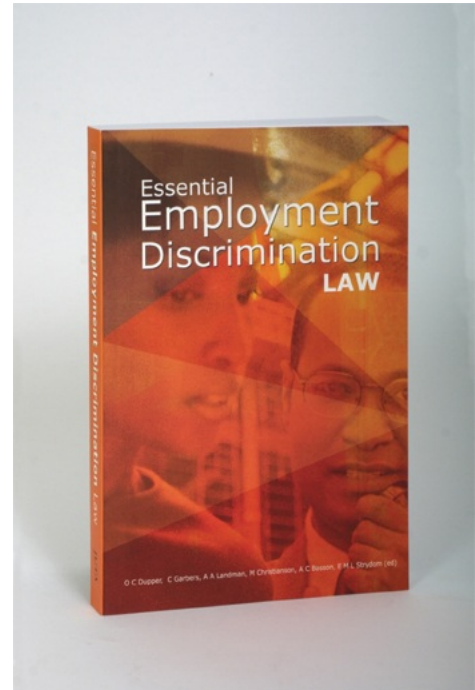


# Essential Employment Discrimination Law

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## About this Publication:

*Essential Employment Discrimination Law* provides an in-depth account of current employment discrimination law. The book is divided into four parts. In Part One the current legislative framework regulating employment equity, namely the Constitution and the Employment Equity Act, is examined. Part Two of the book focuses on the general principles of employment discrimination law. It examines the concept of “unfair discrimination”, the distinction between “direct” and “indirect” discrimination and “listed” and “unlisted” grounds of discrimination. This part also deals with the statutory defences against an allegation of unfair discrimination. Part Three examines issues such as dismissal on discriminatory grounds including race, sex, disability and HIV/AIDS; the principle of equal pay for work of equal value; discrimination against persons with disabilities; employment testing; sexual harassment; and affirmative action. Part Four of the book deals with the Promotion of Equality and Prevention of Unfair Discrimination Act (PEPUDA) to the extent that it impacts on the workplace.

**Contents Include:**

- Preliminary remarks
- The current legislative framework
- The prohibition of unfair discrimination
- Justifying discrimination
- Resolution of discrimination disputes
- Discriminatory dismissal
- Equal pay for equal work or work of equal value
- Disability discrimination in the workplace
- Employment testing
- Harassment in the workplace
- Affirmative action
- Unfair discrimination in terms of the Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000 (PEPUDA)

**Of Interest and Benefit to:**

- Labour practitioners and consultants
- Employers
- Trade unions
- HR Managers
- Academics