



EES-SIYAKHA

Employment Equity Software & Consulting

Preparing your organisation for Sector Targets after enactment of the EE Act Amendments Bill

Half-day webinar: 28 April 2021

Programme

8.30 – 8.45	Familiarisation with Zoom, going through programme and preparing list of Course Expectations
8.45 – 10.30	<ul style="list-style-type: none">• Welcome and introduction.• Participants' challenges and expectations• Background to 2020 EE Act Amendments• 2020 EE Act Amendments Bill<ul style="list-style-type: none">○ Changes to Section 53○ New Section 15A○ Proposed Amendment to Section 20 of EE Act○ Other proposed Amendments• Update on legislative process• Update on DoE&L's engagement with the 18 Sectors targeted.<ul style="list-style-type: none">○ Sectors being engaged with by the DoE&L○ Sector Targets being proposed by the DoE&L• Prerequisites for achievement of DoE&L objectives with the introduction of Sector Targets• Analysis of DoE&L's Sector Targets against above Prerequisites<ul style="list-style-type: none">○ Assessment of ability to comply with proposed Sector Targets in Setting EE Goals○ Assessment of ability to comply with proposed Sector Targets in Setting EE Goals if the specific ACI Targets were to be removed○ Assessment of achievability of Sector Targets by participating organisations○ Understanding what the DoE&L requires each designated employer to comply with in order to obtain Compliance certificate○ Evaluation by participants of DoE&L's proposed Sector Targets against above Prerequisites
10.30 – 10.40	Tea/coffee fetching/ body break

10.40 – 12.30	<ul style="list-style-type: none"> • Proposed alternative simplified Sector Targets to measure compliance against • Understanding ‘<i>or has provided reasonable grounds, as contemplated by section 42(4), justifying its failure to comply</i>’. • Impact of Sector Targets on Employers’ response to EE Act irrespective of requirements of finalised Sector Targets <ul style="list-style-type: none"> ○ The determinative factor in accelerating the pace of EE Transformation and complying with Sector Targets or being able to provide reasonable grounds justifying failure to comply ○ Whatever the final Sector Targets are, there will be a change in the name of the game when it comes to EE Plan implementation ○ Huge shift of focus towards achievement of EE Numerical Goals or at least focusing on EE Numerical Goals when filling positions and significantly increasing % ratio of Black, Female and African appointments vs opportunities that arise • Changes required by Employers wanting to do business with arms of Government when filling positions moving forward
12.30	Closure