



# EES-SIYAKHA

Employment Equity Software & Consulting

## How to conduct a value-adding Barrier Analysis that is going to accelerate EE transformation in the workplace and advance the achievement of Sector Targets

### Programme

9.00 – 11.00	<ul style="list-style-type: none"><li>• Welcome and introduction</li><li>• Participants' Barriers Analysis challenges and expectations</li><li>• Understanding the Legal requirements of the Barriers Analysis:<ul style="list-style-type: none"><li>○ Relevant Legislation</li><li>○ Chapter II: Unfair Discrimination</li><li>○ Chapter III: Affirmative Action</li><li>○ The duties of the employer:<ul style="list-style-type: none"><li>▪ Consultation</li><li>▪ The requirements of the Section 19 barriers Analysis</li><li>▪ What constitute barriers with reference to Section 19 and the respective Codes of Good Practices</li></ul></li><li>○ The Scheme of the EE Act</li><li>○ What needs to be analysed?<ul style="list-style-type: none"><li>▪ Categories listed in EEA2, EEA12 and EEA13</li><li>▪ HR Aspects in the Code of Good Practice on the Integration of Employment Equity into Human Resource Policies and Practices</li></ul></li><li>○ Categories and EE and HR Integration Code Aspects that are key to the Development and Management of Persons from Designated Groups</li><li>○ Categories and EE and HR Integration Code Aspects that are key to the Performance, Accommodation, Inclusion and Retention of Persons from Designated Groups i.e. Organisational Transformation</li><li>○ EE Act Process Assumptions</li><li>○ Exercise: Allocation of EEA2 Categories</li></ul></li><li>• Accelerating EE Transformation in the Workplace and Advancing the achievement of Sector Targets<ul style="list-style-type: none"><li>○ Employers Choices</li><li>○ Relationship between HR Development and management and EE transformation</li><li>○ HR Best Practice Gaps</li><li>○ Relationship between Organisational Transformation Practice and EE transformation</li><li>○ Diversity Inclusion Best Practice Gaps</li></ul></li></ul>
11.00 – 11.15	Tea/coffee fetching/body break
11.15– 13.00	<ul style="list-style-type: none"><li>• How an employer should approach the identification of barriers in Categories and HR Aspects key to the development and management of DG Persons</li></ul>

- Understanding
  - What constitutes barriers herein?
  - 'Best Practice' in the development and management of DG Persons with reference to EE and HR Integration Code
- Practical exercise to improve understanding of what to look for when identifying barriers in Policies, Procedures and Practices
- How an employer should approach the identification of barriers in Categories and HR Aspects key to the optimal performance, accommodation, inclusion and retention of persons from designated groups, and EE Transformation
  - Understanding
    - What constitutes barriers herein?
    - 'Best Diversity Inclusion Practice' that will facilitate optimal performance, accommodation, inclusion and retention of persons from designated groups, with reference to EE and HR Integration Code
- Practical exercise to improve understanding of what to look for when identifying barriers in the Working Environment and categories and aspects that are key to the Performance, Accommodation, Inclusion and Retention of Persons from Designated Groups
- Identification of Barriers key to the Development and Management of DG Persons
  - Who should be involved?
  - The process that needs to be followed
  - Methodology to be applied in identifying barriers
  - Verification of barriers identified
- Identifying Barriers in Categories and Aspects that are key to the Performance, Accommodation, Inclusion and Retention of Persons from Designated Groups
  - Who should be involved?
  - The process that needs to be followed
  - Methodology to be applied in identifying barriers
  - Verification of barriers identified
- What the barriers analysis outcomes should like (samples)
- Record keeping for DoL visits or reviews
- What DoL Inspectors will be looking out for