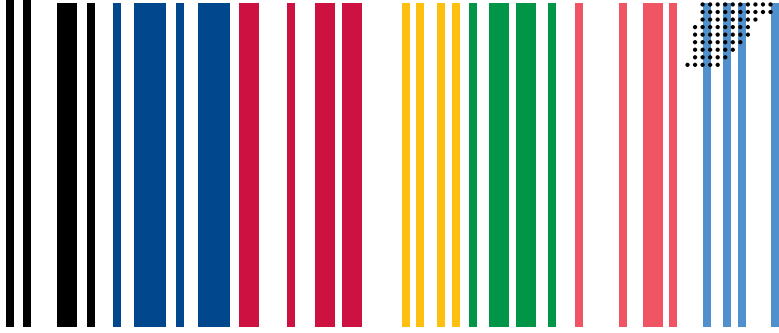




Vaal University of Technology

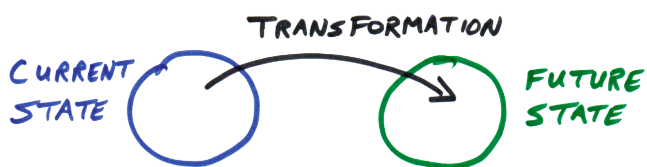
Your world to a better future



Employment Equity Progress Report 2016-2017 In comparison with EE Numerical Goal 2020



SOCIAL JUSTICE & TRANSFORMATION UNIT



VUT EMPLOYMENT EQUITY LANDSCAPE

- The Vaal University of Technology is a designated employer in terms of the Employment Equity Act, 55 of 1998 (as amended). There are legal obligations imposed on designated employers including conducting a workforce analysis, setting numerical goals, affirmative action measures, and developing an Employment Equity Plan.
The Employment Equity Act (EEA) is aimed at redressing disparities in employment conditions, including income, and opportunities across all occupational levels by eliminating unfair discrimination on the prohibited grounds including, race, colour, gender, sexual orientation, HIV status, belief, political opinion, culture, marital status, ethnic or social origin, pregnancy, age, language, religion, disability, including any arbitrary grounds.
- Sections 15 and 20 of the Employment Equity Act, 55. of 1998 (as amended), emphasizes the issues of equitable representation at all occupational levels. Section 19 of EEA provides that a designated employer must conduct an analysis which must include workforce profile within each occupational levels to determine a degree of under-representation of employees from designated groups in various occupational levels.
- This VUT Employment Equity landscape is presented based on occupational levels, race, gender and disability. Whilst there has been progressive demographic transformation in the staff profile of the Vaal University of Technology, there remains problematic areas including disability representivity and gender and under-representation of designated groups such as Africans, Coloureds and Indians in certain occupational levels. Affirmative action measures are being implemented to mitigate demographic under- representivity which is monitored for the duration of VUT Employment Equity Plan.
- VUT's 5 year EE Plan came to an end in September 2015, and as required by section 23 of EEA, a new successive 5 year EE Plan from October 2015 to September 2020 was drafted. The new EE Plan is now in place.
- The following graphs below illustrate the VUT staff profile as at the end of 2016, where we are at the moment (current staff profile in 2017) and the 2020 EE numerical goal (what we aim to achieve at the end of the next 5 years period).
- Please feel free to make any comments or suggestion to the Employment Equity Practitioner, Victor Mashilwane at victorm@vut.ac.za or tel. 016 950 9528.

