



SABPP EEDT Gender Equity Employer 2018

Aspects to be adjudicated upon, Award Criteria to be applied in measurement, and Information that needs to be furnished

The employer that has shown the greatest progress in achieving gender equity and inclusion. This category includes increasing the number of females employed, especially at higher levels (aligned to the objectives of the EE Act), as well as the creation of a gender inclusive environment.

SABPP EEDT Gender Equity Employer Award 2018

Aspects adjudicated upon	Criteria being applied in measurement	Weighting	What information needs to be furnished
(A) QUALITY OF APPROACH		30	
<ul style="list-style-type: none"> ▪ Alignment of strategies to Gender Equity Best Practice 	<ul style="list-style-type: none"> ▪ Provision for: <ul style="list-style-type: none"> ▪ Analysis of existing Gender Equity Policy ▪ Identification of barriers to the accommodation of females ▪ Proactively increasing the % of females employed at all levels ▪ Proactively upskilling/ empowering women in the workplace ▪ Gender awareness sensitisation of employees ▪ Removal of barriers to the accommodation of females 	15	<ul style="list-style-type: none"> ▪ Detailed overview of programme/strategies developed and implemented ▪ Copy of Gender Equity Strategy/Programme ▪ Copies of relevant EE Plans ▪ Copies of other relevant documentation
<ul style="list-style-type: none"> ▪ Alignment of strategies developed and implemented to the requirements EE Act 	<ul style="list-style-type: none"> ▪ Alignment of strategy/approach to EE Act's Analysis and EE Plan requirements 	7	
<ul style="list-style-type: none"> ▪ Design, Innovation, detailed planning of programme/strategy 	<ul style="list-style-type: none"> ▪ Programme(s)/strategy(ies) <ul style="list-style-type: none"> ▪ Innovativeness/Originality ▪ Design ▪ Detail 	8	
(B) EXTENT OF APPLICATION		40	
	<ul style="list-style-type: none"> ▪ How the programme(s)/strategy(ies) is/are/was/were managed with reference to: <ul style="list-style-type: none"> ▪ Frequency of meetings ▪ Decision making powers of attendees ▪ How its/their implementation was monitored and tracked ▪ Systems utilised 	25	<ul style="list-style-type: none"> ▪ Any written evidence of implementation of programme(s)/strategy(ies) ▪ Minutes of meetings reflecting governance and tracking of implementation of strategies ▪ Reports on progress with implementation of strategies ▪ Sample materials used/ generated during implementation ▪ Evidence of systems utilised ▪ Evidence of linkage of KPIs of person(s) responsible to implementation of



(B) EXTENT OF APPLICATION		40	
			<ul style="list-style-type: none"> programme(s)/strategy(ies) <ul style="list-style-type: none"> Articles
	<ul style="list-style-type: none"> Communication of programme(s)/strategy(ies) with reference to: <ul style="list-style-type: none"> To whom Medium Frequency Format 	15	<ul style="list-style-type: none"> All evidence of communication of programme(s)/strategy(ies)
(C) RESULTS ACHIEVED		30	
<ul style="list-style-type: none"> Females Score using the 2014 B-BBEE MC Generic Scorecard as Basis 	<ul style="list-style-type: none"> B-BBEE MC Score(s) in respect of females out of 6 with the point in Accuracy of alignment of employees' grades used measuring MC Score(s) to the Job Evaluation used by the Entrant Accuracy of correlation of Job Evaluation used by the Entrant to the EEA9 requirements Representivity of females in the 3 top Occupational levels Representivity of females in other levels Inherent restraints to EE transformation in the Industry/Region 	6	<ul style="list-style-type: none"> The EEA2 Report of the start year of the period entering for, and the latest EEA2 Report, alternatively more up-to-date similar credible data matching the end date of the period entering for The detailed report on which the EEA2 or similar credible data furnished is based, containing at least, in respect of each employee, his/her race, gender, disability, grade of position occupied according to the entrant's JE system and EEA9 Occupational Level as per the entrant's Pay roll/HR data system
<ul style="list-style-type: none"> Progress in MC female Score (per year and overall) over the period entered for (from the time of the development of strategies to the present) 		6	
<ul style="list-style-type: none"> Upskilling/ empowerment of women in the workplace aligned to the EAP 	<ul style="list-style-type: none"> % spend on female training in relation to total training spend for each year of the programme % spend on Black female training in relation to total training spend for each year of the programme over past two years 	6	<ul style="list-style-type: none"> Summary of training spend for females per race and gender per year since the inception of the strategy alternatively over the past three years B-BBEE SD Spend Detailed Report generated by the entrant's B-BBEE verification agency for each year of the programme Payroll spend for each year of the programme as verified by the entrant's B-BBEE Verification Agency
<ul style="list-style-type: none"> Reasonable accommodation made to better accommodate women in the workplace 	<ul style="list-style-type: none"> The extent of structural and other changes made to accommodate women in the workplace 	6	<ul style="list-style-type: none"> Summary of accommodation made Minutes of meetings Relevant Reports
<ul style="list-style-type: none"> Resultant benefits of the implementation of the strategy for the organisation 	<ul style="list-style-type: none"> Tangible benefits arising from strategy Impact of strategy on the entrant's bottom line or turnover 	6	<ul style="list-style-type: none"> Supporting documentary evidence showing relationship between strategy and result/impact benefit relied upon