

WOMEN IN TRANSPORT SUMMIT

Cross-Border Road Transport Agency



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Basis for Women Empowerment

The C-BRTA was established in terms of the Cross-Border Road Transport Act 4 of 1998 to provide for co-operative and co-ordinated provision of **advice, regulation, facilitation** and **law enforcement** in respect of cross-border road transport by the public and private sectors.

Amongst others, the Agency is mandated to empower the cross-border road transport industry to maximize business opportunities through:

- Facilitating the provision of training, capacity building and the promotion of entrepreneurship in respect of SMMEs with an interest in cross-border road transport
- Promoting small businesses; and
- Empowering persons historically disadvantaged by unfair discrimination.

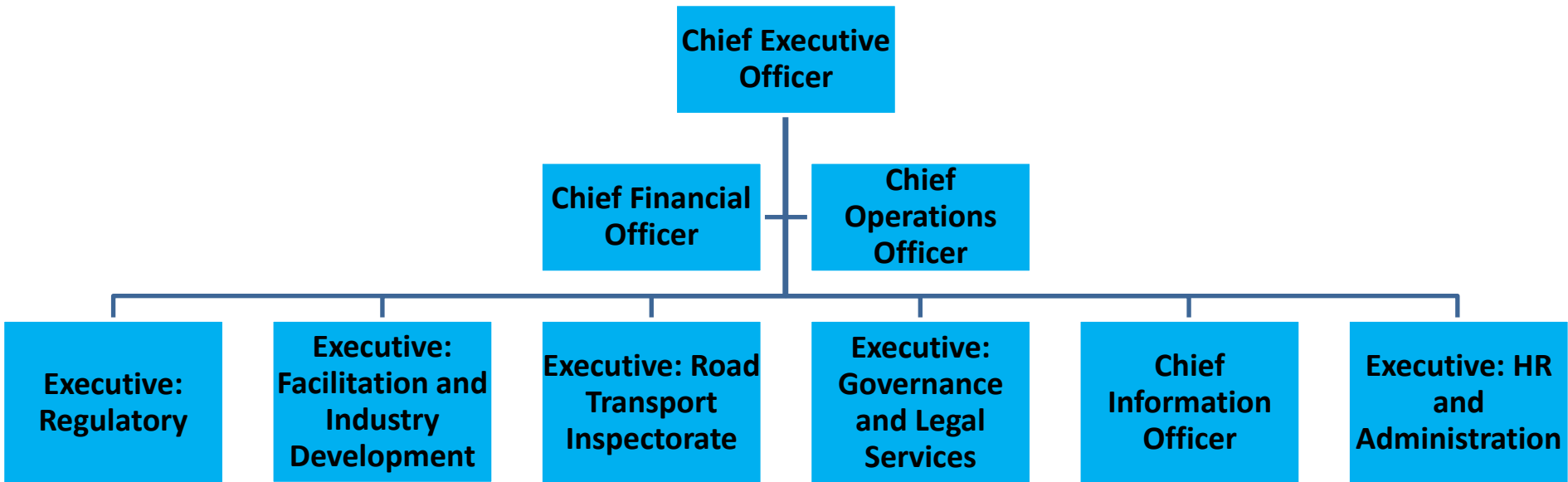


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Entity Structure

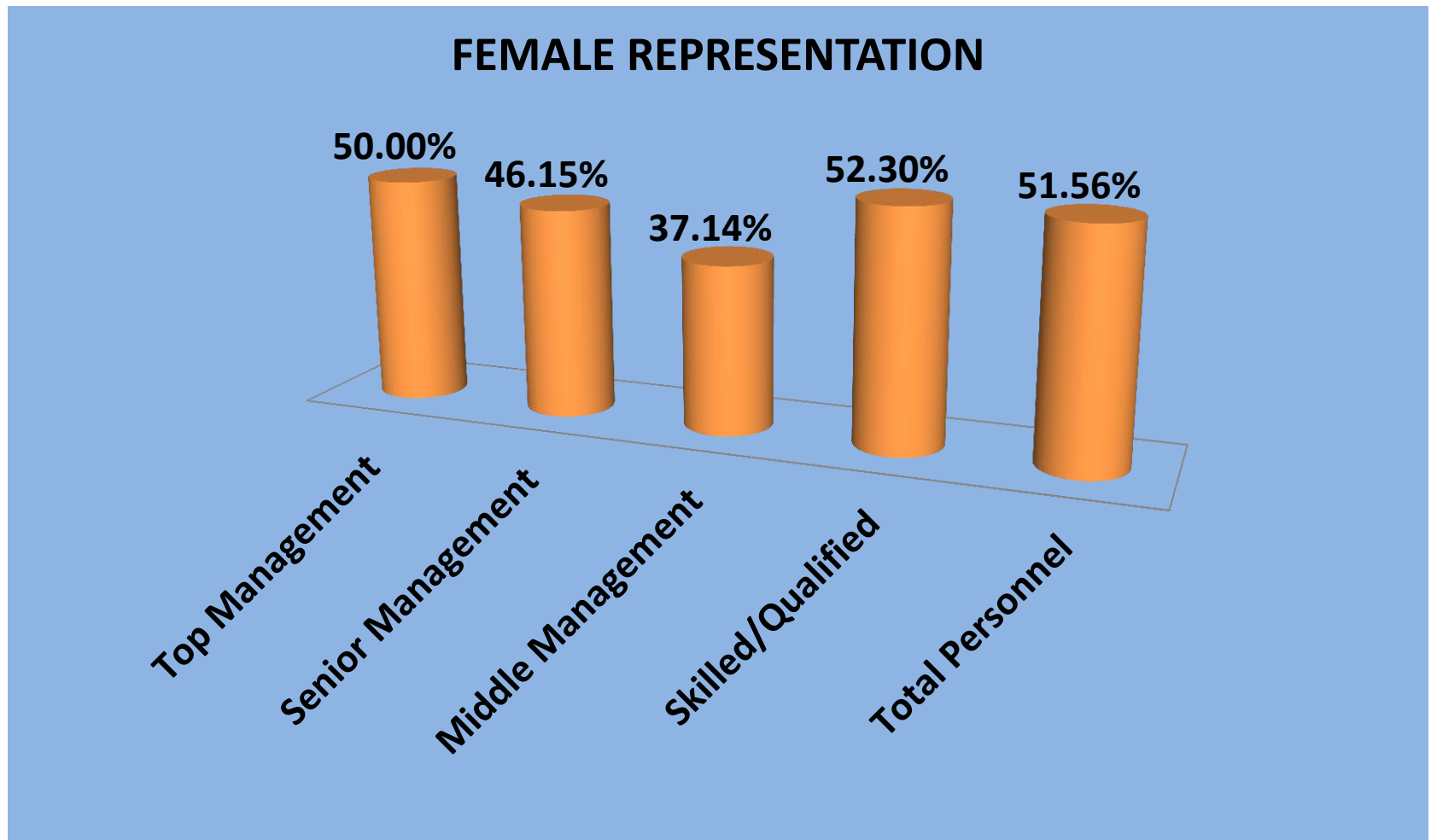