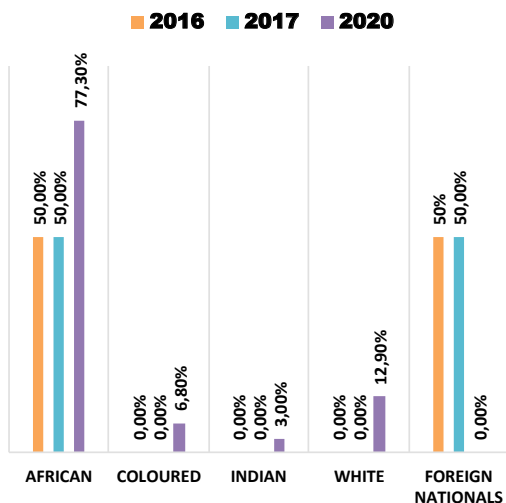
COMPARISON OF TOTAL VUT STAFF IN 2016, 2017 AND 2020 PROJECTION

Progress To Date

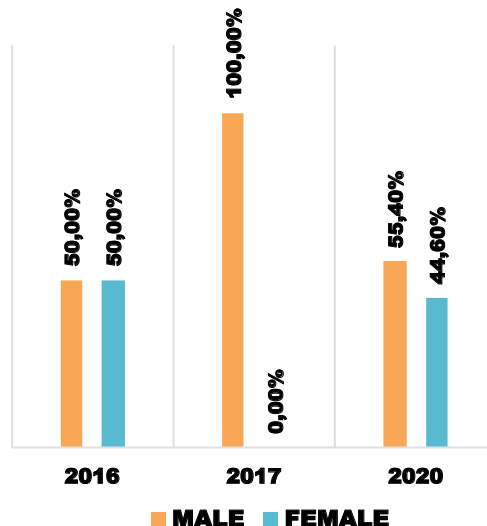
RACE

GENDER

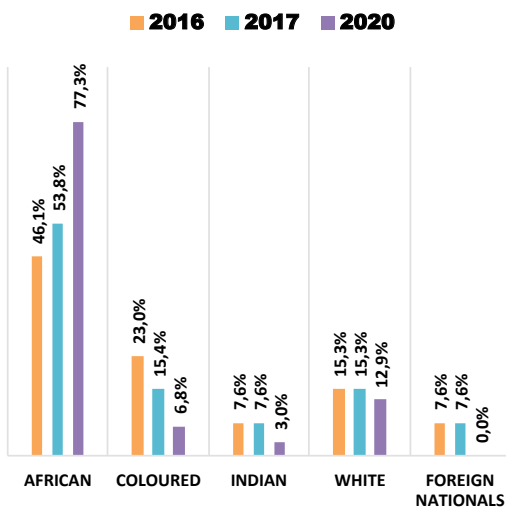
TOP MANAGEMENT Peromnes 1-2



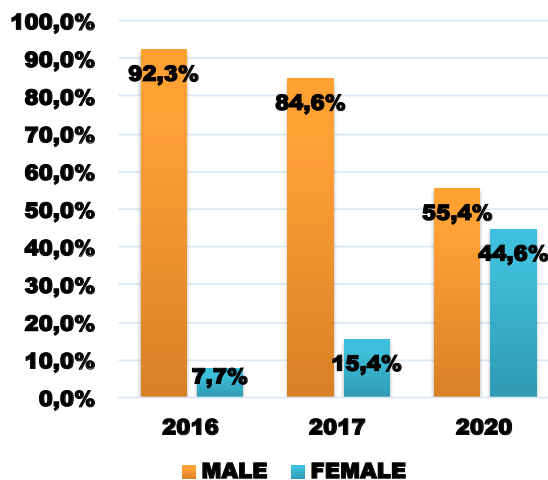
TOP MANAGEMENT Peromnes 1-2



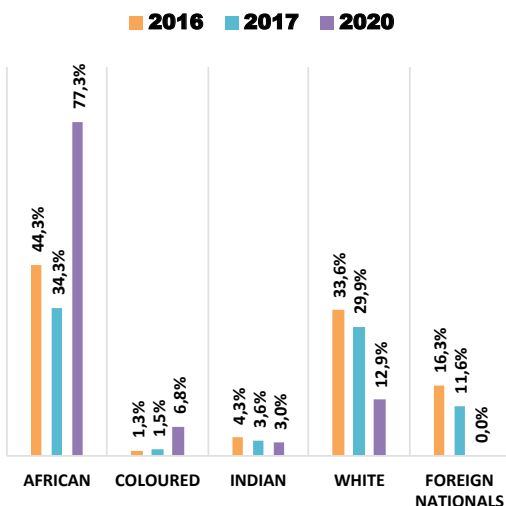
SENIOR MANAGEMENT Peromnes 3-4



