RETAIL MOTOR INDUSTRY ORGANISATION (RMI) – Determination of Sector Targets Employment Equity Proposed Sub-Sector Targets Submission

DATE: 19 APRIL 2021

BACKGROUND

A DRIVING FORCE IN SOUTH AFRICA'S AUTOMOTIVE AFTERMARKET

The Retail Motor Industry Organisation (RMI) is a proactive, relevant, retail and associated motor industry organisation recognised as the leading voice in South Africa's automotive aftermarket. It serves the daily needs of its members and plays a key role in enabling motor trades to deliver a superior service to motoring consumers. Eight Associations fall proudly under the RMI umbrella. Inter-associational business-to-business trading is encouraged in the interest of all stakeholders. The RMI presents 8500 Members across 8 Associations. The consultation with DoEL is to ensure that as part of the amendments of the Employment Equity Amendment Bill 20 July 2020 which *inter alia* will empower the Minister of Labour to identify and determine numerical targets for sectors.

RMI POSITION

The RMI supports and believes in Economic Transformation and that it is to be achieved through sustainable interventions to accelerate the quality education and skills development for black people, employment creation (particularly among the black youth) and large scale black enterprise development.

The RMI fully endorses the transformational intent of broad-based black economic empowerment ("B-BBEE"), Employment Equity and Skills Development legislation and encourages all its members to be fully compliant.

In developing and determining Employment Equity Sector targets, the RMI believes that the existence of a sector structure or process to focus on transformation is clearly beneficial.

Accordingly, transformation efforts must be customised to specific industry and business dynamics. Therefore the RMI submits that in order for the Employment Equity Sector targets to be equitable they need to be fair, achievable and realistic in regard to all its members.

DoEL Proposed Targets

The proposed targets are based on the Management Control element of the B-BBEE Scorecard.

EE Occupational level	Black	Black Female
Top Management	50%	25%
Senior Management	60%	30%
Professionally Qualified / Middle Management	75%	38%
Skilled Technical / Junior Management	88%	44%
Employees with disabilities	2%	

Black Female representation at 50% of the target for each EE Occupational Level.

ACTIONS TAKEN

As a result the Department of Employment and Labour (DoEL) recently invited a number of Members of the RMI to attend a consultation session held in anticipation of the identification and setting of employment equity targets for the Wholesale and Retail Trade and the Repair of Motor Vehicles and Motorcycles Sector. This consultation session took place on 22 February 2021 by means of a digital meeting.

Representatives of the RMI attended this consultation session, as a consequence of which an undertaking was given to the DoEL that the RMI will revert, on behalf of the Industry, with proposed sectoral and sub-sectoral targets.

The RMI had an initial discussion with the DoEL requesting an extension of the submission date to which the DoEL agreed. This is to ensure adequate time for meaningful consultation with all stakeholders in the Industry.

The consultative process has commenced involving all of the RMI's Associations. Each Association has appointed two representatives from their respective National Executive Committees to form a Task Team that drove this process.

Associations have engaged with their sub-sectors in order to derive and determine their proposed targets.

The RMI herein present a consolidated submission in respect of achievable and realistic employment equity sector targets to the DoEL – the submission will consist of each sub-sector's proposed targets.

INDUSTRY DYNAMICS AND COMPLEXITIES

Industry statistics – Currently 8500+ businesses are registered with the RMI. Approximately 19% of businesses are owned by listed or corporate groups of companies. The majority of businesses are owned by independent entrepreneurs with representation within a single district or region. Based on our database many of our members would either fall outside of the requirement to report or given their flat operating structure, don't have staff allocated across 4 levels of management. 660 member businesses have more than 50 employees, therefore, qualifies in terms of the designated employer definition – this is 7,7% of our membership database.

The Industry has also, due to the current Covid-19 pandemic, undergone a significant downturn, which resulted in a number of plans aligned to the Employment equity strategy needing to be deferred or realigned. We must also highlight that the impact of Covid-19 is still unfolding with forecasts and industry projections determining that it would take five years to recover to pre-Covid levels.

CONCERNS REGARDING INDUSTRY DEFINITIONS

In developing a process to ensure a fair and responsible target, it was determined that non-motor industry organisations are included in the statistics currently monitored by the DoEL. This comment is based on the list of companies received from the Department of Employment and Labour on 23 March 2021, which contains companies derived from the Public Register for 2019 reporting period that formed part of the presentation for this sector.

RATIONALE FOR PROPOSED TARGETS

In determining our proposed targets, we assessed the following input factors:

i. Each Association will propose its own sub-sector targets, due to the complexity, diversity and composition of the members they represent.
ii. Current state of the industry and projections for recovery.
iii. The structural mix of the industry – where the majority of employers are independent entrepreneurs.
iv. Assessed a timeline of five years based on the current Bill, know that the Minister is allowed to provide exemptions from the non-compliance to numerical targets where employers can provide reasonable justification.

We would ask that whilst the industry commits to broad-based targets, each employer's current state at the beginning of year 0 of the plan be included.

ARA (Automotive Remanufacturers Association)

ARA represents the remanufacturing trade sub-sector. This includes component remanufacturers involved in safety-critical components, inclusive of but not limited to

vehicle cooling, turbocharger and braking systems; automotive engineers who machine and remanufacture engine components by way of expert engineering – ultimately rebuilding engines to its original specifications; and specialists in the repair, servicing and remanufacturing of diesel fuel injection systems fitted to diesel engines in earth moving equipment, highway trucks, stationary engines and passanger vehicle.

