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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 ?

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

The provisions for affirmative action apply to ?

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

### See

- [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 ?

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

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

### Related Links

- [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
- [Basic Guide to Employment Equity Plans](#)  
Under the Employment Equity Act, employers must draw up a plan to address equity imbalances
- [Basic Guide to Employment Equity Reports](#)  
Under the Employment Equity Act, employers must submit reports of their equity figures
- [Basic Guide to Employment Equity Studies](#)  
The Employment Equity Act requires that employers conduct studies to identify equity issues