



human settlements

Department:
Human Settlements
REPUBLIC OF SOUTH AFRICA

NATIONAL WOMEN IN HUMAN SETTLEMENTS PROGRAMME

**Framework for the Empowerment and Participation of Women in Human
Settlements Delivery**

Houses, Security & Comfort

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ABBREVIATIONS

GLOSSARY

NATIONAL WOMEN IN HUMAN SETTLEMENTS PROGRAMME

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ABBREVIATIONS

ASGISA	: Accelerated and Shared Growth Initiative of South Africa
BBBEE	: Broad Based Black Economic Empowerment
BNG	: Breaking New Ground
CBE	: Council for Built Environment
CGE	: Commission on Gender Equality
CIDB	: Construction Industry Development Board (CIDB)
DoHS	: Department of Human Settlements (National and Provincial)
DTI	: Department of Trade and Industry
GFP	: Gender Focal Point
LED	: Local Economic Development
NDoHS	: National Department of Human Settlements
NHBRC	: National Home Builders Registration Council
NGO	: Non Governmental Organisation
JIPSA	: Joint Initiative for Priority Skills Acquisition (JIPSA)
OSW	: Office on the Status of Women
PDoHS	: Provincial Department of Human Settlement
SMME	: Small Medium Micro Enterprise
WiHS	: Women in Human Settlements

GLOSSARY

Term/Concept	Definition
Human Settlements	Refers to well governed settlements, in which growth and social development are in balance with the carrying capacity of the natural systems on which they depend for their existence and result in sustainable development, wealth creation, poverty alleviation and equity
Housing	Housing refers broadly to the development of residential environments that comprise land, social and physical infrastructure and houses; thus sustainable human settlements
Gender	Fundamentally, the term gender refers to those characteristics of women and men that are socially determined, in contrast to those that are biologically Determined. Gender is socially constructed, learnt from culture and changes with time and place (Moser 1989: 9)
Gender Equity	Equity does not mean giving the same amount of a resource to everyone. It means giving more of that resource to those who have less, so that the gap between the rich and the poor (or haves and have nots) becomes smaller
Gender Equality	Entails that the underlying causes of discrimination are systematically identified and removed in order to give women and men equal opportunities in every sphere of life women and men have identical rights and status. However, we must remember that same treatment does not always lead to equal results.
Participation	Participation can be for purposes of transforming a present system or maintaining the status quo, depending on the needs of those who participate in accordance with their own perceptions. It involves the raising of awareness and a shared understanding of problems and needs, as well as a vision for the future that leads to commitment and ownership of projects by the community members themselves (Slocum <i>et al.</i> 1995: 4).
Empowerment	Is about people, both men and women. It is a collective undertaking, involving both individual change and collective action.
Women Empowerment	Developing women's ability to collectively or individually take control over their own lives, identify their needs, set their own agendas and demand support from their communities and the state to see that their interests are responded to. In most instances the empowerment of women requires transformation of the division of labour and of society.
Broad Based Black	The economic empowerment of all black people including

Economic Empowerment (BBBEE)	women, workers, youth, people with disabilities and people living in rural areas through diverse and integrated socio-economic strategies.
Housing Construction Sector	Implementers participating in delivery of subsidized Housing or housing improvements.
Property Charter	A transformation charter committing various stakeholders aimed at promoting a vibrant, transformed and growing property sector that provides adequate services to the domestic economy, reflects the South African nation as a whole and contributes to the establishment of an equitable society
Construction Charter	A transformation charter committing various stakeholders aimed at promoting a vibrant, transformed and growing construction sector that provides adequate services to the domestic economy, reflects the South African nation as a whole and contributes to the establishment of an equitable society
Access	Gives a person the use of a resource i.e. land to build Houses.
Control	Allows a person to make decision about who uses the resource or to dispose of the resource i.e. manufactures, material suppliers.

DRAFT FRAMEWORK FOR THE NATIONAL WOMEN IN HUMAN SETTLEMENTS PROGRAMME

1. OVERVIEW

South Africa has kept in stride with international precedent and standards in respect of human rights as they relate to human settlements. Countries the world over have come to South Africa to witness the tremendous national human settlements programme that has taken place since 1994. The department has provided human settlements opportunities to low income, subsidy eligible households; majority of beneficiaries of the housing subsidy have been female headed households. No country in the world has ever delivered at the scale achieved by South Africa since the advent of democracy in 1994.

While the Department of Human Settlements has been intent on addressing the needs of the vulnerable and marginalized groups through the policies outlined in the National Housing Code, a specific emphasis on the participation of women is critical. ¹This is due to the fact that men's issues have been highlighted to the exclusion of women's issues. Fitting gender into development involves the empowerment of women, to enable women to participate in development projects beside men in order to achieve control over the factors affecting their lives on an equal basis. Women face various challenges in the human settlements and housing construction sector. They are under-represented in the human settlements delivery industry, either as contractors, developers, building material suppliers, financiers or other service providers. This suggests that the human settlements industry is losing out on a potential capacity that might contribute towards improved rates and quality of delivery in the face of the growing housing demand. In addition, significant numbers of South Africans have never in the history of their families experienced formal property ownership and its wealth creation benefits. This has a fundamental impact on the economic potential of South Africa, particularly women who have been previously disadvantaged. Further, the empowerment of women and their full participation on the basis of equality in all spheres of society, whether rural or urban, are fundamental to sustainable human settlements development.

