

INVITATION AND GUIDELINES FOR PARTICIPATION EMPLOYMENT EQUITY AWARDS 2015



TURNING OVER A NEW LEAF AGAINST ALL ODDS

BACKGROUND

The Commission for Employment Equity (CEE) hereby invites all designated employers and those that voluntary comply with the EE Act to enter and participate in this milestone event. The Commission will be hosting an Employment Equity Awards event in accordance with Section 30(2) of the Act. The awards seek to recognise the achievements of employers that furthered the purpose of the Act and excell in capturing the true spirit of transformation.

PURPOSE

The EE awards will be hosted to recognise employers who excell in developing and implementing strategies for:

- Promoting equal opportunity, diversity and fair treatment in employment and for the elimination of unfair discrimination
- Implementing affirmative action measures to redress the disadvantages in employment experienced by designated groups (i.e. black people, women and people with disabilities)
- Ensuring that suitably qualified people from designated groups have equal employment opportunities and have equitable representation in all occupational levels in the workplace
- Transforming the workplace to achieve employment equity and diversity.

OBJECTIVES

- Recognising excellence and over-achievements by employers
- Assessing and evaluating the overall transformation that has taken place over the past 20 years of democracy and 16 years of the implementation of the Employment Equity Act
- Identifying and acknowledging the diversity of employers' workplaces
- Promoting sustainable, equitable and inclusive economic growth.



REQUIREMENTS

All employers entering or availing themselves for an award should at least meet the requirements set out for basic compliance below:

- Consultation with employees and matters for consultation (Sections 16 and 17)
- Analysis (Section 19)
- Employment equity plan (Section 20) and successive employment equity plan (Section 23)
- Report (Sections 21)
- Publication of report (Section 22)
- Assignment of one or more senior manager(s) (Section 24)
- Duty to inform (Section 25)
- Duty to keep records (Section 26).

CONDITIONS FOR ENTRY

All employers that want to enter and participate in these awards must fully and accurately complete the nomination form. Participants must submit all the requirements including the nomination form to the Department of Labour by no later than **27 March 2015**. All employers must have reported successfully to the Department for the past three reporting cycles (i.e. 2014, 2012 and 2010) and they must also attach their acknowledgment letters which they would have received after submission of their EE reports (DO NOT submit copies of the EE reports).

JUDGING PROCESS

The EE Awards System (the System) adopts a Hurdles Model that requires participating employers to successfully pass two hurdles before being considered as excellent achievers. Participating employers are required to pass the first hurdle, which is basic compliance (i.e. minimum compliance) as an entry requirement. Participating employers are then required to pass the second hurdle of progressive compliance (i.e. achievements of employers that are beyond basic requirements and not yet excellent, but are midway) before consideration is given for excellent achievement (i.e. achievements that are at least one step above good).

SUBMISSION OF ENTRIES

All submission of entries (nomination form) must be submitted to the address provided in the nomination form.

TIMEFRAME

*EXTENDED DATE

The time frame for nomination form is from *26 January 2015 closing on 27 March 2015**



TO DRIVE CHANGE
CHANGE YOUR MINDSET

CONTACT DETAILS

LABOUR HEAD OFFICE:

Telephone number(s): (012) 309 4000

EMPLOYMENT EQUITY DIRECTORATE:

DIRECT LINES Telephone Numbers: (012) 309 4040

4041 : 4034 : 4331 : 4746 : 4721 : 4037 : 4539 : 4056
4043 : 4423 : 4102 : 4778 : 4666 : 4330 : 4898

**CONTACT DETAILS: PROVINCIAL OFFICES AND LABOUR CENTRES
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PROMOTE EQUAL
PAY FOR WORK OF
EQUAL VALUE - DOES
RACE, GENDER AND
DISABILITY MATTER?

