

# No legal clarity on employees' rights past retirement age



From left to right: Willem Landman, Tiekie Mocke and Dr Gerrie Ebersöhn

The Constitutional Court was unable to provide legal clarity on the interpretation of section 187 (2) (b) of the Labour Relations Act because the judges have been unable to reach agreement.

The result is that there is no majority interpretation on this section and the Court dismissed the appeal of MISA, on behalf of Willem Landman (66).

"This is a devastating blow for me. I waited 6 years for justice, only to learn that the highest court in South Africa could not reach consensus on this critical question.

Consequently there is no majority ruling and employers can continue to exploit employees at will when they continue to work beyond retirement age.

"I was convinced that I will be able to work until the age of 65 since my employer, not only bought the birthday cake when I turned 60, but allowed me to continue working and paying me monthly.

Not once did my employer correct my expectation. As a result, I even bought a new car expecting that I will be in a position to pay the instalments.

"This injustice resulted in a financial loss of at least R800 000, and took a toll on my mental health. It can never be fair for an employer to permit an employee to continue employment in a void of uncertainty for months," says Landman.

When MISA appealed to the Constitutional

Court over the alleged unfair dismissal of Landman based on his age, Tiekie Mocke, Manager of MISA's Legal Department, says the Union was hoping for a landmark decision on the principle of continued employment after reaching the contractual retirement age.

Landman was allowed to continue working after celebrating his 60<sup>th</sup> birthday. His employer did not negotiate a new employment contract with him but allowing business as normal. On 14 January 2019, ten months after Landman reached the agreed retirement age in his employment contract, his employer gave him one month's notice and dismissed him because he reached retirement age.

MISA argued that Landman's employment contract lapsed after reaching retirement age. His employer failed to take action, either to rightfully terminate his employment or to renegotiate a new contract with him. In view of the fact that the employer continued as normal, a new employment contract came into existence.

If there was no new employment contract, then the employer waived its right to dismiss in terms of the retirement age. The right to dismiss cannot be indefinite.

Pursuant to the Constitutional Court's ruling, four of the nine judges, including former Judge President Raymond Zondo, agreed that an age-based dismissal is fair under the LRA only if the employee's employment is terminated on the last day of the month or on the date the employee reaches his normal retirement age.

The termination on the basis of age at a later date is automatically unfair.

According to a 5<sup>th</sup> judge, the employer has the option to terminate the employee's services based on age, as dictated by standard contractual principles, once employees reach retirement age.

The remaining four judges hold that once an employee has reached retirement age, section 187 (2) (b) permits the employer, at any time thereafter, to terminate appointed employee's on the basis of age.

The long awaited Constitutional Court's view on this contentious issue proved disappointing and due to not reaching consensus, MISA's appeal was dismissed.

According to Dr Gerrie Ebersöhn, who argued the case on behalf of MISA and Landman, this judgement leaves employees working past retirement age at the mercy of the employer.

"It can never be fair to leave employees who continue working past retirement age in a Master-Servant situation at the mercy of the employer.

"In practise this situation allows the employer, to at any time, on a whim, to play the trump card and terminate an employee's employment at any time after reaching retirement age, simply because they can with reliance on section 187(2)", says Ebersöhn.

This judgment leaves MISA and Landman very disappointed as this contentious issue remains unanswered.



# Message from *Martlé Keyter*

MISA CEO: OPERATIONS

**M**ISA's staff hit the ground running in 2025 after the Union received a record amount of benefit claims on New Year's Day and managed to pay more than 4 000 claims to date.

This is history in the making, indicating that our more than 69 000 members are well educated on the unique benefits they enjoy - with the Healthy Woman and Healthy Member claims reaching their respective thresholds within hours; and the MISA Loyalty within days of electronic submissions opening. It is great to see the rapid surge in popularity of MISA's benefits.

A special word of thanks goes to all the staff, working tirelessly in MISA's Finance, Claims, Training, Membership and Administration Departments.

MISA also exceeded in our social responsibility towards our members.

I am proud to report that the Prostate Cancer Foundation conducted 35 awareness days, presentations and webinars in 2024 after receiving MISA's donation of R100 000. It is an honour to announce that the Foundation managed to almost double their awareness projects thanks to the funds raised from MISA's annual Golf Day.

Research commissioned by Cancer Alliance in 2021 showed that prostate cancer will be the most common cancer in South Africa by 2030. Most South African men presented with prostate cancer in South Africa already have advanced or locally advanced prostate cancer, which at this stage is no longer curable.

