



## employment & labour

Department:  
Employment and Labour  
REPUBLIC OF SOUTH AFRICA

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**Dear Employer**

### **Reminder: Notice to all Non-Designated Employers regarding the Employment Equity Amendment Act, 2022**

In terms of the amendments to section 1 of the Employment Equity Act as amended, the small employers are no longer considered designated if they meet or exceed the turnover threshold (i.e. schedule 4 has been repealed). Therefore, employers with fewer than 50 employees (Non-Designated employers) who are not an organ of state and not bound by a collective agreement would be regarded as non-designated employers.

Please note that Non-Designated employers (those that employ between 1-49 employees) will no longer be required to comply with Chapter III of the EEA in relation to the submission of the EE Reports (i.e. EEA2 and EEA4 forms) to the Director-General.

However, we are therefore, discouraging Non-Designated employers, who envisage or are currently conducting business with any organs of the state to deregister their EE profile through the EEA14 form.

In light of the above, kindly note that Non-Designated employers will still be required to access their EE profile when requesting the EE certificate of compliance in order to do business with any organs of the state in terms of section 53 of the EEA. Therefore, please do not request deregistration through the EEA14 process.

Your cooperation in this regard will be highly appreciated

Yours sincerely

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**Ntsoaki Mamashela**  
**DIRECTOR: EE-LABOUR POLICY AND INDUSTRIAL RELATIONS**