

## What is EE?

The Act was established in 1998 to address unfair discrimination and ensure equality in the work place. Its' aim is to promote equal opportunities and fair treatment to all and to implement measures to protect those disadvantaged in the past by unfair discrimination.

In terms of the Employment Equity Act 55 of 1988, a business entity that employs more than 50 people or has an annual turnover exceeding the prescribed threshold, must complete an EE report and submit it to the Department of Labour. Organisations with fewer than 50 employees might also need to comply with the Act, depending on the annual turnover. The National Defence Force, National Intelligence Agency and South African Secret Service are excluded. EE designated groups are categorised in blacks (Africans, Coloureds and Indians), women and people with disabilities.

Quite often individuals have a poor interpretation in regards to Employment Equity due to the uncertainty about the prerequisites of the Employment Equity Act (EEA) and appalling implementation of its' demands. Our objective at Swift Skills Academy is to simplify EEA in order to provide you with functional solutions and therefore methods to execute them.

EE is all about advocating equal opportunity and fair treatment for all the human resources by doing away with unfair discrimination in policy and practices of the stipulated employer. This elimination of unfair discrimination is regardless of the workers' ethnicity, gender, social situations, language, customs, religious beliefs, and so forth.

Equality at work may be accomplished by means of Affirmative Practice measures, like to help make agreeable accommodation for well suited, competent personnel from designated groupings, wherein they are under-represented in certain types of job. Another example is where openings take place due to available vacancies, resignations or promotions, current employees ought to be considered. More instances of approaches include opting for training programs and/or advanced opportunities; identifying obstacles that are present for specified groupings - referred to as Blacks (Africans, Coloureds, Indians); females as well as people who have disabilities).

Swift Skills Academy's training programs and consultation expertise facilitates potential clients to educate employees and furthermore management the same way. This program will result you to know exactly how to approach EEA and successfully put it into practice. We are therefore able to provide assistance in setting up your Employment Equity Committee; drafting your Employment Equity; pertaining policies and thus making sure of compliance with the several submitting prerequisites. Voluntary Legal Compliance Audits: The Employment Equity (EE) Lawful Compliance Audit is a sure way by which we could pro-actively enable you to make sure you are achieving the very least standards as well as support you to fulfil your targets and goals.

## Why do I need to be EE compliant?

Obeying the EEA, you prevent the Employment Equity Commission to take any legal action against your company.

Affirmative action is politically sensitive. The adverse publicity that accompanies the mere complaint that an employer is not complying with the affirmative action provisions can tag the employer as racist, sexist, anti-democratic or counter-revolutionary.

In preparation of an Employment Equity Plan, there will be no penalties issued in accordance with Schedule 1 of the Employment Equity Plan Penalty, that will have some severe implications on your financial position. Penalties vary from R1.5 million to 2%-10% on turnover, and further penalties on repeated non-compliance between R100 000 to R900 000.

## Why use us to manage your Employment Equity

Our service is aimed at those organisations who do not have the time or capacity to drive the process.

Our strengths lie in mobilizing your organisation with the support for general legal compliance, whilst enabling your obligations to procedural requirements in transformation, diversity, EE and related acts.

We handle your EEA2 report from start to finish, which include the consultation, completion and submission.

We assist in the consultation and/or compilation of an Employment Equity Plan which complies with the Employment Equity Act, pertaining to occupational levels.

Our service also includes the implementation of an EE Forum; alignment of your policies and procedures and up-to-date EE training.

Ensure  
equality in the  
work place.