The problem is exacerbated by the fact that black African men have a 60% higher risk of prostate cancer and more than twice as likely to die from the disease than white males. There are usually no symptoms of prostate cancer in the early stages, when prostate cancer is curable.

A lack of knowledge about the benefits of age-appropriate screening and lack of access to screening remain major challenges. That is why South Africa needs a dedicated



**Martlé Keyter**

organisation led by some of South Africa's top medical specialists who diagnose, treat and research prostate cancer.

This year MISA's annual Golf Day will be held on 16 May 2025.

MISA continues to invest in our children, the future of our country, by assisting its valued members with study bursaries for their children and the school support benefit.

MISA received 712 School Support Benefit claims for learners between Grades 1 and 12

to date. Members have until 31 March 2025 to apply towards the remaining 2 000 benefit threshold, on a first-come-first-serve basis.

I believe the small contribution of R1 500 MISA makes towards the future of the children of qualifying members, helps to combat the alarming school dropout figures. A recent study indicated that from the 815 844 learners in six provinces who began high school in 2019, a staggering 207 219 dropped out before reaching matric.

The Union received 21 applications for study bursaries at tertiary institutions for the children of MISA members to date.

MISA's first annual Career Expo also kicked off with a bang, with 160 grade 12 learners attending at the Otto du Plessis High School in Gqeberha, Eastern Cape.

Lastly I am currently attending the annual National Automobile Dealers Association (NADA) Show in New Orleans in the USA. This show ensures that MISA is up to speed with the latest developments and best trends in the retail motor industry globally. NADA represents more than 16 000 new-car dealers.

MISA is set for new heights in 2025. Thank you for joining us on our journey.





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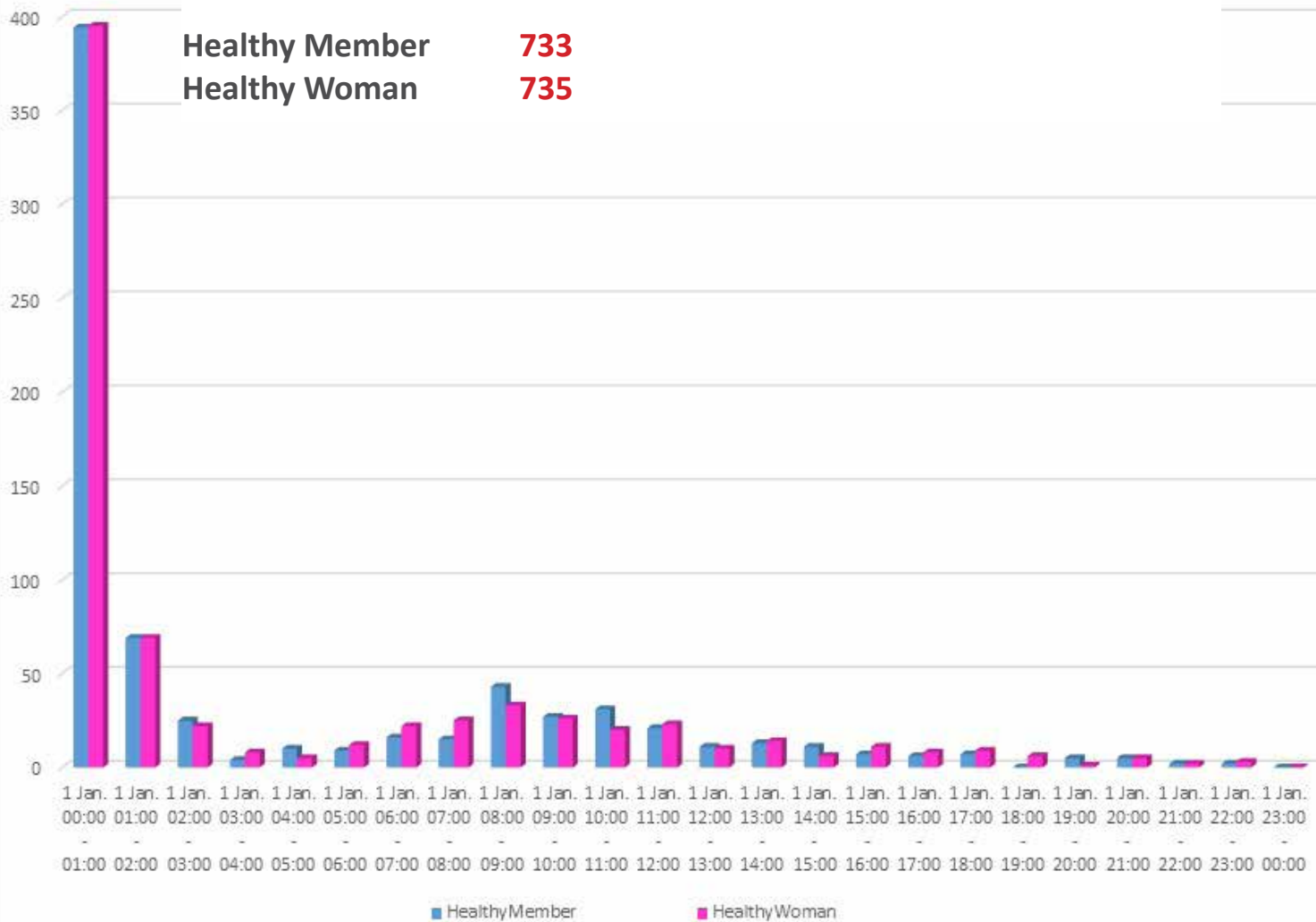
- ▶ Visit the MIRF website for all member information, guides, and help videos.