Against this backdrop, that there is a need for a dedicated programme on women in human settlements to drive the empowerment and effective participation of women in human settlements delivery.

2. OBJECTIVES OF THE PROGRAMME

- Promote and facilitate the empowerment and participation of women in human settlements delivery value chain through the allocation of 30% target of the department's budget for women owned projects;

¹ Guidelines for Mainstreaming Gender in Housing and Human Settlementment

- Enhance entrepreneurial development and increase the number of expertise of women firms and SMME's providing services and products to the housing construction sector;
- Build partnerships with key sector stakeholders from government, NGO's and private sector in implementing the women in human settlements programme;
- Profile women in human settlements delivery
- Identify challenges, skills required and develop support systems for emerging women contractors as well as women service providers; and
- Develop a research agenda on women owned projects, monitor and evaluate progress on set targets towards women empowerment and thereby contribute to ending malpractice and fronting by exploring possibilities of women in human settlements score card.

3. PRINCIPLES OF THE PROGRAMME

3.1 FUNDAMENTAL PRINCIPLES

The following principles serve to guide the implementation of this programme:

- **Gender equity** is integral to sustainable development and to a sustainable housing process. Gender equity is not just a women's issue, but a societal one. Gender includes both women and men, as parts of society. Achieving gender equity will require specific interventions and activities aimed at eliminating gender inequalities. In our current context, therefore, gender equity requires the **empowerment** of women and leads women to gain greater control over their own lives. Gender equity is not just a women's issue, but a societal one. Gender includes both women and men, as parts of society.
- **Diversity:** Women and Men have different needs and priorities, roles and responsibilities in respect of their housing and human settlements. These differences must be understood and accommodated by the housing programme, in individual projects, and be interwoven in the policy on an ongoing basis.
- **Partnerships:** A commitment to gender equity is the responsibility not only of the Human Settlements Department but also the wider housing construction. Regulators, implementers and residents must all work towards achieving gender equity in their individual spheres of operation. The status and position of women and men are also cultural constructs - gender equity can only be achieved through partnerships between women and men.
- **Critical role of women:** Women play a key role in the human Settlements process, both before and during the delivery of subsidised human settlements, as well as after the subsidised product has been delivered. Women must be given the opportunity to participate on an equal basis in the human settlements delivery process as implementers (in the supply sector)

- **Ongoing learning:** The only way for human settlements practitioners to better understand gender issues in the housing process is to monitor these as they occur. A carefully planned monitoring and evaluation regime is critical.

4. LEGISLATIVE FRAMEWORK FOR WOMEN IN HOUSING PROGRAMME

4.1 Constitution

The Department of Human Settlements derives its mandate from the Constitution of the Republic of South Africa that was promulgated in 1996. Section 26 of the Constitution confirms the right to access to housing in the following:

- (1) Everyone has the right to have access to adequate housing.
- (2) The state must take reasonable legislative and other measures, within its available resources, to achieve the progressive realisation of this right.
- (3) No one may be evicted from their home, or have their home demolished, without an order of court made after considering all the relevant circumstances. No legislation may permit arbitrary evictions.

4.2. National Housing Act

Section 26 of the Constitution is interpreted by the National Housing Act of 1997. As highlighted earlier, South Africa has made significant strides through the Housing Programme. Since 1994, the Department of Human Settlements has spent R37 Billion providing housing opportunities to low-income beneficiaries. In as much as the Department of Human Settlements has been progressive in addressing the needs of the poor generally through the National Housing Code, a specific focus on the needs of women is required.

4.3 Comprehensive Plan for the Development of Sustainable Human Settlements ²(BNG)

This Comprehensive Plan is geared towards enhancing existing mechanisms to move towards more responsive and effective housing delivery. The new human settlements plan reinforces the vision of the Department of Human Settlements to promote the achievement of a non-racial, integrated society through the development of sustainable human settlements and quality housing. Within this broader vision, the Department is committed to meeting the following specific objectives:

² “Breaking New Ground” Comprehensive Plan for the Development of Sustainable Human Settlements of the Department of Human Settlements approved by Cabinet and presented to Housing MinMec in 2004

- a) Accelerating the delivery of human settlements as a key strategy for poverty alleviation.
- b) Utilising the provision of human settlements as a major job creation strategy.
- c) Ensuring property can be accessed by all as an asset for wealth creation and empowerment.
- d) Leveraging growth in the economy.
- e) Combating crime, promoting social cohesion and improving quality of life for the poor and combating crime.
- f) Supporting the functioning of the **entire single residential property market** to reduce duality within the sector by breaking the barriers between the first economy residential property boom and the second economy slump.
- g) Utilizing housing as an instrument for the development of **sustainable human settlements**, in support of spatial restructuring.

4.4 **Broad Based Black Economic Empowerment (BBBEE) Act**

The Broad Based Black Economic Empowerment Act (No: 53 of 2003) aims at promoting the achievement of the Constitutional right to equality, increase broad-based and effective participation of black people in the economy. Further, to promote a higher growth rate, increased employment and more equitable income distribution. In addition, to establish a national policy on Broad-Based Black Economic Empowerment so as to promote the economic unity of the nation, protect the common market and promote equality opportunity and equal access to government service. The Act set parameters for the development of Transformation Charters.

4.5 **Construction Charter**

The Construction Sector Transformation Charter was promulgated in 2007 under Section 12 of the BBBEE Act.

