1. DEMOGRAPHICS OF THE NATIONAL AND REGIONAL/ PROVINCIAL ECONOMICALLY ACTIVE POPULATION (EAP)

This section of the report covers the national and regional/ provincial demographics of the EAP, which is contained in the Quarterly Labour Force Survey (QLFS, Quarter 3. 2024), conducted and published by Stats SA. The EAP includes persons between the ages of 15 to 64 years, who are either employed or unemployed, but seeking employment.

The EAP is used as a benchmark to assist employers in the analysis of their workforce to determine the degree of under or over-representation of the designated groups and non-designated groups in the workforce. It also guides employers in the setting of numerical goals and targets for the achievement of an equitable and representative workforce. **(Please note that when reading this report, the percentages are rounded and any reference to an increase or decrease in percentage refers to the percentage point difference)**

1.1. National Economically Active Population (EAP) by Race and Gender

Table 1: National EAP by Population and Gender Group* (*Source: Statistics South Africa. QLFS. Quarter 3. 2024)						
MALE			**FEMALE**			**Total**
AM	**African Male**	43,5%	**AF**	**African Female**	37,5%	**81,0%**
CM	**Coloured Male**	4,6%	**CF**	**Coloured Female**	4,2%	**8,8%**
IM	**Indian Male**	1,7%	**IF**	**Indian Female**	1,0%	**2,7%**
WM	**White Male**	4,1%	**WF**	**White Female**	3,4%	**7.5%**
Total		**53,9%**			**46,1%**	**100.0%**

Table 1 above provides the EAP in terms of race and gender at the National level.

1.2. Provincial Economically Active Population (EAP) Group and Gender

Table 2: Provincial EAP by Population and Gender Groups* (*Source: Statistics South Africa. (QLFS. Quarter 3 2024)						
PROVINCE	**GENDER**	**African**	**Coloured**	**Indian**	**White**	**TOTAL**
Eastern Cape	**Male**	43,3%	5,7%	0,8%	2,8%	**52,6%**
	Female	39,8%	4,9%	0,3%	2,4%	**47,4%**
	TOTAL	**83,1%**	**10,6%**	**1,1%**	**5,2%**	**100.0%**
Free State	**Male**	50,6%	1,6%	0,3%	2,1%	**54,6%**
	Female	41,8%	1,9%	0,0%	1,7%	**45,4%**
	TOTAL	**92,4%**	**3,5%**	**0,3%**	**3,8%**	**100.0%**
Gauteng	**Male**	46,6%	1,2%	1,7%	5,8%	**55,3%**
	Female	37,4%	1,2%	1,1%	5.0%	**44,7%**
	TOTAL	**84,0%**	**2,4%**	**2,8%**	**10,8%**	**100.0%**
KwaZulu-Natal	**Male**	43,7%	0,6%	4,6%	1,9%	**50,8%**
	Female	43,4%	0,7%	3,5%	1,6%	**49,2%**
	TOTAL	**87,1%**	**1,3%**	**8,1%**	**3,5%**	**100.0%**
Limpopo	**Male**	51,1%	0,1%	0,3%	2,0%	**53,5%**
	Female	44,9%	0,0%	0,0%	1,6%	**46.5%**
	TOTAL	**96,0%**	**0.1%**	**0,3%**	**3,6%**	**100.0%**
Mpumalanga	**Male**	51,2%	0,3%	0,4%	2,6%	**54,5%**
	Female	43,1%	0,2%	0,2%	2,0%	**45,5%**
	TOTAL	**94,3%**	**0,5%**	**0,6%**	**4,6%**	**100.0%**
North West	**Male**	52,7%	1,0%	1,9%	2,9%	**58,5%**
	Female	38,5%	1,0%	0,1%	1,9%	**41,5%**
	TOTAL	**91,2%**	**2,0%**	**2,0%**	**4,8%**	**100.0%**
Northern Cape	**Male**	29,9%	18,6%	0,6%	5,3%	**54,4%**
	Female	24,8%	16,9%	0,2%	3,7%	**45,6%**
	TOTAL	**54,7%**	**35,5%**	**0,8%**	**9,0%**	**100.0%**
Western Cape	**Male**	22,5%	22,4%	0,8%	7,2%	**52,9%**
	Female	20,7%	19,8%	0,6%	6,0%	**47,1%**
	TOTAL	**43,2%**	**42,2%**	**1,4%**	**13,2%**	**100.0%**

Table 2 provides the demographic profile of the EAP in terms of race and gender groups at the Provincial level.

Section 42 of the Employment Equity Act requires designated employers to take into account both the National and Provincial EAP when conducting an analysis of their workforce (section 19) and when developing their EE Plans (section 20).