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# MISA received a new record of claims on 1 January 2025

Total Healthy Member / Woman Claims Received 1 January 2025



MISA is proud and delighted to witness the impact of the Union’s improved communication efforts throughout 2024 about the criteria and when to submit claims for the annual benefits.

On 1 January 2025 the Union received a record total of 733 Healthy MISA Member claims and 735 Healthy MISA Women Claims. Martlé Keyter, MISA’s Chief Executive Officer: Operations, says this means that MISA’s members were informed that they needed to submit their claims from midnight 1 January 2025 because the principle of first-come-first-serve applies.

It is the first year that MISA reached both thresholds of irrespectively 600 and 500 claims on the day that the claims opened, despite the fact that the threshold was increased by the Union’s National Executive Council.

According to Keyter MISA also received a record of 1 640 MISA Loyalty Benefit claims on 1 January 2025. This benefit was also increased to a threshold of 5 000 claims.

“It is a wonderful feeling to know that MISA’s members are aware of the benefits and that so many more members could benefit in 2025.

“These benefits are MISA’s way of saying

thank you to its members who look after their own health and to those who remains loyal to the Union. For the first time the majority of the members submitted the correct documents and did the right tests from the start,” says Keyter.

MISA received claims from non-union members, members of other unions and members who did not adhere to the criteria.

“There are also members who were left in the cold because the thresholds were reached on 1 January 2025. It is unfortunate, but MISA is doing the best it can with the resources

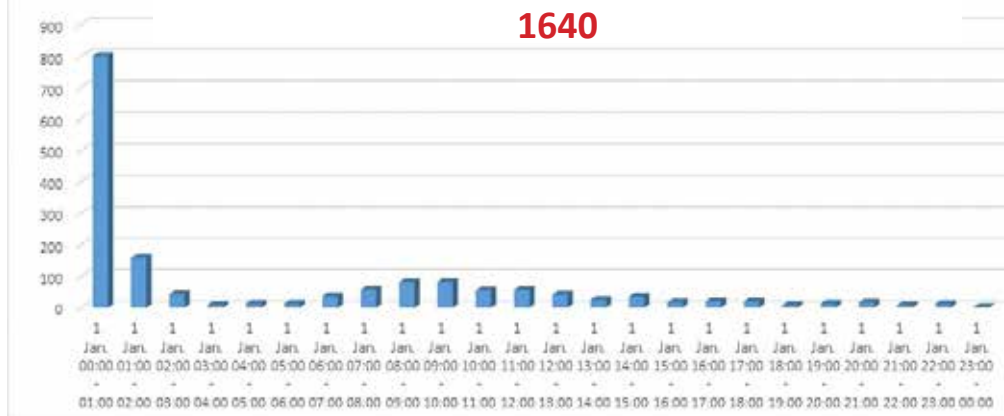
available. Don’t feel discouraged, try again next year.

“All the thresholds of the benefits will be reviewed by the Union’s NEC again in November.”

Keyter thanks all MISA’s staff involved with the processing of claims and the handling of enquiries, working tirelessly to finalise the claim process as soon as possible. MISA has until 31 March 2025 to make these payments.

