



transport

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Transport
REPUBLIC OF SOUTH AFRICA

RESOLUTIONS
WOMEN IN TRANSPORT SUMMIT
20-22 AUGUST 2015, BIRCHWOOD HOTEL,
GAUTENG PROVINCE

THEME

**“THE TRANSPORT SECTOR: MOVING WOMEN EMPOWERMENT AND
TRANSFORMATION FORWARD”**

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1. INTRODUCTION

1.1 PURPOSE

The purpose of this document is to provide information on the outcome of the 2015 Women in Transport (WIT) Summit, as hosted by the Department of Transport (DOT) over the period 20 to 22 August 2015 in Birchwood Hotel, Gauteng Province. Support for the Summit was provided from the Ministries of Communications, Small Business Development and Women. In addition, the DOT also received full support from various Members of Executive Council (MECs) responsible for the transport sector, Chief Executive Officers (CEOs) of State-Owned Companies (SOCs), entrepreneurs and professional women employed throughout the transport sector, transport sector women structures and transport operators.

The theme of the Women in Transport Summit as determined: ***The Transport Sector: Moving Women Empowerment and Transformation Forward*** “was indeed well served as per the sections to follow.

This Resolution Document, read together with the Content Discussion Document, will aim to provide highlights of deliberations during the WIT Summit, in particular during the discussions in the various commissions (Civil Aviation, Maritime Transport, Public Transport, Rail Transport and Roads transport). These commission were tasked at identifying and proposing sectoral interventions towards the increased participation and empowerment of women within the South African Transport Sector. To this end, the resolutions and actions plan, resulting from these intense deliberations, will therefore also be provided in this document.

1.2 GUIDING PRINCIPLES

The guiding principles which set the scene for the Summit, are laid down by the National Development Plan (NDP), and supported amongst other by the Presidency Twenty Year Review and The African National Congress (ANC) Election Manifesto in collaboration with the National Development Plan, all of which aim to eradicate poverty, increase employment and reduce inequality by 2030.

The urgency of assessing the current status and identifying real, tangible solutions is based on the need to embark on radical socio- economic transformation to push back the triple challenges as clearly stated by President Zuma in his Presidential Inauguration Speech and the State of Nation Address (SONA) speech on 17 June 2014. Furthermore, the President announced that priority over the next five year period will be given to small business, as well as township and informal sector business in particular, thus using the Small, Medium and Micro Economic (SMME) development programme to boost Broad Based Black Economic Empowerment (BBB-EE)¹.

The Minister in the Presidency responsible for Women's development, Minister Susan Shabangu, emphasised that she will work with other Government Departments, Agencies, the Private Sector and Non-Governmental Organisations (NGO's) to promote women's socio-economic empowerment, development and human rights. In the 12th of May 2015 Women Department Budget Vote 2015/16, Minister Shabangu emphasised that the South African track record of struggle for women's rights and empowerment was reinforced by our commitment to the Beijing Platform for Action. South Africa played a pivotal role in crafting this Platform for Action to mainstream gender relations, transformation and focus on the empowerment of women across government and society².

In 2002 the Department of Trade and Industry (the dti) published the National Strategy on Broad-Based Black Economic Empowerment (B-BBEE). This strategy articulates the pillars of B-BBEE, which includes Ownership, Management, Employment Equity, Skills Development, Preferential Procurement, Enterprise Development and Socio-economic Development.

¹ State of the Nation Address by His Excellency Jacob G Zuma, President of the Republic of South Africa on the occasion of the Joint Sitting of Parliament, Cape Town, 17 June 2014, <http://www.thepresidency.gov.za/pebble.asp?reid=17570>

² Speech of the Minister in The Presidency responsible for Women, Minister Susan Shabangu MP on the occasion of the Budget Vote of the Department of Women, National Assembly, Parliament, 12 May 2015, <http://www.gov.za/speeches/speech-minister-presidency-responsible-women-minister-susan-shabangu-mp-occasion-budget>

Subsequent to the DTI strategy, the Department of Transport saw it fit to develop an Integrated and related Sub-Sector B-BBEE Charter to address various challenges in the transport sector. This Charter points out at key empowerment challenges that are being faced in this sector such as the low levels of Black ownership in most sub-sectors; the inadequate representation of Black women within the workforce; and the low levels of skills of people employed in this sector.

In November 2014 Cabinet approved the Transport Sector B-BBEE Charter Council. This was followed by the launch of this Council by the Minister of Transport in December 2014. The aim of the council is to implement, monitor and evaluate progress of B-BBEE in the eight sub-sectors of Transport including Transnet (Aviation Domestic & Foreign, Bus, Rail, Maritime, Road Freight, Forwarding & Clearing, Taxi and Public). From the above it is evident that the South African National Government is actively pursuing methods to address women empowerment issues.

Nevertheless, the issue of Preferential Procurement needs to be seriously addressed in government. The current Procurement Policy does not cover issues of cooperatives and so-called “set asides” (especially regarding women and youth). There is a need for a review of the Preferential Procurement Policy Framework Act (PPPFA), Act No.5 of 2002 to address the above issues to ensure that women and youth are adequately catered for in terms of doing business with government. Section 2 (d) (i) refers to different categories of persons that were historically disadvantaged but does not clearly articulate these persons. In order to effectively empower women and youth, this must be clearly stated in the PPPFA to ensure that government departments in all spheres adhere to such pronouncements.

1.3 HISTORY OF WOMEN EMPOWERMENT

South Africa, with its struggle credentials against all forms of discrimination against humans has been at the forefront of the women empowerment through various interventions.

Since 1994, South Africa has made significant progress by putting in place legislation and policy frameworks for advancing equality and empowerment for women, children and people with disabilities. On the 15th of December 1995, the South African Parliament adopted without

reservation the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) and its Optional Protocol, thus committing itself to a wide range of obligations under International Law.

At the Millennium Summit, world leaders promised in the Millennium Declaration “*to promote gender equality and the empowerment of women as effective ways to combat poverty, hunger and disease and to stimulate development that is truly sustainable*”. This vision was also reflected in the Millennium Development Goals (MDGs), including MDG 1, to eradicate extreme poverty, MDG 3 promote gender equality and empower women, and MDG 7 ensure environmental sustainability. However, until now, in governmental reporting on MDG 7 environmental linkages to gender equality are neglected³. South Africa is also aligned to the MDG and many other key international and regional instruments. In addition, the South African Parliament recently passed the Women’s Empowerment and Gender Equality Bill, which strongly called for equal participation of women in the economy and for equal representation of women in positions of decision-making, (50/50) in both private and public sectors

1.4 CONTEXT

Initially several initiatives of emancipation of women through social movements such as Bantu’ Women’s league which was formed around 1913, were led under the stewardship of the Late Charlotte Maxheke. The establishment of such movement led to the drafting of the Women’s Rights Charter of 1954 as well as the Women’s March of 1956.

Black women in general and African women in particular suffered the triple oppression of race, gender and class/culture under colonialism and apartheid rule and were regarded as minors by the Black Administration Act of 1927, and placed under the tutelage of their husbands. In 1954 the Founding Conference of the Federation of South African Women adopted the Women’s Charter, a year before the historic Freedom Charter of 1955 was adopted.

³ Millennium Development Goals and Beyond 2015, United Nations, <http://www.un.org/millenniumgoals/bkgd.shtml>

This culminated in the famous historic Women's March in 1956, where 20,000 women marched to the Union Buildings in Pretoria, the bastion of apartheid. It also lay a firm foundation for the continued struggle for women's emancipation in the context and as a pillar of the liberation struggle against colonialism, racism and apartheid. The historic march of more than 20 000 women of all races, led by heroines Lillian Ngoyi, Helen Joseph, Raheeda Moosa, Sophie de Bruin and others, the women made a public declaration to the rest of South African Society: *"We shall not rest until we have won for our children their fundamental rights of freedom, justice, and security"*⁴.

Apartheid law, in its various forms, played a significant role in the prejudice against women. Customary law, for instance, gives black women the status of minors and excludes them from rights regarding children and property. South Africa's common law deprived white women of guardianship and various economic rights such as banking.

On the 27th of April 2014, South Africa celebrated 20 years of Democracy and that year also marked the 60th Anniversary of the 1954 Women's Rights Charter which was drafted under the auspices of the Federation of South African Women. The Charter was adopted with the ideals centring on issues of gender equality in the context of social and human rights. The Charter arguably pushed and encouraged partnership for the emancipation of women across all spheres of society.

The key principle held by the charter was removal of all laws, regulations and conventions deemed to be repressive to women. This not only brought focus on the plight of women in Apartheid South Africa but it also fostered the growth of social movements around issues of

⁴ The Women's March, 9 August, 1956, The Presidency, www.thepresidency.gov.za/docs/reports/annual/2007/women.pdf

gender equality and heightened the struggle for gender equality both in South Africa and the rest of the world.

