

Key Highlights of Employment Equity Act Amendments

- Effective from: 1 January 2025
- Major Updates:
 - Employer definition excludes those with <50 employees.
 - New disability definition emphasizes barriers.
 - Streamlined union-focused consultation process.
- Sector Targets:
 - Ministerial authority over targets by sectors
 - Demographic-based numerical goals for management and skilled levels of workforce
- EEA and B-BBEE Overlap:
 - EEA compliance is separate but influences B-BBEE scoring.

