

# The EEA and targets being set by the Minister



Where the law is  
now... and what it  
says

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# Bill 14B of 2020: Determination of sectoral numerical targets

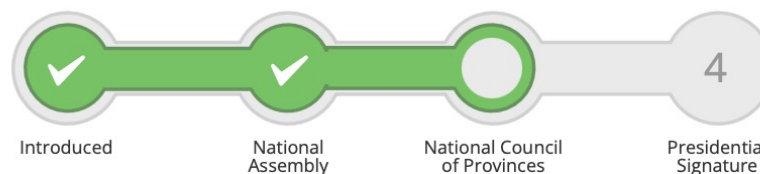
15A. (1) The Minister may, by notice in the Gazette, **identify national economic sectors** for the purposes of this Act, **having regard to any relevant code contained in the Standard Industrial Classification** of all Economic Activities published by Statistics South Africa.

(2) The Minister may, after **consulting the relevant sectors** and with the advice of the Commission, for the purpose of ensuring the equitable representation of suitably qualified people from designated groups at all occupational levels in the workforce, by notice in the Gazette **set numerical targets for any national economic sector** identified in terms of subsection (1).

(3) A notice issued in terms of subsection (2) **may set different numerical targets for different occupational levels, sub-sectors or regions within a sector or on the basis of any other relevant factor**.

(4) A draft of any notice that the Minister proposes to issue in terms of subsection (1) or subsection (2) must be published in the Gazette, allowing interested parties at **least 30 days to comment** thereon.

Bill versions: [B14A-2020](#) [B14B-2020](#) [SEIAS Report](#) [B14-2020](#)



Under consideration by the National Council of Provinces.

## Bill history

### NATIONAL ASSEMBLY



Minister of Employment and Labour  
21 July 2020 Bill introduced to the National Assembly



#### Employment and Labour

28 October 2020 Employment Equity A/B: briefing; Committee Report on DEL quarterly performance with Minister  
10 March 2021 Employment Equity A/B & Compensation for Occupational Injuries And Diseases A/B Bill: summary on submissions received

**13 April 2021** **Employment Equity Amendment Bill: public hearings day 1** **public participation**  
**14 April 2021** **Employment Equity Amendment Bill: public hearings day 2** **public participation**  
**15 April 2021** **Employment Equity Amendment Bill: public hearings day 3** **public participation**

26 May 2021 Employment Equity Amendment Bill: DEL response to submissions; with Minister  
17 June 2021 Employment Equity Amendment Bill: deliberations  
18 June 2021 Employment Equity Amendment Bill: proposed A-List  
07 July 2021 Employment Equity Amendment & COIDA Bill: deliberations; ILO Convention No 190  
25 August 2021 Employment Equity Amendment Bill: finalisation



National Assembly  
16 November 2021 Bill passed by National Assembly and transmitted to the NCOP for concurrence

### NATIONAL COUNCIL OF PROVINCES



**NCOP Trade & Industry, Economic Development, Small Business, Tourism, Employment & Labour**  
16 November 2021 Compensation for Occupational Injuries and Diseases Amendment Bill & Employment Equity Amendment Bill; with Ministry  
23 November 2021 Free State Economic Recovery Plan; Employment Equity Amendment Bill  
22 February 2022 Compensation for Occupational Injuries and Diseases Amendment Bill & Employment Equity Amendment Bill: public hearings  
08 March 2022 Compensation for Occupational Injuries and Diseases Amendment Bill & Employment Equity Amendment Bill: DEL response to public submissions



# Standard Industrial Classification (SIC) StatSA

# Standard Industrial Classification

Have a look where you are in your SETA, and in your annual EE Report

## Broad structure

The individual categories of SIC have been aggregated into the following 21 sections.

Section	Division	Description
A	01-03	Agriculture, forestry and fishing
B	05-09	Mining and quarrying
C	10-33	Manufacturing
D	35	Electricity, gas, steam and air conditioning supply
E	36-39	Water supply; sewerage, waste management and remediation activities
F	41-43	Construction
G	45-47	Wholesale and retail trade; repair of motor vehicles and motorcycles
H	49-53	Transportation and storage
I	55-56	Accommodation and food service activities
J	58-63	Information and communication
K	64-66	Financial and insurance activities
L	68	Real estate activities
M	69-75	Professional, scientific and technical activities
N	77-82	Administrative and support service activities
O	84	Public administration and defence; compulsory social security
P	85	Education
Q	86-88	Human health and social work activities
R	90-93	Arts, entertainment and recreation
S	94-96	Other service activities
T	97-98	Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use
U	99	Activities of extraterritorial organizations and bodies, not economically active people, unemployed people etc.

