

# EMPLOYMENT EQUITY 2017

## REPORT DEADLINE

All designated employers must submit their annual employment equity report by 1 October 2017 (S21 of Employment Equity Act). The electronic submission of the employment equity report is open until 15 January 2018.

A designated employer is defined as:

- An employer who employs more than 50 people,
- An employer who employs less than 50 people but has an annual turnover that is equal or above in terms of Schedule 4 of the Act, namely:

Sector	Total annual turnover
Agriculture	R6.0m
Mining and Quarrying	R22,50m
Manufacturing	R30,00m
Electricity, Gas and Water	R30,00m
Construction	R15,00m
Retail and Motor Trade and Repair Services	R45,00m
Wholesale Trade, Commercial Agents and Allied Services	R75,00m
Catering, Accommodation and other Trade	R15,00m
Transport, Storage and Communications	R30,00m
Finance and Business Services	R30,00m
Community, Special and Personal Services	R15,00m

Non-compliance to the EE Act will attract fines which start at R1,5 million or 2% of the employer's turnover.

Signa Advisors, established in 2004, is a 51% Black Women Owned company which provides strategic management consulting, specifically in the area of legislative compliance, transformation and sustainability. We are a Qualifying Small Enterprise (QSE) and are a Level 2 B-BBEE contributor.

Our strength lies in handling the complexities of legislative compliance and transformation in the context of running a successful business.

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