

# *Gender Diversity and Transformation*



## **Understanding Gender Diversity Trends in Consulting Engineering**

**12 March 2020**



# Introduction



# Introduction

- CESA Strategy Plan for 2019/2020
- Gender Diversity Forum aims to:
  - Goal 4: Promote continuous improvement in the transformation in the Consulting Engineering sector
  - Goal 5: Deliver value- add to members; Members have been asked to nominate staff to participate on the Forum(still open)
- Subsequently, a gender diversity is being conducted, the interim results of which we will discuss.

# Subject Matter

- In South Africa Poverty has a face – Black woman (Dlamini Zuma 2017)
- Apartheid era – limited access, productivity, opportunities and privileges across economic sectors,
- Built Environment Industry has a face - white elderly male
- Inequalities compounded by social, cultural, religious and educational barriers
- Women sidelined from access to and beneficiation from existing economic opportunities.
- Inequality reflected in high level of unemployment standing at 27.6%, with women being more affected than men (Stats SA, 2019a & 2019b)
- known challenges faced by black women entrepreneurs in SA include issues of race, culture, geographic location & limitations in access to finance. (Witbooi & Ukpere, (2011),
- Inadequate skills due to exposure, low levels of education and training Absence of mentors for women

# Approach

Despite somewhat supportive policy and legislative environment, challenges persist with high levels of gender inequality

Evidenced by low number of registered female professionals in Built Environment

Advancing South Africa's transformation agenda is therefore important  
Complex and Multifaceted problem

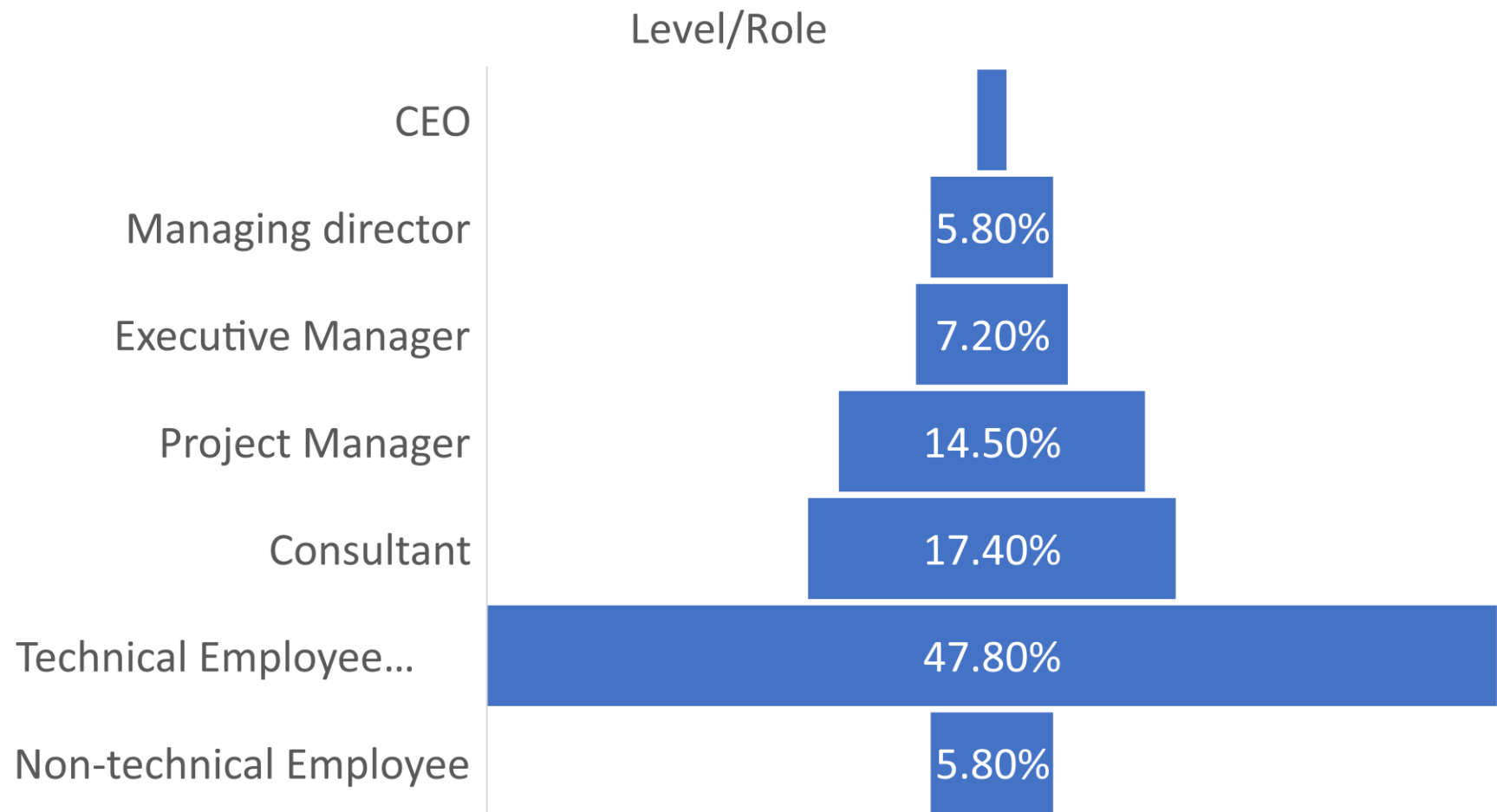
Quantitative approach Understand Gender Diversity Trends in Consulting Engineering

