



**UNIVERSITY OF
KWAZULU-NATAL**

**COLLEGE OF AGRICULTURE, ENGINEERING
AND SCIENCE
EMPLOYMENT EQUITY PLAN
AND
REPORT**

OCTOBER 2010-SEPTEMBER 2014

SECTION A: INTRODUCTION AND INSTRUCTIONS

The University of KwaZulu-Natal is a public institution with a mission of becoming the leading institution of higher learning in South Africa. The University commits itself to academic excellence, innovation in research and critical engagement with society.

VISION

To be the Premier University of African Scholarship.

PURPOSE

A broad objective of the Employment Equity Act is to achieve an equitable representation of the designated groups that mirrors their Economically Active Population (EAP). The Economically Active Population includes people from 15 to 64 years of age who are either employed or unemployed and seeking employment; as per Statistics South Africa's parameters.

In line with this objective the University has pledged itself as a truly South African university that is demographically representative, redressing the disadvantages, inequities and imbalances of the past.

PRINCIPLES AND CORE VALUES

The University commits itself to the principles and values enshrined in the constitution of the Republic of South African and articulated in the preamble to the Higher Education Act of 1997 (as amended).

GOALS

The University is trying to achieve the following goals in Equity:

- Increase representation of under-represented groups in both staff and students, across all levels of the University, and to provide support for those groups;
- Staff and students skilled in working and studying with people from diverse cultural and linguistic backgrounds;
- Ensure that the University meets its responsibilities to staff and students as required by legislation like the Employment Equity Act and the Promotion of Equality and Prevention of Unfair Discrimination Act;
- Embed principles of equity within the fabric of the working life of the University;
- Work towards 'best practice' in equity and diversity in all areas of the University's operations.

SECTION B: NATIONAL AND REGIONAL DEMOGRAPHICS

The national and regional workforce distribution supplies information on the total population and the Economically Active Population (EAP) of the country's four major population groupings in terms of their race and gender, which is crucial for the setting of Employment Equity numerical goals.

It is important for the demographics of the workplace to reflect the demographics of the operating region, thus it is necessary to consider the KZN population, to see whether there are any marked differences from the national data.

Table 1: Profile of the national population by race and gender and profile of the Active Population by race and gender

Population Group	National population distribution (2007)			Economically active (QLFS, 3 rd Quarter 2009)		
	Male	Female	Total	Male	Female	Total
African	18,417,431	19,837,737	38,255,168	6,697,284	5,847,073	12,544,357
	38.0%	40.9%	78.9%	39.2%	34.2%	73.5%
Coloured	2,117,606	2,257,918	4,375,524	1,034,927	891,633	1,926,560
	4.4%	4.7%	9.1%	6.1%	5.2%	11.3%
Indian	615,971	628,663	1,244,634	332,403	186,366	518,769
	1.1%	1.3%	2.4%	1.9%	1.1%	3.0%
White	2,261,054	2,365,683	4,626,737	1,150,381	936,986	2,087,367
	4.7%	4.9%	9.6%	6.7%	5.5%	12.2%
Total	23,412,062	25,090,001	48,502,063	9,214,995	7,862,058	17,077,058
	48.2%	51.8%	100%	54%	46%	100%

Table 1 shows that Africans constitute the largest group (78.9%) of the national population in South Africa; followed by Whites (9.6%); Coloureds (9.1%) and Indians (2.4%). In terms of gender, females constitute 51.8% and males 48.2% of the national population.

Again **Table 1** shows that Africans constitute the largest group (73.5%) of the EAP in South Africa; followed by Whites (12.2%); Coloureds (11.3%) and Indians (3%). In terms of gender, males and females are relatively evenly distributed at 54% and 46% respectively. Africans are the only group, where their EAP lags behind their National Population Distribution (NPD).

