

2022/2023 FINANCIAL YEAR

**TRANSFORMATION COLLABORATIVE
COMMITTEE:**

**WOMEN EMPOWERMENT AND GENDER
EQUALITY**

PROGRESS REPORT

JUNE 2022

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ACRONYMS

APP - Annual Performance Plan

BEMC – Built Environment Matters Committee (Council Sub-Committee)

CBE - Council for the Built Environment

DPWI - Department of Public Works and Infrastructure

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 1 of the 2022/2023 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 also include Town and Regional Planning, Land Surveying and Environmental Assessment. Sections 3(a) and (e) of the CBE Act respectively, mandates 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. Occupational Specific Dispensation (OSD)
- iii. Procurement, Policy, Legislation and Socio-Economic Development (PPLSED)
- iv. Professions 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, as well as Government programmes meant to address them and thereafter make proposals for improvement and implementation since public procurement is used as a lever for empowerment of designated groups. The section below provides a status update on progress made thus far by the WEGE TCC in relation to Quarter 1 of the 2022-2023 financial year.

3. Women Empowerment and Gender Equality TCC Quarter 1 Progress Report

3.1 Overview

The WEGE TCC Terms of References (TOR) and list of deliverables were revisited to ensure the alignment to the CBE objects and to incorporate the CBE Transformation Strategy. The first ever Women's month event was conceptualised including presentations by key stakeholders. Lastly, the WEGE developed a workplan for the BEMC's consideration for continuous reference and monitoring against the goals, objectives, tasks set out by the WEGE TCC.

3.2 Quarterly Progress

The section below provides an update on progress made by the WEGE TCC in Quarter 1 (April – June 2022) of the 2022-2023 financial year.

3.2.1. Quarter 1 (13 May 2022)

On 13 May 2022 the first WEGE TCC was hosted. The specific purpose of this engagement was to finalise the refined TORs, conceptualise the concept for the women's month event and to develop a workplan for the committee's work for the current financial year for recommendation at the BEMC. A summary is provided below on the areas of discussion outlined above.

3.2.1.1. Terms of References

The refined WEGE TOR was tabled at the meeting of 3 May 2022 for input by the committee members. It was agreed that the TOR would be finalised for adoption at the next committee sitting.

3.2.1.2. Matters for Discussion

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

The Department of Women, Youth and Persons with Disabilities presented a framework to the committee. The CBE had a follow-up engagement with the Department where it was agreed that the list of infrastructure departments currently not reporting would be shared with CBE for the WEGE TCC to coordinate and facilitate workshops on the framework for industry as and when required.

b) Gender Desk

The Gender Advice Desk was launched on the 30 March 2022. The committee suggested that the CBE shares the Gender Desk link with relevant infrastructure departments and implementing agents for inclusion on their websites.

c) Professional Registration of Women in the Built Environment

The CBE shared the Councils for Built Environment Professions (CBEP) reporting template for further inputs and consideration by the committee. The WEGE TCC highlighted the need to include persons with disabilities in terms of disciplines, professional status, gender and geographical location.

d) Women's Month

It was suggested that the first ever CBE led women's month event is considered as part of the committee's deliverables. The committee welcomed the proposal and was allowed time to provide further suggestions before the presenting the concept at the next sitting.

3.2.1.3. 2022/23 Annual Performance Plan (APP) target

The following targets were presented as part of the WEGE TCC deliverables to monitor and report 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.

It was highlighted that the quarterly schedule of the programme would unfold as follows: Quarter 1: Concept Document, Quarter 2 and 3: Quarterly reports and Quarter 4: Final report. A possible risk was identified in the lack of meaningful participation by relevant stakeholders.

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

The objectives of the programme are to:

- i. conduct assessment of current socio-economic initiatives for BE youth at national and provincial level
- ii. facilitate and further develop existing initiatives
- iii. conceptualise youth development programmes with a specific focus on entrepreneurial skills

It was highlighted that the quarterly schedule of the programme would unfold as follows: Quarter 1: Framework, Quarter 2: Report on the launch event, Quarter 3: Report on activities and Quarter 4: Annual report.

3.2.2. Quarter 1 (9 June 2022)

On 9 June 2022 the second WEGE TCC was hosted. The specific purpose of this engagement was to adopt the finalised TORs, report on matters arising from previous discussions and to recommend the workplan developed for the current financial year. A summary is provided below on the areas of discussion outlined above.