It is a commonly known factor that the South African National Transport Sector is predominantly male dominated, both in the private and public institutions, which is then a reflection of the direct beneficiaries of the economic activities. The South African government has for many years since the birth of democracy attempted to create an enabling environment to promote the participation of women in the economy, through the introduction of various policies and legislation, institutions, programmes and projects, as well as financial support.

Within the South African Transport Sector, the Broad Based Black Economic Empowerment (BBBEE) Charter was launched on 31 October 2008 by the former Minister of Transport, Minister Jeff Radebe. At the launch ceremony it was stated that “the Transport Sector BBBEE Charter will change the face of transport. In ensuring that the sector sticks to the government's aims, it will help to spread the country's wealth.”

Furthermore, during the same period and after several deliberations and discussions, the South African Network for Women in Transport (SANWIT) was established. The concept was born out of a need to break existing barriers of entry into the sector and demystify the existing myths. This *“umbrella body was established as a strategic vehicle to engage business and government on issues that impact on women in the transport sector, including entrepreneurship”*. To date the Department of Transport has established a unit focused on the promotion and management of the BBBEE Charter and SANWIT.

It is therefore fitting that the Women in Transport (WIT) Summit which took place during the period 20 to 22 August 2015, hosted by the Department of Transport (DOT), successfully brought together various role-players and stakeholders in a vibrant and meaningful discussion towards finding solutions to ensure that moving women empowerment and transformation forward within the transport sector is taken to the next level, in a coordinated and well-structured manner. Women from different backgrounds across South Africa deliberated on various opportunities in the transport sector to formulate a solid strategy, plan and time frames

regarding tangible economic transformation and empowerment opportunities for women in the transport sector. Economic opportunities were robustly deliberated upon covering all modes of transport, aviation, roads, rail, maritime and public transport.

This document serves to provide a brief on the Summit, a description of the various activities that were concluded as well as the cross-cutting, and where applicable, individual Resolutions agreed upon in the various commissions, namely maritime, aviation, road, rail and public transport. It therefore paves the way for making Transformation for Women Empowerment in the Transport Sector a reality.

2. SUMMIT MINISTERIAL FRAMEWORK

The framework for the Women in Transport Summit 2015 was clearly defined during the opening address by the Honourable Ms Dipuo Peters, Minister of Transport. In her address, The Honourable Minister Peters re-affirmed the need to remind ourselves where we come from. The South African Network for Women in Transport (SANWIT) concept was born out of a need to break existing barriers for entry into the sector and demystify existing myths. She confirmed that the objectives that have been developed as SANWIT, resolved as follows;

“That we have a responsibility to encourage women to enter and succeed in the transport industry through:

- Facilitating enterprise development;
- Networking and supporting women for success and growth;
- Negotiating on behalf of members for wealth generation;
- Lobbying and advocating for a policy environment that will support and enable the sustainability of women enterprises;
- We need to add to the body of knowledge and guiding best practices through research and development on women related issues by empowerment, training and skills transfer;
- Providing coaching and mentorship;

- Providing a central reference point of publications and experiences; and
- Raising awareness of the different components of transport within the aviation, maritime, road and rail transport and public transport sectors.

It has become necessary to reflect on the objectives of SANWIT and evaluate what has been achieved and where objectives were not achieved, examine WHY HAVE WE FAILED. Look at what is still relevant and discard that which is retrogressive or not achievable.”

The Honourable Minister stated that it was therefore befitting that the Department of Transport convened this Summit to further sharpen the resolve in galvanising the role of women within the transport sector. Furthermore, this summit is called to recognise the achievements of women in the transport sector and to source more wisdom and solutions to ensure that we expedite women empowerment and transformation within the transport sector.

The deliberations in this Summit was tasked to result in concrete plans on the participation of women in these projects. But most importantly, all deliberations must produce an elaborate plan to improve the representation of women at senior levels in all areas of the transport sector.

In addition, the aim of the Summit was to define new and creative ways on how to reposition the SANWIT to become the leading voice on women issues relating to developments in the sector, which are equally capable of defending women against any form of gender discrimination and oppression.

These decisions and the implementation thereof, will be crucial for South Africa at large by setting an agenda for the following:

- Establishing a core DOT Women Empowerment and Transformation strategy to coordinate and align efforts within the respective transport branches and entities, towards Moving Women Empowerment and Transformation forward;
- Setting clear targets in areas aligned with the DOT BBBEE Charter, in areas such as ownership, employment, training, development and procurement.

- Assessing the levels of women empowerment against the defined targets
- Assessing the challenges as identified by the respective entities and utilize the recommendations as stated into a single action plan with clear deliverables and responsibilities, and
- Re-establishing the role of SANWIT and addressing challenges as identified in order to create a uniformed effort amongst all entities.
- Guiding the team of capable individuals that has been put together to come up with resolutions and develop a matrix with clear targets and timelines.

The Ministerial Framework was further supported by a panel discussion consisting of various MEC's of Transport, during which their commitment to the SANWIT provincial charters was affirmed. Various pressing issues were raised by delegates and deliberated towards addressing such. One of the pressing matters, regarding access to opportunities was raised and discussed at length, highlighting the plight of small women-owned entities regarding gaining access to the transport industry.

In her address to the Summit, the Chairperson of SANWIT, Ms Mary Phadi, provided valuable insight into the history of SANWIT, its progress to date, but more importantly, the challenges encountered by SANWIT. She also clearly defined their approach in the short and long term and set the scene for the role of SANWIT going forward, that of being the link between the women wishing to gain employment and business opportunities within the transport industry, and the industry role-players. It became evident that SANWIT would have to reaffirm its role, structures and methodologies, as its role had become pivotal in ensuring real and sustainable empowerment of women in transport.

3. COMMISSIONS

3.1 INTRODUCTION

During the Commission deliberations, the following sectors discussed current progress and programmes and gaps to be addressed within the five Branches of the Department of Transport (namely Aviation, Maritime, Roads, Public Transport and Rail Transport). They were supported by the Public Entities, as per the mode of transport aligned to them, SANWIT representatives and delegates attending the Summit. The Commissions were structured as follows:

Table 1 : WIT 2015 Summit: Commissions

Aviation	Roads	Maritime	Public Transport	Rail
<u>Panellists:</u> DDG: Aviation, CEOs from SACAA, ATNS, ACSA, Experts	<u>Panellists</u> DDG: Roads, CEOs from CBRTA, SANRAL, RTIA, RTMC, RAF	<u>Panellists:</u> Acting DDG: Maritime, CEOs from SAMSA, Ports Regulator, Experts	<u>Panellists</u> DDG: Public Transport, Presidents from SANTACO, NTA, Experts	<u>Panellists:</u> Acting DDG Rail, Acting Group CEO PRASA, CEOs from RSR, Transnet, Experts
<u>Anchor :</u> Thandi Thakge	<u>Anchor :</u> Dr Leah Mofomme	<u>Anchor :</u> Ayanda Mngadi	<u>Anchor :</u> Nomisa Mtshwene	<u>Anchor :</u> Constance Maleho
<u>Facilitator</u> Mmanare Mamabolo Tshepiso Thipe	<u>Facilitator</u> Luleka Ngcwabe	<u>Facilitator</u> Mpho Monyane	<u>Facilitator</u> Nomisa Mtshwene	<u>Facilitator</u> Hlengiwe Sayd, supported by Constance Maleho & Dr Cornel Malan-
<u>Scribe</u> Lebo Mafolo	<u>Scribe</u> Phila Mtungwa Pretty Mkhonza	<u>Scribe</u> Ms Lauretta Mokgoshi	<u>Scribe</u> Jeanette Lavita Ruth Mashaba	<u>Scribe</u> Keitumetse Kau Mathoto Mohale Glory Semanya
<u>Rapporteur</u> Phindi Gwebu Tshepiso Thipe	<u>Rapporteur</u> Thandi Moya	<u>Rapporteur</u> Mpho Monyane	<u>Rapporteur</u> Lusanda Madikizela	<u>Rapporteur</u> Dr Cornel Malan
<u>SANWIT</u> Maira Krige	<u>SANWIT</u> Elsie Tsubane	<u>SANWIT</u> Verleune Manuel	<u>SANWIT</u> Phile Ngidi	<u>SANWIT</u> Kedibone More

The objectives of the Commissions were defined as the following:

- Determine the Current Status of women in the relevant Transport Sector, in terms of women employment and participation in current business opportunities / procurement
- Identify current opportunities available for the further empowerment of women
- Define Multi-Sector Resolutions
- Define Action plans to implement the Resolutions
- Define the role of SANWIT to take the resolutions forward
- Determine a Monitoring and Evaluation process to ensure the delivery of the action plans

In order to give effect to the above objectives, the activities of the Commissions were conducted in separate venues for each commission. The following actions took place:

- Presentation by the DDG's of the respective Department of Transport Branches in terms of :
 - The DoT Branch and its key entities
 - Current employment Equity statistics, including Female Board membership, employment of women and WoE procurement at present
 - Industry wide initiatives for empowerment of women within the particular transport mode
 - Challenges within the relevant transport mode
 - Recommendations to address the challenges
- Presentations by the CEO's of the respective entities in terms of the following:
 - Structure of the entity
 - BBBEE Update (detail analysis of employment figures and procurement spend)
 - Business / Entrepreneurial Opportunities
 - Commercial Project set aside
 - Career and skills development
 - Challenges and recommendations by the entity
- Commissions deliberations on the following, under the guidance of the appointed Anchor and Facilitator:
 - Analysis of the gaps as identified in the various presentations
 - Analysis of current opportunities to address the gaps

- Determination of additional opportunities to fill outstanding gaps
- Determination of resolutions and actions plans
- Determination of the role of SANWIT
- Determination of a Monitoring and Evaluation approach to ensure implementation is affected as agreed.
- The outcomes of the discussions and decisions was captured by the appointed scribes for presentation to all delegates by the Rapporteur on the final day.