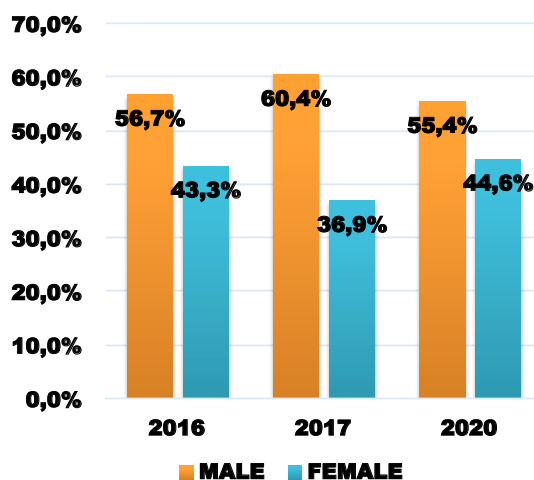
SENIOR MANAGEMENT Peromnes 3-4



PROFESSIONALLY QUALIFIED Peromnes 5-7



PROFESSIONALLY QUALIFIED Peromnes 5-7

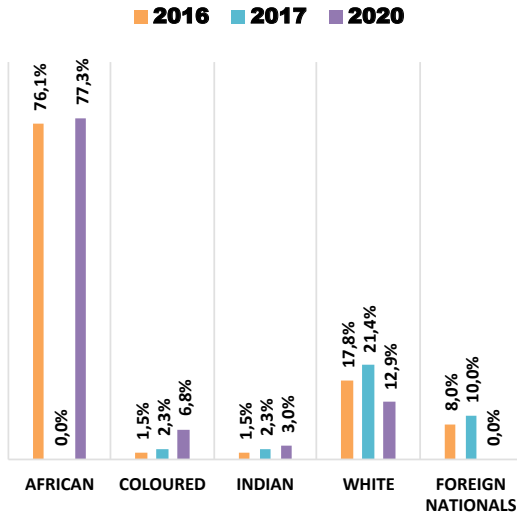


COMPARISON OF TOTAL VUT STAFF IN 2016, 2017 AND 2020 PROJECTION

Progress To Date

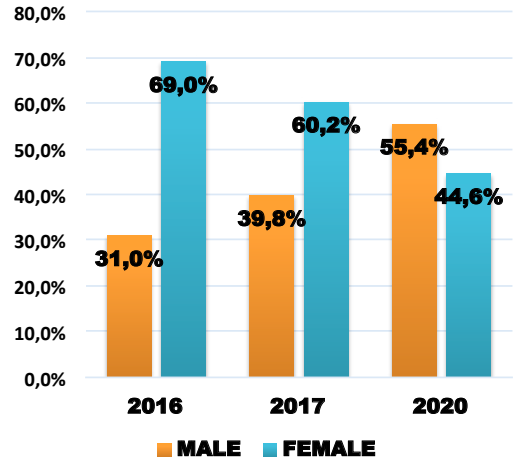
RACE

SKILLED TECHNICAL Peromnes 8-12

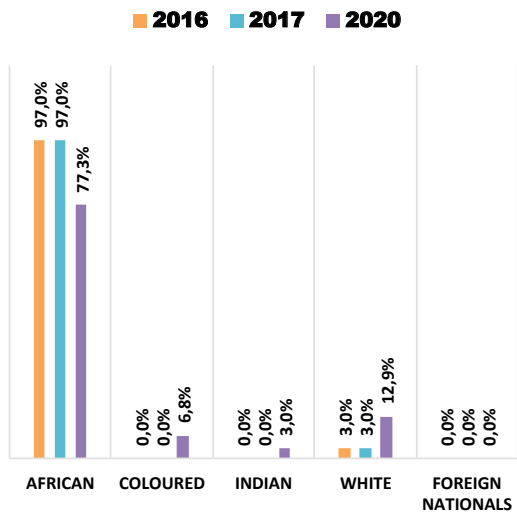


GENDER

