

<b>Legal requirement</b>	<p><b><i>Compliance with the Employment Equity Act, 55 of 1998</i></b></p> <ul style="list-style-type: none"> <li>• Designated employers must, in order to achieve employment equity, implement affirmative action measures for people from designated groups in terms of this Act.</li> <li>• No person may unfairly discriminate against any employee in any employment policy or practice.</li> </ul> <p><b><i>Compliance with the Labour Relations Act, 66 of 1995</i></b></p> <ul style="list-style-type: none"> <li>• Farmers respect the rights of employees to form and join trade unions and to establish workplace forums for collective bargaining i.e. employees have the right to freedom of association</li> <li>• Employees have the right not to be unfairly dismissed or subjected to unfair labour practice</li> <li>• Farmers have a copy of Schedule 8 of the Act, 'Code of Good Practice: Dismissal' on the farm</li> </ul>	<p><b>Employment Equity</b></p> <p><b>Compliance with the Employment Equity Act, 55 of 1998</b>  The promotion of equal opportunity and fair treatment in employment through the implementation of affirmative action measures to eliminate unfair discrimination as required in terms of the Employment Equity Act 55 of 1998.</p> <ul style="list-style-type: none"> <li>• There is evidence that a farmer who satisfies the definition of a “designated employer” - employs 50 or more employees or a farmer that employs less than 50 employees but has a turnover that is equal to or above the applicable annual turnover of a small business in terms of the Schedule 4 of this Act - has taken steps to promote equal opportunity in the workplace by eliminating unfair discrimination in any employment policy or practice. Designated employees must, in order to achieve employment equity, implement affirmative action measures for people from designated groups in terms of this Act, viz. black people, woman and people with disabilities.</li> <li>• In addition, no person may unfairly discriminate against an employee in any employment policy or practice including race, gender, sex, pregnancy, marital status, family responsibility, ethnic or social origin, sexual orientation, age, disability, religion, HIV status, conscience, belief, political opinion, culture, language and birth.</li> </ul> <p><b>Compliance with the Labour Relations Act, 66 of 1995</b></p> <p>Growers should ensure that the rights of employees to form and join trade unions and to promote the establishment of workplace forums for collective participation and bargaining relating to matters of mutual interest as required in terms of the Labour Relations Act 66 of 1995, are respected.</p> <p>Growers are to keep a copy of Schedule 8 of the Act, 'Code of Good Practice: Dismissal' on the farm. Obtainable from <a href="http://www.labour.gov.za">www.labour.gov.za</a></p>
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