



GLOBAL BUSINESS SOLUTIONS

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# Employment Equity Management Application



**EETOOL**  
EE COMPLIANCE SIMPLIFIED

*Free access to our new application*

The attainment of Employment Equity (EE) objectives requires planning and continuous monitoring of performance against several criteria. In larger organisations or group of companies, with multiple subsidiaries, branches and/or divisions, this can be especially complex and time-consuming.

Our cloud based EETool was developed to enable easy reporting and to enable organisations to manage and track its EE Numerical Targets and Goals at any level of the business. The EETool facilitates management and ownership of EE across groups of companies, divisions and/or business units.

## The Free Offer

GBS offers its clients free access to our EE Tool with the aim of simplifying EEA2 and EEA4 reporting to the Department of Employment and Labour (DoEL); but also making internal reporting easy for ongoing monitoring and evaluation.

Clients/employers will be assisted with the initial set-up, followed by a 1-hour training session facilitated by GBS. Thereafter, employers will be expected to make use of the online user guide and troubleshooting any errors to GBS.

*Clients will receive access, free of charge, to our off-the-shelf EETool to the value of R40,000 ex Vat, with the aim of simplifying EEA2 and EEA4 reporting which prescribes to all required reporting formats of the DoEL, however this does not include any customised internal reporting other than the standard dashboard and progress reports already included in the Tool. Employers should also note that there will be charges relating to data-preparation, consulting and hosting which will apply, and which will be scoped and quoted on.*

## Benefits of the EETool:

- ✓ Single account on the cloud based EETool for overall view with ability to set up restricted user environments (and users) per Business Unit/Department.
- ✓ Data is exportable from EETool into EEA2 & EEA4 Reports.
- ✓ Provides a Dashboard for quick analysis of existing representation (statistical analysis by race and gender group) and tracking against EE Plan targets as well as Sectoral Targets.
- ✓ Facilitates regular updating of an employer's existing workforce profile.
- ✓ Facilitates calculation of EE Targets for each year of the EE Plan that can be copied into each year's EE Report.
- ✓ Allows users to "play around" with different EE Goals and capture scenarios for presentation to MANCO/EXCO
- ✓ Provision of User Guide
- ✓ Guidance on how to gather data/information in the prescribed format (no limit to the number of employees)
- ✓ Set-up of initial users and training on how to add users as required (unlimited user numbers)
- ✓ System upgrades to improve functionality and ensure alignment with legislative requirements
- ✓ Downloadable reports
- ✓ 12-month access (licence) renewable annually
- ✓ GBS follows all best practice standards and legislated security and information sharing protocols and ensures clients of stringent security measures



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**Interested clients may join a weekly demo webinar by emailing Menét Hamel at [menet@globalbusiness.co.za](mailto:menet@globalbusiness.co.za) and securing a slot for more information on the application.**

**The lead time for roll-out of the EETool is between 2-4 weeks.**

**[www.globalbusiness.co.za](http://www.globalbusiness.co.za)**