

INSTALL CONFIDENCE IN YOUR EMPLOYMENT EQUITY STRATEGY

WEBBER WENTZEL INTRODUCES A NEW APPROACH TO SUPPORT DESIGNATED EMPLOYERS, FOCUSING ON KEY FACTORS THAT DRIVE EMPLOYMENT EQUITY WITHIN THE WORKPLACE.

In line with the Department of Employment and Labour's (DoEL) initiative to expand the inspectorate from 2,000 to 20,000, businesses should expect an increase in Employment Equity (EE) audits and compliance oversight.

The effective date for the Employment Equity Amendment Act has been confirmed as 1 January 2025. The sections that will become effective are sections 1, 8, 14, 15A, 16, 20, 21, 27, 36, 37, 42, 53, 64A and Schedule 4. We are available to assist Designated Employers navigate the impending changes.

In respect of the present reporting period, the definition of "Designated Employer" still extends to those meeting industry-specific turnover thresholds with fewer than 50 employees and EE reporting obligations persist.

For more information, please contact your usual Webber Wentzel contact or email [Dhevarsha Ramjettan](mailto:dee.ramjettan@webberwentzel.com) on dee.ramjettan@webberwentzel.com and [Nivaani Moodley](mailto:nivaani.moodley@webberwentzel.com) on nivaani.moodley@webberwentzel.com

HOW TO ADDRESS EMPLOYMENT EQUITY CHALLENGES WITH CONFIDENCE:



KNOW YOUR WORKFORCE:
Gather accurate data for a clear snapshot of the state of play.



IDENTIFY BARRIERS:
Identify and analyse employment related statistics and trends that may not support achievement of your EE objectives.



CONSIDER YOUR CULTURE:
Conduct surveys, training and awareness initiatives.



STRATEGISE AND PLAN:
Set context specific targets with measurable goals for meaningful outcomes.

HOW WEBBER WENTZEL CAN SUPPORT YOU:



GAP ANALYSIS by undertaking a complete or partial review of EE plans, employment policies, and affirmative action strategies.



REPORT to Employment Equity Committees and Exco on identified gaps, highlighting risks and recommendations.



DESIGN long term strategies to ensure compliance as well as transformative success and advising on areas of non-compliance.



FINALISE PLANS and aid in the implementation of necessary organisational changes.

WEBBER WENTZEL

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