

17 June 2021

Ref: Circular EE002

## **The Printing, publishing and reproduction of recorded media sector has been identified by the Minister of Employment and Labour to meet the Employment Equity Targets.**

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The Department of Employment and Labour has granted Printing SA an extension to comment on the proposed Employment Equity (EE) Sector Target on 23 July 2021. Members are requested to send their comments on or before 9 July 2021 to Khanyi Ntanzi, email: [kntanzi@printingsa.org](mailto:kntanzi@printingsa.org) to consolidate all comments before they are submitted to the Department. [Click here to read more.](#)

### **Background**

On 26 May 2021 the Department of Employment and Labour called a stakeholder engagement with the sub-sectors of printing, publishing, and reproduction of recorded media, to discuss the setting of Employment Equity (EE) Sector Target. This follows the publication of Employment Equity Amendment Bill on 20 July 2020. The stakeholder engagement is an important process as it requires that the Sector and the Department reach an agreement in setting of EE targets before the Bill is passed into Law.

### **Key points:**

1. Companies will no longer be at will to determine their own EE Targets, but will be required to adhere to targets set by the DoEL for that Sector.
2. Companies will also no longer be able to determine the **period** of their EE Plans to achieve their targets, but will be prescribed a standardised 5-year period. This then means that the targets set by the DoEL will be required to be achieved over a 5-year period.
3. A failure to meet targets will result in companies not being able to attain a "Compliance Certificate", which will mean that the company cannot access State contracts. In addition, the company will be penalised by issuance of a **fine and/or compliance order**.
  - a. However, companies may submit justifiable reasonable grounds for not complying with the targets which can be found in the [Employment Equity Regulations 2018, under Section 16\(4\)\(a\)](#)
4. The DoEL has proposed targets for the **Printing, publishing and reproduction of recorded media sector**; however, Printing SA is required to make representations in the form of recommended "sector targets" on behalf of our members (as a collective).
5. A failure to make representations, by allowing the proposed targets to be passed in its current form, will have a catastrophic impact on businesses.
6. Your input is required below, as well as ongoing engagement, to ensure that a fair representation is made to the DoEL. This will ensure that fair and achievable targets are set for our members.

## SECTION FOR COMMENT

- Please only insert data in the “Proposed Target by Printing SA Member” section of the table

Member Company	
Name of Contact Person	
Email & Contact number	

TOP MANAGEMENT							
	GENDER	A	C	I	W	TOTAL	BLACK REPRESENTATION
NATIONAL OR PROVINCIAL EAP	Male	43.70%	4.80%	1.80%	5.10%	55.40%	50.30%
	Female	35.60%	4.10%	1.00%	3.90%	44.60%	40.70%
	<b>Total</b>	<b>79.30%</b>	<b>8.90%</b>	<b>2.80%</b>	<b>9.00%</b>	<b>100.00%</b>	<b>91.00%</b>
WORKFORCE PROFILE 2020 Manufacturing of printing, reproduction of recorded media, computer, electrical and optical products Sub-sector	Male	3.80%	6.90%	11.00%	52.20%	2.40%	21.80%
	Female	3.60%	3.60%	4.30%	12.20%	0.00%	11.50%
	<b>Total</b>	<b>7.40%</b>	<b>10.50%</b>	<b>15.30%</b>	<b>64.40%</b>	<b>2.40%</b>	<b>33.30%</b>
PROPOSED TARGET BY DoEL	Male	21.80%	2.40%	0.80%		25.00%	25.00%
	Female	21.80%	2.40%	0.80%		25.00%	25.00%
	<b>Total</b>	<b>43.60%</b>	<b>4.90%</b>	<b>1.50%</b>		<b>50.00%</b>	<b>50.00%</b>
PROPOSED TARGET BY PRINTING SA MEMBER	Male						
	Female						
	<b>Total</b>						

