



SAEFA

SA ENGINEERS AND
FOUNDERS ASSOCIATION

Effective Implementation of the Employment Equity Act: Plans, Committees, Meetings and Reports 13 July 2022

The Minister of Employment and Labour, Mr Thulas Nxesi, has recently expressed grave concerns about the rate of transformation in South African workplaces. This concern has motivated him to fast track the amendment of the Employment Equity Act. The imminent implementation of the Employment Equity Bill signals a more aggressive approach to transformation which focus on enforcement measures **as well as sectoral targets being introduced**.

It is essential for employers to familiarise themselves with the amendments to the Employment Equity Act, as failure to comply upon their enactment may result in grueling labour inspector audits or hefty fines imposed by the Labour Court.

The deadline for manual submissions is 1 October 2022. To learn more about the Employment Equity Act and its impact on your business, book your place (booking form attached) on our workshop, *Effective Implementation of the Employment Equity Act* being held on 13 July 2022. Alternatively, email us to discuss in-house training options with regard to plans, committee establishment and the scheduling of committee meetings and what is required of them: Gordon at gordon@saefa.co.za or Charlene at charlene@saefa.co.za.

Course Programme:

- Chapter I:
 - o Purpose of the EEA
 - o Application: Who does the EEA apply to?
 - o Important definitions of words and phrase
- Chapter II: The prohibition of unfair discrimination
- Chapter III: Affirmative action and the duties of Designated Employers
- Enforcement of the Act, plans, committees and meetings
- A walk-through the EEA Regulations and Forms and commentary on new and proposed amendments



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Presenters:

The course will be facilitated by Gordon Angus, Chloe Hoffmann and Gia Freese. Gordon has over 16 years' experience in industrial relations and has successfully guided many companies with their employment equity needs and obligations over the years. Chloe received her Bachelor of Arts degree and LLB with distinction from Rhodes University and, thereafter, went on to complete a Master's of Law degree at Wits University, which she received Cum Laude in 2016. During her studies, she received numerous awards, including the Shirley Ritchie Award for best female student entering the final LLB year, the Brian Peckham Memorial Prize as the best student in Environmental Law, the Phatshoane Henney Incorporated medal awarded for obtaining an LLB degree with distinction, and the Rhodes Investec Top 100 for academic excellence. Chloe completed her articles at the Wits Law Clinic, where she worked closely with labour attorneys and gained invaluable experience in labour law and representing clients in labour disputes. Gia has travelled and lived in Zimbabwe and Botswana before settling in South Africa where she pursued a degree in Law at Rhodes University. Gia graduated from Rhodes University with a Bachelor of Arts and Bachelor of Laws and appeared on the Faculty of Law Dean's List for Academic Merit in 2014 and 2015. Prior to joining GA&A Gia completed her articles and gained post article experience at Dockrat Incorporated Attorneys where she worked in Commercial and Civil Litigation, Administration of Deceased Estates and found her general aptitude and strengths in Labour Law. Gia worked closely with labour advocates and trade unions and was involved in numerous labour disputes from inception at CCMA level and progressing through the judicial system to the Constitutional Court.

Date, Venue and Times:

Wednesday, 13 July 2022, Birchwood Hotel and OR Tambo Conference Centre, Viewpoint Road, Boksburg.

Registration: 08h00 to 08h30

Start: 08h30

Finish: 16h00

Fee per delegate:

R2 900 Members

R3 600 Non-members

Bookings:

Please complete the booking form on the page below and email it to gordon@saefa.co.za or charlene@saefa.co.za.



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To make a booking, please complete the table below and email to gordon@saefa.co.za or charlene@saefa.co.za

Name:	Company:	Contact Number	Email Address:
Company Addresses (Postal and physical):			
1.			
2.			
VAT Number:			
Special dietary requirements (please specify):			
Names of Delegates:			
1.		2.	
3.		4.	
5.		6.	
Are you a SAEFA Member?		Yes	No