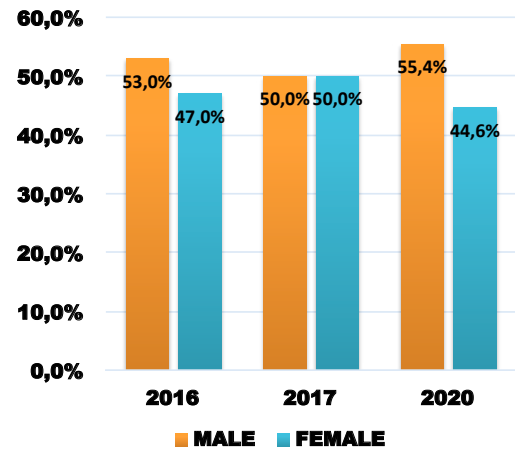
SKILLED TECHNICAL Peromnes 8-12



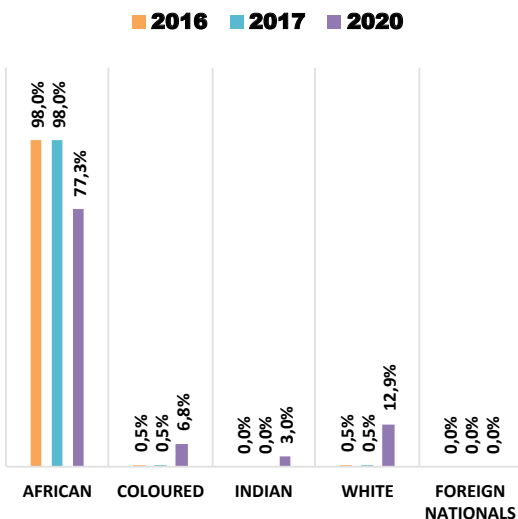
SEMI-SKILLED Peromnes 13-15



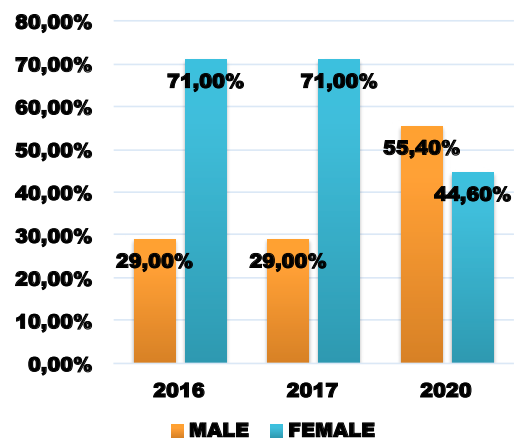
SEMI-SKILLED Peromnes 13-15



UNSKILLED Peromnes 16-18



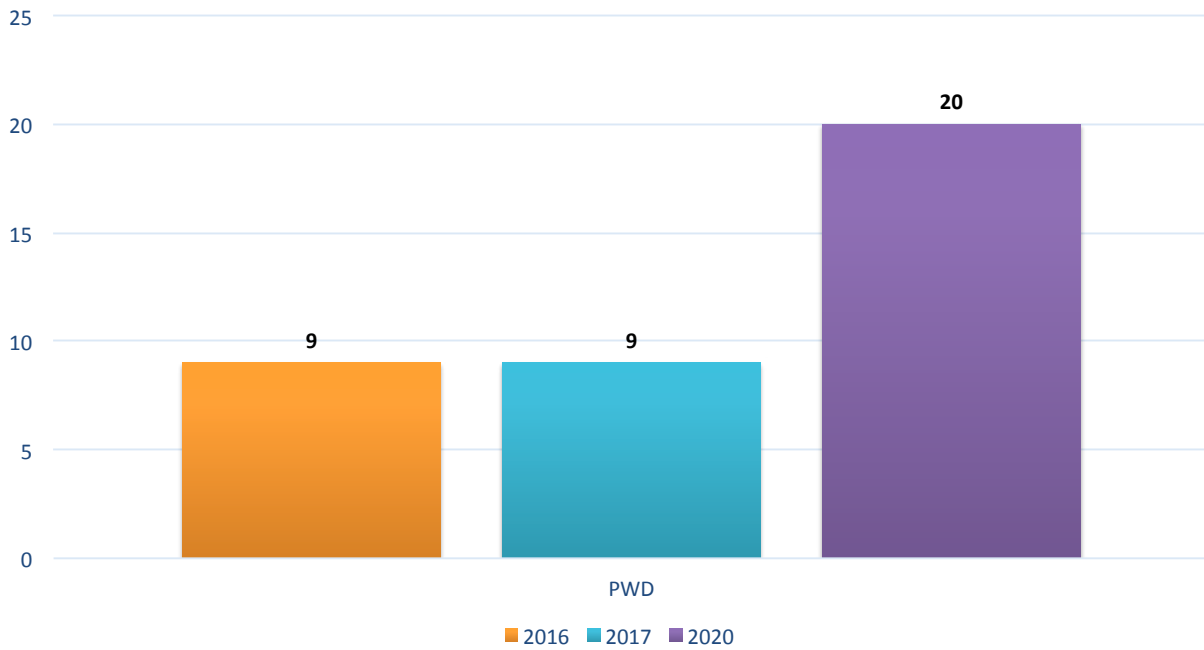
UNSKILLED Peromnes 16-18



COMPARISON OF TOTAL VUT STAFF IN 2016, 2017 AND 2020 PROJECTION

Progress To Date

