%	Profile 2022 (All	Female	32,5%	4,9%	1,2%	3,9%	38,6%
	72,1%	\dashv	14,4%	84,6%	employers)	Total	%8'92	11,1%	2,6%	%6'8	%5'06

		9. ELE	CTRIC	SITY, C	SAS S	TEAM A	ELECTRICITY, GAS STEAM AND AIR CONDITIONING	DITION		SUPPLY		in §	
	A.	A. TOP MANAGEMEN	AGEMENT					B. S	B. SENIOR MANAGEMENT	NAGEME	LN.		
NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUI	POPULATION GROUP	ROUP	
PROVINCE		٧	၁		*	BLACK			A	ပ		*	BLACK
	Male	24,3%	7,8%	%8'0	4,5%	28,0%		Male	33,9%	3,9%	1,1%	4,5%	39,0%
National	Female	49,1%	2,5%	%9'0	3,5%	22,0%	National	Female	22,6%	%9'7	%8'0	3,5%	76,0%
	Total	43,5%	2,1%	1,5%	8,0%	20,0%		Total	26,5%	%9'9	1,9%	8,0%	65,0%
	SECTOR TARGETS FOR PROVINCES	ARGETS	FOR PRO	VINCES				SECTOR	TARGETS	FOR PROVINCE	VINCES		
	Male	24,2%	3,5%	%6'0	2,8%	28,0%		Male	33,7%	%6'4	0,4%	2,8%	39,0%
Eastern Cape	Female	49,0%	2,8%	0,2%	2,2%	22,0%	Eastern Cape	Female	22,5%	3,3%	0,2%	2,5%	26,0%
	Total	43,5%	6,3%	%5'0	2,0%	20,0%		Total	26,2%	8,2%	%9'0	2,0%	65,0%
	Male	26,7%	%8'0	%5'0	3,7%	28,0%		Male	37,1%	1,1%	%2'0	3,7%	39,0%
Free State	Female	21,0%	%9'0	0,4%	3,6%	22,0%	Free State	Female	24,8%	%8'0	0,5%	3,6%	26,0%
	Total	47,6%	1,5%	%6'0	7,3%	20,0%		Total	61,9%	1,9%	1,2%	7,3%	65,0%
	Male	26,1%	%8'0	1,1%	6,4%	28,0%		Male	36,4%	1,1%	1,6%	6,4%	39,0%
Gauteng	Female	20,5%	%9'0	%6'0	4,6%	22,0%	Gauteng	Female	24,2%	%2'0	1,1%	4,6%	26,0%
	Total	46,6%	1,3%	2,0%	11,0%	20,0%		Total	%9'09	1,8%	7,6%	11,0%	65,0%
	Male	25,5%	%6'0	2,1%	2,2%	28,0%		Male	35,6%	0,4%	3,0%	2,2%	39,0%
KwaZulu-Natal	Female	20,1%	0,3%	1,7%	1,9%	22,0%	KwaZulu-Natal	Female	23,7%	0,3%	2,0%	1,9%	26,0%
	Total	45,6%	%9'0	3,8%	4,1%	20,0%		Total	29,3%	0,7%	4,9%	4,1%	65,0%
Table 1	Male	27,9%	%0'0	0,1%	1,2%	28,0%		Male	38'8%	%0'0	0,2%	1,2%	39,0%
Limpopo	Female	21,9%	%0'0	0,1%	1,2%	22,0%	Limpopo	Female	72,9%	%0'0	0,1%	1,2%	26,0%
	Total	49,7%	0,1%	0,2%	2,4%	20,0%		Total	64,7%	0,1%	0,3%	2,4%	65,0%
	Male	27,8%	0,1%	0,1%	4,0%	28,0%		Male	38,7%	0,1%	0,1%	4,0%	39,0%
Mpumalanga	Female	21,9%	0,1%	0,1%	3,2%	22,0%	Mpumalanga	Female	25,8%	0,1%	0,1%	3,2%	26,0%
	Total	49,7%	0,5%	0,5%	7,2%	20,0%		Total	64,6%	0,5%	0,5%	7,2%	%0'59
	Male	27,4%	0,4%	0,3%	2,8%	28,0%		Male	38,1%	0,5%	0,4%	2,8%	39,0%
North West	Female	21,5%	0,3%	0,2%	1,6%	22,0%	North West	Female	25,4%	0,3%	0,2%	1,6%	26,0%
	Total	48,9%	%9'0	%5'0	4,4%	20,0%		Total	%9'89	%8'0	%9'0	4,4%	65,0%
	Male	17,7%	10,2%	0,1%	6,4%	28,0%		Male	24,7%	14,1%	0,2%	6,4%	39,0%
Northern Cape	Female	13,9%	%0'8	0,1%	4,5%	22,0%	Northern Cape	Female	16,5%	9,4%	0,1%	4,5%	26,0%
	Total	31,6%	18,1%	0,2%	10,9%	20,0%		Total	41,1%	23,6%	0,3%	10,9%	65,0%
	Male	12,8%	15,0%	0,3%	7,2%	28,0%		Male	17,8%	20,9%	0,4%	7,2%	39,0%
Western Cape	Female	10,0%	11,8%	0,5%	6,1%	22,0%	Western Cape	Female	11,8%	13,9%	0,5%	6,1%	26,0%
	Total	22,8%	26,8%	0,5%	13,3%	20,0%		Total	29,6%	34,8%	%9'0	13,3%	65,0%
Workforce	_	13,5%	4,5%	7,9%	44,7%	25,9%	Workforce	Male	24,3%	5,2%	6,4%	25,5%	35,9%
Profile 2022 (All		11,0%	7,6%	4,0%	8,2%	17,6%	Profile 2022 (All	Female	16,5%	2,9%	4,5%	11,9%	23,9%
employers)	_	24,5%	7,1%	11,9%	25,9%	43,5%	employers)	Total	40,8%	8,1%	40,9%	37,4%	29,8%

		9. ELECT	27 PK 9942%	RICITY, (SAS S	TEAM A	GAS STEAM AND AIR CONDITIONING SUPPLY	DITION	NG SN	PPLY			
	C. PROF	C. PROFESSIONALLY QUALIFIED	LLY QUAI	LIFIED					D. SKILLED	CLED			
NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUL	POPULATION GROUP	ROUP	
PROVINCE		A	၁		M	BLACK			A	၁		*	BLACK
	Male	40,9%	4,8%	1,4%	4,5%	47,0%		Male	43,8%	2,1%	1,5%	4,5%	50,4%
National	Female	28,7%	3,3%	1,0%	3,5%	33,0%	National	Female	32,7%	3,8%	1,1%	3,5%	37,6%
	Total	%9'69	8,1%	2,3%	%0'8	%0'08		Total	76,5%	8,9%	7,6%	8,0%	88,0%
	SECTOR 1	SECTOR TARGETS FOR		PROVINCES				SECTOR	TARGETS	FOR PROVINCES	VINCES		
	Male	40,6%	%6'S	0,4%	%8'Z	47,0%		Male	43,6%	6,4%	0,5%	2,8%	50,4%
Eastern Cape	Female	28,5%	4,2%	%8'0	7,2%	33,0%	Eastern Cape	Female	32,5%	4,7%	0,4%	2,5%	32,6%
	Total	69,1%	10,1%	%8'0	2,0%	%0'08		Total	76,1%	11,1%	%8'0	2,0%	88,0%
	Male	44,8%	1,4%	%6'0	3,7%	47,0%		Male	48,0%	1,5%	%6'0	3,7%	50,4%
Free State	Female	31,4%	1,0%	%9'0	3,6%	33,0%	Free State	Female	35,8%	1,1%	%2'0	3,6%	32,6%
	Total	76,2%	2,3%	1,5%	7,3%	%0'08		Total	83,8%	7,6%	1,6%	7,3%	88,0%
	Male	43,8%	1,3%	1,9%	6,4%	47,0%		Male	41,0%	1,4%	2,0%	6,4%	50,4%
Gauteng	Female	30,8%	%6'0	1,3%	4,6%	33,0%	Gauteng	Female	35,1%	1,0%	1,5%	4,6%	37,6%
	Total	74,6%	2,2%	3,2%	11,0%	%0'08		Total	82,1%	2,4%	3,6%	11,0%	88,0%
	Male	42,9%	%5'0	3,6%	2,2%	47,0%		Male	46,0%	%9'0	3,8%	2,5%	50,4%
KwaZulu-Natal	Female	30,1%	0,4%	2,5%	1,9%	33,0%	KwaZulu-Natal	Female	34,3%	0,4%	2,9%	1,9%	32,6%
	Total	73,0%	%6'0	6,1%	4,1%	%0'08	The second secon	Total	80,3%	1,0%	%2'9	4,1%	88,0%
	Male	46,8%	%0'0	0,2%	1,2%	47,0%		Male	50,1%	0,1%	0,5%	1,2%	50,4%
Limpopo	Female	32,8%	%0'0	0,1%	1,2%	33,0%	Limpopo	Female	37,4%	%0'0	0,5%	1,2%	37,6%
	Total	%9'62	0,1%	0,3%	2,4%	%0'08		Total	81,5%	0,1%	0,4%	2,4%	88,0%
	Male	46,7%	0,5%	0,2%	4,0%	47,0%		Male	50,1%	0,2%	0,2%	4,0%	50,4%
Mpumalanga	Female	32,8%	0,1%	0,1%	3,2%	33,0%	Mpumalanga	Female	37,4%	0,1%	0,1%	3,5%	37,6%
	Total	79,5%	%8'0	%8'0	7,2%	%0'08		Total	87,4%	0,3%	0,3%	7,2%	88,0%
	Male	46,0%	%9'0	0,4%	2,8%	47,0%		Male	49,3%	%9'0	0,5%	2,8%	50,4%
North West	Female	32,3%	0,4%	0,3%	1,6%	33,0%	North West	Female	36,8%	0,5%	0,4%	1,6%	37,6%
	Total	78,2%	1,0%	0,8%	4,4%	80,08		Total	86,1%	1,1%	%8'0	4,4%	88,0%
	Male	29,8%	17,0%	0,2%	6,4%	47,0%		Male	31,9%	18,3%	0,5%	6,4%	50,4%
Northern Cape	Female	20,9%	12,0%	0,1%	4,5%	33,0%	Northern Cape	Female	23,8%	13,6%	0,5%	4,5%	37,6%
	Total	20,6%	29,0%	_	10,9%	%0'08		Total	22,7%	31,9%	0,4%	10,9%	88,0%
	Male	21,4%	25,2%		7,2%	47,0%		Male	23,0%	27,0%	0,5%	7,2%	50,4%
Western Cape	Female	15,0%	17,7%		6,1%	33,0%	Western Cape	Female	17,1%	20,1%	0,3%	6,1%	37,6%
	Total	36,4%	45,8%	%2'0	13,3%	%0,08		Total	40,1%	47,1%	%8'0	13,3%	%0'88
		,,,,,	107.1	P	,000 27	,00 07			74.00/	707	/80 0	144.40/	64 20/
Workforce	Male	33,0%	2,1%	2,7%	17,8%	43,8%	Workforce	Male	44,0%	0,1,6	6,2,7	0/4/1	0/0,10
Profile 2022 (All	Female	25,4%	2,5%	2,9%	6,2%	30,8%	Profile 2022 (All	Female	27,7%	2,7%	1,3%	4,8%	31,7%
employers)	Total	58,4%	%9'.	8,6%	24,0%	74,6%	employers)	Total	71,7%	7,8%	3,5%	16,2%	83,0%
	5-YEAR S	5-YEAR SECTOR TARGI	ARGET F	OR EMPL	OYEES W	IITH DISABI	ET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR	TOTAL WO	RKFORCE	FOR THIS	SECTOR		
Constitution of the little of									The state of the s				A CONTRACTOR OF THE PARTY OF TH

