Accredited Africa Training Institute for Capacity Development
Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa
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COURSE BROCHURE

South African Labour Law And Equity Legislation Guidance Training

Law, Military Science and Security / Justice in Society

Unit Standard 117903 · NQF Level 5 · 6 Credits · 3 Days

COURSE OVERVIEW

This course provides comprehensive guidance on South African labour law and equity legislation, enabling participants to navigate the complex legal framework governing employer-employee relationships. It aims to equip learners with the knowledge to ensure compliance with the Labour Relations Act, Basic Conditions of Employment Act, Employment Equity Act, and related legislation, fostering fair and legally sound workplace practices.

Category	Law, Military Science and Security
Subfield	Justice in Society
Unit Standard	117903
Accreditation	SAQA Accredited · NQF Level 5 · 6 Credits
Duration	3 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS — verifiable online

LEARNING OUTCOMES

- Apply the key provisions of the Labour Relations Act, Basic Conditions of Employment Act, and Employment Equity Act to workplace scenarios.
- Analyse case law and regulatory requirements to evaluate compliance with labour legislation.
- Design policies and procedures that promote employment equity and prevent unfair discrimination.
- Implement dispute resolution processes, including grievance handling and CCMA referrals.
- Demonstrate understanding of the legal requirements for contracts of employment, termination, and retrenchment.

WHO SHOULD ATTEND

- This course is designed for HR professionals, managers, supervisors, and business owners who are responsible for implementing and adhering to South African labour laws and equity legislation within their organisations.

COURSE OUTLINE

Day 1: **Foundations of South African Labour Law and the Constitution**

- Overview of South African labour law: historical development and constitutional framework.
- The Labour Relations Act (LRA): purpose, scope, and key definitions.
- Basic Conditions of Employment Act (BCEA): minimum standards, working hours, leave.
- Employment Equity Act (EEA): affirmative action and unfair discrimination.
- Institutions: CCMA, Labour Court, bargaining councils, and statutory councils.
- Individual vs. collective labour law: rights and obligations.
- Key case law: foundational principles.

Day 2: **Employment Equity and Unfair Discrimination**

- Prohibition of unfair discrimination under Section 6 of the EEA.
- Listed and unlisted grounds: race, gender, disability, HIV status, etc.
- Defences: inherent requirements of the job, affirmative action, and justifiable grounds.
- Harassment, sexual harassment, and victimisation.
- Affirmative action: designated groups, employment equity plans, and compliance.
- Reporting to the Employment Equity Commission: income differentials and workforce profiles.
- Case studies: discrimination claims and remedies.
- Practical exercise: drafting a simple employment equity plan.

Day 3: **Dismissals, Unfair Labour Practices, and Practical Integration**

- Substantive fairness: misconduct, incapacity, and operational requirements.
- Procedural fairness: the LRA Code of Good Practice.
- Automatically unfair dismissals: pregnancy, whistleblowing, etc.
- Constructive dismissal and unfair labour practices (promotion, benefits, discipline).
- Dispute resolution: referral to CCMA, conciliation, and arbitration.
- Remedies: reinstatement, compensation, and re-employment.
- Drafting disciplinary codes, grievance procedures, and employment contracts.
- Practical scenario: handling a dismissal process from warning to arbitration.

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **6 NQF credits** at **NQF Level 5**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 13,900.00	**R 13,900.00**
1	In-House	R 18,700.00	**R 18,700.00**
1	On-Campus (Pretoria)	R 20,800.00	**R 20,800.00**

UPCOMING SESSIONS

Start	End	Method	Venue
08 Dec 2026	10 Dec 2026	Online	—
08 Dec 2026	10 Dec 2026	On-Campus	Bangkok, Thailand
08 Dec 2026	10 Dec 2026	On-Campus	Blantyre, Malawi
08 Dec 2026	10 Dec 2026	On-Campus	Nairobi, Kenya
08 Dec 2026	10 Dec 2026	On-Campus	Kinshasa, DRC
08 Dec 2026	10 Dec 2026	On-Campus	Johannesburg, South Africa
08 Dec 2026	10 Dec 2026	On-Campus	Abu Dhabi, UAE
08 Dec 2026	10 Dec 2026	On-Campus	Victoria Falls, Zimbabwe

Contact us if no suitable date is listed — on-demand sessions can be arranged for groups.

HOW TO GET A QUOTATION OR APPLY

1. **Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard 117903) and click **Get A Quotation**. Select your training method and number of delegates — your quotation is generated immediately and emailed to you with the course brochure attached.
2. **Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to **apply@aaticd.co.za** — our team will reply with a formal quotation.
3. **Apply by phone or WhatsApp:** call **+27 12 004 8389** or WhatsApp **+27 65 077 6310** and we will prepare your quotation and reserve your seats.
4. **Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically — the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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