3.2 COMMISSION ENTITIES

3.2.1 Aviation Role players

The Aviation Industry in South Africa is directed and managed by the Department of Transport which has delegated specific functions to three entities whose mandates are legislated independently. The three Agencies below, in addition to the Aviation Branch of the Department are responsible for making opportunities and programmes available for exploitation by Women.

These agencies are:

- South African Civil Aviation Authority;
- Airports Company South Africa;
- Air Traffic and Navigation Services.

The South African Civil Aviation Authority (SACAA) is a juristic body established in terms of the Civil Aviation Act, 2009 (Act No. 13 of 2009). The SACAA is tasked with promoting and maintaining a safe, secure and sustainable civil aviation environment, by regulating and overseeing the functioning and development of the industry in an efficient, cost-effective, customer-friendly manner, according to international standards.

The Air Traffic and Navigation Service Company Limited (ATNS) is a State-Owned Company (SOC), established in 1993 in terms of the ATNS Company Act (Act 45 of 1993) to provide air traffic management solutions and associated services on behalf of the State. These services are in accord with International Civil Aviation Organisation (ICAO) standards and recommended practices, and the South African Civil Aviation Regulations and Technical Standards. As an air

navigation services provider (ANSP), ATNS is governed by the nation's legislative and administrative framework. ATNS is responsible for air traffic control in approximately 10% of the world's airspace. Over and above traditional air traffic control, ATNS also provides aeronautical information for planning purposes, search and rescue coordination services, the maintenance of a reliable navigation infrastructure, training services, and many more.

Airports Company South Africa Limited (ACSA) was formed in 1993 as a public company under the Companies Act, Act no 61 of 1973, as amended, and the Airports Company Act, Act no 44 of 1993, as amended. Although ACSA is majority owned by the South African Government, through the Department of Transport, the Company is legally and financially autonomous and operates under commercial law.

3.2.2 Road Transport Role Players

The new democracy in South Africa saw the restructuring of the Transport Department, which led to the establishment of a number of five (5) agencies in the road transport sector. These agencies are all governed by their respective legislation. The Minister of Transport is the major shareholder in these agencies.

The South African National Roads Agency Limited (SANRAL) was established in terms of the South African National Roads Agency Limited and National Road Act, Act no 7 of 1998. Its mandate is to manage the national road network, including the maintenance and rehabilitation. SANRAL has steadily over the years increased its national road network portfolio through the transfer of strategic provincial roads to the national road network.

The acceleration of women in construction is pertinent to the advancement of tangible economic growth. In this regard, in terms of roads, SANRAL is responsible for the maintenance, development, rehabilitation and construction of the national road network. The construction of its projects is outsourced to contractors and consulting engineering companies. At the core of SANRAL's mandate is the development of women in the construction and management of road related projects. SANRAL has developed 175 women owned companies from 2014 – 2015.

The Cross-Border Road Transport Agency (C-BRTA) was created to regulate cross border road transport by providing an unsurpassed service through advising, facilitating and law enforcement. The Agency plays a major role in promoting economic development within the SADC Region through facilitating access to cross-border markets and improving the regulatory environment for trade and transport within the SADC Region.

Cross-border road transport is currently regulated through multi- and bilateral road transport agreements, concluded with various SADC member States and in line with the stipulations of the SADC Protocol on Transport Communication and Meteorology. The C-BRTA strategic direction is guided and informed by the SADC Protocol, various legislative mandates and related government policies and directives which include amongst others the Cross-Border Road Transport Act, Act no 4 of 1998, as amended, and the SADC Protocol on Transport, Communication and Meteorology.

The Road Traffic Management Corporation (RTMC) was established under the Road Traffic Management Corporation Act, Act No 20 of 1999. The RTMC is mandated to perform certain functions of road traffic services on issues concerning safety, security, order, discipline and mobility on the roads.

The Road Traffic Infringement Agency (RTIA) was established in terms of the Administrative Adjudication of Road Traffic Offences (AARTO) Act, Act No 46 of 1998. The mandate of RTIA is to promote road safety quality through providing a scheme that discourages road traffic contraventions, facilitation of adjudication of road traffic offences.

The Road Accident Fund (RAF) was established after the promulgation of the Road Accident Fund Act, Act no 56 of 1996. Its main responsibility is the payment of compensation for loss or damages wrongfully caused by negligent driving within the South African borders.

Besides the above agencies, there are two roads agencies, which have been established at provincial and municipal levels. These are the Road Agency Limpopo and the Johannesburg

Roads Agency. These agencies report to the City of Johannesburg and Limpopo Provincial Department of Transport respectively and are mainly responsible for the provision of the road infrastructure in their respective spheres of government (municipal and provincial levels).

3.2.3 Maritime Role Players

The National Department of Transport is responsible for the articulation of a vision for the development of the South African Maritime Sector through the nine (9) commercial ports managed by the National Ports Authority (NPA) (currently a division of Transnet but envisaged as a separate state owned enterprise in the National Ports Act, Act 12 of 2005).

Whereas the global nature of the maritime sector lends itself to private sector participation in operations, infrastructure development is capital intensive requiring significant investments especially after years of neglect on expansion and maintenance. The commercial ports policy thus makes provision for a landlord port model with the NPA being the landlord further necessitating economic regulation to address the inherent tendencies of monopolies with regards to pricing and efficient operations.

The Ports Regulator of South Africa (PRSA) was established to ensure effective regulation of South Africa's port infrastructure managed by the NPA, with SAMSA mandated to address safety aspects in the maritime sector and it also focuses on industry development, with responsibility for the development of the South African ship register as part of Operation Phakisa. The PRSA also has the mandate for ensuring equity of access to port services and infrastructure delivery through its monitoring function on the NPAs compliance to the National Ports Act and through the implementation of the Private Sector Participation framework developed by the Minister of Transport. Various other private sector companies and role players are involved in the port space, providing various services.

3.2.4 Public Transport Role Players

The Purpose of the Department of Transport Public Transport Branch is to ensure the provision and regulation of safe, secure, reliable, cost-effective and sustainable public transport services in South Africa through legislation, policies and strategies.

Major entities are:

- Department of Transport Public Transport Branch
- Transport Training and Education Authority (TETA) – they provide training support and advise on business opportunities;
- Car manufacturers – providers of the tools of trade (i.e. minibuses and buses);
- Provincial Departments – provision of permits, operating licenses, routes and legislative framework;
- Municipal Authorities – provide infrastructure like ranking facilities etc;
- SANTACO

3.2.5 Rail Transport Role Players

The South African Rail Transport Industry is primarily managed by the National Department of Transport, which provides policy direction to the industry, monitors and conducts oversight on two (2) agencies, namely the Passenger Rail Agency of South Africa (PRASA) and the Railway Safety Regulator (RSR). Companies outside of the DOT's control are the Gautrain, Transnet and a number of privately owned rail operators.

As the implementing arm of the National Department of Transport, the sole shareholder, PRASA is a schedule 3(B) public entity, primarily focused on the mandate contained in the Legal Succession Act of South African Transport Services (SATS) Act of 1989, as amended in November 2008.

The main objective and business of PRASA is to:

- Ensure that, at the request of the Department of Transport, rail commuter services are provided within, to and from the Republic in the public interest, and
- Provide, in accordance with the Department of Transport, for long haul passenger rail and bus services within, to and from the Republic in terms of the principles set out in section 4 of the National Land Transport Transition Act, 2000 (Act No. 22 of 2000)

The second objective and secondary business of PRASA is that:

- PRASA shall generate income from the exploitation of assets acquired by it, which include real estate and property portfolio.
- A further requirement is that, in carrying out its objectives and business, PRASA shall have due regard for key Government, social, economic and transport imperatives and policy objectives.

The RSR has been mandated with ensuring safe and reliable railway operations in South Africa. Railway transport operates as a business to provide a service and therefore the RSR has a critical role to play in ensuring that the provision of rail transport is done in a safe and secure manner. The RSR is a schedule 3(A) public entity of the Department of Transport in terms of the Public Finance Management Act No. 1 of 1999 and derives its mandate from its founding legislation, the National Railway Safety Regulator Act No. 16 of 2002 (RSR Act). The RSR is an independent juristic person reporting directly to the Minister of Transport, and comprises a Board of Directors, Chief Executive Officer appointed by the Minister, and employees.

