NORTH-WEST UNIVERSITY
YUNIBESITI YA BOKONE-BOPHIRIMA
NOORDWES-UNIVERSITEIT
INSTITUTIONAL OFFICE

Employment Equity Policy

Reference number	3P/3.14
Accountable executive manager	Executive Director: Human Capital Development
Policy owner	Director: Diversity, Equity and Human Rights
Responsible division	Diversity, Equity and Human Rights
Status	Approved
Approved by	Council
Date of approval	22 September 2006
Amendments	
Date of amendments	
Review date	2011
Web address of this policy	http://www.nwu.ac.za/opencms/export/NWU/html/gov-man/policy/index.html
Address on the policy data base	HSCAVDM r:\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 Employment Equity Policy on 22 September 2006.

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 Transformation and 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 Institutional Human Resources Department is responsible for the administration and the provision of management information.

Original details: Jacoline Jansen van Vuuren(10225676) C:\Documents and Settings\Administrator\Desktop\3P-3.14-equity_e.doc
21 September 2010

File reference: 3P-3.14_equity_e