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EMPLOYMENT AND EQUITY REPORT
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SCHOOL OF INFORMATION TECHNOLOGY
DEPARTMENT OF INFORMATION SCIENCE
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1 Ownership profile

Information is collected regarding the total turnover profile and this is collected along with the percentages of ownership according to race and gender, as well as corporate ownership. The figures reported on here are averaged across all reported data. In general companies are locally controlled, or when internationally owned may have a stake owned by a local, often black-owned share-holding schemes.

In many cases participants found it difficult to report on the exact breakdown of ownership and only provided general figures. As the result demographic ownerships will not total to 100%.

In both the Trade and Academic sectors, participants found it difficult to accurately report on ownership and therefore local vs foreign ownership has been amended to better reflect the division of the market per company.

In the Academic sub-sector companies only reported on local vs foreign ownership. The sub-sector ownership represented here is according to the number of companies and does not represent share of market.

Table 1. <i>Company profile according to legal status and turnover</i>	Total	Education	Trade	Academic
Legal status				
Sole Proprietor	0	0	0	0
Closed Corporation	1	1	0	0
Partnership	0	0	0	0
Private Company	23	10	9	4
Public Company	1	0	1	0
Public Benefit Organisation	3	0	0	3
Turnover				
Companies that grossed >50M	14	8	5	1
Companies that grossed 5<50M	6	2	2	2
Companies that grossed <5M	6	2	2	2
Ownership				
Black Male	24	47	25	0
Black Female	9	12	13	1
White Male	30	38	51	0
White Female	0	1	0	0
Local	87	52	89	86
Foreign	13	47	11	14

1. The figures shown for local vs foreign represent the broad ownership as of the participants in the sample.

2 BBEE scoring

All participants provide information on BBEE scoring which reflect recent changes in ownership.

The most significant changes to these ratings stems from influence of local and international mergers. Penguin and Random House have consolidated into one entity, and locally Heinemann and Maskew Miller Longman are no longer reported on separately as they have consolidated under Pearson Marang.

It should be noted that these are based on reported figures, and official figures measures of compliance based on current valid certificates have been captured in a separate report. As a result these figures reflect largely pre-2013 scorecard values, and future surveys may combine this report with an internal compliance report.

A comparative sample from the 2013 survey has been added to show changes.

Table 2. 2014 BBEE scores as recorded across all participants

	All sub-sectors	Education	Trade	Academic
Level 1	1	0	1	0
Level 2	8	5	1	2
Level 3	6	2	3	1
Level 4	3	1	1	1
Level 5	0	0	0	0
Level 6	2	1	1	0
Level 7	3	1	1	1
Level 8	2	1	1	0
Non Compliant	0	0	0	0

Table 3. 2013 BBEE scores as recorded across all participants

	All sub-sectors	Education	Trade	Academic
Level 1	1	0	1	0
Level 2	2	1	0	1
Level 3	6	3	2	1
Level 4	6	4	2	0
Level 5	0	0	0	0
Level 6	2	1	1	0
Level 7	0	0	0	0
Level 8	4	3	1	0
Non Compliant	0	0	0	0

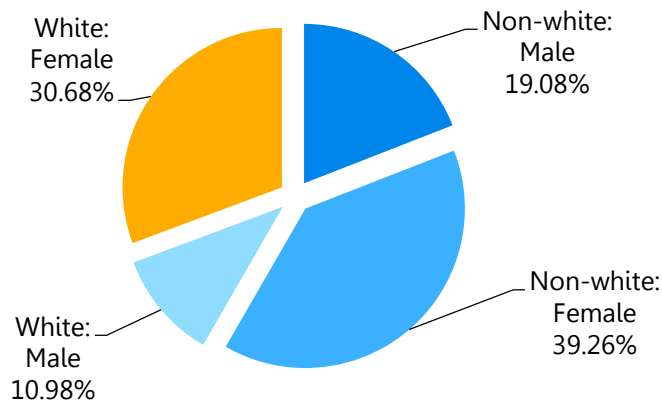
3 Employment profile

Participating companies provide a demographic make-up of permanent employees at various levels within the company. This list has been determined to represent the broad categories and is maintained over the course of the survey.

Table 4. **Total demographic profile of permanent employees**

	Total employees	Male	Female	Non-white	White	Non-white: male	Non-white: female	White: Male	White: Female
Executive	32	18	14	7	25	4	3	14	11
Department head	260	103	157	71	189	33	38	70	119
Editorial	360	54	306	146	214	16	130	38	176
Production	181	49	132	94	87	26	68	23	64
Marketing, sales, promotion	433	141	292	262	171	113	149	28	143
Finance	161	28	133	122	39	17	105	11	28
Human resources	34	3	31	21	13	2	19	1	12
Administration	197	32	165	132	65	18	114	14	51
Information technology	69	47	22	36	33	23	13	24	9
Logistics	201	106	95	193	8	105	88	1	7
Other staff	152	44	108	127	25	39	88	5	20
Total	2080	625	1455	1211	869	396	815	229	640

