



INTEGRATED EMPLOYMENT EQUITY AND SKILLS DEVELOPMENT

COMMITTEE TRAINING:

GUIDELINES FROM SABPP

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2 DAY COURSE

Abstract

Employment equity (EE) is a national human resource strategy and is one of the critical strategies of the South African government. The world economy has experienced subdued growth over the past few years. In all this, heightened unemployment rates have not matched expectations, and this has among others, had a profound impact on progress towards workplace equity and diversity.

The SABPP Professional Practice Standard describes employment equity, diversity, and inclusion practices as a systematic application of HR Management processes towards attaining and retaining a state of employment equity whilst developing a competent workforce to achieve social justice and organisational objectives, where diverse employees are highly engaged because they feel valued, respected, supported, and treated as insiders within the organisation.

A state of employment equity would be deemed to have been reached when all previously disadvantaged groups are equitably represented in all occupational categories and levels in the workforce sustainably over time.

Key to the above is the appointment of two committees: the Employment Equity Committee; and the Skills development Committee. We advocate that these be integrated into one committee instead of two separate committees.

Course Outline

Module 1: Various perspectives on employment equity

- The International Labour Organisation (ILO) perspectives.
- The core international labour standards.
- The decent work agenda
- The Commission for Employment Equity's perspective on employment equity
- The SA Board for People Practices' position on employment equity and transformation

Module 2: Employment Equity Act

- Definitions
- Purpose of Employment Equity Act (EEA)
- Work of equal value
- Duties of designated employers
- Income differentials and discrimination
- Employment Equity Amendment Bill, 2020
 - Psychological testing and similar assessments.
 - Alignment of definition of '*people with disabilities*'.
 - Numerical targets for national economic sectors.
 - Addressing numerical targets through the EE plan.
 - Empowerment of labour inspectors.
 - Consultation with representative trade union only.
 - Removal of compliance requirement by employers with less than 50.
 - Requirement for issuing certificate as prerequisite for contracting with government.
- Recent South African case law related to workplace equity and implications.

Module 3: Skills Development Act

- Definitions
- Purposes of the Act
- National Skills Authority
- Sector Education and Training Authorities
- Learnerships
- Skills programmes

Module 4: Overview of related legislation

- Broad Based Black Economic Empowerment (BBBEE) Act
- Preferential Procurement Regulations 2022
- The Promotion of Equality and Prevention of Unfair Discrimination Act (PEPUDA)

Module 5: Codes of Good Practice

- Disability in the Workplace
- Employment Equity Plans
- Key Aspects on the Employment of People with Disabilities
- Integration of EE into HR Policies and Practices - Part 1
- Integration of EE into HR Policies and Practices - Part 2
- Integration of EE into HR Policies
- Code of Good Practice on the Prevention and Elimination of Violence and Harassment in the Workplace, 2022

Module 6: Roles and responsibilities of employment equity and skills development committees

- Terms of reference
- Consultation
- Meetings
- Employment equity plan
- Skills development plan
- Organisational transformation

Target group

- Employment equity and skills development committee members
- Shop stewards
- Union officials
- Bargaining council officials
- Senior managers /managers
- Supervisors
- HR managers
- HR officers.
- HR business partners
- Line managers who are members of skills development committees, and employment equity committees

Course Duration

2 Days

14 CPD Points

Course Fee

- SABPP members R3 100.00 excl vat
- Non-members R3 720.00 excl vat