The BBBEE Act establishes a legislative framework for the promotion of BBBEE and for the gazetting of transformation charters. In particular, the Construction Charter seeks to address racially biased income inequalities in the sector and to unlock the sector's potential thereby enhancing its growth. The Charter is characterised by the following key elements:

- Constitutes a shared approach reflecting targets that are visionary and contain significant stretch to facilitate the rapid transformation of the construction sector, which all sector stakeholders hold, and establish the principles upon which BBBEE should be implemented in the sector;
- Establishes targets and qualitative responsibilities in respect of each principle;
- Lays the basis for the development of a Code of Good Practice for the construction sector, as envisioned in the BBBEE Act;
- Applies to all stakeholders within the sector; and
- Takes cognizance of differences between contractors and Built Environment Professionals.

4.6 Property Charter

The Property Charter is a framework for the transformation of the property sector as pronounced in the BBBEE Act of 2003. It is aimed at promoting a vibrant, transformed and property market that provides adequate services to the domestic economy, reflects the South African nation as a whole, and contributes to the establishment of an equitable society. The Charter is characterized by the following elements:

- Constitutes a framework and establishes the principles upon which BEE will be implemented in the sector;
- Is a Transformation Charter as contemplated in the BBBEE Act;
- Establishes targets and unquantified responsibilities in respect of each BEE indicator; and
- Outlines processes for implementing the charter, as well as mechanisms to monitor and report on progress.

4.7 Emerging Contractor Development Framework

- The Department developed a framework to support Emerging Contractor in the Housing Sector in 2002. The framework looks at addressing issues such as access to credit, access to markets, lack of skills, and; lack of supportive institutional arrangements. The key objectives of the framework include the following:
- To develop a pool of human settlements entrepreneurs who will ensure delivery of housing, while operating from a solid skills base at the technical level, thus contributing to effective quality assurance;
- To ensure a successful “emergence” of Home Builders from labour-only to fully fledged contractors; and
- To develop an integrated approach towards Home Builders’ development.

4.8 South Africa’s National Policy Framework for Women’s Empowerment and Gender Equality

In December 2000 the Cabinet adopted South Africa’s National Policy Framework for Women’s Empowerment and Gender Equality. The Policy Framework:

- | |
|--|
| <ul style="list-style-type: none">• Vision for women’s empowerment and gender equality based on national and international principles; |
|--|

- Institutional framework and inter-sectoral coordination framework;
- Identification of key stakeholders with regard to the gender programme;
- Clarification of roles of key stakeholders with regard to the gender programme; and
- Guidelines for monitoring and evaluating progress towards gender equality

4.9 Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

Over recent years, strides have been made in international and state policy to include women as individuals deserving of the right to housing and property. The Convention was adopted by the United Nations General Assembly in 1979 and came into force in 1981. The present Convention, comprised of 30 Articles, sets out measures for ending the extensive discrimination against women that prevents them from attaining their human right to be full participants in the social, economic and cultural life of their countries. Since September of 1981, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) put in place Article 15, which asserts:

"State Parties shall accord to women equality with men before the law...In particular they shall give women equal rights to conclude contracts and to administer property, and shall treat them equally in all stages of procedure in courts and tribunals."

5. The Case for Dedicated Women in Human Settlements Programme

Despite these notable achievements by the Department, the huge housing demand still remains a serious challenge for the Department of Human Settlements notwithstanding the capacity gaps in construction, project management, financial management to name a few. Further,³ over the past two decades the construction sector has experience declining investment and increased demand volatility, combined with an unstable employment environment. The sector growth trajectory is currently on an upward trend with expansion closely linked to new investment, not withstanding the opportunities in the construction industry due to the 2010 Soccer World Cup in South Africa. Therefore, this industry can be a stimulus for development and job creation in the economy particularly for women. However, these prospects present a considerable challenge to the human settlements and housing construction sector to increase capacity and double output over the next decade.

The new vision articulated in the Comprehensive Plan for the development of Sustainable Human Settlements (Breaking New Ground), address a number of wide-ranging issues within the existent market-led housing policy framework. It includes amongst others, the revision of subsidies; the extension of rental housing; deepening partnerships between government and the financial and construction sectors; and the eradication of informal settlements. The

³ Construction Sector Transformation Charter (1997)

Department of Human settlements through the ⁴Social Contract has deepened partnerships with key stakeholders including the women sector. Thus the BNG policy presents a number of opportunities for the poor and vulnerable groups particularly women. Therefore the empowerment of women is critical. The levels of empowerment should include; access, control, participation, conscientisation to name a few.

The Department has made significant strides in involving women in the human settlements delivery value chain. The commitment of the Department to advance women empowerment is expressed in the 2005 speech of Minister of Housing, on the occasion of the graduation ceremony of women contractors when she announced the 30% quota for women projects.

Although significant steps have been taken by the Department, there is a need to harness the potential role for women in the human settlements process as implementers. Hence, this framework provides a blueprint for the empowerment and participation of women in human settlements delivery based on the following case scenario:

- Women comprise ⁵52, 2 % of the South African population, thus being the majority of the population. Key to realizing the BNG objectives and government's strategic objective of a non-racist, non-sexist, democratic South Africa is the full participation of women in the socio-economic development of the country. Thus the commitment from the Human Settlements sector through the development of the Women in Human Settlements programme inline with the transformation charters will serve as a vehicle for the implementation of the key strategic areas outlined in this framework.
- ⁶As with other sectors of the population, the core factors in defining the social status of women are race and class. Although women were relegated to a subordinate position in the hierarchy of rights, women in the human settlements construction sector are demonstrating their great potential in accelerating housing delivery.
- The capacity gaps within the human settlements construction sector are identified as priority skills and national skills development, ASGISA and JIPSA also target the women category in these scarce skills areas.
- The delivery of top structure, infrastructure, public space and facilities as a package expands opportunities for involvement of women in human

⁴ Social Contract for Rapid Housing Delivery signed between Minister Lindiwe Sisulu and Housing Sector Stakeholders during the Housing Indaba hosted in Cape Town in 2005.

