

2022/2023 FINANCIAL YEAR

**TRANSFORMATION COLLABORATIVE
COMMITTEE:**

**WOMEN EMPOWERMENT AND GENDER
EQUALITY**

PROGRESS REPORT

DECEMBER 2022

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ACRONYMS

APP	Annual Performance Plan
CBE	Council for the Built Environment
CBEP	Councils for the Built Environment Professions
DPWI	Department of Public Works and Infrastructure
DWYPD	Department of Women, Youth and Persons with Disabilities
EWAP	Eskom Women Advancement Programme
GRPBMEAF	Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework
IEBES	Integrated Electronic Built Environment System
SACLAP	South African Council for the Landscape Architectural Profession
SACPVP	South African Council for the Property Valuers Profession
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 3 of the 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 Valuers, 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 mandate it to promote and protect the interests of the public and promote appropriate standards of health, safety and environmental protection within the built environment respectively.

In line with the above, the 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:

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

The Women Empowerment and Gender Equality (WEGE) committee was established to consider current policy gaps on women economic empowerment and Government programmes that address them. This duly undertaken, the WEGE TCC would make proposals for improvement and implementation since public procurement is a lever for empowerment of designated groups. The section below provides an update on progress made by the WEGE TCC in Quarter 3 of the 2022-23 financial year.

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

3.1. Overview

The WEGE TCC Terms of References (ToR) was finalised and approved by Council through the relevant structures (Built Environment Matters Committee for recommendation of approval by Council). A final draft is to be circulated to the committee together with meeting minutes at the upcoming meeting. The Inaugural Women Empowerment Webinar was held on 5 October 2022 under the theme “*Women Forward, #ShatteringtheGlassCeiling*”. The webinar was well attended as it met the intended objectives of inspiring women and youth in the built environment. The Integrated Electronic Built Environment System (IEBES) was presented in the previous WEGE TCC meeting. Progress on the migration of CBEP information onto the IEBES system has halted due to the expiration of the IT Service Providers contract.

The Eskom Women Advancement Programme (EWAP) was presented and well received; it covered the following areas:

- a) The case for change in South Africa and Eskom
- b) The EWAP strategy and five focus areas
- c) Achievements to date
- d) Focus for the future

The feasibility study for the formation of an organisation of women in BE professions such as the Women Empowerment Advisory Council has been commissioned; the findings will be presented in the fourth quarter.

3.2. Quarterly Progress

The section below provides an update on progress made by the WEGE TCC in Quarter 3 (October - December 2022) 2022-23 financial year.

3.2.1 Matters for Discussion

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

On 9 November 2022, the CBE met with the Department of Women, Youth and Persons with Disabilities (DWYPD) for an update on Infrastructure Cluster Departments reporting against the Framework. The Department presented their tool to monitor their GRPBMEAF Framework. The DWYPD highlighted a compliance issue with the Infrastructure Cluster Departments in terms of accessing information on a periodic / quarterly basis which impacts the reporting on the GRPBMEAF Framework. There was a request for the Annual Performance Plans (APP) of Infrastructure Cluster Departments at the meeting. However, the DWYPD proposed that the CBE should formalise this request via the Department of Planning, Monitoring and Evaluation (DPME) for the APPs of infrastructure Cluster Departments.

b) Gender Desk

The CBE Gender Advice Desk was launched in the last financial year. To date there have been no submissions received. The committee refuted the lack of submission given the high levels of gender based violence. To create awareness to the public and industry, the gender advice desk was advertised during inaugural WEGE webinar.

c) Monitor the Registration of Women in the Built Environment

In the previous quarter, a dashboard was developed from the previous financial year (2021/23, Q4) numbers depicting the latest statistics of women candidates and professionals. It has been difficult to update this dashboard as the CBE struggles to receive all CBEP' quarterly reports that include the requested statistics. There is also a need to for Management to formalise reporting from SACG, EAPASA and SACPLAN.

d) Women Empowerment Webinar Series

On the 5th of October 2022, the CBE held a webinar under the theme: “Shattering the Glass Ceiling in the Built Environment Professions” and stakeholders joined forces across the industry online to deconstruct the barriers, identify enablers and devise strategies to achieve gender equality, diversity and inclusion in the built environment.

The discussion was led by Ms Prudence Madiba, Chairperson of the WEGE TCC. The keynote speaker was Honourable Deputy Minister of Public Works and Infrastructure, Noxolo Kiviet; she was joined by Dr Sitsabo Dlamini, Chairperson: CBE Council and founder of Prana Consulting, Ms Refilwe Lesufi. BRICS Women Business Alliance Chairperson, Lebogang Zulu, Architect and Director at Colab Concepts Architects, Kirsty Ronne and Senior Lecturer at University of South Africa, Dr Allison Anthony completed the panel.

