

Employment Equity- Act 55 of 1998

The purpose of this Act is to achieve equity in the workplace by-

- Promoting equal opportunity and fair treatment in employment through the elimination of unfair discrimination;
- Implementing affirmative action measures to redress the disadvantages in employment.

The Act also mentions that a designated employer must;

- Prepare and implement an employment equity plan which will achieve reasonable progress towards employment equity in that employer's workforce.

The Act highlights that the employment equity plan prepared in terms of subsection (1) must state-

- The objectives to be achieved for each year of the plan;
- The affirmative action measures to be implemented as required by section (2); where underrepresentation of people from designated groups has been identified by the analysis.

The Act also mentions that numerical goals to achieve the equitable representation of suitably qualified people from designated groups within each occupational category and level in the workforce must be included on the employment equity plan.

The Act also mentions that timetable within which this is to be achieved, and the strategies intended to achieve those goals; (d) the timetable for each year of the plan for the achievement of goals and objectives other than numerical goals; (e) the duration of the plan. which may not be shorter than one year or longer than five years