STAFF WITH DISABILITIES



6 Permanent Staff with disabilities, 3 Temporary staff with disabilities

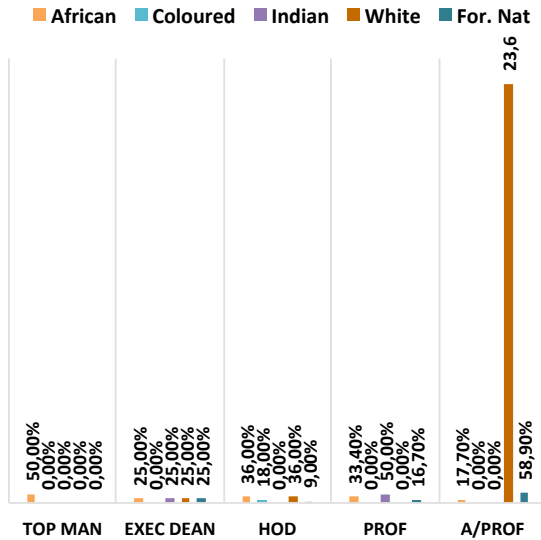


CURRENT ACADEMIC STAFF PER POSTNAME

Current Academic Staff

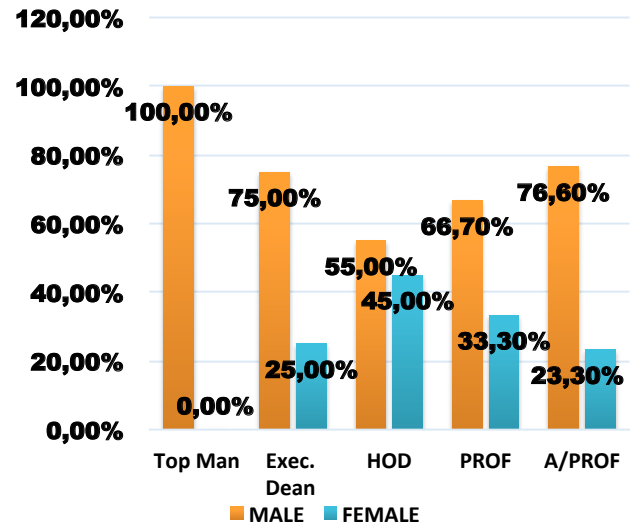
RACE

ACADEMIC

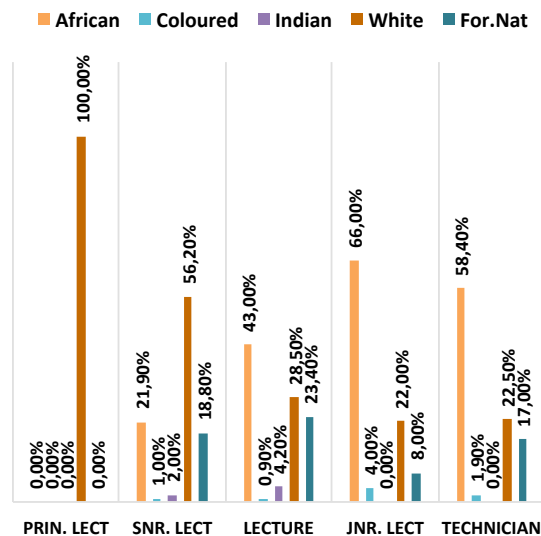


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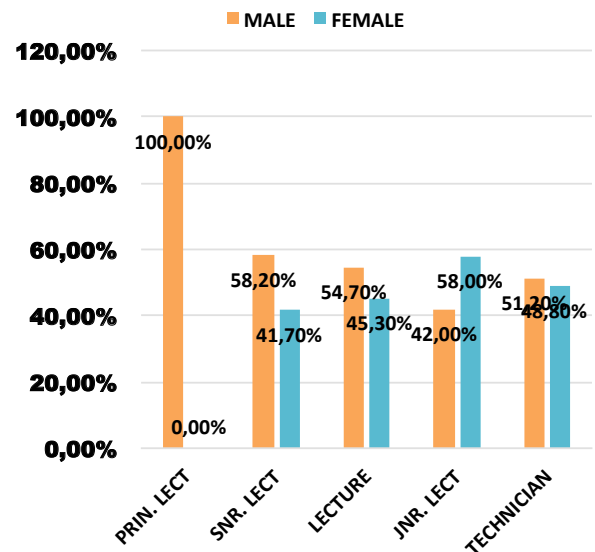
ACADEMIC



