

WOMEN IN TRANSPORT SUMMIT

Railway Safety Regulator



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

Contents

- RSR Structure
- BBBEE Update
- Business / Entrepreneurial opportunities
- Commercial Project set aside
- Career and skills development
- Challenges
- Recommendations



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

RSR Mandate

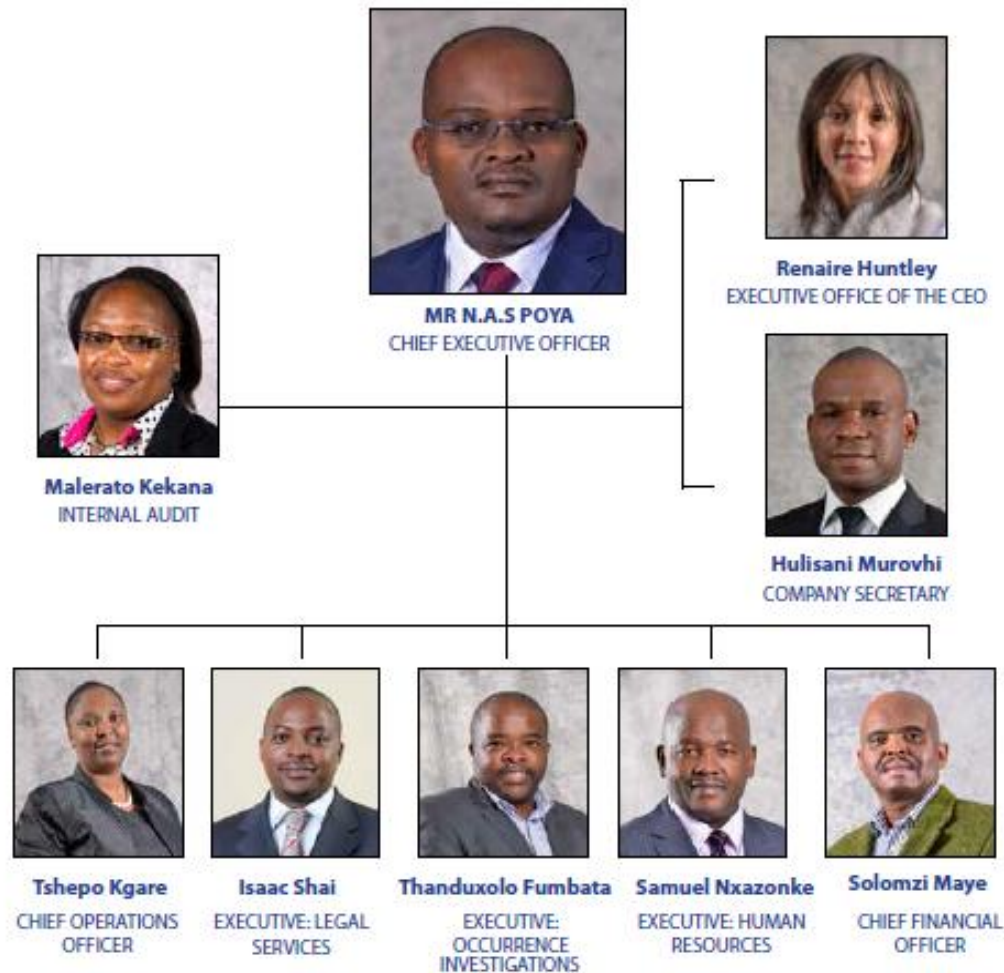
- The RSR is a schedule 3(A) public entity of the Department of Transport in terms of the Public Finance Management Act No. 1 of 1999
- Derives its mandate from its founding legislation, the National Railway Safety Regulator Act No. 16 of 2002 (RSR Act).



