



Employment Equity Act

Overview

Learn the key principles of South Africa's Employment Equity Act and how it promotes fairness, eliminates discrimination, and supports equal opportunities in the workplace. This course equips learners with practical knowledge to help organisations comply with legislation and build an inclusive, diverse workforce.

Description

The Employment Equity Act plays a vital role in creating fair, non-discriminatory workplaces across South Africa. This course provides a comprehensive understanding of the Act, including its purpose, legal requirements, and practical impact on recruitment, promotion, training, and workplace policies. Learners will explore how organisations must develop and implement Employment Equity Plans, report to the Department of Employment and Labour, and uphold the rights of all employees.

Unit 1: Overview of the Employment Equity Act

1. The Purpose of Employment Equity Training
2. Objectives of the Employment Equity Act
3. Vision and Mission of the Employment Equity Act
4. Application of the Employment Equity Act

Unit 2: Employment Equity Act — Chapter two: Prohibition of unfair discrimination

1. Understanding Unfair Discrimination
2. Fair vs Unfair Discrimination
3. Direct and Indirect Discrimination
4. Grounds for Discrimination
5. Applicants for Employment
6. Prohibition of Unfair Discrimination
7. Medical Testing
8. Psychological Testing and Similar Assessments

Unit 3: Employment Equity Act — Chapter three: Affirmative action

1. What is Affirmative Action?
2. Designated Groups
3. Affirmative Action Measures
4. Consultation with Employees
5. The Employment Equity Committee (EEC)
6. The Employment Equity Plan (EE Plan)
7. The Employment Equity Manager
8. Duties to Inform, Keep Records, and Address Income Differentials



Unit 4: Consultation with employees and the Employment Equity Committee

1. Importance of consultation
2. Who must be consulted
3. The Employment Equity Committee (EEC)
4. Matters for consultation
5. Monitoring and evaluating the employment equity plan
6. Disclosure of information
7. Duty to keep records
8. Practical example

Unit 5: The Employment Equity Plan and the employment equity manager

1. Purpose of the Employment Equity Plan
2. Duration and commencement of the Employment Equity Plan
3. Steps in developing and implementing an Employment Equity Plan
4. Key components of the Employment Equity Plan
5. The employment equity manager
6. Employment equity compliance certificates
7. Oversight and inspections
8. Practical example

Unit 6: Duties to inform, keep records, and address income differentials

1. Duty to inform employees
2. Duty to keep records
3. Duty to report
4. Addressing income differentials
5. The role of the employment equity committee
6. Oversight and enforcement
7. Practical example

Examination