



DASHBOARD

CREATE

PROCESS

Award 2019: SABPP Gender Equity Employer (Quality of Approach)

The Gender Equity Award will be presented to 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.

ASPECTS TO BE ADJUDICATED UPON, AWARD CRITERIA TO BE APPLIED IN MEASUREMENT, AND INFORMATION THAT NEEDS TO BE FURNISHED

Documents are required to be uploaded in PDF format where possible. If the original document is in MS Word or Excel, please save or print as PDF before uploading if possible as it reduces its size of the document. The uploading of MSWord and Excel documents is however permissible.

You will only be able to upload ONE file where indicated and requested. This means if you want to rely on, or submit, more than one document as evidence, where invited to do so, you will have to scan the document(s) into one document, so as to ensure that the document(s) scanned is in one file.

A document that has been uploaded in a particular Award Category in any of the Aspects Adjudicated upon below (whether a Main Aspect such as "Quality of Approach" or a sub-Aspect thereof) can be relied on for evidence in other Main or Sub-aspects Adjudicated upon of the same Award Category, but not in another Award Category.

We do not expect any entrant to upload all the possible documents requested. It will however be assumed and accepted for adjudication purposes, that in the event of the requested documentary evidence not being uploaded by an entrant where given the opportunity to do so, that the entrant is not in possession of a document identical or similar to the description of the evidence invited to be uploaded.

Failure to upload all relevant requested documents in your possession, or not, or inaccurately, furnish the name of the document(s) and page number(s) relied on, whenever requested to do so, may adversely affect an entrant's score, and as a result, its prospects.

THE ONUS IS ON EACH ENTRANT TO ENSURE THAT ALL REQUESTED RELEVANT DOCUMENTATION IN ITS POSSESSION IS UPLOADED AND THE ABOVE REQUESTED INFORMATION FURNISHED.

PLEASE DO NOT RESTRICT THE DOCUMENTS YOUR UPLOAD TO THOSE WHOSE UPLOADING IS COMPULSORY (*) AS THIS SERVES ANOTHER PURPOSE.

QUALITY OF APPROACH (Total weight: 30)

1. ASPECTS ADJUDICATED UPON: DESIGN, INNOVATION, DETAILED PLANNING OF PROGRAMME/STRATEGY/PLAN

Criteria to be applied in measurement: Programme(s)/strategy(ies):

- Innovativeness/originality
- Design
- Detail

Weighted: 10

DOCUMENTS TO BE UPLOADED

A. Programme/strategy/policy/plan relied on*

No file chosen

Please furnish name of document(s) and page number(s) being relied upon

2. ASPECTS ADJUDICATED UPON: ALIGNMENT OF STRATEGIES TO GENDER EQUITY BEST PRACTICE

Criteria to be applied in measurement: Provision for:

- 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
- Special programmes to advance Gender Equity in the workplace
- Other Gender Equity Best Practice strategies

Weighted: 14

DOCUMENTS TO BE UPLOADED

Any other document setting out the entrant's strategy/approach to Disability Equity not included under 1 A above or in EE Plan

No file chosen

If not uploaded as A under Aspect 1, is the EE Plan also relied on for the adjudication of this Aspect?

- Yes
 No

Please furnish name of document(s) and page number(s) being relied upon (If no documents have been uploaded as evidence in this regard, please state so) *

3. ASPECTS ADJUDICATED UPON: ALIGNMENT OF PROGRAMME(S)/STRATEGY(IES)/ PLAN DEVELOPED TO THE ENTRANT'S EE ACT OBLIGATIONS

Criteria to be applied in measurement:

- Alignment of Programme/ strategy/ policy/ plan relied on to Entrant's EE Plan
- The extent to which the EE Act's obligations are to be/ were used strategically to identify barriers to Gender Equity and to remove them through the implementation of the resultant AA Measures

Weighted: 6

DOCUMENTS TO BE UPLOADED

EE Plan relied on*

No file chosen

Please furnish page number(s) being relied upon

Barriers Analysis preceding EE Plan

No file chosen

Please furnish page number(s) being relied upon

Workforce Profile Analysis preceding EE Plan

No file chosen

*Items marked with * are compulsory*