Table 2: Profile of the regional (KZN) population by race and gender and profile of the Active Population by race and gender

Population Group	Regional population distribution (2007)			Economically active (QLFS, 3 rd Quarter 2009)		
	Male	Female	Total	Male	Female	Total
African	4, 173 734	4, 651 488	8, 825 222	1,231,997	1,188,358	2,420,355
	40.7%	45.3%	86%	40.7%	39.3%	80%
Coloured	68,769	77,135	145 904	19,824	20,363	40,187
	0.7%	0.8%	1.4%	0.7%	0.7%	1.3%
Indian	410,786	425,094	835 880	205,848	119,429	325,277
	4.0%	4.1%	8.1%	6.8%	3.9%	10.8%
White	219,993	232,231	452 224	131,842	106,277	238,119
	2.1%	2.3%	4.5%	4.4%	3.5%	7.9%
Total	4, 873 282	5, 385 948	10, 259 230	1,589,510	1,434,427	3,023,937
	47.5%	52.5 %	100%	52.6%	47.4%	100%

Quarterly Labour Force Survey (3rd Quarter 2009)

Table 2 shows that in Kwazulu-Natal Africans constitute the largest group (80%) of the EAP; followed by Indians (10.8%); Whites (7.9%); and Coloureds (1.3%). In terms of gender, males and females are relatively evenly distributed at 52.6% and 47.4% respectively.

SECTION C: WORKFORCE PROFILE AND CORE & SUPPORT FUNCTIONS

1. COLLEGE WORKFORCE PROFILE - SEPTEMBER 2009

Table 3: Please report the total number of **employees** (including employees with disabilities) in each of the following **occupational levels**: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

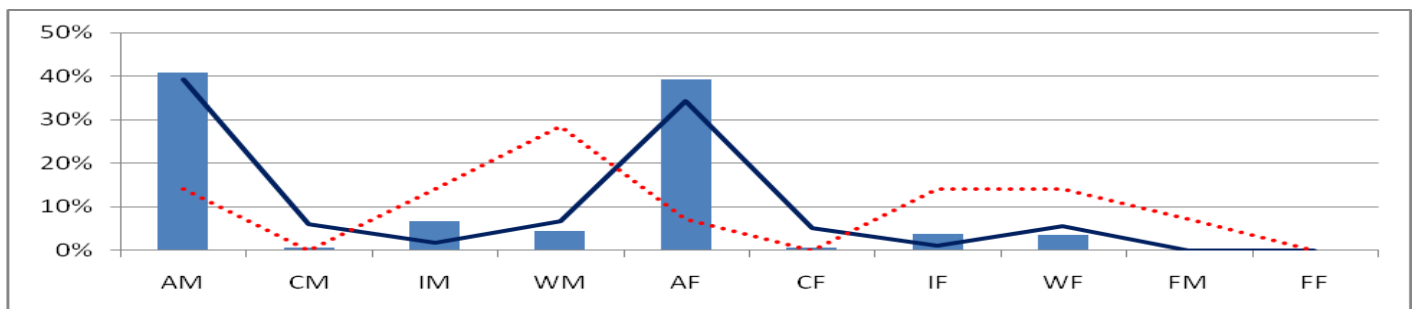
Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	M	F	
Top management (Gr. 1)											1
Senior management (Gr.1 - 3)	0	0	0	1	0	0	0	0	0	0	
Professionally qualified and experienced specialists and mid-management (Gr. 4 - 6)	5	0	9	54	0	0	1	9	26	1	105
Skilled technical and academically qualified workers, and junior management (Gr. 7 - 12)	32	8	108	96	35	6	85	99	58	11	538
Semi-skilled and discretionary decision making (Gr. 13 – 16)	44	0	7	1	25	1	3	2	0	0	83
Unskilled and defined decision making (Gr. 17 – 19)	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	81	8	124	152	60	7	89	110	84	12	727
Temporary employees	41	1	19	34	32	1	27	35	5	2	197
GRAND TOTAL	122	9	143	186	92	8	116	145	89	14	924

2. TRENDS ANALYSIS

The trends analysis provides a snapshot of representation in the top four occupational levels for the year 2009. Focus is placed on these specific four levels because almost all designated employers, including ourselves both large and small, have a large over-representation of Africans in the lower levels as such setting of special target in less needed. Trends on the representivity levels is centred around the first three occupational levels, i.e. Top Management and Senior Management, Professionally Qualified and Academically Qualified levels, as this is where the designated groups are most under-represented.