“Thank you so much to those members waiting patiently and for every member thanking us on our social media platforms.”

Total Loyalty Claims received on 1 January 2025



# MISA rewards Healthy living

**B**ongiwe Bonnie Simelane (40), a Service Advisor at NMG Ford, Newcastle in KwaZulu-Natal received the Healthy MISA Member Claim of R3 000 for the fifth time this year.

In total, Simelane has received R14 000 in claims from MISA since 2020, having claimed once for the Loyalty Benefit of R500 in 2023.

“I hardly take sick leave however, I was not aware that you can be rewarded for that.”

MISA will pay an amount of R3 000 per claim to 500 eligible MISA members who are off sick from work for two days or less from 1 January 2025 to 31 December 2025, and who attend at least one medical examination or wellness campaign during the year.

Excessive sick leave or absenteeism creates many problems for managers and their colleagues. That is why MISA rewards members that have their health checked annually.

Although Simelane joined MISA in 2014, she was not aware of the benefits until Natalie da Silva, one of the Recruitment and Liaison Officers explained the benefits.

Simelane only knew of the Legal Assistance, should one require Labour assistance at work and drafting of a Last Will and Testament.

“Belonging to MISA comes with lots of benefits and one can plan thoroughly for their future should the unforeseen happen, by having a Last Will and Testament.”

“The MISA claims are making a big difference in our lives, thank you MISA for the benefits.”



**Bongiwe Simelane**



**“I love how MISA keeps us up to date on the latest news especially on MISA’s social media platforms. I encourage MISA members to also download the MISA App and follow MISA’s social media platforms for all the latest news,”** says Simelane.

Members must remember to do their check-ups in 2025. Applications for the Healthy MISA Member benefit reopens 1 January 2026.

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# Stop deadly jaywalking



Lawlessness by pedestrians is responsible for 41% of fatalities on South African roads.

Transport Minister Barbara Creecy announced 1 502 people died on South African roads this Festive Season in 1 234 fatal crashes – of which 41% were pedestrians.

“Our message to pedestrians is clear – you must make sure that you:

- Do not consume alcohol and then walk on the roads;
- Ensure that you are visible at night and walk in areas that are well lit;
- Avoid jaywalking; and
- Cross the road at pedestrian crossings or where it is safe to do so,” says Creecy.

According to Creecy law enforcement officers issued 711,184 fines for various traffic offences across the country. Some 23,607 fines were issued to drivers who failed to wear seatbelts, while another 16,925 motorists were fined for using cell phones while driving. A total of 16,527 vehicles were found to be unroadworthy.

“To clamp down on drunken and disorderly driving, speeding and other moving violations, our officers arrested more than 9,550 motorists, with 3,840 individuals arrested for drinking and drunken driving,” Creecy said.

However, MISA did its own investigation and found law enforcement on pedestrians to be lacking. Creecy released no statistics in this regard.

Poor weather conditions during the Festive Season made it difficult for motorists to see pedestrians on the roads.

Martlé Keyter, MISA’s Chief Executive Officer: Operations, says MISA believes more should be done to raise awareness with pedestrians and to take action if they persist in breaking the law.

According to Attorney Henry Shields, South African law states that no pedestrian should walk on a road where no pavement is available. And if there is no pavement, walk as close as possible to the edge of the road, while facing the direction of oncoming traffic.

Freeways are prohibited to pedestrians and cyclists, and if found doing so can be arrested.

Any reckless action by a pedestrian along a roadway is considered a crime, so jaywalking is forbidden and you can even be fined for walking while intoxicated. Pedestrians are required to observe all traffic lights and traffic control signals, and they should make use of pedestrian bridges where available.

However, Police Generals explained to MISA that law enforcement authorities don’t have the manpower to enforce these laws or to take preventative action.

“Pedestrians struggle to estimate the speed of approaching vehicles. They don’t think about the possible consequences and don’t respect motorists. They are reckless knowing that there is no law enforcement.”

According to the Generals the solution will be to implement the broken window theory on South Africa’s road. This theory states that misbehaviour in an environment, like jaywalking, encourages further disorder and misbehaviour, leading to more serious crimes.

“If law enforcement officers for example starts arresting pedestrians and people for less serious crimes, for example urinating alongside the roads, we will see a decline in pedestrian fatalities. But this is in theory only, because South Africa’s criminal justice system simply won’t be able to handle a sharp increase in the case load.”

