



# Higher Education Transformation Network

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Date: 12<sup>th</sup> June 2019

For Immediate Release

## **PRESS RELEASE: PLANNED LITIGATION: NON-COMPLIANCE WITH EMPLOYMENT EQUITY ACT 55 of 1998**

The Higher Education Transformation Network (HETN) hereby warns that it intends issuing litigation papers against all higher education who continue to fail to comply with the Employment Equity Act 55 of 1998.

It has been over 20 years since the commencement of employment equity reporting by public institutions of higher learning yet the workforce profiles of the higher education sector has remained unchanged with the sector remaining as one of the most untransformed workplaces in the country.

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](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 Victimization
- Poor Career Growth Avenue for Female Staff
- Adverse Organizational Culture
- Disproportionate / Secretive Remuneration scales
- High Turnover of Black / Female Staff

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We condemn the inaction evidenced by Vice-Chancellors and the entire sector for their continued non-compliance with the Employment Equity Act of 1998 which lies contrary to the national target 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”.

Workplace statistics published by the Commission for Employment Equity (2018) further indicate that higher education managers do not view employment equity parity and the need to transform the workplace in a serious light and have not invested the requisite management efforts and budgets at ensuring that the sectoral demographics are improved.

20 years after democracy, it remains unacceptable that African females at Top Management only constitute 7.6% and only 8.4% at Senior Management roles. We condemn the disproportionately low number of black South African Professors and Associate Professors produced by the sector as well as the disproportionate employment of foreign nationals in the higher education sector at the expense of qualified and experienced black South African academia who are being overlooked for above roles.

<b>Employment Equity Statistics for Higher Education Sector</b>											
Workforce Profile	Males				Females				Foreign Nationals		Total Percentage
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	
<b>Top Management</b>	12.6%	4.9%	5%	35.5%	7.6%	2.4%	2.6%	24.9%	3.2%	1.3%	100%
<b>Senior Management</b>	14.1%	3.5%	3.9%	26.1%	8.4%	2.7%	3.8%	32.2%	3.7%	1.7%	100%
<b>Professionally Qualified</b>	14%	4.7%	2.5%	19.4%	13.1%	3.7%	3.3%	31.7%	4.9%	2.6%	100%
<b>Skilled Technical</b>	19.1%	6.7%	1.3%	7.9%	30.8%	10.2%	2.3%	19.1%	1.5%	1%	100%
<b>Semi-skilled Labour</b>	22%	8.1%	0.4%	3.1%	30.8%	20.8%	0.8%	13.1%	0.5%	0.4%	100%
<b>Unskilled Labour</b>	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) to take 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 through education.

The High Education Transformation Network will be issuing public information requests to all institutions of higher learning in terms of the Promotion of Access to Information Act 2 of 2000 (PAIA) and will not hesitate to institute strong legal action against any non-compliant institution of higher learning including the Council for Higher Education (CHE) which has failed its statutory mandate to achieve transformation in the higher education sector.

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**For further information, please contact:-**

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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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