

EMPLOYMENT EQUITY FOR MANAGERS

Duration: 1 day
Certification: Short Course

TARGET GROUP

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

PURPOSE AND RATIONALE

- To equip your managers and Employment Equity committee members with the necessary knowledge and skills to meet all the legislative requirements of the EE Act and begin the process of building a culture that values diversity.
- To investigate the Employment Equity Act and all its ramifications for organisations.
- The legal reporting requirements of organisations as per affirmative action

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

