



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA



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Basic Guides

Top 10 Basic Guides Employment Equity

Plain English summaries of key topics within labour legislation

- **Basic Guide to Affirmative Action**
The Employment Equity Act promotes equal opportunities for previously disadvantaged groups
- **Basic Guide to Employment Equity Consultations**
Consultation Forums must be established at the workplace to discuss Employment Equity issues.
- **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
- **Basic Guide to Informing Workers about Employment Equity**
Employers must display a summary of the Employment Equity Act and give workers access to relevant plans and reports
- **Basic Guide to Medical and Psychometric Testing**
Workers have the choice to undergo medical and psychometric tests.
- **Basic Guide to Unfair Discrimination**
No employer may have discriminative policies and practices.