



# EES-SIYAKHA

Employment Equity Software & Consulting

## Developing the systems and processes necessary for the achievement of Sector Targets and advancing of justifiable reasonable grounds

### Programme

9.00 – 10.30	<ul style="list-style-type: none"><li>• Welcome and introduction</li><li>• Participants' challenges and expectations</li><li>• Review of key aspects of Sector Targets and why are they of critical importance to employers moving forward</li><li>• DoE&amp;L Sector Engagements, proposed Targets, 2018 EE Act Draft Regulations and proposed enforcement and monitoring modus operandi</li><li>• Update on Sector Targets implementation</li><li>• How Sector Targets are going to work and be monitored</li><li>• Why applying for Compliance Certificate without evidence or data substantiating information provided in EEA 15 is not an option</li><li>• How the DoE&amp;L is assessing EE Goals achievement and relevance to Sector Targets compliance</li><li>• How Sector Targets are being determined and relevance to compliance therewith</li><li>• EE Sector Targets an EE game changer</li><li>• Evidence required in support of justifiable reasonable grounds for not complying</li><li>• Exercise: What do employers need to do moving forward to obtain Compliance Certificates</li></ul>
10.30 – 10.40	Tea/coffee fetching/body break
10.35 – 12.30	<ul style="list-style-type: none"><li>• Process that needs to be followed in making appointments</li><li>• Tracking application of Policy</li><li>• Tracking achievement of EE Goals</li><li>• Preparing for DoL visits or D-G Reviews</li><li>• What DoE&amp;L Inspectors and D-G will be assessing and evidence required</li></ul>
12.30	Closure