Figure 1: Percentage representation of senior and top management employees by race and gender

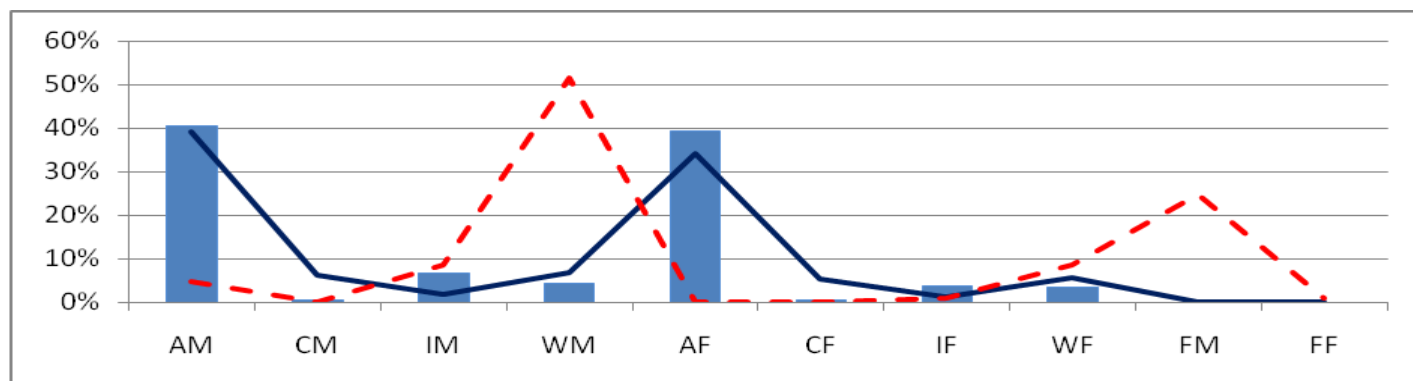
AM - African Male	AF - African Female	IM - Indian Male	IF - Indian Female	CM - Coloured Male
CF - Coloured Female	WM - White Male	WF - White Female	FM - Foreign Male	FF - Foreign Female



	AM	CM	IM	WM	AF	CF	IF	WF	FM	FF
— National EAP	39.2	6.1	1.9	6.7	34.2	5.2	1.1	5.5	0	0
■ Regional EAP	40.7	0.7	6.8	4.4	39.3	0.7	3.9	3.5	0	0
..... UKZN Top and Senior Management	14	0	14	29	7	0	14	14	7	0

Figure 1 shows that UKZN top and senior Management lags behind relative to their national and regional EAP statistics. It also shows that white males have the highest representation, followed by Indians and White females.

Figure 2: Percentage representation of middle management and professionals employees by race and gender

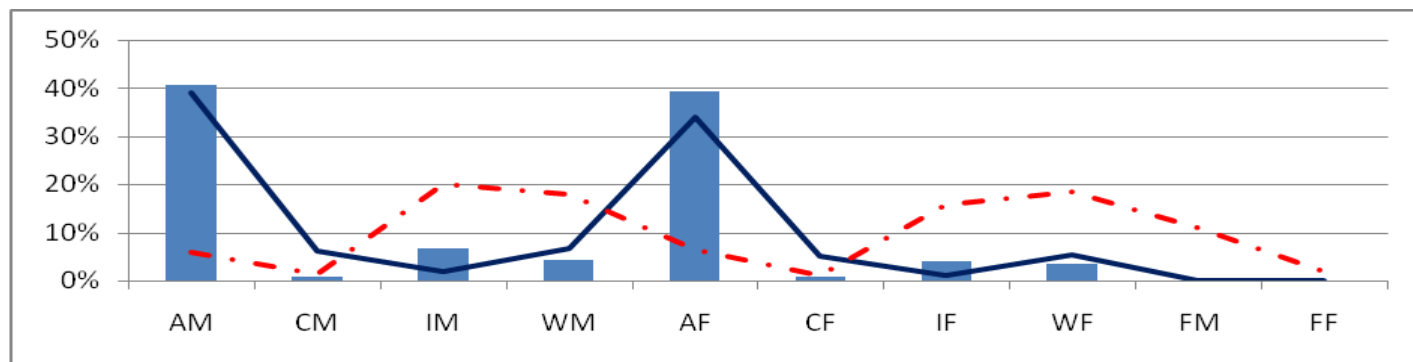


	AM	CM	IM	WM	AF	CF	IF	WF	FM	FF
National EAP	39.2	6.1	1.9	6.7	34.2	5.2	1.1	5.5	0	0
Regional EAP	40.7	0.7	6.8	4.4	39.3	0.7	3.9	3.5	0	0
College Middle Mgt and Professionals	4.8	0.0	8.6	51.4	0.0	0.0	1.0	8.6	24.8	1.0

Quarterly Labour Force Survey (3rd Quarter 2009)

At the professionally qualified level, White males show a huge over-representation relative to their respective national and regional EAP statistics.