TOP MANAGEMENT
50% WOMEN



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Current Employment

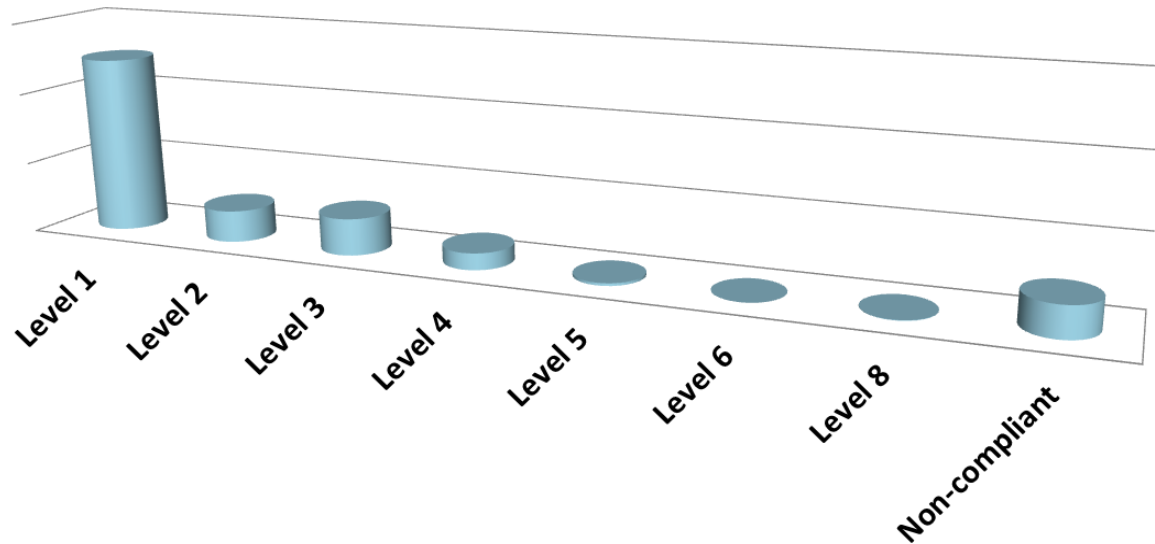


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Business / Entrepreneurial Opportunities

B-BBEE SPEND ON QUOTATIONS



	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 8	Non-compliant
Series2	R 12,370,190	R 2,222,167	R 2,582,792	R 1,167,185	R 179,510	R 4,980	R 34,414	R 2,139,763
Series1	60%	11%	12%	6%	1%	0%	0%	10%

