EMPLOYMENT EQUITY SECTOR TARGETS

South Africa 2025–2030 | Free 6-page Employer Worksheet

GOVERNMENT SOURCE: Gazette No. 52514, Notice 6124, dated 15 April 2025. Targets apply to 18 sectors, at four upper occupational levels, plus a 3% target for employees with disabilities. Employers set their own achievable annual goals and should review EAP and supporting evidence. View the Gazette.

What you can complete with this pack

Worksheet	Practical job
1 — 18-sector register	Identify the economic sector and review all four designated-group total percentages.
2 — Sector target comparison	Compare the four upper occupational-level targets to a controlled HR baseline.
3 — Annual goals and EAP	Create a defensible annual-pathway worksheet for EEA13.
4 — Reasonable-ground evidence log	Record shortfalls, evidence and responsible decision makers.
5 — Sources and employer support	Use official legal references and a scoped SSA advisory route.

Important: This is a practical SSA resource, not a government return, legal opinion, official EEA13, or guarantee of compliance. The figures below are designated-group combined totals only. The Gazette also specifies separate male/female percentages which employers must consult before formal EE planning.

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1 18 SECTORS — ALL FOUR UPPER LEVEL TARGETS

The figures are combined designated-group total percentages, shown in Gazette order. TM = Top Management; SM = Senior Management; PQ = Professionally Qualified & Middle Management; ST = Skilled Technical. The disability target is 3% for every sector.

Official economic sector	5-year totals: TM / SM / PQ / ST
1. Accommodation and Food Service Activities	56.7% / 78.3% / 84.7% / 95.9%
2. Administrative and Support Activities	69.9% / 85.8% / 95.3% / 95.9%
3. Agriculture, Forestry & Fishing	34% / 52.6% / 76.4% / 93.8%
4. Arts, Entertainment and Recreation	68.6% / 84.1% / 95.9% / 95.9%
5. Construction	54.8% / 66.1% / 81.1% / 95.9%
6. Education	73.7% / 76.6% / 89.1% / 95.9%
7. Electricity, Gas, Steam and Air Conditioning Supply	59.6% / 82.2% / 95.9% / 95.9%
8. Financial and Insurance Activities	63.1% / 77% / 86.8% / 95.6%
9. Human Health and Social Work Activities	71.3% / 85.9% / 95.9% / 95.9%
10. Information and Communication	56.6% / 68.6% / 76.8% / 91.7%
11. Manufacturing	49.1% / 66% / 78.1% / 89.4%
12. Mining and Quarrying	57.5% / 64.5% / 77.6% / 86.7%
13. Professional, Scientific and Technical Activities	62.5% / 76% / 82% / 95.9%
14. Public Administration and Defence; Compulsory Social Security	91.7% / 95.9% / 95.9% / 95.9%
15. Real Estate Activities	49.2% / 69% / 78.5% / 84.4%
16. Transportation and Storage	62.2% / 78% / 87% / 91.2%
17. Water Supply, Sewerage, Waste Management and Remediation Activities	85.7% / 90.8% / 95.9% / 95.9%
18. Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	51.7% / 73.6% / 88.3% / 94.2%

Do not use combined totals as gender-specific targets: The government Gazette has separate male and female values per upper occupational level. Check the relevant row in Gazette 52514 before putting final figures into an EE Plan.

2 FIND THE RIGHT SECTOR AND BENCHMARK

Do not choose the most convenient target. Match the employer's actual economic activity to the classification in EEA17. Where several sectors apply, the Department's guidance says to use the sector in which the majority of employees work.

Employer legal name / EE reference: . . . . . .

Main business activity and SIC evidence: . . . . . .

Chosen sector number / name: . . . . . .

Reason for sector selection / HR headcount proof: . . . . . .

Examples from the legal target table

Sector	Top	Senior	PQ/Middle	Skilled
Construction	54.8%	66.1%	81.1%	95.9%
Education	73.7%	76.6%	89.1%	95.9%
Manufacturing	49.1%	66%	78.1%	89.4%
Mining and Quarrying	57.5%	64.5%	77.6%	86.7%

Scope reminder: The regulated upper-level targets are not a single universal quota or a required immediate 2026 outcome. Employers calculate their own annual milestones in their 2025–2030 EEA13 plan, supported by EEA12 analysis and consultation. Legal reporting is against annual goals and the plan's measures.