Study by CESA prepared by Jeshika Ramchand – Chair person for Gender Diversity Forum

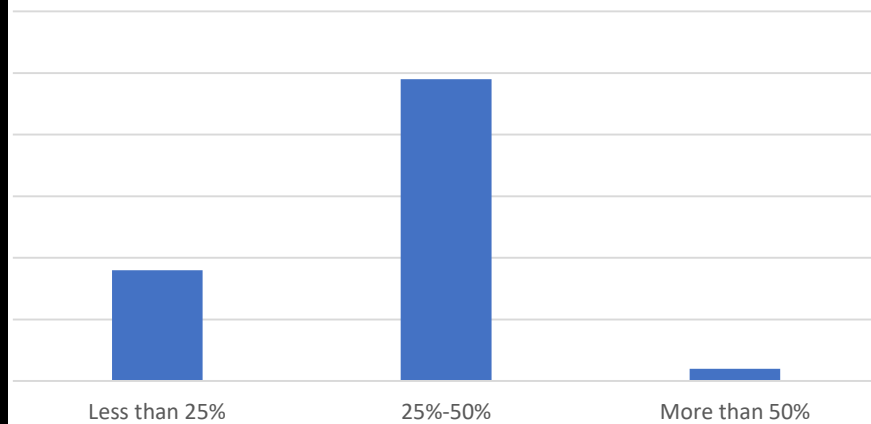
## Study group:

- Botswana, Kenya, Lesotho, South Africa and Uganda, 68.8% aged 25-40
- 53.6% Female
- Sectors : Consulting Engineers (91.35%), Contractors, Government, Accademia, Student
- Firm size : small 5.8%, Medium 14.5%, Large 79.7% of which 23.2% African owned and 47% multinational
- Registered 40.6%
- 14.5% in Senior management position

# General

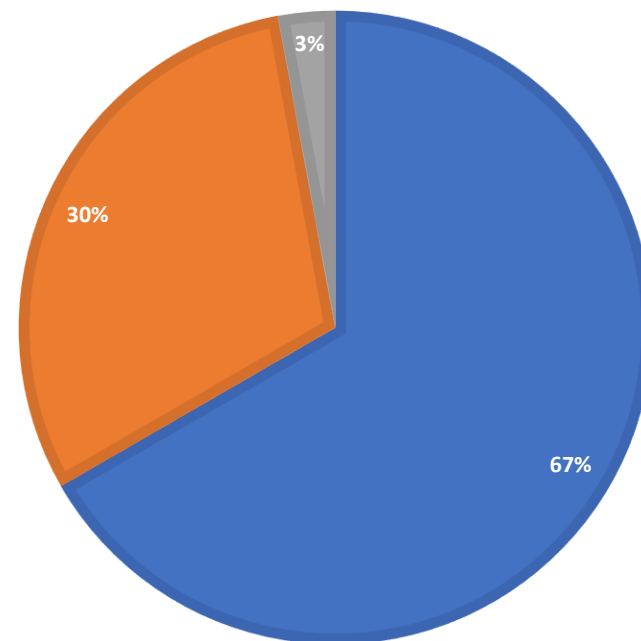


What percentage of the employees in your organization are females?



