

# WOMEN IN TRANSPORT SUMMIT



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Transport  
REPUBLIC OF SOUTH AFRICA

## Department of Transport: Rail Branch

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# Rail Branch - Purpose

To facilitate and coordinate the development of sustainable:

**rail transport policies, rail economic and safety regulation,**

**infrastructure development strategies and systems that reduces system costs and improves customer service.**

To monitor and oversee:

**the Railway Safety Regulator and the Passenger Rail Agency of South Africa,**

**the implementation of integrated rail services planned through the lowest competent sphere of government.**



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# Key Stakeholders

## DOT Rail Branch:

Provides policy direction and oversight to two agencies, Passenger Rail Agency of South Africa (PRASA) and Railway Safety Regulator (RSR)



# PRASA

## **PRASA:**

- Is a Public Entity wholly-owned by Government reporting to the Minister of Transport
- Established in terms of the Legal succession Act of South African Transport Services (SATS) Act of 1989, as amended in November 2008

## **Main Objective:**

- To provide commuter/passenger rail service to and from the Republic in the public interest
- To generate income from the exploitation of assets acquired
- To carry out its objectives and business giving due regards to key Government, social, economic, transport imperatives and policy objectives



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# RSR

- **RSR:**
  - RSR is an Agency of the DoT reporting to the Minister
  - Established in terms of the National Railway Safety Regulator Act of 2002
- **Objectives**
  - Oversees and enforce safe performance by all railways operators in South Africa
  - Promote the use of rail as mode of transport through improved railway safety performance



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# Employment Equity

Entity	Target	Board Woman	Senior Management Woman	Total Women
Rail Branch	50%	NA	63%	68%
PRASA	50%	36%	28%	36%
RSR	50%	46%	34%	51%