⁵ '2001 Census

⁶ A discussion document on macro-social trends in South Africa

settlements who are often heading households with limited income. This then facilitates the creation of job opportunities and alleviating poverty.

- The empowerment of women will facilitate the participation of women in the human settlements value chain including access to and control over resources and representation at decision making levels.
- The women sector stakeholders represented by Women for Housing (WFH) and South African Women in Construction are signatories to the Social Contract for Rapid Housing Delivery are key in the mobilization of women to participate in housing delivery.

6 APPLICATION OF THE PROGRAMME

The programme shall apply to women as implementers (whether building subsidised houses or doing housing improvements, material suppliers, or in real estate) from all walks of life particularly enhancing the empowerment and participation of black women, disabled women, young women and unemployed women.

6.2 APPROACH

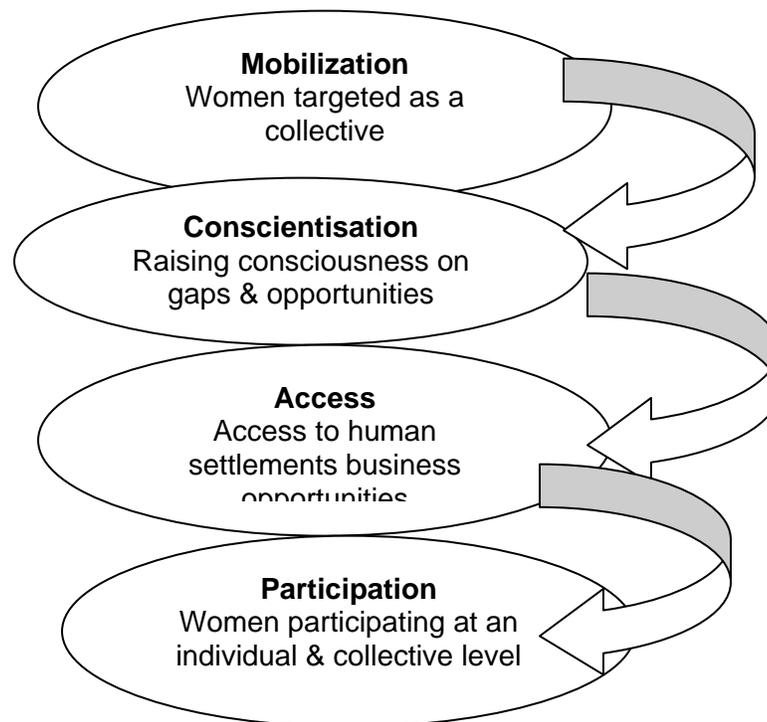
The approach adopted by the Women in Human Settlements programme would entail both empowerment and participation in order to address the existing disparities in the housing construction sector.

Therefore, a gender approach that seeks to change existing situations necessitates that women are empowered and afforded the opportunity to participate in human settlements development projects, have equal access to economic resources, including ownership of land and property to achieve a gender balance. It takes into account existing attitudes, roles and responsibilities of women and men. It provides opportunities and mechanisms for women and men to evaluate the existing patterns and to look for possible actions to improve the balance between women and men's work, control and benefits. Gender cannot simply be "stitched on" to existing human settlements development models, nor added to human settlements projects as an extra component. Gender issues are not separate or additional issues to be addressed; it is a way of seeing, a perspective, a set of insights that informs our understanding of people and society. Gender is at the heart of human identity and all human attitudes, beliefs, customs and actions.

Human Settlements projects should take the existing gender differences, gender needs and gender relations into account. Such differences and needs are usually reflected in people's willingness to participate or pay for any development initiative. Specific measures need to be taken to ensure proper cooperation between women and men in preparing, planning, implementing and managing the development project.

7. KEY STRATEGIC AREAS (KSA) FOR THE WOMEN IN HUMAN SETTLEMENTS PROGRAMME

The key strategic areas entail meeting both the practical needs of women as well as the strategic needs. Therefore, the human settlements process is a continuum whereby participation of women is promoted beyond meeting the basic needs i.e. shelter. The for the empowerment of women entails



The following outline the key strategic areas of focus for the women in human settlements programme and is based on the following empowerment levels

The Department of Human Settlements has an important role to play in facilitating the effective participation of women in human settlements delivery through special focus in the six areas of strategic focus.

7.1 Ownership

The Human Settlement sector will base its measurement regarding ownership in relation to the various laws, policies and Codes of Good Practice that exists to ensure that women in the human settlements industry own and manage enterprises. One of the key challenges highlighted by stakeholders at the Women in Housing Indaba is the need to tackle fronting aggressively. This entails sharing information and knowledge and skills on women economic empowerment and utilising the existing mechanisms to fight disempowerment of women and corruption.

7.2 Control

Women are still under-represented in key decision making structures such as Board, executive management to name a few. The empowerment of women to participate in these forums is critical. The Department of Human Settlements has a key role to play in sharing information about existing opportunities for women's participation in leadership structures/organisations. This also entails engaging various construction industry agencies on opportunities for the participation of women in key decision making structures.

