



Smart HR Employment Equity



The Employment Equity Act requires designated employers to report to the Department of Labour with regards to their current workforce profiles. ABSALOM Smart Hr provides the full suite of required reports; efficiently and in the specified format

ABSALOM Smart HR offers full employment equity functionality. This functionality offers powerful planning facilities to assist employers in attaining the legislative equity levels.

ABSALOM Smart HR allows employers to easily and effortlessly create the required Employment Equity Reports.

Using the data captured into the ABSALOM Smart HR core the ABSALOM Equity reports can be created on a Group or individual company level. Furthermore the Equity reports are easily and automatically populated and printed in the Department of Labour format



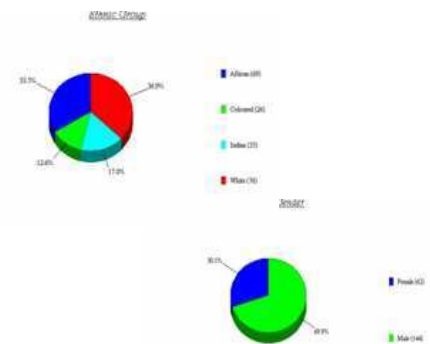
Departmental Category	Black	Coloured	Indian	White	Other	Total
1. Executive Management	15	10	5	20	5	55
2. Senior Management	10	5	5	15	5	40
3. Middle Management	20	15	10	30	10	85
4. Supervisory	10	5	5	15	5	40
5. Professional	15	10	5	20	5	55
6. Clerical	10	5	5	15	5	40
7. Unskilled	15	10	5	20	5	55
8. Total	85	55	30	100	30	200

The Department of Labour indicated in 2006 that new Employment Equity Reports (EEA2 and EEA4) are to be submitted by all Designated Employers by no later than 2 October 2006. This includes the designated employers with less than 50 employees that submitted in 2005.

Designated employers are defined in the EE act as:

- Organisations employing more than 50 employees;
- Organisations employing less than 50, but have an annual turnover exceeding the prescribed thresholds in the EE Act
- Organs of state, excluding the National Defence force, Intelligent Agencies and Secret Services; Municipalities; and Employers bound by a collective agreement

Smart HR Equity reports will save employers valuable time by streamlining and automatically generating information into the required Department of Labour reports



Employers are able to pull graphs and pie charts detailing information with regards to a companies Employment Equity status.

ABSALOM Smart HR ensures that a company has the relevant and pertinent information at their fingertips