



NORTH-WEST UNIVERSITY<sup>®</sup>  
YUNIBESITI YA BOKONE-BOPHIRIMA  
NOORDWES-UNIVERSITEIT  
INSTITUTIONAL OFFICE

## Employment Equity Policy

<b>Reference number</b>	3P/3.14
<b>Accountable manager</b> <b>executive</b>	Executive Director: Human Capital Development
<b>Policy owner</b>	Director: Human Capital Development
<b>Responsible division</b>	Human Capital Development
<b>Status</b>	Approved
<b>Approved by</b>	Council
<b>Date of approval</b>	First approved by on 22 September 2006 and revisions approved on 20 September 2013.
<b>Amendments</b>	Generic
<b>Date of amendments</b>	2013
<b>Review date</b>	2015
<b>Web address of this policy</b>	<a href="http://www.nwu.ac.za/content/policy_rules">http://www.nwu.ac.za/content/policy_rules</a>
<b>Address on the policy data base</b>	RMA SHARE \2. management\2.1.3 policy development and review\2.1.3.2 review\policy documents\3p-3.14-equity_e.docx

## Employment Equity Policy

### 1 Preamble

As a pre-eminent university in Africa, driven by the pursuit of knowledge and innovation, with a unique institutional culture based upon the values the University espouses, the North-West University has adopted this revised Employment Equity Policy on 20 September 2013.

### 2 Objectives

- 2.1 To ensure that the University creates equal opportunities for all its employees and prospective employees and to remove all barriers in order to:
- “promote the constitutional right of equality and the exercise of true democracy;
  - eliminate unfair discrimination in employment;
  - ensure the implementation of employment equity to redress the effects of discrimination;
  - achieve a diverse workforce throughout the University;
  - promote economic development and efficiency in the workforce”:  
(Employment Equity Act 55 of 1998 as amended from time to time).
- 2.2 To provide a framework for institutional guidelines to attract, develop and retain competent, efficient, committed and motivated employees.

### 3 Scope of application

This policy is applicable to all members of staff of the University, (prospective and current), as appropriate for the requirements of the University.

### 4 Guiding principles

With reference to the abovementioned, the University is continuously developing an employment equity programme (EEP) in compliance with the Employment Equity Act, which confirms the University's adherence to the following guiding principles in this regard:

- 4.1 The implementation of this programme within the policy prescriptions and planning framework for the higher education system;
- 4.2 The prohibition of unfair discrimination in the workplace;
- 4.3 The implementation of positive measures with regard to persons from designated groups with a view to employment equity.
- 4.4 The identification, development and utilisation of persons that will make a relevant contribution to the realisation of the vision and goals of the University.

### 5 Policy

- 5.1 The University commits itself to promote the provisions of the Employment Equity Act.
- 5.2 The university rejects unfair discrimination, whether direct or indirect, on all listed grounds, including but not limited to race, sex, marital status, religion or creed, age, HIV status, culture, pregnancy, language, sexual orientation, colour, ethnic or social origin and disability.

- 5.3 The University strives to have an employee profile that takes into account the national, regional and sectoral demographic compositions.
- 5.4 Selection and appointment processes must ensure that preference shall be given to candidates from the designated groups on grounds of merit as defined in the Act, in terms of the recruitment policy and as contained in the Employment Equity Plan.
- 5.5 The employment equity programme shall ensure adequate representation of the designated groups in the various occupational categories and levels.
- 5.6 No forced retrenchment shall take place for the sake of creating positions for employment equity candidates.

## **6 Governance, management roles and accountabilities**

- 6.1 Council (through the Human Capital and Employment Equity Committee) is responsible for the existence and monitoring of implementation of the Employment Equity Policy.
- 6.2 Institutional Management is responsible for the implementation of this policy in terms of the necessary process systems and procedures
- 6.3 Line Managers are, as part of their KPA's, responsible for execution of the policy and procedures.
- 6.4 The Human Capital: Operations department is responsible for the administration and the provision of management information.

Original details: Zaan Strydom (10225676) SHARE \3P-3.14-equity\_e.doc  
26 September 2013

File reference: 3P-3.14\_equity\_e