



# EES-SIYAKHA

Employment Equity Software & Consulting

## The development of meaningful AA Measures that are going to accelerate EE transformation in the workplace and advance the achievement of Sector Targets

### Programme

9.00 – 10.30

- Welcome and introduction
- Participants' AA Measures challenges and expectations
  - Affirmative Action and its purpose
  - AA Measures
  - The duties of the employer
    - Consultation
    - Matters for Consultation
    - The EE Plan and development of AA Measures
    - Code of Good Practice: EE Plans
    - Provisions in the EEA13 with regard to AA Measures

10.30 – 10.35

Tea/coffee fetching/body break

10.35 – 12.30

- Understanding what an employer needs to do in practice to comply
  - AA Measures and Non-Numerical Goals
    - 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