

WOMEN IN TRANSPORT SUMMIT

Department of Transport
Civil Aviation Branch
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Key Stakeholders

- ✓ Air Traffic and Navigation Services (ATNS)
- ✓ South African Civil Aviation Authority (SACAA)
- ✓ South African Airways (SAA)
- ✓ The South African Air Force (SAAF)
- ✓ CAASA
- ✓ SAPS (AIR-WING)



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Background (Continued)

- Primary objective / reason for existence
 - ✓ SACAA is a Regulator. It oversees state security and environment
 - ✓ ACSA; It runs 9 Airports (6+3)
 - ✓ ATNS provides air traffic control for security and safety.
 - ✓ SAA is the national carrier (Mango and Express) and others
 - ✓ SAAF is the Military wing which provides combat and passenger services
 - ✓ SAPS provides Air service support to the Police Service and passengers
 - ✓ CAASA is an association of Commercial Aviation in South Africa



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Industry-wide initiatives

- Aviation Industry Transformation Letsema
 - ✓ Low time pilots
 - ✓ Air traffic controllers
 - ✓ Technicians
 - ✓ Designated examiners
 - ✓ Instructors

Business

- ✓ Charter services
- ✓ Cargo services



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DOT Civil Aviation Branch

- Current women employment statistics in the Civil Aviation Branch

Salary Level	MALE					FEMALE					Grand Total	No. of posts to be filled by FEMALE	No. of posts to be filled by MALE	Disability Targets	Disabled people to be targeted				
	Total posts	Total Filled posts	Total vacant posts	African	Coloured	Indian	White	Total	African	Coloured						Indian	White	Total	
Target of 17 vacant posts				6	3	1	3	13	2	2	0	0	4	17					
16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
15	1	1	0	1	0	0	0	1	0	0	0	0	0	1	0	0	0		
14	3	0	3	0	0	0	0	0	0	0	0	0	0	0	2	1	0		
13	10	9	1	5	0	0	1	6	2	0	1	0	3	9	1	0	0		
11-12	16	10	6	1	0	0	1	2	7	1	0	0	8	10	1	5	0		
9-10	16	13	3	2	0	0	0	2	9	0	1	1	11	13	0	3	1		
6-8	24	20	4	6	0	0	0	6	13	0	0	1	14	20	0	4	0		
3-5	5	5	0	2	0	0	0	2	3	0	0	0	3	5	0	0	1		
Total	75	58	17	17	0	0	2	19	34	1	2	2	39	58	4	13	2	0	2
Percentage %			22.67 %	29.31	0	0	3.45	32.76	58.62	1.72	3.45	3.45	67.24	100					



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Employment statistics contd.

Progress against 50% target

Race	Current	Target	Gender				Disability (2%)			SMS			
			Gender	Current	%	Target	Gender	Current	Target	Gender	Current	%	Target
African	87.93%	75.40%	Male	19	32.76%	54.20%	Male	1	0	Male	7	70%	50%
Coloured	1.72%	3.20%	Female	39	67.24%	45.80%	Female	1	0	Female	3	30%	50%
Indian	3.45%	10.80%	Total	58	100%	100%	Total	2	0		10	100%	100%
White	6.90%							3.45%					
TOTAL	100%	100%											

- Initiatives

- ✓ At least one Chief Director should be female
- ✓ Training and development
- ✓ Secondment to ICAO, AFCAC etc



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Gaps to be addressed

- State areas where underperforming against 50% target

Entity	Target	Board Representation	Top Man/Senior Management	Total Women	Procurement	Training
DoT Branch	50%	NA	30%	67.24%	NA	NA
SACAA	50%	%	%	%	%	%
ATNS	50%	33.33%	37.50%	44.55%		
ACSA	50%	%	%	%	%	%



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Challenges and Recommendations

- Challenges

- ✓ Cost of training and development
- ✓ HRD Training policy
- ✓ Exposure

- Recommendations

- ✓ Policy should accommodate people to be trained for future development.
- ✓ Approval of low pilot flagship project



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Thank you



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