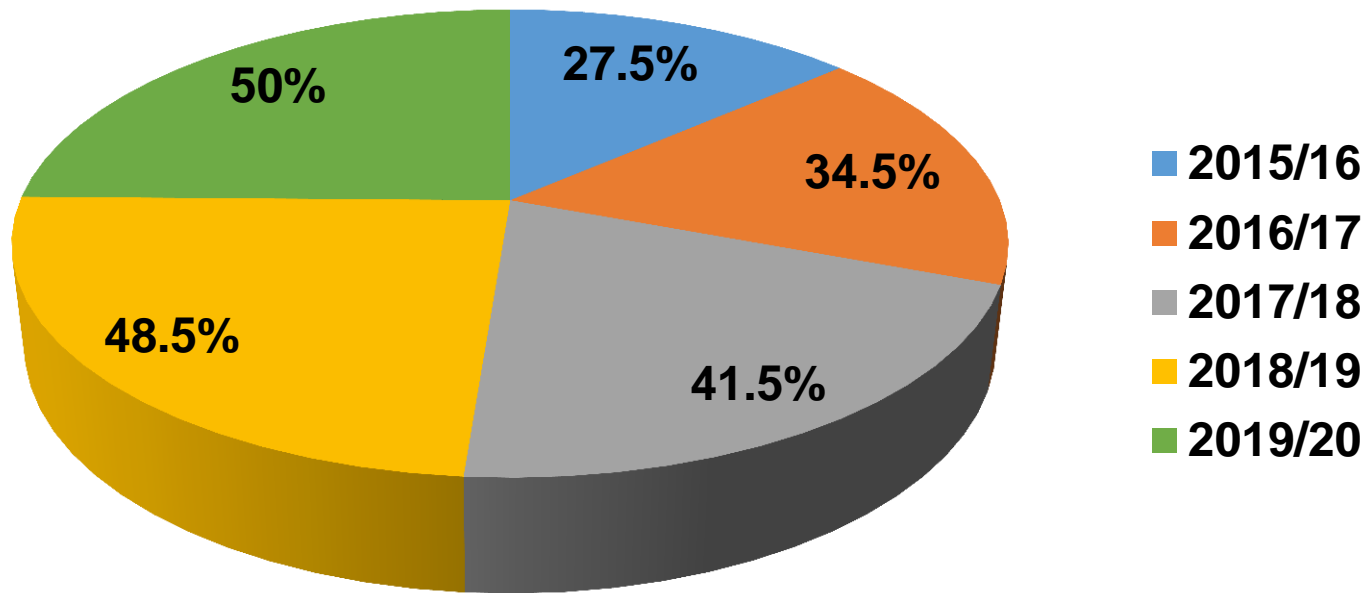


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Business / Entrepreneurial Opportunities

WOMEN PROCUREMENT SPEND TARGETS



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Business / Entrepreneurial Opportunities

Efforts taken to support the establishment of new businesses in transport:

- **Established two co-operatives focusing on women and youth**
 - ✓ These cooperative are currently being incubated to ensure sustainability
- **SMME recruitment campaigns**
 - ✓ Awareness campaigns aimed at attracting new entrants into cross-border market
- **Business planning support for SMMEs**
 - ✓ Assisting prospective applicants with development of business plans



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Career / Skills Development

- **Programme for Women in Trade and Transport**
 - ✓ Focusing on empowering women SMMEs to run successful businesses.
- **Entrepreneurship and Business Development Programme**
 - ✓ Conducted Customer Care training for cross-border bus operators
 - ✓ Conducted financial management training for cross-border taxi operators
- **Driver Health & Wellness Programme to enhance road safety**
 - ✓ Conducted Voluntary HIV/AIDS Testing and Counselling at Taxi Ranks
 - ✓ Conducted an awareness on hypertension, sugar diabetes and overall importance of a good lifestyle for cross-border taxi drivers
- **Policy and Legislation Programme**
 - ✓ Conducted a workshop for cross-border operators on the latest conditions on regulatory framework



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Career / Skills Development

- **Conflict Resolution and Management**
 - ✓ Conducted conflict resolutions workshop for the cross border taxi industry.
- **Fraud and Corruption Awareness Programme**
 - ✓ Awareness programme on intentional and unintentional fraudulent practices in the industry, including all acts of corruption.
- **Members of the two cooperatives, one for women and another for youth, established during 2014/15 financial year have been trained on:**
 - ✓ Co-operatives Regulation;
 - ✓ Understanding cooperatives and business ethics;
 - ✓ Health and Safety;
 - ✓ Financial requirements and tendering;
 - ✓ Marketing;
 - ✓ Human Resource principles;
 - ✓ Mentorship programme; and
 - ✓ Labour Relations.

