



Employment Equity

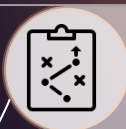
All designated employers are to comply with the current Employment Equity Act

Designated employers are described as companies having less or more than 50 employees exceeding their annual turnover threshold .



Annual Turnover Threshold

Sector or sub sectors in accordance with the standard industrial classification	Total Annual Turnover	Sector or sub sectors in accordance with the standard industrial classification	Total Annual Turnover
<ul style="list-style-type: none"> • Agriculture • Mining & Quarrying • Manufacturing • Electricity, Gas & Water • Construction • Retail & Motor trade & Repair services • Community, Special & Personal services 	R6 Million R22.5 Million R30 Million R30 Million R15 Million R45 Million R15 Million	<ul style="list-style-type: none"> • Wholesale trade, Commercial agents & Allied services • Catering, Accommodation & other trade • Transport, Storage & Communications • Finance & Business Services 	R75 Million R15 Million R30 Million R30 Million



Requirements

- Employment Equity Committee
- Employment Equity committee training
- Quarterly Employment Equity meetings
- Employment Equity plan - EE12 & EE13
- Submit annual Employment Equity reports - EE2 & EE4
- Employment Equity file



Non-Compliance

Fines ranging from R 1.5 million or 2% of the employer's turnover - R 2.7 million or 10% of the employer's turnover

