

An EMPOWERDEX Guide



The Codes of Good Practice

Scorecard Essentials

EMPLOYMENT EQUITY

Code 300 – **Employment Equity**

Statement 300 – Measurement of Employment Equity



Employment Equity

Employment Equity

Code Series 300

Measurement of the Employment Equity Element of B-BBEE

Statement 300

The General Principles for Measuring Employment Equity

What you can expect:

- Employment Equity scorecard
- Key measurement principles
- Calculating the Adjusted Recognition for Gender
- Measurement of the Employment Equity criteria

The Essence of Statement 300:

The Employment Equity scorecard allocates points for:

- Employment of black disabled people
- Black employees in Senior Management
- Black employees in Middle Management
- Black employees who are in Junior Management
- Bonus points are allocated for meeting and exceeding the above targets

Key measurement principles

- Wherever possible, a Measured Entity **must use the same** information/ data that it has **filed with the Department of Labour under the Employment Equity Act** to calculate its score under the Employment Equity Scorecard
- No Measured Entity shall receive any points under the Employment Equity Scorecard **unless it has achieved a sub-minimum of 40%** of each of the targets set out on the Employment Equity Scorecard
- Measured Entities **exempt from filing returns** must compile its data for calculating its score by using the guidelines set out in the Employment Equity Act and its Employment Equity regulations
- Where the organisational structure of a company **does not distinguish** between Middle Management and Junior Management, the company **can consolidate those these two levels** of management against the targets for Junior Management. The points for the Middle Management would then be consolidated against the targets for Junior Management.
- **Black women employees** in each of the categories qualify for enhanced recognition using the **Adjusted Recognition for Gender**.