

## COURSE OUTLINE – EMPLOYMENT EQUITY FOR SENIOR MANAGERS

### EMPLOYMENT EQUITY ACT

**DURATION:** 1 Day

**OVERVIEW:**

This 1-day Employment Equity Act course provides a guideline for senior managers responsible for implementation of Employment Equity within the organisation.

Delegates will learn how to interpret the Employment Equity Act to ensure compliance according to the act ensuring that their organisation does not face a fine.

The multifaceted nature of the Employment Equity Act means that organisations need to have a strategic view and plan in place.

This course enables delegates in senior management to enhance their knowledge of what their role will be in implementing Employment Equity within their organisation.

The purpose of the Employment Equity Act, No 55 of 1998 is to achieve equity in the workplace by promoting equal opportunity and fair treatment in employment through elimination of unfair discrimination and implementing affirmative action measures to redress the disadvantages in employment experienced by designated groups, in order to ensure equitable representation in all occupational categories and levels in the workforce.

This Act provides for additional planning requirements for designated employers with the additional burden of submitting an Employment Equity Report.

## **EMPLOYMENT EQUITY FOR SENIOR MANAGERS**

This Employment Equity for Senior Managers course covers the following topics:

- History of Equity in South Africa
- The origin of Affirmative Action
- Transformational Legislation
- Linking Transformation to Legislation
- Employment Equity Act
- Integrating Employment Equity into Human Resource Management
- Practice Codes
- Conducting an Employment Equity Analysis
- Equal Work for Equal Pay
- Developing an EE Plan
- Setting up an Employment Equity Committee
- Understanding the Role and Purpose of a Committee