



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

Interpret And Apply Employment Equity Legislation To Industry Charters Training

Business, Commerce and Management Studies / Human Resources

Unit Standard 119943 · NQF Level 5 · 6 Credits · 3 Days

COURSE OVERVIEW

This course equips learners with the knowledge and skills to interpret and apply employment equity legislation within the context of industry charters. It focuses on understanding the Employment Equity Act, sectoral codes, and how to develop and implement equity plans that align with legislative requirements and industry-specific transformation goals.

Category	Business, Commerce and Management Studies
Subfield	Human Resources
Unit Standard	119943
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

- Analyse the key provisions of the Employment Equity Act and relevant industry charters.
- Apply employment equity principles to develop and implement an equity plan.
- Evaluate the impact of employment equity legislation on organisational policies and practices.
- Demonstrate the ability to consult with stakeholders on employment equity matters.
- Design monitoring and reporting mechanisms to track compliance with employment equity requirements.
- Implement corrective measures to address identified disparities in the workplace.

WHO SHOULD ATTEND

- This course is designed for HR practitioners, transformation managers, compliance officers, and anyone responsible for implementing employment equity and transformation initiatives in their organisation.

COURSE OUTLINE

Day 1: Foundations of Employment Equity Legislation

- Overview of South Africa's labour legislation framework
- Historical background: Apartheid and the need for EE
- Key definitions: designated groups, designated employers, reasonable accommodation
- Provisions of the Employment Equity Act (No. 55 of 1998) as amended
- Affirmative action measures and the Employment Equity Plan
- Reporting requirements: annual EE reports and income differentials
- Role of the Employment Equity Commission and enforcement mechanisms

Day 2: Industry Charters and Sector-Specific Requirements

- Overview of B-BBEE and its relationship to employment equity
- Key industry charters: Mining Charter, Financial Sector Code, etc.
- Elements of a sector code: ownership, management control, skills development, etc.
- Setting numerical targets for designated groups at various occupational levels
- Integrating EE plans with B-BBEE scorecards
- Case studies: compliance challenges in different sectors
- Practical exercise: mapping an organisation's current demographics against sector targets

Day 3: Implementation, Monitoring, and Practical Integration

- Conducting an employment equity audit: data collection and analysis
- Developing an EE plan: consultation, timelines, and measurable objectives
- Monitoring progress: quarterly reviews and annual reporting
- Handling grievances and disputes: internal processes and CCMA referrals
- Linking EE to talent management, recruitment, and promotion practices
- Creating an inclusive workplace culture: training and awareness programmes
- Final assessment: case study on developing a compliant EE plan for a designated employer

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 18,800.00	R 18,800.00
1	In-House	R 24,500.00	R 24,500.00
1	On-Campus (Pretoria)	R 28,100.00	R 28,100.00

UPCOMING SESSIONS

Start	End	Method	Venue
10 Aug 2026	12 Aug 2026	On-Campus	Pretoria, South Africa
10 Aug 2026	12 Aug 2026	On-Campus	Mauritius
11 Aug 2026	13 Aug 2026	On-Campus	Abu Dhabi, UAE
11 Aug 2026	13 Aug 2026	On-Campus	Cape Town, South Africa
12 Aug 2026	14 Aug 2026	On-Campus	Durban, South Africa
12 Aug 2026	14 Aug 2026	On-Campus	Dubai, UAE
17 Aug 2026	19 Aug 2026	On-Campus	Harare, Zimbabwe
17 Aug 2026	19 Aug 2026	On-Campus	Abu Dhabi, UAE

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

HOW TO GET A QUOTE OR APPLY

1. **Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard 119943) and click **Get A Quote / Apply**. 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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