



Higher Education Transformation Network

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For Immediate Release

PRESS RELEASE: APPOINTMENT OF DR MONNAPULA-MAPESELA AS RHODES UNIVERSITY DEPUTY VICE-CHANCELLOR

The Higher Education Transformation Network (HETN) hereby welcomes the appointment of Dr Monnapula-Mapelesela as Rhodes University's first black female Deputy Vice-Chancellor

We welcome the appointment of Dr Monnapula-Mapelesela, a seasoned and experienced academic in her own right and emphasize that this appointment is in line with the national objectives 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".

All too many university Councils and Vice-Chancellors continue to pay lip service to transformation and employment equity compliance and fail to develop South African black African female academia and Researchers in their respective university workplaces contrary to the Employment Equity Act 55 of 1998 and the National Development Plan (NDP) Vision 2030.

Higher education managers further do not view employment equity parity and the need to transform the workplace in a serious light and have over the years not invested the requisite management efforts and budgets at ensuring that sectoral demographics are improved in line with the ethos of the NDP Vision 2030.

Higher Education ACCESS for ALL Communities



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

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	12.6%	4.9%	5%	35.5%	7.6%	2.4%	2.6%	24.9%	3.2%	1.3%	100%
Senior Management	14.1%	3.5%	3.9%	26.1%	8.4%	2.7%	3.8%	32.9%	3.7%	1.7%	100%
Professionally Qualified	14%	4.7%	2.5%	19.4%	13.1%	3.7%	3.3%	31.7%	4.9%	2.6%	100%
Skilled Technical	19.1%	6.7%	1.3%	7.9%	30.8%	10.2%	2.3%	19.1%	1.5%	1%	100%
Semi-skilled Labour	22%	8.1%	0.4%	3.1%	30.8%	20.8%	0.8%	13.1%	0.5%	0.4%	100%
Unskilled Labour	33%	11.3%	0.2%	1%	38.9%	11.9%	0.2%	1.6%	1%	0.6%	100%

Source: Employment Equity Commission Report 2018

We call on all higher education managers and Vice-Chancellors (as represented by Universities SA) and the Council for Higher Education (CHE) to take meaningful steps to ensure the development and appointment of more qualified and experienced black female South African academia and Researchers and further commit themselves to the transformation of the higher education sector to eliminate socio-economic disparities.

Our national programme to collect employment equity compliance records from all institutions of higher learning in terms of the Promotion of Access to Information Act 2 of 2000 (PAIA) is currently underway and we will not hesitate to institute strong legal action against any non-compliant institution of higher learning which continues to fail compliance with the Employment Equity Act 55 of 1998.

The Council for Higher Education (CHE) has failed to give leadership and enforce its mandate to achieve transformation in the higher education sector. 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.

