



Employment Equity

Suitable for:
EE Committee members, Line Managers, HR Practitioners, Shop Stewards

Course duration: 1 day

NQF level: 4

Course objective:

This course will equip your managers and EE 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.

Course content and outcomes:

➤ Terminology and principles

- Employment Equity
- Affirmative Action
- Diversity
- BBBEE

➤ Introduction to the Employment Equity Act

- The application and purpose of the Act
- NEDLAC and the legislative framework of the Act:
 - The Constitution, the BCEA, the LRA, and the ILO
- Prohibition of unfair discrimination
- Affirmative action
- Monitoring and enforcement provisions of the Act

➤ An overview of the 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

➤ Codes of good practice

- Code of Good Practice on the Preparation, Implementation and Monitoring of EE Plans
- Code of Good Practice on the Integration of EE into HR Policies and Practices
- Code of Good Practice on the Handling of Sexual Harassment Cases
- Code of Good Practice on Disability in the Workplace



Contact us to register or arrange in-house training:

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