

## EMPLOYMENT EQUITY TRAINING

**Duration:** 1 day  
**Certification:** Short Course

### TARGET GROUP

This programme is intended for Executive Members, Section Heads, Line Managers, HR Practitioners, Employment Committee and Shop Stewards of organisations.

### PURPOSE AND RATIONALE

This programme investigates the Employment Equity Act and all its ramifications for organisations. The training ensures that Employment Equity Committees understand their role and function. The course looks at the legal reporting requirements of organisations as per affirmative action reports.

### PROGRAMME CONTENT

#### Introduction

#### Terminology and principles

- Employment Equity
- Affirmative Action
- Diversity
- BBBEE

#### The application and purpose of the Act

- NEDLAC and the legislative framework of the Act

### PROGRAMME CONTENT...Cont

#### The Constitution, the BCEA, the LRA, and the ILO

- Prohibition of unfair discrimination
- Affirmative action
- Monitoring and enforcement provisions of the Act

#### Employment Equity process

- Preparation
- Implementation
- Monitoring and reporting

#### Employment Equity Forums / Committees

- Setting up Employment Equity Committees
- The roles, duties & responsibilities of EE Committees
- Dispute resolution and the powers of EE Committees
- The challenges faced by Employment Equity Committees
- Code of Good Practice on the Preparation

#### Implementation and Monitoring of EE Plans

- EE Staff Planning
- National Demographics
- Setting goals and targets

### METHODOLOGY

Training Programme Duration: Min 7 hours

Assessment and Registration: Not Applicable

