



# EES-SIYAKHA

Employment Equity Software & Consulting

## Income Differentials and developing a Gap Policy

Half-day webinar: 9 June 2021

### Programme

9.00 – 9.15	Familiarisation with Zoom, going through programme and preparing list of Barriers Analysis Challenges and Course Expectations
9.15 – 10.00	<ul style="list-style-type: none"><li>• Welcome and introduction</li><li>• Participants' EE Plan challenges and expectations</li><li>• Recap of 2019 Amendments to the 2014 EE Act Regulations<ul style="list-style-type: none"><li>○ Rationale behind amendments</li><li>○ New criteria and requirements for EEA4 Reporting</li><li>○ New Section D replacing previous Section D</li><li>○ New Section E</li></ul></li><li>• Recap of average Top 10% and Bottom 10% and median calculations</li><li>• Group Exercise</li></ul>
10.00 – 10.05	Tea/coffee fetching/body break
10.05 – 11.00	<ul style="list-style-type: none"><li>• Using technology to perform the calculations and save you time when completing your EEA4 Report</li><li>• What is a desired Wage Gap ratio?</li><li>• Developing a Vertical Gap Policy</li></ul>
11.00	Closure