		10.	10. HU	MAN	HEAL	HUMAN HEALTH AND	SOCIAL WORK ACTIVITIES	2K ACTI	VITIES				
	A.	TOP MAN,	AGEMENT					B. S	B. SENIOR MANAGEMENT	NAGEME	TN		
NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUI	POPULATION GROUP	ROUP	
PROVINCE		¥	ပ	1	M	BLACK			A	၁		W	BLACK
	Male	21,7%	2,5%	%2'0	4,5%	25,0%		Male	26,1%	3,0%	%6'0	4,5%	30,0%
National	Female	21,7%	2,5%	%2'0	3,5%	25,0%	National	Female	26,1%	3,0%	%6'0	3,5%	30,0%
	Total	43,5%	5,1%	1,5%	%0'8	%0'09		Total	52,2%	6,1%	1,8%	8,0%	%0'09
	SECTOR 1	SECTOR TARGETS FOR	FOR PRO	PROVINCES				SECTOR	TARGETS FOR PROVINCES	FOR PRO	VINCES		
	Male	21,6%	3,2%	0,2%	2,8%	25,0%		Male	25,9%	3,8%	0,3%	2,8%	30,0%
Eastern Cape	Female	21,6%	3,2%	0,5%	2,5%	25,0%	Eastern Cape	Female	72,9%	3,8%	0,3%	2,5%	30,0%
	Total	43,5%	6,3%	0,5%	2,0%	20,0%		Total	51,9%	7,6%	%9'0	2,0%	%0'09
	Male	23,8%	0,7%	0,5%	3,7%	25,0%		Male	78,6%	%6'0	%9'0	3,7%	30,0%
Free State	Female	23,8%	%2'0	%5'0	3,6%	25,0%	Free State	Female	78,6%	%6'0	%9'0	3,6%	30,0%
	Total	47,6%	1,5%	%6'0	7,3%	20,0%		Total	57,2%	1,7%	1,1%	7,3%	%0'09
	Male	23,3%	%2′0	1,0%	6,4%	25,0%		Male	28,0%	%8'0	1,2%	6,4%	30,0%
Gauteng	Female	23,3%	%2'0	1,0%	4,6%	25,0%	Gauteng	Female	28,0%	%8'0	1,2%	4,6%	30,0%
	Total	46,6%	1,3%	2,0%	11,0%	20,0%		Total	26,0%	1,6%	2,4%	11,0%	%0'09
	Male	22,8%	0,3%	1,9%	2,2%	25,0%		Male	27,4%	%8'0	2,3%	2,2%	30,0%
KwaZulu-Natal	Female	22,8%	0,3%	1,9%	1,9%	25,0%	KwaZulu-Natal	Female	27,4%	%8'0	2,3%	1,9%	30,0%
	Total	45,6%	%9'0	3,8%	4,1%	20,0%		Total	54,7%	%2'0	4,6%	4,1%	%0,09
	Male	24,9%	%0'0	0,1%	1,2%	25,0%		Male	29,8%	%0'0	0,1%	1,2%	30,0%
Limpopo	Female	24,9%	%0'0	0,1%	1,2%	25,0%	Limpopo	Female	29,8%	%0'0	0,1%	1,2%	30,0%
	Total	49,7%	0,1%	0,2%	2,4%	20,0%		Total	29,7%	0,1%	0,2%	2,4%	%0,09
	Male	24,8%	0,1%	0,1%	4,0%	25,0%		Male	29,8%	0,1%	0,1%	4,0%	30,0%
Mpumalanga	Female	24,8%	0,1%	0,1%	3,2%	25,0%	Mpumalanga	Female	29,8%	0,1%	0,1%	3,2%	30,0%
	Total	49,7%	0,2%	0,2%	7,2%	20,0%		Total	29,6%	0,2%	0,2%	7,2%	%0'09
	Male	24,5%	0,3%	0,5%	2,8%	25,0%		Male	29,3%	0,4%	0,3%	2,8%	30,0%
North West	Female	24,5%	0,3%	0,5%	1,6%	25,0%	North West	Female	29,3%	0,4%	0,3%	1,6%	30,0%
	Total	48,9%	%9'0	0,5%	4,4%	%0'09		Total	28,7%	%8'0	%9'0	4,4%	%0'09
	Male	15,8%	9,1%	0,1%	6,4%	25,0%		Male	19,0%	10,9%	0,1%	6,4%	30,0%
Northern Cape	Female	15,8%	9,1%	0,1%	4,5%	25,0%	Northern Cape	Female	19,0%	10,9%	0,1%	4,5%	30,0%
	Total	31,6%	18,1%	0,2%	10,9%	%0'09		Total	38,0%	21,8%	0,3%	10,9%	%0'09
	Male	11,4%	13,4%	0,2%	7,2%	25,0%		Male	13,7%	16,1%	0,3%	7,2%	30,0%
Western Cape	Female	11,4%	13,4%	0,5%	6,1%	25,0%	Western Cape	Female	13,7%	16,1%	0,3%	6,1%	30,0%
	Total	22,8%	26,8%	0,5%	13,3%	20,0%		Total	27,3%	32,1%	%9'0	13,3%	%0'09
Workforce	Male	10,5%	2,5%	2,0%	37,5%	20,0%	Workforce	Male	14,9%	2,8%	4,2%	14,9%	21,9%
Profile 2022 (All	Female	9,1%	3,4%	2,9%	21,2%	18,4%	Profile 2022 (All	Female	20,5%	2,6%	%6'9	27,2%	33,0%
employers)	Total	19,6%	2,9%	12,9%	28,7%	38,4%	employers)	Total	35,4%	8,4%	11,1%	42,1%	24,9%

		10.	1271/101025	MAN	HEAL	TH AND	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	R ACTI	VITIES				
	C. PROF	ESSIONAL	LY QUAL	QUALIFIED					D. SKILLED	LLED			Constitution of the consti
NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUL	POPULATION GROUP	ROUP	
PROVINCE		V	၁		*	BLACK			Y	3		M	BLACK
	Male	43,8%	5,1%	1,5%	4,5%	50,4%		Male	43,8%	2,1%	1,5%	4,5%	50,4%
National	Female	32,5%	4,1%	1,2%	3,5%	40,8%	National	Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	79,3%	9,5%	2,7%	8,0%	91,2%		Total	79,3%	9,5%	2,7%	%0'8	91,2%
	SECTOR 1	SECTOR TARGETS FOR PROVINCES	FOR PRO	VINCES				SECTOR TARGET	TARGETS	FOR PROVINCES	VINCES		
	Male	43,6%	6,4%	%5'0	2,8%	50,4%		Male	43,6%	6,4%	%5'0	2,8%	50,4%
Eastern Cape	Female	35,3%	5,2%	0,4%	2,5%	40,8%	Eastern Cape	Female	35,3%	5,2%	0,4%	2,2%	40,8%
	Total	%8'82	11,5%	0,9%	2,0%	91,2%		Total	%8'82	11,5%	%6'0	2,0%	91,2%
	Male	48,0%	1,5%	%6'0	3,7%	50,4%		Male	48,0%	1,5%	%6'0	3,7%	50,4%
Free State	Female	38,9%	1,2%	%2'0	3,6%	40,8%	Free State	Female	%6'8£	1,2%	%2'0	3,6%	40,8%
	Total	%6'98	2,7%	1,7%	7,3%	91,2%		Total	%6'98	2,7%	1,7%	7,3%	91,2%
	Male	42,0%	1,4%	2,0%	6,4%	50,4%	400	Male	47,0%	1,4%	2,0%	6,4%	50,4%
Gauteng	Female	38,0%	1,1%	1,7%	4,6%	40,8%	Gauteng	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%
	Male	46,0%	%9'0	3,8%	2,5%	50,4%		Male	46,0%	%9'0	3,8%	2,5%	50,4%
KwaZulu-Natal	Female	37,2%	%5'0	3,1%	1,9%	40,8%	KwaZulu-Natal	Female	37,2%	%5'0	3,1%	1,9%	40,8%
	Total	83,2%	1,0%	%6'9	4,1%	91,2%	5000	Total	83,2%	1,0%	%6'9	4,1%	91,2%
	Male	20,1%	0,1%	0,5%	1,2%	50,4%		Male	50,1%	0,1%	0,2%	1,2%	50,4%
Limpopo	Female	40,6%	%0'0	0,2%	1,2%	40,8%	Limpopo	Female	40,6%	%0'0	0,5%	1,2%	40,8%
	Total	%2'06	0,1%	0,4%	2,4%	91,2%		Total	%2'06	0,1%	0,4%	2,4%	91,2%
	Male	20,1%	0,2%	0,5%	4,0%	50,4%		Male	50,1%	0,2%	0,5%	4,0%	50,4%
Mpumalanga	Female	40,5%	0,1%	0,1%	3,5%	40,8%	Mpumalanga	Female	40,5%	0,1%	0,1%	3,5%	40,8%
	Total	%9'06	0,3%	%8'0	7,2%	91,2%		Total	%9'06	0,3%	0,3%	7,2%	91,2%
	Male	49,3%	%9'0	%5'0	2,8%	50,4%		Male	49,3%	%9'0	0,5%	2,8%	50,4%
North West	Female	39,9%	0,5%	0,4%	1,6%	40,8%	North West	Female	39,9%	%5'0	0,4%	1,6%	40,8%
	Total	89,2%	1,1%	%6'0	4,4%	91,2%		Total	89,2%	1,1%	%6'0	4,4%	91,2%
	Male	31,9%	18,3%	0,5%	6,4%	50,4%		Male	31,9%	18,3%	0,2%	6,4%	50,4%
Northern Cape	Female	25,8%	14,8%	0,2%	4,5%	40,8%	Northern Cape	Female	25,8%	14,8%	0,5%	4,5%	40,8%
	Total	27,7%	33,1%	0,4%	10,9%	91,2%		Total	21,7%	33,1%	0,4%	10,9%	91,2%
	Male	23,0%	27,0%	%5'0	7,2%	50,4%		Male	23,0%	27,0%	%5'0	7,2%	50,4%
Western Cape	Female	18,6%	21,8%	0,4%	6,1%	40,8%	Western Cape	Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	41,6%	48,8%	%8'0	13,3%	91,2%		Total	41,6%	48,8%	%8'0	13,3%	91,2%
Workforce	Male	17,6%	2,4%	2,5%	4,4%	22,5%	Workforce	Male	17,6%	2,6%	1,3%	2,0%	21,5%
Profile 2022 (All	Female	47,6%	8,1%	2,5%	10,5%	61,2%	Profile 2022 (All	Female	53,3%	%0'6	3,3%	%9'6	65,6%
employers)	Total	65,2%	10,5%	%0'8	14,9%	83,7%	employers)	Total	%6'02	11,6%	4,6%	11,6%	87,1%
	5-YEAR S	5-YEAR SECTOR TARG	ARGET FO	OR EMPL	OYEES W	ITH DISABII	ET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR	TOTAL WO	RKFORCE	FOR THIS	SECTOR		

			11.	ARTS,	ENTE	RTAIN	11. ARTS, ENTERTAINMENT AND RECREATION	CREAT	NOI				
	A.	A. TOP MANAGEMENT	AGEMENT					B. S	B. SENIOR MANAGEMEN	NAGEME	LN		
NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUI	POPULATION GROUP	ROUP	
PROVINCE		A	၁		M	BLACK			A	၁		*	BLACK
	Male	21,7%	2,5%	%2'0	4,5%	25,0%		Male	39,1%	4,5%	1,3%	4,5%	45,0%
National	Female	21,7%	2,5%	%2'0	%5'8	25,0%	National	Female	26,1%	3,0%	%6'0	3,5%	30,0%
	Total	43,5%	2,1%	1,5%	%0'8	20,0%		Total	65,2%	7,6%	2,2%	8,0%	75,0%
	SECTOR TARGETS FOR PROVINCES	'ARGETS	FOR PRO	VINCES				SECTOR	TARGETS	FOR PROVINCES	VINCES		
	Male	21,6%	3,5%	0,2%	7,8%	25,0%		Male	38,9%	2,7%	0,4%	2,8%	45,0%
Eastern Cape	Female	21,6%	3,2%	0,2%	2,2%	25,0%	Eastern Cape	Female	25,9%	3,8%	0,3%	2,5%	30,0%
	Total	43,5%	6,3%	0,5%	2,0%	%0'09		Total	64,8%	9,5%	%2'0	2,0%	75,0%
	Male	23,8%	%2'0	0,5%	3,7%	25,0%		Male	45,9%	1,3%	%8'0	3,7%	45,0%
Free State	Female	23,8%	%2'0	%5'0	3,6%	25,0%	Free State	Female	28,6%	%6'0	%9'0	3,6%	30,0%
	Total	47,6%	1,5%	%6'0	7,3%	20,0%		Total	71,4%	2,5%	1,4%	7,3%	75,0%
	Male	23,3%	0,7%	1,0%	6,4%	25,0%		Male	42,0%	1,2%	1,8%	6,4%	45,0%
Gauteng	Female	23,3%	0,7%	1,0%	4,6%	25,0%	Gauteng	Female	28,0%	%8'0	1,2%	4,6%	30,0%
	Total	46,6%	1,3%	2,0%	11,0%	20,0%		Total	%6'69	7,0%	3,0%	11,0%	75,0%
	Male	22,8%	0,3%	1,9%	2,2%	25,0%		Male	41,1%	%5'0	3,4%	2,5%	45,0%
KwaZulu-Natal	Female	22,8%	0,3%	1,9%	1,9%	25,0%	KwaZulu-Natal	Female	27,4%	0,3%	2,3%	1,9%	30,0%
	Total	45,6%	%9'0	3,8%	4,1%	20,0%		Total	68,4%	%6'0	2,7%	4,1%	75,0%
	Male	24,9%	%0'0	0,1%	1,2%	25,0%		Male	44,8%	%0'0	0,5%	1,2%	45,0%
Limpopo	Female	24,9%	%0'0	0,1%	1,2%	25,0%	Limpopo	Female	29,8%	%0'0	0,1%	1,2%	30,0%
	Total	49,7%	0,1%	0,2%	2,4%	20,0%		Total	74,6%	0,1%	0,3%	2,4%	75,0%
2	Male	24,8%	0,1%	0,1%	4,0%	25,0%		Male	44,7%	0,1%	0,1%	4,0%	45,0%
Mpumalanga	Female	24,8%	0,1%	0,1%	3,5%	25,0%	Mpumalanga	Female	79,8%	0,1%	0,1%	3,5%	30,0%
	Total	49,7%	0,2%	0,2%	7,2%	20,0%		Total	74,5%	0,5%	0,5%	7,2%	75,0%
	Male	24,5%	0,3%	0,2%	2,8%	25,0%		Male	44,0%	%9'0	0,4%	2,8%	45,0%
North West	Female	24,5%	0,3%	0,2%	1,6%	25,0%	North West	Female	29,3%	0,4%	0,3%	1,6%	30,0%
	Total	48,9%	%9'0	0,5%	4,4%	20,0%		Total	73,4%	%6'0	%2'0	4,4%	75,0%
	Male	15,8%	9,1%	0,1%	6,4%	25,0%		Male	28,5%	16,3%	0,2%	6,4%	45,0%
Northern Cape	Female	15,8%	9,1%	0,1%	4,5%	25,0%	Northern Cape	Female	19,0%	10,9%	0,1%	4,5%	30,0%
	Total	31,6%	18,1%	0,2%	10,9%	%0,03		Total	41,5%	27,2%	0,3%	10,9%	75,0%
	Male	11,4%	13,4%	0,2%	7,2%	25,0%		Male	20,5%	24,1%	0,4%	7,2%	45,0%
Western Cape	Female	11,4%	13,4%	0,2%	6,1%	25,0%	Western Cape	Female	13,7%	16,1%	0,3%	6,1%	30,0%
	Total	22,8%	26,8%	0,5%	13,3%	%0'09		Total	34,2%	40,1%	%2'0	13,3%	75,0%
Workforce	Male	16,6%	6,1%	4,1%	32,6%	76,8%	Workforce	Male	26,3%	2,0%	2,8%	21,3%	37,1%
Profile 2022 (All	Female	12,1%	2,8%	3,6%	13,6%	18,5%	Profile 2022 (All	Female	17,8%	4,2%	4,1%	13,6%	26,1%
employers)	Total	28,7%	%6'8	7,7%	51,2%	45,3%	employers)	Total	44,1%	9,2%	%6'6	34,9%	63,2%