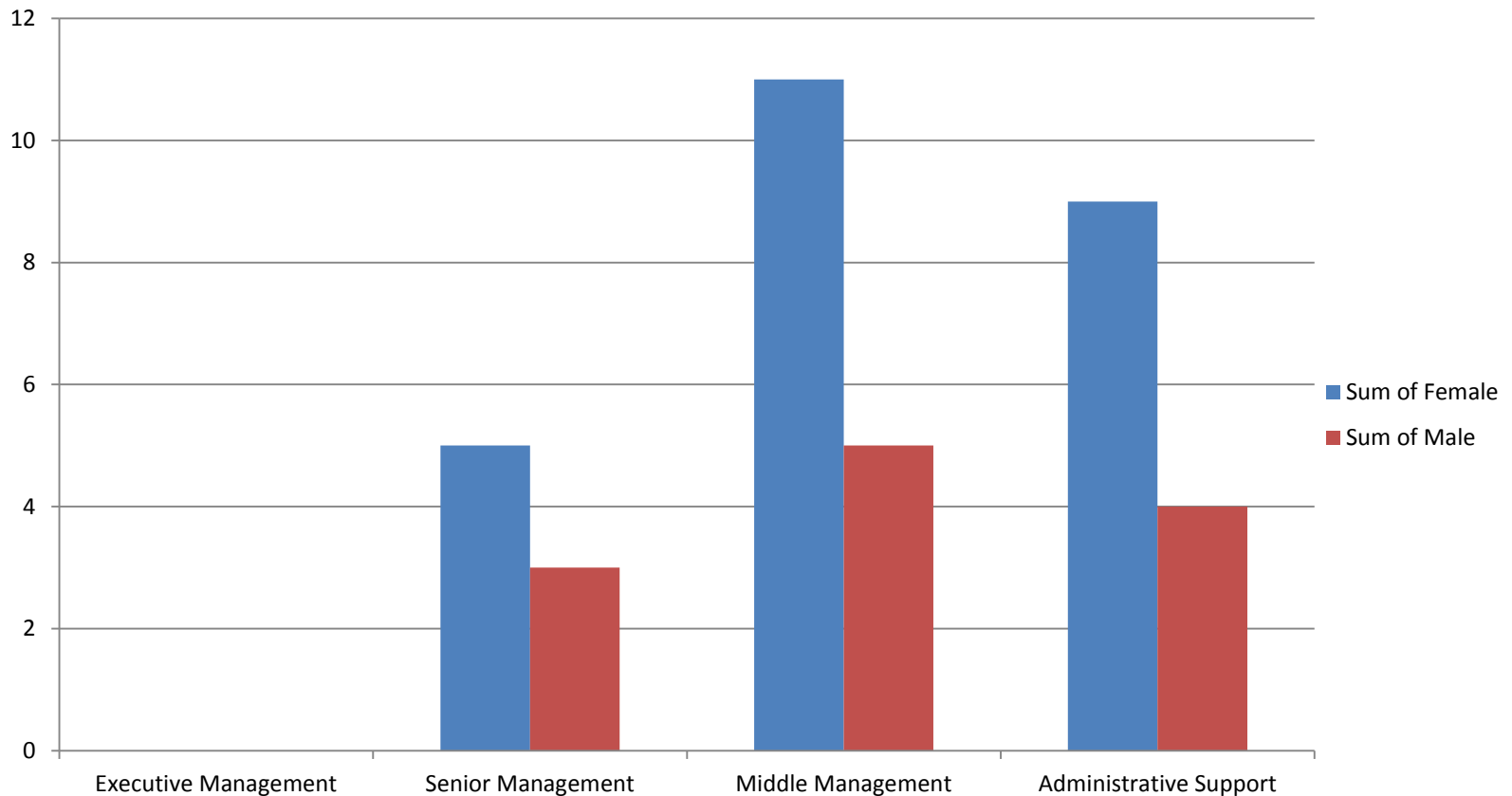


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# Branch - Rail Transport

Total Posts: 41 Filled: 37 (90%) Men: 12 (32%) Woman: 25 (68%)



	Sum of Female	Sum of Male	Total	Percentage
Executive Management	0	0	0	0%
Senior Management	5	3	8	63%
Middle Management	11	5	16	69%
Administrative Support	9	4	13	69%
	25	12	37	



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# Industry - wide Initiatives

## PRASA:

- Women in Rail Phase 1 (2008-12), contracts amounting to R651.7million were awarded to Women Owned Entities(WOE)
- Women in Rail Phase 2 (2013-18), R3.5 billion was allocate and the objectives were:
  - To improve the representation of women professionals and WOE in the core technical areas,
  - To facilitate technical skills of women professionals and WOEs
  - To facilitate comprehensive enterprise development and support

## RSR:

- Dual approach: employment opportunities and procurement
- Recruitment planning done in accordance with the Economically Active Population (EAP) targets- requires a minimum of 46% women population
- Procurement efforts to consider WOE matters – currently 6% of budget goes to WOE
- Women participation in companies that apply for technical tenders- consideration during the BEE-review



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# Industry-wide initiatives

- The DOT form part of the Rail Chamber committee of TETA, to assist in monitoring the implementation of relevant skills development interventions.
- TETA interventions:
  - Bursaries awarded annually to address critical and scarce skills shortage
  - The International Development Leadership Programme (ILDLP)- annual programme aimed at developing future leaders in the Transport sector.
  - The Graduate placement Programme, aimed at contributing to job readiness of the unemployed graduates
  - Award grants to encourage training providers to contribute to skills development strategy



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# Challenges

- Uncoordinated efforts hamper the effective drive to empower women across the predominantly male dominated sector
- Ineffective monitoring of the initiatives to ensure accelerated performance
- Institutional arrangements
- Lack of sector-specific skills, access to business start- up and operational capital



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# Recommendations

- Concerted effort to create awareness from lower levels of education for possible career choices
- Identification of possible career paths that would be attractive to female students
- Continuous provisions of valuable platforms of exposure
- Collaborative efforts between all relevant parties
- Creation of database for women graduates in transport studies



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Thank You



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