

EMPLOYMENT EQUITY: RIGHTS & OBLIGATIONS

PURPOSE / OUTCOME

Delegates will exit this workshop with:

- A foundational understanding of the relevant statutory framework (EEA)
- familiarisation with the concepts of unfair discrimination, affirmative action, designated groups, consultation and reasonable accommodation
- an ability to match the requirement for equity with the operational requirements of the business
- an ability to effectively engage in consultations with management and constituents

CONTENT

THE EMPLOYMENT EQUITY ACT:

- What does the EEA really say about unfair discrimination?
- Correcting some of the myths about EE
- What does the Act say about Affirmative Action?
- Who are 'designated' groups?
- Does the Act stipulate quotas?
- What should be in an EE Plan?
- How does the Act get enforced?
- The role of the EE Committee and the EE manager's responsibilities according to the Act
- Overview of the EE Regulations

THE FOUR FOCUS AREAS OF EE:

- Removing unfair discrimination
- Reasonable accommodation
- Affirmative action
- Recognising diversity

OVERVIEW OF THE ORGANISATION'S EE POLICY & BALANCING EE WITH THE ORGANISATION'S OPERATIONAL REQUIREMENTS

THE ROLE OF THE EE COMMITTEE

- The meaning of consultation
- Role of the Union/s

SKILLS PRACTICE

- Generic problem-solving model
- Understanding each party's interests
- Separating common from overlapping & conflicting interests
- Reconciling conflicting interests
- Effective communication

PRACTICAL ACTIVITIES

- Case studies
- Individual & group work
- Skills practice

TARGET GROUP

All levels of management including employee representatives and EE committees

DURATION

1 day