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Basic Guide to Informing Workers about Employment Equity

Employers must display the summary of the Act at the workplace. Workers must have access to the employment equity plan and report.

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

What Information Must Employers Give?

Employers must make sure that workers have access to

- o a summary of the Employment Equity Act;
- o the latest employment equity report; and the
- o employment equity plan.

Based on Legislation in Section 25, 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 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