



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 – 13.00

- 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 DEL visits or reviews
- What DEL Inspectors will be looking out for

13.00

Closure