ARA SUB-SECTOR PROPOSED TARGETS (ALL EMPLOYEES INCLUDING DISABLED)

ARA SUB SECTOR CONSOLIDATION	Occupational Level Type	National	DoEL PROPOSED TARGETS		ARA Task Team Proposed Targets	
			BLACK	Black FEMALES	BLACK	Black FEMALES
	Top Management	91,30%	50%	25%	25%	10%
	%					
	Senior Management		60%	30%	27%	9%
	%					
	Professionally Qualified		75%	38%	40%	15%
	%					
	Skilled technical		88%	44%	55%	20%
	%					
	Employees with disabilities		2%		2,5%	

TOP MANAGEMENT - ARA							
TOP MANAGEMENT	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1,7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1,0%	3,8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - ARA	Total	23,4%	2,9%	0,8%		27,0%	27,0%
	Male	9,5%	1,2%	0,4%		11,0%	11,0%
	Female	13,9%	1,7%	0,4%		16,0%	16,0%
PROPOSED TARGETS BY THE DEPARTMENT	Total	43,2%	5,3%	1,5%		50,0%	50,0%
	Male	21,6%	2,7%	0,7%		25,0%	25,0%
	Female	21,6%	2,7%	0,7%		25,0%	25,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	6,5%	4,5%	15,1%	71,6%	2,4%	26,0%
	Male	4,3%	2,7%	11,3%	56,6%	1,8%	18,3%
	Female	2,2%	1,7%	3,8%	15,0%	0,5%	7,7%

SENIOR MANAGEMENT - ARA							
SENIOR MANAGEMENT	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - ARA	Total	23,4%	2,9%	0,8%		27,0%	27,0%
	Male	9,5%	1,2%	0,4%		11,0%	11,0%
	Female	13,9%	1,7%	0,4%		16,0%	16,0%
PROPOSED TARGETS BY THE DEPARTMENT	Total	51,9%	6,4%	1,8%		60,0%	60,0%
	Male	25,9%	3,2%	0,9%		30,0%	30,0%
	Female	25,9%	3,2%	0,9%		30,0%	30,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	17,9%	9,8%	15,1%	54,9%	2,3%	42,9%
	Male	11,6%	5,7%	10,5%	35,5%	1,8%	27,9%
	Female	6,3%	4,1%	4,6%	19,4%	0,4%	15,0%

PROFESSIONALLY QUALIFIED - ARA							
PROFESSIONALLY QUALIFIED	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - ARA	Total	34,5%	4,3%	1,2%		40,0%	40,0%
	Male	21,5%	2,7%	0,9%		25,0%	25,0%
	Female	13,0%	1,6%	0,4%		15,0%	15,0%
PROPOSED TARGETS BY THE DEPARTMENT	Total	64,8%	8,0%	2,2%		75,0%	75,0%
	Male	32,0%	3,9%	1,1%		37,0%	37,0%
	Female	32,8%	4,0%	1,1%		38,0%	38,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	31,5%	13,4%	12,2%	41,3%	1,6%	57,1%
	Male	17,7%	6,7%	7,3%	22,8%	1,2%	31,8%
	Female	13,7%	6,7%	4,9%	18,5%	0,5%	25,3%

SKILLED - ARA							
SKILLED	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - ARA	Total	47,5%	5,8%	1,7%		55,0%	55,0%
	Male	30,1%	3,7%	1,2%		35,0%	35,0%
	Female	17,4%	2,1%	0,5%		20,0%	20,0%
PROPOSED TARGETS BY THE DEPARTMENT	Total	76,0%	9,3%	2,6%		88,0%	88,0%
	Male	38,0%	4,7%	1,3%		44,0%	44,0%
	Female	38,0%	4,7%	1,3%		44,0%	44,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	52,3%	15,9%	8,8%	21,3%	1,7%	77,0%
	Male	27,1%	6,9%	4,7%	10,9%	1,2%	38,7%
	Female	25,2%	9,0%	4,1%	10,4%	0,5%	38,3%

DISABILITY	
AGREED TARGET	
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - ARA	2,5
PROPOSED TARGETS BY DEPARTMENT	2,0%
WORKFORCE PROFILE 2019	0,8%

ARA (Automotive Remanufacturers Association)

MOTIVATION

Within the ARA constituency, we prioritise Skills Development / Training, and are party to multiple training initiatives designed to not only address the immediate need Industry requires, but also long-term planning insofar to accomplishing (reaching) set goals in terms of EE. Training initiatives involves “gap” assessments to qualify in a certain Trade, ARPL & RPL processes, Automotive Engineering (and Engine Fitter) programs i.e. the establishment of SAs 1st ARA Member owned Trade Test Centre (SDP), establishment of a Trade Test Centre through RBSA (Bosch SA) for the Diesel Fuel Injection Technician – DFI.

Further hereto, various talks with merSETA regarding the development of a Turbocharger qualification (also to be noted that ARA has widely consulted this qualification with WERC – the World Engine Remanufacturers’ Council, for input / content), initiatives involving Automotive Component short-courses i.e. Radiator (Cooling Systems) / Propshaft / CV / Braking System courses.

