

## What is the purpose of the Employment Equity Act?

To achieve equity in the workplace, by

- Promoting equal opportunity and fair treatment in employment through the elimination of unfair discrimination; and
- Implementing affirmative action measures to redress the disadvantages in employment experienced by designated groups (Africans, Coloureds, Indians, some Chinese, women, or people with disabilities) to ensure their equitable representation in all occupational categories and levels in the workforce.

## What is ArcelorMittal expected to do?

- Implement affirmative action measures for designated groups to achieve employment equity.
- In order to implement affirmative action measures, a ArcelorMittal must:
  - consult with employees;
  - conduct an analysis;
  - Identify barriers to employment equity and put Affirmative Action measures into place
  - prepare an employment equity plan; and
  - report to the Department of Labour on progress made in the implementation of the plan.



## What are affirmative action measures?

- Affirmative action measures are measures intended to ensure that suitably qualified employees from designated groups have equal employment opportunity and are equitably represented in all occupational categories and levels of the workforce.
- Such measures must include:
  - identification and elimination of barriers with an undesirable impact on designated groups;
  - measures which promote diversity;
  - making reasonable accommodation for people from designated groups;
  - retention, development and training of designated groups (including skills development); and
  - preferential treatment and numerical goals to ensure equitable representation.
- Employers are not required to take any decision regarding an employment policy or practice that would establish an absolute barrier to prospective or continued employment or advancement of people not from designated groups.

## What does the Act mean by consultation?

ArcelorMittal South Africa must take reasonable steps to consult with representatives of employees representing the diverse interests of the workforce on the conducting of an analysis, preparation and implementation of a plan, and on reporting to the Director-General from the department of labour.

The analysis will be on:

- employment policies,
- practices,
- procedures, and
- working environment so as to identify employment barriers that adversely affect members of designated groups. The analysis must also include the development of a workforce profile to determine to what extent designated groups are under-represented in the workplace.