Figure 3: Percentage representation of junior management and academically qualified employees by race and gender



	AM	CM	IM	WM	AF	CF	IF	WF	FM	FF
National EAP	39.2	6.1	1.9	6.7	34.2	5.2	1.1	5.5	0	0
Regional EAP	40.7	0.7	6.8	4.4	39.3	0.7	3.9	3.5	0	0
College Junior Mgt and Academically Qualified	6	1	20	18	7	1	16	18	11	2

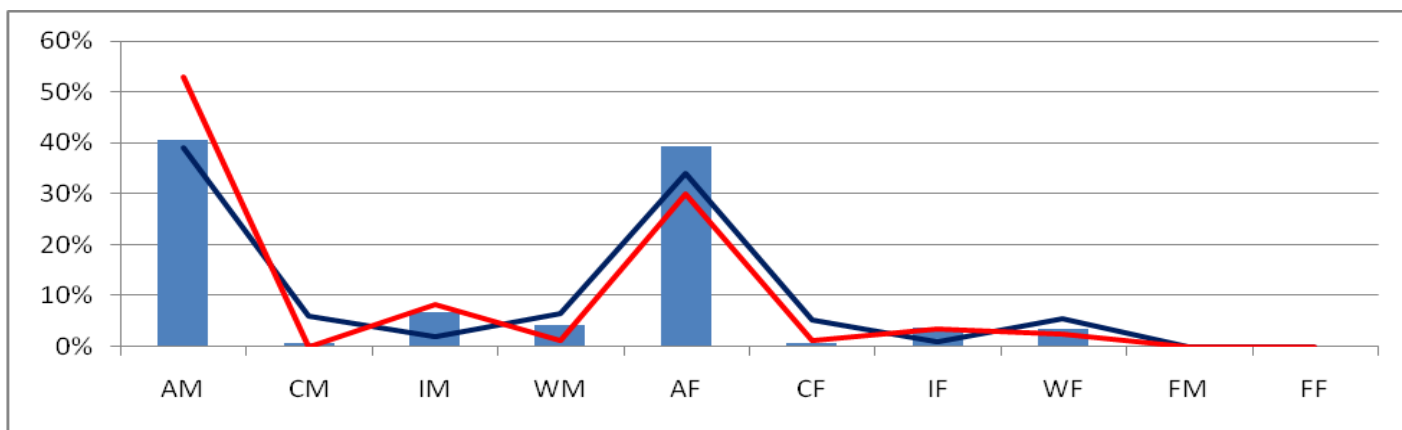
Quarterly Labour Force Survey (3rd Quarter 2009)

At this level, Africans show the largest deficit gap when comparing their representation to their EAP. Proportionally, White females have the highest over-representation at this level.

So; careful consideration for equal opportunities must be preceded by a significant increase of African males in this occupational category – to address seriously lags behind the EAP statistics.

The staffing Committee is requested to approve the proposal to address the challenges and improvement of the imbalances.

Figure 4: Percentage representation of semi-skilled employees by race and gender



	AM	CM	IM	WM	AF	CF	IF	WF	FM	FF
National EAP	39.2	6.1	1.9	6.7	34.2	5.2	1.1	5.5	0	0
Regional EAP	40.7	0.7	6.8	4.4	39.3	0.7	3.9	3.5	0	0
College Semi Skilled Workers	53.0	0	8.4	1.2	30.1	1.2	3.6	2.4	0	0

Quarterly Labour Force Survey (3rd Quarter 2009)

This figure shows that African males and Indian males are overrepresented at the level of semi-skilled employees. There is a representation of all, but Coloured males.

