

## EMPLOYMENT EQUITY: RIGHTS & OBLIGATIONS

Duration: 1 day

### Objective

To provide an understanding of the purpose of the Employment Equity Act, the meaning of 'discrimination', 'affirmative action' and the rights and duties of all parties in terms of the Act and to equip Employment Equity committees with the knowledge and skills required to effectively fulfil their roles.

### Design

- **The Employment Equity Act (EEA)**
  - EEA and unfair discrimination
  - What does equal pay for work of equal value mean?
  - Correcting some of the myths about Employment Equity (EE) and Affirmative Action (AA)
  - What does the Act say about AA?
  - 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
  - When is consultation compliant?
  - With whom do we need to consult?
  - Overview of the EE Regulations
- **The four focus areas of EE**
  - Removing unfair discrimination with a barrier analysis
  - Reasonable accommodation
  - Affirmative action
  - Recognising diversity
- **The role of the EE committee**
  - The meaning of consultation
  - Role of the Union/s
  - Responsibilities

### Target group

- All levels of management, including employee representatives and EE committees.

