



EMPLOYMENT EQUITY 2 DAY ACCREDITED PROGRAMME

This intensive and comprehensive 2-day programme has achieved great success by capacitating and guiding HR, transformation, line management and unions in the procedural and substantive compliance and optimisation practices to ensure a sustainable and successful employment equity function. The programme incorporates the recent and pending legislative amendments as well as case law and how to integrate these proactively into policies and plans.

This programme is aligned to the following Unit Standard:

Participate in the implementation and utilisation of equity related processes

(Unit Standard ID 10983 NQF4 – 5 Credits)

- Overview of the EE Act and regulations
- Establishing, capacitating and managing an EE committee
- Designing, developing and documenting an EE plan
- A model for testing whether a policy or practice amounts to discrimination
- Roles and responsibilities of an EE Committee
- Statutory and reporting requirements
- Strategies for equitable representation of designated persons
- Addressing the matter of equal pay for work of equal value
- How to address the matter of sectoral targets
- Compliance certificates and managing risk
- BBBEE, EE Act and Skills Development Act alignment
- Case law



Future **Thinking** Now