MARUMO & LEHUMO
HR SOLUTIONS

What is Employment equity

Every designated employer is required to design and implement an employment Equity plan
The purpose of the employment Equity plan is to enable the employer or businesses to achieve reasonable progress towards employment Equity, that is to assist in eliminating unfair discrimination in the workplace, and to achieve equitable representation of employees from designated groups by means of affirmative action measures

We assist with Employment equity strategies by designing and implementing the plan

Employment Equity ensures that suitably qualified individuals from designated groups (previously disadvantaged and those discriminated against in the past) have equal opportunities and equally represented in all business levels and categories across different workplace

Companies are not often aware of the regulations that govern employment equity and how these change as the company grows. We plan now, so that in the future plans only require small amendments and not complete overhauls

Designated employers in South Africa are required to implement an Employment Equity Plan

This plan aims to enable the employer to promote equity in the workplace, eliminate unfair discrimination in employment policies, procedures and practices, and progress towards achieving equitable representation of employees from designated groups, creating a workplace free of any form of unfair discrimination and harassment

Section 20 of the Employment Equity Act 55 of 1998 (EEA) outlines what the contents of an Employment Equity Plan should be and, except where otherwise provided, it applies only to designated employers and their employees, mainly employees from designated groups. Designated employers include:
Employers who employ more than fifty employees

Our Role on Employment Equity

We assist and advise employers to consult with the unions and employees in order to make sure that the employment equity plan is accepted by everybody and to allow all parties to have fair input

We provide employers with analysed report about all internal employment policies, practices and procedures, and prepare a profile of their workforce in order to identify any problems relating to employment Equity

We assist employers to design, prepare and implement an employment equity plan, setting out the affirmative action measures they intend taking to achieve the employment equity goals

We provide and assist employers with a report to the Department of Labour on the implementation of the employment equity plan in order for the department to monitor their compliance

We provide employers with a detailed report or display a summary of the provisions of the act in all languages relevant to their workplace