There is also a difference between jaywalking on freeways and pedestrians jumping in front of cars in peak traffic in the hope of being hit by a slow approaching vehicle.

The Road Accident Fund (RAF) has warned about a growing scam in South Africa where pedestrians jump in front of moving vehicles in a bid to make fraudulent claims from the fund.

According to the RAF it would not pay out for any incident where the accident was caused on purpose – but this would only be after a lengthy investigation, and the threat may not deter perpetrators from making the attempt.

Keyter welcomes this firm action by the RAF, but says this scam still puts motorists at serious risk for physical and emotional harm.

MISA was at the forefront last year warning the public at large about the new modus operandi to employ spikes to puncture vehicle tyres, forcing drivers to stop and rendering them vulnerable to robbery, assault, or hijacking.

Keyter says although increased police visibility in some areas has helped, incidents remain alarmingly common, remaining dangerous for motorists to drive at night.

# Mom very proud of Matric Farewell

**M**ISA member, Seraline Peterson (35), a Cleaner at DTM Helderburg, Strand in Cape Town is thankful for having MISA as the Union she belongs to. This was after MISA assisted her with her daughter Delecha Engelbrecht's (18) matric farewell.

Peterson has been part of the retail motor industry and MISA since 2009.

"I saw the Beauty and the Beast project on MISA's Facebook page, and decided to reach out to MISA. I am a single mother of two I wanted my daughter to attend, but did not know how to."

Engelbrecht attended her matric farewell in style after she finished her exams as she was doing her matric at Strand Secondary School, Cape Town. She passed Matric in the Class of 2024 with Bachelors and wants to do LLB at the Stellenbosch University.

**"It was a great feeling seeing her this beautiful. She is a hard worker and has been in the top 10's every term and I wanted to make her feel special on her day,"** says Peterson.

MISA assisted her daughter with a dress, shoes and jewellery.

Thank you to Cheryll Jeftha, MISA Women's



**Delecha Engelbrecht**

Forum Western Province Representative, for assisting Peterson in making this occasion special for her daughter.

"MISA's customer service was the best. Last year I received the School Support benefit of

R1 500 to assist with her stationery. Thank you MISA," says Peterson.

For more information about the Beauty and the Beast project, please contact Karen Gouws on 041 364 0102.

# Rose visiting the dealership changed my life

**W**hen Rose Mahaye, a Recruitment and Liaison Officer, visited Audio Center Wonderboom in Pretoria, Sharon Machabele's (39) life changed for the better.

This Invoicing Clerk joined the industry 5 years ago and MISA only a year later however, was not aware of the benefits until Mahaye's visit in 2023, when she explained the MISA benefits.

MISA assisted Machabele's son, Kgaogelo (18) of Greenwood College to attend his Matric Farewell, paying for his ticket.

Kgaogelo is also part of the 87.3% class of 2024 who passed matric and plans on studying at Tshwane University of Technology for Graphic design or a Bachelor of Accounting Sciences at UNISA.

"I remember my son saying that I should not worry, if I could not afford it. I told Kgaogelo not to worry because I knew that MISA's got me covered. MISA came to the rescue," says Machabele.

After seeing MISA's Facebook page regarding the Beauty and the Beast project, Machabele phoned Karen Gouws, the Coordinator, who referred her to Claudine Marais, the MISA Women's Forum Northern/Highveld Representative for assistance.

Thank you Claudine for making Kgaogelo's evening a possibility.

Machabele thanks MISA for their hard work after receiving her Loyalty Benefit of R800 within 4 days and the Healthy Woman Benefit of R3 000 a week later. She also claimed for the School Support Benefit of R1 500 last year.

**"MISA means a lot to us. It's been an amazing experience with MISA and I extend my gratitude for what they have done for me, I am at a loss for words. Thank you for going the extra mile. MISA members whose children are in matric unable to afford it or without means should make use of the Beauty and the Beast project,"** says Machabele.



**Kgaogelo Machabele**

# A dream come true, thanks to MISA

MISA member, Jeanene Engelbrecht (36), the Accountant of Perdeberg Motors in Malmesbury, Western Cape thanks MISA for the Study Assistance Benefit.

Engelbrecht is doing her 1st year in Bachelor of Commerce in Accounting at Mancosa's Distance Learning.

