

## INAUGURAL EMPLOYMENT EQUITY AWARDS

The Commission for Employment Equity (CEE) hosted their first Employment Equity Awards in accordance with section 30(2) of the Employment Equity Act. The awards took place on 15 October 2015 at the Gallagher Convention Centre in Midrand. The awards sought to recognise the achievements of employers in furthering the purpose of the Act and identifying those that excel in capturing the true spirit of transformation. The awards aimed at:

- 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 are equitably represented in all occupational levels in the workplace; and
- Transforming the workplace to achieve employment equity and diversity.

### Judging process

The entrance to the EE Awards was self-nomination and the Awards System adopted a Hurdles Model that required participating employers to successfully pass two hurdles before being considered as excellent achievers. Participating employers were required to first pass the **basic compliance**, regarded as minimum compliance, which involves the duties of a designated employer as stipulates in Sections 16 read with 17, 19, 20, 21, 22, 23, 24, 25 and 26. Employers were then required to pass the second hurdle of **progressive compliance**, which demonstrates some progress in furthering the aims of the EEA. Those employers who made it to the progressive stage were subjected to site visits, to verify the information submitted. To be considered for **excellent achievement** employers were required to show consistent progress in furthering the true spirit of the Act to advance the cause of designated groups. Leadership commitment was key in this regard, as it ensured consistent results to sustain organisational efforts.

Of the 131 employers who entered for the awards, 15 employers were subjected to site visits and the following employers were chosen as finalists, who were presented with recognition certificates;

1. Department of Trade and Industry
2. Eskom
3. Impala Platinum Mine
4. Legal Aid Board
5. Mpumalanga Department of Public Works, Roads and Transport
6. Nedcor
7. Old Mutual
8. Petro SA
9. Pick n Pay
10. South African Broadcasting Corporation (SABC)
11. Standard Bank

The **special award** recognising innovation and special projects in dealing with **Disability** within workplace and supported by numerical performance was awarded to the following employers.

PUBLIC	PRIVATE
Mpumalanga Department of Public Works, Roads and Transport	Old Mutual

The **special award** recognising innovation and special projects for improving **gender equality** in the workplace and supported by numerical performance was awarded to the following employers.

PUBLIC	PRIVATE
Petro SA	Standard Bank

The **excellence awards** recognising overall achievement in implementing employment equity in the workplace were awarded to the following employers.

PUBLIC	PRIVATE
SABC	Pick n Pay
Petro SA (runner up)	Impala Platinum Mine (runner up)