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Basic Guide to Employment Equity Managers

One or more senior managers in a company must be responsible for implementing the employment equity plan. Employers must make sure that the managers do their duty.

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

Employment Equity Managers

Employers must ?

- o name one or more senior managers to supervise and implement the employment equity plan;
- o give the managers the power and resources to do their duties; and
- o make sure the managers do their duties.

Based on Legislation in Section 24, of the Employment Equity Act

Related Links

- o [Basic Guide to Employment Equity Pay Gaps](#)
Under the Employment Equity Act, employers must submit statements of their workers' pay and reduce any unfair gaps
- 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