## TOP LEVEL MANAGEMENT

■ Less than 25% ■ 25%-50% ■ More than 50%





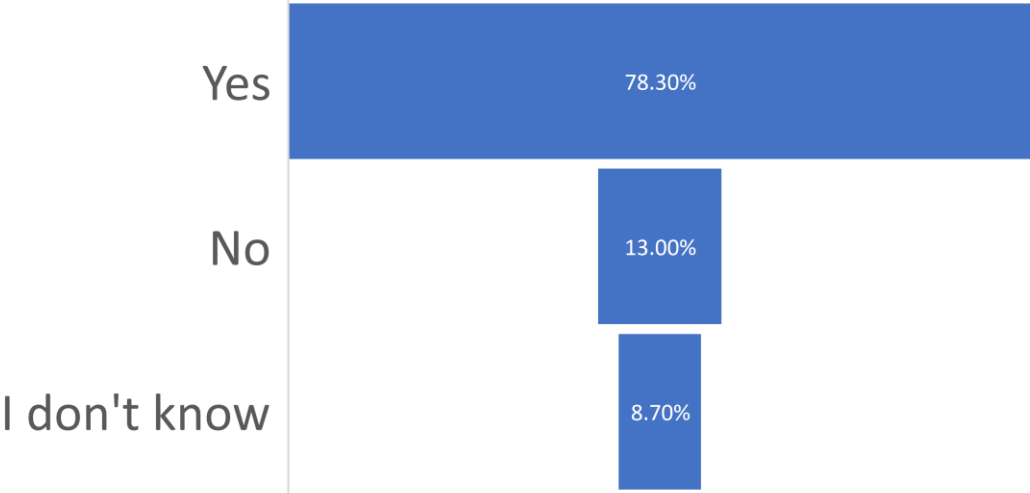
Is your organization in support of a gender diverse workforce?

Yes, we are making progress	53.6%
Yes, but we are making no effort to improve gender diversity	27.5%
No	1.4%
Neutral	17.4%

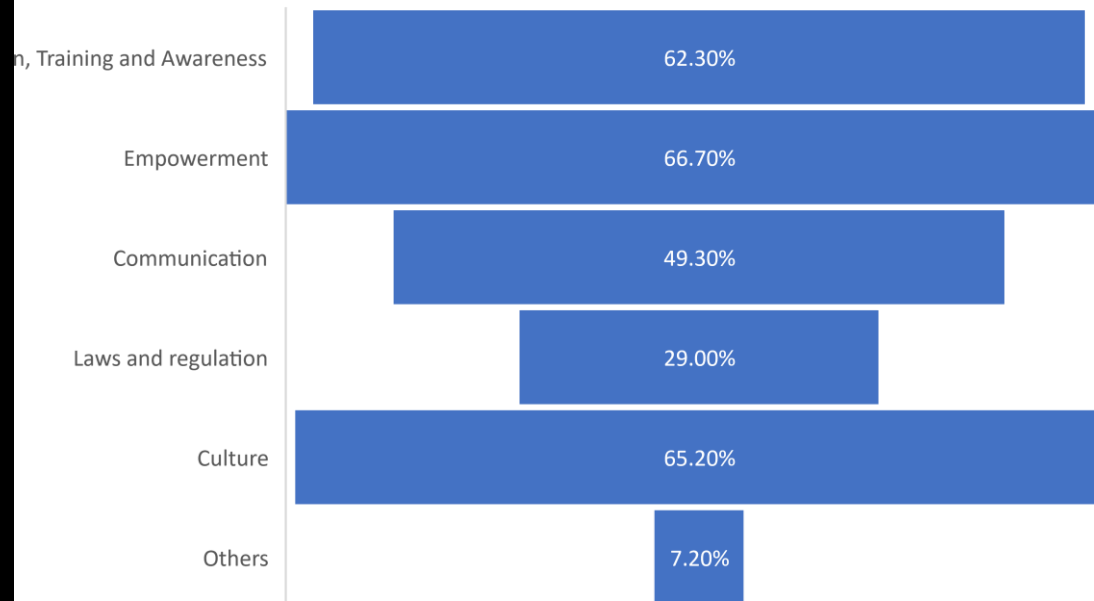
Do you believe that there is intrinsic value in gender diversity in an engineering consulting firm?

