



EES-SIYAKHA

Employment Equity Software & Consulting

Mastering EE Goal Setting: Navigating the EE Amendment Act, Sector Targets and Compliance

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

Programme

09.00 – 10.30

- Welcome and introduction
- Participants' EE challenges and course expectations
- The 2022 EE Act Amendments, Sector Targets, and changes to on EE Goal setting
- 12 May 2023 Regulations and impact on Sector Target Consultations up to then.
- The Settlement Agreement Court Order in Solidarity vs the Department of Employment and Labour and the 1 February 2024 Draft EE Regulations
- How the Department of Employment and Labour (DEL') intends to apply the Solidarity Settlement Agreement Court Order
- The impact of the DEL's application of the Solidarity Settlement Agreement on EE Goal setting
- Section 20 (1) of the 2022 EE Amendment Act
- The basics of setting EE Goals aligned to the requirements of the EE Act as amended
- The variables required to be factored into in the setting of EE Goals and data required to be collected before EE Goals setting can be commenced
- How to align ACI Male and Female Goals to the EAP and the % Black and Black Female Goals
- Principles of EE Goals with formulas
- Using technology to set EE Goals
 - Selecting a desired % Black Goal
 - Selecting a desired % Black Female Goal
 - Factors to be considered in EE Goal setting:
 - Factoring in of variables
 - Deciding what is achievable having regard to the number of opportunities and availability of Suitably Qualified Persons
 - Finalising your % Black and Black Female Goals

10.30 – 10.45

Break

11.00 – 13.00

- Exercise: Setting EE Goals using Technology
- Setting Goals for Persons with Disabilities
 - Reference to SMP
 - Using your EE Goals to identify Race and Gender Groups to be targeted
 - Selecting a % PWD Goal for each level
- Closure