The MISA Study Assistance pays up to R12 500 per member and is subject to 12 months consecutive contributions and specified criteria.

Engelbrecht has been in the retail motor industry since 2012 and joined MISA in 2015.

She also received a Loyalty benefit of R800.

"Initially joining MISA to have the Legal Assistance and only finding out later that MISA has more benefits. I have always wanted to study but unsure on how to go about it. I started years ago with a Finance and Insurance qualification then stopped, always wanting to do accounting, my mom being my inspiration since she is an Accountant."

"I started my career in the Parts Department, moved to Bookkeeping and now I am an Accountant. After this I wondered "why not go for it? I've got the job and experience. I might as well get a qualification to be in a better position in the near future."

Engelbrecht thanks Amandla Kuse, MISA's Senior Training Officer for his excellent service and swift response.

"Thank you MISA, you are the best."



Jeanene Engelbrecht

## The union that is worth every cent

It pays to belong to MISA as well as submitting claims as early as midnight on the 1<sup>st</sup> of January 2025, for Lungelwa Zamxaka (27), an HR Assistant at Maritime Motors in Gqeberha, Eastern Cape.

For the first time, at midnight January, she applied for the Loyalty Benefit of R800 and Healthy Member Benefit worth R3 000.

She received her Loyalty benefit on 6 January and the Healthy Member payment on 9 January.

MISA pays R3000 per claim to 500 eligible MISA members off sick from work for two days or less from 1 January to 31 December 2025, and who attended at least one medical examination or wellness campaign during the year. Applications for the Healthy Member Benefit will reopen 1 January 2026.

"I am happy at how fast the process was and how quick it was to receive the payments."

Zamxaka joined the retail motor industry as an intern in 2021 and was appointed as an HR Assistant in 2022 after her 18 month internship.

She knew MISA from working in the HR Department and joined instantly in 2022. Through MISA's brochure, she always keeps herself updated with all the MISA benefits.

"I encourage MISA members to make use of the MISA benefits. Those who are not yet MISA members, should definitely join.

**"It is a good thing to belong to a Union like MISA with benefits, not only assisting with labour disputes at work but financially as well. Thank you MISA for such benefits,"** says Zamxaka.

She plans on doing her driver's license this year and to further her studies by doing an Advanced Diploma in Human Resource Management. Zamxaka would like to grow in her career while remaining a MISA member.



Lungelwa Zamxaka



# Using the right Key to unlock your Child's Education

Article by Thandeka Phiri, MISA National Training and HR Manager

**E**ducation is the Key! The key to unlocking a better and brighter future; endless possibilities; or even breaking generational patterns.

The world over parents make sacrifices and go to the greatest lengths to ensure that their children attain quality education to enable them to obtain this "Key". For many parents though this is not easy as they may be hampered by financial constraints, or the inability to access basic or even quality education for their children.

On the first day of the academic year in 2025 while many parents and children celebrated the first day of school, sadly, countless others could not partake as their children were either not placed within the selected public schools, or were not placed at any school.

As a result the child may miss a year of school, or parents need to sacrifice and enrol their child at independent or private schools, often at greater costs, while others opt to register their children for home schooling.

Various independent or home schools have the added advantage to admit children at any grade throughout the year. Although this has its benefits that learners aren't hampered by strict, time bound admission processes, other institutions use the flexibility of independent schools for taking advantage of well-meaning parents and learners.

While many independent schools have built formidable reputations, the flexibility offered may at times come at an exceedingly high cost to both learners and parents, more so when run illegally or with unqualified staff.

There is no shortage of news reports on bogus schools and requests by parents for Government to close these schools and take action against those running them. The outcome is that:

- Tutor centres masquerading as schools cannot offer recognised qualifications.
- If a child from a bogus school later on decides to register at a public or independent school, there's a chance they may need to repeat a grade.
- Illegal schools shutting down results in academic years of learners being cut short.
- Parents may face challenges in recovering fees paid.
- Illegal schools may expose children to unqualified teachers or even sexual offenders as these educators are not registered or monitored by government.
- The lack of oversight by the Department of Basic Education (DBE) means no verifications of the quality and credibility of the academic results they produce.



Parents need to:

### 1. Be aware of compliance requirements for schools:

Many schools, even in well-to-do areas, operate illegally, by not meeting basic legal requirements while marketing themselves as premium institutions.

All schools in South Africa, regardless of the curricula followed, must comply with local regulations, including registration with the **DBE, Umalusi accreditation**, and are required to possess an **EMIS number**.

