

# Labour Legislation in the Workplace

## Outcomes

The “Labour Legislation in the Workplace” training provides delegates with ...

- A working knowledge of the inter-relationships between the various labour legislation and its impact on the functioning of an organisation.
- An understanding of the impact of the BCEA / LRA / EEA / SDA
- An understanding of the inter-relationship of labour legislation in the workplace.

Who should attend?	Duration
<ul style="list-style-type: none"> <li>• Human Resource Managers</li> <li>• Labour Relations Managers</li> <li>• Heads of Departments</li> <li>• Human Resource Practitioners</li> <li>• Shop Stewards.</li> </ul>	<p>Three-day workshop.</p>

## Training Content

### Module 1: Labour Relations Act

*This module explains:*

- Individual relationships in terms of the Act
- Dispute procedure
- Codes of good practice
- Dispute resolution
- Case law & Case studies.

### Module 2: Basic Conditions of Employment Act

*This module explains:*

- Application of the Act
- Regulation of working time
- Leave
- Particulars of employment
- Termination of employment
- Prohibition on employment of children
- Case studies.

### Module 3: Employment Equity Act

*This module explains:*

- Prohibition on unfair discrimination
- Affirmative Action
- Employment equity plans and reports
- Developing a policy
- Case law and Case studies.

### Module 4: Skills Development Act

*This module explains:*

- Purpose of the Act
- National skills authority
- Sector Education and Training Authorities
- Workplace Skills Plans (WSP)
- Learnerships
- Internships.

### Module 5: Broad Based Black Economic Empowerment Act

*This module explains:*

- Objectives of the Act
- Code of practice
- Industry score cards.