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Wes-Kaap Onderwysdepartement

Western Cape Education Department

ISEBE IeMfundo IeNtshona Koloni

CIRCULAR: 0052/2002

EXPIRY DATE: NONE

TO: DEPUTY DIRECTORS-GENERAL, CHIEF DIRECTORS, DIRECTORS (HEAD OFFICE AND EMDCs), HEADS OF COMPONENTS AND INSTITUTIONS

*BRIEF SUMMARY: The approach of the WCED to ensure compliance with the principles of the Employment Equity Act.*

**SUBJECT: EMPLOYMENT EQUITY**

The WCED will shortly embark on a programme in order to ensure compliance with the principles of the Employment Equity Act of 1998. The purpose of the Act is to ensure Equity in the workplace.

In compliance with the requirements as set out in the Employment Equity Act, the WCED, as a designated employer, is required to draw up an employment equity plan which includes strategies to:

- eliminate and prohibit unfair discrimination
- promote equal opportunity and fair treatment in employment practices
- support and promote effective management of people, diversity and development
- conduct an analysis of employment policies, practices, procedures and the work place environment
- enhance the employment and promotion opportunities of those who have been discriminated against historically in terms of race, gender and disability, through affirmative action measures
- create an organisational culture which is conducive to the diverse nature of the workforce of the WCED and its clients

In order to promote better understanding of the employment equity process, the WCED will start with an advocacy programme which will consist of posters, flyers and training interventions.

MELD ASSEBLIEF VERWYSINGSNOMMERS IN ALLE KORRESPONDENSIE / PLEASE QUOTE REFERENCE NUMBERS IN ALL CORRESPONDENCE /  
NCEDA UBHALE IINOMBOLO ZESALATHISO KUYO YONKE IMBALELWANO

GRAND CENTRAL TOWERS, LAER-PARLEMENTSTRAAT, PRIVAATSAK X9114, KAAPSTAD 8000  
GRAND CENTRAL TOWERS, LOWER PARLIAMENT STREET, PRIVATE BAG X9114, CAPE TOWN 8000

WEB: <http://wced.wcape.gov.za>

Based on the principles of fairness, equity, accessibility, transparency, accountability and participation as contained in the Constitution of South Africa, the WCED is guided by a belief in the basic equality and dignity of all people as people, irrespective of their position in the organisation, their race, gender, physical or mental ability. This implies that an Employment Equity Plan will be drawn up through a consultative process, which will include inputs from all levels of the organisation.

The WCED is, therefore, determined to create an environment that will ensure equal opportunities for all our current and future employees.

Details of the information and training sessions will reach you shortly.



ACTING HEAD: EDUCATION

DATE 2002-05-07