ARA is also actively busy (leading the way) in regards to the newly developed Engine Management Fuel Injection Systems Mechanic – EMFISM, qualification – which is currently in a phase of content development, wherein the qualification itself will ensure Skills Development / Growth / Job Creation regarding new technology used in the remanufacturing environment today. The qualification will be rolled out to Industry at large, seeing that the contents / modules encapsulates various fields that have undergone technology changes.

Active participation with Industry (training focussed) Stakeholders with the likes of merSETA / QCTO / NAMB, and the like, is of utmost importance, in order to play a key role by-way-of providing Industry / Sectorial input, and insights with Stakeholder process (as well as Policies and Procedures) development in mind. A good example of the afore will be a recent group interview with merSETA & Human Sciences Research Council (HSRC) that ARA participated in re. the merSETA Black Industrialist Study, and the need for soft skills in the Workplace.

It is hoped that the aforementioned aspects suffice as motivation (but also confirmation of what ARA is currently in process with insofar to Skills Development) to reach EE Sectorial Targets in the remanufacturing Sub-Sector / Workplace. A working strategy (inward growth to enable outward growth) regarding Skills Development in the Workplace (with facets involving Experienced Appointments, Job Creation and Succession Planning) will have a direct effect from unskilled to semi-skilled to skilled to professionally skilled to Senior Management to Top Management EE Sectorial targets.

MIWA (Motor Industry Workshop Association)

MIWA, the Independent Workshop Association, representing general repairs, auto electrical; air conditioning; accessories and fitment as well as transmission and driveline workshops strives to remain ahead of the ever-changing technologies and best practices of the aftermarket motor industry.

MIWA SUB-SECTOR PROPOSED TARGETS (ALL EMPLOYEES INCLUDING DISABLED)

	Occupational Level Type	National EAP%	DoEL PROPOSED TARGETS		MIWA Agreed Proposed Targets	
			BLACK	Black FEMALES	BLACK	Black FEMALES
MIWA SUB SECTOR CONSOLIDATION	Top Management	91,30%	50%	25%	**33%**	**17%**
	%					
	Senior Management		60%	30%	**36%**	**18%**
	%					
	Professionally Qualified		75%	38%	**43%**	**22%**
	%					
	Skilled technical		88%	44%	**28%**	**14%**
	%					
	Employees with disabilities		2%		**1,0%**	

TOP MANAGEMENT - MIWA							
TOP MANAGEMENT	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - MIWA	Total	28,5%	3,5%	1,0%		33,0%	33,0%
	Male	13,7%	1,7%	0,5%		16,0%	16,0%
	Female	14,8%	1,8%	0,4%		17,0%	17,0%
PROPOSED TARGETS BY THE DEPARTMENT	Total	43,2%	5,3%	1,5%		50,0%	50,0%
	Male	21,6%	2,7%	0,7%		25,0%	25,0%
	Female	21,6%	2,7%	0,7%		25,0%	25,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	6,5%	4,5%	15,1%	71,6%	2,4%	26,0%
	Male	4,3%	2,7%	11,3%	56,6%	1,8%	18,3%
	Female	2,2%	1,7%	3,8%	15,0%	0,5%	7,7%

SENIOR MANAGEMENT - MIWA							
SENIOR MANAGEMENT	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - MIWA	Total	31,1%	3,8%	1,0%		36%	36%
	Male	15,5%	1,9%	0,6%		18%	18%
	Female	15,7%	1,9%	0,4%		18%	18%
PROPOSED TARGETS BY THE DEPARTMENT	Total	51,9%	6,4%	1,8%		60,0%	60,0%
	Male	25,9%	3,2%	0,9%		30,0%	30,0%
	Female	25,9%	3,2%	0,9%		30,0%	30,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	17,9%	9,8%	15,1%	54,9%	2,3%	42,9%
	Male	11,6%	5,7%	10,5%	35,5%	1,8%	27,9%
	Female	6,3%	4,1%	4,6%	19,4%	0,4%	15,0%

PROFESSIONALLY QUALIFIED - MIWA							
PROFESSIONALLY QUALIFIED	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - MIWA	Total	37,2%	4,6%	1,2%		43,0%	43,0%
	Male	18,0%	2,2%	0,7%		21,0%	21,0%
	Female	19,1%	2,3%	0,5%		22,0%	22,0%
PROPOSED TARGETS BY THE DEPARTMENT	Total	64,8%	8,0%	2,2%		75,0%	75,0%
	Male	32,0%	3,9%	1,1%		37,0%	37,0%
	Female	32,8%	4,0%	1,1%		38,0%	38,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	31,5%	13,4%	12,2%	41,3%	1,6%	57,1%
	Male	17,7%	6,7%	7,3%	22,8%	1,2%	31,8%
	Female	13,7%	6,7%	4,9%	18,5%	0,5%	25,3%

SKILLED - MIWA							
SKILLED	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - MIWA	Total	48,4%	5,9%	1,6%		56,0%	56,0%
	Male	24,1%	3,0%	1,0%		28,0%	28,0%
	Female	24,4%	3,0%	0,7%		28,0%	28,0%
PROPOSED TARGETS BY THE DEPARTMENT	Total	76,0%	9,3%	2,6%		88,0%	88,0%
	Male	38,0%	4,7%	1,3%		44,0%	44,0%
	Female	38,0%	4,7%	1,3%		44,0%	44,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	52,3%	15,9%	8,8%	21,3%	1,7%	77,0%
	Male	27,1%	6,9%	4,7%	10,9%	1,2%	38,7%
	Female	25,2%	9,0%	4,1%	10,4%	0,5%	38,3%

