

Understanding Employment Equity

TYPE: Short Learning Programme **MODE:** Online **PRICE:** R450

Course Description

Introduction to Employment Equity provides a practical understanding of Employment Equity in South Africa. It explains the requirements of the Employment Equity Act, the importance of developing and implementing an Employment Equity Plan, and the impact of non-compliance, including legal penalties and reduced B-BBEE points.

The course also covers eliminating unfair discrimination and applying affirmative action to achieve equitable workplace representation.

Note: A compulsory self-assessment must be completed at the end of each lesson before proceeding to the next.

What You Will Learn

By completing this course, you will be able to:

- Explain the purpose and key principles of the Employment Equity Act
- Understand the legal obligations of employers in terms of Employment Equity
- Identify unfair discrimination and measures to eliminate it in the workplace
- Explain the concept and application of affirmative action
- Understand the role of Employment Equity in B-BBEE compliance
- Describe the purpose and structure of an Employment Equity Plan
- Understand the roles and responsibilities of employees, management, and Employment Equity forum members
- Appreciate Employment Equity as a remedial and corrective process aimed at workplace transformation

Course Content

- Introduction to Employment Equity in South Africa
- Overview of the Employment Equity Act, 1998
- Unfair Discrimination and equal opportunity
- Affirmative action and designated groups
- Employment equity planning and implementation
- Roles of employers, employees, and EE committees
- Employment equity and B-BBEE alignment
- Monitoring, reporting, and compliance
- Consequences of non-compliance

Who Should Enrol

- Employees at all levels
- Directors and senior management
- Line managers and supervisors
- Employment Equity forum or committee members
- Human Resources practitioners
- Anyone involved in Employment Equity implementation or compliance

Course Completion

To complete this course, learners must participate in all learning activities and complete the short assessment. Upon completion, learners will receive a Certificate of Completion and Badge.

Contact Us

☎ 031 109 6651

☎ 068 429 1821

📧 @vital.college

www.vitalonline.co.za