3.2.2.1. Terms of Reference

It was reported that the finalised WEGE TOR circulated to the committee would form part of the ad hoc workshop where all the TCC TORs would be tabled with Council members and TCC Chairpersons in July 2022 to ensure alignment to the CBE objects and standardisation. There would also be a separate engagement to bring the new WEGE members up to speed.

3.2.2.2. Matters arising for Discussion

a) Gender Desk

It was reported the CBE was currently reworking the Advice Desk capacity through engagements with the relevant authorities and organisations for channelling and reporting purposes. There will be a report on updates at the next meeting.

b) Women's Month

The presentation on the proposed Women's Month Webinar highlighted its objectives:

- i. Provide a platform for women to participate in interactive and hands-on sessions to obtain skills of the future and stay ahead of the competition
- ii. Highlight the barriers and devise practical solutions to address challenges faced by women in the built environment professions
- iii. Profile women trailblazers in the industry
- iv. Lobby for the empowerment and career advancement of women in the built environment professions

The details of the proposed event were presented for the committee's consideration:

Proposed date: 24 August 2022

Venue: Virtual Platform

Duration: 3 hours (to be confirmed)

Entrance: No Fee

Registration: Mandatory

It was also indicated that Continuing Professional Development (CPD) points would be explored to help attract the attendance of women in the built environment professions. The committee also noted the proposed programme included amongst other key speakers, Public Works and Infrastructure Deputy Minister, President of the Engineering Council of South Africa and other notable female professionals making strides in the sector. The committee proceeded to approve the presented event concept and agreed to have separate updates on the event.

3.2.2.3. Workplan

The following deliverables were tabled for the committee's endorsement:

- a) Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework (Quarterly reporting to DWYPD)
- b) CBE Gender Desk
- c) Women's Month Roundtable Webinar (conduct international and national Women's Day Events/Activities)
- d) Monitor professional registration of female BE candidates and professionals
- e) One programme supporting women-owned professional practices in the delivery and maintenance of Built Environment infrastructure developed by 31 March 2023
- f) Number of programmes promoting youth development in the Built Environment
- g) Conduct a survey on DPWI Women Empowerment Advisory Council
- h) Source a Database of women in property from relevant organisations
- i) Support the formation of an organisation of women in BE professions
- j) Advise the PWI Minister on WEGE

The activities will be reported on a quarterly basis as standing items of the committee going forward. The committee welcomed and endorsed the workplan subject to the CBE and DPWI's investigation on whether to resuscitate the Women Empowerment Advisory Council or to pursue the establishment of an organisation of women in BE professions.

3.2.2.4. 2022/23 Annual Performance Plan (APP) target

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

A brief presentation on the draft concept document was tabled at the meeting:

- i. The Built Environment has remained arguably one of the most untransformed sectors in South Africa, despite having a constitution and policies that entrench equal rights
- ii. Gender imbalances and inequalities are some of the characteristics of the built environment sector in the country
- iii. In 2020, as part of the Economic Reconstruction Recovery Plan (ERRP), the South African President has set a target of ensuring that at least 40% of goods and services procured by public entities are sourced from women, youth, and persons with disabilities
- iv. The 2022 pronouncement by the Constitutional Court on Preferential Procurement policy allows for organs of the state to align their policies to accommodate women-owned practices

The thematic areas for the key interventions proposed for the programme include the following:

- a) Enterprise development programmes
- b) Building a pipeline of female talent
- c) Advocate and create awareness to promote gender-inclusive procurement
- d) Create active forums for women in the Built Environment
- e) Support mechanisms for career aspirations
- f) Increase participation of women in the infrastructure value chain

- g) Coaching and Mentorship
- h) Strategic Partnerships and networking

The committee noted that the concept would be taken through internal processes and circulated upon approval. However, any additions post the meeting were welcome.

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

A brief presentation on the draft concept document was tabled at the meeting:

- i. The South African construction sector is a significant player in the local economy, employing about 1.1 million people
- ii. In 2020, we saw a 6.4% decline in economic activity as a result of the hard lockdown. From a macro-economic perspective, this is one of the reasons we are not seeing a significant infrastructure investment from government
- iii. This has brought on the ripple effect of unemployment in the BE sector, especially among the youth. Unemployment among the youth accounts for 64.4% of those aged 15 to 24 years and 42.9% of those aged 25 to 34 years

The committee noted that the framework would be taken through internal processes and circulated upon approval. However, any additions post the meeting were welcome.

4. Conclusion and Way Forward

A recommendation register was consolidated against the WEGE TCC held in quarter one for consideration by the BEMC.