The Gautrain Management Agency (GMA) is a Provincial Public Entity listed under Schedule 3 (c) of the Public Finance Management Act and established in terms of the GMA Act. In terms of its governance structure the GMA Act requires a Board to be established by and accountable to the MEC for Roads and Transport. The Board ensures that the responsibilities of the GMA are performed and the objectives of the GMA Act are achieved. The services which the GMA oversees are provided by a concessionaire, who operates a rapid rail an eighty (80) km network between Pretoria and Johannesburg and feeder bus services, at designated routes.

4. CURRENT STATUS

4.1 AVIATION SECTOR CURRENT STATUS

The tables below illustrates the current employment status within the Aviation Sector

Table 2 : Aviation Current Employment Status

Entity	Board Members	Total Women %	Top Management Women %	Senior Management Women %
ATNS	33%	44.55%	37,6%	Incl. in Top Management

ACSA	50%	45%	44%	Incl. in Top Management
SACAA	50%	47%	40%	45%
DoT Branch	N/A	67%	30%	Incl. under Top Management

Table 3 : Aviation Training External

Entity	Training & Development	Trainees	Apprenticeship
ATNS	43%	Part of Bursaries	N/A
ACSA	43%	32 beneficiaries	15 beneficiaries
SACAA	48%	6 beneficiaries	Part of the Bursaries

Table 4 : Aviation Skills development internal

Entity	Bursaries	Internships	Learnership /Graduate Programme	Career Awareness
ATNS	72.7%	N/A	9	JAAP
ACSA	52 (male & female)	176 to date	302 to date	JAAP
SACAA	52%	N/A	8	JAAP
DoT Branch				JAAP

Table 5 : Aviation BBBEE Spend

Entity	B-BBEE Rating	Procurement Spend %
DoT	N/A	N/A
SACAA	Level 2 – Transport Sector Code	43.1%
ATNS	Level 2 – Generic Scorecard	30%
ACSA	Level 2	24.82%

4.2 ROAD SECTOR CURRENT STATUS

During the Road Commission deliberations, the current status was determined as follows:

Table 6 : Roads Current Status

Entity	Target	Board Representation	Top Management	Total Women
DoT Branch	50%	-	33%	45%
SANRAL	50%	50%	19%	50%
RAF	50%	36%	66%	57.72%
C-BRTA	50%	43%	50%	51.56%
RTMC	50%	38%	67%	44%
RTIA	50%	43%	45%	46%

4.3 MARITIME CURRENT STATUS

The table below provides a summary of the current employment status within the Maritime Sector:

Table 7 : Maritime Current Employment Status

Entity	Board Members	Total Women %	Top Management Women %	Senior Management Women %
SAMSA	40%	30%	10%	Incl. in Top Management
PORTS REG	60%	-	58,83% Black 11,76% White	Incl. in Top Management
DoT Branch	-	48.38%	33,3%	Incl. under Top Management

In terms of skills development, it was reported that SAMSA has committed itself to a women empowerment and transformation agenda that has seen a number of women colleagues being supported in their professional progression within the organisation.

- The initiative is driven through the office of the CEO, implemented through an executive management team that are tasked with ensuring the continued commitment and support in this leadership training.
- The World Maritime University (WMU) programme based in Malmo Sweden, is part of SAMSA's broader partnership for training of top level skills sets in the maritime sector. The programme saw 23 Masters Students and 4 PHD students sent to study at WMU.

- Twenty-three (23) MSc Degrees were conferred in six (6) maritime fields of specialisation with the total number of graduates reflected in brackets as follows:
 - Maritime Law and Policy (8)
 - Maritime Safety & Environmental Administration (3).
 - Maritime Education and Training (2).
 - Port Management (1)
 - Marine Environmental & Ocean Management (4) and
 - Shipping Management & Logistics (5).
- Of the twenty-three 23 MSc students, 8 are women and 15 men. Of the four (4) doctoral fellows, two of the recipients were female participants.

Table 8 : Maritime Procurement Current Status

Entity	B-BBEE Rating	Procurement Spend %
SAMSA	Level 2 – Transport Sector Code	20.57% Women Owned 14,04 Black owned
Ports Regulator	Level 2 – Generic Scorecard	14.04%

4.4 PUBLIC TRANSPORT

In terms of the advancement of women within the Department of Transport, The Public Transport Branch to date employs 39 women, which equates to 60% of the total staff. In terms of senior and top women appointments, the public transport branch currently employs 7 women, which makes up 38,8% of the total senior and top management staff.

According to 2012 statistics, the SANTACO management structure of fifty-four (54) includes about five women, but the organisation plans to introduce between 15% and 30% more women to its leadership structures at national conferences in 2014 and 2018. To this effect, the organisation had started education programmes through its new training academy that were aimed to help to free the country from sexist attitudes, “break the male-dominance monotony” and move towards a culture of respect and empathy for women.

4.5 RAIL SECTOR CURRENT STATUS

The table below summarised the current employment and procurement statistics in terms of women in the railway sector:

Table 9 : Rail Sector Current Status

Entity	Target	Board Woman %	Senior Management Women %	Total Women %	Internships Women %	Bursaries Women %	WoE Procurement %
DoT Rail Branch	50%	NA	63%	68%	NA	NA	NA
PRASA	50%	36%	28%	36%	92%	52%	10%
RSR	50%	46%	34%	51.0%	60%	75%	6%

5. CURRENT GAPS AND CHALLENGES AS IDENTIFIED PER SECTOR COMMISSIONS

5.1 AVIATION SECTOR

The following gaps were identified in terms of women employment and business opportunities within the Aviation Sector:

- The civil aviation technical personnel female representation is currently at 17,9% from a total of over 30 000 licence holders.
- Out of a total of 318 Air Operator Certificate holders only seven (7) are female-owned. Only one (1) is owned by a Black female.
- There are only ten (10) female-owned Aviation Training Organisations out of a total of 222. Only three (3) of them are owned by Black females.

5.2 ROAD TRANSPORT SECTOR

The Commission on Roads Transport reported the following as the main challenges to women empowerment:

- Unclear procurement processes especially the filling of tender documents.
- Need for interventions and training facilitation

- Need for notification regarding tender/bids publicized through relevant medias including setting advertise bids
- Proper Database development of SANWIT
- Capacity regarding service delivery an issue
- Mentoring and capacity development programs database in charge of programs including allocated funds
- No regular engagements with women (SANWIT)
- Male dominated with lack of information on accessibility for women
- Shortage of technical skills required to perform engineering work – provinces and municipalities
- Increasing age gap between experienced and lesser experience technocrats both in government and private sector
- Insufficient investment in road infrastructure development and maintenance
- Skills transfer is also lacking yet it is key in empowering women
- Entities such as SANRAL not currently assist very well in sub-contracting women or ensure that women owned business form joint ventures i.e. no encouraged joint ventures between male and female dominated companies
- Seemingly no regular engagements within women and that is encouraged in order to share ideas, highlight challenges and find workable resolutions as a collective and approach matters from that vein

5.3 MARITIME SECTOR

The Maritime commission highlighted the following two challenges to be addressed:

- There is currently no female ship owners or ship builders.
- Very few female in maritime businesses and in the scarce skills such as environmentalist, marine engineers, economics and legal etc

5.4 PUBLIC TRANSPORT

The Public Transport Commission reported the main challenges below:

- Funding constraints in Public Transport, leading to delays in industry transformation;
- Procurement legislation and regulations (set asides);

- Low numbers of women taxi and bus owners; public transport services still dominated by males;
- In the taxi sector, the transfer of operating license from a deceased spouse to the surviving widow has proven to be a lengthy process.

