



19 September 2012

Media Contact: Lucy Holborn

Tel: 011-482-7221

E-mail: lucy@sairr.org.za

Education, not race, will determine employment equity progress in South Africa - Institute

Educational achievement is a more important indicator than race in determining whether someone is likely to be employed in a professional position, according to data from the South African Institute of Race Relations. This challenges the view that employers in South Africa are resisting racial transformation.

For example:

- Black African people account for 41% of people with a degree or higher and 36% of people in professional positions.
- Coloured people account for 7% of people with a degree or higher and for 10% of people in professional positions.
- Indian people account for 7% of people with a degree or higher and for 9% of people in professional positions.
- White people account for 45% of people with a degree or higher and for 42% of people in professional positions.

The Institute's research manager, Lucy Holborn, said, 'The data shows that the proportion of people by race in professional positions closely mirrors the proportion of people by race with professional qualifications. If this were not the case then it would be possible to conclude that racism was responsible for excluding black people from professional positions. While a degree of racial prejudice exists in all societies, the data suggests that educational achievement will determine the pace of future employment equity progress in South Africa.'

The data cited in this release was sourced from the Commission for Employment Equity and Statistics South Africa.

ends