	C. PROF	C. PROFESSIONALLY	~ 0	11. ARTS,	ENTE	1. ARTS, ENTERTAINMENT	MENT AND RECREATION	CREAT	ION D. SKILLED	LED			
NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUL	POPULATION GROUP	ROUP	
PROVINCE		Ą	ပ		8	BLACK			A	ပ		*	BLACK
	Male	43,8%	2,1%	1,5%	4,5%	50,4%	National	Male	43,8%	5,1%	1,5%	4,5%	50,4%
National	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%	9,5%	2,7%	8,0%	91,2%		Total	79,3%	%7'6	2,7%	%0'8	91,2%
	SECTOR 1	SECTOR TARGETS FOR	FOR PRO	PROVINCES				SECTOR	TARGETS	FOR PROVINCES	VINCES		
	Male	43,6%	6,4%	%5'0	7,8%	50,4%		Male	43,6%	6,4%	%5'0	2,8%	50,4%
Eastern Cape	Female	35,3%	5,2%	0,4%	2,2%	40,8%	Eastern Cape	Female	35,3%	5,2%	0,4%	2,2%	40,8%
	Total	78,8%	11,5%	%6'0	2,0%	91,2%		Total	78,8%	11,5%	%6'0	2,0%	91,2%
	Male	48,0%	1,5%	%6'0	3,7%	50,4%		Male	48,0%	1,5%	%6'0	3,7%	50,4%
Free State	Female	38,9%	1,2%	0,7%	3,6%	40,8%	Free State	Female	38,9%	1,2%	%2'0	3,6%	40,8%
	Total	%6'98	2,7%	1,7%	7,3%	91,2%		Total	%6'98	2,7%	1,7%	7,3%	91,2%
	Male	47,0%	1,4%	2,0%	6,4%	50,4%		Male	47,0%	1,4%	2,0%	6,4%	50,4%
Gauteng	Female	38,0%	1,1%	1,7%	4,6%	40,8%	Gauteng	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%
	Male	46,0%	%9'0	3,8%	2,5%	50,4%		Male	46,0%	%9'0	3,8%	2,2%	50,4%
KwaZulu-Natal	Female	37,2%	%5'0	3,1%	1,9%	40,8%	KwaZulu-Natal	Female	37,2%	%5'0	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%
	Male	20,1%	0,1%	0,2%	1,2%	50,4%		Male	50,1%	0,1%	0,5%	1,2%	50,4%
Limpopo	Female	40,6%	%0'0	0,2%	1,2%	40,8%	Limpopo	Female	40,6%	%0'0	0,2%	1,2%	40,8%
1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	Total	%2'06	0,1%	0,4%	2,4%	91,2%		Total	%2'06	0,1%	0,4%	2,4%	91,2%
1 22	Male	20,1%	0,2%	0,2%	4,0%	50,4%		Male	50,1%	0,2%	0,2%	4,0%	50,4%
Mpumalanga	Female	40,5%	0,1%	0,1%	3,2%	40,8%	Mpumalanga	Female	40,5%	0,1%	0,1%	3,5%	40,8%
	Total	%9'06	0,3%	0,3%	7,2%	91,2%		Total	%9'06	0,3%	0,3%	7,2%	91,2%
	Male	49,3%	%9'0	%5'0	2,8%	50,4%		Male	49,3%	%9'0	%5'0	2,8%	50,4%
North West	Female	39,9%	%5'0	0,4%	1,6%	40,8%	North West	Female	39,9%	%5'0	0,4%	1,6%	40,8%
	Total	89,2%	1,1%	%6'0	4,4%	91,2%		Total	89,2%	1,1%	%6'0	4,4%	91,2%
	Male	31,9%	18,3%	0,2%	6,4%	50,4%		Male	31,9%	18,3%	0,5%	6,4%	50,4%
Northern Cape	Female	25,8%	14,8%	0,2%	4,5%	40,8%	Northern Cape	Female	25,8%	14,8%	0,2%	4,5%	40,8%
	Total	22,7%	33,1%	0,4%	10,9%	91,2%		Total	21,7%	33,1%	0,4%	10,9%	91,2%
	Male	23,0%	27,0%	0,5%	7,2%	50,4%		Male	23,0%	27,0%	0,5%	7,2%	50,4%
Western Cape	Female	18,6%	21,8%	0,4%	6,1%	40,8%	Western Cape	Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	41,6%	48,8%	%8'0	13,3%	91,2%		Total	41,6%	48,8%	%8'0	13,3%	91,2%
Workforce	Male	37,5%	1,5%	3,6%	4,1%	45,6%	Workforce	Male	28,4%	1,0%	1,1%	1,4%	30,5%
Profile 2022 (All	Female	42,2%	1,4%	2,0%	4,5%	48,6%	Profile 2022 (All	Female	%9'09	1,2%	3,5%	2,5%	65,3%
employers)	Total	%2'62	2,9%	8,6%	8,3%	91,2%	employers)	Total	%0'68	2,2%	4,6%	3,9%	%8'56
	5-YEAR S	5-YEAR SECTOR TARG	ARGET FC	OR EMPL	OYEES W	ITH DISABII	ET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR	TOTAL WO	REORCE	FOR THIS	SECTOR		

					12. RE	AL EST	REAL ESTATE ACTIVITIES	ES					
	A.	A. TOP MANAGE	AGEMENT					B.S	B. SENIOR MANAGEMENT	NAGEME	L		
NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPU	POPULATION GROUP	ROUP	
PROVINCE		A	ပ		M	BLACK			A	ပ		M	BLACK
	Male	21.7%	2.5%	0.7%	4.5%	25.0%		Male	23.5%	2.7%	%8.0	4.5%	27.0%
National	Female	17.4%	7.0%	%9.0	3.5%	20.0%	National	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%	20.0%
	SECTOR 1	SECTOR TARGETS FOR PROVINCES	FOR PRO	VINCES				SECTOR	TARGETS	FOR PROVINCES	VINCES		
	Male	21.6%	3.2%	0.2%	2.8%	25.0%		Male	23.3%	3.4%	0.3%	2.8%	27.0%
Eastern Cape	Female	17.3%	2.5%	0.5%	2.2%	20.0%	Eastern Cape	Female	19.9%	7:3%	0.5%	2.2%	23.0%
	Total	38.9%	2.7%	0.4%	2.0%	45.0%		Total	43.2%	6.3%	0.5%	2.0%	20.0%
	Male	23.8%	0.7%	0.5%	3.7%	25.0%		Male	25.7%	0.8%	0.5%	3.7%	27.0%
Free State	Female	19.1%	%9.0	0.4%	3.6%	20.0%	Free State	Female	21.9%	%2'0	0.4%	3.6%	23.0%
	Total	42.9%	1.3%	0.8%	7.3%	45.0%		Total	47.6%	1.5%	%6.0	7.3%	20.0%
	Male	23.3%	%2'0	1.0%	6.4%	25.0%	9101	Male	25.2%	%2'0	1.1%	6.4%	27.0%
Gauteng	Female	18.7%	0.5%	%8.0	4.6%	20.0%	Gauteng	Female	21.4%	%9.0	%6.0	4.6%	23.0%
	Total	45.0%	1.2%	1.8%	11.0%	45.0%		Total	46.6%	1.3%	2.0%	11.0%	20.0%
	Male	22.8%	0.3%	1.9%	2.2%	25.0%		Male	24.6%	0.3%	2.1%	2.5%	27.0%
KwaZulu-Natal	Female	18.2%	0.5%	1.5%	1.9%	20.0%	KwaZulu-Natal	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%	%9.0	3.8%	4.1%	20.0%
	Male	24.9%	%0.0	0.1%	1.2%	25.0%	1000	Male	76.9%	%0.0	0.1%	1.2%	27.0%
Limpopo	Female	19.9%	%0.0	0.1%	1.2%	20.0%	Limpopo	Female	22.9%	%0.0	0.1%	1.2%	23.0%
	Total	44.8%	%0.0	0.5%	2.4%	45.0%		Total	49.7%	0.1%	0.5%	2.4%	20.0%
	Male	24.8%	0.1%	0.1%	4.0%	25.0%		Male	26.8%	0.1%	0.1%	4.0%	27.0%
Mpumalanga	Female	19.9%	0.1%	0.1%	3.2%	20.0%	Mpumalanga	Female	75.9%	0.1%	0.1%	3.2%	23.0%
	Total	44.7%	0.1%	0.1%	7.2%	45.0%		Total	49.7%	0.5%	0.5%	7.2%	20.0%
	Male	24.5%	0.3%	0.5%	2.8%	25.0%		Male	26.4%	0.3%	0.3%	2.8%	27.0%
North West	Female	19.6%	0.3%	0.2%	1.6%	20.0%	North West	Female	22.5%	0.3%	0.5%	1.6%	23.0%
	Total	44.0%	%9.0	0.4%	4.4%	45.0%		Total	48.9%	%9.0	0.5%	4.4%	20.0%
	Male	15.8%	9.1%	0.1%	6.4%	25.0%	:	Male	17.1%	%8.6	0.1%	6.4%	27.0%
Northern Cape	Female	12.7%	7.3%	0.1%	4.5%	20.0%	Northern Cape	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%	20.0%
	Male	11.4%	13.4%	0.2%	7.2%	25.0%		Male	12.3%	14.4%	0.5%	7.2%	27.0%
Western Cape	Female	9.1%	10.7%	0.5%	6.1%	20.0%	Western Cape	Female	10.5%	12.3%	0.5%	6.1%	23.0%
	Total	20.5%	24.1%	0.4%	13.3%	45.0%		Total	22.8%	26.8%	0.5%	13.3%	20.0%
Workforce	Male	8.3%	2.1%	2.0%	54.8%	15.4%	Workforce	Male	14.7%	2.3%	4.8%	30.4%	21.8%
Profile 2022 (All	Female	6.0%	2.1%	3.5%	16.4%	11.6%	Profile 2022 (All	Female	%0.6	4.2%	4.8%	26.8%	18.0%
employers)	Total	14.3%	4.2%	8.5%	71.2%	27.0%	employers)	Total	23.7%	%5'9	%9.6	57.2%	39.8%

					12. RE	AL EST	12. REAL ESTATE ACTIVITIES	ES					36
	C. PROF	C. PROFESSIONALLY Q	LY QUA	UALIFIED					D. SKILLED	TED			
NATIONAL &	GENDER			PULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUI	POPULATION GROUP	ROUP	
PROVINCE		A	၁	I	8	BLACK			A	ပ		A	BLACK
	Male	26.1%	3.0%	%6.0	4.5%	30.0%		Male	28.7%	3.3%	1.0%	4.5%	33.0%
National	Female	30.4%	3.5%	1.0%	3.5%	35.0%	National	Female	32.2%	3.7%	1.1%	3.5%	37.0%
	Total	26.5%	%9.9	1.9%	8.0%	%0.59		Total	%6.09	7.1%	2.1%	8.0%	%0.07
	SECTOR 1	SECTOR TARGETS FOR P	FOR PRC	ROVINCES				SECTOR	SECTOR TARGETS	FOR PROVINCES	VINCES		
	Male	25.9%	3.8%	0.3%	2.8%	30.0%		Male	28.5%	4.2%	0.3%	2.8%	33.0%
Eastern Cape	Female	30.5%	4.4%	0.3%	2.2%	35.0%	Eastern Cape	Female	32.0%	4.7%	0.4%	2.2%	37.0%
	Total	26.2%	8.2%	0.6%	2.0%	65.0%		Total	60.5%	8.8%	0.7%	2.0%	%0.02
	Male	28.6%	%6.0	%9'0	3.7%	30.0%		Male	31.4%	1.0%	%9.0	3.7%	33.0%
Free State	Female	33.3%	1.0%	%9.0	3.6%	35.0%	Free State	Female	35.2%	1.1%	0.7%	3.6%	37.0%
	Total	61.9%	1.9%	1.2%	7.3%	%0.59	2100	Total	%2'99	2.0%	1.3%	7.3%	%0.02
	Male	28.0%	0.8%	1.2%	6.4%	30.0%		Male	%8'08	%6'0	1.3%	6.4%	33.0%
Gauteng	Female	32.6%	0.9%	1.4%	4.6%	35.0%	Gauteng	Female	34.5%	1.0%	1.5%	4.6%	37.0%
	Total	%9.09	1.8%	7.6%	11.0%	65.0%		Total	%8'39	1.9%	2.8%	11.0%	%0.02
	Male	27.4%	0.3%	2.3%	2.2%	30.0%		Male	30.1%	%4.0	2.5%	2.5%	33.0%
KwaZulu-Natal	Female	31.9%	0.4%	2.7%	1.9%	35.0%	KwaZulu-Natal	Female	33.8%	0.4%	2.8%	1.9%	37.0%
	Total	29.3%	0.7%	4.9%	4.1%	65.0%		Total	63.9%	%8'0	5.3%	4.1%	%0.02
	Male	29.8%	0.0%	0.1%	1.2%	30.0%		Male	32.8%	%0'0	0.1%	1.2%	33.0%
Limpopo	Female	34.8%	0.0%	0.1%	1.2%	35.0%	Limpopo	Female	36.8%	%0'0	0.5%	1.2%	37.0%
	Total	64.7%	0.1%	0.3%	2.4%	65.0%		Total	%9'69	0.1%	0.3%	2.4%	%0.02
	Male	29.8%	0.1%	0.1%	4.0%	30.0%		Male	32.8%	0.1%	0.1%	4.0%	33.0%
Mpumalanga	Female	34.8%	0.1%	0.1%	3.2%	35.0%	Mpumalanga	Female	36.8%	0.1%	0.1%	3.2%	37.0%
	Total	64.6%	0.5%	0.5%	7.2%	%0.59		Total	%5'69	0.5%	0.5%	7.2%	20.0%
	Male	29.3%	0.4%	0.3%	2.8%	30.0%		Male	32.3%	0.4%	0.3%	2.8%	33.0%
North West	Female	34.2%	0.4%	0.3%	1.6%	35.0%	North West	Female	36.2%	0.5%	0.3%	1.6%	37.0%
	Total	63.6%	%8.0	%9.0	4.4%	%0.59		Total	68.5%	%6:0	0.7%	4.4%	%0.02
	Male	19.0%	10.9%	0.1%	6.4%	30.0%		Male	20.9%	12.0%	0.1%	6.4%	33.0%
Northern Cape	Female	22.2%	12.7%	0.5%	4.5%	35.0%	Northern Cape	Female	23.4%	13.4%	0.5%	4.5%	37.0%
	Total	41.1%	23.6%	0.3%	10.9%	%0.59		Total	44.3%	25.4%	0.3%	10.9%	%0.07
	Male	13.7%	16.1%	0.3%	7.2%	30.0%		Male	15.0%	17.7%	0.3%	7.2%	33.0%
Western Cape	Female	15.9%	18.7%	0.3%	6.1%	35.0%	Western Cape	Female	16.9%	19.8%	0.3%	6.1%	37.0%
	Total	29.6%	34.8%	%9.0	13.3%	%0.59		Total	31.9%	37.5%	%9.0	13.3%	%0.07
		74.00	701.0	,	701.10	,,,,,							
Workforce	Male	14.0%	3.5%	4.5%	75.5%	77.0%	Workforce	Male	74.7%	3.6%	7.6%	13.5%	30.4%
Profile 2022 (All	Female	13.6%	2.8%	2.8%	24.7%	25.2%	Profile 2022 (All	Female	22.3%	%6.9	3.9%	20.4%	33.1%
employers)	Total	28.2%	9.3%	10.3%	50.2%	47.8%	employers)	Total	46.5%	10.5%	6.5%	33.9%	63.5%
	5-YEAR S	5-YEAR SECTOR TARGE		OR EMPL	OYEES M	ITH DISABI	FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR	TOTAL WO	RKFORCE	FOR THIS	SECTOR		
The second secon	The state of the s		The state of the s	Charles Samuel				TO SECURE OF THE PERSON	THE RESIDENCE OF THE PARTY OF T	The second second second	The second second		

