



MISA (Motor Industry Staff Association) is a trade union organising in the retail motor sector in South Africa.

MISA is also affiliated to FEDUSA (The Federation of Unions of South Africa).

The MISA Women's Forum was formed in 2009 under the leadership of Martlé Keyter (MISA's C.E.O. (Operations) and FEDUSA's Vice-President: Social Justice).

Objectives:

- To raise general awareness and to increase the understanding of gender equality issues in the “world of work”;
- To increase women's economic and financial independence and decision-making;
- To address issues related to pregnancy, balancing work and family life, to promote flexibility in working conditions and enhancing social benefits;
- To address the issues on access to education and training;
- To assist women to live above the expectations of society;
- To establish social dialogue between MISA, female members and employers;
- To address conditions of employment through collective negotiations;
- To assist and train women in non-traditional work roles;
- To identify obstacles for women workers to join MISA;
- To build alliances with similar women organizations.

HIV/AIDS Awareness Drive for Employers and their Domestic Workers (National Event)



Community Projects

We are involved with:

- a Safety House for:
 - abused and abandoned children up to the age of 1 year;
 - women and children: victims of domestic violence – physically and emotionally;
 - young girls.
 - raped victim support for children (Bobbi Bear project);
 - impoverished pre-schools;
 - a soup kitchen;
 - an old age home;
 - a recycling project: To turn trash into treasure to the benefit of our nation;
 - animal protection.
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- Fundraisers are hosted on a regular basis.

Child-at-Work Day (National Event)

Objective: To raise awareness amongst youth (grades 11 scholars) about employment opportunities and career possibilities within the retail motor sector. As a result of introducing scholars to our industry, we receive jobshadowing requests from scholars and then arranged visits at companies during school holidays.

Boys and girls often make decisions concerning their future at this crucial stage in their lives and we believe that this is the ideal opportunity to introduce them to our industry.



Feedback from scholar: “The experience has been wonderful. I have been given a good dose of reality which helped me with the mindset I have for the future. I would advise it to other learners if they get the opportunity.”

Feedback from company: “I believe we have added great value to these learners. The four girls were hugely fascinated by its size and intrigued as to what transpires in a dealership. The experience that these learners had on the day will surely be a lasting one.”

Youth Panel Discussions

A Youth Panel discussion was hosted at the Automechanika International Motor Show held in Johannesburg, South African in 2013.

Topic: Transition from Education to the World of Work



Jobshadowing for scholars in different Sectors

To assist scholars to gain more clarity in terms of his/her career.



Feedback from Triton Sibindi (far right): “It made me realize that my love for cars and engines is unexplainably huge and I thank you for letting me experience the two days in the life of qualified motor mechanics. Spending those two days with them (the workshop team) was an inspiration to me and a motivation for me to work harder and chase my dream.”

National Youth Day Celebrations – June

Previous years' speakers were South Africa's Minister Trevor Manuel and world renowned Paralympic Athlete (Swimmer), Natalie du Toit in 2013.

August-day Ladies Functions (National Event)

A platform to:

- give feedback on activities during the year to date;
 - promote future activities;
 - encourage the audience to join hands with us;
 - show our gratitude to those ladies how sacrifice their private time in an effort to contribute in making a difference in lives.
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MISA Woman of the Year

The MISA Women's Forum instituted this award to pay homage to the role that women play in this important economic sector.

The award aims to do more than the latter: It is an important opportunity for the winner to grow and develop personally and professionally during her tenure as the MISA Woman of the Year.

This woman should also have the potential to develop far beyond her current job title and role.

This woman:

- makes a difference in the lives of others, whether through community involvement, or by simply touching and enriching the lives of people at work or in the community;
- is selfless;
- has a passion for serving people of all walks of life.

2013 Winner: Nolwazi Renee Ntshingila from the McCarthy Motor Group



with

Martlé Keyter (MISA C.E.O. (Operations), MISA Women's Forum National Co-ordinator and FEDUSA Vice-President: Social Justice) left

and

Louise Bennett (MISA Vice-President and MISA Women's Forum National Chairperson) right.

Beauty and Beast Project

To give less fortunate scholars who are in their final year at school, a once-in-a-lifetime opportunity to attend their school's farewell function in style. We approach companies in our industry to assist.



Objectives:

- To increase young workers' economic and financial independence and decision-making;
- To address issues on access to education and training;
- To assist youth in capacity development for the transition to adulthood.

Planned projects for 2014

Workshops

The MISA Young Workers' Forum will host various workshops. These workshops will include topics such as *'how to conduct yourself during an interview'* and *'how to set up your CV.'*

Disability project

The MISA Young Workers' Forum, together with Disability SA and Epilepsy SA, will attempt to secure employment for young people with disabilities within the Retail Motor Sector.

The project is aimed at unemployed young people between the ages of 18 and 35. The Young Workers' Forum intends to contribute towards a part of the salary or social benefits of the disabled person for a period of 12 months, in order to make it more attractive for employers to employ young people with disabilities.

Writing competition

The MISA Young Workers' Forum will launch a writing project for school children.

This project will motivate school children to write an essay on a topic relevant to youth (topics to be confirmed).

The MISA Young Workers' Forum will make use of independent experts to score the essays, and the winner of the competition will win a prize.

Aptitude Tests

The MISA Young Workers' Forum will assist school children to establish in what direction they should go when choosing subjects before Grade 10.

We will make use of accredited psychologists and/or industrial psychologists to do the tests.

Uplift Young Children

The MISA Young Workers' Forum is currently running a project for the Garankuwa All Stars under 11 team. There are about 20 boys in this team. The Young Workers' Forum will supply soccer kits to this team.