Yes	78.3%
No	13.0%
I don't know	8.7%

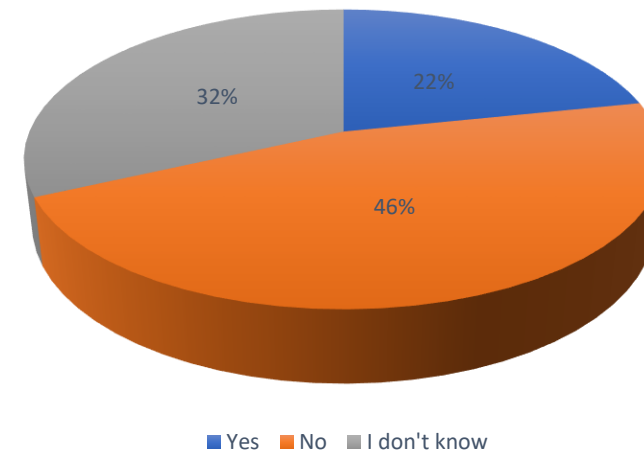
Do you believe that there is intrinsic value in Gender Diversity in an Engineering Consulting Firm



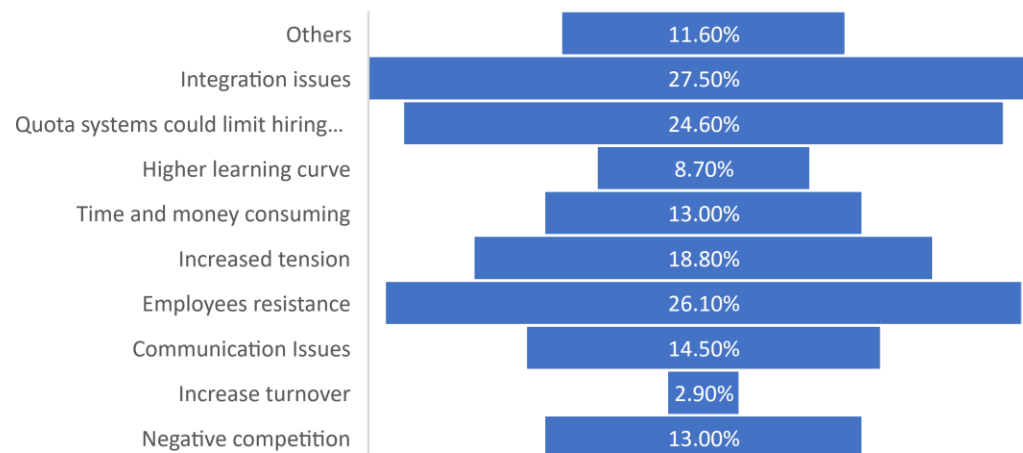
Factors that will improve gender diversity



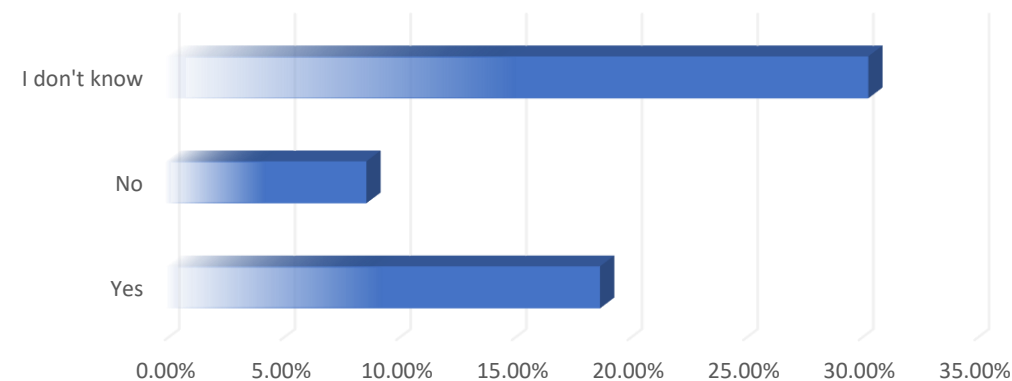
Does your firm have a gender diversity policy or programme



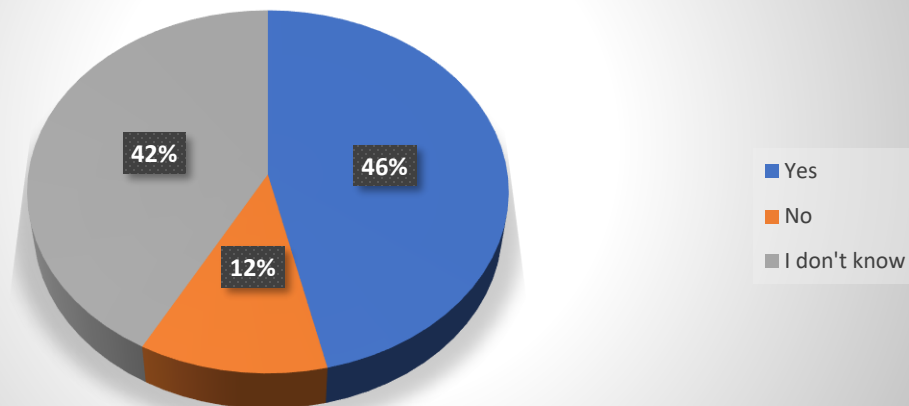
From implementing a diversity and inclusivity programme, what negative backlash or impacts has your organization experienced?