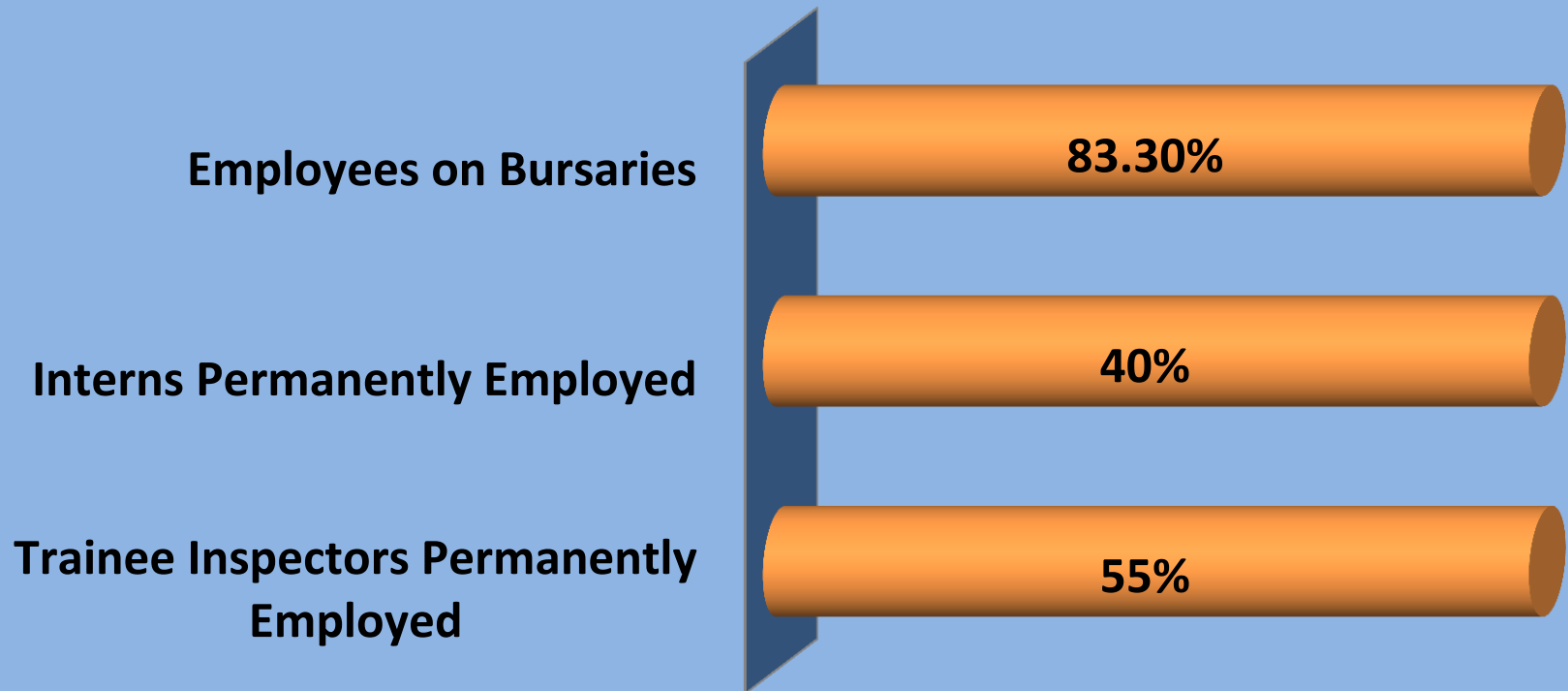


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Career / Skills Development

FEMALE REPRESENTATION



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Gaps to be Addressed

Areas **underperforming** against 50% target

Entity	Target	Total Women	Top & Senior Management	Procurement Spend	Skills Development Initiatives for Employees
C-BRTA	50%	51.56%	47.62%	27.5%	83.30%



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Commercial Projects Set Aside

The following projects have earmarked for women, youth and people with disabilities:

- **Training**
 - ✓ Training and mentoring of members of the existing women and youth cooperatives
 - ✓ Skills development programme for Women in Trade and Transport
- **Employment opportunities**
 - ✓ Intake of Trainee Inspectors (60% to be women)
 - ✓ Establishment of two more cooperatives
 - ✓ Identification and facilitation of two business opportunities in cross-border freight transport



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Challenges and Recommendations

- **The Agency does not have a requirement currently to enable reporting on the demographics of the permits operators**
 - ✓ There is a consideration to amending regulations to compel operators to provide specific information on gender, race and disability.
- **The C-BRTA SCM policy is aligned to the National Treasury's Preferential Procurement Policy Framework Act**
 - ✓ The policy is due for review in October 2015 and relevant aspects from the Transport Sector Charter will be included.
- **The current procurement system is not tailored to recognise women versus men owned companies but rather B-BBEE levels.**
 - ✓ The Agency is investigating possible changes to the system to make this distinction.



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Thank you



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