7.3 Skills Development:

There is a serious need to develop skills of women in line with the Amended Skills Development Act (2003), which is aimed amongst others at increasing the levels of investment in education and training in the labour market and to improve the return on investment. In addition,⁷ the greatest impediment is the shortage of skills—including professional skills such as engineers and scientists, managers such as financial, personnel and project managers; and skilled technical employees such as artisans and IT technicians. Hence the government has identified through the ASGISA and JIPSA, key measures to address the scarce skills challenges. The shortfall is due to the policies of the apartheid era and the slowness of our education and skills development institutions to catch up with the current acceleration of economic growth.

A table on the needs assessment of women, identified by women in housing through various forums is attached as **Annexure A**. The following areas are critical areas of intervention for the empowerment of women and in addressing the scarce skills gap and are outlined in the table below:

7.4 Procurement:

In line with the targeted procurement policies, the following critical areas are considered for intervention:

- Promote implementation and achievement of 30% target of departmental budget allocated to women owned projects;
- Promote accessibility of tendering opportunities for women in human settlements
- An effective turn around strategy for payment of human settlements suppliers (e.g. part payment or after work completed as per agreement);
- Implement mechanism to counter fronting and the abuse of targeting arrangements of the DoHS and the Transformation Charters;

- Promote the compliance to the BBBEE Act and Transformation Charters;

⁷ Media briefing by Deputy President Phumzile Mlambo –Ngcuka on ASGISA

- Enhance benefits of local communities, target where appropriate procurement from local enterprises; and
- Develop an exit strategy to facilitate a grading programme for women enterprises in human settlements construction through CIDB and NHBRC for the progression of women from emerging contractors to established contractors

7.5 Enterprise Development

Although significant strides have been made with regard to ensuring participation of women in the human settlements construction industry, women owned enterprises still face challenges such as sustainability and lack of skills development. In line with the Construction Charter, the Women in Human Settlements Programme will include a mentoring and incubation programme that seeks to address the following:

- Management of Labour skills transfer;
- Establishment of administrative systems;
- Planning, tendering and programming skills transfer;
- Business Skills transfer with emphasis to entrepreneurial and negotiation skills;
- Technical skills transfer with emphasis on innovation;
- Legal compliance skills transfer;
- Procurement Skills Transfer;
- Assistance in establishing credit rating/history;
- Assistance in establishing financial and loan capacity history;
- Contractual knowledge transfer;
- A champion for enterprise development
 - Mentorship
 - Incubation Programme

The above should be the basis for continuous improvement. This should include:

- Pledges by Financial Institutions be monitored by the NDHS
- DTI to monitor compliance with the social corporate investment by the private sector
- NHBRC to provide progress to Technical MINMEC
- Coordination of work to contractors by computer software to allow them to focus on housing delivery
- Grouping of women contractors in provinces and awarding bigger tenders
- Government should be pro-active in providing training
- Implement innovative ways of mobilising stakeholders e.g sms
- More research required to understand challenges with regard to women in human settlements
- Implement tried and tested programmes

7.6 Corporate Social Investment

The Human Settlements Construction Sector can contribute meaningfully in uplifting the standard of living in communities by ploughing back through participation in the Human settlements projects, thus engendering community responsibility. One of the key projects for women's participation is the Women's Build Project.

7.6.1 Women's Build

The Women's Build is a Letsema Project which entails construction of housing units for vulnerable and marginalised women groups. (i.e. elderly, women with disabilities, women caring for orphans and other vulnerable children). It is a partnership project of the DoHS with sector stakeholders and is hosted annually in one or more provinces to commemorate the Women's Month. The objectives of the build include inter alia:

- To take part in the national campaign to commemorate the historic 1956 Women's March to the Union Building;
- To raise consciousness about the construction sector and women's role in it;
- To outline how human settlements entities and partners support the DoHS women in human settlements initiatives;
- To provide training and experience for women entering the construction sector;
- To promote volunteerism and partnerships;

8. PROGRAMME OUTCOMES

- Quality residential are delivered at speed, greater economic activity and extension of social infrastructure and amenities is enhanced resulting in the promotion and creation of healthy and sustainable communities;
- Government delivers housing built with emphasis on quality and location (the houses are going to be built in areas in close proximity to amenities such as schools and work places);
- Government delivers rural housing in a manner that youth and communities in rural areas benefit directly and indirectly;
- Promotion of sustainable entrepreneurial opportunities for women;
- Human settlement professionals have been produced, with appropriate experience, to provide professional leadership in the Sector
- Participation of women is enhanced to reach the 30% target for women owned projects in human settlements construction.

9. INSTITUTIONAL DELIVERY ARRANGEMENTS

The following institutions are critical in the implementation of the Framework

9.1 Primary Stakeholders

National Department of Human Settlements

The National Department of Human settlements will play a facilitative and coordination role. The Department will carry this out as follows:

- Provide leadership at national level regarding the WiHS programme
- Strengthen and support Provinces in the implementation of the WiHS programme
- Develop implementation guidelines in line with Transformation Charters
- Coordinate and chair national WiHS forums and stakeholder engagement forums on the WiHS programme
- Manage and coordinate reports on access to equity on structured BEE deals by women in housing
- Mobilise sector stakeholders for joint partnerships in the implementation of the WiHS programme
- Develop a coordinated funding model for the implementation of WiHS programme.

