



**NWU**®

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

## **POLICY ON EMPLOYMENT EQUITY**

<b>Reference number</b>	3P_3.14
<b>Accountable executive manager</b>	Executive Director: People and Culture
<b>Policy owner</b>	Director: Talent Management and Organisation Development
<b>Responsible division</b>	Talent Management and Organisation Development
<b>Status</b>	Approved
<b>Approved by</b>	Council
<b>Date of approval</b>	17 November 2022
<b>Date of amendments</b>	
<b>Review date</b>	November 2025

## **POLICY ON EMPLOYMENT EQUITY**

### **Preamble**

Against the background of the dream to be an internationally recognised university in Arica, distinguished for engaged scholarship, social responsiveness and an ethic of care, the council of the North-West University (NWU) has adopted this policy on 17 November 2022 to regulate employment equity regarding all employees of the university.

### **1 Interpretation and application**

1.1 This policy must be interpreted and applied in a manner consistent with the –

- 1.1.1 Higher Education Act, 101 of 1997;
- 1.1.2 Employment Equity Act, 55 of 1998;
- 1.1.3 Labour Relations Act, 66 of 1995;
- 1.1.4 Basic Conditions of Employment Act, 75 of 1997;
- 1.1.5 Promotion of Equality and Prevention of Unfair Discrimination Act, 4 of 2000;
- 1.1.6 Promotion of Access to Information Act, 2 of 2000;
- 1.1.7 Statute of the North-West University (2017);
- 1.1.8 NWU Values Statement and Code of Ethics; and
- 1.1.9 Employee Relations Policy and Behavioural Manual.

### **2 Definitions**

In this policy –

“**black people**” must be understood to be a generic term which includes Africans, Coloureds and Indians;

“**designated groups**” means black people, women and people with disabilities;

“**people with disabilities**” means people who have long-term or recurring physical or mental impairment which substantially limits their prospects of entry into, or advancement in employment.

### **3 Policy statement**

It is the policy of the NWU to –

- 3.1 establish and maintain an environment that nurtures, values and shows respect for diversity in all its iterations;
- 3.2 accept the responsibility to cultivate a culture where diversity can be celebrated;
- 3.3 be conscious of South Africa’s legacy of discrimination, which has contributed to black people, women and people with disabilities not being able to obtain equal access to employment opportunities; and
- 3.4 develop and implement a programme of employment equity that will adequately address the effects of past employment related discrimination in a fair and balanced way.

## 4 Purpose

The purposes of this policy are to ensure that the university creates equal opportunities for all its employees and prospective employees and to remove all barriers in order to –

- 4.1 promote the constitutional right of equality and the exercise of true democracy;
- 4.2 eliminate unfair discrimination in employment;
- 4.3 ensure the implementation of employment equity to redress the effects of discrimination;
- 4.4 achieve a diverse workforce throughout the university;
- 4.5 promote economic development and efficiency in the workforce; and
- 4.6 provide a framework for institutional guidelines to attract, develop and retain competent, efficient, committed and motivated employees.

## 5 Rules

### 5.1 Employment equity plan

The university must continuously develop an Employment Equity Plan (EEP) in compliance with the Employment Equity Act, 1998, in accordance with the following guiding principles:

- 5.1.1 implementation must be informed by the policy prescriptions and planning framework for the higher education system;
- 5.1.2 unfair discrimination in the workplace is prohibited;
- 5.1.3 positive measures must be implemented regarding employees from designated groups; and
- 5.1.4 persons that will make a relevant contribution to the realisation of the vision and goals of the university must be identified, developed and utilised.

### 5.2 Principles

- 5.2.1 The university rejects unfair discrimination, whether direct or indirect, on all listed grounds, including but not limited to race, gender, marital status, religion or creed, age, HIV status, culture, pregnancy, language, sexual orientation, colour, ethnic or social origin and disability.
- 5.2.2 Based on the economically active population, the university strives to have an employee profile that takes into account the national demographic compositions.
- 5.2.3 Selection and appointment processes must ensure that preference be given to candidates from the designated groups on grounds of merit as defined in the Employment Equity Act, 1998 and in accordance with the university's employment equity plan.
- 5.2.4 The Employment Equity Plan must ensure adequate representation of the designated groups in the various occupational categories and levels.

Original details: (11664754) P:\Policies\2022\3P\_3.14\Policy on Employment Equity.docm  
22 November 2022

Current details: (11664754) [https://nwucloud.sharepoint.com/sites/NWU\\_RAM-PFR/Shared%20Documents/General/Employment%20Equity%20Policy/2022/Ready%20for%20publication/Policy on Employment Equity.docm](https://nwucloud.sharepoint.com/sites/NWU_RAM-PFR/Shared%20Documents/General/Employment%20Equity%20Policy/2022/Ready%20for%20publication/Policy%20on%20Employment%20Equity.docm)  
22 November 2022

File reference: 3P\_3.14