DISABILITY	
AGREED TARGET	
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - MIWA	1,0
PROPOSED TARGETS BY DEPARTMENT	2,0%
WORKFORCE PROFILE 2019	0,8%

NADA (National Automobile Dealers' Association)

SUB-SECTOR PROPOSED TARGETS
(ALL EMPLOYEES INCLUDING DISABLED)

NADA SUB SECTOR CONSOLIDATION	Occupational Level Type	National EAP%	DoEL PROPOSED TARGETS		NADA Task Team Agreed Proposed Targets	
			BLACK	Black FEMALES	BLACK	Black FEMALES
	Top Management	91,30%	50%	25%	**28%**	**14%**
	%					
	Senior Management		60%	30%	**30%**	**15%**
	%					
	Professionally Qualified		75%	38%	**45%**	**20%**
	%					
	Skilled technical		88%	44%	**60%**	**20%**
	%					
	Employees with disabilities		2%		**1,0%**	

TOP MANAGEMENT							
TOP MANAGEMENT	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR	Total	24,2%	3,0%	0,8%		28,0%	28,0%
	Male	12,0%	1,5%	0,5%		14,0%	14,0%
	Female	12,2%	1,5%	0,3%		14,0%	14,0%
PROPOSED TARGETS BY THE DEPARTMENT	Total	43,2%	5,3%	1,5%		50,0%	50,0%
	Male	21,6%	2,7%	0,7%		25,0%	25,0%
	Female	21,6%	2,7%	0,7%		25,0%	25,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	6,5%	4,5%	15,1%	71,6%	2,4%	26,0%
	Male	4,3%	2,7%	11,3%	56,6%	1,8%	18,3%
	Female	2,2%	1,7%	3,8%	15,0%	0,5%	7,7%

SENIOR MANAGEMENT							
SENIOR MANAGEMENT	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR	Total	25,9%	3,2%	0,9%		30%	30%
	Male	12,9%	1,6%	0,5%		15%	15%
	Female	13,1%	1,6%	0,4%		15%	15%
PROPOSED TARGETS BY THE DEPARTMENT	Total	51,9%	6,4%	1,8%		60,0%	60,0%
	Male	25,9%	3,2%	0,9%		30,0%	30,0%
	Female	25,9%	3,2%	0,9%		30,0%	30,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	17,9%	9,8%	15,1%	54,9%	2,3%	42,9%
	Male	11,6%	5,7%	10,5%	35,5%	1,8%	27,9%
	Female	6,3%	4,1%	4,6%	19,4%	0,4%	15,0%

PROFESSIONALLY QUALIFIED							
PROFESSIONALLY QUALIFIED	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR	Total	38,9%	4,8%	1,3%		45,0%	45,0%
	Male	21,5%	2,7%	0,9%		25,0%	25,0%
	Female	17,4%	2,1%	0,5%		20,0%	20,0%
PROPOSED TARGETS BY THE DEPARTMENT	Total	64,8%	8,0%	2,2%		75,0%	75,0%
	Male	32,0%	3,9%	1,1%		37,0%	37,0%
	Female	32,8%	4,0%	1,1%		38,0%	38,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	31,5%	13,4%	12,2%	41,3%	1,6%	57,1%
	Male	17,7%	6,7%	7,3%	22,8%	1,2%	31,8%
	Female	13,7%	6,7%	4,9%	18,5%	0,5%	25,3%

SKILLED							
SKILLED	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR	Total	51,8%	6,4%	1,8%		60,0%	60,0%
	Male	34,4%	4,3%	1,4%		40,0%	40,0%
	Female	17,4%	2,1%	0,5%		20,0%	20,0%
PROPOSED TARGETS BY THE DEPARTMENT	Total	76,0%	9,3%	2,6%		88,0%	88,0%
	Male	38,0%	4,7%	1,3%		44,0%	44,0%
	Female	38,0%	4,7%	1,3%		44,0%	44,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	52,3%	15,9%	8,8%	21,3%	1,7%	77,0%
	Male	27,1%	6,9%	4,7%	10,9%	1,2%	38,7%
	Female	25,2%	9,0%	4,1%	10,4%	0,5%	38,3%

DISABILITY	
AGREED TARGET	
PROPOSED TARGETS BY SECTOR / SUB-SECTOR	1,0%
PROPOSED TARGETS BY DEPARTMENT	2,0%
WORKFORCE PROFILE 2019	0,8%

The National Automobile Dealers' Association (NADA)

MOTIVATION

Background

The National Automobile Dealers' Association (NADA) is a constituent association of the Retail Motor Industry Organisation (RMI). This professional non-profit association represents the interests of businesspersons who own or operate new motor vehicle franchise dealerships and qualifying used car-only outlets in South Africa.

NADA represents 1343 motor vehicle dealerships that employ some 56 000 employees. One of NADA's key objectives is to actively engage the political leadership and other prominent role players at all levels to ensure that stable, predictable economic, legislative and labour frameworks are entrenched into the South African business environment, encourage long-term investment and growth in the economy.