5.5 RAIL TRANSPORT

In terms of Professional Career Advancement, the rail sector noted the following gaps to be addressed:

- Talent Management / talent pool for high flyers
- Management / leadership development programs
- Career and Succession Planning aimed at advancing women
- Formal Mentoring and coaching programs
- Retention strategy for women professionals

In terms of Business Opportunities, the following aspects require urgent attention:

- Access to Capital
- Lack of business management skills i.e. tender procedures / business etiquette
- Opportunities / access to register on database
- Entry into transport industry – unable to compete with large entities
- Movement from incubation to business opportunities
- Commitment to utilise women owned entities
- Mentoring / coaching program for small businesses

6. CURRENT OPPORTUNITIES FOR WOMEN EMPOWERMENT

6.1 AVIATION CURRENT OPPORTUNITIES

During the commission discussions, the following opportunities for women empowerment was identified:

Table 10 : Aviation Current Opportunities

<p>DoT Branch</p> <ul style="list-style-type: none"> ✓ At least one Chief Director should be female ✓ Training and development ✓ Secondment to ICAO, AFCAC etc. 	<p>SACAA</p> <ul style="list-style-type: none"> ✓ Implement NATS ✓ Establish Aviation Academy ✓ Produce 6200 pilots & 200 Engineers ✓ Supplier Development Training
<p>ACSA</p> <ul style="list-style-type: none"> • Commercial: <ul style="list-style-type: none"> ✓ Retail Shop opportunities; ✓ Land available for property development; ✓ Advertising sites; ✓ Car Rental Bays and Kiosks • Airports <ul style="list-style-type: none"> ✓ Construction ✓ Engineering ✓ Road painting ✓ Rehabilitation of Runways and Taxiways ✓ Electrical Works • Finance <ul style="list-style-type: none"> ✓ Professional Services ✓ Banking Services ✓ Provision of IT goods and services • Human Resources <ul style="list-style-type: none"> ✓ Investment in skills ✓ Professional Services 	<p>ATNS</p> <ul style="list-style-type: none"> ✓ Fibre optic infrastructure replacement and OTN upgrade at FAOR & FACT ✓ Bapsfontein HF Receiver Site ✓ Computer equipment ✓ DATIS Replacement (FAOR, FACT, FAEL) ✓ Office furniture and Fittings ✓ Replacement of Approach Radars (FACT, FAOR and Durban Bluff: S-Band 1 – 2000) ✓ SSR Blesberg Replacement ✓ Electrical and Mechanical Equipment

6.2 ROAD TRANSPORT OPPORTUNITIES

The Road Transport Commission noted different opportunities to be explored by SANWIT members such as:

- The SSP which involves the establishment of the **Contractor Development Programme (CDP)**, currently being rolled out to all provinces
 - Objective of CDP: to uplift previously disadvantaged individuals (youth, women and people with disabilities) through a structured training programme to successfully run and manage the construction businesses.

- CDP addresses women empowerment and skills gap
- Provinces receive budget allocation for projects annually from DoT
- 30% of spent to be allocated to women programs
- Consumables in terms of branded items e.g. promotional material to be outsourced and an estimated budget of R100 million set aside annually.
- R40m was allocated for Provinces to be used for road safety
- Mentoring and capacity development programs already in place

6.3 MARITIME

The table below provides feedback in terms of current opportunities as identified within the Maritime Sector:

Table 11 : Maritime Current Opportunities

<p>DoT Branch</p> <ul style="list-style-type: none"> ✓ More females in the Branch to occupy Senior posts ✓ Training and development ✓ Secondment to IMO, AU etc. 	<p>Ports Regulator</p> <ul style="list-style-type: none"> ✓ Implement NPA Act ✓ Awareness Campaigns
<p>SAMSA</p> <ul style="list-style-type: none"> • Commercial: <ul style="list-style-type: none"> ✓ Awareness Campaigns; ✓ Bursaries; ✓ Ensure participation of women AU ✓ Advertising sites; 	<p>SANWIT</p> <ul style="list-style-type: none"> ✓ Businesses such as ship ownership, chandlers, stevedore companies, ship cleaners, surveyor trainees, exporters and importers, ferry owners, reception facilities owners, floating boats reception facilities, bunkering owners e.tc.

6.4 PUBLIC TRANSPORT

The delegates and participants of the Public Transport Commission reported the following as the main opportunities currently available to women in the sector:

- Implementation of Integrated Public Transport Networks (opportunities in contracts, station/depot management etc);
- Participation in downstream public transport industries: fuel retail, spare parts and tyre companies, vehicle repairs

- Participation in scholar transport contracts (through provincial education and/or transport departments);
- Opportunities presented by the National Land Transport Act (Section 41), to negotiate PT contracts, and therefore push the transformation imperative, as part of these negotiations;
- The PT industry has to transform, women must participate in decision making structures
- Department has also developed a Cooperatives Model, aimed at assisting micro and owner/operator type of businesses, to assist with the mechanisms that will enable accessibility big PT contracts

6.5 RAIL TRANSPORT CURRENT OPPORTUNITIES

The table below provides insight into the current opportunities which may be utilised to empower movement in the rail sector:

Table 12 : Rail Sector Current Opportunities

<p>PRASA:</p> <ul style="list-style-type: none"> ✓ Women in Rail Phase 1 (2008-12), contracts amounting to R651.7m were awarded to Women Owned Entities(WOE) ✓ Women in Rail Phase 2 (2013-18), R3.5 billion was allocate and the objectives were: <ul style="list-style-type: none"> • To improve the representation of women professionals and WOE in the core technical areas, • To facilitate technical skills of women professionals and WOE ✓ To facilitate comprehensive enterprise development and support <p>PRASA Entrepreneurial Opportunities</p> <ul style="list-style-type: none"> ✓ The Overall Women Owned Entities' procurement spend in 2014/15 was R1,1bn about 14% of the overall PRASA Spend 	<p>RSR:</p> <ul style="list-style-type: none"> ✓ 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 ✓ Professional Services opportunities in : Legal, engineering, audit, risk identification, human factors, facility management, research, catering and cleaning services
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✓ Outside the Women In Rail Programme, the following projects are available for women:

- **Property and Construction**
 - Station Improvement
 - Station Upgrade
 - Workplace Improvement
- **Rail Engineering**
 - Capital Intervention Programme (Fencing, Safety)
 - Rolling Stock Condition Work
 - Rolling Stock Components

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 (ILDP) - 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

7. RESOLUTIONS

The Women in Transport 2015 Summit Resolutions are hereby stated as follows:

7.1 TRANSPORT SECTOR-WIDE RESOLUTIONS

7.1.1 Resolutions at Department Level

- Inter-ministerial Collaboration between Ministry of DOT and other Ministries to align all to Transport resolutions:
 - DTI
 - Small Business Development
 - Public Enterprises
 - Mining
- Ministry of Transport and Provincial MEC's to sign MOU's for the inclusion of Women in Procurement - Involve district and local mayors to support initiatives
- Provincial MEC's to provide SANWIT with statistics of Women Empowered Entities
- All Dot Entities to have KPI's for CEO's and SCM managers pertaining to Women Empowerment targets.
- Minister of Transport to apply 50% target to appointment of boards of DoT Entities
- Charter Council to assist with standard weighting in terms of the alignment of Legislations, Regulations & Policies;
- Establish a Ministry of Transport Steering Committee to oversee and monitor the progress of Women Empowerment Action Plans. Committee to consist of the following representatives:
 - DoT (DG)
 - All DoT Entities
 - Other supporting State-owned entities such as TETA, IDC, NEF, NYDA etc
- Formalize Institutional arrangements of women structures such as SANWIT;

7.2.2 Skills Development

- Identify vocational opportunities for post-matric youth.
- Introduce Scholarships to address scarce and critical skills as informed by the industry for their operation
- Skills development facilitation through proper training including categorizing needs according to training requirements,

7.2.3 Advancing Professional employment/ capacity building

- Targeted recruitment and selection in line with women targets, specifically to accelerate representation of women in senior, executive and top management
- Formalised Mentoring strategy in each entity
- Centralised Women Talent Pool for identification of talent
- Utilisation of Skills development Budgets in line with women empowerment skills training requirements
- Women appointed as Board members to receive training to ensure active participation

7.2.4 Enterprise and Business Development

- Formalize Incubation and supplier development for women;
- Utilise current structures to address lack of capital such as IDC, NEF, etc
- Establish a Centralised DoT Database of all Women Owned Entities
- Conduct as Skills Audit of all WoE and address skills gaps
- Ensure all Level 3 Contracts contain a contractual obligation to mentor Level 1 suppliers

7.2 TRANSPORT SECTOR-SPECIFIC RESOLUTIONS

7.2.1 Aviation Sector Specific Resolutions

- Set Asides – Include Transportation of Staff from ACSA;
- Funding & Financing – IDC to revive aviation funding;
- Ministerial Intervention on inter-departmental mega projects e.g. A-400 manufacturing, Oxys (SAAF), C130 engine overhauling, etc.
- Establish a Women in Aviation Chapter

- Introduction of Aviation as a subject at Basic School and Higher Education level;
- Bridging course for post-matric youth who wishes to embark on an aviation technical career
- Facilitate *industry-government and educational partnerships* on skills development

7.2.2 Roads Transport Sector Specific Resolutions

- Provincial roadshows to be coordinated (Dates to be confirmed by SANWIT Chairperson), - determine concrete action plans with timelines and budgets associated with projects will be established,
- Capturing of road carnage statistics in rural areas including proper construction of roads in rural areas,
- Road Branch committed to visiting SANWIT Provincial offices for ongoing engagements, effective next quarter/trimester

7.2.3 Maritime Sector Specific Resolutions

- Establish a Maritime Chapter affiliated to SANWIT
- Participation of Women Operation Phakisa
- MOU between Basic School and Higher Education Department to introduce maritime subjects;
- Assist with a business plan, link group or individuals to the targeted organisations and assist with funding mechanisms – Operations Phakisa (Oceans Economy)
- Develop user friendly and practical manuals.
- Maritime business hubs to be established with clear support programmes through incubation and (assist women with licensing)
- Institutionalise the maritime industry development and implementation strategy which will be dedicated and funded
- Communicate the *Integrated Maritime Human Resources Strategy* and implications thereof
- Produce a report on the *state of employment* in the maritime sector
- Implement Maritime Safety Awareness Programmes targeted at communities. Survival Skills in water, swimming pools facilities, etc.

