

**2022/2023 FINANCIAL YEAR**

**TRANSFORMATION COLLABORATIVE  
COMMITTEE:**

**WOMEN EMPOWERMENT AND GENDER  
EQUALITY**

**PROGRESS REPORT**

**SEPTEMBER 2022**

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## **ACRONYMS**

**APP** - Annual Performance Plan

**CBE** - Council for the Built Environment

**CBEP** – Councils for the Built Environment Professions

**CPD** - Continuous Professional Development

**DPWI** - Department of Public Works and Infrastructure

**GRPBMEAF** - Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework

**IEBES** - Integrated Electronic Built Environment System

**MoU** – Memorandum of Understanding

**TCC** - Transformation Collaboration Committee

**ToR** - Terms of Reference

**WEGE** - Women Empowerment and Gender Equality

## 1. Purpose

The purpose of this report is to provide an overview of the activities undertaken by the Women Empowerment and Gender Equality Transformation Collaborative Committee (WEGE TCC) during Quarter 2 of 2022/23 financial year.

## 2. Background

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 following six councils for the built environment professions - Architecture, Landscape Architecture, Engineering, Property Valuation, Project and Construction Management, and Quantity Surveying – and through memoranda of understanding these include Town and Regional Planning, Land Surveying and Environmental Assessment. Sections 3(a) and (e) of the CBE Act mandate the CBE to promote and protect the interests of the public and promote appropriate standards of health, safety and environmental protection within the built environment.

In line with the above, Transformation of the Built Environment Professions is one of the key imperatives of the CBE. As per the CBE Strategic Plan, the CBE is to facilitate participation by the Built Environment Professions in integrated development in the context of national goals, specifically regarding Transformation as a key priority of the sixth term government. The CBE's third Transformation Indaba, hosted in October 2019, produced a number of key resolutions, in relation to challenges impeding Transformation in the sector. The CBE expects to deliver on these resolutions to ensure transformational progress. The main vehicle for driving these activities is the Transformation Collaborative Committees (TCCs), constituted in collaboration with the Department of Public Works and Infrastructure (DPWI) to specifically address these challenges. These TCCs, with support from the DPWI, are commissioned to engage with all relevant departments and industry role players to resolve key challenges identified by stakeholders. These Transformation Collaborative Committees (TCC) comprise of the following:

- i. Health, Safety, Public Protection and Universal Access (HSPPUA)
- ii. Occupation Specific Dispensation (OSD)
- iii. Procurement, Policy, Legislation and Socio-Economic Development (PPLSED)
- iv. Professional Skills and Capacity Development (PSCD)
- v. Women Empowerment and Gender Equality (WEGE)

## **Women Empowerment and Gender Equality (WEGE)**

The Women Empowerment and Gender Equality (WEGE) committee was established to consider the current policy gaps on women economic empowerment. The committee is look at Government programmes meant to address them and make proposals for improvement and implementation since public procurement is used as a lever for empowerment of designated groups. The section below provides an update on the WEGE TCC's progress in Quarter 2 of the 2022/23 financial year.

### **3. Women Empowerment and Gender Equality TCC Quarter 2 Progress Report**

#### **3.1 Overview**

The WEGE TCC Terms of References (TOR) has been finalised and is awaiting approval from Council. The inaugural Women Empowerment Webinar was postponed to 5 October 2022 to allow for internal processes. The Integrated Electronic Built Environment System (IEBES) was presented and once fully operational it can be a useful tool to monitor the professional registration of female BE candidates and professionals. The current Councils for the Built Environment Professions (CBEP) statistics indicate a bleak picture of registered BE candidates (28%) and professionals (14%).

#### **3.2. Quarterly Progress**

The section below provides an update on progress made by the WEGE TCC in Quarter 2 (July - September 2022) of the 2022/23 financial year.

On 8 September 2022 the third WEGE TCC was hosted, with new industry stakeholders on board from the South African Institute for Architects (SAIA) and South African Institute for Civil Engineers (SAICE). Eskom presented their Eskom Women Advancement programme at this meeting.

The presentation showed a holistic approach which the WEGE TCC could adopt for the development of a gender equality framework for the built environment. A detailed demonstration of the IEBES system indicated that, once fully operational, this system has the potential of providing valuable real time data on registered BE professionals. A migration plan for all outstanding CBEP must be developed for full optimisation of the system.

The CBE has been requested to consider integrating other recognised BE councils as well - Environmental Assessment Practitioners Association of South Africa (EAPASA), South African Geomatics Council (SAGC) and South African Council for Planners (SACPLAN). The WEGE workplan was developed and approved with standing tasks to be completed, reported and monitored by the TCC. The objectives of the TOR were aligned to the Workplan in order not to lose sight of the WEGE TCC goals. An update on the workplan is discussed below in detail.

### **3.2.1 Matters for Discussion**

#### **a) Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework (GRPBMEAF)**

The Department of Women, Youth and Persons with Disabilities (DWYPD) committed to reporting on the Infrastructure Cluster Department's compliance of reporting on the GRPBMEAF framework. There has not been any communication from the Department thus far. The CBE shall follow-up and report in the next meeting.

#### **b) Gender Desk**

The CBE Gender Advice Desk was launched in the last financial year. The CBE is continuously engaging organisations that can be used for forwarding social injustices reported on the platform. To date there have been no submissions received. The committee refuted the lack of submission, given the high levels of gender - based violence. It was emphasised that industry awareness of the advice desk be prioritised. As part of the awareness campaign of the Gender Advice Desk, a poster will be flighted during the upcoming Women Empowerment webinar and a request for the CBEP to share the link on their website will be done through the Registrars Forum. Further to this, a banner drawing attention to the services offered by the Gender Advice Desk, is on the CBE website homepage slider.

**c) Monitor the registration of Women in the Built Environment**

The dashboard presented did not only look at the current representation of female BE registered candidates and professionals, which is sitting at 28% and 14% respectively. Statistics for students enrolled for BE studies compared to completions (disaggregated by gender) from 2014 – 2020 showed a loss of 67% of BE students annually during the higher education phase of the skills pipeline.

**d) Women Empowerment Webinar Series**

The CBE's inaugural Women Empowerment Webinar, set to be hosted during Women's Month in August 2022, was unfortunately postponed to 5 October 2022. The programme and speakers for this webinar were recommended and approved by Council.

The first webinar is themed Women forward - #Shattering the glass ceiling. Set for a duration of four hours, a minimum of 100 - 400 participants are targeted to attend. Registration is mandatory; however it is a no attendance fee event. It is important to note that Continuous Professional Development (CPD) points have not been approved for the event due to cost implications.

Work has commenced on the next webinar in the series for February 2023, which would sustain the focus on empowerment. There are two theme proposals so far:

- i) Women's economic empowerment: A roadmap for women's economic empowerment**
- ii) Women Multiply: fostering economic resilience for women in the built environment**

The concept document is underway with the WEGE TCC expected to help craft and recommend a suitable theme in line with the four areas approved by the committee: empowerment, leadership, capacity building, and amplifying the role of women. Suggestions from the WEGE TCC are expected no later than 19 October 2022.

### **3.2.2 2022/23 Annual Performance Plan (APP) target**

The following targets were presented as WEGE TCC deliverables to be monitored and reported on a quarterly basis.

**a) One programme supporting women-owned professional practices in the delivery and maintenance of Built Environment infrastructure developed by 31 March 2023**

The main objective of the project is to identify interventions to empower women-owned professional practices in the Built Environment (BE) to ensure participation in the delivery and maintenance of infrastructure projects. The goal is to increase the number of women-owned professional practices supported.

In this quarter the Women Empowerment webinar series was identified as a project under this programme. Further to this, the CBE is in talks with Eskom and Gauteng Partnership Fund (GPF) to establish incubator programmes which will support women-owned professional practices/ enterprises, thereby holistically empowering women in the built environment. Therefore, the Quarter 2 target was achieved.

**b) One CBE programme promoting youth involvement and development in the Built Environment by 31 March 2023**

The objective is to increase the participation and involvement of youth in the BE sector through:

- i. identifying key drivers for youth development in the 18-35 years cohort
- ii. proposing interventions for wide-spread implementation
- iii. advocating and lobbying key industry stakeholders/ partners to implement
- iv. monitoring the impact of interventions and report to the WEGE TCC

In this quarter, the CBE noted the key drivers of youth development, commencing with addressing educational support of BE youth at tertiary institutions. The CBE is partnering with Feenix, a crowd-funding platform that connects indebted higher education students to potential funders. Feenix has the potential to provide these students with funding they need to complete their studies, obtain their qualification,

and become qualified professionals in the built environment. The CBE intends to extend its engagements beyond Feenix, to further partner with its various stakeholders and industry role players capable of providing educational support, capacity building opportunities and continuous professional development initiatives to address challenges that hinder youth development and participation in the built environment sector.

This project was set to launch at the Women Empowerment webinar originally scheduled for August 2022 and was unfortunately postponed. Hence, the Quarter 2 target was not achieved. Remedial plans have been actioned for the launch at the next industry stakeholder engagement.

#### **4. Conclusion and Way Forward**

It is recommended that CBE signs the MoU with Eskom for the Incubation programme to commence. Further to this, the CBE must advocate for the Feenix launch at the next industry stakeholder engagement. The report on the inaugural Women Empowerment webinar that took place on 5 October 2022 will be presented at the next meeting.