



DASHBOARD

CREATE

PROCESS

Award 2019: SABPP Gender Equity Employer (Results Achieved)

RESULTS ACHIEVED (Total weight: 30) - Please refer to the instructions under QUALITY OF APPROACH which are also applicable here

1. ASPECTS ADJUDICATED UPON: 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)

Criteria to be applied in measurement:

- Progress in B-BBEE MC black female Score (per year and overall) over the period entered for in the Management Control (MC) score(s) out of 5 (points for Board members excluded)
- 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 Gender Equity in the Industry/Region

Weighted: 12

Please note: Organisations that do not have BEE Certificates, and as a result, do not furnish any of the requested BEE information or documentation will not be prejudiced as their MC female scores in respect of both requested periods will be calculated by the judges based on the EEA2 or similar information furnished in response to the requests for information below

BEE INFORMATION TO BE FURNISHED

Does your organisation have BEE Certificates for either or both periods?

- Yes
 No

If so, please provide B-BBEE MC Black Female Points out of 5, at the beginning of period (based on B-BBEE Certificate information uploaded below)

If so, please provide B-BBEE MC Black Female Points out of 5 at the end of period (based on B-BBEE Certificate information uploaded below)

DOCUMENTS TO BE UPLOADED

Detailed B-BBEE Certificate information setting out MC Scorecard points calculations, provided by Verification Agency in respect of the BEGINNING of the period entered for (only if B-BBEE Certificate issued to Entrant in such year)

 No file chosen

Detailed B-BBEE Certificate information setting out MC Scorecard points calculations, provided by Verification Agency in respect of the END of the period entered for (only if B-BBEE Certificate issued to Entrant in such year)

 No file chosen

The EEA2 Report of the start year of the period entered for, or similar credible data on which your BEE Certificate information uploaded below is based, if applicable

 No file chosen

The EEA2 Report of the end year of the period entered for, or similar credible data on which your end period BEE Certificate information uploaded below is based, if applicable; alternatively, more up-to-date similar credible data reflecting the Workforce Profile as the end date of the period being entered for, alternatively the latest date on which this is available before the end date

 No file chosen

The detailed report in Excel format on which the EEA2 or similar credible data furnished is based containing, at least, in respect of each employee: his/her race, gender, Foreign Nationality status, 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

 No file chosen

Evidence of inherent restraints to Gender Equity in the Industry/Region

 No file chosen

2. ASPECTS ADJUDICATED UPON: IMPACT OF PROGRAMME(S)/STRATEGY(IES)/PLAN ON THE ORGANISATION

Criteria to be applied in measurement:

- Extent of Gender inclusion on the ground with reference to experience of females regarding:
 - Having access to and being included in the organisation (entry/having a seat)
 - Being accepted as members of the organisation (beyond tolerance)
 - Opportunities of females to contribute and participate
 - Valuing of uniqueness and contributions of females
 - Gender inclusion shifts from the beginning to the end of the entry period

Weighted: 12

DOCUMENTS TO BE UPLOADED

Tangible evidence of impact of gender strategy on gender inclusion, such as comparative climate or other survey results, Diversity Barriers Analysis results, etc. with reference to before and after implementation of strategy

Survey/or Barriers Analysis Result before implementation of strategy

 No file chosen

Survey/or Barriers Analysis Result after implementation of strategy

 No file chosen

Summaries of comparative Exit Interview results with reference to before and after implementation of strategy

Result before implementation of strategy

No file chosen

Result after implementation of strategy

No file chosen

3. ASPECTS ADJUDICATED UPON: RESULTANT BENEFITS OF THE IMPLEMENTATION OF PROGRAMME(S)/STRATEGY(IES)/PLAN FOR THE ORGANISATION

Criteria to be applied in measurement:

- Tangible benefits arising from strategy and its implementation
- Impact of strategy on the entrant's bottom line or turnover

Weighted: 3

DOCUMENTS TO BE UPLOADED

Please describe benefit / impact on bottom line

Supporting documentary evidence showing the benefit and or impact on bottom line and the relationship between strategy and result/impact benefit relied upon with reference to BEFORE and AFTER implementation of programme(s)/ strategy(ies)/ Plan (please scan into one document if necessary)

No file chosen

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