



EES-SIYAKHA

Employment Equity Software & Consulting



As you have probably learnt, the 2022 EE Amendment Act will take effect on 1 January 2025. Details can be found [here](#).

From a practical point of view, you need to know the following:

- All organisations that have less than 50 employees and that are presently 'Designated Employers' as a result of their turnover, will from 1 January 2025 no longer be Designated Employers, and therefore **will not have to submit** EE Reports by 15 January 2025.
- All organisations that remain Designated Employers will need to submit EE Reports as the Department of Employment and Labour has cautioned employers that the commencement of the Act does 'not affect the current 2024 reporting requirements, that are still based on the existing section 21 of the EE Act.'
- The amendments to Section 20 and 53 of the Act won't take effect until Sector Targets are finalised by being published in the Government Gazette pursuant to the provisions of the new Section 15A of the Amended Act.

Until such time:

- Designated Employers will not have to comply with their Sector's Sector Targets in setting their EE Goals.
- All existing and new EE Plans are unaffected by Sector Targets.
- Compliance Certificates will not be required in order to do business with Government.

However:

- D-G Reviews of the implementation of EE Plans and [referral to the Labour Court with the intention of imposing fines](#) of 2% of turnover if non-compliant continues unabated.

Employers are strongly recommended in the interim to:

- Align the setting of their EE Goals to the latest draft regulations (using 'Black' and 'Black Male and Black Female') Goals instead of Designated Group Goals.
- Put systems in place to ensure the targeting of appointments in line with their EE Goals and the production of evidence in support of justifiable reasons for not achieving such Goals.

Read: [Government Gazette 28 November 2024 No 51684](#) and [Draft Employment Equity Regulations 2023](#)

FOR MORE INFORMATION

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