In this regard, NADA wishes to consciously collaborate with government in initiatives to transform the economy and create opportunities and increased access to the industry for Historically Disadvantaged Individuals (HDI), women, persons with disabilities and young people within our sector of the automotive industry.

Our members fully support the principles of inclusion and diversity and are committed to ensuring an employment profile that better reflects the broader South African population.

NADA appreciates the acknowledgment of the DoEL that it can only, in cooperation with industry sectors, identify and determine numerical targets which are realistic and achievable.

Industry dynamics

Currently, there are 1343 motor vehicle dealerships registered with NADA. Approximately 47 % of these dealerships are owned by listed or smaller corporate groups. With the majority of dealerships being owned by independent entrepreneurs with representation within a single district or region.

Based on the sector analysis, many of our members fall outside the Employment Equity Act requirement reporting requirement or given their flat operating structure, don't have sufficient staff allocated across the various occupational and management levels.

Due to the current Covid-19 Pandemic, the industry has undergone a significant downturn, resulting in the loss of 41 dealerships and the retrenchment of 6 790 employees. This has resulted in several plans aligned to the Employment Equity strategy needing to be deferred or realigned.

Of the current approximate 56 000 employees within our sector, females make up less than 30% of all employees and are employed mainly in the non-skilled and clerical occupational positions.

We would also highlight that the impact of the Covid-19 Pandemic will be with us for some time still and is therefore still unfolding with forecasts and industry projections determining that it would take up to as long as five years to recover to pre-Covid levels.

Concerns regarding industry definition

In developing a process to ensure fair and responsible targets, it is imperative that only motor industry related businesses are included in the statistics currently monitored by the DoEL.

Rationale for targets

In determining our sectors' targets, we assessed the following input factors:

- The current state of the industry and projections for recovery, which include, but are not limited to, the following - both new and preowned vehicle sales trends, workshop and parts department absorption rates, etc.
- The structural mix and diversities within motor vehicle dealership sector such as:
    - Large groups vs smaller independent dealers;
    - Public vs privately owned dealers;
    - Metropolitan vs rural dealers;
    - The current split of male vs females etc. to name a few.
- Ability to attract new entrants into the industry.
- Assessed a timeline over a five year period.
- Based on the current Bill, know that the Minister can provide exemptions from the non-compliance to numerical targets where employers can provide reasonable justification. We would ask that whilst the industry commits to broad-based targets and moving the industry to being more inclusive, each employer's current status at the beginning of year 1 of the plan be included.

Barriers / Challenges

The following is a sample of some of the barriers / challenges being faced by the industry:

- The industry is not seen as a first-choice career for school and /or tertiary intuitions leavers. This is particularly relevant when it comes to females. The industry, therefore has a significant shortage of females;
- The industry is male-dominated;
- Finding suitably qualified persons that are compliant and committed in the workplace is a challenge;
- Due to shortage of skills and the competition in the industry, it is sometimes difficult to retain skilled employees;

- Dealerships are also not always in the position to pay a potential candidate what they want or what they've previously earned;
- The variable pay structures in the motor vehicle dealership environment is less attractive than fixed pay structures making it challenging to attract talent who are entering the job market;
- Once staff are fully trained they become marketable and succession planning is difficult which puts pressure on cost for retention purposes;
- Due to the nature of the business and the size of the town in rural areas, these particular employees tend to stay for years and staff turnover is low - Finding suitable and qualified staff is difficult - Cost of relocation is also high;
- Insufficient skills in rural areas. Vehicles have changed over the years and there is an ever-widening gap between the minimum entry skills required for technical trades and what is being presented on application by potential candidates. Plans have been developed with the dept of Higher Education to bridge the gaps via a Generic Trade Preparation Program but it is slow in the rollout and the TVET institutions have not taken to the plan as broadly as needed;
- Many company structures are flat so few dealer positions are available for advancement;
- Motor specific experience remains a challenge as this further leads to staff being “poached” especially when staff are either highly skilled in the technical environment or in management positions;
- Hiring and employing disability groups - Candidates and employees hesitant to declare their disability status; and
- Budgetary constraints and legal duty of employer to operate the business in an economically viable manner.

Commitment to promoting inclusion

Notwithstanding the numerical targets and acknowledged barriers / challenges, our sector of the industry is committed to transformation. This sector will continue to strive to attract qualified individuals who would not have necessarily chosen a career in the retail motor industry by creating new opportunities in the form of workplace experience programs, graduate internships, whilst also aligning recruitment practices with EE goals and targets.

Conclusion

It is NADA’s desire to consult meaningfully with the Department in this subject regard, to ensure that the sector targets that are agreed to ultimately, are not only realistic, but achievable.

SAMBRA (South African Motor Body Repairers's Association)

SAMBRA is the pre-eminent motor body repair association in South Africa representing the majority of accredited motor body repairers.

