



POLICY ON EMPLOYMENT EQUITY

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POLICY ON EMPLOYMENT EQUITY

Preamble

Against the background of our vision to discover new frontiers and opportunities that benefit society, thereby advancing our relevance and impact, the Council of the North-West University (“NWU”, “university”) has adopted this Policy on Employment Equity on 19 November 2025.

1 Interpretation and application

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

- 1.1 Higher Education Act, 101 of 1997;
- 1.2 Employment Equity Act, 55 of 1998, as amended;
- 1.3 Labour Relations Act, 66 of 1995;
- 1.4 Basic Conditions of Employment Act, 75 of 1997;
- 1.5 Promotion of Equality and Prevention of Unfair Discrimination Act, 4 of 2000;
- 1.6 Promotion of Access to Information Act, 2 of 2000;
- 1.7 Statute of the North-West University;
- 1.8 NWU Values Statement and Code of Ethics; and
- 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**” refers to black people, women and people with disabilities;

“**people with disabilities**” refers to individuals with long-term or recurring physical, mental, intellectual, or sensory impairments that, in interaction with various barriers, may substantially limit their prospects of entry into, or advancement in, employment, and 'persons with disabilities' has a corresponding meaning.

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 responsibility for cultivating a culture in which 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 purpose of this policy is to ensure that the University creates equal opportunities for all its employees and prospective employees, and removes all barriers in order to –

- 4.1 promote the constitutional right to 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 Amendment Act, 4 of 2022, 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 who will contribute to the realisation of the University's vision and goals must be identified, developed and utilised.

5.2 Principles

- 5.2.1 The University rejects all forms of 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 reflects the national demographic composition.
- 5.2.3 Selection and appointment processes must ensure that preference is given to candidates from the designated groups on the grounds of merit, as defined in the Employment Equity Act of 1998 (as amended) and in accordance with the University's employment equity plan.
- 5.2.4 The Employment Equity Plan must ensure adequate representation of designated groups within the various occupational categories and levels.

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