ACADEMIC



ACADEMIC



EE BLIND SPOTS

Diversity management in particular employment equity transformation is replete with 'blind' spots which at a macro level can be hard to discern – in other words creates an impression that an organization has made substantial progress or is "transformed" – in redressing the inequities of the past where the workplace was dominated by white people particularly males. It is only when one looks at a micro level that one could identify the 'blind' spots or areas where employment equity is either uneven or is not progressing at a substantial pace despite necessary frameworks being in place. VUT does have areas where staff are underrepresented and a need to redress is thus called for. The five critical 'blind' spots are listed below with recommendations.

1.1 Gender

Whilst VUT has women employed in the majority, it is of concern that this group continues to be underrepresented in both the academic and support occupational levels. There are currently very few women employed in middle to top management levels compared to men. Also there are very few women academics employed at senior academic level i.e. Associate Professors, Professors, and Heads of Department and at Executive Dean level, including as leaders of research units

1.2 Designated Groups

VUT has severe underrepresentation of the following designated groups i.e. Africans, Coloureds and Indians in both academic and support staff categories. What is more disconcerting is that this category of designated groups is twice outnumbered by foreign nationals who are permanently employed.

1.3 People with Disabilities

VUT does not meet the 2% threshold for people with disabilities. Currently there are only six permanent people employed with disabilities, with three people employed on temporary basis. As of May 2016, this constitute 0.54% of people with disabilities. This is a serious risk as far as complying with the provisions of the Employment Equity Act, 1998.

1.4 Academics

This staff category reflects the dominance of white staff in critical leadership positions including at associate professor, professor and heads of department level

1.5 Foreign nationals

8.4% of permanent staff employed at VUT are foreign nationals, the males constitute 6.2% whilst females are 2.2 %.

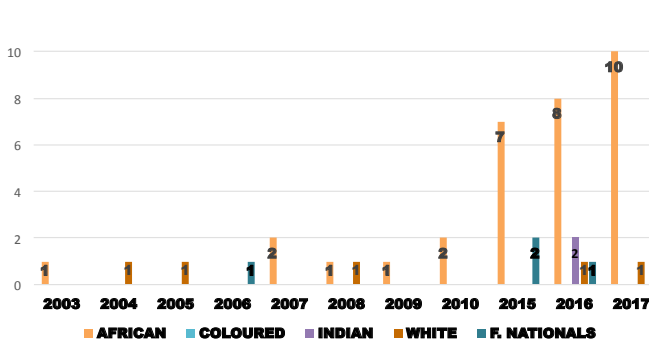
RECOMMENDATIONS

It is strongly recommended that the following steps be taken into consideration in ensuring that VUT makes a concerted effort to reverse the trend

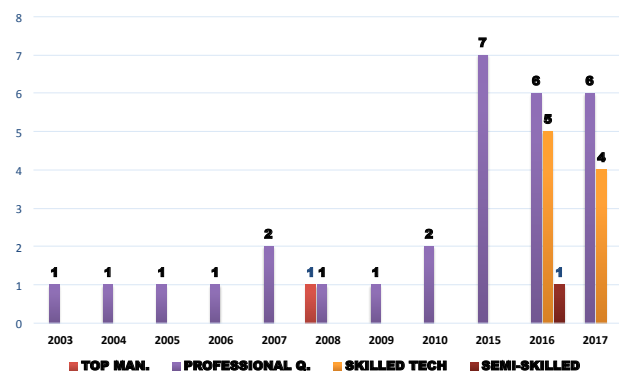
1. All advertisements should indicate preference necessary to meet the employment equity numerical targets.
2. Advertisements must display the various disability logos as a first step to creating an inclusive employment environment
3. There is a need to send a strong signal of the university's commitment to gender equity, by ensuring that some of the top and senior management vacancies are earmarked for women. The vacancies include the following: Deputy Vice Chancellor: Governance and Organisational Transformation, Deputy Vice Chancellor: Technology Transfer & Innovation, ED: Library, ED:HR, ED: Research, ED: VC's Office, ED Institutional Planning, Campus Principal: Secunda, Campus Principal, Daveyton. Redress and equity requires fairness and social justice be fundamental in ensuring an equitable employment practices. In terms of the current EE profile, women should at least be considered for 6 of the executive director posts and at least 1 of the DVC posts.
4. There needs to be a clear focus on not only implementing the strategy for employment of staff with disabilities including meeting our annual equity targets but as a first ensure that the 3 staff with disabilities are made permanent after due process.
5. The underrepresentation of women at senior academic levels including at associate and professor levels should be attended to in all future employment processes.
6. Employment equity should be a standing agenda item in EMC meetings to monitor progress of these equity 'blind' spots.
7. There is a need that a draft policy on employment of foreign nationals be approved which should be foregrounded by the list of critical and scarce skills.
8. There is a need to include the EE profile (including the EE numerical targets and gap) not only during short listings and interviews but also when an appointment decision is under EMC/ Council consideration.
9. There is a need for consideration in setting numerical targets for foreign nationals.