SAMBRA SUB-SECTOR PROPOSED TARGETS (ALL EMPLOYEES INCLUDING DISABLED)

SAMBRA SUB SECTOR CONSOLIDATION	Occupational Level Type	National	DoEL PROPOSED TARGETS		SAMBRA Task Team Proposed Targets	
			BLACK	Black FEMALES	BLACK	Black FEMALES
	Top Management	91,30%	50%	25%	42%	19%
	%					
	Senior Management		60%	30%	50%	22%
	%					
	Professionally Qualified		75%	38%	68%	28%
	%					
	Skilled technical		88%	44%	76%	34%
	%					
	Employees with disabilities		2%		1,2%	

TOP MANAGEMENT - SAMBRA							
TOP MANAGEMENT	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1,7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1,0%	3,8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - SAMBRA	Total	36,3%	4,5%	1,2%		42,0%	42,0%
	Male	19,8%	2,5%	0,8%		23,0%	23,0%
	Female	16,5%	2,0%	0,5%		19,0%	19,0%
PROPOSED TARGETS BY THE DEPARTMENT	Total	43,2%	5,3%	1,5%		50,0%	50,0%
	Male	21,6%	2,7%	0,7%		25,0%	25,0%
	Female	21,6%	2,7%	0,7%		25,0%	25,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	6,5%	4,5%	15,1%	71,6%	2,4%	26,0%
	Male	4,3%	2,7%	11,3%	56,6%	1,8%	18,3%
	Female	2,2%	1,7%	3,8%	15,0%	0,5%	7,7%

SENIOR MANAGEMENT - SAMBRA							
SENIOR MANAGEMENT	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - SAMBRA	Total	43,2%	5,3%	1,5%		50%	50%
	Male	24,1%	3,0%	1,0%		28%	28%
	Female	19,1%	2,3%	0,5%		22%	22%
PROPOSED TARGETS BY THE DEPARTMENT	Total	51,9%	6,4%	1,8%		60,0%	60,0%
	Male	25,9%	3,2%	0,9%		30,0%	30,0%
	Female	25,9%	3,2%	0,9%		30,0%	30,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	17,9%	9,8%	15,1%	54,9%	2,3%	42,9%
	Male	11,6%	5,7%	10,5%	35,5%	1,8%	27,9%
	Female	6,3%	4,1%	4,6%	19,4%	0,4%	15,0%

PROFESSIONALLY QUALIFIED - SAMBRA							
PROFESSIONALLY QUALIFIED	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - SAMBRA	Total	58,7%	7,2%	2,0%		68,0%	68,0%
	Male	34,4%	4,3%	1,4%		40,0%	40,0%
	Female	24,4%	3,0%	0,7%		28,0%	28,0%
PROPOSED TARGETS BY THE DEPARTMENT	Total	64,8%	8,0%	2,2%		75,0%	75,0%
	Male	32,0%	3,9%	1,1%		37,0%	37,0%
	Female	32,8%	4,0%	1,1%		38,0%	38,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	31,5%	13,4%	12,2%	41,3%	1,6%	57,1%
	Male	17,7%	6,7%	7,3%	22,8%	1,2%	31,8%
	Female	13,7%	6,7%	4,9%	18,5%	0,5%	25,3%

SKILLED - SAMBRA							
SKILLED	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - SAMBRA	Total	65,7%	8,1%	2,3%		76,0%	76,0%
	Male	36,1%	4,5%	1,4%		42,0%	42,0%
	Female	29,6%	3,6%	0,8%		34,0%	34,0%
PROPOSED TARGETS BY THE DEPARTMENT	Total	76,0%	9,3%	2,6%		88,0%	88,0%
	Male	38,0%	4,7%	1,3%		44,0%	44,0%
	Female	38,0%	4,7%	1,3%		44,0%	44,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	52,3%	15,9%	8,8%	21,3%	1,7%	77,0%
	Male	27,1%	6,9%	4,7%	10,9%	1,2%	38,7%
	Female	25,2%	9,0%	4,1%	10,4%	0,5%	38,3%

DISABILITY	
AGREED TARGET	
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - SAMBRA	1,2
PROPOSED TARGETS BY DEPARTMENT	2,0%
WORKFORCE PROFILE 2019	0,8%

SAPRA(South African Petroleum Retailers' Association)

SAPRA represents the interests of all petroleum retailers in South Africa

MOTIVATION

SAPRA is of the opinion that this important exercise does warrant a more detailed analysis, complete with empirical data and an authentic register, to give credence to a report reflective of the entire industry. For this a very carefully scoped project will need be facilitated with realistic timelines. If the survey result summary attached will be used either way to benchmark the industry employment equity targets, then the points referred to in the mail below must be considered i.e.:

It must be also recorded that all Petroleum Retailers will soon be obliged to comply with the looming Petroleum Liquid Fuels Charter Code, where specific equity elements/targets are detailed in the management scorecard. The final draft code is currently at the DTI awaiting signoff.

Other factors to also take into consideration when looking specifically at the Petroleum Retail industry is that the majority of employees are employed at a semi-skilled level, this is also the level with the highest staff turnover. One of the major factors that could be a contributing factor is the fairly flat organogram of a filling station, this leads to limited promotion opportunities into management positions. Often the small fuel margins also lead to senior position's salaries being lower than other industries.

Top Management (Dealer) doesn't change often. In a Company Owned Dealer Operated (CODO) site the Dealer has a 3-5 year contract with the oil company and an option of contract renewal if the site is well managed. For a Dealer Owned, Dealer Operated (DODO) site, Top Management usually only change when the site is sold. When there is a major change to Top Management/Ownership, the timeline for a new Retail License also needs to be taken into consideration. As transformation in the industry happens, Top Management/Ownership are changing at a slower pace than expected.