Total Industry Employment by Race and Gender

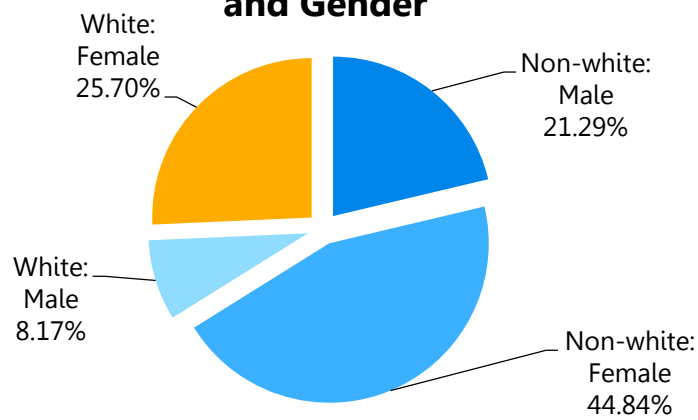


3.1 Education sub-sector

Table 5. *Total demographic profile of permanent employees in Education*

	Total employees	Male	Female	Non-white	White	Non-white male	Non-white: female	White: Male	White: Female
Executive	13	8	5	5	8	3	2	5	3
Department head	101	35	66	40	61	17	23	18	43
Editorial	160	23	137	70	90	11	59	12	78
Production	79	21	58	47	32	13	34	8	24
Marketing, sales, promotion	188	66	122	138	50	60	78	6	44
Finance	82	16	66	64	18	11	53	5	13
Human resources	19	2	17	14	5	1	13	1	4
Administration	65	10	55	58	7	7	51	3	4
Information technology	29	23	6	13	16	10	3	13	3
Logistics	88	46	42	83	5	45	38	1	4
Other staff	106	24	82	83	23	20	63	4	19
Total	930	274	656	615	315	198	417	76	239

Education: Employment by Race and Gender

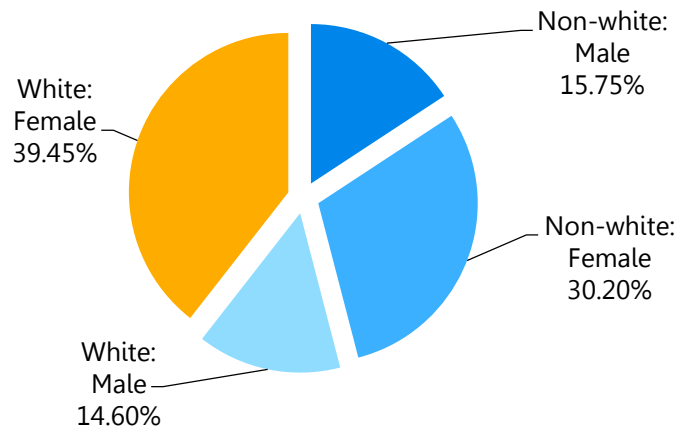


3.2 Trade sub-sector

Table 6. Total demographic profile of permanent employees in Trade

	Total employees	Male	Female	Non-white	White	Non-white male	Non-white: female	White: Male	White: Female
Executive	13	8	5	5	8	3	2	5	3
Department head	101	35	66	40	61	17	23	18	43
Editorial	160	23	137	70	90	11	59	12	78
Production	79	21	58	47	32	13	34	8	24
Marketing, sales, promotion	188	66	122	138	50	60	78	6	44
Finance	82	16	66	64	18	11	53	5	13
Human resources	19	2	17	14	5	1	13	1	4
Administration	65	10	55	58	7	7	51	3	4
Information technology	29	23	6	13	16	10	3	13	3
Logistics	88	46	42	83	5	45	38	1	4
Other staff	106	24	82	83	23	20	63	4	19
Total	930	274	656	615	315	198	417	76	239

Trade: Employment by Race and Gender



3.3 Academic sub-sector

Table 7. Total demographic profile of permanent employees in Academic

	Total employees	Male	Female	Non-white	White	Non-white male	Non-white: female	White: Male	White: Female
Executive	8	5	3	1	7	1	0	4	3
Department head	40	11	29	13	27	4	9	7	20
Editorial	97	20	77	41	56	3	38	17	39
Production	49	10	39	26	23	7	19	3	20
Marketing, sales, promotion	90	32	58	57	33	25	32	7	26
Finance	38	7	31	30	8	4	26	3	5
Human resources	5	0	5	2	3	0	2	0	3
Administration	26	4	22	21	5	1	20	3	2
Information technology	25	14	11	13	12	7	6	7	5
Logistics	69	35	34	67	2	35	32	0	2
Other staff	7	2	5	7	0	2	5	0	0
Total	454	140	314	278	176	89	189	51	125

Academic: Employment by Race and Gender

