

AFRICAN NATIONAL CONGRESS

DEPARTMENT OF COMMUNICATIONS, INFORMATION AND PUBLICITY



📍 Chief Albert Luthuli, 9th Floor, 54 Pixley ka Isaka Seme Street, Johannesburg, 2001

📠 P.O Box 61884, Marshalltown, 2107 ☎ +2711 376 1000

✉ @MYANC 📺 @MyANC 📺 MyANC 📺 @myanc_

🌐 www.anc1912.org.za

FOR IMMEDIATE RELEASE

06 May 2025

DA'S ATTACK ON EMPLOYMENT EQUITY IS A BETRAYAL OF SOUTH AFRICA'S CONSTITUTIONAL PROMISE

The African National Congress (ANC) condemns in the strongest possible terms the Democratic Alliance's (DA) latest attempt to undermine the Employment Equity Amendment Act (EEAA). This regressive action is not only an affront to the National Constitution, but a direct assault on the very foundation of South Africa's transformation journey. A journey paved with the sacrifices of those who fought against apartheid's racial capitalism and institutionalised exclusion. The National Constitution has correctly defined Black as inclusive of Africans, Coloureds and Indians.

The DA's court challenge against section 15A of the EEAA which introduces sector-specific numerical targets to correct racial imbalances in the workplace reveals its enduring opposition to redress and equality. The party's campaign to label this legislation as "anti-merit" is a wilful distortion of reality. It ignores the brutal legacy of apartheid, which for centuries denied Black South Africans, the right to land, quality education, employment, and dignity. In such a context, talking about "merit" without transformation is an insult to the millions who remain excluded.

The Employment Equity Act is not about quotas. It is about justice. It is about correcting structural imbalances in the economy and ensuring that all South Africans have a fair shot at opportunity. Section 15A does not eliminate merit; it creates the conditions in which merit can be meaningfully pursued by addressing the glaring underrepresentation of Africans, Coloured, and Indian South Africans in key sectors of the economy. This is a constitutional imperative, not a political favour.

We must remind the DA and its allies that South Africa's Constitution explicitly recognises the need to redress past injustices and to achieve substantive equality. The Employment Equity Amendment Act is a critical tool in realising that vision, particularly in a country where white South Africans, who make up less than 8% of the population, still dominate top management positions in the private sector.

The DA's persistent campaign against transformation reveals its dangerous agenda to entrench the privileges of the past and preserve the apartheid-era economic status quo under the guise of constitutionalism. It is a betrayal of the democratic gains we have made and a slap in the face of the Black working class, women, and the youth who continue to bear the brunt of inequality and unemployment.

We call on all progressive South Africans, particularly the Black majority, to see the DA's actions for what they are, a calculated move to roll back the hard-won gains of our democracy. We urge civil society, the trade union movement, youth formations, and patriotic business leaders to stand united in defence of transformation and employment equity.

The Year of Renewal to make the ANC a more effective instrument of the People to achieve the vision of the Freedom Charter:

The People Shall Govern! The People Shall Share In The Country's Wealth!

PRESIDENT CM Ramaphosa	DEPUTY PRESIDENT PS Mashatile	NATIONAL CHAIRPERSON GS Mantashe	SECRETARY GENERAL FA Mbalula	DEPUTY SECRETARY GENERAL NP Mokonyane	2nd DEPUTY SECRETARY GENERAL M Ramokgopa	TREASURER GENERAL GM Ramokgopa
----------------------------------	---	--	--	---	---	--



The ANC will not retreat from its historic mission to build a non-racial, non-sexist, and just society. We will defend every inch of progress made in dismantling apartheid's legacy, and we will never allow those who benefited from that system to determine the future of our people.

END/

ISSUED BY THE AFRICAN NATIONAL CONGRESS

Mahlengi Bhengu-Motsiri
National Spokesperson

For media enquiries:

Mangaliso 'Stalin' Khonza
National Communications Manager: 063 610 3681

Mothusi Shupinyane Ka Ndaba
National Media Liaison: 084 498 0105



The Year of Renewal to make the ANC a more effective instrument of the People to achieve the vision of the Freedom Charter:

The People Shall Govern! The People Shall Share In The Country's Wealth!

PRESIDENT CM Ramaphosa	DEPUTY PRESIDENT PS Mashatile	NATIONAL CHAIRPERSON GS Mantashe	SECRETARY GENERAL FA Mbalula	DEPUTY SECRETARY GENERAL NP Mokonyane	2nd DEPUTY SECRETARY GENERAL M Ramokgopa	TREASURER GENERAL GM Ramokgopa
----------------------------------	---	--	--	---	---	--