		13. PI	3OFES	SSION	AL, SI	CIENTIFI	13. PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	NICAL /	ACTIVI	LES			
	A.T	TOP MANAGEM	AGEMENT					B.S	SENIOR MANAGEMENT	NAGEMEN	17		
NATIONAL &	GENDER		POPUL	PULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUL	POPULATION GROUP	ROUP	
PROVINCE		4	ပ		*	BLACK			A	၁		M	BLACK
	Male	21,7%	2,5%	%2'0	4,5%	25,0%		Male	73,5%	2,7%	%8'0	4,5%	27,0%
National	Female	17,4%	7,0%	%9'0	3,5%	20,0%	National	Female	%0'02	2,3%	%2'0	3,5%	23,0%
	Total	39,1%	4,5%	1,3%	8,0%	45,0%		Total			1,5%	8,0%	%0'09
	SECTOR TARGETS	ARGETS	FOR PRO	PROVINCES				SECTOR	TARGETS	FOR PROVINCES	VINCES		
	Male	21,6%	3,2%	0,2%	2,8%	25,0%		Male	23,3%	3,4%	0,3%	2,8%	22,0%
Eastern Cape	Female	17,3%	2,5%	0,2%	2,5%	20,0%	Eastern Cape	Female	19,9%	7,8%	0,2%	2,2%	23,0%
	Total	38,9%	2,7%	0,4%	2,0%	45,0%		Total	43,5%	%8'9	%5'0	2,0%	20,0%
	Male	23,8%	%2'0	0,5%	3,7%	25,0%		Male	25,7%	%8'0	%5'0	3,7%	27,0%
Free State	Female	19,1%	%9'0	0,4%	3,6%	20,0%	Free State	Female	21,9%	%2'0	0,4%	3,6%	23,0%
	Total	42,9%	1,3%	%8'0	7,3%	45,0%		Total	47,6%	1,5%	%6'0	7,3%	20,0%
	Male	23,3%	%2'0	1,0%	6,4%	25,0%		Male	25,2%	%2'0	1,1%	6,4%	22,0%
Gauteng	Female	18,7%	0,5%	%8'0	4,6%	20,0%	Gauteng	Female	21,4%	%9'0	%6'0	4,6%	23,0%
	Total	45,0%	1,2%	1,8%	11,0%	45,0%		Total	46,6%	1,3%	2,0%	11,0%	20,0%
	Male	22,8%	%8'0	1,9%	2,2%	25,0%		Male	24,6%	0,3%	2,1%	2,5%	27,0%
KwaZulu-Natal	Female	18,5%	0,5%	1,5%	1,9%	20,0%	KwaZulu-Natal	Female	21,0%	0,3%	1,8%	1,9%	23,0%
	Total	41,1%	%5'0	3,4%	4,1%	45,0%		Total	45,6%	%9'0	3,8%	4,1%	20,0%
	Male	24,9%	%0'0	0,1%	1,2%	25,0%	water I	Male	76,9%	%0'0	0,1%	1,2%	22,0%
Limpopo	Female	19,9%	%0'0	0,1%	1,2%	20,0%	Limpopo	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%	20,0%
	Male	24,8%	0,1%	0,1%	4,0%	25,0%		Male	26,8%	0,1%	0,1%	4,0%	22,0%
Mpumalanga	Female	19,9%	0,1%	0,1%	3,5%	20,0%	Mpumalanga	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%	20,0%
	Male	24,5%	0,3%	0,2%	2,8%	25,0%		Male	26,4%	0,3%	0,3%	2,8%	27,0%
North West	Female	19,6%	0,3%	0,2%	1,6%	%0,02	North West	Female	22,5%	0,3%	0,2%	1,6%	23,0%
	Total	44,0%	%9'0	0,4%	4,4%	45,0%		Total	48,9%	%9'0	0,5%	4,4%	20,0%
	Male	15,8%	9,1%	0,1%	6,4%	25,0%		Male	17,1%	%8'6	0,1%	6,4%	27,0%
Northern Cape	Female	12,7%	7,3%	0,1%	4,5%	20,0%	Northern Cape	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%	0,5%	10,9%	20,0%
	Male	11,4%	13,4%	0,2%	7,2%	25,0%		Male	12,3%	14,4%	0,2%	7,2%	22,0%
Western Cape	Female	9,1%	10,7%	0,2%	6,1%	20,0%	Western Cape	Female	10,5%	12,3%	0,5%	6,1%	23,0%
	Total	20,5%	24,1%	0,4%	13,3%	45,0%		Total	22,8%	26,8%	0,5%	13,3%	20,0%
												A Commence of	
Workforce	Male	%9'6	2,8%	4,9%	44,2%	17,3%	Workforce	Male	11,7%	3,6%	%0'9	31,1%	21,3%
Profile 2022 (All	Female	%2'9	2,7%	4,9%	21,0%	14,3%	Profile 2022 (All	Female	%9'6	3,3%	2,7%	25,0%	18,6%
employers)	Total	16,3%	2,5%	%8'6	65,2%	31,6%	employers)	Total	21,3%	%6'9	11,7%	26,1%	39,9%

		13. PRO		SSION	AL, SC	CIENTIF	ESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	INICAL /	ACTIVI:	TIES			
	C. PROF	C. PROFESSIONALLY QUALIFIED	LY QUAL	IFIED					D. SKILLED	TED			
NATIONAL &	GENDER			PULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUL	POPULATION GROUP	ROUP	
PROVINCE		Α	၁		M	BLACK			A	ပ		N	BLACK
	Male	28,7%	3,3%	1,0%	4,5%	33,0%		Male	38,3%	4,4%	1,3%	4,5%	44,0%
National	Female	27,8%	3,2%	%6'0	3,5%	32,0%	National	Female	38,3%	4,4%	1,3%	3,5%	44,0%
	Total	26,5%	%9'9	1,9%	%0'8	%0'59		Total	76,5%	%6'8	7,6%	%0'8	88,0%
	SECTOR	SECTOR TARGETS FOR	FOR PRO	OR PROVINCES				SECTOR	TARGETS	FOR PROVINCES	VINCES		
	Male	78,5%	4,5%	%8'0	2,8%	33,0%		Male	38,0%	2,6%	0,4%	2,8%	44,0%
Eastern Cape	Female	27,7%	4,0%	0,3%	2,2%	32,0%	Eastern Cape	Female	38,0%	2,6%	0,4%	2,5%	44,0%
	Total	26,5%	8,2%	%9'0	2,0%	%0'59		Total	76,1%	11,1%	%8'0	2,0%	88,0%
	Male	31,4%	1,0%	%9'0	3,7%	33,0%		Male	41,9%	1,3%	%8'0	3,7%	44,0%
Free State	Female	30,5%	%6'0	%9'0	3,6%	32,0%	Free State	Female	41,9%	1,3%	%8'0	3,6%	44,0%
	Total	61,9%	1,9%	1,2%	7,3%	%0'59		Total	83,8%	2,6%	1,6%	7,3%	88,0%
	Male	30,8%	%6'0	1,3%	6,4%	33,0%		Male	41,0%	1,2%	1,8%	6,4%	44,0%
Gauteng	Female	29,8%	%6'0	1,3%	4,6%	32,0%	Gauteng	Female	41,0%	1,2%	1,8%	4,6%	44,0%
W.ST.	Total	%9'09	1,8%	7,6%	11,0%	65,0%		Total	82,1%	2,4%	3,6%	11,0%	88,0%
	Male	30,1%	0,4%	2,5%	2,2%	33,0%		Male	40,1%	%5'0	3,3%	2,5%	44,0%
KwaZulu-Natal	Female	29,5%	0,4%	2,4%	1,9%	32,0%	KwaZulu-Natal	Female	40,1%	%5'0	3,3%	1,9%	44,0%
	Total	29,3%	%2'0	4,9%	4,1%	%0'59		Total	80,3%	1,0%	%2'9	4,1%	88,0%
	Male	32,8%	%0'0	0,1%	1,2%	33,0%		Male	43,8%	%0'0	0,5%	1,2%	44,0%
Limpopo	Female	31,8%	%0'0	0,1%	1,2%	32,0%	Limpopo	Female	43,8%	%0'0	0,5%	1,2%	44,0%
	Total	64,7%	0,1%	0,3%	2,4%	%0'59		Total	87,5%	0,1%	0,4%	2,4%	88,0%
	Male	32,8%	0,1%	0,1%	4,0%	33,0%		Male	43,7%	0,1%	0,1%	4,0%	44,0%
Mpumalanga	Female	31,8%	0,1%	0,1%	3,5%	32,0%	Mpumalanga	Female	43,7%	0,1%	0,1%	3,5%	44,0%
	Total	64,6%	0,2%	0,2%	7,2%	%0'59		Total	87,4%	%8'0	0,3%	7,2%	88,0%
	Male	32,3%	0,4%	0,3%	2,8%	33,0%		Male	43,0%	%9'0	0,4%	2,8%	44,0%
North West	Female	31,3%	0,4%	0,3%	1,6%	32,0%	North West	Female	43,0%	%9'0	0,4%	1,6%	44,0%
	Total	63,6%	%8'0	%9'0	4,4%	%0'59		Total	86,1%	1,1%	%8'0	4,4%	88,0%
	Male	20,9%	12,0%	0,1%	6,4%	33,0%		Male	27,9%	16,0%	0,2%	6,4%	44,0%
Northern Cape	Female	20,3%	11,6%	0,1%	4,5%	32,0%	Northern Cape	Female	27,9%	16,0%	0,5%	4,5%	44,0%
	Total	41,1%	23,6%	0,3%	10,9%	%0'59		Total	25,7%	31,9%	0,4%	10,9%	88,0%
	Male	12,0%	17,7%	0,3%	7,2%	33,0%		Male	20,0%	23,5%	0,4%	7,2%	44,0%
Western Cape	Female	14,6%	17,1%	0,3%	6,1%	32,0%	Western Cape	Female	20,0%	23,5%	0,4%	6,1%	44,0%
	Total	29,6%	34,8%	%9'0	13,3%	%0'59		Total	40,1%	47,1%	%8'0	13,3%	88,0%
Manie	olcM	47.0%	3 0%	A 9%.	23 1%	25 8%	Montefere	oloM	24 8%	£ 10%	3 20%	40.0%	22 10%
Worklorce	ואומוני	0,0,1	0,0,0	0/0'1	20,170	6,0,0	Workloice	ואמני	0,0,1	6, 1	0,4,0	0,0	0, 1, 0
Profile 2022 (All	Female	15,6%	4,7%	5,3%	21,9%	72,6%	Profile 2022 (All	Female	27,4%	7,4%	2,0%	15,5%	39,8%
employers)	Total	32,6%	8,6%	10,2%	42,0%	51,4%	employers)	Total	52,2%	12,5%	8,2%	25,5%	72,9%
	5-YEAR S	ECTOR TA	ARGET FC	R EMPLO	OYEES W	ITH DISABIL	5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR	TOTAL WOR	REORCE	FOR THIS	SECTOR		
						district Section 1977				The statement			Sold September