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

RSR Structure



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

RSR Current Employment

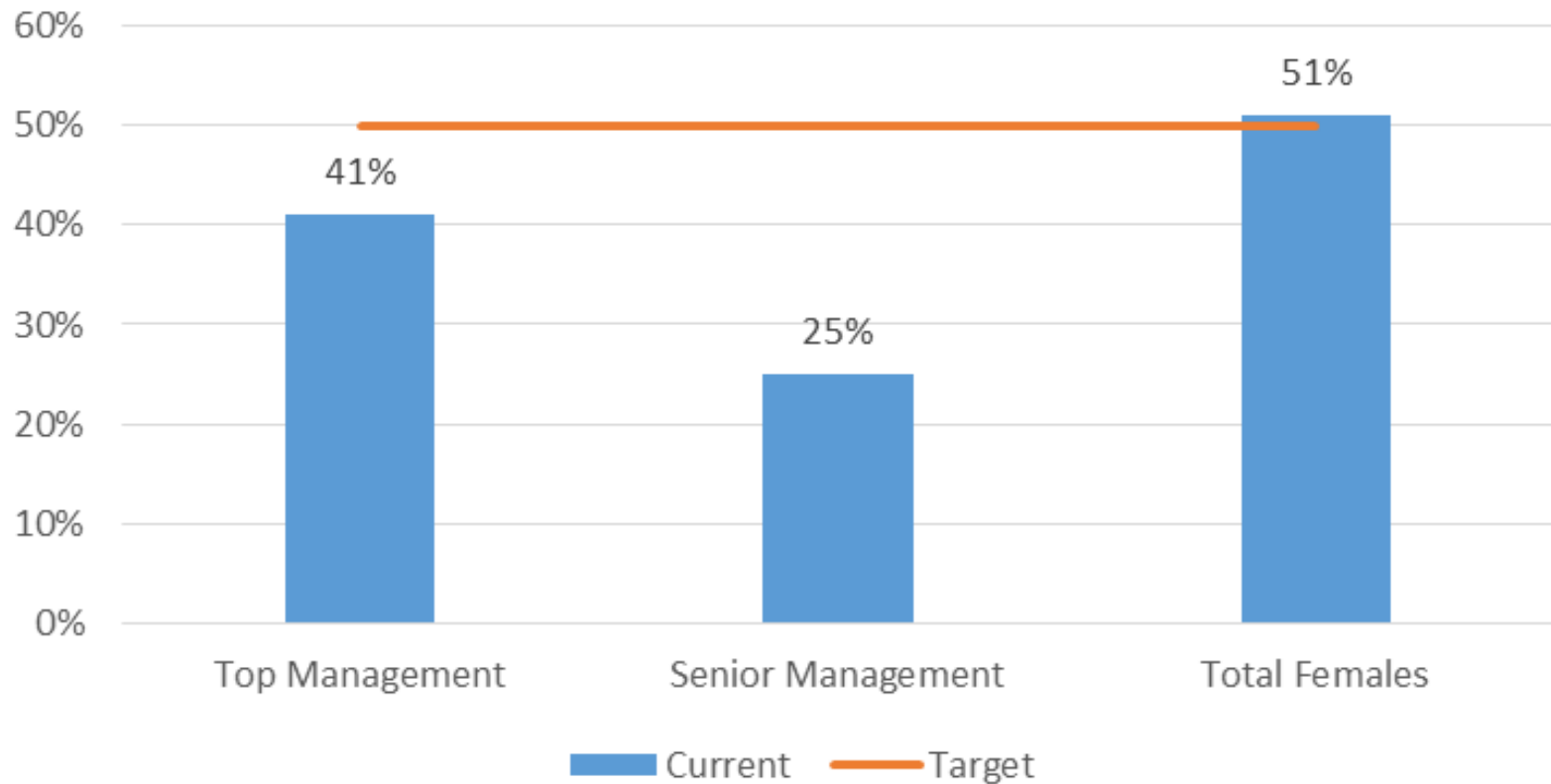
OCCUPATIONAL CATEGORIES	Target	A	C	I	W	Total M	A	C	I	W	Total F	TOTAL%
		%	%	%	%		%	%	%	%		
Executive Management	50%	52%	0%	0%	7%	59%	26%	7%	0%	7%	41%	16%
Senior Management	50%	70%	0%	0%	5%	75%	25%	0%	0%	0%	25%	12%
Management	50%	39%	1%	1%	7%	47%	47%	3%	0%	1%	51%	46%
Administrative Staff	50%	22%	0%	0%	0%	22%	70%	4%	4%	0%	78%	14%
General Assistants	50%	42%	0%	0%	0%	42%	58%	0%	0%	0%	58%	12%
TOTAL	50%	88%	1%	1%	10%	49%	89%	6%	1%	4%	51%	100%