VUT HUMAN CAPITAL INVESTMENT HERS-SA (WOMEN) DEVELOPMENT

2003-2017 per RACE

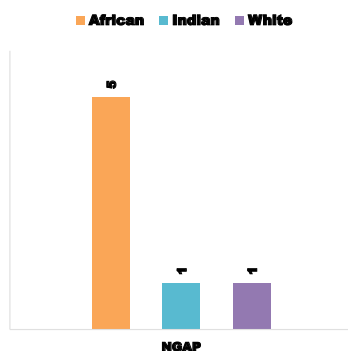


2003-2017 per OCCUPATIONAL LEVEL

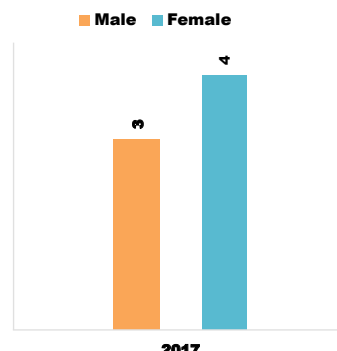


nGAP 2017 PROGRESS TO DATE

RACE

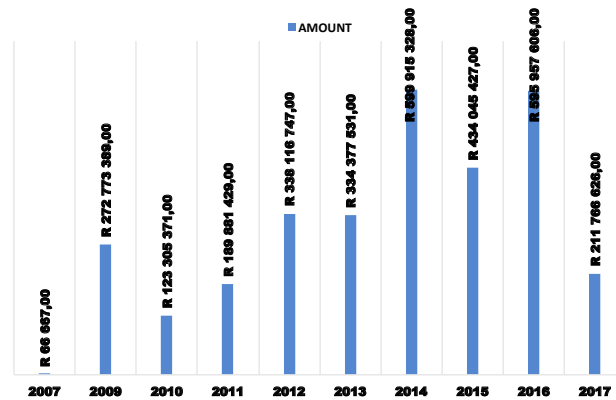


GENDER

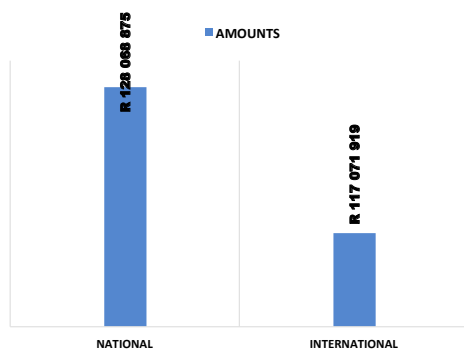


EXECUTIVE SENATE RESEARCH AND INNOVATION COMMITTEE (ESRIC) FUNDS AWARDED

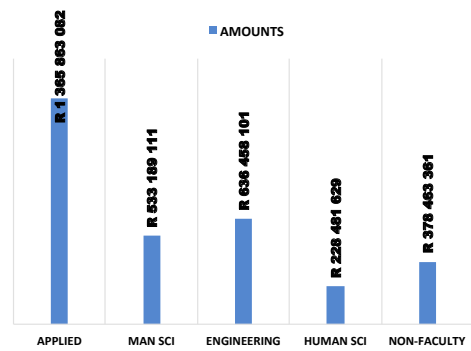
TOTAL AMOUNT AWARDED PER YEAR



CONFERENCES: NATIONAL AND INTERNATIONAL

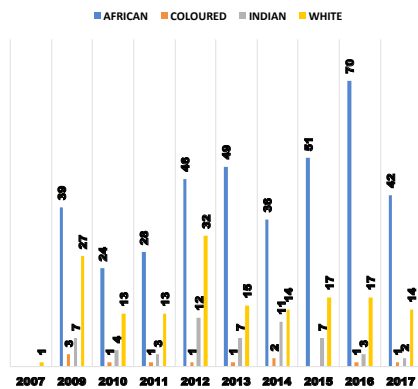


AMOUNT SPENT PER FACULTY

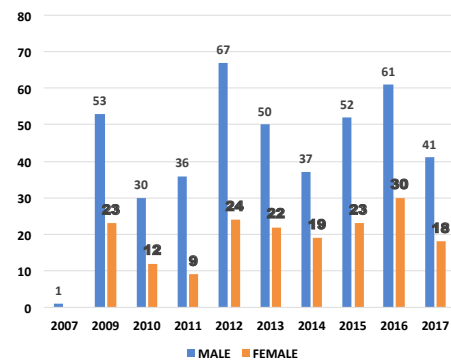


NUMBER OF STAFF PARTICIPATED IN ESRIC PROJECTS PER RACE AND GENDER

RACE

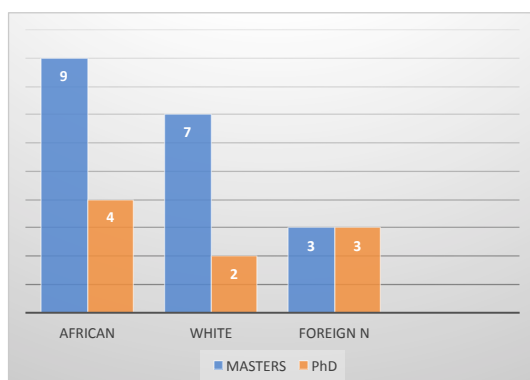


GENDER



STAFF RECEIVING FUNDING FOR MASTERS & PhD STUDIES

RACE



GENDER

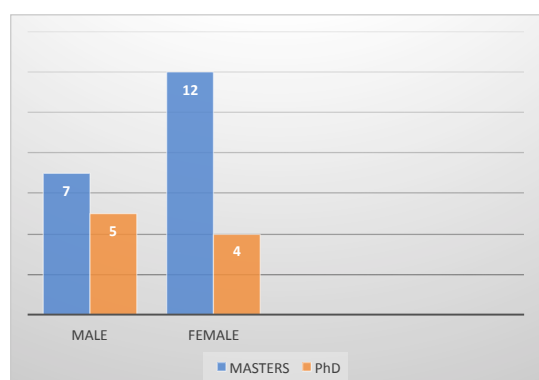


TABLE 1: MASTERS & PhD STAFF PER OCCUPATIONAL LEVELS

