



SAKHISISIZWE

EMPLOYMENT EQUITY TRAINING (EE)

US # 116923 Accredited

Implement an employment equity programme in a company

**All companies that employ more than 50 employees
are LEGALLY obligated to comply with the EE Act**

This 1-day course will equip your EE Committee Members with the necessary knowledge & skills to meet the legislative requirements of the EE Act and begin the process of building a culture that values diversity.

Facilitation of EE Plans.

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

Course duration: 1 day

NQF level: 5

Introduction to the Employment Equity Act

- The application of the Act
- The purpose of the Act
- legislative framework of the Act: The Constitution

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

- Terminology and principles
 - Employment Equity
 - Affirmative Action
 - Diversity
 - BBBEE
- An overview of the Employment Equity process



- Preparation
 - Implementation
 - Monitoring
 - Reporting
- Employment Equity Forums / Committees
 - Setting up Employment Equity Committees
 - The roles, duties & responsibilities of Employment Equity Committees
 - Dispute resolution and the powers of Employment Equity Committees
 - The challenges faced by Employment Equity Committees
 - Codes of good practice