- Establish a compact for maritime businesses to be socially responsible and assist communities (schools, health, etc.). Monitor expenditure of maritime enterprises in this area
- Formalise partnership with *DBE, DHET and DST* on maritime education, training and research issues in partnership with industry needs and requirements.
- *Information on Operations Phakisa* to be shared with all stakeholders
- Information on *small harbours development* programme, on opportunities in *all facets* of the maritime sector and the *Framework* under which maritime sector operate
- Participation in *Universities Open Day*
- Proper Media Engagement Strategy on maritime sector

7.2.4 Public Transport Sector Specific Resolutions

- Uniformity in the implementation of NLTA across all provinces,
- Transfer of Operating Licence (OL) to Estate (Widows) to be simplified for fast execution. This includes acknowledgment of the rescission of the moratorium on issuing of OL's
- Uniformity in the implementation of NLTA across all provinces,
- Transformation of the taxi industry: More female representation in taxi/ PT structures; especially at leadership and decision making levels
- Introduce targeted training programmes for women in Transport and draw lessons from formal organisations
- Take advantage of the NLTA on negotiated contracts to target women for participation in PT contracts, including BRT's and IRPTN's
- Funding: Empowerment programmes should be adequately funded

7.2.5 Rail Sector Specific Resolutions

- Accelerate women representation at senior, executive and top management at PRASA and RSR, against a target of 50%
- Formalised DoT Women Leadership development program

- Business Management Program for women in business - Training in terms of Self-esteem / image consulting / personal branding / coaching
- Sector specific training of entrepreneurs in rail sector
- Set Aside Opportunities optimised to ensure 50% WoE participation
 - PRASA Women in Rail Phase 2
 - PRASA Capital Projects
 - RSR Procurement of Professional Services
- Utilisation of current TETA programmes for Skills development of women employees

8. SANWIT ROLE

8.1 CURRENT GAPS / CHALLENGES FOR SANWIT

The delegates in the various Commissions noted the following challenges to be addressed:

- Inadequately forged communication structures and institutional structure to operationalize the women in provinces and encourage ongoing interface with the Department and entities,
- Non-existent SANWIT Website ,
- SANWIT seemingly not organized well to utilize the allocated budget in Provinces,
- Inadequate reporting structures between SANWIT and DoT
- Absence of grouping of service providers according to CIDB grades as per services provided including facilitating proper training as per grading,
- Absence of engagement within SANWIT regarding technicality of tender specifications which causes challenges including leading to sub-standard service delivery
- Lack of formalized structures to assist with identification of opportunities, training and assistance of members
- Lack of formal agreements between SANWIT and DoT Entities regarding provision of business and employment opportunities, use of database etc.

8.2 FUTURE ROLE OF SANWIT

The future role of SANWIT, as agreed upon in the respective Commissions, is as follows:

- Conduct a National SANWIT Elective Conference (31 August 2016)
- Address all Institutional Arrangements including national, provincial and local structures
- Establish Monitoring and Evaluation agreement with DoT especially regarding tender awarding to women in Provinces,
- Training of SANWIT members to be facilitated - this will have to be accounted for in regular quarterly reports and be communicated to the Executive Authorities, respectively.
- Facilitate access to maritime funding (31 March 2016)
- Women participation AU African Chapter (WIMA)
- Compile a Database of members per Province

- Unpack the defined opportunities for growth, identify and package the quick wins.
- Facilitate the updating of all existing WoE databases in all entities including SANWIT, for centralisation at DoT Level
- Assist in the Classification of Skills Set
- Facilitate the development of the Business Mentorship Programme – identify Successful vs Upcoming Entities as per the database
- Develop Standard Operation Processes for both public, private sectors and SOE's to include clause in the tender processes that allows bids/tenders to be published in the SANWIT website
- Ensure the formalisation of Training of women in Exports and Imports Contracts
- Establish a communication platform that is accessible to all levels of women in all geographies;
- Establish a SANWIT Website for advertising of all tenders and opportunities for WOE's, as well as vacancies within the DoT and supporting entities
- Coordinate all awareness initiatives to “market” transport business / employment opportunities
- Ensure the inclusion of rural women and women living with disabilities in all empowerment forums

9. ACTION PLANS

9.1. AVIATION ACTION PLANS

Table 13 : Aviation Action Plans

Project	Action	Responsible	Timeline
Set asides	Identify and share opportunities	ACSA, ATNS	Current - ongoing
Alignment of Legislation, Regulations and Policies	Identify gaps and propose solutions in BEE Act, PFMA, etc.	SANWIT & Entities	Year 1 (2016/17)
Education, Training, Development & Mentorship	Identify Women development programmes for all levels of SANWIT	SACAA, ACSA, ATNS	Year 1 (2016/17)
Funding and Financing by IDC	Engage Counterparts	Ministry	Year 1 (2016/17)
Ministerial Intervention in inter-departmental mega projects	Identify projects and make a submission to the Ministry on e.g. <ul style="list-style-type: none"> • Charter Services, • Denel 	SANWIT Ministry	Within 6 months
Establish a Women in Aviation Chapter	Develop Terms of Reference	SANWIT, DoT, Entities and all Women formations	Within 6 months
Establish a communication platform that is accessible to all levels of women in all geographies	Identify Communication channels and tools and central point of communication	DoT SANWIT	Within 3 months
Introduction of Aviation as a subject at Basic School and Higher Education level	Engage Department of Basic Education with a proposal	JAAP	Year 1 (2016/17)
Incubation and supplier development for women;	Develop an incubation / supplier development programme	SACAA	Year 1 (2016/17)

Project	Action	Responsible	Timeline
Institutional arrangement of women structures such as SANWIT;	Develop terms of reference for SANWIT engagement across entities and other women structures	Entities	Year 1 (2016/17)
Bridging course for post-matric youth who wishes to embark on an aviation technical career.	Identify service provider to compile bridging course curriculum and cost it	JAAP Service Provider	Year 1 (2016/17)

9.2 ROAD SECTOR ACTION PLANS

Table 14 : Road Sector Action Plans

Action	Time Frame
Provincial roadshows to be coordinated to define concrete action plans with timelines and budgets associated with projects will be established	(Dates to be confirmed by SANWIT Chairperson),
Formalism Skills development facilitation through proper training including categorizing needs according to training requirements,	Year 1 (2016/17)
Capturing of road carnage statistics in rural areas including proper construction of roads in rural areas	Year 1 (2016/17)
Obtain DoT assistance in upgrading grades to aid in advancing the scope of work given to women,	Year 1 (2016/17)
Road Branch committed to visiting SANWIT Provincial offices for ongoing engagements	Q3 Current Year (2015/16)
Creation of one body corporation in provinces that will focus on issues of women including being a regulatory authority provincially,	Year 1 (2016/17)
M & E to be conducted by NDoT especially regarding tender awarding to women in Provinces,	Year 1 (2016/17) and ongoing
Training of SANWIT members to be facilitated but this will have to be accounted for in regular quarterly reports and be communicated to the Executive Authorities, respectively	Year 1 (2016/17)

9.3 MARITIME SECTOR ACTION PLANS

Table 15 : Maritime Sector Action Plans

Project	Action	Responsible	Timeline
Awareness Campaigns	Information on Operation Phakisa, Media engagement strategy	SAMSA, PRSA, DOT	Current – ongoing
Alignment of Legislation, Regulations and Policies	Identify gaps and propose solutions in BEE Act, PFMA, etc.	DOT, SANWIT and Entities	Year 1 (2016/17)
Institutionalisation of industry development in general	Cab memo to be written to request the Institutionalisation of maritime industry develop	DOT	Year 1 (2016/17)
Education, Training, Development & Mentorship	<ul style="list-style-type: none"> • Identify Women development programs for all levels of SANWIT • Develop information booklets 	SAMSA, PRSA, DOT	Year 1 (2016/17)
Funding and Financing by IDC and others	Engage Counterparts	SAMSA and DOT	Year 1 (2016/17)
Ministerial Intervention in inter-departmental mega projects	Identify projects and make a submission to the Ministry for approvals	SANWIT Ministry	Within 6 months
Establish a Women in Maritime Chapter	Develop Terms of Reference	SANWIT, DoT, Entities and all Women formations	Within 6 months
Establish a communication platform that is accessible to all levels of women in all geographies	Identify Communication channels and tools and central point of communication	DoT SANWIT	Within 3 months
Introduction of maritime as a subject at Basic School and Higher Education level	Engage Department of Basic Education with a proposal	SAMSA and DOT	Year 1 (2016/17)