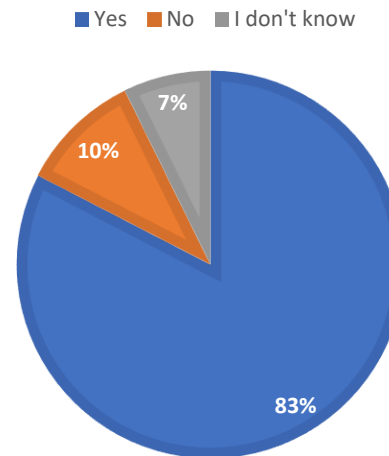
IF YOUR FIRM HAS SUCH A POLICY, DO YOU CONSIDER IT MEANINGFUL AND A VALUE ADD TO THE ORGANIZATION



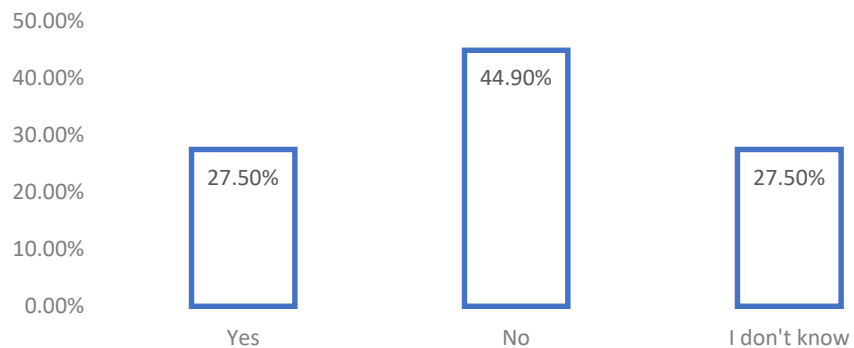
Does your country have laws or regulations regarding gender diversity



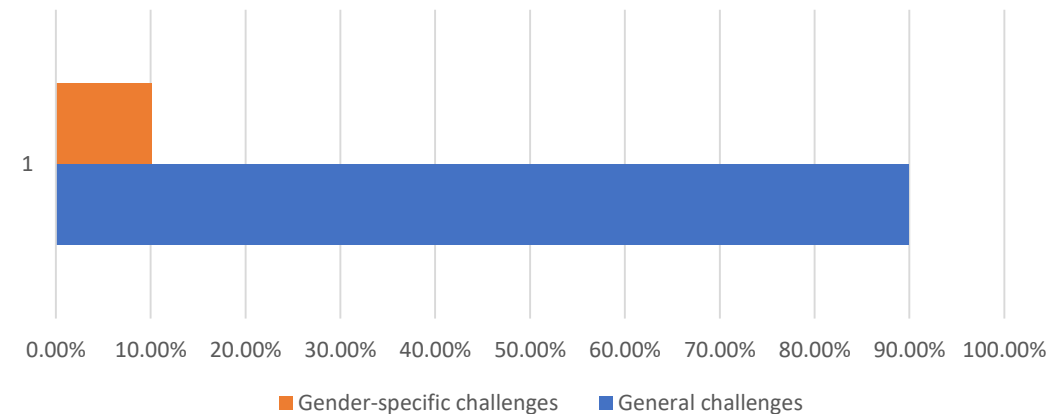
SHOULD WOMEN WITH CHILDREN BE ALLOWED TIME TO ATTEND TO FAMILY RESPONSIBILITY



Does strategic planning of your company prioritize women in their succession planning



Are challenges of registration with statutory bodies general or is there evidence that they are gender specific



# Discussions

- Corrie van der Wath (Innovative Transport Solutions) - solutions to improve Status-quo on gender diversity in organisations
- Lynne Pretorius (Matleng Energy Solutions) - Other Gender Diversity/transformation solutions