Level	Occupational Levels	MALE				FEMALE				FOREIGN NATIONALS		TOTAL
		A	C	I	W	A	C	I	W	MALE	FEMALE	
1-2	Top management	0	0	0	0	0	0	0	0	0	0	0
3-4	Senior management	1	0	0	0	0	0	0	0	0	0	1
5-7	Professionally qualified and mid-management	2	0	0	1	2	0	0	1	0	1	6
8-11	Skilled Technical	2	0	0	1	6	0	0	1	1	1	13
12-15	Semi-Skilled	0	0	0	0	0	0	0	0	0	0	0
16-18	Unskilled	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT		5	0	0	2	8	0	0	2	1	2	20
TOTAL TEMPORARY		0	0	0	3	0	0	0	2	1	2	8
GRAND TOTAL		5	0	0	5	8	0	0	4	2	4	28

TABLE 2: MASTERS & PhD STAFF FUNDING PER AGE CATEGORIES 2017

Level	MALE		TOTAL MALES	FEMALE		TOTAL FEMALES	TOTAL
	<35	35-55		<35	35-55		
3	0	1	1	0	0	0	1
5	0	1	1	0	1	1	2
6	0	1	1	0	1	1	2
7	0	1	1	0	1	1	2
8	0	3	3	1	4	5	8
9	1	0	1	3	1	4	5
TOTAL PERMANENT	1	7	8	4	8	12	20
TOTAL TEMPORARY	1	3	4	1	3	4	8
GRAND TOTAL	2	10	12	5	11	16	28



SOCIAL JUSTICE & TRANSFORMATION UNIT

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