

WOMEN IN TRANSPORT RESOLUTIONS

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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

Contents

- Introduction and Background
- 2015 Summit Framework and Commissions
- Current BBBEE Status in Transport
- Gaps identified in Women Empowerment
- Current Opportunities for Women Empowerment
- Resolutions
- Role of SANWIT
- Action Plans
- Monitoring and Evaluation
- Conclusion



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

INTRODUCTION AND BACKGROUND

WOMEN IN TRANSPORT



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

HISTORY OF WOMEN'S STRUGGLE

- 1913 Bantu' Women's league which was formed around 1913, under the stewardship of the Late Charlotte Maxheke.
- 1954 -The drafting of the Women's Rights Charter
- 1956 - Historic Women's March

We shall not rest until we have won for our children their fundamental rights of freedom, justice, and security



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

NATIONAL GUIDING PRINCIPLES

- **Eradicate poverty, increase employment and reduce inequality by 2030.**
 - National Development Plan (NDP)
 - Presidency Twenty Year Review
 - The African National Congress (ANC) Election Manifesto
 - National Development Plan
- **Embark on radical socio- economic transformation to push back the triple challenges**
 - President Zuma in his Presidential Inauguration Speech and the State of Nation Address (SONA) speech on 17 June 2014.
- **Requires urgent assessing the current status and identifying real, tangible solutions**
- **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).



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

FOCUS ON WOMEN EMPOWERMENT

Cooperation between governmental departments, agencies and private sector to promote women's socio-economic empowerment, development and human rights

- The Minister in the Presidency responsible for Women's development, Minister Susan Shabangu)
 - 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 society.

The 2002 National Strategy on Broad-Based Black Economic Empowerment (B-BBEE) – DTI

- Ownership, Management, Employment Equity, Skills Development, Preferential Procurement, Enterprise Development and Socio-economic Development.



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

DOT COMMITMENT TO TRANSFORMATION

31 October 2008 - Broad Based Black Economic Empowerment (BBBEE) Charter launched in DOT

- Former Minister of Transport, Minister Jeff Radebe

“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.”

South African Network for Women in Transport (SANWIT) established

- 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”*.
- Dedicated DOT Unit focused on the promotion and management of the BBBEE Charter and SANWIT.

Integrated and related Sub-Sector B-BBEE Charter developed by the Department of Transport

- Key empowerment challenges - low levels of Black ownership ; the inadequate representation of Black women within the workforce; and the low levels of skills of employees

Transport Sector B-BBEE Charter Council approved by Cabinet In November 2014

- Implement, monitor and evaluate progress of B-BBEE in the eight sub-sectors of Transport including Aviation (Domestic & Foreign), Bus, Rail, Maritime, Road Freight, Forwarding & Clearing, Taxi and Public.



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

FRAMEWORK AND COMMISSIONS

WOMEN IN TRANSPORT SUMMIT 2015



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

2015 WIT SUMMIT

MINISTERIAL FRAMEWORK

- The Honourable Minister Peters re-affirmed the need to **remind ourselves where we come from.**
- Affirmed the responsibility to **encourage women to enter and succeed in the transport industry**
- **Objectives of Summit**
 - Galvanising the role of women within the transport sector
 - Recognise the achievements of women in the transport sector
 - Gain insight and solutions to 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 projects and** to improve the **representation of women at senior levels** in all areas of the transport sector.



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

INFORM THE FUTURE AGENDA

- 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 BBEE Charter**, in areas such as ownership, employment, training, development and procurement.
- Assessing the **current 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.**



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

COMMISSIONS

Aviation	Roads	Maritime	Public Transport	Rail
<ul style="list-style-type: none"> • DDG: Aviation • CEOs from SACAA, ATNS, ACSA • Experts • Delegates 	<ul style="list-style-type: none"> • DDG: Roads • CEOs from CBRTA, SANRAL, RTIA, RTMC, RAF • Experts • Delegates 	<ul style="list-style-type: none"> • Acting DDG: Maritime • CEOs from SAMSA, Ports Regulator • Experts • Delegates 	<ul style="list-style-type: none"> • DDG: Public Transport • Presidents from SANTACO, NTA • Experts • Delegates 	<ul style="list-style-type: none"> • Acting DDG Rail • Acting Group CEO PRASA (Represented by PRASA Development Foundation CEO) • CEO RSR • Experts • Delegates



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

COMMISSION ACTIVITIES

- Presentation by the relevant DDG:
 - 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
 - Sector Challenges
 - Sector Recommendations
- Presentations by the CEO's:
 - 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 & recommendations



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

COMMISSION DELIBERATIONS

- 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.