# Group, class and sub-class:

## Section G

Wholesale and retail trade; repair of motor vehicles and motorcycles

Division	Group	Class	Subclass	Description
Division 45				Wholesale and retail trade and repair of motor vehicles and motorcycles
Division 46				Wholesale trade, except of motor vehicles and motorcycles

What to search for:

- “medical”
- “equipment”
- “goods”
- “health”
- “chemical”
- “pharmaceutical”
- “textile”
- “plastic”
- “gas”
- “diagnostic”
- “measuring”
- “testing”
- “chemical”
- “apparatus”
- “laboratory”
- “dental”
- etc.



## Division 32 under Category C (Manufacturing)

Division 32				Other manufacturing
	321			Manufacture of jewellery, bijouterie and related articles
		3211		Manufacture of jewellery and related articles
			32111	Manufacture of jewellery and related articles composed of precious metals, precious and semi-precious stone and pearls
			32119	Other precious and semi-precious stone cutting and polishing
		3212	32120	Manufacture of imitation jewellery and related articles
	322			Manufacture of musical instruments
		3220	32200	Manufacture of musical instruments
	323			Manufacture of sports goods
		3230	32300	Manufacture of sports goods
	324			Manufacture of games and toys
		3240	32400	Manufacture of games and toys
	325			Manufacture of medical and dental instruments and supplies
		3250	32500	Manufacture of medical and dental instruments and supplies
	329			Other manufacturing n.e.c.
		3290		Other manufacturing n.e.c.
			32901	Manufacture of coffins
			32909	Other manufacture n.e.c. (except coffins)



# Division 46 under category G (wholesale & retail)

Division 46				Wholesale trade, except of motor vehicles and motorcycles
	461			Wholesale on a fee or contract basis
		4610	46100	Wholesale on a fee or contract basis
	462			Wholesale of agricultural raw materials and live animals
		4620	46200	Wholesale of agricultural raw materials and live animals
	463			Wholesale of food, beverages and tobacco
		4630		Wholesale of food, beverages and tobacco
			46301	Wholesale trade in foodstuffs
			46302	Wholesale trade in beverages
			46303	Wholesale in tobacco products
	464			Wholesale of household goods
		4641	46410	Wholesale of textiles, clothing and footwear
		4649		Wholesale of other household goods
			46491	Wholesale trade in household furniture, requisites and appliances
			46492	Wholesale trade in books and stationery
			46493	Wholesale trade in pharmaceuticals, toiletries and medical equipment
			46499	Other wholesale trade in other household goods n.e.c.
	465			Wholesale of machinery, equipment and supplies
		4651	46510	Wholesale of computers, computer peripheral equipment and software
		4652	46520	Wholesale of electronic and telecommunications equipment and parts
		4653	46530	Wholesale of agricultural machinery, equipment and supplies
		4659	46590	Wholesale of other machinery and equipment
	466			Other specialised wholesale
		4661	46610	Wholesale of solid, liquid and gaseous fuels and related products
		4662		Wholesale of metals and metal ores
			46621	Wholesale of gold
			46629	Other wholesale of metals and metal ores
		4663	46630	Wholesale of construction materials, hardware, plumbing and heating equipment and supplies

## Division 47: Retail under Category G (wholesale & retail)

Division 47		Retail trade, except of motor vehicles and motorcycles
	476	Retail sale of other goods in specialized stores
	4761	47610 Retail sale of clothing, footwear and leather articles in specialized stores
	4762	47620 Retail sale of pharmaceutical and medical goods, cosmetic and toilet articles in specialized stores
	4763	

# Where SAMED members' customers sit:

## Section Q

### Human health and social work activities

Division	Group	Class	Subclass	Description
Division 86				Human health activities
	861			Hospital activities
		8610	86100	Hospital activities
	862			Medical and dental practice activities
		8620		Medical and dental practice activities
			86201	Medical practitioner- and specialist activities
			86202	Dentist and specialist dentist activities
			86209	Other medical and dental practice activities
	869			Other human health activities
8690		86900	Other human health activities	
Division 87				Residential care activities
	871			Residential nursing care facilities
		8710	87100	Residential nursing care facilities
	872			Residential care activities for mental retardation, mental health and substance abuse
		8720	87200	Residential care activities for mental retardation, mental health and substance abuse
	873			Residential care activities for the elderly and disabled
		8730	87300	Residential care activities for the elderly and disabled
	879			Other residential care activities
		8790	87900	Other residential care activities

# Medical gasses under Manufacturing (category C)

## 2011 Manufacture of basic chemicals

This class includes the manufacture of chemicals using basic processes, such as thermal cracking and distillation. The output of these processes is usually separate chemical elements or separate chemically defined compounds.

