

## Special features:

- NQF/SABPP aligned: SAQA unit standards 116927 and 13952
- Incorporation of latest labour law amendments
- Overwhelming feedback and results from previous participants
- Participants have to pre-study relevant policies and employment codes such as the skills development policy; recruitment and placement policy; succession policy; promotion policy; policy on acting in higher positions; reward and recognition policy; and employment equity policy
- Relevant policies and employment codes are aligned/re-aligned to latest labour law amendments and good industry practice
- Relevant case law.

## Who should attend?

- Employment Equity and Skills Development Committee members
- Shop stewards
- Union Officials
- Bargaining council officials
- Senior Managers/Managers
- Supervisors
- HR Professionals
- Line managers

**Course duration:** 2 Days

**Course dates:** 30-31 January 2017  
2-3 March 2017  
11-12 May 2017  
13-14 July 2017  
11-12 Sept 2017

**Venue/s:** Pretoria-specific venue to be advised.

**Course fee:** R4800-00 per delegate

**In-house presentation:** Can be arranged at reasonable discounted fees.



## The Challenge

Employment equity (EE) is a national human resource strategy and is highlighted in the National Development Plan (NDP) as one of the critical strategies required for its implementation. Given that the world economy has experienced subdued growth over the past two years within the backdrop of persistent knock-on effects of the global financial crisis; and heightened unemployment rates, (Take out: in several regions, including South Africa,) growth in employment has not matched expectations and this has had a profound impact on progress towards workplace equity and diversity.

Various international, government and professional bodies have had far-reaching perspectives on employment equity and work place diversity and these have in turn shaped relevant labour legislation in South Africa in general, and employment equity in particular. For purposes of this module, only three employment equity perspectives are dealt with and these are the International Labour Organisation (ILO); The Commission for Employment Equity (CEE); and the South African Board for People Practices (SABPP).

## Course outline

### Module 1: The various perspectives on employment equity

- The International Labour Organisation (ILO) perspectives
- The core international labour standards
- The decent work agenda
- The Commission for Employment Equity's perspective on employment equity
- The South African Board for People Practices' position on employment equity and transformation

### Module 2: The Employment Equity Act (EEA)

- Definitions
- The Purposes of the EE Act and Regulations
- Duties of designated employers
- Income differentials and discrimination

### Module 3: The Employment Equity Amendment Act (EEAA)

- The term "black people" and its implications
- Who qualifies as a member of the "designated groups"?
- EE reports
- Unfair discrimination
- Compensation on unfair discrimination disputes
- Equal pay for work of equal value; and the Code of Good Practice
- Reviews and appeals

- Psychometric testing and other similar assessments
- Increased fines
- Assessment of compliance

### Module 4: Overview of related legislation

- The Skills Development Act (SDA)
- Broad Based Black Economic Empowerment (BBBEE) Act
- The Promotion of Equality and Prevention of Unfair Discrimination Act (PEPUDA)
- The Women Empowerment and Gender Equality Bill (WEGEB)

### Module 5: Codes of Good Practice

- Code of Good Practice on the Integration of Employment Equity into HR Policies and Practices
- Code of Good Practice: Preparation, Implementation and monitoring of Employment Equity Plans

### Module 6: The twins: EEA & SDA

- The Constitution of the EEC and the SDC
- Composition of the EEC and the SDC
- The strategic roles, responsibilities and functions of the EEC and the SDC
- The scope and mandate of the EEC in relation to the defined consultative roles
- The objectives of the EEC and the SDC
- Role of EEC in facilitating transformation and EE objectives
- Meeting procedures and general administrative requirements of the EEC and the SDC.