14. WF	14. WHOLESALE AND	ILE AN		TAIL T	RADE	; REPAI	RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	VEHIC	ES AP	ND MO	TORC	YCLES	
	A.	A. TOP MANAGE	AGEMENT					B. S	SENIOR MANAGEMEN	NAGEME	Į.		
NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUI	POPULATION GROUP	ROUP	
PROVINCE		A	ပ		3	BLACK			A	၁		M	BLACK
	Male	21,7%	2,5%	%2'0	4,5%	25,0%		Male	28,7%	3,3%	1,0%	4,5%	33,0%
National	Female	13,0%	1,5%	0,4%	3,5%	15,0%	National	Female	20,0%	2,3%	%2'0	3,5%	23,0%
	Total	34,8%	4,0%	1,2%	8,0%	40,0%		Total	48,7%	2,7%	1,6%	8,0%	26,0%
	SECTOR TARGETS FOR	ARGETS	FOR PRO	PROVINCES				SECTOR	TARGETS	FOR PROVINCES	VINCES		
	Male	21,6%	3,2%	0,2%	2,8%	25,0%		Male	28,5%	4,5%	0,3%	2,8%	33,0%
Eastern Cape	Female	13,0%	1,9%	0,1%	2,5%	15,0%	Eastern Cape	Female	19,9%	7,9%	0,2%	2,5%	23,0%
	Total	34,6%	5,1%	0,4%	2,0%	40,0%		Total	48,4%	7,1%	0,5%	2,0%	26,0%
	Male	23,8%	%2'0	%5'0	3,7%	25,0%		Male	31,4%	1,0%	%9'0	3,7%	33,0%
Free State	Female	14,3%	0,4%	0,3%	3,6%	15,0%	Free State	Female	21,9%	0,7%	0,4%	3,6%	23,0%
	Total	38,1%	1,2%	%2'0	7,3%	40,0%		Total	23,3%	1,6%	1,0%	7,3%	26,0%
	Male	23,3%	%2'0	1,0%	6,4%	25,0%		Male	30,8%	%6'0	1,3%	6,4%	33,0%
Gauteng	Female	14,0%	0,4%	%9'0	4,6%	15,0%	Gauteng	Female	21,4%	%9'0	%6'0	4,6%	23,0%
	Total	37,3%	1,1%	1,6%	11,0%	40,0%		Total	52,2%	1,5%	2,3%	11,0%	%0'99
	Male	22,8%	0,3%	1,9%	7,2%	25,0%		Male	30,1%	0,4%	2,5%	2,5%	33,0%
KwaZulu-Natal	Female	13,7%	0,5%	1,1%	1,9%	15,0%	KwaZulu-Natal	Female	21,0%	0,3%	1,8%	1,9%	23,0%
	Total	36,5%	0,5%	3,0%	4,1%	40,0%		Total	21,1%	0,6%	4,3%	4,1%	26,0%
	Male	24,9%	%0'0	0,1%	1,2%	25,0%		Male	32,8%	%0'0	0,1%	1,2%	33,0%
Limpopo	Female	14,9%	%0'0	0,1%	1,2%	15,0%	Limpopo	Female	22,9%	%0'0	0,1%	1,2%	23,0%
	Total	39,8%	%0'0	0,2%	2,4%	40,0%		Total	25,7%	0,1%	0,2%	2,4%	%0'99
	Male	24,8%	0,1%	%1'0	4,0%	25,0%		Male	32,8%	0,1%	0,1%	4,0%	33,0%
Mpumalanga	Female	14,9%	%0'0	%0'0	3,5%	15,0%	Mpumalanga	Female	22,9%	0,1%	0,1%	3,2%	23,0%
	Total	39,7%	0,1%	0,1%	7,2%	40,0%		Total	25,6%	0,2%	0,2%	7,2%	%0'99
	Male	24,5%	0,3%	0,2%	2,8%	25,0%		Male	32,3%	0,4%	0,3%	2,8%	33,0%
North West	Female	14,7%	0,5%	0,1%	1,6%	15,0%	North West	Female	22,5%	0,3%	0,2%	1,6%	23,0%
	Total	39,1%	%5'0	0,4%	4,4%	40,0%		Total	54,8%	%2'0	0,5%	4,4%	%0'99
	Male	15,8%	9,1%	0,1%	6,4%	25,0%		Male	20,9%	12,0%	0,1%	6,4%	33,0%
Northern Cape	Female	9,5%	5,4%	0,1%	4,5%	15,0%	Northern Cape	Female	14,6%	8,3%	0,1%	4,5%	23,0%
	Total	25,3%	14,5%	0,2%	10,9%	40,0%	A 10	Total	35,4%	20,3%	0,3%	10,9%	26,0%
	Male	11,4%	13,4%	0,2%	7,2%	25,0%		Male	15,0%	17,7%	0,3%	7,2%	33,0%
Western Cape	Female	%8'9	8,0%	0,1%	6,1%	15,0%	Western Cape	Female	10,5%	12,3%	0,2%	6,1%	23,0%
	Total	18,5%	21,4%	0,4%	13,3%	40,0%		Total	25,5%	30,0%	0,5%	13,3%	26,0%
Workforce		2,0%	2,7%	12,6%	24,4%	20,3%	Workforce	Male	12,7%	2,8%	10,7%	33,4%	29,2%
Profile 2022 (All		2,8%	1,8%	4,0%	14,5%	8,6%	Profile 2022 (All	Female	7,2%	4,3%	2,1%	18,9%	16,6%
employers)	Total	7,8%	4,5%	16,6%	%6'89	28,9%	employers)	Total	19,9%	10,1%	15,8%	52,3%	45,8%

	C. PROFESSIONALLY	C. PROFESSIONALLY	110	QUALIFIED			D. SKILLED	İ	D. SKILLED	LLED			
NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUL	POPULATION GROUP	ROUP	
PROVINCE		A	ပ	1	M	BLACK			A	၁	ì	Μ	BLACK
	Male	32,2%	3,7%	1,1%	4,5%	37,0%		Male	41,0%	4,8%	1,4%	4,5%	47,2%
National	Female	33,0%	3,8%	1,1%	3,5%	38,0%	National	Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	65,2%	%9'2	2,2%	%0'8	75,0%		Total	76,5%	8,9%	7,6%	8,0%	88,0%
	SECTOR 1	SECTOR TARGETS FOR	FOR PRO	PROVINCES				SECTOR	TARGETS	FOR PROVINCES	VINCES		
	Male	32,0%	4,7%	0,4%	2,8%	37,0%		Male	40,8%	%0'9	0,4%	2,8%	47,2%
Eastern Cape	Female	32,8%	4,8%	0,4%	2,2%	38,0%	Eastern Cape	Female	35,3%	5,2%	0,4%	2,5%	40,8%
	Total	64,8%	9,5%	%2'0	2,0%	75,0%		Total	76,1%	11,1%	%8'0	2,0%	88,0%
	Male	32,2%	1,1%	%2'0	3,7%	37,0%		Male	45,0%	1,4%	%6'0	3,7%	47,2%
Free State	Female	36,2%	1,1%	%2'0	3,6%	38,0%	Free State	Female	38,9%	1,2%	0,7%	3,6%	40,8%
	Total	71,4%	2,5%	1,4%	7,3%	75,0%		Total	83,8%	7,6%	1,6%	7,3%	88,0%
	Male	34,5%	1,0%	1,5%	6,4%	37,0%		Male	44,0%	1,3%	1,9%	6,4%	47,2%
Gauteng	Female	35,4%	1,0%	1,5%	4,6%	38,0%	Gauteng	Female	38,0%	1,1%	1,7%	4,6%	40,8%
	Total	%6'69	2,0%	3,0%	11,0%	75,0%		Total	82,1%	2,4%	3,6%	11,0%	88,0%
	Male	33,8%	0,4%	2,8%	2,5%	37,0%		Male	43,1%	%5'0	3,6%	2,5%	47,2%
KwaZulu-Natal	Female	34,7%	0,4%	7,6%	1,9%	38,0%	KwaZulu-Natal	Female	37,2%	%5'0	3,1%	1,9%	40,8%
	Total	68,4%	%6'0	2,7%	4,1%	75,0%		Total	80,3%	1,0%	6,7%	4,1%	88,0%
	Male	36,8%	%0'0	0,5%	1,2%	37,0%		Male	47,0%	%0'0	0,5%	1,2%	47,2%
Limpopo	Female	37,8%	%0'0	0,2%	1,2%	38,0%	Limpopo	Female	40,6%	%0'0	0,5%	1,2%	40,8%
	Total	74,6%	0,1%	0,3%	2,4%	15,0%		Total	%5'28	0,1%	0,4%	2,4%	88,0%
	Male	36,8%	0,1%	0,1%	4,0%	37,0%		Male	46,9%	0,2%	0,2%	4,0%	47,2%
Mpumalanga	Female	37,8%	0,1%	0,1%	3,5%	38,0%	Mpumalanga	Female	40,5%	0,1%	0,1%	3,5%	40,8%
	Total	74,5%	0,2%	0,2%	7,2%	75,0%		Total	87,4%	0,3%	0,3%	7,2%	88,0%
	Male	36,5%	0,5%	0,3%	2,8%	37,0%		Male	46,2%	%9'0	0,4%	2,8%	47,2%
North West	Female	37,2%	0,5%	0,4%	1,6%	38,0%	North West	Female	39,9%	0,5%	0,4%	1,6%	40,8%
	Total	73,4%	%6'0	%2'0	4,4%	75,0%		Total	86,1%	1,1%	%8'0	4,4%	88,0%
	Male	23,4%	13,4%	0,2%	6,4%	32,0%	265	Male	29,9%	17,1%	0,2%	6,4%	47,2%
Northern Cape	Female	24,1%	13,8%	0,2%	4,5%	38,0%	Northern Cape	Female	25,8%	14,8%	0,2%	4,5%	40,8%
	Total	47,5%	27,2%	0,3%	10,9%	75,0%		Total	22,7%	31,9%	0,4%	10,9%	88,0%
	Male	16,9%	19,8%	0,3%	7,2%	32,0%		Male	21,5%	25,3%	0,4%	7,2%	47,2%
Western Cape	Female	17,3%	20,3%	0,4%	6,1%	38,0%	Western Cape	Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	34,2%	40,1%	%2'0	13,3%	75,0%		Total	40,1%	47,1%	%8'0	13,3%	88,0%
	1	70.00	/00 0	7 00%	700 70	/00 00			700 20	2 70/	/03 /	707 07	20.40/
Worktorce	Male	0,0%	0,0,0	1,270	0/7/17	92,076	Workforce	Male	0/0/17	0,1,0	4,0 %	0,1,0	02,170
Profile 2022 (All	Female	15,8%	2,0%	4,9%	15,8%	27,7%	Profile 2022 (All	Female	27,3%	8,8%	3,7%	9,3%	39,8%
employers)	Total	35,4%	13,8%	12,1%	32,0%	61,3%	employers)	Total	55,1%	15,5%	8,3%	19,4%	78,9%
	5-YEAR S	5-YEAR SECTOR TARG	ARGET FC	R EMPLO	OYEES W	ITH DISABI	ET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR	TOTAL WO	RKFORCE	FOR THIS	SECTOR		

		15	ACC.	OMMO	DATI	ON AND	15. ACCOMMODATION AND FOOD SERVICE ACTIVITIES	ICE AC	LIVITIE	S			
	A.	TOP MANA	AGEMENT					B. S	B. SENIOR MANAGEMENT	NAGEME	۲۶		
NATIONAL &	CENDED		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER			POPULATION GROUP	ROUP	
PROVINCE	GENDEN	A	o	-	*	BLACK			A	၁	-	M	BLACK
	Male	19,6%	2,3%	%2'0	4,5%	22,5%		Male	24,3%	2,8%	%8'0	4,5%	28,0%
National	Female	19,6%	2,3%	%2'0	3,5%	22,5%	National	Female	26,1%	3,0%	%6'0	3,5%	30,0%
	Total	39,1%	4,5%	1,3%	8,0%	45,0%		Total	50,4%	2,9%	1,7%	8,0%	28,0%
	SECTOR TARGETS FOR	ARGETS	FOR PRO	PROVINCES				SECTOR	SECTOR TARGETS	FOR PROVINCE	VINCES		
	Male	19,4%	2,8%	0,2%	2,8%	22,5%		Male	24,2%	3,5%	0,3%	2,8%	28,0%
Eastern Cape	Female	19,4%	2,8%	0,2%	2,2%	22,5%	Eastern Cape	Female	25,9%	3,8%	0,3%	2,2%	30,0%
	Total	38,9%	2,7%	0,4%	2,0%	45,0%		Total	50,1%	7,3%	0,5%	2,0%	28,0%
	Male	21,4%	%2'0	0,4%	3,7%	22,5%		Male	26,7%	%8'0	0,5%	3,7%	28,0%
Free State	Female	21,4%	%2'0	0,4%	3,6%	22,5%	Free State	Female	28,6%	%6'0	%9'0	3,6%	30,0%
	Total	45,9%	1,3%	%8'0	7,3%	45,0%		Total	55,2%	1,7%	1,1%	7,3%	28,0%
	Male	21,0%	%9'0	%6'0	6,4%	22,5%		Male	26,1%	%8'0	1,1%	6,4%	28,0%
Gauteng	Female	21,0%	%9'0	%6'0	4,6%	22,5%	Gauteng	Female	28,0%	%8'0	1,2%	4,6%	30,0%
•	Total	45,0%	1,2%	1,8%	11,0%	45,0%		Total	54,1%	1,6%	2,3%	11,0%	28,0%
	Male	20,5%	0,3%	1,7%	2,2%	22,5%		Male	25,5%	0,3%	2,1%	2,5%	28,0%
KwaZulu-Natal	Female	20,5%	0,3%	1,7%	1,9%	22,5%	KwaZulu-Natal	Female	27,4%	0,3%	2,3%	1,9%	30,0%
	Total	41,1%	0,5%	3,4%	4,1%	45,0%		Total	52,9%	%2'0	4,4%	4,1%	28,0%
	Male	22,4%	%0'0	0,1%	1,2%	22,5%		Male	27,9%	%0'0	0,1%	1,2%	28,0%
Limpopo	Female	22,4%	%0'0	0,1%	1,2%	22,5%	Limpopo	Female	29,8%	%0'0	0,1%	1,2%	30,0%
	Total	44,8%	%0'0	0,5%	2,4%	45,0%		Total	21,7%	0,1%	0,2%	2,4%	28,0%
	Male	22,4%	0,1%	0,1%	4,0%	22,5%		Male	27,8%	0,1%	0,1%	4,0%	28,0%
Mpumalanga	Female	22,4%	0,1%	0,1%	3,5%	22,5%	Mpumalanga	Female	29,8%	0,1%	0,1%	3,2%	30,0%
ci ci	Total	44,7%	0,1%	0,1%	7,2%	45,0%		Total	%9'.29	0,2%	0,2%	7,2%	28,0%
	Male	22,0%	%8'0	%7'0	2,8%	22,5%		Male	27,4%	0,4%	0,3%	2,8%	28,0%
North West	Female	22,0%	%8'0	0,2%	1,6%	22,5%	North West	Female	29,3%	0,4%	0,3%	1,6%	30,0%
	Total	44,0%	%9'0	0,4%	4,4%	45,0%		Total	26,7%	%2'0	0,5%	4,4%	58,0%
	Male	14,2%	8,5%	0,1%	6,4%	22,5%		Male	17,7%	10,2%	0,1%	6,4%	28,0%
Northern Cape	Female	14,2%	8,5%	0,1%	4,5%	22,5%	Northern Cape	Female	19,0%	10,9%	0,1%	4,5%	30,0%
	Total	28,5%	16,3%	0,2%	10,9%	45,0%		Total	36,7%	21,0%	0,3%	10,9%	28,0%
	Male	10,3%	12,0%	0,2%	7,2%	22,5%		Male	12,8%	15,0%	0,3%	7,2%	28,0%
Western Cape	Female	10,3%	12,0%	0,2%	6,1%	22,5%	Western Cape	Female	13,7%	16,1%	0,3%	6,1%	30,0%
	Total	20,5%	24,1%	0,4%	13,3%	45,0%		Total	26,4%	31,0%	%5'0	13,3%	28,0%
Workforce	$\mathbf{-}$	2,8%	2,0%	4,3%	20,8%	12,1%	Workforce	Male	14,6%	4,6%	3,9%	26,0%	23,1%
Profile 2022 (All		6,2%	7,6%	7,6%	22,3%	11,4%	Profile 2022 (All	Female	14,6%	2,9%	2,7%	23,9%	23,2%
employers)	ч	12,0%	4,6%	%6'9	73,1%	23,5%	employers)	Total	29,2%	10,5%	%9'9	49,9%	46,3%