SAVABA (South African Vehicle and Bodybuilders's Association)

SAVABA members are professional, certified and regulated vehicle body builders in South Africa who manufacture commercial vehicle body applications (tanker, coal, refrigerated trucks and trailers) and bus bodies (commuter and tourist type).

SUB-SECTOR PROPOSED TARGETS
(ALL EMPLOYEES INCLUDING DISABLED)

SAVABA SUB SECTOR CONSOLIDATION	Occupational Level Type	National EAP%	DoEL PROPOSED TARGETS		SAVABA Proposed Targets	
			BLACK	Black FEMALES	BLACK	Black FEMALES
	Top Management	91.30%	50%	25%	15%	5%
	%					
	Senior Management		60%	30%	15%	7.5%
	%					
	Professionally Qualified		75%	38%	30%	15%
	%					
	Skilled technical		88%	44%	70%	15%
	%					
	Employees with disabilities		2%		0.5%	

TOP MANAGEMENT - SAVABA							
TOP MANAGEMENT	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - SAVABA	Total	13,0%	1,6%	0,4%		15,0%	15,0%
	Male	4,3%	0,5%	0,2%		5,0%	5,0%
	Female	8,7%	1,1%	0,2%		10,0%	10,0%
PROPOSED TARGETS BY THE DEPARTMENT	Total	43,2%	5,3%	1,5%		50,0%	50,0%
	Male	21,6%	2,7%	0,7%		25,0%	25,0%
	Female	21,6%	2,7%	0,7%		25,0%	25,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	6,5%	4,5%	15,1%	71,6%	2,4%	26,0%
	Male	4,3%	2,7%	11,3%	56,6%	1,8%	18,3%
	Female	2,2%	1,7%	3,8%	15,0%	0,5%	7,7%

SENIOR MANAGEMENT - SAVABA							
SENIOR MANAGEMENT	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - SAVABA	Total	13,0%	1,6%	0,4%		15%	15%
	Male	6,9%	0,9%	0,3%		8%	8%
	Female	6,1%	0,7%	0,2%		7%	7%
PROPOSED TARGETS BY THE DEPARTMENT	Total	51,9%	6,4%	1,8%		60,0%	60,0%
	Male	25,9%	3,2%	0,9%		30,0%	30,0%
	Female	25,9%	3,2%	0,9%		30,0%	30,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	17,9%	9,8%	15,1%	54,9%	2,3%	42,9%
	Male	11,6%	5,7%	10,5%	35,5%	1,8%	27,9%
	Female	6,3%	4,1%	4,6%	19,4%	0,4%	15,0%

PROFESSIONALLY QUALIFIED - SAVABA							
PROFESSIONALLY QUALIFIED	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - SAVABA	Total	25,9%	3,2%	0,9%		30,0%	30,0%
	Male	12,9%	1,6%	0,5%		15,0%	15,0%
	Female	13,1%	1,6%	0,4%		15,0%	15,0%
PROPOSED TARGETS BY THE DEPARTMENT	Total	64,8%	8,0%	2,2%		75,0%	75,0%
	Male	32,0%	3,9%	1,1%		37,0%	37,0%
	Female	32,8%	4,0%	1,1%		38,0%	38,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	31,5%	13,4%	12,2%	41,3%	1,6%	57,1%
	Male	17,7%	6,7%	7,3%	22,8%	1,2%	31,8%
	Female	13,7%	6,7%	4,9%	18,5%	0,5%	25,3%

SKILLED - SAVABA							
SKILLED	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - SAVABA	Total	60,3%	7,5%	2,2%		70,0%	70,0%
	Male	47,3%	5,9%	1,9%		55,0%	55,0%
	Female	13,1%	1,6%	0,4%		15,0%	15,0%
PROPOSED TARGETS BY THE DEPARTMENT	Total	76,0%	9,3%	2,6%		88,0%	88,0%
	Male	38,0%	4,7%	1,3%		44,0%	44,0%
	Female	38,0%	4,7%	1,3%		44,0%	44,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	52,3%	15,9%	8,8%	21,3%	1,7%	77,0%
	Male	27,1%	6,9%	4,7%	10,9%	1,2%	38,7%
	Female	25,2%	9,0%	4,1%	10,4%	0,5%	38,3%

DISABILITY	
AGREED TARGET	
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - SAVABA	0,5
PROPOSED TARGETS BY DEPARTMENT	2,0%
WORKFORCE PROFILE 2019	0,8%

TEPA (Tyre, Equipment, Parts Association)

TEPA represents tyre dealers; garage/workshop equipment and tool importers and distributors; auto part wholesalers, retailers and independent operators in the aftermarket motor parts industry as well as manufacturers and importers of parts for the automotive aftermarket.

