



THE PURPOSE IS TO ADDRESS GENDER IMBALANCES



RECARDO OCTOBER | EMPLOYER



Name of Company:
Lumotech



Sector:
Manufacturing



Number of Employees:
706



Position in Company:
Training Manager



Location:
Uitenhage,
Gqeberha



Percentage of Female Employees:
43%



Company Size:
Large



IT'S ESPECIALLY HEARTENING WHEN WE CAN PLACE A SUCCESSFUL CANDIDATE IN A POSITION THAT WAS **HISTORICALLY DOMINATED BY MEN.**



OUR GENDER EQUITY INITIATIVES

Our focus is on developing employees internally through training and development initiatives, as well as recruiting suitably qualified candidates that will enhance our equity profile. The purpose is to address gender imbalances in the manufacturing environment, and work towards achieving equity. As part of the engineering profile in the organization, Lumotech strive to recruit female engineers on our learnership and internship programmes, to provide candidates with the opportunity to gain experience in the manufacturing environment.

Once they have completed their learnerships, they are placed into a relevant permanent positions. We find that there is keen interest from women in the organization to participate in our study assistance programme and other development programmes. Lumotech supports the development of women by sponsoring their studies, providing study leave, and further support as and when required.

One of the highlights in the developmental journey of women in the company is the fact that we have the first female employee who successfully completed an apprenticeship in Toolmaking. We have previously had women as electrician and millwright apprentices, but this was a first in the Toolmaking trade. Our current apprenticeship programme has one woman on the programme, and for learnerships, we have twenty-eight women who are participating at various levels.

Lumotech is involved in gender equity initiatives that are introduced through the National Association of Automotive Component and Allied Manufacturers (NAACAM), the High Gear programme and the Sector Education and Training Authority (SETA). We were also involved in a special programme for women development through the Management College of Southern Africa (MANCOSA) and the Manufacturing, Engineering and Related Services Sector Education and Training Authority (merSETA).

We had three women participating in this programme. Their studies were funded by the merSETA. One of the candidates went on to complete her MBA (Cum Laude) and will be graduating in April 2022. In 2021 one of our female general managers participated in a leadership development programme at a training academy hosted by one of the automotive manufacturers.

ASSETS TO THE COMPANY

It is rewarding to follow the career progression and development of the women who joined the company as learners and see them achieving their dreams and become valuable human resource assets to Lumotech. It's especially heartening when we can place a successful candidate in a position that was historically dominated by men. It also makes business sense for Lumotech to be involved in work readiness and apprenticeship initiatives that bring women into the industry.

WOMEN IN OUR WORKPLACE

Although historically, manufacturing has been a male-dominated industry the initiatives to promote inclusivity in the workplace has contributed towards a progressive interest in the willingness of women to participate and to be developed into more technical positions.

NOT ENOUGH WOMEN STUDY ENGINEERING

Over the past number of years, we have experienced an increase in females studying engineering. However, we can still do significantly more to develop females into engineering and technical fields. At the same time, it will require a sensitization of males to accept woman as their peers and equals in the technical fields.

HIGHLIGHTS IN THE DEVELOPMENTAL JOURNEY OF WOMEN IN THE COMPANY

		FIRST FEMALE EMPLOYEE TOOLMAKER
28 WOMEN		PARTICIPATING IN LEARNERSHIPS

ENGINEERING IS A PROFESSION ANY GENDER CAN DO

Raising awareness about the engineering profession and what it entails needs to start at secondary school. Initiatives that help girls realise the importance and benefits of careers in a technical field may inspire a greater interest by females. The workplace readiness initiative Lumotech is involved with through Harambee, now SAYouth and IGems, is to ensure that we prepare candidates for the challenges of the manufacturing environment. This programme sets a good foundation for success in the workplace and provides females with exposure to the technical environment, which ensures sound career decisions.

STAKEHOLDER INVOLVEMENT AND OPPORTUNITIES FOR GROWTH

Through initiatives put in place by High Gear, as well as the local college, learners have had the opportunity to be exposed to the engineering and technical work environment. We also engage with the merSETA, which hosts roadshows at different schools to promote engineering. We also realize that industry at large needs to get more involved in career drives through school visits to encourage and motivate learners to follow a career in engineering and the technical environment.

The potential of integrating women in the engineering field is developing rapidly, and through these initiatives, the readiness of the candidates can be ensured. Lumotech is committed to growing and developing all employees that show interest and meet the requirements of the position.



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