

Quick Guide: EE Legal Framework

Quick reference guide to the key legal frameworks of Employment Equity in South Africa.

Employment Equity Act (EEA)



Purpose: Promotes workplace equity and eliminates unfair discrimination by addressing barriers to equal opportunity.

Key Point: Requires employers to take active steps and implement targeted measures to achieve equity.

Compliance: Designated employers must prepare, implement, and report on EE Plans to the Department of Employment and Labour.

Labour Relations Act (LRA)



Purpose: Regulates collective bargaining and dispute resolution, ensuring fair treatment for all.

Key Point: Protects the rights of both employees and employers, while promoting fair and constructive workplace relations.

Compliance: Employers must recognise employee rights, engage in fair labour practices, and follow statutory dispute-resolution procedures.

Skills Development Act (SDA)



Purpose: Develop the skills of the South African workforce.

Key Point: Establishes a national framework that promotes continuous skills development, workplace learning, and growth opportunities for all employees.

Compliance: Employers are required to contribute skills development levies and implement workplace skills plans aligned with SETA priorities.

Broad-Based Black Economic Empowerment (B-BBEE) Act



Purpose: Advance economic transformation and enhance participation of black people in the economy.

Key Point: Provides the framework for B-BBEE scoring and compliance.

Compliance: Companies must measure and report on compliance across ownership, management, skills development, and other scorecard elements.