



HR Newsletter

www.citrusacademy.org.za



angela@citrusacademy.org.za



+27 31 765 3410



HR Newsletter No. 69 | 12 June 2025

Catch Up! Agbiz workshop on Employment Equity developments

Agbiz hosted an online workshop on 10 June 2025 on employment equity and diversity, equity, inclusion and belonging. The workshop was attended by about 85 Agbiz member representatives. The aim of the workshop was to familiarise members with the requirements of the amended Employment Equity Act and its regulations setting sectoral employment equity targets. Agbiz also launched a platform for members to discuss diversity, equity, inclusivity and belonging in the workplace.

Please see the report below as well as the links to the presentation and recordings.

These are great resources to share amongst your HR colleagues.

Join our Citrus Communities and access all HR Forum and related information!



REPORT: EMPLOYMENT EQUITY WORKSHOP: 10 JUNE 2025

Agbiz hosted an online workshop on 10 June 2025 on employment equity and diversity, equity, inclusion and belonging. The workshop was attended by about 85 member representatives. The aim of the workshop was to familiarise members with the requirements of the amended Employment Equity Act and its regulations setting sectoral employment equity targets. Agbiz also launched a platform for members to discuss diversity, equity, inclusivity and belonging in the workplace.

Presentation John Botha: Global Business Solutions:

John Botha, joint CEO of Global Business Solutions who has decades of experience in workforce solutions, labour law, and strategic business leadership and who is very involved with BUSA, presented on the employment equity targets. John pointed out that workplace culture is very important and that buy-in and connection with employees was important in order to ensure compliance with workplace rules and legislation. He said that the new employment equity targets set a very high transformation target for the agricultural sector. He expressed the view that litigation against the targets was unlikely to succeed on constitutional grounds and advised members to gear themselves for compliance. He said that there are far fewer designated employers now, due to the number of staff now being the only criteria and that that meant that labour inspectors could focus on enforcement more than was the case previously. He also cautioned that competition amongst employers for qualified employees will be greater. John expressed the view that employers will need to re-issue EA1 forms. He also mentioned that white males that are disabled do not qualify as designated employees although white males generally do not fall within this group. Regarding seasonal workers and other temporary employees, he pointed

out, that if someone is employed for more than three months, they need to be reported on and that they form part of the workforce for the purposes of deciding whether an employer employs more than 50 people. The relevant date for taking a snapshot of employee numbers is 31 August. John also pointed out that for target-setting purposes the sub-categories of race and gender were also important, not only the sectoral targets. The seven grounds of justification are very important. Evidence will be required when employers use these grounds to justify why they have not complied with the Act and the targets. This also holds implications for recruitment. Global Business Solutions has kindly made an Employment Equity Calculator available to members. Please note however that it should not be used without professional advice and validation.

The [presentation](#) as well as the [EE calculator](#) are attached. Please find the [link](#) to the recording of the workshop

Presentation by Trevonica Naidu: VKB

- Trevonica Naidu is the Executive Head: Diversity, Equity & Inclusion for the VKB Group. Trevonica has vast experience in matters of equity, diversity, gender-based violence, transformation & inclusion. She alerted participants to the changing work environment and the unique challenges that the agricultural sector faces. She unpacked the concepts of diversity, equity, inclusion and belonging and explained its importance for the sector. She proposed the establishment of a platform to be hosted by Agbiz for members to connect, share insights, and collaborate towards meaningful and sustained progress in DEI&B. The key objectives of the Platform will include:
 - Peer learning & knowledge sharing
 - Industry-wide collaboration on compliance and transformation + related topics/challenges/opportunities
 - Engagement with government and regulators
 - Capacity building and skills pipeline development
 - Networking, Training & Capacity Building.

There was a great deal of support from participants for this proposal.

[Presentation attached.](#)

Way forward:

Agbiz undertook to prepare a report on the workshop and distribute the presentations, recording and EE calculator. Agbiz further undertook to call for nominations for persons to serve on a small working group that will decide on the topics to be addressed in future engagements on the DEIB Platform, as well as how to structure engagements between members and which speakers to invite to present on relevant topics.