

19 May 2023

Dear Valued Member

DRAFT EMPLOYMENT EQUITY REGULATIONS 2023 FOR PUBLIC COMMENT

On Friday 12 May 2023, the Minister of Employment and Labour published the Draft Employment Equity Regulations 2023 for public comment. The draft regulations are open for public comment for 30 days, effective from the date of publication.

The proposed 5-year sectoral targets are broken down into 18 economic sectors, as provided for in the EEA17 form in terms of population groups and gender for the four upper occupational levels, which are Top Management, Senior Management, Professionally Qualified and Skilled levels, as well as for employees with disabilities. Designated employers, **which are those employers employing more than 50 employees**, are urged not use the national and provincial demographics (EAP) at the same time, but rather choose one demographic, either national or provincial and utilise the chosen demographic for the duration of their EE plan.

Whilst the RMI wholly supports, and subscribes to the national transformational debate, it remains concerned about the regulatory impact of these legislative amendments which introduce additional restrictions to business, and ultimately, employment growth, which is sorely needed at a time when unemployment levels are disconcertingly high.

The RMI is consulting with its Associations and will submit consolidated comments to the Department in due course. RMI Members who wish to make individual submissions, may submit written comments to the following email addresses:

innocent.makwarela@labour.gov.za

christina.lehloko@labour.gov.za

julian.mohale@labour.gov.za

Or the submissions can be hand delivered to:

Laboria House, 215 Francis Baard Street, Employment Equity, Pretoria.

Attached hereto is the latest submission made by the RMI, during the consultative process, to the Department regarding this subject matter.

Any member that wishes to make an inquiry in this subject regard, can contact the RMI's Transformation Director, Ms. Nonhlanhla Tshabalala on Noni.Tshabalala@rmi.org.za or telephonically on 083 208 7161.

Kind regards,



NONHLANHLA TSHABALALA
TRANSFORMATION DIRECTOR : RMI