SUB-SECTOR PROPOSED TARGETS (ALL EMPLOYEES INCLUDING DISABLED)

	Occupational Level Type	National	DoEL PROPOSED TARGETS		TEPA Task Team Proposed Targets	
			BLACK	Black FEMALES	BLACK	Black FEMALES
TEPA SUB SECTOR CONSOLIDATION	Top Management %	91,30%	50%	25%	20%	11%
	Senior Management %		60%	30%	48%	19%
	Professionally Qualified %		75%	38%	50%	25%
	Skilled technical %		88%	44%	79%	40%
	Employees with disabilities		2%			

TOP MANAGEMENT - TEPA							
TOP MANAGEMENT	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - TEPA	Total	17,3%	2,1%	0,6%		20,0%	20,0%
	Male	7,7%	1,0%	0,3%		9,0%	9,0%
	Female	9,6%	1,2%	0,3%		11,0%	11,0%
PROPOSED TARGETS BY THE DEPARTMENT	Total	43,2%	5,3%	1,5%		50,0%	50,0%
	Male	21,6%	2,7%	0,7%		25,0%	25,0%
	Female	21,6%	2,7%	0,7%		25,0%	25,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	6,5%	4,5%	15,1%	71,6%	2,4%	26,0%
	Male	4,3%	2,7%	11,3%	56,6%	1,8%	18,3%
	Female	2,2%	1,7%	3,8%	15,0%	0,5%	7,7%

SENIOR MANAGEMENT - TEPA							
SENIOR MANAGEMENT	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - TEPA	Total	41,4%	5,1%	1,4%		48%	48%
	Male	24,9%	3,1%	1,0%		29%	29%
	Female	16,5%	2,0%	0,5%		19%	19%
PROPOSED TARGETS BY THE DEPARTMENT	Total	51,9%	6,4%	1,8%		60,0%	60,0%
	Male	25,9%	3,2%	0,9%		30,0%	30,0%
	Female	25,9%	3,2%	0,9%		30,0%	30,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	17,9%	9,8%	15,1%	54,9%	2,3%	42,9%
	Male	11,6%	5,7%	10,5%	35,5%	1,8%	27,9%
	Female	6,3%	4,1%	4,6%	19,4%	0,4%	15,0%

PROFESSIONALLY QUALIFIED - TEPA							
PROFESSIONALLY QUALIFIED	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - TEPA	Total	43,2%	5,3%	1,5%		50,0%	50,0%
	Male	21,5%	2,7%	0,9%		25,0%	25,0%
	Female	21,8%	2,6%	0,6%		25,0%	25,0%
PROPOSED TARGETS BY THE DEPARTMENT	Total	64,8%	8,0%	2,2%		75,0%	75,0%
	Male	32,0%	3,9%	1,1%		37,0%	37,0%
	Female	32,8%	4,0%	1,1%		38,0%	38,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	31,5%	13,4%	12,2%	41,3%	1,6%	57,1%
	Male	17,7%	6,7%	7,3%	22,8%	1,2%	31,8%
	Female	13,7%	6,7%	4,9%	18,5%	0,5%	25,3%

SKILLED - TEPA							
SKILLED	GENDER	A	C	I	W	TOTAL	BLACK
NATIONAL OR PROVINCIAL EAP	Male	42,7%	5,3%	1.7%	4,9%	54,6%	48,0%
	Female	36,2%	4,4%	1.0%	3.8%	45,4%	40,6%
	Total	78,9%	9,7%	2,7%	8,7%	100,0%	91,3%
PROPORTION OF EAP WITHIN BLACK GROUP	Total	86,4%	10,6%	3,0%		100,0%	BLACK TARGET
AGREED TARGET	Total	0,0%	0,0%	0,0%		0,0%	0,0%
	Male	0,0%	0,0%	0,0%		0,0%	0,0%
	Female	0,0%	0,0%	0,0%		0,0%	0,0%
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - TEPA	Total	68,3%	8,4%	2,3%		79,0%	79,0%
	Male	33,5%	4,2%	1,3%		39,0%	39,0%
	Female	34,8%	4,2%	1,0%		40,0%	40,0%
PROPOSED TARGETS BY THE DEPARTMENT	Total	76,0%	9,3%	2,6%		88,0%	88,0%
	Male	38,0%	4,7%	1,3%		44,0%	44,0%
	Female	38,0%	4,7%	1,3%		44,0%	44,0%
		A	C	I	W	FN	BLACK
WORKFORCE PROFILE 2019	Total	52,3%	15,9%	8,8%	21,3%	1,7%	77,0%
	Male	27,1%	6,9%	4,7%	10,9%	1,2%	38,7%
	Female	25,2%	9,0%	4,1%	10,4%	0,5%	38,3%

DISABILITY	
AGREED TARGET	
PROPOSED TARGETS BY SECTOR / SUB-SECTOR - TEPA	Targets not provided by sub sector
PROPOSED TARGETS BY DEPARTMENT	2,0%
WORKFORCE PROFILE 2019	0,8%

VTA (Vehicle Testing Association)

The VTA represents private vehicle testing stations that are committed to operating within the law in accordance with the Road Traffic Act and the relevant SANS standards.

Regrettably, no sub-sector proposed targets were received from this constituency.

CONCLUSION

The RMI desires to consult meaningfully with the Department in this subject regard, in aid of ensuring that the sector targets agreed to ultimately, are not only realistic, but achievable. This, in the RMI's view, is critically important so as to ensure meaningful industry transformation whilst maintaining high levels of regulatory compliance.

We also require that the Department of Employment and Labour consult with us again in the event that you wish to change the targets in the future.

We would like to conclude by expressing the RMI's gratitude for the opportunity to cooperate with the Department in this very important initiative. We look forward to meaningful and constructive engagement.