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

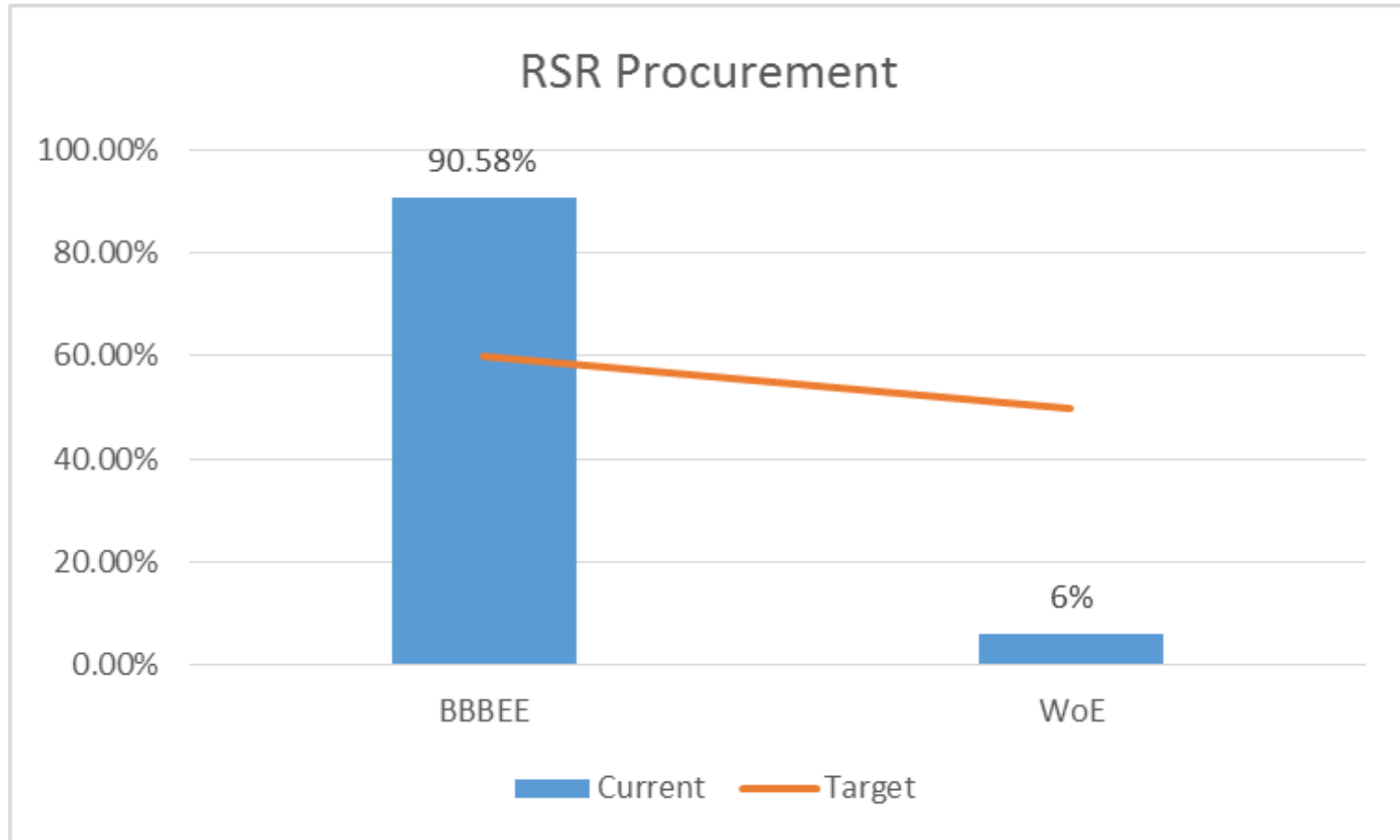
RSR Women Employment



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

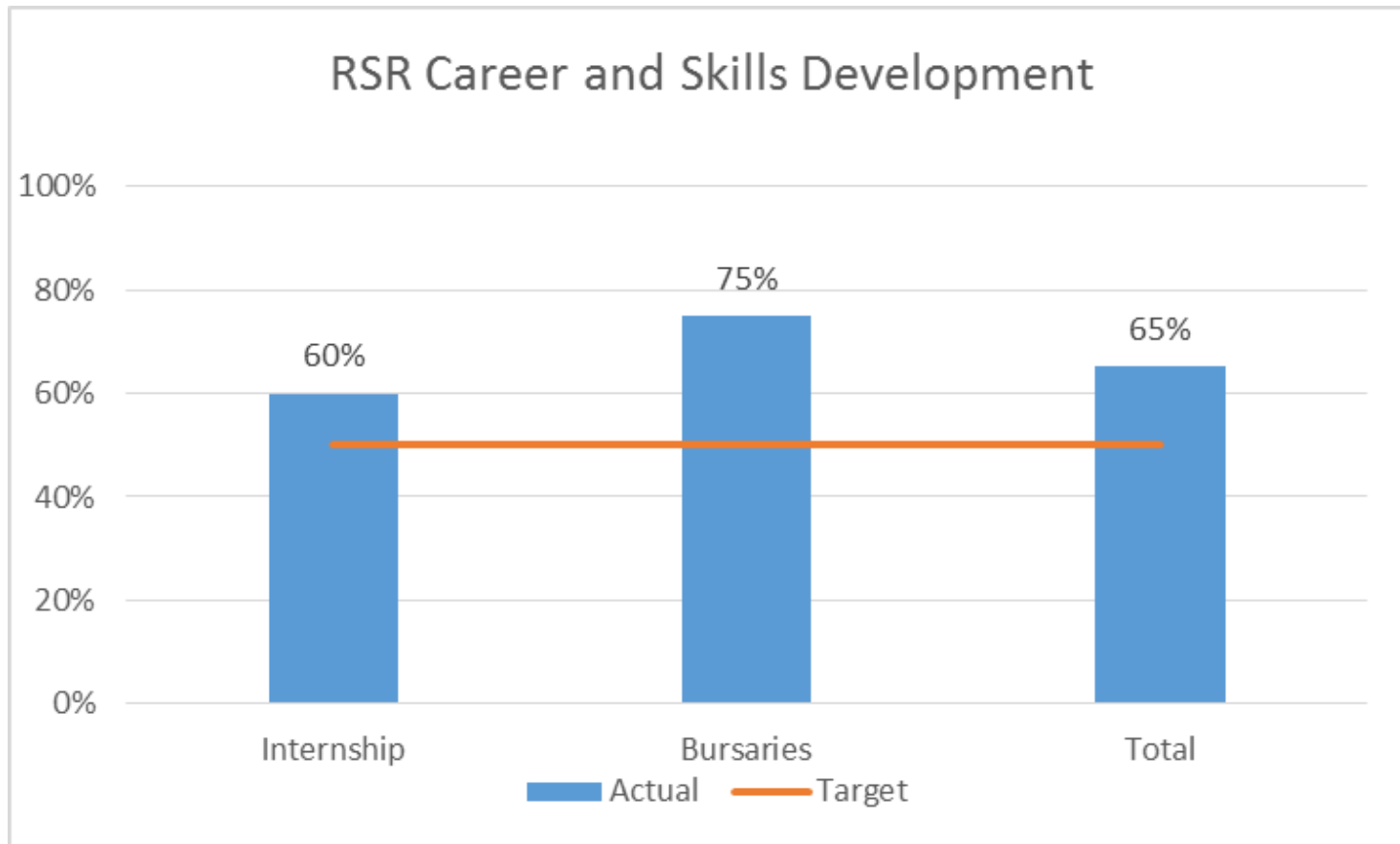
RSR Business / Entrepreneurial opportunities current



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

RSR Career / Skills development



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

Gaps to be addressed

Current RSR Women Empowerment against 50% Target

RSR	Target	Total Women	Top & Senior Management	Procurement Spend (WoE)	Skills Development Initiatives for Employees
Women Participation	50%	51%	34%	6%	65.4%



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

Commercial Project Set Aside

- Facility Management – maintenance of offices
- Catering / events management
- Security Services
- Professional services – legal / engineering / research
- External Auditing and risk assessment



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

Challenges and Recommendations

Challenge	Recommendation
Lack of coordinated efforts	Combined database of WoE's and Training initiatives
Lack of formal program for advancement of professional women	Establishment of DoT Talent pool with succession planning
Lack of mentoring and coaching	Formal mentoring and coaching programs
Limited role of SANWIT	SANWIT to be included in planning and monitoring of all empowerment actions



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

Thank you



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA