

February 2018

CBE Bulletin



C B E

COUNCIL
FOR THE BUILT
ENVIRONMENT

architecture
engineering
landscape architecture
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quantity surveying



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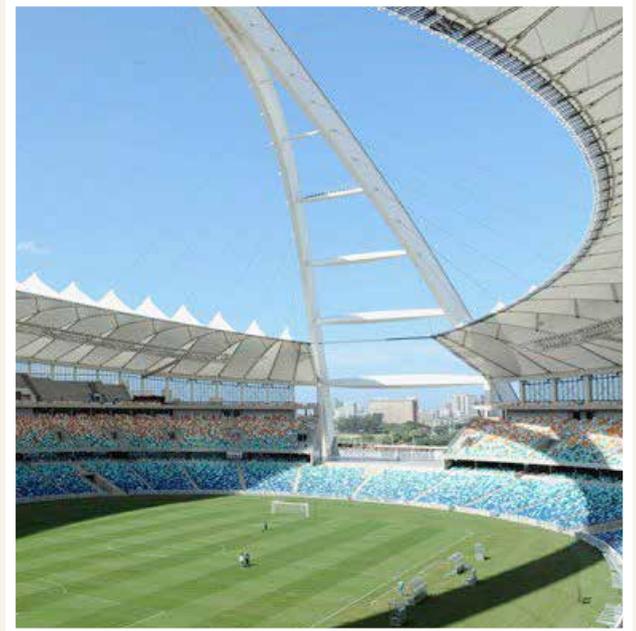
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Dear Reader

What a roller coaster month we've been through! We ordinary folks, expecting to go about our business from a financially broke 'Jan-u-worry' into a 'love-sick' February instead found ourselves diagnosed with an epidemic Parliamentitus fever. Three doses of then-president Zuma's late night placebos (Recall – Response – Resignation) did nothing to ease the symptoms until we were injected with a sobering anti-dote of Matamela Cyril Ramaphosa sworn in as the President of the Republic of South Africa. Our recovery to this malaise was bolstered with a late night cabinet reshuffle tonic. At the time of going into print we have learnt that Minister Thulas Nxesi has been appointed Minister of Public Works.

In this issue the feature article on Gender Inequality in the built environment is co-authored by CBE Council member, Associate Professor Kathy Michell and her protégé, Kolosa Madikizela. It is also encouraging to see stakeholders utilising this platform to reach out and network with the readership, whether it is a schedule of events or keeping abreast with the latest trends in the built environment sector.

**Enjoy your read,
Evelyn Bramdeow**

"You cannot have a positive life and a negative mind." – Joyce Meyer



Gender Equality in the built environment

The numbers are not really improving, so what now?



Kolosa Madikizela



*Associate Professor Kathy Mitchell
CBE Council Member*

The gender statistics in CBE's latest Annual Report make for sobering reading. It reflects a reality where for both registered professionals and candidates the numbers have really not shown any significant improvement over the last few years except for a slight improvement in the number of females. If we go by the numbers, and numbers don't lie, the Built Environment Professions remain male dominated. In particular they are white, male dominated even though African males marginally outnumber females. It is rapidly becoming evident that it does not truly serve the cause of gender balance and equality within the built environment to merely look at the statistics and dissect the numbers as seen in the CBE's Annual Report. Much more needs to be done. What is needed is to seriously and critically begin to ask the right questions. Perhaps the place to start is with a simple series of "So What" questions.

So what is the greater impact of slow progress in ensuring gender equality likely to have on the sector and the country as a whole?

The challenging nature of the construction and engineering sectors and their impact on the careers of the previously disadvantaged in particular women, African people and people living with disabilities has formed the basis of several studies both locally and internationally. The ultimate aim of these studies was to develop packages of recommendations to address the barriers to the advancement of the previously disadvantaged in their careers. International research in this regard indicates that recruitment at both the senior and managerial levels by construction firms and the professions has been homogeneous, with a significant propensity for companies to attract, recruit and select men resulting in a demonstrable under-representation of women in the sector globally.

The construction industry is a large sector of the economy and continues to be one of the largest contributing sectors to the country's GDP. The size and markets of the construction firms and professional practices strongly influence the level of professionalism and working practices therein, thereby having a direct influence on gender equality and diversity within the sector. The construction sector holds a unique place in the labour market and the fabric of society as it has a direct influence on the quality of life of the everyday citizen.

So what is actually meant by diversity?

Diversity has been researched extensively in the humanities fields, and in particular in relation to human resources. More importantly, diversity is deemed the key element of driving any economy forward, because it allows for the collaboration of all citizens from the various ethnic, racial, cultural, gender and even financial groups within our society. There have been numerous studies globally on how to improve diversity in organisations both in industry and in academia. More often than not, in colloquial terms, this implies a focus on "hiring" and overlooks the overwhelming evidence to show that teams of mixed gender, ethnicity, physical ability, age and sexual orientation are more representative of customers. They offer a variety of viewpoints and a wider range of experience, which

Gender Equality in the built environment

The numbers are not really improving, so what now? (Continued)

improves decision-making and problem-solving. International research in this regard further indicates that there is a direct positive correlation between gender diversity at senior levels and the overall financial performance of large organisations (i.e., higher returns on financial equity correlate with greater diversity). In addition, there is seen to be a direct link between inclusive decision making and better business performance, where:

- Inclusive teams make better business decisions up to 87% of the time;
- Teams that follow an inclusive process make decisions twice as fast with half the number of meetings; and
- Decisions made and executed by diverse teams deliver, on average, 60% better results.

When delving into the literature in this regard, the business case for diversity appears intuitive.

So what is the way forward from here?

Gone are those days where the built environment was just about bricks and mortar, the clients we service are demanding more - they want solutions that demonstrate better use of technology, and better maintenance considerations in our designs. However, more importantly they are looking for solutions that show consideration for the current economic crisis and challenges in our environment that require engineers, architects, quantity surveyors, property valuers and construction managers who can think out of the box and who show humility and compassion for the societies in which they operate and work.

The need for greater diversity is becoming evident when we look at the rise of technology and the advent of the fourth industrial revolution; the need for significantly improved innovation within the sector; and in particular, in how we approach the process of building infrastructure, buildings, urban environments and society as a whole. The buildings and infrastructure in this new economy must have the ability to communicate and connect with the societies they are constructed to service.

So what more must be done to ensure that we start seeing significant changes in the diversity of the professions?

The Built Environment Professions offer exciting, challenging and meaningful careers for the youth and in particular females. The sector needs to start thinking, not just about the gender numbers, but about more aggressive and urgent ways in which to attract more young females into the industry. Though there have been a number of projects and efforts to this end, more needs to be done to change the white male dominant image of the sector. This requires a serious, urgent, focused and collaborative journey towards diversity in the sector. Only when we achieve this will the built environment truly be the sector that touches and changes lives of many via the urban fabric it creates and through its diverse and cutting edge solutions it brings to address the socio-economic challenges facing our society.

So what is needed?

Simple, diverse teams are needed to generate out of the box solutions to address these challenges, to retain/create a competitive advantage for your business and for the sector as a whole to remain an engine of the overall economy.

The time is now, to start asking the right questions about why the numbers have not improved and...so what can we do to be the change in our society? Firstly, there is an urgent need for initiatives by a variety of stakeholders that we have in the Built Environment (e.g. Department of Public Works, Council for the Built Environment, Councils for the Built Environment Professions, and Voluntary Associations). Secondly, these initiatives need be actively supported in order to effect the change needed. Lastly, it should be acknowledged that this task cannot be left to Government alone, the need to entrench diversity in the Built Environment Professions is the responsibility of all professionals.

Invitation for nominations of Members of the Public to be appointed to serve on the Council for the Built Environment

Closing Date: 7 May 2018

The Council for the Built Environment (CBE) is a statutory body established under the Council for the Built Environment Act no. 43 of 2000. It is an overarching body that coordinates the six councils for the built environment professions (architecture, engineering, landscape architecture, project and construction management, property valuation and quantity surveying) for the purpose of promoting good conduct within the professions, transforming the professions and advising South African government on built environment related issues.

In terms of section 6(2)(b) of the Council for the Built Environment Act, 2000 (Act 43 of 2000), the CBE hereby invites nominations from members of the public within the period specified in the notice from the date of the notice, for its fifth term of office. The term of office of members will be four (4) years. The Council meets at least four times per annum and the appointed person may be required to serve in the sub-committees of the Council.

Nominees must be persons with leadership qualities; an understanding of the Public Finance Management Act (PFMA) and management of public budget and expenditure; and an understanding of the government priorities and developmental agenda. Preference would be given to persons with either legal; finance; corporate governance or human resource experience to contribute to the strategic direction of the Council for the Built Environment in the interest of the built environment and the public whom they represent.

The Minister of Public Works would take into account representation in terms of race, gender, geographical location and disability when appointing the Council. Nominators and nominees should ensure that they are conversant with the Council for the Built Environment Act (Act No 43 of 2000) especially Section 8(1)–(4) defining the disqualification requirements.

Nominations should be made on the Nomination Form provided for on the CBE website or on request from the e-mail address here below. Please note that failure to comply with the above requirements may result in the disqualification of the nomination.

Nominations must be sent for the attention of:

Chief Executive Officer

Council for the Built Environment

Postal Address:	Hand-delivered to:	E-mail:	Website:
PO Box 915 Groenkloof 0027	2nd Floor Corobay Corner 169 Corobay Avenue (Cnr Dallas & Aramist Ave) MENLYN	council@cbe.org.za	www.cbe.org.za

For enquiries please contact: Tel: (012) 346-3985

Where there's a WIL, there's a way

No, it's not misspelt, it's a pun intended. WIL is the Council for the Built Environment's (CBE's) Work Integrated Learning programme in their menu of projects aiming to activate transformation in South Africa.

The CBE entered into a formal partnership with Walter Sisulu University (WSU) to extend the reach of its WIL programme. The signing of the Memorandum of Understanding (MoU) took place on Wednesday, 7 February 2018 in Potsdam, East London at WSU's Buffalo City Campus.

The graduation requirement for WSU students in the built environment disciplines of engineering (civil, electrical, mechanical) and building science is a practical work training component. As the acronym WIL alludes to, it will integrate their classroom learning with practical workplace experience. The partnership, commonly referred to as a MoU, allows for the CBE to bring on board host employers from both the public and private sectors who can absorb the students for practical work in the field of their studies. The student interns will work under the guidance of mentors, in accordance with a training plan that conforms to prescribed criteria. CBE will exercise a monitoring role and disburse a monthly stipend to the students during their twelve months in WIL.

At the signing ceremony Chief Executive Officer of the CBE, Priscilla Mdlalose outlined the importance of keeping the bigger picture of WIL in mind, "Knowledge is gained in the classroom, but experience happens 'out there'. While WIL may fulfil a curricular requisite to complete their academic qualification, on another level opportunities such as WIL expose students to the realities of the workplace environment, helping them to internalise 'unwritten rules' and develop a work ethic." For CBE, the WIL programme also addresses its mandate to facilitate transformation initiatives by providing a conduit for historically disadvantaged and marginalised groups (in terms of race, gender, disabilities, sexual orientation etc.) to claim their space in the built environment. CBE's WIL programme has been running since 2014, growing step by step. In the current 2017/18 financial year, 154 student interns were placed and assessed in WIL with host employers; the MoU with WSU is expected to increase this number. Workplace Training Specialist aka 'guardian' of WIL at CBE, Keabetswe Letlape remarked, "It is a win-win for all – tertiary learning institutions can boast quality graduates thus enhancing the credibility of their academic offerings, whilst host employers benefit from access to a larger skill pool, and graduating students have the advantage of workplace exposure in their CV to search for permanent employment."



A WIL-ing handshake seals the deal between Vice-Chancellor of WSU, Professor John Robert Midgley (left) and Chief Executive Officer of the CBE, Priscilla Mdlalose (right).

In his reciprocal address during the ceremony Vice-Chancellor of WSU, Professor John Robert Midgley succinctly summed up the culture of WSU that sets it apart from traditional universities: "Transformation is more than numbers, it is a qualitative way of doing things. Bearing in mind the socio-economic level of our geographic spread, WSU is a 'gateway' institution aiming to channel people from poverty to situations where they can make a difference in their lives and become productive citizens. This is the value-add dynamic that makes WSU look far better on the inside than what it looks like from the outside."

Appointment of Experts



Agrément South Africa extends a call for the submission of proposals from suitably qualified registered built environment experts to register on their database to serve as assessors and evaluators of innovative and non-standardized products or systems for Agrément certification as fit for purpose. Agrément South Africa recognizes the role played by experts in the built environment in discharging its mandate. In this regard, the entity intends to broaden its list of external service providers in the built environment to build and strengthen its capacity. Experts will be utilised for the evaluation and certification of innovative construction products or systems on an on-going basis.

Agrément South Africa complies with National Treasury procurement regulations by appointing registered built environment experts on its database as expert assessors and evaluators of innovative and non-standardized products or systems for Agrément certification as fit-for-purpose; thereby ensuring a consistent, fair, equitable, transparent, competitive, cost-effective and efficient procurement system.

It must be noted that appointment as an expert on Agrément South Africa's database does not automatically constitute expert responsibilities to assess innovative and non-standardized products or systems for Agrément certification. Experts appointed on Agrément South Africa's database will be approached as and when the service is required.

The required documents are available on the website <http://www.agrement.co.za/> under the TOR link, or contact Dr Wekesa BW (Pr.Eng) on tel +27 12 412544 or bwekesa@csir.co.za.

Built Environment Professions Export Council



Mr Con Korsten
Chief Executive Officer

The Built Environment Professions Council, or BEPEC is a not for profit Organization in the Public Private Partnership (PPP) with the South African Department of Trade and Industry (DTI). It offers a one-stop-shop for international clients who are in the market to employ South African built environment professionals.

Together with the DTI, BEPEC provides support to export-ready firms to export their built environment services internationally.

Previously known as the International Business Development Section (IBDS), BEPEC was created in 2001 in response to the globalisation of the consulting engineering sector, post South Africa's 1994 democratic elections. Consulting Engineers South Africa (CESA), the South African Institute of Architects (SAIA) and the Association of South African Quantity Surveyors (ASAQS) were instrumental in BEPEC's creation.

The IBDS was transformed into BEPEC after the Architectural and the Quantity Surveying professions joined the organisation in 2008. The Association of Construction Project Managers (ACPM) is also now part of BEPEC.

(Source: www.bepec.co.za)

BEPEC wishes to share its events calendar with the aim of encouraging attendance from stakeholders in the built environment. The schedule and registration forms are hereunder. The colour codes are **"Show me the Money or Project Workshops"** and events for contractors in Black or Blue.

2018/19 Calendar of Events

Month	Day	Time	Event	Venue	Contact Details
JAN 2018					
FEB 2018	8	10:00 – 12:00	ETGEC Meeting	SAEEC	Con Korsten
	13	10:30 – 12:00	AUDIT COMM	PTA	Con Korsten
	21	Links - Niel	Mar – May w/shops		Neil Langley
	23	10:00 – 14:00	BOD & AGM	CESA	Con Korsten
MAR 2018	13	08:30 – 13:30	WORKSHOP S/Money	DBSA	Ilse de Klerk
	14	TBC	DRC Country Focus Group	AFRICA House	Con Korsten
APR 2018	8 - 17	Cote D'Ivoire, AfDB & Djibouti	ETGEC Mission	SAEEC	Con Korsten
	18	08:30 – 14:00	WORKSHOP (MIDRAND)	DBSA	Ilse de Klerk
	18	10:00 – 12:00 Ports & Rail Focus Group	AFRICA House	Univ. PTA	Con Korsten
	18	12:30 – 14:00 Water & Sanitation Focus Group	AFRICA House	Univ. PTA	Con Korsten
MAY 2018	10	Oil & Gas Focus Group	AFRICA House	Standard Bank	Con Korsten
	29	08:30 – 14:00	WORKSHOP S/ Money & Projects Cape Town	Ruslamere	Ilse de Klerk
	30	FIDIC Contracts	Contractors Workshop	PTS	Sarah Mnyandu
JUNE 2018	18- 20	Manufacturing Indaba	Manufacturing	Sandton	Con Korsten
	19	08:30 – 14:00	WORKSHOP S/Money & Projects (Durban)	TBA	Ilse de Klerk
JULY 2018	4	10:00 – 12:00	ETGEC Meeting	SAEEC	Con Korsten
AUG 2018	1	Leaders and Personal Effectiveness	Contractors	DBSA	Sarah
	15	CESAN AON Engineering Excellence Awards		GAUTENG	Con Korsten
SEPT 2018	5	08:00 – 14:00	WORKSHOP S/Projects (Midrand)	DBSA	Ilse de Klerk
	5	10:00 – 12:00	ETGEC Meeting	SAEEC	Con Korsten
OCT 2018	17	08:30 – 13:00	WORKSHOP S/Money (Midrand)	DBSA	Ilse de Klerk
	24- 25	Infrastructure Africa	Infrastructure	Sandton	Con Korsten
NOV 2018	1	10:00 – 12:00	ETGEC Meeting	SAEEC	Con Korsten
DEC 2018					
JAN 2019					
FEB 2019		4 th Quarter AC Meeting			
		4 th Quarter BOD/AGM			
MAR 2019	20	Doing Business with World Bank & AfDB	SAEEC	TBC	Con Korsten

REGISTRATION FORM 2018

WORKSHOPS

Member Cost: R 500 (Also applies to affiliation with the below marked councils)

Non-Member: R1300

Please indicate which event you would like to attend by a tick (✓) against the date.		
Date	Venue	Event
13 March 2018	DBSA, Midrand	Show Me the Money
18 April 2018	DBSA, Midrand	Show Me the Projects
30 May 2018	Lynwood, Pretoria	FIDIC
29 May 2018	Ruslamere, Cape Town	Show Me the Money & Projects
19 June 2018	TBC , Durban	Show Me the Money & Projects
01 August 2018	DBSA, Midrand	Leaders and Personal Effectiveness
05 September 2018	DBSA, Midrand	Show Me the Projects
17 October 2018	DBSA, Midrand	Show Me the Money
DELEGATE DETAILS		
Designation:		
First Name (As per ID):		
Surname:		
Company HR Contact:		
E-mail		
Cell Phone		
Office Use: COMPANY DETAILS		
Company Name		
Postal Address		
VAT Number		
Accounts Contact		
Special Instructions		
<p>Please indicate here if you have more than one delegate attending and you would like them registered.</p> <p>NB: Additional Charges apply for Halaal/ Koshher meals!!!</p>		

Please send Registration and proof of payment to ilse@bepec.co.za or sarah@bepec.co.za

If you have any questions Ilse can be contacted on **082 356 9586** or alternatively the office on **012 362 0522**.

Seats reserved after confirmation of payment **BOOK your seat now!!!**

ABSA 40-7239-0859

Account Holder: BEPEC

FOR OFFICE USE

Date :	Invoice Number:	Confirmation received: Yes / No	VA:
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PLEASE SELECT YOUR EXPORT COUNCIL BY A TICK (Ö)

Export Council Members	R500-00 pp	
BEPEC		
ASTPM		
SACEEC		
SAEEC		
ISF		
RRA		
SAFCEC		
BBCBE		
AFRICA HOUSE		
CBE		
CESA		
MBA		
JCCI		
NON MEMBERS	R1300-00: INCLUDING VAT	

Council for the Built Environment (CBE)

Tel: 012 346 3985 • VOIP: 087 980 5009 • info@cbe.org.za • www.cbe.org.za

Address

Corobay Corner, 2nd Floor, Block A, 169 Corobay Avenue, Menlyn, Pretoria

