

## iGlobal Law : 2022 Annual Update : South Africa

Legal Change	Effective Date	Action required
<p><b>Employment Equity Compliance</b></p> <p>An amendment to the Employment Equity Act 55 of 1998 (“<b>EEA</b>”) is set to empower the Minister of Employment and Labour to identify national economic sectors and to set numerical targets for any identified national economic sector, for the purpose of ensuring the equitable representation for suitably qualified people from designated groups at all occupational levels in the workforce.</p> <p>In terms of the proposed amendment, designated employers who do not comply with the numerical targets set for the identified economic sector may face a fine. The amendment will also mean that obtaining a certificate of compliance (which is important for contracts with the state) will be dependent on the employer’s compliance with the EEA, including meeting the sector targets.</p>	<p>March 2022</p> <p>(this may be delayed depending on whether Bill is passed in the National Council of Provinces)</p>	<p>Designated employers will need to prepare and implement employment equity plans to meet the sector targets which may be set by the Minister.</p>