



EMPLOYMENT EQUITY POLICY
UTHUKELA ECONOMIC DEVELOPMENT
AGENCY
2026/2027 FINANCIAL YEAR

POLICY TITLE	EMPLOYMENT EQUITY POLICY
IMPLEMENTATION DATE	01 JULY 2026
DATE APPROVED	29 MAY 2026
REVIEW DATE	14 AUGUST 2025

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1. DEFINITIONS

Affirmative Action: means measures developed in response to barriers and to ensure that suitably qualified persons from designated groups have equal employment opportunities and are equitably represented in all occupational categories in the workforce.

Barriers: means any obstacle to the implementation of Employment Equity plan

Designated Employer: a municipality, as referred to in Chapter 7 of the Constitution

Designated groups: means black people, women and people with disability

Occupational levels: means or refers to occupational levels within organizations as determined using different job evaluation or grading systems.

2. THE PURPOSE OF AN EMPLOYMENT EQUITY POLICY IS TO:

Promote Fairness Ensure equitable treatment and opportunities for all employees, regardless of their background.

- 2.1 Enhance Diversity Foster a diverse workforce that reflects the community and brings various perspectives to the organization.
 - 2.1.1 Eliminate Discrimination Identify and remove barriers that prevent marginalized groups from accessing employment and advancement opportunities.
 - 2.1.2 Compliance Align organizational practices with legal requirements related to employment equity and anti-discrimination laws.
 - 2.1.3 Improve Workplace Culture Create an inclusive environment where all employees feel valued and respected.
 - 2.1.4 Attract and Retain Talent Appeal to a broader range of candidates, enhancing the organization's ability to attract and retain top talent.

2.1.5 Continuous Monitoring and Improvement Establish mechanisms for assessing progress and implementing changes to promote equity effectively.

2.1.6 Overall, the policy aims to create a fair, inclusive, and productive workplace that benefits both employees and the organization as a whole.

3. OBJECTIVES

The objective of this policy is to continuously create an environment that permits equal opportunity for advancement, in order to redress past imbalances and to revolutionize the conditions of individuals and groups who have been previously disadvantaged on the grounds of race, gender and disability.

4. LEGISLATIVE FRAMEWORK

The Entity remains responsible to continually align this policy content with all the relevant legislation

4.1 The Basic Conditions of Employment Act (no. 75 of 1997)

4.2 Employment Equity Amendment Act 47 of 2013

4.3 The Constitution of the Republic of South Africa, second amendment Act No. 3 of 2023

5. SCOPE OF THE POLICY

The goal of employment equity action in the Agency is to create an equitable organization and to build an environment that supports and enables those who have been historically disadvantaged by unfair discrimination to fulfil their maximum potential and to enhance organizational performance. In keeping with its policy of fair and equitable employment practices, the Agency reaffirms

its commitment to comply fully with the spirit and requirements of the Employment Equity Act to the strategic advantage of our business.

As designated Employer in terms of the Employment Equity Act; 1998; it is the duty of the Agency to consult, draft and implement an employment equity. In order to achieve equity in the workplace, the Entity will:

Promote equal opportunity and fair treatment in employment through the elimination of unfair discrimination;

Implement affirmative action measures to redress the disadvantages in employment experienced by the designated groups, in order to ensure their equitable representation in all occupational categories and levels in the workforce.

The purpose/objective of the Agency Equity Plan is as follows:

- To institute a series of measures designed to create equal opportunity and fair treatment of the Designated Groups within the Agency.
- To identify all barriers which prevent or hinder in anyway the advancement of the Designated Groups.
- To eliminate all forms of unfair discrimination in the employment policies, practices and procedures of the Agency.
- To create a pool of skills and competencies to meet business objectives and challenges of the future.
- To make a special effort to accommodate the disabled where possible.
- To respect the privacy of each individual and ensure that sexual harassment is not tolerated in any form whatsoever.
- To respect diversity and at the same time encourage teamwork, shared values, mutual acceptance and social interaction.
- To work towards achieving a staff composition, with regard to race and gender, which reflects the demographics of the region in which the Agency operates.

- To achieve all of this by means of an employment equity plan, which focuses on the development of present staff and an affirmative action programme, aimed at specifically addressing the training and advancement needs of previously disadvantaged groups.
- The Agency is committed to the spirit of the Employment Equity Act, 1998; and supports the sentiments expressed in the preamble of the act as set out hereunder:

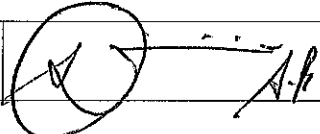
Recognising:

- That a result of apartheid and other discriminatory law and laws and practices, there are disparities in employment, occupation and income within the national Labour Market: and
- That those disparities create such pronounced disadvantages for certain categories of people that they cannot be redressed simply by repealing discriminatory law.
- Promote the constitution right if the equity and the exercise of the true democracy: the true democracy
- Eliminate unfair discrimination in employment
- Ensure the implementation of employment equity to the redness the effects of discrimination
- Achieve a diverse workforce broadly representative of our people:
- Promote economic development and efficiency in the workforce: and
- Give effect to the obligations of the republic as a member of the international labour organisation.
- The Agency hereby adopts and implements the following Employment Equity Plan.

6. APPROVAL

NAME	SIGNATURE	DESIGNATION	DATE
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MR SB SIBISI

Handwritten signature and initials, possibly 'A.P.', with a large circle around the signature.

ACTING CHIEF
EXECUTIVE OFFICER

29/05/2026