Provincial Departments of Human Settlements

- Provide leadership at provincial level regarding the WiHS programme
- Strengthen and support local municipalities in the implementation of the WiHS programme
- Implement programme in line with national policies, guidelines and transformation charters
- Facilitate the establishment of Provincial WiHS Forums and coordinate and chair Provincial WiHS forums and stakeholder engagement forums on the WiHS programme
- Manage and coordinate Provincial reports on access to equity on structured BEE deals by women in housing

Local Authorities

Support the implementation on the WiHS programme

Municipality

Implement the WiHS programme inline with set guidelines

Human Settlements Entities

Support the implementation on the WiHS programme

Women Sector Stakeholders

- Presidency – Office on the Status on Women (OSW) with its provincial counterparts Commission on Gender Equality
- Women for Housing
- South African Women in Construction (SAWIC)
- South African Women in Development (SAWID)
- South African Women Enterprise Network (SAWEN)
- Council for Built Engineering (Gender Desk)

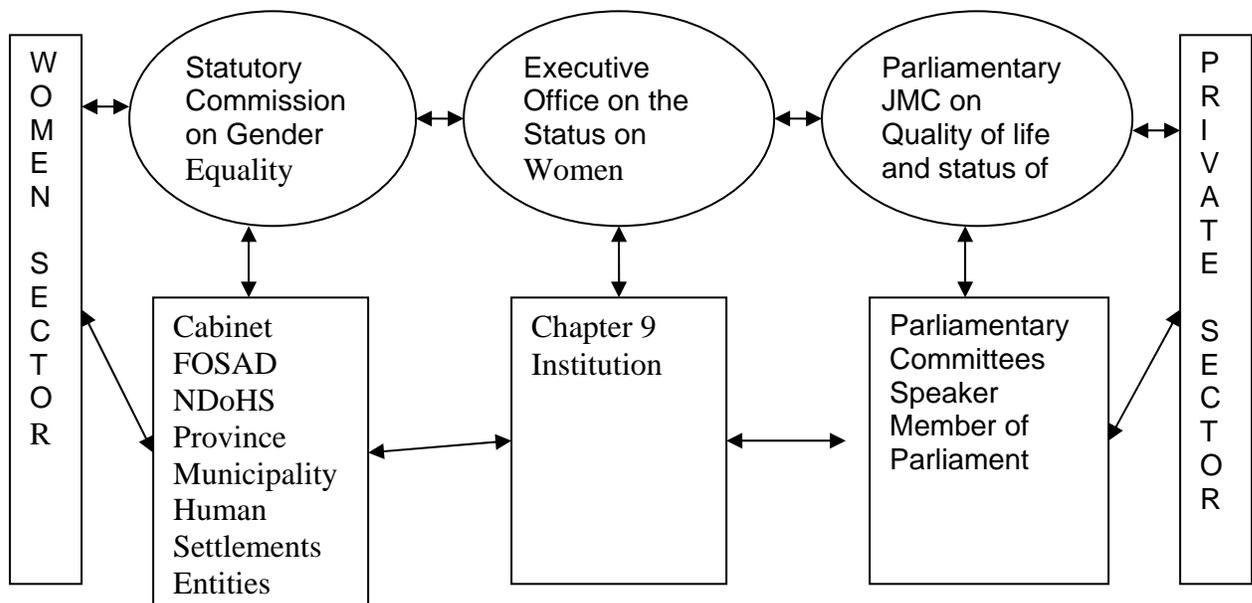
9.2 Secondary Stakeholders

- Private Sector
- Academic Institutions
- Other Government Departments
- Construction CETA
- Real Estate Agency Associations (e.g. NAREA)
- Construction Industry Development Board
- SEDA

10. MONITORING AND EVALUATION

For proper accountability purpose the following are key indicators for measuring the progress and impact of women empowerment and participation in housing delivery

A Coordinated Institutional Mechanism on Accountability



11. FINANCIAL ARRANGEMENTS

- NDoHS
- PDoHS
- Municipalities
- Human Settlements Entities
- Donor Mobilisation from the Private Sector and International Institutions

A coordinated approach in harnessing finance development towards emerging contractors from various human settlements institutions and support agencies is required.

ANNEXURE A: SKILLS DEVELOPMENT NEEDS ASSESSMENT TOOL

Professional Development	Skills Development	Technical Skills Training
<p>Provide Scholarship opportunities for women contractors (i.e. Human Settlements Scholarship, Trusts, Bursary opportunities from the Built Environment Councils)</p>	<ul style="list-style-type: none"> • Risk Management for Small Business • Computer Training • Tendering and Contract Documentation Training • Time Management • Basic Business Concepts • Setting up and Managing a Construction Business • Understanding and Applying a Business Plan • Complying with Legal Requirements • Applying Quality Principles • Basic Calculations • Tendering for Contracts • Managing Labour, Material & Machinery Resources • Construction Site Management Procedures • Construction Site Administration Procedures • Health & Safety on site • Overview of the Human Settlements Construction Industry • Government Plans for Human Settlements Delivery • The Regulatory Environment (NHBRC, CIDB, 	<ul style="list-style-type: none"> • National Construction Contractor NQF Level 2: • Bricklaying • Plastering • Dry-walling • Painting • Quality Control Site Visit • Plumbing • Cement usage • Roofing • Tiling • National Construction Contractor NQF Level 5

