

JEDI Legal Regulation: South Africa

Legislation or Policy

Employment Equity Act 55 of 1998

Places general and specific obligations on employers to eliminate unfair discrimination in any employment policy or practice. Clear beneficiaries of this affirmative action are defined as black people (includes Africans, Coloureds [which refers to individuals with a mixed racial heritage] and Indians), women and people with disabilities.

Broad-based Black Economic Empowerment (BBBEE) Act 53 of 2003

A government policy to advance economic transformation, enhance the economic participation of Black people (African, Coloured and Indian people who are South African citizens), who have been historically disadvantaged, in the South African economy and bridge the gap between formal and substantive equality to ensure that all people in South Africa fully enjoy the right to equality.

Investor Implications

- The BBBEE Act is helpful in providing a common framework for measurement, and can support in setting targets around gender and diversity.

