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[Site Map](#)

## 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 –

- 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

### What Information Must Employers Give?

Employers must make sure that workers have access to –

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

*Based on Legislation in Section 25, of the Employment Equity Act*

### Related Links

- [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
- [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