	<ul style="list-style-type: none"> • Health & Safety etc) • Developing a Construction Business • Marketing Your Business and Finding Work • Tendering and Costing • Joint Ventures Accessing & Managing Finance • ABET Training for women who cannot read or write 	
Explore partnerships with FET colleges and Construction CETA for learnership programmes in construction as well as other organizations for opportunities		
Promote awareness of career opportunities in the Human Settlements Sector and facilitate educational career guidance aimed at increasing the success rate of students in the construction field through access to experiential training opportunities and other interventions		
Increase the level of retention through engagement with the Women in Human Settlements Construction Sector to identify areas of challenges and intervention strategies		
Developmental Skills : Cross Cutting		
<p>The following are critical developmental life skills that should form part of every skills development training to ensure the success of this programme:</p> <ul style="list-style-type: none"> • Assertiveness • Emotional Intelligence 		

- Change Management
- Civic engagement
- Human Relations
- Negotiation
- Self-Awareness
- Social Responsibility
- Visionary Leadership

1. THE IMPLEMENTATION PLAN

Key Focus Areas (KSF) of the Women in Human Settlements Framework

KSF 1: Ownership				
Priority Area	ACTIVITIES	INDICATOR	OUTCOME	RESPONSIBILITY
Develop empowerment tools for new entrants in human settlements construction	<ul style="list-style-type: none"> Develop a women empowerment newsletter 	<ul style="list-style-type: none"> Women empowerment newsletter 	<ul style="list-style-type: none"> Newsletter circulated to members on a quarterly basis 	NDoHS PDoHS–GFP
	<ul style="list-style-type: none"> Develop a briefing kit to emerging women service providers 	<ul style="list-style-type: none"> Briefing kit developed 	<ul style="list-style-type: none"> Briefing kit circulated to emerging contractor 	NDoHS
	<ul style="list-style-type: none"> Develop resource material on website to assist women to access essential information/material on women empowerment, SMME's, LED's etc 	<ul style="list-style-type: none"> Information provided on Departmental website 	<ul style="list-style-type: none"> Web-link on Women in human settlements developed 	NDoHS
	<ul style="list-style-type: none"> Women owned projects profile for the human settlements sector is developed consultatively 	<ul style="list-style-type: none"> Women in Human Settlements profile developed 	<ul style="list-style-type: none"> Women in Human Settlements profile developed and circulated 	NDoHS & WIHSF
	<ul style="list-style-type: none"> Develop a database of good practices by women owned enterprises 	<ul style="list-style-type: none"> Database developed 	<ul style="list-style-type: none"> Database developed and circulated annually 	NDoHS, WIHSF, Human Settlement Entities
	<ul style="list-style-type: none"> Coordinate side visits to women owned projects 	<ul style="list-style-type: none"> Side visits conducted 	<ul style="list-style-type: none"> Side visits conducted on a quarterly basis 	NDoHS WIHSF

KSF 1: Ownership			
Priority Area	ACTIVITIES	INDICATOR	OUTCOME
	<ul style="list-style-type: none"> Facilitate information sharing networks 	<ul style="list-style-type: none"> 2 Networking Events coordinated 	<ul style="list-style-type: none"> Networking events coordinated
			NDoHS WHSF

KSF 2: Control			
PRIORITY AREAS	ACTIVITIES	INDICATOR	OUTCOME
Increase representation and participation of women in key decision making structures at national and international for a	<ul style="list-style-type: none"> Mobilise resources to support participation of women at international for a (e.g. World Urban Forum, AMCHUD etc) Coordinate participation of women at national conference Advocate for representation of women at key decision making structures and forums (i.e Council for Built Environment, Black Management Forum, Housing Institution Boards/Councils etc) Facilitate participation of women in leadership training programmes or conferences 	<ul style="list-style-type: none"> Resourced mobilized from sector stakeholders for participation of women at international for a Women's participation at Local Government Conferences on Women in Leadership, Business Seminars, Women's Indaba in all Provinces Women represented at key decision making structures/forums Women's participation in leadership training programmes facilitated 	<ul style="list-style-type: none"> Report on resources mobilized Women's participation at national forums Representation of women in key forums Report on women's participation in leadership programmes
			NDoHS PDoHS
			NDoHS PDoHS
			NDoHS PDoHS

	<ul style="list-style-type: none"> Coordinate National Women in Human Settlements Forums Establish Provincial Women in Human Forums 	<ul style="list-style-type: none"> National Women in Human Settlements Forum coordinated on a quarterly basis 9 Women in Human Settlements Forums established 	<p>National Women in Human Settlements Forum Coordinated</p> <p>Women in Human Settlements operational</p>	<p>NDoHS & WIHS</p> <p>NDoHS & PDoHS</p>
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KSF 3: Skills Development

PRIORITY AREAS	ACTIVITIES	INDICATOR	OUTCOME	RESPONSIBILITY
Develop a national capacity training programme	Coordinate a mentoring programme for emerging contractors	<ul style="list-style-type: none"> Mentoring programme in place 	Women entrepreneurs placed in mentoring programmes	NDoHS & PDoHS
	Implement a national skills development programme for WIHSF members	<ul style="list-style-type: none"> National Skills development programme in place for WIHSF members 	WIHSF members capacitated	NDoHS & PDoHS
	Implement a mapping tool of housing opportunities for women owned projects	<ul style="list-style-type: none"> Mapping tool implemented 	Report on housing opportunities for women owned projects	NDoHS & UN
	Conduct workshops/roadshows on WIHS framework targeting implementing agents	<ul style="list-style-type: none"> Implementer Workshops conducted in 9 provinces 	9 implementer workshops conducted	NDOH & WIHSF

