

COMMISSION 1

EMPOWERMENT OF WOMEN IN PROPERTY

Challenges	Resolutions	Time Frame	Responsibility
1. Some Women may identify government land and want to develop it but don't know where to submit proposals	The Department of Public Works to include unsolicited Bids in their Policy to benefit Women.	March 2020	Public Works
2. The owner of the building may not want to partner and will be content with sub-letting as long as he or she is benefiting	The Department to ensure partnership within the first three years or else the Department not to consider renewals	March 2020	Public Works
3. At times the facilities management fees become expensive	The cost of the renovation of State Owned Properties be above the normal Facilities Management fee and cover the capital expenditure, maintenance and escalations.	March 2020	Public Works
4. Does the Department consider hiring houses for office letting,	The Department of Public Works to explore the possibility or option of converting the Houses to suitable offices.	March 2020	Public Works

5. The property owner ends up paying for the maintenance fees as the contract is not clear	Careful consideration to be given when Tendering for office accommodation to be market related and to cover the Landlord responsibility as part of conditions.	March 2020	Public Works
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COMMISSION 2

EMPOWERING WOMEN IN THE BUILT ENVIRONMENT SECTOR

CHALLENGES	PROPOSED RESOLUTION	TIME FRAMES	RESPONSIBILITY
1. Awarding of contracts to be based on capacity (experience) not financial capacity as this disadvantages emerging businesses.	Financial capacity must not be used as criteria for assessment and evaluation of emerging companies' capacity to perform work	Mar - 2020	Public Works
2. The use of the criteria 'similar project value' in awarding of contracts restricts access for women companies to access work opportunities, and thereby stifles women economic empowerment.	Department of Public Works to do away with this criteria and base evaluation on businesses' capacity (proven track record) to perform work.	Mar - 2020	Public Works

3. the financial guarantee (5% of the project value) stipulated by department of Public works is restricting emerging women businesses access business opportunities	The already existing MOA between the Department of Public Works and Ithala Development Finance Corporation must be utilized without having to ask women businesses to re-introduce letters of financial commitments.	Ongoing	Public Works
4. The requirement for certification of documents, even the system generated documents such are the company registration certificate	Certification of documents should be relaxed, and focus be on certification of critical documents which cannot be easily verified from the CSD.	Ongoing	Public Works
5. Lessons from the Eyesizwe contractor Development to be applied in the formulation of the Siyakha Incubation Programme	Department of Human Settlements to work closely with the Department of Public Works to take stock of lessons from Eyesizwe and apply this in Siyakha Incubation Programme.	Mar- 2020	Human Settlements
6. Noting that the different phases of the Eyesizwe Contractor Development Programme have not achieved intended outcomes, then it is crucial that budget be ring-fenced for different grades in the programme	Need to ring-fence budget for companies in the database and ensure that this is used to gradually develop companies in the different grades	Mar - 2020	Public Works

7. The red-tape in SCM making it cumbersome for emerging women contractors and businesses to access opportunities in the construction sector	There needs to be an overhaul of SCM processes that stifle empowerment of women businesses. This must focus on specific areas of procurement process.	Ongoing	Public Works / Human Settlements
8. Human Settlements Sector is monitored by the NHBRC and thus must not be used for assessment in awarding of contracts	Only NHBRC requirements must be used in assessment and evaluation of contracts in human settlements	Mar - 2020	Human Settlements
9. Emerging contractors need to be provided with businesses mentorship services	Human Settlements should appoint professional IA's and put a stipulation that these mentor to mentor emerging contractors	Mar - 2020	Public Works / Human Settlements
10. Government departments have not prioritized emerging consultants as it is done in the private sector.	Government Department to open up opportunities for emerging consultations in the built environment.	Mar - 2020	Public Works / Human Settlements
11. Progress on all the resolutions monitored and strictly managed	<ul style="list-style-type: none"> - Implementation plans to be reported to Portfolio Committees - progress meeting convened after 6 months 	Ongoing	Public Works / Human Settlements

12.The 1956 housing project has not been implemented in the province.	- Women businesses to be prioritized in the packaging of the 1956 housing project to ensure that they benefit from this programme.	Aug - 2020	Human Settlements
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COMMISSION 3: OPPORTUNITIES THROUGHOUT THE VALUE CHAIN

1. Discussions: Conceptual & Planning Stage

- ▶ There are a few women owned consulting companies with profession registration and professional indemnity for projects. The industry is dominated by other races and dominated by males.
- ▶ CIDB is impediment due their own operational issues and stumbling block to women empowerment programmes. e.g. inconsistency in the grading system, down grading of construction companies,
- ▶ SAWIC - only a few women owned companies benefit particularly those with higher grades.
- ▶ Recognition of Prior Learning in the built in environment to be recognized as competency/qualification

Recommendations:

- ▶ Department of Public Works to review the CIDB grading system.
- ▶ Woman to lead in social facilitation and community engagement – a database of woman social facilitators to be established and DPW to include facilitation in the professional team.
- ▶ SAWIC to ensure empowerment and support of all woman in the construction industry from grade 1 to grade 9. All woman to benefit.

- ▶ Women owned entities focussing on professional services to be established and appointed into a panel.
- ▶ Women with experience in the built environment to be recognised through the Recognition of Prior Learning Programme.
- ▶ Capacitation of woman lead consulting companies through mentorship programme.
- ▶ Woman lead consulting companies to be rotated for allocation of work based on experience
- ▶ Requirements to be transparent in all database systems and procurement to center around the empowerment of woman.
- ▶ Woman conveyancers to be given work for transfers of large properties.

2. Discussions: Construction Stage & Material Supply

- ▶ Government needs to go beyond construction and empower women in the material supply industry.
- ▶ Woman to be empowered to own construction plants
- ▶ Woman lead construction companies to be categorised according to their capacity levels – where databases are formed woman to be allocated projects through a rotation basis .
- ▶ Big construction companies to empower small and medium construction companies owned by woman in the entire value chain.

GENERAL RECOMMENDATIONS

- ▶ This to be made an annual event where progress of resolutions taken can be tracked
- ▶ Recognition of Prior learning – woman to be assisted for recognitions of experience accumulated
- ▶ Pilot projects to focus on woman empowerment in various districts throughout the Province.
- ▶ Corruption to be addressed – (request of bribes from woman lead contractors hinders empowerment of woman in the construction industry)
- ▶ Woman to diversify in the construction industry value chain and focus on other areas like material supply, provision of plant and equipment, ready-mix provision, manufacturing of various materials, engineering services
- ▶ KZN DHS – to ensure municipalities implement resolutions taken on woman empowerment.