



K W A Z U L U - N A T A L
SHARKS BOARD
Maritime Centre of Excellence

Terms of Reference for the Employment Equity & Training Committee Training

- The facilitator must have a Post Graduate qualification in Human Resources or Labour Law
- Have five (5yrs) of facilitator experience
- Demonstrate experience of developing and implementing an EE Plan, by submitting two (2) reference letters and a CV.
- Registered member of any one of the following bodies; proof must be submitted
 - SABPP
 - IPM
 - or LPC

Duration of the training

No of employees:	twenty (x 20)
Venue:	KZN Sharks Board, 1A Herrwood Drive (Onsite)
Duration:	one (x1) day

Course Content

Overview of the Employment Equity Act

- Understanding the Employment Equity Act
- Designated groups: African, Coloured, Indian, women, and disabled
- New amendments to the Employment Equity Act 2023
- National statistics of Economically active population by race, gender and province
- Legislative requirements
- Fines and penalties for non-compliance
- Fronting and penalties
- Consultation

Roles, responsibilities and functions of the Employment Equity Committee

- Prohibition of unfair discrimination
- Understanding unfair discrimination
- Direct and indirect discrimination
- Grounds for discrimination
- Employment applicants, work analysis and inherent requirements of the job •

- Recruitment and selection
- How the Employment Equity legislation attempts to eliminate and prohibit unfair discrimination
- Medical and Psychological assessments
- Case studies on religious, ethnic, cultural, sexual orientation discrimination
- Pregnancy and the workplace
- Disability in the workplace
- Harassment, victimisation and labour law

Note: Payment will only be processed upon completion of the training, the submission of invoice, attendance registers and certificate of attendance.