



EES-SIYAKHA

Employment Equity Software & Consulting

EE Webinar Series

Preparing your EEA2 and amended EEA4 Reports

Programme

9.00 – 11.00	<ul style="list-style-type: none">• Welcome, introductions and course expectations• Programme• Changes relevant to EE Reporting in the 2022 EE Amendment Act.• Update on promulgation of the 2022 EE Amendment Act• Aspects of the EE Act as amended relevant to EEA 2 and EEA4 Reporting:<ul style="list-style-type: none">○ Chapter II Unfair Discrimination○ Chapter III Affirmative Action○ Occupational Levels.○ Definitions○ The duties of the employer:<ul style="list-style-type: none">▪ Consultation▪ EE Reporting○ Employment Equity Act provisions relevant to EEA2○ Employment Equity Act provisions relevant to EEA4○ 2014 Employment Equity Act Regulations relevant to EEA2○ 2014 Employment Equity Act Regulations relevant to EEA4• Practical assistance in preparing and completing your EEA2 Report• Group Exercise 1• Online Reporting<ul style="list-style-type: none">○ What to do and not to do when Reporting Online
11.00 – 11.05	Tea/coffee fetching/body break
11.05 - 13.00	<ul style="list-style-type: none">• The 2019 Amendments to the 2014 EE Act Regulations<ul style="list-style-type: none">○ Rationale behind amendments○ New Section D<ul style="list-style-type: none">▪ Fixed/Guaranteed annualised salaries per occupational level, race, and gender▪ Variable annualised salaries per occupational level, race and gender▪ Highest total remuneration per race and gender▪ Lowest total remuneration per race and gender○ New Section E<ul style="list-style-type: none">▪ Average annual pay for the top 10% of your workforce▪ Average annual pay for the bottom 10% of your workforce▪ Average annual pay for the median earners of your workforce▪ Policies and gaps required to be closed• Group Exercises 2 to 5• Record keeping for DEL visits or reviews
13.00	Closure