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Low Price
R6 997,85
Live Online Training
09-10 December 2020

- Physical training available at client's request.
- Minimum of 5 candidates required. VENUE OPTIONS: Client's Venue (same price). Manhattan Hotel @ Pretoria SA or Capital Hotel @ Sandton SA (20% more than initial price)

WHO SHOULD ATTEND

Anyone employed in the Republic of South Africa

Employment Equity Act

LIVE STREAM

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WHAT'S INCLUDED

Expert Facilitator, Training Material, Certificate

PURPOSE OF THIS ACT

The purpose of this Act is to achieve equity in the workplace by-

(a) promoting equal opportunity and fair treatment in employment through the elimination of unfair discrimination; and
(b) implementing affirmative action measures to redress the disadvantages in employment experienced by designated groups, in order to ensure their equitable representation in all occupational categories and levels in the workforce.

COURSE CONTENT

DAY ONE

PROHIBITION OF UNFAIR DISCRIMINATION
- Interpretation of this Act
- Application of this Act
- Elimination of unfair discrimination
- Prohibition of unfair discrimination
- Medical testing
- Psychometric testing
- Applicants
. Disputes concerning this Chapter
- Burden of proof

AFFIRMATIVE ACTION
- Application of this Chapter
- Duties of designated employers
- Voluntary compliance with this Chapter
- Affirmative action measures
- Consultation with employees
- Matters for consultation
- Disclosure of information
- Analysis
- Employment equity plan
- Report
- Publication of report
- Successive employment equity plans
- Designated employer must assign manager
- Duty to inform
- Duty to keep records
- Income differentials

COMMISSION FOR EMPLOYMENT EQUITY
- Establishment of Commission for Employment Equity
- Composition of Commission for Employment Equity
- Functions of Commission for Employment Equity
- Staff and expenses
- Public hearings
- Report by Commission for Employment Equity

MONITORING, ENFORCEMENT AND LEGAL PROCEEDINGS
Monitoring by employees and trade union representatives
- Powers of labour inspectors
- Undertaking to comply
- Compliance order
- Limitations
- Objections against compliance order
- Appeal from compliance order
- Register of designated employers
- Assessment of compliance
- Review by Director-General
- Outcome of Director-General's review
- Failure to comply with Director-General's recommendation

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END OF YEAR
SPECIAL
BOOK NOW

DAY TWO

LEGAL PROCEEDINGS

- Conflict of proceedings
- Consolidation of proceedings
- Powers of commissioner in arbitration proceedings
- Jurisdiction of Labour Court
- Powers of Labour Court

PROTECTION OF EMPLOYEE RIGHTS

- Protection of employee rights
- Procedure for disputes

GENERAL PROVISIONS

- State contracts
- Codes of good practice
- Regulations
- Delegations
- Temporary employment services
- Designation of organs of state
- Breach of confidentiality
- Liability of employers
- Obstruction, undue influence and fraud
- This Act binds State
- Application of Act when in conflict with other laws
- Repeal of laws and transitional arrangements
- Short title and commencement

EMPLOYMENT POLICIES OR PRACTICES

- recruitment procedures, advertising and selection criteria;
- appointments and the appointment process;
- job classification and grading;
- remuneration, employment benefits and terms and conditions of employment;
- job assignments;
- the working environment and facilities;
- training and development;
- performance evaluation systems;
- promotion;
- transfer;
- demotion;
- disciplinary measures other than dismissal; and
- dismissal.

END OF TRAINING

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