As a way forward, CBE has been challenged to champion, advocate and lobby the following actions for the CBEP and industry stakeholders:

- i) CBE to investigate why the completion of built environment qualifications is few among women (requested by Deputy Minister)
- ii) Explore Feenix as a crowd funding platform to assist struggling BE students financially
- iii) Create opportunities for networking/collaborations of women in the built environment to strengthen their business and professional relationships
- iv) Look into how the WEGE webinar can include or profile more women who can inspire other women in the sector
- v) Facilitate the constitution of a dedicated organisation for Women in the Built Environment Professions that can zoom into issues
- vi) Use the CBE database of women-owned enterprise, coupled with the revived consultant’s roster, to champion the implementation of gendered procurement
- vii) Create a platform for BE women professionals to conduct ‘Women to women’ mentoring on a volunteer basis as a start
- viii) Sector needs to develop incentives for companies that implement gender inclusive procurement
- ix) The Professional Skills and Capacity Development (PSCD) TCC – to explore opportunities for women and youth in the BE to partner with South African Chapter of BRICS Women Business Alliance, on the “Innovative & Building Technologies Construction Biz Capacity Development Programme

x) The Procurement, Policy, Legislation and Socio-Economic Development (PPL-SED) TCC made submissions on the Public Procurement Bill; the CBE must commit to track and evaluate the implementation thereof

xi) CBE to champion gender responsive training for the CBEP and industry stakeholders

The webinar was well attended and met its intended objectives of inspiring women and youth in the built environment. At least 35% of the webinar attendees were youth, while 56% constituted females in the built environment. Furthermore, it was interesting to see that the webinar garnered support and interest not just from our local female BE professionals but globally. The team successfully engaged with the CBEP and Voluntary Associations (VA) for the South African Council for Architectural Profession (SACAP) and the South African Institute for Civil Engineers (SAICE) to accredit the webinar at no cost with Continuing Professional Development (CPD) credits.

The WEGE TCC series of webinars on Women in the Built Environment aims to promote, support, educate and advance women in the sector, as well as those wanting to enter and remain in the industry to create a sustainable pipeline. This four-part series of webinars has been planned to take place throughout the year to address identified key focus areas - Empowerment, Leadership Capacity Building and Amplifying the Role of Women.

The poll results from the inaugural webinar revealed that attendees would like the webinar series to incorporate themes that speak to focal areas such as entrepreneurship finance, opportunities, solutions and strategies for women economic empowerment. The team, together with DMG Events, has begun planning for the 2nd Women Empowerment Webinar under the theme #WomenMultiply - Bringing economic resilience for Women in the Built Environment.

❖ Event Date: 22 February 2023

❖ Key Focus: ECONOMIC EMPOWERMENT

Concept

Women's economic empowerment is central to realising women's rights and gender equality. Women's economic empowerment includes women's ability to participate equally in existing markets; their access to and control over productive resources, access to decent work, control over their own time, lives, and bodies; and increased voice, agency and

meaningful participation in economic decision-making at all levels from the household to international institutions. Women's economic empowerment boosts productivity and increases economic diversification and income equality, in addition to other positive development outcomes. It has been reported that women's economic equality is good for business. Companies greatly benefit from increased employment and leadership opportunities for women, which is shown to increase organisational effectiveness and growth. It is estimated that companies with three or more women in senior management functions score higher in all dimensions of organisational performance.

The objective of the series of webinars is to create a collaborative environment where women share perspectives, and develop and document usable strategies that will attract, retain, and make the industry inclusive. These industry engagements will be used to articulate and understand the areas of intervention to empower built environment women.

PROPOSED PROGRAMME

PROGRAMME DIRECTOR:

1.1 Opening Remarks: Overview of the CBE and WEGE TCC

KEYNOTE ADDRESS

1.2 Keynote Address: COMMISSION FOR GENDER EQUALITY How government can get the participation of women in infrastructure procurement right

2. PRESENTATION BY PANEL MEMBER

TOPIC

Speaker 1: NEF (WEF)

- Enterprise Development
- Access to funding
- Funding products/services
- Funding Criteria

Speaker 2: Infrastructure South Africa

Access to opportunities for women in infrastructure –
Infrastructure project pipeline

ONLINE POLL

Speaker 3: Industrial Development Corporation/ Agreement
OR

Industrializing infrastructure products – Alternative
Building Products

Speaker 3: LimCo

Case Study: A successful 100% BE women led and
implemented project in South Africa

3. PANEL DISCUSSION

4. RESPONDING TO WRITTEN QUESTIONS ON THE WEBINAR PLATFORM

Response to all questions by all panel members.