SECTION D: TARGET SETTING

1. Guidelines and principle for setting targets

- The national and regional statistics of economically active people should provide a guide.
- Targets should be set by occupational levels, race and gender, first at the university level and then at a college/division level; the reason to this is because Department of Labour (DoL) evaluation is at university level, and not at college/division level.
- The principle of appointable candidates (as entrenched in the equity policy) should be retained.
- A special consideration and/or target should be set for people with disabilities.

2. Implementation guidelines

- Special development programs as well as budget should be identified and introduced to accelerate upward movement especially for internal staff, i.e. accelerated development programs.
- Transformation is of strategic importance to the university as such, it must form key performance criteria of all executive members as well as senior management.
- Special considerations and communication addressing the possible fears of the non-designated employees must be introduced (promotion will be without prejudice).

3. Approved Positions and Vacancies

Table 4: Please report the total number of vacancies against approved positions as per staff establishment.

Occupational Levels	Grade	Vacancies
Top management	1	0
Senior management	3 and above	0
Professionally qualified & specialists and mid-management	4, 5, 6	20
Skilled technical and academically qualified workers, junior management, and supervisors	7, 8, 9, 10, 11, 12	58
Semi-skilled and discretionary decision making	13, 14, 15, 16	1
Unskilled and defined decision making	17, 18, 19	
GRAND TOTAL		79

Table 5: Please report the total number of expected vacancies in the department.

Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Vacancies	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	M	F	
Resignation (projection)	0	0	0	0	0	0	0	0	0	0	0
Non-renewal of contract	0	0	0	0	0	0	0	0	4	0	4
Retrenchment – Operational requirements	0	0	0	0	0	0	0	0	0	0	0
Retirement	3	1	16	38	2	1	3	22	5	0	91
GRAND TOTAL	3	1	16	38	2	1	3	22	9	0	95

4. Skills Development

Table 6: Please report the total number of people from the designated groups, including people with disabilities, who form a part of a skills development programme/leadership programmes aimed at capacity building (eg. LEAP).

Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Academic (LEAP & PhD)	1	0	11	10	5	0	9	13	49
Support Staff	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	1	0	11	10	5	0	9	13	49
Temporary (Graduate/Learnership)	0	0	0	0	0	0	0	0	0
GRAND TOTAL	1	0	11	10	5	0	9	13	49

5. Numerical goals

Table 7: Please indicate the numerical goals (i.e. the workforce profile) you project to achieve for the total number of employees, including people with disabilities, at the end of your current employment equity plan (September 2014) in terms of occupational levels.

Note: A=Africans, C=Coloureds, I=Indians and W=Whites:

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	M	F	
Top management (Gr. 1)	0	0	0	0	0	0	0	0	0	0	1
Senior management (Gr. 1 – 3)	0	0	0	1	0	0	0	0	0	0	
Professionally qualified and experienced specialists and mid-management (Gr. 4 – 6)	17	2	18	43	9	2	9	15	29	2	146
Skilled technical/academically qualified workers, junior management, and supervisors. (Gr. 7 – 12)	50	12	104	90	54	9	90	87	59	13	568
Semi-skilled and discretionary decision making. (Gr. 13 – 16)	43	1	6	1	27	2	2	1	0	0	83
Unskilled and defined decision making (Gr. 17 – 19)	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	110	15	128	135	90	13	101	103	88	15	798
Temporary employees	44	1	19	34	33	1	27	35	2	1	197
GRAND TOTAL	155	16	148	172	122	12	127	137	90	16	995

Note: These changes are based on different strategies within the two Faculties which reflect their unique circumstances. For Faculty of Science and Agriculture, the assumption is that at least 50% of retirement posts are filled with black South Africans or females, and there is an expectation of 5% upward mobility from Grades 7-12 to Grades 4-6. The Faculty of Engineering is more constrained by the need to reduce its staffing budget to balance its overall budget, and will be losing 8 posts. Because of this, it makes it more difficult to change their profile as we are not recruiting to those positions.

The extreme difficulty of attracting academic and skilled technical staff from the designated groups, especially female staff at levels 4-6 in Engineering, because of the lack of candidates in this scarce skill area, precludes greater shifts in that profile. We will be interrogating opportunities in this specific area in greater depth over the next reporting period, with a view to shifting targets for 2014 more favorably. All recruitment that is occurring in the admin posts in Engineering are envisaged to be from African candidates.