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

Current BBBEE Status in Transport

WOMEN IN TRANSPORT SUMMIT 2015



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

CURRENT STATUS : AVIATION

Entity	Target	Board Women	Top / Senior Women	Total Women	Training and Development	WoE Procurement
Dot Branch	50%	NA	30%	67%	NA	NA
ATNS	50%	33%	37,6%	45%	43%	30%
ACSA	50%	50%	44%	45%	43%	24.8%
SACAA	50%	50%	40%	47%	48%	43%



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

CURRENT STATUS : ROAD

Entity	Target	Board Women	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%



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

CURRENT STATUS : MARITIME

Entity	Target	Board Woman	Senior Man Women	Total Women	Interns	Bursaries Women	WoE Procurement
DOT Branch	50%	NA	33.3%	48.38%	NA	NA	NA
SAMSA	50%	40%	28%	10%	34.7%	41%	20.57% Women Owned 14,04 Black owned
PORTS REG	50%	60%	34%	58,83% Black 11,76% White	34.8%	-	14.04%



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

CURRENT STATUS : PUBLIC TRANSPORT

Entity	Target	Board Woman	Senior Man Women	Total Women	Internships	Bursaries	WoE Procurement
DoT Branch	50%	NA	38.8%	68%	NA	NA	NA
SANTACO	50%	To be confirmed					



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

CURRENT STATUS : RAIL

Entity	Target	Board Women	Senior Man Women	Total Women	Internships	Bursaries	WoE Procurement
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%



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

Gaps Identified in terms of Women Participation

WOMEN IN TRANSPORT SUMMIT 2015



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

GAPS IDENTIFIED - AVIATION

- Civil aviation technical personnel female representation only 17,9%
- 7 female (1 Black) Operator Certificate holders - 318 total
- 10 female-owned (3 black) Aviation Training Organisations – 222 total



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

GAPS IDENTIFIED - ROADS

- Unclear procurement processes and communication regarding tender opportunities
- 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)
- Shortage of technical skills required to perform engineering work – provinces and municipalities
- Increasing age gap between experienced and lesser experienced
- Insufficient investment in road infrastructure development and maintenance
- Skills transfer is also lacking
- No encouraged joint ventures between male and female dominated companies
- No regular engagements within women in order to share ideas, highlight challenges and find workable resolutions as a collective



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

GAPS IDENTIFIED - MARITIME

- 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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

GAPS IDENTIFIED – PUBLIC TRANSPORT

- 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.



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

GAPS IDENTIFIED - RAIL

Professional Career Advancement

- 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

Business Opportunities

- 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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

Current Opportunities in terms of Women Participation

WOMEN IN TRANSPORT SUMMIT 2015



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

CURRENT OPPORTUNITIES : AVIATION

<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> <p>Commercial:</p> <ul style="list-style-type: none"> ✓ Retail Shop opportunities; ✓ Land available for property development; ✓ Advertising sites; ✓ Car Rental Bays and Kiosks 	<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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

CURRENT OPPORTUNITIES :

AVIATION (2)

ACSA

Airports

- ✓ Construction
- ✓ Engineering
- ✓ Road painting
- ✓ Rehabilitation of Runways and Taxiways
- ✓ Electrical Works

Finance

- ✓ Professional Services
- ✓ Banking Services
- ✓ Provision of IT goods and services

Human Resources

- ✓ Investment in skills
- ✓ Professional Services

ATNS

- ✓ Replacement of Approach Radars (FACT, FAOR and Durban Bluff: S-Band 1 – 2000)
- ✓ SSR Blesberg Replacement
- ✓ Electrical and Mechanical Equipment



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

CURRENT OPPORTUNITIES : ROADS

- 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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

CURRENT OPPORTUNITIES : MARITIME

<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:✓ 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.



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

CURRENT OPPORTUNITIES : PUBLIC TRANSPORT

- 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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

CURRENT OPPORTUNITIES : RAIL

PRASA Women in Rail Phase 2 (2013-18)

- R3.5 billion was allocated and the objectives were:
 - To improve the representation of women professionals and WOE in the core technical areas,
 - To facilitate technical skills of women professionals and WOE
 - To facilitate comprehensive enterprise development and support

PRASA Entrepreneurial Opportunities

- 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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

CURRENT OPPORTUNITIES : RAIL (2)

RSR:

- Dual approach: employment opportunities and procurement
- Recruitment planning requires a minimum of 46% women population
- 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

Rail Chamber committee of TETA

- Bursaries awarded annually to address critical and scarce skills shortage
- The International Development Leadership Programme (ILDLP) - annual programme aimed at developing future leaders in the Transport sector.
- The Graduate placement Programme, aimed at contributing to job readiness of the unemployed graduates
- Award grants to encourage training providers to contribute to skills development strategy



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

RESOLUTIONS

WOMEN IN TRANSPORT 2015 SUMMIT



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

SECTOR-WIDE RESOLUTIONS

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.



