

Why do we need an EE plan and what must it include?

ArcelorMittal South Africa must prepare and implement a plan to achieve employment equity, which must:

- have objectives for each year of the plan;
- include affirmative action measures;
- have numerical goals for achieving equitable representation;
- have a timetable for each year;
- have internal monitoring and evaluation procedures, including internal dispute resolution mechanisms; and
- Identify persons, including senior managers, to monitor and implement the plan.

What and who is our Section 24 Manager?

Any employer including ArcelorMittal South Africa can assign one or more senior managers to ensure implementation and monitoring of the employment equity plan, provide the manager with the authority and means to perform their function.

With all this knowledge, the question to ask yourself as an employee and manager is how can you help make it happen?

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The Employment Equity Act Summary