9.4 PUBLIC TRANSPORT ACTION PLANS

Table 16 : Public Transport Sector Action Plans

Action	Responsibility	Estimated Timeframe
Uniformity in the implementation of NLTA across all provinces, (Transfer of Operating Licence (OL) to Estate (Widows) to be done within shorter time frame). This includes acknowledgment of the rescission of the moratorium on issuing of OLs	All Provinces	March 2016
Uniformity in the implementation of NLTA across all provinces, (Transfer of OL to Estate (Widows) to be done over the counter). This includes acknowledgment of the rescission of the moratorium on issuing of OLs	Government (National, Provinces, Municipalities) PT Industry Business sector	3 years
Transformation of the taxi industry: More female representation in taxi/ PT structures; especially at leadership and decision making levels	PT Industry	2 years
Introduce targeted training programmes for women in Transport and draw lessons from formal organisations	PT Industry Government	Ongoing starting in 2016/17
Take advantage of the NLTA on negotiated contracts to target women for participation in PT contracts, including BRT's and IRPTN's	Government	3 years
Funding: Empowerment programmes should be adequately funded	Government PT Industry	Annual funding, starting in 2016/17

9.5 RAIL SECTOR ACTION PLANS

Table 17 : Rail Sector Action Plans

Action	Deliverable / KPI	Year 1 (15/16)	Year 2 (16/17)	Year 3 (17/18)	Year 4 (18/19)	Year 5 (19/20)	Resp
Increase WoE participation to 50%	Steering Committee Established	Steering Committee established with Terms of Reference	Steering Committee ToR actions implemented	Targets met	Targets met	Targets met	DoT
	Centralised Database established	Central database established	10% increase in use of WoE in database	10% increase	10% increase	10% increase	DoT
	Skills Audit Conducted	Skills Audit Conducted					DoT
	Skills Training Strategy developed and implemented	Skills training strategy development (use existing levers)	Skills training Initiated				DoT SOE's
	Incubation Strategy Developed and Initiated	Incubation Strategy developed (use existing levers)	10% Level 1	10% Level 1	10% Level 1	10% Level 1	DoT SOE's
	Strategy to Mentor small businesses developed and implemented	Develop contractual agreement to include mentoring (Level 3)	10% Level 2 mentored	10% Level 2 mentored	10% Level 2 mentored	10% Level 2 mentored	DoT SOE's
	WoE procurement targets met in industry	15%	20%	30%	40%	50%	DoT SOE's
Set Asides formalised	Centralised Tendering Process established	Centralise tender capacity developed and initiated					DoT and entities

Action	Deliverable / KPI	Year 1 (15/16)	Year 2 (16/17)	Year 3 (17/18)	Year 4 (18/19)	Year 5 (19/20)	Resp
	Alignment between tenders and SANWIT database process established	SANWIT State of Readiness assessed and structures finalised	20% WoE	30% WoE	40% WoE	50% WoE	SANWIT
	Access to capital process developed	ToR with existing entities established (IDC/ SEFA / NEF / NYDA etc)	10% Level 1 entities funded 10% Level 2 entities funded	10% Level 1 entities funded 10% Level 2 entities funded	10% Level 1 entities funded 10% Level 2 entities funded	10% Level 1 entities funded 10% Level 2 entities funded	DoT SANWIT
	PRASA / RSR Spend 50% on WoE	15%	28%	36%	42%	50%	PRASA RSR
Women Employment Targets met	Board Membership 50% women	45% (replace all turnover with women)	45% (replace all turnover with women)	50% (replace all turnover with women)	50% (replace all turnover with women)	50% (replace all turnover with women)	DoT and entities
	Women in all levels 50%	45% (replace all turnover with women)	45% (replace all turnover with women)	50% (replace all turnover with women)	50% (replace all turnover with women)	50% (replace all turnover with women)	DoT and entities
	Talent Pool developed and implemented	Talent Management strategy developed to include talent pool	50% women in Talent Pool (junior management)	50% women in Talent Pool (junior management)	50% women in Talent Pool (junior management)	50% women in Talent Pool (junior management)	DoT and entities
	Formalised Mentoring process implemented	Mentoring Strategy developed Mentors and Mentees	100% mentoring of talent Pool	DoT and entities			

Action	Deliverable / KPI	Year 1 (15/16)	Year 2 (16/17)	Year 3 (17/18)	Year 4 (18/19)	Year 5 (19/20)	Resp
		trained					
	Management Development Program developed	Training Institution appointed Course development completed	50% Women in management development program	DoT and entities			

10. MONITORING AND EVALUATION

The success of the WIT Summit lies in the successful implementation and sustained performance against all resolutions and action plans. The following Monitoring and Evaluation measures have been identified as pre-requisites for a monitoring mechanism at the national level, including the relevant stakeholders

10.1 DOT STEERING COMMITTEE

- Establishment of a DoT Steering Committee within the office of the DG to consist of the following representatives :
 - DoT Transport Branches
 - SOE's,
 - TETA,
 - SANWIT and other entities as identified.
- Evaluate and Track Quarterly Performance as per the APP's / Level 3 Entity Contractual obligations / MOU's with MEC's
- Annual reporting on overall DoT Women Empowerment Performance

10.2 DOT & SOE ENTITIES EXECUTIVES

- Annual Performance plans of all DoT Branches and Entities to contain a Women Empowerment Deliverable with measures to advance towards agreed targets
- All Individual Performance Agreements of the DOT DG and DDG's, as well as CEO's and SCM Managers of Entities to contain a Women Empowerment Target and a commitment to SANWIT articulated in their performance agreement
- Boards of Entities to track quarterly performance as per the relevant APP

10.3 SANWIT

- Quarterly Reports by provincial SANWIT branches;
- Quarterly Report from SANWIT National Executive to DoT Steering Committee
- Annual Report to WIT SUMMIT

11. CONCLUSION

The resolutions and actions as agreed upon during the Women in Transport Summit 2015 as hosted by the Department of Transport, was confirmed by the Honourable Deputy Minister of Telecommunications and Postal Services, Prof H Mkhize. She read the various declarations as contained in the so-called *Ekurhuleni Declaration, Women In The Transport Summit, on the Occasion of the Inaugural Women In Transport Summit, 2015 - hosted by the Minister Of Transport (Hon. Dipuo Elizabeth Peters, MP) And The Deputy Minister Of Transport (Hon. Sindisiwe Lydia Chikunga, MP) 20 – 22 August 2015.* (See attached the Full Ekurhuleni Declaration)

The Women in Transport Summit 2015, was formally closed by the Honourable Deputy Minister of Transport, Ms LS Chikunga. In her words, *“We are nearing the end of an outstanding, a highly successful, very moving and constructive summit. We discussed and resolved on a crucial topic of emancipating women in the transport sector. At the onset I would like to commend you for your commitment in attending this Woman in Transport Summit and for your insightful and focused participation. Whilst this Summit is important, the outcomes, that is, the resolutions and programs of action are even more important. But the implementation of the resolutions and the POA will make or break this Summit. So the success of this summit is not only about what happened here today, but in the main what will happen after this conference. We have individual and collective obligations to propagate and defend the outcomes of this summit by implementing them.”*

It was clearly stated that the Department of Transport mandate is to ensure that the Women in Transport Summit becomes a watershed, a legacy project for all women in South Africa, and not just another event. This summit has spelt out the way forward with regards to major areas of women emancipation: On advancing the radical economic transformation and emancipation of women, youth and people with disabilities through set-aside projects- we have resolutions, we have clear actions. On developing a five year programme of action which will be used as a monitoring tool- we have resolutions, we have clear actions. On the promotion and

strengthening of SANWIT as the umbrella body for the other women formations within the industry- we have resolutions, we have clear actions.

This summit has set the seal on all the resolutions and POA, thus giving all of us our marching orders, where we are, whether employed or providing employment or deployed. As we will be leaving Birchwood, none of us can say we do not know what to do.

At the same time each and every one of us has individual and collective obligation to propagate and defend the outcomes of this summit, by implementing them.

Indeed the Transport sector is moving forward women empowerment and transformation.