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

SECTOR-WIDE RESOLUTIONS

Resolutions at Department Level (2)

- 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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

SECTOR-WIDE RESOLUTIONS

Skills Development

- Identify vocational opportunities for post-matric youth.
- 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

Advancing Professional employment/ capacity building

- Targeted recruitment and selection in line with women targets
- Formalised Mentoring strategy in each entity
- Centralised Women Talent Pool for identification of talent
- Utilisation of Skills development Budgets
- Women appointed as Board members to receive training to ensure active participation



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

SECTOR-WIDE RESOLUTIONS

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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

MARITIME SECTOR SPECIFIC RESOLUTIONS

- Establish 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)
- Maritime business hubs
- Communicate the *Integrated Maritime Human Resources*
- Produce maritime *state of employment*
- Implement Maritime Safety Awareness Programmes targeted at communities.
- Establish a compact for maritime businesses to be socially responsible and assist communities
- 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 & Small harbours development* programme to be shared with all stakeholders
- Participation in *Universities Open Day*
- Proper Media Engagement Strategy on maritime sector



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

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
- Uniformity in the implementation of NLTA across all provinces,
- Increase 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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

Role of SANWIT

WOMEN IN TRANSPORT SUMMIT 2015



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

SANWIT CURRENT CHALLENGES

- 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.



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

SANWIT FUTURE ROLE

- 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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

SANWIT FUTURE ROLE (2)

- 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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

ACTION PLANS

WOMEN IN TRANSPORT



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

AVIATION

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
✓ Education, Training, Development & Mentorship	Identify Women development programmes for all levels of SANWIT	SACAA, ACSA, ATNS	Year 1
✓ Funding and Financing by IDC	Engage Counterparts	Ministry	Year 1
✓ Ministerial Intervention in inter-departmental mega projects	Identify projects and make a submission to the Ministry on e.g. Charter Services, Denel	SANWIT Ministry	Within 6 months



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

AVIATION (2)

Project	Action	Responsible	Timeline
✓ 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
✓ Incubation and supplier development for women;	Develop an incubation / supplier development programme	SACAA	Year 1



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

AVIATION (3)

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
✓ 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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

ROADS

Action	Time Frame
Provincial roadshows to be coordinated to define concrete action plans with timelines and budgets associated with projects will be established	TBC
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)



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

ROADS (2)

Action	Time Frame
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)



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

MARITIME

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
✓ Institutionalisation of industry development in general	Cab memo to be written to request the Institutionalisation of maritime industry develop	DOT	Year 1
✓ Education, Training, Development & Mentorship	Identify Women development programmes for all levels of SANWIT Develop information booklets	SAMSA, PRSA, DOT	Year 1

MARITIME (2)

Project	Action	Responsible	Timeline
✓ Funding and Financing by IDC and others	Engage Counterparts	SAMSA and DOT	Year 1
✓ Ministerial Intervention in inter-departmental mega projects	Identify projects and make a submission to the Ministry for approvals	SANWIT Ministry	Within 6 months



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

MARITIME (3)

Project	Action	Responsible	Timeline
✓ 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

PUBLIC TRANSPORT

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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

PUBLIC TRANSPORT (2)

Action	Responsibility	Estimated Timeframe
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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

RAIL TRANSPORT

Item :	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	Steer Comm implemented	Targets met	Targets met	Targets met	DoT
	Centralised Database established	Central database established	10% increase in use of WoE in database	10% increase in use of WoE in database	10% increase in use of WoE in database	10% increase in use of WoE in database	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
	Incubation Strategy Developed and Initiated	Incubation Strategy developed (use existing levers)	10% Level 1 Incubation	10% Level 1 Incubation	10% Level 1 Incubation	10% Level 1 Incubation	DoT
	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
	WoE procurement targets met in industry		15%	20%	30%	40%	50%



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

RAIL TRANSPORT (2)

Item :	Deliverable / KPI	Year 1 (15/16)	Year 2 (16/17)	Year 3 (17/18)	Year 4 (18/19)	Year 5 19/20)	Resp
Set Aside opportunities formalised	Centralised Tendering Process established	Centralise tender capacity developed and initiated					DoT and entities
	Alignment between tenders and SANWIT database process established	SANWIT State of Readiness assessed and structures finalised	20% WoE appointments for tenders	30% WoE appointments for tenders	40% WoE appointments for tenders	50% WoE appointments for tenders	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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

RAIL TRANSPORT (3)

Item :	Deliverable / KPI	Year 1 (15/16)	Year 2 (16/17)	Year 3 (17/18)	Year 4 (18/19)	Year 5 19/20)	Resp
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 trained	100% mentoring of talent Pool	100% mentoring of talent Pool	100% mentoring of talent Pool	100% mentoring of talent Pool	DoT and entities
	Management Development Program developed	Training Institution appointed Course development completed	50% Women in management development program	50% Women in management development program	50% Women in management development program	50% Women in management development program	DoT and entities



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

MONITORING AND EVALUATION

WOMEN IN TRANSPORT



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

DOT STEERING COMMITTEE

- 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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

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 and IPA's



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

CONCLUSION

WOMEN IN TRANSPORT



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

WAY FORWARD WITH WOMEN EMANCIPATION

- Resolutions and Clear actions for :
 - Advancing the radical economic transformation and emancipation of women, youth and people with disabilities through set-aside projects-
 - Developing a five year programme of action which will be used as a monitoring tool
 - On the promotion and strengthening of SANWIT as the umbrella body for the other women formations within the formations within the industry



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

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



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA

THANK YOU



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA