



# EES-SIYAKHA

Employment Equity Software & Consulting

## EE Webinar Series

### How to set achievable EE Numerical Goals whilst complying with Sector Target Requirements:

*For small or large organisations with subsidiaries/divisions and regional operations/offices across South Africa*

#### Programme

09.00 – 10.30	<ul style="list-style-type: none"><li>• Welcome and introduction</li><li>• Participants' EE Goal Setting challenges and course expectations</li><li>• The basics of setting EE Goals aligned to the requirements of the EE Act</li><li>• Section 20 (1) of the amended EE Act once the 2022 EE Amendment Act becomes law</li><li>• The impact of the Settlement Agreement Court Order in Solidarity vs the Department of Employment and Labour on the 1 February 2024 Draft EE Regulations</li><li>• The 1 February 2024 Draft EE Regulations' impact on EE Goals setting</li><li>• How to align ACI Male and Female Goals to the EAP and the % Black and Black Female Goals</li><li>• The variable required to be factored into in the setting of EE Goals</li><li>• Reviewing the EE Goal Setting data participants were requested to collect for this webinar and their access to the Equity Pro Modules allocated to them</li><li>• Using technology to set EE Goals<ul style="list-style-type: none"><li>○ Selecting a desired % Black Goal</li><li>○ Selecting a desired % Black Female Goal</li><li>○ Factors to be considered in EE Goal setting</li><li>○ Factoring in of variables</li><li>○ Deciding what is achievable having regard to the number of opportunities and availability of Suitably Qualified Persons</li><li>○ Finalising your % Black and Black Female Goals</li></ul></li></ul>
10.30 – 10.45	Break
11.00 – 13.00	<ul style="list-style-type: none"><li>• Exercise: Setting EE Goals using Technology</li><li>• Setting Goals for Persons with Disabilities<ul style="list-style-type: none"><li>○ Reference to SMP</li><li>○ Using your EE Goals to identify Race and Gender Groups to be targeted</li><li>○ Selecting a % PWD Goal for each level</li></ul></li></ul>
13.00	Closure