### 2. Verify the legitimacy of a school:

Before enrolling your child, always ask for the school's EMIS number and verify their accreditation.

An **EMIS number** is a legal requirement for all brick-and-mortar schools in SA, issued by the DBE confirming that the school is officially registered. A school cannot legally operate or administer recognised exams like the National Senior Certificate (**NSC**) and/or Independent Examinations Board (**IEB**) without it.

Understand, being registered as an IEB exam centre does not mean the school is registered with the DBE. The IEB is an examinations board, not a curriculum.

### 3. Understanding the difference between schools, support centres, Homeschools and Homeschool Centres:

Some institutions are intended for educational support, rather than actual schools.

Homeschoolers must be taught under the roof of their home, they cannot be registered as homeschoolers while taught somewhere other than their home.

Homeschool centres aren't recognised as schools by the DBE even though they can offer valuable support. These centres cannot register children on behalf of the parent or provide qualifications without oversight.

Parents of homeschooled pupils or those enrolled at homeschool centres are legally required to register their child as a homeschooler with the DBE. The

responsibility of ensuring this registration lies with the parents, not the centre.

### 4. Be aware Online Schools and Tutor Centres using Homeschool Curricula:

While they may seem like fully functional schools, they are often not recognised by the DBE and cannot offer recognised qualifications.

Parents must:

- Confirm the registration of the school with the provincial DBE through the existence of an EMIS number.
- Be wary of schools sharing an EMIS number.
- Verify the school's accreditation with Umalusi or relevant bodies through own research.
- Know the difference between a registered school, a tutor centre or homeschool support service.
- If unsure contact the provincial DBE on their hotline or email address and enquire about the registration status of the school.
- Look out for the following red flags even with registered schools:
  - Understaffed schools;
  - Non provision of books and text books within the first day/week of schools opening;
  - Learners not being taught, or where certain periods are skipped regularly;
  - Learners across different grades being taught in the same class;
  - Children not developing required literacy and numeracy skills.

Parents must take the initiative to ensure their children's education is legal, accredited and recognised.

Too many parents have discovered too late that the education they have been paying for has left their child without valid qualifications at the end of a long school career.

# 2024 Matrics setting new record high



**Congratulations to Dylan Van der Merwe, the son of MISA member Bernadette van Der Merwe who passed Matric.**



**Congratulations to Precious Lekswaka, the niece of MISA member Pauline Letsoaka who passed Matric.**



**Congratulations to MJ Hattingh, the son of MISA member Adele Hattingh who passed Matric.**



**Congratulations to Zahra Johaar, the daughter of MISA member Tazneen Ford who passed Matric.**



**Congratulations to Vanadium Mitchell, the son of MISA member Debbie Mitchell who passed Matric.**



**Congratulations to Nicola Lotriet, the daughter of MISA member Wilanie Lotriet who passed Matric.**



**Congratulations to Gomolemo Lehloa, the son of MISA member Lorenti Lehloa who passed Matric.**



**Congratulations to Resego Maloale, the son of MISA member Martha Maloale who passed Matric.**



**Congratulations to Tyric Singh, the son of Prabashni Naicker, MISA's Accountant who passed Matric.**



**Congratulations to Christine Gwangwa, the daughter of MISA member Eva Gwangwa who passed Matric.**



**Congratulations to Duduzile Maropola, the daughter of MISA member Sindi Maropola who passed Matric.**



**Congratulations to Amy Darlow, the daughter of MISA member Alana Swanepoel who passed Matric.**

# EVs ON THE ROAD: VOLUME 2. Global Sales: 2024

Article by the Strategy and Development Department.

According to the International Energy Agency, Electric vehicle (EV) sales in 2024 are on the rise, with projections reaching 17 million in 2024—over 20% of global car sales. EVs are becoming mainstream in more countries despite challenges such as tight margins, volatile battery material costs, high inflation, and the reduction of purchase incentives in some regions. Sales in the first quarter of 2024 grew by 25% year-on-year, maintaining momentum from previous years. By the end of 2024, EV market shares were expected to reach 45% in China, 25% in Europe, and over 11% in the U.S., driven by decreasing prices, competition among manufacturers and supportive policies.