		15.	A	DMMC	DATI	ON AND	CCOMMODATION AND FOOD SERVICE ACTIVITIES	ICE AC	TIVITE	S			
	C. PROF	C. PROFESSIONALLY (LY QUAL	QUALIFIED					D. SKILLED	LLED			
NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUI	POPULATION GROUP	ROUP	
PROVINCE		A	ပ		*	BLACK			A	ပ		M	BLACK
	Male	29,1%	3,4%	1,0%	4,5%	33,5%		Male	40,9%	4,8%	1,4%	4,5%	41,0%
National	Female	32,6%	3,8%	1,1%	3,5%	37,5%	National	Female	35,7%	4,1%	1,2%	3,5%	41,0%
	Total	61,7%	7,2%	2,1%	%0'8	71,0%		Total	76,5%	%6'8	7,6%	8,0%	88,0%
	SECTOR	SECTOR TARGETS	FOR PRO	PROVINCES				SECTOR	TARGETS	FOR PROVINCES	VINCES		
	Male	29,0%	4,2%	%8'0	2,8%	33,5%		Male	40,6%	2,9%	0,4%	2,8%	47,0%
Eastern Cape	Female	32,4%	4,7%	0,4%	2,2%	37,5%	Eastern Cape	Female	35,4%	2,2%	0,4%	2,5%	41,0%
	Total	61,4%	%0'6	%2'0	2,0%	71,0%		Total	76,1%	11,1%	%8'0	2,0%	88,0%
	Male	31,9%	1,0%	%9'0	3,7%	33,5%		Male	44,8%	1,4%	%6'0	3,7%	47,0%
Free State	Female	35,7%	1,1%	%2'0	3,6%	37,5%	Free State	Female	39,1%	1,2%	%8'0	3,6%	41,0%
	Total	%9'29	2,1%	1,3%	7,3%	71,0%		Total	83,8%	7,6%	1,6%	7,3%	88,0%
	Male	31,2%	%6'0	1,4%	6,4%	33,5%		Male	43,8%	1,3%	1,9%	6,4%	47,0%
Gauteng	Female	35,0%	1,0%	1,5%	4,6%	37,5%	Gauteng	Female	38,2%	1,1%	1,7%	4,6%	41,0%
ľ	Total	66,2%	1,9%	7,9%	11,0%	71,0%		Total	82,1%	2,4%	3,6%	11,0%	88,0%
	Male	30,6%	0,4%	7,6%	2,5%	33,5%		Male	42,9%	%5'0	3,6%	2,2%	41,0%
KwaZulu-Natal	Female	34,2%	0,4%	2,9%	1,9%	37,5%	KwaZulu-Natal	Female	37,4%	%5'0	3,1%	1,9%	41,0%
	Total	64,8%	%8'0	5,4%	4,1%	71,0%		Total	80,3%	1,0%	%2'9	4,1%	88,0%
	Male	33,3%	%0'0	0,1%	1,2%	33,5%		Male	46,8%	%0'0	0,5%	1,2%	47,0%
Limpopo	Female	37,3%	%0'0	0,2%	1,2%	37,5%	Limpopo	Female	40,8%	%0'0	0,5%	1,2%	41,0%
	Total	%9'02	0,1%	%8'0	2,4%	71,0%		Total	82,5%	0,1%	0,4%	2,4%	88,0%
	Male	33,3%	0,1%	0,1%	4,0%	33,5%		Male	46,7%	0,5%	0,2%	4,0%	47,0%
Mpumalanga	Female	37,3%	0,1%	0,1%	3,5%	37,5%	Mpumalanga	Female	40,7%	0,1%	0,1%	3,5%	41,0%
	Total	70,5%	0,2%	0,2%	7,2%	71,0%		Total	87,4%	0,3%	0,3%	7,2%	88,0%
	Male	32,8%	0,4%	0,3%	2,8%	33,5%		Male	46,0%	%9'0	0,4%	2,8%	47,0%
North West	Female	36,7%	%5'0	0,4%	1,6%	37,5%	North West	Female	40,1%	0,5%	0,4%	1,6%	41,0%
	Total	69,4%	%6'0	%2'0	4,4%	71,0%		Total	86,1%	1,1%	%8'0	4,4%	88,0%
	Male	21,2%	12,1%	0,2%	6,4%	33,5%		Male	29,8%	17,0%	0,5%	6,4%	47,0%
Northern Cape	Female	23,7%	13,6%	0,2%	4,5%	37,5%	Northern Cape	Female	26,0%	14,9%	0,2%	4,5%	41,0%
	Total	44,9%	25,7%	0,3%	10,9%	71,0%		Total	22,7%	31,9%	0,4%	10,9%	%0'88
	Male	15,3%	17,9%	0,3%	7,2%	33,5%		Male	21,4%	25,2%	0,4%	7,2%	47,0%
Western Cape	Female	17,1%	20,1%	%8'0	6,1%	37,5%	Western Cape	Female	18,7%	21,9%	0,4%	6,1%	41,0%
	Total	32,3%	38,0%	%2'0	13,3%	71,0%	2	Total	40,1%	47,1%	%8'0	13,3%	88,0%
		40 50	2 40/	/00 0	/07 44	72 00/		Molo	/60 00	4 00/	4 20/	A 00%	33 30/
Workforce	_	0,0,61	0,1,0	0,2,0	0/ /+1	0/0/17	Workforce	ואשני	6,0,0	4,0 /0	0,0,1	1,010	0,00
Profile 2022 (All		24,9%	7,8%	3,3%	17,2%	36,0%	Profile 2022 (All	Female	38,6%	8,0%	2,0%	7,5%	48,6%
employers)	Total	44,4%	12,9%	%5'9	31,9%	63,8%	employers)	Total	%9'99	12,0%	3,3%	12,4%	81,9%
	5-YEAR	5-YEAR SECTOR TARG		R EMPL	OYEES W	ITH DISABI	ET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR	TOTAL WO	RKFORCE	FOR THIS	SECTOR		
		The second second			STATE STATE		The state of the s						White of the case of

	16. PUBLIC ADMI	LIC AD		TRATI	ON A	ND DEF	NISTRATION AND DEFENCE; COMPULSORY	ULSOR	r soci	SOCIAL SECURITY	CURIT	\	
	A.	A. TOP MANAGE!						B.S	B. SENIOR MANAGEMENT	NAGEME	TN		
NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUI	POPULATION GROUP	ROUP	
PROVINCE		٧	၁		×	BLACK			A	ပ		*	BLACK
	Male	43,8%	2,1%	1,5%	4,5%	50,4%		Male	43,8%	5,1%	1,5%	4,5%	50,4%
National	Female	35,5%	4,1%	1,2%	3,5%	40,8%	National	Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	79,3%	9,5%	2,7%	8,0%	91,2%		Total	79,3%	9,5%	2,7%	8,0%	91,2%
	SECTOR 1	SECTOR TARGETS FOR	FOR PRO	PROVINCES				SECTOR	TARGETS FOR PROVINCES	FOR PRO	VINCES		
	Male	43,6%	6,4%	0,5%	2,8%	20,4%		Male	43,6%	6,4%	%5'0	2,8%	50,4%
Eastern Cape	Female	35,3%	2,5%	0,4%	2,2%	40,8%	Eastern Cape	Female	35,3%	5,2%	0,4%	2,5%	40,8%
	Total	%8'82	11,5%	%6'0	2,0%	91,2%		Total	78,8%	11,5%	%6'0	2,0%	91,2%
	Male	48,0%	1,5%	%6'0	3,7%	50,4%		Male	48,0%	1,5%	%6'0	3,7%	50,4%
Free State	Female	38,9%	1,2%	%2'0	3,6%	40,8%	Free State	Female	38,9%	1,2%	%2'0	3,6%	40,8%
	Total	%6'98	2,7%	1,7%	7,3%	91,2%		Total	%6'98	2,7%	1,7%	7,3%	91,2%
	Male	41,0%	1,4%	2,0%	6,4%	50,4%		Male	47,0%	1,4%	2,0%	6,4%	50,4%
Gauteng	Female	38,0%	1,1%	1,7%	4,6%	40,8%	Gauteng	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%
	Male	46,0%	%9'0	3,8%	2,2%	50,4%		Male	46,0%	%9'0	3,8%	2,2%	20,4%
KwaZulu-Natal	Female	37,2%	%5'0	3,1%	1,9%	40,8%	KwaZulu-Natal	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%
	Male	20,1%	0,1%	0,2%	1,2%	50,4%		Male	50,1%	0,1%	0,5%	1,2%	50,4%
Limpopo	Female	40,6%	%0'0	0,2%	1,2%	40,8%	Limpopo	Female	40,6%	%0'0	0,5%	1,2%	40,8%
	Total	%2'06	0,1%	0,4%	2,4%	91,2%		Total	%2'06	0,1%	0,4%	2,4%	91,2%
	Male	20,1%	0,2%	0,2%	4,0%	50,4%		Male	20,1%	0,5%	0,5%	4,0%	50,4%
Mpumalanga	Female	40,5%	0,1%	0,1%	3,2%	40,8%	Mpumalanga	Female	40,5%	0,1%	0,1%	3,5%	40,8%
	Total	%9'06	0,3%	0,3%	7,2%	91,2%		Total	%9'06	0,3%	0,3%	7,2%	91,2%
	Male	49,3%	%9'0	0,5%	2,8%	50,4%		Male	49,3%	%9'0	0,5%	2,8%	50,4%
North West	Female	39,9%	0,5%	0,4%	1,6%	40,8%	North West	Female	39,9%	0,5%	0,4%	1,6%	40,8%
	Total	89,2%	1,1%	%6'0	4,4%	91,2%		Total	89,2%	1,1%	%6'0	4,4%	91,2%
	Male	31,9%	18,3%	0,2%	6,4%	50,4%		Male	31,9%	18,3%	0,2%	6,4%	50,4%
Northern Cape	Female	25,8%	14,8%	0,2%	4,5%	40,8%	Northern Cape	Female	25,8%	14,8%	0,5%	4,5%	40,8%
	Total	21,7%	33,1%	0,4%	10,9%	91,2%		Total	21,7%	33,1%	0,4%	10,9%	91,2%
	Male	23,0%	27,0%	0,5%	7,2%	50,4%		Male	23,0%	27,0%	0,5%	7,2%	50,4%
Western Cape	Female	18,6%	21,8%	0,4%	6,1%	40,8%	Western Cape	Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	41,6%	48,8%	%8'0	13,3%	91,2%		Total	41,6%	48,8%	%8'0	13,3%	91,2%
Workforce	Male	39,0%	8,7%	3,3%	15,4%	21,0%	Workforce	Male	37,6%	2,5%	5,2%	12,4%	48,3%
Profile 2022 (All	Female	21,3%	4,1%	3,0%	2,1%	28,4%	Profile 2022 (All	Female	28,1%	7,6%	2,8%	5,7%	33,5%
employers)	Total	%8'09	12,8%	6,3%	20,5%	79,4%	employers)	Total	%2'59	8,1%	8,0%	18,1%	81,8%

	C. PROFESSIONALLY C	PUBLIC ADMINISTRA	NIN Y DIA	KA DELECT	S S	ND DEF	NISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	ULSOR	Y SOCIAL D SKILLED	AL SE	CORI	_	
NATIONAL &	GENDER		POPUI	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUI	POPULATION GROUP	ROUP	
PROVINCE		٧	ပ		M	BLACK			¥	ပ		M	BLACK
	Male	43,8%	5,1%	1,5%	4,5%	50,4%		Male	43,8%	5,1%	1,5%	4,5%	50,4%
National	Female	Female 35,5% 4,1% 1,2%	4,1%	1,2%	3,5%	40,8%	National	Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	79,3%	9,5%	2,7%	%0'8	91,2%		Total	%6'62	9,2%	2,7%	8,0%	91,2%
	SECTOR 1	TARGETS	FOR PRO	VINCES				SECTOR	TARGETS	FOR PROVINCES	VINCES		
	Male	43,6%	6,4%	0,5%	2,8%	50,4%		Male	43,6%	6,4%	%5'0	2,8%	50,4%
Eastern Cape	Female	35,3%	5,2%	0,4%	2,2%	40,8%	Eastern Cape	Female	35,3%	5,2%	0,4%	2,5%	40,8%
	Total	78,8%	11,5%	%6'0	2,0%	91,2%		Total	78,8%	11,5%	%6'0	2,0%	91,2%
	Male	48,0%	1,5%	%6'0	3,7%	50,4%		Male	48,0%	1,5%	%6'0	3,7%	50,4%
Free State	Female	38,9%	1,2%	%2'0	3,6%	40,8%	Free State	Female	38,9%	1,2%	%2'0	3,6%	40,8%
	Total	%6'98	2,7%	1,7%	7,3%	91,2%		Total	%6'98	2,7%	1,7%	7,3%	91,2%
	Male	41,0%	1,4%	2,0%	6,4%	50,4%		Male	47,0%	1,4%	2,0%	6,4%	50,4%
Gauteng	Female	38,0%	1,1%	1,7%	4,6%	40,8%	Gauteng	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%
	Male	46,0%	%9'0	3,8%	2,5%	50,4%		Male	46,0%	%9'0	3,8%	2,2%	20,4%
KwaZulu-Natal	Female	37,2%	0,5%	3,1%	1,9%	40,8%	KwaZulu-Natal	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%
	Male	20,1%	0,1%	0,2%	1,2%	50,4%		Male	20,1%	0,1%	0,5%	1,2%	50,4%
Limpopo	Female	40,6%	0,0%	0,5%	1,2%	40,8%	Limpopo	Female	40,6%	%0'0	0,5%	1,2%	40,8%
	Total	%2'06	0,1%	0,4%	2,4%	91,2%		Total	%2'06	0,1%	0,4%	2,4%	91,2%
	Male	20,1%	0,5%	0,2%	4,0%	50,4%		Male	50,1%	0,2%	0,2%	4,0%	50,4%
Mpumalanga	Female	40,5%	0,1%	0,1%	3,5%	40,8%	Mpumalanga	Female	40,5%	0,1%	0,1%	3,2%	40,8%
	Total	%9'06	%8'0	%8'0	7,2%	91,2%		Total	%9'06	0,3%	0,3%	7,2%	91,2%
	Male	49,3%	%9'0	%5'0	2,8%	50,4%		Male	49,3%	%9'0	0,5%	2,8%	50,4%
North West	Female	39,9%	%5'0	%4'0	1,6%	40,8%	North West	Female	39,9%	%5'0	0,4%	1,6%	40,8%
	Total	89,2%	1,1%	%6'0	4,4%	91,2%		Total	89,2%	1,1%	%6'0	4,4%	91,2%
	Male	31,9%	18,3%	0,2%	6,4%	50,4%		Male	31,9%	18,3%	0,2%	6,4%	50,4%
Northern Cape	Female	25,8%	14,8%	0,2%	4,5%	40,8%	Northern Cape	Female	25,8%	14,8%	0,2%	4,5%	40,8%
	Total	21,7%	33,1%	0,4%	10,9%	91,2%		Total	%2',29	33,1%	0,4%	10,9%	91,2%
	Male	23,0%	27,0%	0,5%	7,2%	50,4%		Male	23,0%	27,0%	0,5%	7,2%	50,4%
Western Cape	Female	18,6%	21,8%	0,4%	6,1%	40,8%	Western Cape	Female	18,6%	21,8%	0,4%	6,1%	40,8%
	Total	41,6%	48,8%	%8'0	13,3%	91,2%		Total	41,6%	48,8%	%8'0	13,3%	91,2%
Monteforce	Molo	36 9%	7 8%	2 7%	12 6%	47 4%	Morbford	olcM	47 3%	7 8%	2 0%	5.7%	57 1%
Workingto		27,00	701.	200	2017	20,400	Working Ce	-	700.10	201	2,007	2,10	20000
Profile 2022 (All		27,1%	4,4%	%6'L	0,7%	33,4%	Profile 2022 (All	Female	%6,12	4,4%	%0,T	3,8%	33,3%
employers)	Total	64,0%	12,2%	4,6%	18,8%	%8'08	employers)	Total	75,2%	12,2%	3,0%	9,5%	90,4%
	5-YEAR S	SECTOR TA	ARGET FO	OR EMPL	OYEES W	IITH DISABI	5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR	TOTAL WO	RKFORCE	FOR THIS	SECTOR		
													The state of the s