6. Numerical targets

Table 8: Please indicate the numerical targets (i.e. the workforce profile) you project to achieve for the total number of employees, including people with disabilities, at the end of the next reporting (September 2010) in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	M	F	
Top management (Gr. 1)	0	0	0	0	0	0	0	0	0	0	1
Senior management (Gr. 1 – 3)	0	0	0	1	0	0	0	0	0	0	
Professionally qualified and experienced specialists and mid-management (Gr. 4 – 6)	10	2	11	55	3	1	2	10	27	1	122
Skilled technical/academically qualified workers, junior management, and supervisors. (Gr. 7 – 12)	43	11	114	101	45	8	91	103	62	14	592
Semi-skilled and discretionary decision making. (Gr. 13 – 16)	43	0	7	1	26	1	3	2	0	0	83
Unskilled and defined decision making (Gr. 17 – 19)	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	96	13	132	158	74	10	96	115	89	15	798
Temporary employees	44	1	19	34	33	1	27	35	2	1	197
GRAND TOTAL	140	14	151	192	107	11	123	150	92	16	995

SECTION E: MONITORING & EVALUATION

1. Disciplinary Action

Table 9: Disciplinary action: (report the total number of disciplinary actions during the twelve months preceding this report). Report on formal outcomes only.

Note: A=Africans, C=Coloureds, I=Indians and W=Whites

DISCIPLINARY ACTION	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
	3	1	2	1	0	0	0	1	1	0	

2. Awareness of Employment Equity

Table 10: Please indicate which of the following awareness measures were implemented by your organization:

	Yes	No	No. of employees covered
Formal written communication	x		+/- 509 (70%)
Policy statement includes reference to employment equity	x		+/- 509
Summary of the Act displayed	x		+/- 36 (5%)
Employment Equity training	x		+/- 363 (50%)
Diversity management programmes	x		+/- 145 (20%)
Discrimination awareness programmes		x	0

Note: The University is developing a Transformation Charter, and a Policy on Racism and Discrimination, which should be finalized during Semester 2, 2010. Once these have been finalized we will develop a strategy to sensitize staff to these, and anticipate that by the end of 2011, we will have achieved a 80% coverage for both Diversity management programmes and Discrimination awareness programmes. We anticipate that Human Resources will develop materials and provide support for these two aspects, as well as Employment Equity training. We will engage with Human Resources to ensure that our College is forefronted in these activities

3. Consultation

Table 11: Please indicate which stakeholders were involved in the consultation process when developing and implementing your employment equity plan and when preparing this Employment Equity Report:

	Yes	No
Consultative body or employment equity forum	x	
Registered trade union (s)	x	
Employees	x	

4. Barriers and affirmative action measures

Table 12: Please indicate in which categories of employment policy or practice barriers to employment equity were identified. If your answer is 'Yes' to barriers in any of the categories, please indicate whether you have developed affirmative action measures and the timeframes to overcome them.

CATEGORIES	BARRIERS		AFFIRMATIVE ACTION MEASURES		TIMEFRAME FOR IMPLEMENTATION OF AA MEASURES	
	YES	NO	YES	NO	START DATE	END DATE
Recruitment procedures		X				
Advertising positions		X				
Selection criteria		X				
Appointments		X				
Job classification and grading	X		X		2011	2014
Remuneration and benefits		X				
Terms and conditions of employment		X				
Job assignments		X				
Work environment and facilities	X		X		2011	2014
Training and development		X				
Performance and evaluation		X				
Promotions		X				
Transfers		X				
Succession planning		X				
Disciplinary measures		X				
Dismissals		X				
Retention of designated groups	X		X		2011	2012
Corporate culture	X		X		2011	2012
Reasonable accommodation		X				
HIV&AIDS prevention and wellness programmes		X				
Appointed Snr. manage(s) to manage EE actions		X				
Budget allocation in support of EE goals		X				
Time off for EE consultative committee to meet		X				

5. Monitoring and evaluation of implementation

Table 14: How regularly do you monitor progress on the implementation of the employment equity plan? Please choose one.

Weekly	Monthly	Quarterly	Yearly
		x	

Table 15: Did you achieve the annual objectives as set out in your employment equity plan for this period?

Yes	No	Please explain
	X	Budget constraints Lack of target/designated group candidates in the scarce skill and specialist areas