

12. REPORT ON TRANSFORMATION

12.1 Committee Responsibility

The approval of the Employment Equity Plan for the period 1 January 2017 to 31 December 2020 by Council in December 2016 precipitated focused and deliberate steps in the entrenching of diversity, inclusion, and transparency in our journey to creating a workforce that is reflective of the demographics of the country and the KwaZulu-Natal Province in particular.

For the 2017 academic year the university had a total staff complement of 636 of which 87% are permanent. Females constituted 48% (305) of the workforce, which is above the applicable national Economically-Active Population (EAP) ratio of 45%. The year in question also saw the appointment of a coloured male at a senior management level, thus contributing to diversity at that level. We, however, have not made sufficient headway with respect to employing persons with disabilities as well as attracting other race groups, thereby resulting in a predominantly African workforce.

The foreign staff representation at the university is currently 6.59%. The appointment of foreign nationals is based on the transferring and imparting of skills to South Africans, particularly in the scarce and critical skills areas.

As mentioned above, the Employment Equity Plan forms the basis of our transformation agenda and in line with that we have also initiated specific development interventions that are designed to develop a pipeline of future leaders, especially women. For instance, we ran the following programmes in 2017:

- Leadership Development Programme,
- Strategic Planning and Leadership, and
- Project Management.

Mission

Our mission is to provide advanced, technology-based programmes and services that are career and business-oriented in the broad fields of engineering, natural and management sciences for the upliftment of talented but mainly disadvantaged individuals. By so doing, the University shows its commitment to social redress.

It contributes to creating an equitable and prosperous Southern Africa in which individuals have the opportunity to achieve their full potential.

Vision

The vision of mangosuthu University of Technology (MUT) is to be a pre-eminent higher education institution of technology that fosters socio-economic advancement through the scholarships of teaching and learning, applied research, technology development and transfer and community engagement.