SENIOR MANAGEMENT							
	GENDER	A	C	I	W	TOTAL	BLACK REPRESENTATION
NATIONAL OR PROVINCIAL EAP	Male	43.70%	4.80%	1.80%	5.10%	55.40%	50.30%
	Female	35.60%	4.10%	1.00%	3.90%	44.60%	40.70%
	<b>Total</b>	<b>79.30%</b>	<b>8.90%</b>	<b>2.80%</b>	<b>9.00%</b>	<b>100.00%</b>	<b>91.00%</b>
WORKFORCE PROFILE 2020 Manufacturing of printing, reproduction of recorded media, computer, electrical and optical products Sub-sector	Male	9.30%	7.40%	13.80%	39.30%	1.20%	30.50%
	Female	5.20%	4.60%	4.90%	14.00%	0.20%	14.70%
	<b>Total</b>	<b>14.50%</b>	<b>12.00%</b>	<b>18.80%</b>	<b>53.30%</b>	<b>1.40%</b>	<b>45.20%</b>
PROPOSED TARGET BY DoEL	Male	26.10%	2.90%	0.90%		30.00%	30.00%
	Female	26.10%	2.90%	0.90%		30.00%	30.00%
	<b>Total</b>	<b>52.30%</b>	<b>5.90%</b>	<b>1.80%</b>		<b>60.00%</b>	<b>60.00%</b>
PROPOSED TARGET BY PRINTING SA MEMBER	Male						
	Female						
	<b>Total</b>						

PROFESSIONALLY QUALIFIED							
	GENDER	A	C	I	W	TOTAL	BLACK REPRESENTATION
NATIONAL OR PROVINCIAL EAP	Male	43.70%	4.80%	1.80%	5.10%	55.40%	50.30%
	Female	35.60%	4.10%	1.00%	3.90%	44.60%	40.70%
	<b>Total</b>	<b>79.30%</b>	<b>8.90%</b>	<b>2.80%</b>	<b>9.00%</b>	<b>100.00%</b>	<b>91.00%</b>
WORKFORCE PROFILE 2020 Manufacturing of printing, reproduction of recorded media, computer, electrical and optical products Sub-sector	Male	10.80%	9.40%	12.90%	36.60%	1.30%	33.10%
	Female	5.20%	4.50%	3.50%	15.60%	0.30%	13.20%
	<b>Total</b>	<b>16.00%</b>	<b>14.00%</b>	<b>16.40%</b>	<b>52.20%</b>	<b>1.60%</b>	<b>46.30%</b>
PROPOSED TARGET BY DoEL	Male	32.20%	3.60%	1.10%		37.00%	37.00%
	Female	33.10%	3.70%	1.20%		38.00%	38.00%
	<b>Total</b>	<b>65.40%</b>	<b>7.30%</b>	<b>2.30%</b>		<b>75.00%</b>	<b>75.00%</b>
PROPOSED TARGET BY PRINTING SA MEMBER	Male						
	Female						
	<b>Total</b>						

SKILLED							
	GENDER	A	C	I	W	TOTAL	BLACK REPRESENTATION
NATIONAL OR PROVINCIAL EAP	Male	43.70%	4.80%	1.80%	5.10%	55.40%	50.30%
	Female	35.60%	4.10%	1.00%	3.90%	44.60%	40.70%
	<b>Total</b>	<b>79.30%</b>	<b>8.90%</b>	<b>2.80%</b>	<b>9.00%</b>	<b>100.00%</b>	<b>91.00%</b>
WORKFORCE PROFILE 2020 Manufacturing of printing, reproduction of recorded media, computer, electrical and optical products Sub-sector	Male	23.00%	15.80%	12.20%	14.60%	1.60%	51.10%
	Female	10.40%	7.50%	4.00%	10.50%	0.20%	21.90%
	<b>Total</b>	<b>33.40%</b>	<b>23.40%</b>	<b>16.20%</b>	<b>25.20%</b>	<b>1.80%</b>	<b>73.00%</b>
PROPOSED TARGET BY DoEL	Male	38.30%	4.30%	1.40%		44.00%	44.00%
	Female	38.30%	4.30%	1.40%		44.00%	44.00%
	<b>Total</b>	<b>76.70%</b>	<b>8.60%</b>	<b>2.70%</b>		<b>88.00%</b>	<b>88.00%</b>
PROPOSED TARGET BY PRINTING SA MEMBER	Male						
	Female						
	<b>Total</b>						

DISABLED	
PROPOSED TARGETS BY PRINTING SA MEMBER	
PROPOSED TARGET BY DEPARTMENT	2.00%
WORKFORCE PROFILE 2020 - Manufacturing of printing, reproduction of recorded media, computer, electrical and optical products Sub-Sector	1.80%