This growth builds on a record-breaking 2023, when nearly 14 million EVs were sold globally, representing 18% of total car sales, up from 14% in 2022. Sales increased by 3.5 million units year-on-year, a 35% jump, marking a shift from early adopters to the mass market. Weekly EV sales in 2023 exceeded 250,000—a total unthinkable a decade ago. Chinese manufacturers played a key role, producing over half of all EVs sold worldwide, even though they accounted for only 10% of global internal combustion engine vehicle sales.

Emerging and developing economies outside China are key to the industry's global success. In 2023, 60% of EV sales occurred in China, 25% in Europe and 10% in the U.S., indicating that EV adoption remains geographically concentrated as compared to traditional vehicles. However, emerging markets are showing promise. Vietnam and Thailand saw EVs account for 15% and 10% of car sales, respectively, in 2023.

Larger emerging markets, while still in the early stages of EV adoption, show growth potential due to supportive policies and affordable models. India, with a 2% EV market share, has launched the Production Linked Incentives (PLI) Scheme to boost domestic production. Brazil, at 3%, and countries like Indonesia, Malaysia and Thailand, each at 2%, are also seeing progress, aided by budget-friendly EVs from Chinese manufacturers. In Mexico, rapid development of EV supply chains is driven by subsidies linked to the U.S. Inflation Reduction Act.

## South African Sales: 2024

Statistics from the National Association of Automobile Manufacturers of South Africa (NAAMSA) distinguishes between traditional hybrid (HEV), plug-in hybrid (PHEV) and electric vehicles (EV). Table 1 depicts the sales as reported by NAAMSA up until the 3rd quarter of 2024:

EV sales up until the 3rd quarter of 2024 surpassed the total EV sales in 2024. In addition, so did the sales for PHEVs and



Vehicle Type	Year 2023	Year 2024			Total per vehicle type 2024
		Quarter 1	Quarter 2	Quarter 3	
Plug-in hybrid	336	138	160	170	468
Traditional hybrid	6518	2574	3543	3330	9447
Electric	929	330	419	324	1073
<b>Total per quarter</b>	-	3042	4122	3824	
<b>Total NEVs per year</b>	<b>7783</b>	<b>10988</b>			

Table 1: NAAMSA NEV Sales Statistics up until the 3rd Quarter, 2024.

HEVs. Traditional hybrid vehicles (HEVs) however experienced the most growth which underlines its popularity amongst South African car buyers in the new electric vehicle (NEV) category which raises questions about full electric vehicles' popularity. Since 2019, only 2 968 EVs were sold in South Africa. Compared to the country's car park of just over 11 million, the total amount of EVs on South African Roads represents a mere 0.27% of the total vehicle population.

## Production Linked Incentives

Governmental and local policies significantly influences the adoption of electric vehicles (EVs). Leading markets such as China, the United States and Europe, which have witnessed rapid growth in EV sales, initially implemented policies like vehicle purchase incentives to encourage adoption. These regions are now shifting their focus from subsidizing EV purchases to supporting heavy-duty transportation and expanding the EV charging infrastructure. The UK has redirected its efforts from subsidizing electric car sales to enhancing public charging infrastructure, allocating GBP 1.6 billion for this purpose. By 2023, the country had installed 53,600 public chargers, with plans to expand this number to 300,000 by 2030. In contrast, emerging economies with sizable car markets still rely heavily on subsidies and incentives to drive EV adoption.

EV policies remain essential for countries aiming to achieve their electrification goals.

While some nations target 100% electrified vehicle sales, others are planning to phase out internal combustion engine (ICE) vehicles entirely. These varied electrification targets reflect diverse approaches to transitioning to sustainable mobility.

Governments are also introducing policies beyond purchase incentives, focusing on accessibility and payment systems, towards streamlining the charging process for drivers, EV charging infrastructure development and further promote EV adoption.

The EV White Paper release by the Department of Trade, Industry and Competition of South Africa in 2023 confirmed that the country's goal to electrify its auto market is dependent on subsidies from the government which currently do not exist. The lack of government incentives is directly translated to the South African sales statistics as seen above.

## Tariffs Remain Key to Boost Domestic Sales

While the European Union implemented steeper import duties on Chinese Vehicles in October 2024, recent media reports reveals potential major shifts in U.S. electric vehicle (EV) policy under a future Trump administration. The proposed changes would mark a dramatic reversal of current clean energy initiatives. Further reports in this regard will be dealt with in our next article, where we will also have a look at the different types of Hybrid Electric Vehicles (HEVs) and how they boost the sales of Automakers.

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