

EMPLOYMENT EQUITY

COMPLIANCE

Applies to employers that employ **50 or more employees**.
If **less than 50**, EE applies to employers that have a total **annual turnover** that is equal to or above the annual turnover **in terms of Schedule 4** of the Act.



EMPLOYMENT EQUITY AUDIT AND GAP ANALYSIS



01

Status Quo - Compare current employee profile with Economically Active Population (**EAP**) targets, per Occupational Level

Appoint **Employment Equity Manager**.
Appoint **Employment Equity Committee** to monitor and evaluate progress made against Employment Equity Plan. Committee to meet on a Quarterly basis.

02



EMPLOYMENT EQUITY COMMITTEE

QUALITATIVE, QUANTITATIVE AND INCOME DIFFERENTIAL ANALYSIS



03

Qualitative Analysis:
Barrier and AA measures (EEA12)
Quantitative Analysis:
Numerical targets and goals (EEA2 + EEA12)
Income Differential Analysis:
Equal pay for work of equal value (EEA4)

Prepare and implement an **Employment Equity Plan** which will achieve reasonable progress towards employment equity in the employer's workforce (EEA13).

04



EMPLOYMENT EQUITY PLAN

DEPARTMENT OF LABOUR (DOL)



05

Submit **combined report** to DOL with regards to numerical targets, goals and elimination of AA barriers (EEA12 + EEA2 + EEA4)



Subject to **fine of R1,500,000 or 2% of turn-over** if found to be non-compliant

 **NON-COMPLIANCE**