4. SUMMARY AND WAY FORWARD (CBE TEAM)

5. VOTE OF THANKS AND CLOSE:

3.2.2 2022/23 Annual Performance Plan (APP) target

The following targets were presented as part of the 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

This programme is part of CBE's strategic priority to empower women in the Built Environment. The concept document of programme 2.1 has argued that for the women-owned professional practices to be involved in the delivery and maintenance of built environment infrastructure, the participation of women is critical.

The quarterly target was achieved through the implementation of the Inaugural Women Empowerment webinar titled 'Women Forward #ShatteringTheGlassCeiling'.

Gauteng Partnership Fund (GPF) – CBE collaboration: There was a working session on 2 November 2022 to map out clear strategies for the implementation of transformational projects. The technical task-team (TTT), comprising representatives of both institutions, identified areas of collaboration which can showcase the work of both organisations and benefit their mandates.

Eskom has expressed interest in developing a High Voltage (HV) Line Construction Incubation programme focused on training built environment professionals and firms to enter the market in this specialised sector of the built environment. This programme will produce a pool of HV line contractors/ service providers that will assist Eskom to meet its current and future transmission line supply. The delay in concluding a CBE-Eskom MoU is hampering the commencement of this programme, however efforts are underway to remedy this.

Therefore, the Quarter 3 Target was achieved.

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

In this quarter, the Women Empowerment webinar series was identified as a project under this programme. Furthermore, the CBE is in talks with Eskom and GPF to establish incubator programmes to support women-owned professional practices/ enterprises and holistically empower women in the built environment. The CBE Feenix “Build a Dream” campaign was proposed to launch in November 2022.

Women Empowerment Webinar

The inaugural webinar titled “Women Forward, #ShatteringtheGlassCeiling” managed to attain its objectives of inspiring women and youth who aspire to have careers in the built environment. 35% of the webinar attendees comprised of the youth cohort between the ages of 15-35 years.

The following recommendations from the webinar focused on youth:

- i) CBE must implement women-to-women coaching and mentoring for youth
- ii) Create networking and information sharing platforms
- iii) Explore funding opportunities for bursaries for the youth (similar to Feenix)
- iv) Explore opportunities for BE youth entrepreneurs to partner with South African Chapter of BRICS Women Business Alliance on the “Innovative & Building Technologies Construction Biz Capacity Development Programme

CBE - GPF Collaboration

The Gauteng Partnership Fund (GPF) and the CBE have identified a possible programme of deploying unemployed BE graduates on GPF’s funded projects to assist with monitoring and evaluation, while assisting them with their candidacy. A workshop is scheduled for January 2023 to finalise the implementation of those projects by each party.

Eskom Capacity Building Programme

Eskom has expressed their interest to host and place unemployed BE graduates for Construction Project Management (CPM) and Quantity Surveying (QS) candidacy in a capacity building programme. Eskom would like to share this development platform

with the CBE to assist placed individuals to register professionally in the relevant discipline categories with the South African Council for the Project and Construction Management Professions (SACPCMP) and the SA Council for the Quantity Surveying Profession (SACQSP). The delays in concluding a MoU with Eskom is hampering the commencement of this programme, however efforts are underway to remedy this.

CBE - Western Cape Government: Department of Transport & Public Works Collaboration

The CBE and Western Cape Government (WCG): Department of Transport & Public Works met to identify areas of collaboration and a draft concept document was developed. A task-team, representative of both institutions, is developing a guiding framework to address built environment skills gaps and shortages. The project proposes drivers such as bursary, candidacy and entrepreneurship programmes.

Unemployed BE Graduate placement at National DPWI, REMS

South Africa faces a major unemployment problem, especially among women and youth, exacerbated by a lack of skills and formal work experience. Thus, we need to provide them with opportunities to gain practical work experience. The Real Estate Management Services (REMS) sent out a directive from the Acting Director-General requesting the CBE to source candidates on behalf of Department of Public Works and Infrastructure (DPWI) for a two-year internship programme.

Feenix Crowd Funding Project

The CBE/Feenix “Build a Dream” campaign was scheduled to launch in November 2022.

Feenix shared a list of 29 students with the CBE who are studying or have completed their qualifications towards BE careers and require funding to complete their qualifications. A special task team that would facilitate, drive and develop an implementation plan of the “Build a Dream” campaign was formed. The launch of the Feenix/CBE “Build a Dream” campaign was set to take place in November 2022, however it did not. The implementation plan is currently awaiting management’s approval.

It is for this reason that the Quarter 3 target was not achieved.

4. Conclusion and Way Forward

4.1. It is recommended that management:

- i. concludes the signing of the Eskom MoU for the Incubation and Capacity building programmes to commence
- ii. approves the implementation plan of the FEENIX/CBE 'Build a Dream' campaign

4.2. The report on the Inaugural Women Empowerment webinar that took place on 5 October 2022 is presented at the next WEGE TCC meeting.