



GLOBAL BUSINESS SOLUTIONS

FUTURE THINKING, NOW

GBS KWAZULU-NATAL | EMPLOYMENT EQUITY BRIEFING

From Plan to Proof:

Getting Sector Target Y1 Reporting Right, First Time



DATE

Thu, 8 Oct 2026



TIME

08h00 for
08h30–12h00



VENUE

Westville
Country Club



INVESTMENT

R650
per person

PROGRESS

ACTION

PLAN

COMPLIANCE

Turn
Your Plan
into
Progress



If your organisation is a **designated employer**, this reporting cycle is different from the last one.

The 2025/26 cycle was a baseline exercise — you filed a plan and a workforce profile, and nothing was measured against it. **That changes now.** From 1 September 2026, for the first time, the Department of Employment and Labour begins assessing designated employers against their 5-year plans developed to meet published sector targets. Any gap between your plan and your actual progress will need a justifiable reason — and that reason will need to be **proven, not just asserted.**



Join GBS KZN-based consultants
Natalie Singer and Gavin Stone
for a practical, no-fluff workshop.

THE CONSEQUENCES OF GETTING THIS WRONG



No EE Compliance Certificate.

Without one, your organisation cannot tender for or do business with the state.



Financial penalties that scale fast.

A first contravention can attract a fine of the greater of R1.5 million or 2% of annual turnover — rising to R2.7 million or 10% of turnover for repeat non-compliance.



Increased scrutiny.

DG reviews are expected to intensify — employers without a well-documented barriers analysis and evidence file are the ones most likely to be flagged.

*A plan on paper won't protect you from any of this.
Proof will. Let us guide you.*



WHAT YOU'LL WALK AWAY KNOWING

- ✓ How to complete a **barriers analysis** that **actually holds up** — not just a tick box exercise — and link it through to SMART affirmative action measures
- ✓ What **documentary evidence** a DG reviewer will ask to see, and how to build that file before you need it, not after
- ✓ How to use the new **EE portal**, understanding **plan-vs-actual variance flags**, and how to assign a justifiable reason that genuinely fits — with real worked examples of what does (and doesn't) hold up
- ✓ What to do if your organisation has been through a **material change** — restructuring, a merger, a shift in headcount — since your five-year plan was signed off
- ✓ What a **real DG review** looks like, from consultants who've supported clients through them, in a dedicated Q&A



EVERY ATTENDEE ALSO RECEIVES

- ✓ **Free 12-month access to GBS EE Navigator** — core EE analysis, the Compliance Checklist, DEEVATE (justifiable reason recorder) and the Resources Library, at **no cost**
- ✓ The **Y1 EE Reporting Compliance Playbook** — a consolidated, desk-ready set of checklists covering everything from the session
- ✓ The option to book a **FREE 1-hour consultation** with Natalie or Gavin after the event, to work through your own organisation's plan, barriers analysis or evidence gaps directly



INVESTMENT: R650 PER PERSON

Includes the workshop, EE Navigator access, a finger lunch to close the morning, and the option of your complimentary follow-up consultation.

Seats are limited to keep the session practical and the Q&A genuinely useful.



Register by Monday, 5 October 2026
to secure your seat.