This class includes:

- manufacture of liquefied or compressed inorganic industrial or medical gases:
  - elemental gases
  - liquid or compressed air
  - refrigerant gases
  - mixed industrial gases
  - inert gases such as carbon dioxide
  - isolating gases



# IVDs and radio-pharmaceuticals and dressings: Category C - manufacturing

## 210 Manufacture of pharmaceuticals, medicinal chemical and botanical products

See class 2100.

## 2100 Manufacture of pharmaceuticals, medicinal chemical and botanical products

This class includes:

- manufacture of medicinal active substances to be used for their pharmacological properties in the manufacture of medicaments: antibiotics, basic vitamins, salicylic and O-acetylsalicylic acids etc
- processing of blood
- manufacture of medicaments:
  - antisera and other blood fractions
  - vaccines
  - diverse medicaments, including homeopathic preparations
- manufacture of chemical contraceptive products for external use and hormonal contraceptive medicaments
- manufacture of medical diagnostic preparations, including pregnancy tests
- manufacture of radioactive in-vivo diagnostic substances
- manufacture of biotech pharmaceuticals

This class also includes:

- manufacture of chemically pure sugars
- processing of glands and manufacture of extracts of glands etc.
- manufacture of medical impregnated wadding, gauze, bandages, dressings etc.
- preparation of botanical products (grinding, grading, milling) for pharmaceutical use

# And sometimes a class excludes something...

## 2220 Manufacture of plastics products

This class includes the processing of new or spent (i.e. recycled) plastics resins into intermediate or final products, using such processes as compression moulding, extrusion moulding, injection moulding, blow moulding and casting. For most of these, the production process is such that a wide variety of products can be made.

### *This class excludes:*

- *manufacture of plastic luggage, see 1512*
- *manufacture of plastic footwear, see 1520*
- *manufacture of plastics in primary forms, see 2013*
- *manufacture of articles of synthetic or natural rubber, see group 221*
- *manufacture of plastic non current-carrying wiring devices (e.g. junction boxes, face plates), see 2733*
- *manufacture of plastic furniture, see 3100*
- *manufacture of mattresses of uncovered cellular plastic, see 3100*
- *manufacture of plastic sports requisites, see 3230*
- *manufacture of plastic games and toys, see 3240*
- *manufacture of plastic medical and dental appliances, see 3250*
- *manufacture of plastic ophthalmic goods, see 3250*
- *manufacture of plastics hard hats and other personal safety equipment of plastics, see 3290*

# And sometimes unexpected detail...

## 3313 Repair of electronic and optical equipment

This class includes the repair and maintenance of goods produced in groups 265, 266 and 267, except those that are considered household goods.

This class includes:

- repair and maintenance of irradiation, electromedical and electrotherapeutic equipment of class 2660, such as:
  - magnetic resonance imaging equipment
  - medical ultrasound equipment
  - pacemakers
  - hearing aids
  - electrocardiographs
  - electromedical endoscopic equipment
  - irradiation apparatus



# The company we may find ourselves in:

## 4649 Wholesale of other household goods

This class includes:

- wholesale of household furniture,
- wholesale of household appliances,
- wholesale of consumer electronics:
  - radio and TV equipment
  - CD and DVD players and recorders
  - stereo equipment
  - video game consoles
- wholesale of lighting equipment,
- wholesale of cutlery,
- wholesale of china and glassware,
- wholesale of woodenware, wickerwork and cork ware, etc.
- wholesale of pharmaceutical and medical goods,

46493 on a previous slide



Next steps...

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## A way forward...

1. Prepare for where SAMED members sit
2. What would be comparable to staffing: size, skills, etc.?
3. An “as is” anonymous analysis of EE status (to create realistic targets)
4. “As is” on skills (available pools)
5. Input on targets once issued for comment



THANK YOU!

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