



EES-SIYAKHA

Employment Equity Software & Consulting

Preparing for your next EE Plan: The development of meaningful Affirmative Action (AA) Measures

Half-day webinar: 12 May 2021

Programme

8.30 – 9.00	Familiarisation with Zoom, going through programme and preparing list of Barriers Analysis Challenges and Course Expectations
9.00 – 10.30	<ul style="list-style-type: none">• Welcome and introduction• Participants' AA Measures challenges and expectations<ul style="list-style-type: none">○ Affirmative Action and its purpose○ AA Measures○ The duties of the employer<ul style="list-style-type: none">▪ Consultation▪ Matters for Consultation▪ The EE Plan and development of AA Measures▪ Provisions in the EEA12 and EEA13 with regard to AA Measures and Objectives
10.30 – 10.35	Tea/coffee fetching/body break
10.35 – 12.30	<ul style="list-style-type: none">• Understanding what an employer needs to do in practice to comply<ul style="list-style-type: none">○ AA Measures and Non-Numerical Goals<ul style="list-style-type: none">▪ The relationship between barriers findings and the development of AA Measures▪ The intended purpose of AA Measures▪ Practical examples and exercises by subject-matter expert that will improve understanding of the development and formulation of AA Measures and Non-Numerical Goals▪ Practical exercise to improve understanding of how AA Measures should be formulated▪ Practical samples of AA Measures▪ Determination of time frames and responsibilities• Record keeping for DoL visits or reviews• What DoL Inspectors will be looking out for
12.30	Closure