12. ABBREVIATIONS

AARTO - Administrative Adjudication of Road Traffic Offences

ACSA - Airports Company South Africa Limited

AIMO - Aeronautical Information Management Officer

ANC - African National Congress

ANSP - Air navigation services provider

ATA - Aviation Training Academy

ATCO - Air Traffic Controller

ATNS - Air Traffic and Navigation Service Company Limited

ATS - Air Traffic Services

ATSO - Air Traffic Service Officer

B-BBEE - Broad-Based Black Economic Empowerment

C-BRTA - Cross-Border Road Transport Agency

CDP - Contractor Development Programme

CEDAW - Convention on the Elimination of all Forms of Discrimination against Women

CEO - Chief Executive Officer

DHET - Department of Higher Education and Training

DOT - Department of Transport

DTI - Department of Trade and Industry

EPWP - Extended Public Works Programme

ICAO - International Civil Aviation Organisation

IMO - International Maritime Organisation

JAAP - Joint Aviation Awareness Programme

MDG - Millennium Development Goals

MEC - Member of Executive Council

MOU - Memorandum of Understanding

NATS - National Aviation Transformation Strategy

NDP - National Development Plan

NGP- New Growth Path

NGO - Non-Governmental Organisations
NPA - National Ports Authority
NSF - National Skills Fund
NSFAS - National Student Financial Aid Scheme
PLWD - People living with disabilities
PRASA – Passanger Rail Agency South Africa Limited
PRSA - Ports Regulator of South Africa
RAF- Road Accident Fund
RSR – Railway Safety Regulator
RTIA - Road Traffic Infringement Agency
SACAA - South African Civil Aviation Authority
SAMSA - South African Maritime Safety Authority
SANRAL - South African National Roads Agency Limited
SANWIT- South African Network for Women in Transport
SANTACO - South African National Taxi Council
SAWIA - South African Women in Aviation and Aerospace
SIP - Strategic Infrastructure Projects
SOC - State-Owned Company
SONA - State of Nation Address
SSP - S’hamba Sonke Programme
TETA - Transport Education and Training Authority
TFR – Transnet Freight Rail
WIT - Women in Transport

DECLARATION

WOMEN IN THE TRANSPORT SUMMIT

**ON THE OCCASION OF THE INAUGURAL WOMEN IN TRANSPORT SUMMIT, 2015 -
HOSTED BY THE MINISTER OF TRANSPORT (HON. DIPUO ELIZABETH PETERS, MP)
AND THE DEPUTY MINISTER OF TRANSPORT (HON. SINDISIWE LYDIA CHIKUNGA, MP)
20 – 22 AUGUST 2015**

**WE, THE WOMEN OF SOUTH AFRICA HEREBY DECLARE:
THAT THIS DECLARATION SHALL BE CALLED THE EKURHULENI DECLARATION!**

EKURHULENI DECLARATION:

PREAMBLE:

We, the Women of South Africa Young and Old together with the duly elected representatives of the South Africa National Women in Transport (SANWIT) as well as Women leaders in Government and the private sector participants in the inaugural meeting of the Women in Transport Summit hereby declare that we are gathered here in Ekurhuleni, Gauteng from the 20 – 22 of August 2015, the 21st year of South Africa's Democracy and the 61st anniversary of the 1954 Women's Right Charter in order to commit to and declare as follows:

- 1. RE-AFFIRM OUR COMMITMENT** to the Protection and Promotion of Women's Rights as espoused by National and International Statutes, Policies, laws and regulations which speak to all aspects of the protection, promotion and implementation of women's rights
- 2. CONFIRM OUR COMMITMENT** to the implementation of The Convention on the Elimination of All Forms of Discrimination Against Women and the Beijing Declaration and its Platform for Action for which South Africa participated in the UN 4th World Conference for Women in Beijing, China in September 1995, and ratified CEDAW without reservation in December of the same year;

and

the Solemn Declaration on Gender Equality in Africa which was adopted in 2014 by the African Union (**AU**) Heads of State and Government during the Third Ordinary session of the **AU** Assembly in Addis Ababa, Ethiopia and the Declaration on Gender Equality in Africa, which seeks to provide not only the advances made in the commitments outlined in the AU Solemn Declaration but to highlight persistent challenges and barriers in meeting the targets set in the AU Implementation Framework of 2005. The African Union (AU) recently announced that 2015 marks the beginning of the Maritime Decade as one of the flagship projects geared towards the implementation of Agenda 2063.

The accelerated implementation of the Yamoussoukro Decision – chaired by the Minister of Transport (YD) is also part of some of the identified flagship projects identified by the African Union.

South African women stand ready to support and benefit from all the projects ready for investment and implementation within our Continent.

3. **DETERMINED TO ADVANCE** the goals of equality, development and progression for all women in South Africa's Transport Sector in the interest of economic development and women emancipation,
4. **ACKNOWLEDGE AND CELEBRATE** the achievements and the work of all women in South Africa's Transport Sector, taking note of the diversity of women and their roles and circumstances,
5. **HONOUR THE WOMEN** who paved the way and fought for our democracy, inspired by the hope they present in South Africa's youth,
6. **RECOGNIZE** that the status of women has advanced in some important respects in the past decade but that progress has been uneven, inequalities between business women and men

in the Sector have persisted and major obstacles remain, with serious consequences for the well-being of our economy,

7. **TAKE COGNISANCE** that this situation is exacerbated by the poverty that is affecting the lives of the majority of the South Africa's people, in particular women, youth and people with disabilities, that broad-based employee equity and sustained economic growth in the context of sustainable development is necessary to sustain social development and social justice.
8. **DEDICATE OURSELVES UNRESERVEDLY** to addressing these constraints and obstacles and thus enhancing further the advancement and empowerment of women in the South African Transport Sector, and agree that this requires urgent action in the spirit of determination, hope, cooperation and solidarity...
9. **DEVELOPMENT OF A WOMEN-CENTERED**, inclusive and development-orientated Transport Sector, where women can work towards achieving their full potential, sustainable development and improving their quality of life as premised in the South African Freedom Charter and Women's Rights Charter.
10. **ERADICATE AND CURB** the triple challenges of poverty, inequality and unemployment which continue to affect the many people as enshrined in The National Development Plan **(NDP)** which aims to eradicate poverty, increase employment and reduce inequality by 2030.
11. **DEMAND THE ACCELERATION** of the empowerment and transformation of women in the Transport Sector for the benefit of the many women who are employed in the various modes of transport; e.g.:
 - operators who provide critical services for business and our communities;
 - professionals who spearhead innovation and planning for transport;

- the decision makers who provide leadership for the development of the best transport system in Africa; and
- the eradication of Head Loading and other unhealthy practices used by women in informal settlements and in the rural areas in the cause of trading and performing household chores.

12.DEMAND THE RECOGNITION AND IMPLEMENTATION OF the labour rights of women, youth and people living with disabilities within the Transport Sector as an inalienable, integral and indivisible part of all human rights and fundamental freedoms;

13.WORK TOWARDS THE ACHIEVEMENT of the full and effective implementation of the Freedom Charter as well as The Women’s Charter.

14.SUPPORT THE PLACEMENT AND DEPLOYMENT of South African women in positions in all available positions within the global system of governance / multilateral organizations which regulates the transport sector – Southern African development community (**SADC**), African Union (**AU**) and United Nations (**UN**) and all agencies which report to these organizations

WE REMAIN CONVINCED THAT:

15.The empowerment of women in South Africa is about the eradication of the legacy of colonialism and apartheid. It is about the transformation of society, particularly the power relations between men and women.

16.This economic empowerment of women in South Africa must include the removal of institutionalized pillars of gender oppression, patriarchy, sexism, racism, ageism and all structural oppressive measures. These must be replaced by the creation of a conducive environment which enables women to participate fully in the economic development of South Africa, in particular within the transport sector.

Women's empowerment and their full participation on the basis of equality in all spheres of the Transport Sector, including participation in the decision-making processes.

17. Training, capacity building (including institutional capacity) exposure as well as recognition of skills attained by women remain viable tools to ensure that women in particular participate fully and can benefit economic development of South Africa as a country.

THEREFORE AS WOMEN HERE PRESENT:

18. WE WILL CONTINUE to mobilize and ensure that the participation and constructive contribution of all relevant stakeholders within South Africa; e.g.

Government, Political Parties, Civil Society, Women Formations and Networks, other non-governmental organizations, Community-based Organizations, as well as Financial Institutions recognize that Women's Rights are Human Rights and that the Transport Sector must include women

19. WE WILL WORK HARD TO ENSURE that the effective implementation of the Five Year Action Plan developed by the Summit and active participant present here today becomes a reality!

20. THE MONITORING AND REPORTING TOOL developed by the Summit will ensure timeous review and implementation of corrective measures identified, where necessary!

WE ARE DETERMINED TO:

Intensify efforts and actions to achieve the goals of the SANWIT Women in Transport Summit for the Advancement of Women by the end of the next 5 years (2015 – 2020);

Ensure the full enjoyment by women of all human rights, labour rights and fundamental freedoms including but not limited to the use of all available avenues in law to address deficiencies and violations against any and all stumbling blocks and perpetrators!

TAKE ALL NECESSARY MEASURES to eliminate all forms of discrimination against women in the Transport Sector and remove all obstacles to gender equality, advancement and empowerment of women within this sector!

TAKE POSITIVE STEPS to ensure the advancement of women and, recognizing the leading role women have played in the Transport Sector;

RECOGNIZE THAT the success of the implementation of the five year Plan for Action, which will require a strong commitment on the part of all stakeholders within South Africa and beyond!

WE WILL CONTINUE TO PURSUE social and economic equity within the transport sector, with particular emphasis on the development of women entrepreneurs and industrialists!

We urge all South African Transport Sector representatives, national financial institutions, other relevant national institutions and all women and men, as well as non-governmental organizations, with full respect for their autonomy, and all sectors of civil society, in cooperation with Government, to fully commit themselves and contribute to the implementation of this Plan for Action.

TRANSPORT SECTOR MOVING WOMEN EMPOWERMENT AND TRANSFORMATION FORWARD