						17. ED	17. EDUCATION						
	A.	A. TOP MANAGEN	AGEMENT					B. S	B. SENIOR MANAGEMENT	NAGEME	TN		
NATIONAL &	GENDER		POPUL	PULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPU	POPULATION GROUP	ROUP	
PROVINCE		A	၁		M	BLACK			A	ပ		3	BLACK
	Male	28,7%	3,3%	1,0%	4,5%	33,0%	National	Male	27,4%	3,5%	%6'0	4,5%	31,5%
National	Female	21,7%	2,5%	%2'0	3,5%	25,0%		Female	25,7%	3,0%	%6'0	3,5%	29,5%
	Total	50,4%	5,9% 1,7%	1,7%	8,0%	28,0%		Total	53,0%	6,2%	1,8%	8,0%	61,0%
	SECTOR TARGETS FOR	ARGETS	FOR PRO	VINCES	100			SECTOR	SECTOR TARGETS	FOR PROVINCES	VINCES		
	Male	28,5%	4,5%	%8'0		33,0%	Eastern Cape	Male	27,2%	4,0%	0,3%	2,8%	31,5%
Eastern Cape	Female		3,5%	0,5%		25,0%		Female	25,5%	3,7%	%8'0	2,5%	29,5%
	Total	50,1%	7,3%	%5'0	2,0%	28,0%		Total	52,7%	7,7%	%9'0	2,0%	61,0%
	Male	31,4%	1,0%	%9'0	3,7%	33,0%	Free State	Male	30,0%	%6'0	%9'0	3,7%	31,5%
Free State	Female	23,8%	%2'0	0,5%	3,6%	25,0%		Female	28,1%	%6'0	0,5%	3,6%	29,5%
	Total	55,2%	1,7%	1,1%	7,3%	28,0%		Total	58,1%	1,8%	1,1%	7,3%	61,0%
	Male	30,8%	%6'0	1,3%	6,4%	33,0%	Gauteng	Male	29,4%	%8'0	1,3%	6,4%	31,5%
Gauteng	Female	23,3%	%2'0	1,0%	4,6%	25,0%		Female	27,5%	%8'0	1,2%	4,6%	29,5%
	Total	54,1%	1,6%	2,3%	11,0%	28,0%		Total	26,9%	1,6%	2,5%	11,0%	61,0%
	Male	30,1%	0,4%	2,5%	2,5%	33,0%	KwaZulu-Natal	Male	28,7%	0,4%	2,4%	2,5%	31,5%
KwaZulu-Natal	Female	22,8%	0,3%	1,9%	1,9%	25,0%		Female	26,9%	0,3%	2,5%	1,9%	29,5%
	Total	52,9%	%2'0	4,4%	4,1%	28,0%		Total	55,7%	%2'0	4,6%	4,1%	61,0%
	Male	32,8%	%0'0	0,1%	1,2%	33,0%	Limpopo	Male	31,3%	%0'0	0,1%	1,2%	31,5%
Limpopo	Female	24,9%	%0'0	0,1%	1,2%	25,0%		Female	29,3%	%0'0	0,1%	1,2%	29,5%
	Total	21,7%	0,1%	0,2%	2,4%	28,0%		Total	%2'09	0,1%	0,3%	2,4%	61,0%
	Male	32,8%	0,1%	0,1%	4,0%	33,0%	Mpumalanga	Male	31,3%	0,1%	0,1%	4,0%	31,5%
Mpumalanga	Female	24,8%	0,1%	0,1%	3,2%	25,0%		Female	29,3%	0,1%	0,1%	3,5%	29,5%
	Total	22,6%	0,2%	0,2%	7,2%	28,0%		Total	%9'09	0,5%	0,2%	7,2%	61,0%
	Male	32,3%	0,4%	0,3%	2,8%	33,0%	North West	Male	30,8%	0,4%	0,3%	2,8%	31,5%
North West	Female	24,5%	0,3%	0,2%	4,6%	25,0%		Female	28,9%	0,4%	0,3%	1,6%	29,5%
	lotal	26,7%	0,7%	0,5%	4,4%	28,0%		Total	29,7%	%8'0	%9'0	4,4%	61,0%
-	Male	20,9%	12,0%	0,1%	6,4%	33,0%	Northern Cape	Male	19,9%	11,4%	0,1%	6,4%	31,5%
Northern Cape	Female	75,8%	8,1%	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%	%0'89		Total	38,6%	22,1%	0,3%	10,9%	61,0%
	Male	15,0%	17,7%	0,3%	7,2%	33,0%	Western Cape	Male	14,4%	16,9%	0,3%	7,2%	31,5%
Western Cape	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%	%0'89		Total	27,8%	32,6%	%9'0	13,3%	61,0%
Workforce	Male	12,2%	3,3%	5,1%	29,1%	20,6%	Workforce	Male	14,0%	3,4%	3,4%	21,2%	20,8%
Profile 2022 (All	Female	%6'8	4,0%	4,1%	30,2%	17,0%	Profile 2022 (All	Female	11,1%	3,8%	4,5%	32,5%	19,4%
employers)	Total	21,1%	7,3%	9,2%	29,3%	32,6%	employers)	Total	25,1%	7,2%	7,9%	23,7%	40,5%

						17. EDL	17. EDUCATION						
	C. PROF	C. PROFESSIONALLY Q	LY QUAL	UALIFIED					D. SKILLED	TED			
NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUL	POPULATION GROUP	ROUP	
PROVINCE		4	ပ		*	BLACK			A	၁		W	BLACK
	Male	30,4%	3,5%	1,0%	4,5%	35,0%		Male	36,5%	4,2%	1,2%	4,5%	42,0%
National	Female	30,9%	3,6%	1,0%	3,5%	35,5%	National	Female	37,0%	4,3%	1,2%	3,5%	42,5%
	Total	61,3%	7,1%	2,1%	%0'8	70,5%		Total	73,5%	%5'8	2,5%	8,0%	84,5%
	SECTOR 1	SECTOR TARGETS FOR PROVINCES	FOR PRO	VINCES				SECTOR	SECTOR TARGETS	FOR PROVINCES	VINCES		
	Male	30,2%	4,4%	0,3%	2,8%	35,0%		Male	36,3%	2,3%	0,4%	2,8%	45,0%
Eastern Cape	Female	30,7%	4,5%	0,3%	2,2%	35,5%	Eastern Cape	Female	36,7%	5,4%	0,4%	2,2%	45,5%
	Total	%6'09	8,9%	%2'0	2,0%	70,5%		Total	73,0%	10,7%	%8'0	2,0%	84,5%
	Male	33,3%	1,0%	0,6%	3,7%	35,0%		Male	40,0%	1,2%	%8'0	3,7%	45,0%
Free State	Female	33,8%	1,0%	0,7%	3,6%	35,5%	Free State	Female	40,5%	1,2%	%8'0	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%
	Male	32,6%	%6'0	1,4%	6,4%	35,0%		Male	39,2%	1,1%	1,7%	6,4%	45,0%
Gauteng	Female	33,1%	1,0%	1,4%	4,6%	35,5%	Gauteng	Female	39,6%	1,1%	1,7%	4,6%	42,5%
	Total	%2'59	1,9%	2,9%	11,0%	70,5%		Total	78,8%	2,3%	3,4%	11,0%	84,5%
	Male	31,9%	0,4%	2,7%	2,2%	35,0%		Male	38,3%	%5'0	3,5%	2,5%	45,0%
KwaZulu-Natal	Female	32,4%	0,4%	2,7%	1,9%	35,5%	KwaZulu-Natal	Female	38,8%	0,5%	3,5%	1,9%	42,5%
	Total	64,3%	%8'0	5,4%	4,1%	70,5%		Total	77,1%	1,0%	6,4%	4,1%	84,5%
	Male	34,8%	%0'0	0,1%	1,2%	32,0%		Male	41,8%	%0'0	0,2%	1,2%	45,0%
Limpopo	Female	35,3%	%0'0	0,1%	1,2%	35,5%	Limpopo	Female	42,3%	%0'0	0,2%	1,2%	42,5%
	Total	70,1%	0,1%	%£'0	2,4%	20,5%		Total	84,1%	0,1%	0,3%	2,4%	84,5%
	Male	34,8%	0,1%	0,1%	4,0%	35,0%		Male	41,7%	0,1%	0,1%	4,0%	42,0%
Mpumalanga	Female	35,3%	0,1%	0,1%	3,5%	35,5%	Mpumalanga	Female	42,2%	0,1%	0,1%	3,2%	42,5%
•	Total	%0'02	0,2%	0,2%	7,2%	70,5%		Total	84,0%	0,3%	0,3%	7,2%	84,5%
	Male	34,2%	0,4%	0,3%	2,8%	35,0%		Male	41,1%	0,5%	0,4%	2,8%	42,0%
North West	Female	34,7%	0,4%	%8'0	1,6%	35,5%	North West	Female	41,6%	0,5%	0,4%	1,6%	42,5%
	Total	%0'69	%6'0	%2'0	4,4%	20,5%		Total	82,6%	1,1%	%8'0	4,4%	84,5%
	Male	22,2%	12,7%	0,2%	6,4%	35,0%		Male	%9'92	15,2%	0,2%	6,4%	45,0%
Northern Cape	Female	22,5%	12,9%	0,2%	4,5%	35,5%	Northern Cape	Female	26,9%	15,4%	0,2%	4,5%	42,5%
	Total	44,6%	25,6%	0,3%	10,9%	70,5%		Total	23,5%	30,6%	0,4%	10,9%	84,5%
	Male	15,9%	18,7%	0,3%	7,2%	35,0%		Male	19,1%	22,5%	0,4%	7,2%	45,0%
Western Cape	Female	16,2%	19,0%	0,3%	6,1%	35,5%	Western Cape	Female	19,4%	22,7%	0,4%	6,1%	42,5%
	Total	32,1%	37,7%	%2'0	13,3%	%5'02		Total	38,5%	45,2%	%8'0	13,3%	84,5%
	No.	24 50/	4 00%	4 40/	0 60/	70 00	Markenso	olcM	10 8%	3.4%	%4.0	3 7%	23 9%
Workforce	Male	24,070	0,0,1	0/1/0	0,0,0	20,070	Working	Maio	10,00	1 20%	4 00/	42.00/	57 40/
Profile 2022 (All	Female	29,6%	4,4%	7,1%	19,6%	36,7%	Profile 2022 (All	Female	47,9%	1,3%	0,6,1	13,2%	07,176
employers)	Total	54,1%	8,4%	4,1%	29,1%	%9,99	employers)	Total	%2'.29	10,7%	2,6%	16,9%	81,0%
	5-YEAR	SECTOR T	ARGET FO	OR EMPL	OYEES V	VITH DISABI	5-YEAR SECTOR TARGET FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR	TOTAL WO	RKFORCE	FOR THIS	SECTOR		

