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Basic Guide to Employment Equity Pay Gaps

Employers must hand in statements that show what pay workers in different job categories and levels get. If the gaps between workers pay is unfair, employers must reduce the gaps.

Application

The Employment Equity Act applies to all employers, workers and job applicants, but not members of the

- o National Defence Force;
- o National Intelligence Agency; and
- o South African Secret Service.

The provisions for affirmative action apply to

- o employers with 50 or more workers, or whose annual income is more than the amount specified in Schedule 4 of the Act;
- o municipalities;
- o organs of State;
- o employers ordered to comply by a bargaining council agreement;
- o any employers who volunteer to comply.

See

- o [Employment Equity Act](#)

Applies to all employers and workers and protects workers and job seekers from unfair discrimination, and also provides a framework for implementing affirmative action

Pay Gaps

Employers must send statements to the Employment Conditions Commission that show the pay and benefits workers in different job categories and levels get.

If pay gaps between different workers are unfair, employers must reduce the gaps.

Based on Legislation in Section 27, of the Employment Equity Act

Reducing Pay Gaps

Employers can reduce pay gaps through

- o collective bargaining;
- o obeying sectoral determinations;
- o following the rules of the Employment Conditions Commission; and
- o actions in the Skills Development Act.

Based on Legislation in Section 27, of the Employment Equity Act

Related Links

- o [Basic Guide to Employment Equity Managers](#)
Under the Employment Equity Act, employers must select a senior manager to be responsible for the employment equity plan
- o [Basic Guide to Employment Equity Plans](#)
Under the Employment Equity Act, employers must draw up a plan to address equity imbalances
- o [Basic Guide to Employment Equity Reports](#)
Under the Employment Equity Act, employers must submit reports of their equity figures
- o [Basic Guide to Employment Equity Studies](#)
The Employment Equity Act requires that employers conduct studies to identify equity issues
- o [Form EEA4 - Income Differential Statement](#)
Employers must complete form EEA4 and send it with their employment equity reports.