KSF 3: Skills Development				
PRIORITY AREAS	ACTIVITIES	INDICATOR	OUTCOME	RESPONSIBILITY
	Implement a Support Programme for Women Led organizations Conduct Train-Trainer programme on women in housing construction	<ul style="list-style-type: none"> Support programme implemented for 2 women led organizations 1 train-trainer session conducted 	Support programme implemented Train-trainer session conducted	NDoHS, DTI, DPE NDoHS & PDoHS
Develop Housing Exposure programme for WIHS	<ul style="list-style-type: none"> Facilitate exchange programmes and study tours on women in human settlements construction Mobilise resources for professional development of WIH Built partnerships with sector stakeholder 	<ul style="list-style-type: none"> 2 Exchange programmes and study tour facilitated 100 Women selected for further learning WIHS implemented with sector stakeholders 	<ul style="list-style-type: none"> 2 Exchange programmes and Study Tours facilitated 100 women placed in further learning programmes 	NDoHS, Housing Entities and Partner Stakeholder NDOH, Housing Entities, Partner • NDoHS & sector Stakeholders

KSF 4: Enterprise Development				
PRIORITY AREAS	ACTIVITIES	INDICATOR	OUTCOME	RESPONSIBILITY
Develop a support mechanisms for	Develop an incubation programme for women owned projects	<ul style="list-style-type: none"> 10 women owned projects supported per province 	Women owned projects supported	<ul style="list-style-type: none"> NDOH, PHD, DTI & DPE

women owned enterprises					
	Facilitate information on access to housing finance by women	<ul style="list-style-type: none"> Info-sessions conducted on access to finance by women 	3 info –sessions conducted	<ul style="list-style-type: none"> NDoHS, NHFC, NURCHA NYDA DTI, SEDA DPE 	
	Develop a strategy for women on material sourcing	<ul style="list-style-type: none"> Developed strategy for women on material sourcing 	Strategy implemented	<ul style="list-style-type: none"> NDoHS, PDoHS, sector stakeholders 	
	Coordinate info-session on the role of women in the material supply industry	<ul style="list-style-type: none"> Info-sessions conducted 	3 info sessions conducted	<ul style="list-style-type: none"> NDoHS sector stakeholders 	
	Facilitate information on joint ventures	<ul style="list-style-type: none"> Info disseminated to sector stakeholders on joint ventures 	Brochure circulated to sector stakeholder on joint ventures	<ul style="list-style-type: none"> NDoHS, DTI, CIDB 	

KSF 5: Procurement

PRIORITY AREAS	ACTIVITIES	INDICATOR	OUTCOME	RESPONSIBILITY
Develop and maintain a coordinated system for the realization of 30% quota for women owned	<ul style="list-style-type: none"> Develop and/or update database of women owned projects Promote accessibility of tendering opportunities for women 	<ul style="list-style-type: none"> Database developed and updated Tender adverts circulated through weblink, emails, sms and newsletters to 	<ul style="list-style-type: none"> Database in place and updated regularly Tender Adverts circulated 	<ul style="list-style-type: none"> PDoHS and NDoHS PDoHS & NDoHS

projects			women led organisations		
	<ul style="list-style-type: none"> Develop human Settlements specific system for tracking the awarding of tenders to women owned projects Conduct workshops aimed at preventing fronting and empowering women 	<ul style="list-style-type: none"> Human Settlements specific system in place Workshops conducted in all provinces targeting women enterprises Workshops conducted on procurement legislation 	<ul style="list-style-type: none"> Human Settlements specific system utilised Workshops conducted 	<ul style="list-style-type: none"> PDoHS & NDoHS NDoHS, PDoHS and DTI, CIDB 	
	Promote the usage of the human settlements anti-corruption line	Number of cases reported related to women owned projects	Report on cases affecting women owned projects	NDoHS	
Develop and maintain a coordinated monitoring and evaluation systems	<ul style="list-style-type: none"> Implement M & E system linked to HSS and HUIMS to track women access to housing opportunities Monitor turn-around strategy for payment of women enterprises 	<ul style="list-style-type: none"> M& E system implemented Report on turn around strategy 	<ul style="list-style-type: none"> Quarterly report produced and shared with management and sector stakeholders Report on turn around strategy 	<ul style="list-style-type: none"> NDoHS & PDoHS NDoHS 	

KSF 6: Corporate Social Responsibility

PRIORITY AREAS	ACTIVITIES	INDICATOR	OUTCOME	RESPONSIBILITY
Support Women initiatives in	<ul style="list-style-type: none"> Mobilise resources to support women initiatives 	<ul style="list-style-type: none"> Resourced mobilized from sector stakeholders 	<ul style="list-style-type: none"> Report on resources mobilized 	<ul style="list-style-type: none"> PDoHS & NDoHS

human settlements	<ul style="list-style-type: none"> Coordinate women's build at National and Provincial level 	<ul style="list-style-type: none"> Women's build organized in all Provinces 	Women's build initiative conducted in all provinces	
	<ul style="list-style-type: none"> Conduct follow up visits to women initiatives 	<ul style="list-style-type: none"> Follow up visits conducted in all provinces 	<ul style="list-style-type: none"> Report on outcomes of women initiatives 	<ul style="list-style-type: none"> NDoHS

The framework and implementation thereof is guided by commitment made by sector stakeholders who signed the social contract at the Women in Housing Indaba.