			18. A	DMIN	ISTR	TIVE A	8. ADMINISTRATIVE AND SUPPORT ACTIVITIES	ACTIVI	LIES				
	Α.	A. TOP MANAGEN	AGEMENT					B. S	ENIOR MA	B. SENIOR MANAGEMENT	IN		
NATIONAL &	GENDER		POPUL	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPU	POPULATION GROUP	ROUP	
PROVINCE		¥	ပ		M	BLACK			A	ပ		*	BLACK
	Male	26,1%	3,0%	%6'0	4,5%	30,0%		Male	33,0%	3,8%	1,1%	4,5%	38,0%
National	Female	17,4%	2,0%	%9'0	3,5%	20,0%	National	Female	23,5%	2,7%	%8'0	3,5%	27,0%
	Total	43,5%	5,1% 1,5%	1,5%	%0'8	20,0%		Total	26,5%	%9'9	1,9%	8,0%	%0'59
	SECTOR TARGETS FOR	'ARGETS	FOR PRO	VINCES				SECTOR	TARGETS	FOR PROVINCE	VINCES		
	Male	25,9%	3,8%	0,3%	2,8%	30,0%		Male	27,2%	4,0%	0,3%	2,8%	31,5%
Eastern Cape	Female	17,3%	2,5%	0,5%	2,2%	20,0%	Eastern Cape	Female	72,5%	3,7%	%8'0	2,5%	29,5%
	Total	43,5%	6,3%	0,5%	2,0%	20,0%		Total	52,7%	7,7%	%9'0	2,0%	61,0%
	Male	78,6%	%6'0	%9'0	3,7%	30,0%		Male	30,0%	%6'0	%9'0	3,7%	31,5%
Free State	Female	19,1%	%9'0	0,4%	3,6%	20,0%	Free State	Female	28,1%	%6'0	0,5%	3,6%	29,5%
	Total	47,6%	1,5%	0,9%	7,3%	20,0%		Total	58,1%	1,8%	1,1%	7,3%	61,0%
	Male	28,0%	%8'0	1,2%	6,4%	30,0%		Male	29,4%	%8'0	1,3%	6,4%	31,5%
Gauteng	Female	18,7%	0,5%	%8'0	4,6%	20,0%	Gauteng	Female	27,5%	%8'0	1,2%	4,6%	29,5%
	Total	46,6%	1,3%	2,0%	11,0%	20,0%		Total	%6'99	1,6%	2,5%	11,0%	61,0%
	Male	27,4%	0,3%	2,3%	2,2%	30,0%		Male	28,7%	0,4%	2,4%	2,2%	31,5%
KwaZulu-Natal	Female	18,2%	0,5%	1,5%	1,9%	20,0%	KwaZulu-Natal	Female	76,9%	0,3%	2,2%	1,9%	29,5%
	Total	45,6%	%9'0	3,8%	4,1%	20,0%		Total	25,7%	%2'0	4,6%	4,1%	61,0%
	Male	29,8%	%0'0	0,1%	1,2%	30,0%		Male	31,3%	%0'0	0,1%	1,2%	31,5%
Limpopo	Female	19,9%	%0'0	0,1%	1,2%	%0'02	Limpopo	Female	29,3%	%0'0	0,1%	1,2%	29,5%
	Total	49,7%	0,1%	0,2%	2,4%	20,0%		Total	%2'09	0,1%	0,3%	2,4%	61,0%
	Male	29,8%	0,1%	0,1%	4,0%	30,0%		Male	31,3%	0,1%	0,1%	4,0%	31,5%
Mpumalanga	Female	19,9%	0,1%	0,1%	3,2%	20,0%	Mpumalanga	Female	29,3%	0,1%	0,1%	3,2%	29,5%
	Total	49,7%	0,2%	0,2%	7,2%	%0,03		Total	%9'09	0,2%	0,2%	7,2%	61,0%
	Male	29,3%	0,4%	0,3%	2,8%	30,0%		Male	30,8%	0,4%	0,3%	2,8%	31,5%
North West	Female	19,6%	0,3%	0,2%	1,6%	%0,02	North West	Female	28,9%	0,4%	0,3%	1,6%	29,5%
	Total	48,9%	%9'0	0,5%	4,4%	%0'09		Total	29,7%	%8'0	%9'0	4,4%	61,0%
	Male	19,0%	10,9%		6,4%	30,0%		Male	19,9%	11,4%	0,1%	6,4%	31,5%
Northern Cape	Female	12,7%	7,3%		4,5%	20,0%	Northern Cape	Female	18,7%	10,7%	0,1%	4,5%	29,5%
	Total	31,6%	18,1%		10,9%	20,0%		Total	38,6%	22,1%	0,3%	10,9%	61,0%
	Male	13,7%	16,1%		7,2%	30,0%		Male	14,4%	16,9%	0,3%	7,2%	31,5%
Western Cape	Female	9,1%	10,7%	0,5%	6,1%	20,0%	Western Cape	Female	13,4%	15,8%	0,3%	6,1%	29,5%
	Total	22,8%	26,8%		13,3%	20,0%		Total	27,8%	32,6%	%9'0	13,3%	61,0%
Workforce	Male	17,3%	3,5%	6,5%	32,9%	27,3%	Workforce	Male	25,6%	4,5%	5,4%	23,0%	35,5%
Profile 2022 (All	Female	11,9%	3,3%	3,5%	14,1%	18,4%	Profile 2022 (All	Female	16,5%	3,7%	4,0%	15,6%	24,2%
employers)	Total	29,5%	%8'9	%2'6	52,0%	42,7%	employers)	Total	45,1%	8,2%	9,4%	38,6%	29,7%

			18. /	ADMIN	IISTR/	ATIVE A	ADMINISTRATIVE AND SUPPORT ACTIVITIES	ACTIVI	TIES				
	C. PROF	C. PROFESSIONALLY QUALIFIED	LLY QUA	LIFIED					D. SKILLED	LLED			
NATIONAL &	GENDER		POPUI	POPULATION GROUP	ROUP		NATIONAL & PROVINCE	GENDER		POPUI	POPULATION GROUP	ROUP	
LUCALINGE		A	ပ	1	W	BLACK			A	ပ		*	BLACK
	Male	38,4%	4,5%	1,3%	4,5%	44,2%		Male	43,8%	5,1%	1,5%	4,5%	50,4%
National	Female	32,5%	4,1%	1,2%	3,5%	40,8%	National	Female	35,5%	4,1%	1,2%	3,5%	40,8%
	Total	73,9%	8,6%	2,5%	8,0%	82,0%		Total	79,3%	9,5%	2,7%	8,0%	91,2%
	SECTOR 1	SECTOR TARGETS FOR PROVINCES	FOR PRO	VINCES				SECTOR	SECTOR TARGETS	FOR PROVINCES	VINCES		
	Male	30,2%	4,4%	0,3%	2,8%	32,0%		Male	36,3%	5,3%	0,4%	2,8%	42,0%
Eastern Cape	Female	30,7%	4,5%	0,3%	2,5%	35,5%	Eastern Cape	Female	36,7%	5,4%	0,4%	2,5%	42,5%
	Total	%6'09	8,9%	0,7%	2,0%	70,5%		Total	73,0%	10,7%	%8'0	2,0%	84,5%
	Male	33,3%	1,0%	%9'0	3,7%	35,0%		Male	40,0%	1,2%	%8'0	3,7%	42,0%
Free State	Female	33,8%	1,0%	%2'0	3,6%	35,5%	Free State	Female	40,5%	1,2%	%8'0	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%
	Male	32,6%	%6'0	1,4%	6,4%	35,0%		Male	39,2%	1,1%	1,7%	6,4%	42,0%
Gauteng	Female	33,1%	1,0%	1,4%	4,6%	35,5%	Gauteng	Female	39'6%	1,1%	1,7%	4,6%	42,5%
	Total	%2'59	1,9%	2,9%	11,0%	70,5%		Total	%8'82	2,3%	3,4%	11,0%	84,5%
	Male	31,9%	0,4%	2,7%	2,2%	35,0%		Male	38,3%	%5'0	3,2%	2,2%	42,0%
KwaZulu-Natal	Female	32,4%	0,4%	2,7%	1,9%	35,5%	KwaZulu-Natal	Female	38,8%	0,5%	3,5%	1,9%	42,5%
	Total	64,3%	%8'0	5,4%	4,1%	70,5%		Total	77,1%	1,0%	6,4%	4,1%	84,5%
	Male	34,8%	%0'0	0,1%	1,2%	35,0%		Male	41,8%	%0'0	0,5%	1,2%	42,0%
Limpopo	Female	35,3%	%0'0	0,1%	1,2%	35,5%	Limpopo	Female	42,3%	%0'0	0,5%	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%
80	Male	34,8%	0,1%	0,1%	4,0%	35,0%		Male	41,7%	0,1%	0,1%	4,0%	42,0%
Mpumalanga	Female	35,3%	0,1%	0,1%	3,5%	35,5%	Mpumalanga	Female	42,2%	0,1%	0,1%	3,5%	42,5%
	Total	%0'02	0,5%	0,2%	7,2%	70,5%		Total	84,0%	0,3%	0,3%	7,2%	84,5%
	Male	34,5%	0,4%	0,3%	2,8%	35,0%		Male	41,1%	0,5%	0,4%	2,8%	42,0%
North West	Female	34,7%	0,4%	0,3%	1,6%	35,5%	North West	Female	41,6%	0,5%	0,4%	1,6%	42,5%
	Total	%0'69	%6'0	%2'0	4,4%	70,5%		Total	82,6%	1,1%	%8'0	4,4%	84,5%
:	Male	22,2%	12,7%	0,2%	6,4%	32,0%		Male	76,6%	15,2%	0,5%	6,4%	42,0%
Northern Cape	Female	22,5%	12,9%	0,2%	4,5%	35,5%	Northern Cape	Female	26,9%	15,4%	0,5%	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%
	Male	15,9%	18,7%	0,3%	7,2%	35,0%		Male	19,1%	22,5%	0,4%	7,2%	42,0%
Western Cape	Female	16,2%	19,0%	0,3%	6,1%	35,5%	Western Cape	Female	19,4%	22,7%	0,4%	6,1%	42,5%
	Total	32,1%	37,7%	%2'0	13,3%	70,5%		Total	38,5%	45,2%	%8'0	13,3%	84,5%
Workforce	Male	24,8%	3,4%	3,1%	9,1%	31,3%	Workforce	Male	42,3%	3,0%	1,2%	3,4%	46,5%
Profile 2022 (All	Female	40,0%	3,5%	3,7%	%9'6	47,2%	Profile 2022 (All	Female	39,9%	3,6%	1,4%	4,1%	44,9%
employers)	Total	64,8%	%6'9	%8'9	18,7%	78,5%	employers)	Total	82,2%	%9'9	7,6%	7,5%	91,4%
	5-YEAR S	5-YEAR SECTOR TARGE		OR EMPL	OYEES M	WITH DISABI	FOR EMPLOYEES WITH DISABILITIES IS 2% OF THE TOTAL WORKFORCE FOR THIS SECTOR	TOTAL WOF	RFORCE	FOR THIS	SECTOR		

DEPARTMENT OF HIGHER EDUCATION AND TRAINING

NO. 3408 12 May 2023

CONTINUING EDUCATION AND TRAINING ACT, 2006 (ACT NO. 16 OF 2006)

AMENDMENT TO NOTICE RELATING TO THE CHANGE OF SEAT OF THE MPUMALANGA COMMUNITY EDUCATION AND TRAINING COLLEGE

- I, Bonginkosi Emmanuel Nzimande, MP, Minister of Higher Education, Science and Innovation, in terms of sections 3(1)(b) and 1A of the *Continuing Education and Training Act*, 2006 (Act No. 16 of 2006)
- hereby repeal the physical location and official address of the Mpumalanga Community Education and Training College published in the third paragraph of Government Gazette No. 38570, by notice No. 221 on 16 March 2015; and
- hereby give notice that the new physical location and official address of the Mpumalanga Community Education and Training College is Building 11/1, Industrial Site, Siyabuswa, 0472.

Dr BE Nzimande, MP

Minister of Higher Education, Science and Innovation

Date: 31/01/2023

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NO. 3409 12 May 2023



Address: 27 Stiemens Street, 4th Floor JD House Building, Braamfontein, Johannesburg, 2017 Tel: 010 023 5214

Fax: 0865003351

E-mail: POPIACompliance@inforegulator.gov.za

21 April 2023

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

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

- 3.2. where appropriate, agreements that may need to be concluded between members of ASSAF and third parties promoting, and to the extent possible ensuring that personal information is processed in compliance with POPIA; and
- 3.3. the enforcement by ASSAF of the provisions of the code of conduct.
- 4. A notice will be published in the Government Gazette in compliance with section 61(2) of POPIA. Affected persons are invited to submit written comments to the Regulator <u>email address</u>: <u>POPIACompliance@inforegulator.org.za</u>. within fourteen (14) days after publication of the notice in the Government Gazette.

A copy of the code of conduct will be made available on the Regulator's website, alternatively, a request for a copy of the code may be made by addressing correspondence to email address: POPIACompliance@inforegulator.org.za.

Date: 21 April 2024

PARLIAMENT OF THE REPUBLIC OF SOUTH AFRICA

NO. 3410 12 May 2023

ADV GLYNNIS BREYTENBACH, MP

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

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

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

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

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

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

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

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

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

GENERAL NOTICES • ALGEMENE KENNISGEWINGS

DEPARTMENT OF EMPLOYMENT AND LABOUR

NOTICE 1795 OF 2023

LABOUR RELATIONS ACT, 1995

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

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

R	USUKU:
UMNYANGO WEZE	MISEBENZI NEZABASEBENZI
	DATE: 3. May 2023
	DIRECTOR: COLLECTIVE BARGAINING
	97/1// 1//

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

BARGAINING CONCIL FOR THE FURNITURE MANUFACTURING INDUSTRY KWAZULU NATAL: UKWELULELWA KWESIKHATHI SOKUSEBENZA KWESIVUMELWANO SESIKHWAMA ESIHLINZEKAYO KANYE NESEHLANGANO YENZUZO YOKUFA

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

UMQONDISI WEZOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI

USUKU 3 M Q 4 2013

DEPARTMENT OF HEALTH

NOTICE 1796 OF 2023

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

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

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

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

By order of the Council for Medical Schemes

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

Dr. M Makiwane

Chairperson: Council for Medical Schemes

26 April 2023

SCHEDULE

Definitions

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

Imposition

- In respect of a medical scheme registered in terms of section 20 of the Medical Schemes
 Act, 1998 (Act No. 131 of 1998), the levy to be paid with effect from 01 April 2023 is R44.06
 per member per year, which will be adjusted once the new levy has been approved.
 - The levy shall be paid in two equal instalments, the first of which shall be paid no later than 31 May of the levy year, and the second of which shall be paid not later than 31 July of the levy year.
- 3. In respect of the levy year, the calculation of the levy is based on the number of principal members referred to in item 2 and shall correspond with the latest statistics furnished to the Registrar in terms of or by virtue of the Medical Schemes Act, 1998 (Act No. 131 of 1998) or with the latest certified number of principal members sent to the Registrar by the medical scheme. If a transfer of principal members is in process and not finalized on 31 December 2022, the transferor must pay the levy in respect of the principal members to be transferred.

Payment/Interest on overdue of Levies

- 4. On amounts of overdue levies, interest will be charged at a rate applicable to a debt owing to the state, as determined by the Minister of Finance in terms of section 80(1) (b) of the Public Finance Management Act.
- 5. The levies (once finally imposed) and interest (if any) referred to in this Notice shall be paid by a medical scheme directly in the bank account of the Council, the details of which are:

Bank : ABSA

Account Holder : Council for Medical Schemes

Branch Name : ABSA Corporate Branch (Pretoria)

Branch Code : 517 245

Account Number : 405 116 3394

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

DEPARTMENT OF HEALTH

NOTICE 1797 OF 2023

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

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

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

By order of the Council for Medical Schemes

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

Dr. M Makiwane

Chairperson: Council for Medical Schemes

31 October 2022

SCHEDULE

Definitions

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

Proposed Levies

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

Payment/Interest on overdue of Levies

4. On amounts of overdue levies, interest will be charged at a rate applicable to a debt owing to the state, as determined by the Minister of Finance in terms of section 80(1) (b) of the Public Finance Management Act. 5. The levies (once finally imposed) and interest (if any) referred to in this Notice shall be paid by a medical scheme directly in the bank account of the Council, the details of which are:

Bank : ABSA

Account Holder : Council for Medical Schemes

Branch Name : ABSA Corporate Branch (Pretoria)

Branch Code : 517 245

Account Number : 405 116 3394

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

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