



Higher Education Transformation Network

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For Immediate Release

PRESS RELEASE: COMMISSION FOR EMPLOYMENT EQUITY (CEE) 2019 REPORT

The Higher Education Transformation Network (HETN) hereby welcomes the 2019 Employment Equity Report published by the Commission for Employment Equity (CEE).

We remain dismayed by the continuing low compliance evidenced by employers and scant regard for the development of Africans in a country with the highest social inequalities with a high unemployment rate of 29%.

Employment Equity Statistics for Higher Education Sector											
Workforce Profile	Males				Females				Foreign Nationals		Total Percentage
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
Top Management	12.9%	2.4%	3.4%	35.5%	8.4%	2%	2.1%	28.6%	3.1%	1.5%	100%
Senior Management	16.3%	3.1%	3.2%	23.4%	9.5%	2.7%	3.5%	32.2%	4.2%	1.8%	100%
Professionally Qualified	21.2%	2.2%	3%	11%	30.4%	2.5%	3.5%	20.2%	4.1%	2%	100%
Skilled Technical	21.8%	1.3%	1.2%	2.6%	57.3%	2.8%	3.2%	8.6%	0.7%	0.5%	100%
Semi-skilled Labour	30.3%	2.1%	0.5%	1.5%	55.4%	3.9%	1%	4.8%	0.3%	0.3%	100%
Unskilled Labour	34.6%	1.4%	0.3%	0.5%	58.5%	3.1%	0.3%	0.8%	0.4%	0.2%	100%

Source: Employment Equity Commission Report 2019

From the abovementioned 2019 CEE statistics, it is clear that there has been an overall increase in the number of African males and females in the higher education sector, we remain concerned by the marginal advancement of Africans at Top Management and Senior Management levels in the sector .

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Directors: SR. Legoabe; S. Kopung; ML. Seolonyane (Executive); L. Tlou; T. Phendla; DT. Molea; S. Malinga; R.Ramatshosa

We further note that the increase in the employment of Africans took place mostly in the Professionally Qualified to Unskilled Labour workforce profiles. The abovementioned trends are consistent with our historic findings in the sector.

In our joint study published jointly with the Commission for Gender Equity (CGE) titled “*Gender Transformation in the Higher Education Sector*” published in September 2016 (http://www.hetn.org.za/documents/CGE_HETN_Study_Final.pdf), our study found several indicators that belied lack of gender transformation in the higher education sector in the form of:-

- Non-Compliance with Employment Equity targets
- Contract employment of African females in junior administrative workforce roles
- Discriminatory Workplace Practices
- Workplace Victimizations
- Poor Career Growth Avenue for Female Staff
- Adverse Organizational Culture
- Disproportionate / Secretive Remuneration scales
- High Turnover of Black / Female Staff

Whilst we welcome the general progress attained in the transformation of the sector, we emphasize that more needs to be done to attain the sector targets set in the **National Development Plan (NDP) Vision 2030** which states that “*universities should be welcoming for black and female teachers, students and researchers*” to ensure “*significant progress in reversing gender and racial imbalances in the higher education sector to ensure that African and women make up 50% of the teaching and research staff of universities*”.

20 years after democracy, it remains unacceptable that African females only constitute 8.4% at Top Management and only 9.5% at Senior Management roles.

We further condemn the disproportionately low number of black South African Professors and Associate Professors as well as the disproportionate increase in Foreign Nationals in the Top Management and Senior Management ranks in the higher education sector at the expense of qualified and experienced black South African academia.

In this regard the Network reiterates the concerns highlighted by the Commission for Employment Equity (CEE) 2019 that:-

“The high representation of the Foreign National Population Group, particularly at the lower occupation levels remains a serious concern. Questions need to be asked whether our labour laws governing migration are adequately implemented in South Africa in a country with an unemployment rate of in excess of 27%. “



We call on Vice-Chancellors (as represented by Universities SA) and the Department of Higher Education and Training to take more meaningful steps to develop and employ more qualified and experienced black South African academia and commit themselves to the transformation of the higher education sector to eliminate socio-economic disparities.

PLANNED LITIGATION FOR EMPLOYMENT EQUITY COMPLIANCE

In May 2019, the Network initiated a campaign to ensure employment equity compliance by publicly-funded institutions of higher learning.

This campaign saw the Network issuing public information requests to all institutions of higher learning in terms of the Promotion of Access to Information Act 2 of 2000 (PAIA) for the employment equity plans from 19991 – 2019.

Since issuing the PAIA requests to the higher education sector on the 26th June 2019, we confirm that PAIA records have only been received from the University of Pretoria (UP); University of Cape Town (UCT); University of Stellenbosch; Mangosuthu University of Technology and Central University of Technology (CUT) as per below.

EEA Records Delivered	Feedback Received No EEA Records Delivered	No Feedback Received No EEA Records
University of Cape Town (UCT)	UKZN	North West University (NWU)
University of Stellenbosch (US)	WITS University	University of South Africa (UNISA)
Mangosuthu University of Technology (MUT)	University of Free State (UFS)	Tshwane University of Technology (TUT)
University of Pretoria (UP)	University of Johannesburg (UJ)J	University of Venda (UNIVEN)
Central University of Technology (CUT)	Durban University of Technology	Walter Sisulu University (WSU)
	Cape Peninsula University of Technology (CPUT)	Nelson Mandela University (NMMU)
		University of Limpopo (UL)

We reiterate our warning to the Councils, Vice-Chancellors and Registrars of NWU; UNISA; TUT; UNIVEN; WSU and NMMU who continue to ignore our PAIA requests that we will not hesitate to institute strong legal action against any publicly funded institution of higher learning which fails to comply with the PAIA Act of 2000 which obliges them to furnish us with the EEA records.

In lieu of the non-compliance with our PAIA request, the Network is about to send a request in terms of the PAJA Act 3 of 2000 failing which we will have no option but to institute a High Court application to compel delivery of records. Ends



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About the Higher Education Transformation Network (HETN):-

The Higher Education Transformation Network (HETN) is an independent network of alumni and graduates from various higher education and further educational institutions across South Africa committed to the process of transformation of higher education to increase equitable and access to education, skills and learning to eliminate of socio-economic disparities.

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