



AUGUST 2023 – SOUTH AFRICA EMPLOYMENT EQUITY LEGISLATION FOR REPORTING PURPOSES

It is important that employers note the following:

Employers to use current employment equity legislation as reporting season opens

The Department of Employment and Labour issued a media statement on 30 August 2023, informing employers that their reports must be submitted using the existing report format and regulations for the 2023 reporting period.

Employers will be required to report on their 2023 obligations under the current law, according to the Department of Employment and Labour Director of Employment Equity, even though President Cyril Ramaphosa signed the amended Employment Equity Act (EEA) into law on 6 April 2023.

Legally, the President is required to proclaim the effective date, but the proclamation notice is still pending. Therefore, the sectoral demographic targets that were introduced in the amended EEA will not be effective for the 2023 reporting period.

The reporting period will start on 1 September 2023, for both manual and online reporting, and will end on:

- Manual EE submission – 2 October 2023
- Online EE submission – 15 January 2024

To view the media statement, follow the [link](#).

Contact our legislation team on info@crs.co.za if you require any additional information.

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