Source-to-plan control

Step	Employer proof
Confirm legal reporting entity	Sector selection rationale and controlled SIC/business-activity records.
Map occupational levels	Current jobs and grades aligned with the prescribed EEA9 levels.
Apply published targets	Extract sector- and gender-specific figures from Gazette 52514.
Check EAP basis	Apply the relevant national or regional EAP consistently.
Set annual goals	Annual workforce numbers and percentages recorded in EEA13.
Consult	Document section 16 consultation and approval trail.

3 EAP + YEAR-BY-YEAR NUMERICAL GOALS

Complete one row per designated group and occupational level. The percentages in the Gazette apply to four upper levels; semi-skilled and unskilled numerical goals must be set with reference to applicable EAP rather than copied from the sector-table percentages.

Employer calculation / assumption	Entry
Selected EAP comparison	National / Regional (circle) | Source: _____
Applicable workforce date	_____
Occupational level	_____
Group / gender classification	_____
Current employees and base headcount	_____
2025–2030 Gazette target (if upper level)	_____
Annual goal for the relevant EE Plan year	_____
Expected vacancy, turnover or progression	_____
Action to improve representation	_____

Illustrative calculation — not a prescribed target

Suppose an employer currently has 40 employees at an occupational level and 12 are in the designated group being measured. Current representation = 12 ÷ 40 × 100 = 30%. If the employer's approved annual goal is 35% and headcount remains 40, that is 14 people. This example does not instruct the employer to hire or promote anyone unlawfully; practical opportunities, qualifications, employment equity requirements, business conditions and the plan must all be evaluated.

Annual progress record

Year	Planned target	Actual result / variance	Reason / action
2025/26	_____	_____	_____
2026/27	_____	_____	_____
2027/28	_____	_____	_____
2028/29	_____	_____	_____
2029/30	_____	_____	_____

4 WHEN A TARGET CANNOT BE MET

Regulation 16(5) of the 2025 Administrative Regulations lists reasonable grounds relevant to certificates. They need real supporting evidence and are not an automatic exemption from all Employment Equity duties.

Ground explicitly recognised in regulation 16(5)	Suggested evidence to retain
Insufficient recruitment opportunities	Vacancy count, workforce freeze, approved recruitment plan.
Insufficient promotion opportunities	Vacancies, organogram, succession and promotion records.
Insufficient suitably qualified designated candidates	Genuine skills searches, selection records and training plans.
Impact of CCMA award or court order	Relevant formal award/order and implementation record.
Transfer of a business	Transaction and workforce-transfer documents.
Mergers or acquisitions	Transaction documentation and integration changes.
Impact of economic conditions	Business circumstances and contemporaneous financial records.

Employer reasonable-ground register

Gap / ground	Record or responsible owner
Target or annual numerical goal affected	_____
Supporting legal provision / ground	_____
Documented internal evidence	_____
Mitigation and annual EE actions	_____
EE consultation and management sign-off	_____
Next review date	_____

Legal status as at 29 October 2026: A May 2026 Constitutional Court decision refused an urgent attempt to halt implementation. Substantive legal challenges were still pending in the latest reviewed material. The regulations remain in operation unless a competent court or later law changes that position. Official Department statement.

5 AUTHORITATIVE SOURCES & READ MORE

Hyperlinked official references. Recheck them before applying sector figures or filing a statutory report.

Authoritative source	What it establishes
Gazette 52514 — Sectoral Numerical Targets	All 18 economic sectors; 5-year upper-level male/female/total and 3% disability targets.
Gazette 52515 — Administrative EE Regulations	Annual EE plans, EEA12/EEA13 forms, occupational levels, reasonable grounds and reporting duties.
Department: EAP selection guidance	National or provincial/regional EAP considerations and annual employer goals.
Department: May 2026 court update	Urgent interdict dismissal; ongoing substantive court proceedings.

Read More — the SSA Employment Equity cluster

Read More	Why Read It
Employment Equity Plan: EEA13	Five-year plan, annual implementation and employer compliance evidence.
Employment Equity Act South Africa	Who is designated and how the law connects with reporting.
Employment Equity Submission: EEA2 + EEA4	Official online filing process and 2027 deadline.

Scoped support from Swift Skills Academy

REQUEST AN EMPLOYMENT EQUITY QUOTE | REQUEST A CALLBACK

WHATSAPP SSA ABOUT SECTOR TARGETS

Email: info@swiftskillsacademy.co.za
Telephone: 021 828 0772
WhatsApp: +27 60 998 7412
Address: 6 Monaco Road, Killarney Gardens, Cape Town

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