

South Africa and Africa's Top Employers 2022

On 20 January, 249 organisations from 31 African countries were officially certified Top Employers 2022 for their outstanding HR strategies and people practices.



The highest scoring organisations are recognised based on the Top Employers Institute's global ranking policy. The policy stipulates that the number of certified Top Employers in a specific country and continental certification programme determines the nature of the overall ranking component.

Global FMCG company Unilever reigns as the No. 1 Top Employer in Africa, JTI in second place, followed by Vodacom in third place. The average score per organisation determines the overall ranking for the continental programme. This average is determined using the results from the countries with the four highest scores. These are calculated to represent an average organisational score which is used for ranking purposes.

The overall Top 20 Top Employers in South Africa includes Unilever South Africa in first position, followed by Accenture (South Africa), and Vodacom Group.

To succinctly summarise, these are the highest scoring companies that achieved a ranking continentally and in a specific African country.

Top Employers Africa 2022 Overall Top 3 organisations

Unilever; JTI; Vodacom

Top Employers South Africa 2022 Overall Top 20

1. Unilever South Africa
2. Accenture (South Africa)
3. Vodacom Group
4. HCL Technologies
5. JTI South Africa
6. Tata Consultancy Services South Africa

7. Nestlé (South Africa)
8. Mondelez South Africa
9. Hilti (South Africa)
10. DHL Supply Chain (South Africa)
11. SAP South Africa
12. Mercedes-Benz South Africa and BAT South Africa (tied)
13. Dimension Data
14. HPE South Africa
15. Sasol Limited
16. AstraZeneca
17. Santam
18. Law For All
19. Coca-Cola Peninsula Beverages

Top Employers South Africa 2022 Industry Leaders:

Industry Leaders are recognised when there are three or more certified South African organisations in the same industry sector. In places where there are two or fewer certified South African organisations in an industry sector, the company must obtain a score that puts them in the overall top 20 positions. Certain companies are recognised in two sectors. The following organisations have achieved industry leader recognition:

Automotive: Mercedes-Benz South Africa

Banking & Financial Services: Rand Merchant Bank

Chemicals & Energy: Sasol Limited

Construction Services: Hilti (South Africa)

FMCG & Manufacturing: Unilever South Africa

Healthcare: Becton Dickinson

Insurance: Santam Ltd

Mining: Anglo American

Pharmaceuticals: AstraZeneca

Professional Services & IT: Accenture (South Africa)

Public Sector: National Lotteries Commission

Retail: Clicks Group

Telecommunications: Vodacom Group

Transport & Logistics: DHL Supply Chain (South Africa)

Top Employer 2022 Country Rankings (outside of South Africa in Africa):

No. 1 Top Employer Angola 2022: British American Tobacco Angola Limitada

No. 1 Top Employer Côte d'Ivoire 2022: Unilever Côte d'Ivoire

Top Employer Egypt 2022 Overall Top 3: JTI Egypt, Mondelez Egypt Foods, Sanofi Egypt

Top Employer Ghana 2022 Overall Top 3: Unilever Ghana PLC, Vodafone Ghana, Absa Bank Ghana Limited

Top Employer Kenya 2022 Overall Top 3: Unilever Kenya LTD, British American Tobacco, Nestlé Kenya Limited

No. 1 Top Employer Morocco 2022: JTI Morocco

Top Employer Nigeria 2022 Overall Top 3: Unilever Nigeria Plc., JTI Nigeria (Habanera Limited), Cadbury Nigeria Plc

No. 1 Top Employer Senegal 2022: Novartis Senegal SASU

No. 1 Top Employer Zambia 2022: JTI Zambia

No. 1 Top Employer Zimbabwe 2022: Unilever Zimbabwe