

South Africa Global Pay Equity Compliance

Sectoral Targets and G-P's Growth Opportunities

All South African employers with 50+ employees must set goals to meet official Sectoral Targets set by the Minister of Employment and Labour (effective April 15, 2025). The goal is to aim for equitable representation of suitably qualified individuals from designated groups across all job levels.

From September 2025 through August 2030, G-P is making good faith efforts to grow headcount in each group listed below.

Top Management	African Males Coloured Males African Females
Senior Management	African Males African Females
Professionally Qualified & Middle Management	African Males African Females
Skilled Technical	African Males Coloured Male Indian Male African Females Coloured Female
Semi-Skilled and Discretionary Decision Making	African Males White Males Indian Males African Females
Unskilled and Defined Decision Making	African Males African Females
Disability	Individuals within Any Job Level and Group)