

## Equality

- Equality includes the **full** and **equal** enjoyment of **rights** and **freedoms** as contemplated in our Constitution.
- People should be treated the **same way** regardless of gender, ethnicity, culture or any other differentiating grounds.

### WHAT DOES THIS MEAN?

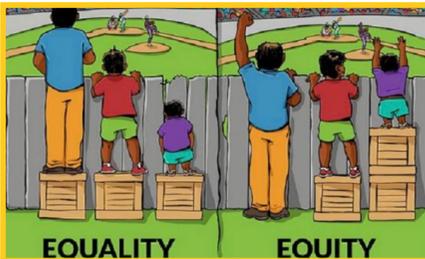
- People should be subjected to the **same rules**; and
- People should be provided with the **same resources and opportunities**.

## Equity

In instances where inequality occurs, due to inherent and/or other forms of biases, it may be necessary to treat people **differently** to address such inequality.

### WHY TREAT PEOPLE DIFFERENTLY?

- Living conditions and experiences differ across society, some of which have been brought about by years of **systematic discrimination** against some groups of people, while providing **privileges** to others.
- The above conditions have resulted in significant **inequalities** being introduced into societies which cannot be addressed without implementing specific **redress interventions**.



Sipho, Siphe and Sibuh would like to watch a soccer match from outside the stadium. Sipho can see the match clearly because he is tall. Siphe and Sibuh on the other hand are too short to see the match. Equality requires the same resources be distributed regardless of need. As illustrated in the picture below, all three individuals were each given a stool, which only enables Sipho and Siphe to watch the match. However, equity requires that resources be distributed based on need. This would mean that Sipho will not get a stool because he is able to watch the match without the stool provided. Sibuh, on the other hand, will get an additional stool to also enable him to watch the match, and be on an equal footing with Sipho. See picture on the left.

**EQUITY IS SEEN AS A MEANS OF ACHIEVING EQUALITY BY ENSURING THAT MEASURES ARE ADOPTED TO LEVEL THE PLAYING FIELD.**

### HOW IS EQUITY ACHIEVED WITHIN THE SOUTH AFRICAN CONTEXT?

Equity requires legislation/policies to be formulated and measures to be taken to address/redress historical and social disadvantages. An example of legislation that advances equity is the Employment Equity Act which requires the implementation of **affirmative action** measures to redress under-representation of designated groups (namely African, 'Coloured', Indian and Chinese individuals, and White females) in workplaces where these individuals were previously not allowed to apply and/or were not appointed because of their appearance and/or gender.



**EQUALITY**  
Promotion Campaign