

Understanding Employment Equity



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

Course Description

Introduction to Employment Equity provides learners with a practical understanding of Employment Equity in the South African workplace. In terms of the Employment Equity Act (1998), designated employers with 50 or more employees must develop, implement, and monitor an Employment Equity Plan. Non-compliance may result in fines, legal sanctions, or exclusion from doing business with government.

Employment Equity also contributes up to 19 points (16%) on a company's B-BBEE scorecard, meaning non-compliance can negatively affect B-BBEE levels and supplier opportunities.

This course explains the purpose of Employment Equity, focusing on eliminating unfair discrimination and implementing affirmative action to ensure equitable representation of designated groups at all occupational levels.

Each lesson includes a compulsory self-assessment that must be completed before progressing to the next lesson.

What You Will Learn

By completing this course, learners 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