



## **New Draft Employment Equity Sectoral Targets**

The Draft Employment Equity (EE) sector targets were issued by the Minister of Employment and Labour on 12 May 2023 for public comment. The public had up until 12 June 2023 to submit their comments to the Department on Labour.

The Commission for Employment Equity (CEE) will further brief the media and provide clarity on the Draft EE Sectoral targets on 23 June 2023.

Some of the salient points to note on the proposed sectoral targets include the following:

The Draft EE Targets for different sectors will be at the Minister's discretion.

The Designated Employer definition has been amended, in that Employers who employ less than 50 employees, irrespective of their annual turnover, no longer form part of the Designated Employer definition and are therefore exempt from compliance.

A Designated Employer is obliged to consult with representatives of its employees on the preparation and implementation of its Employment Equity plan and its analysis of the degree of underrepresentation of people from designated groups in various occupational levels in the workforce. This entails consultation on any numerical goals set to achieve the equitable representation of suitably qualified people from designated groups within each occupational level in the workforce, the timetable within which this is to be achieved, and the strategies intended to achieve the goals.

Numerical targets are a designated employer's projection of what it seeks to achieve at the end of its current reporting period (annually).

The numerical goals are a designated employer's projection of which it seeks to achieve at the end of its current employment equity plan. The amendments require numerical goals to comply with any sectoral target applicable to the Designated Employer.

The Draft Sectoral targets outline EE targets per Management Level, ranging from Top to Junior Management.

However, there are no defined sectoral targets for Semi-Skilled or Unskilled employees with the amended regulations requiring companies to **apply economically active population (EAP) figures** to determine Employment Equity plan numerical goals for semi-skilled or unskilled employees.

In addition, employees living with a disability have a 2% target across all sectors on the proposed draft.

A new online EE assessment system is to be created by the Department of Labour to monitor sector targets, which will be done annually.

For more information on the EE Sectoral Targets, contact Synergy Transformation Solutions.