



C E S A

Consulting Engineers South Africa



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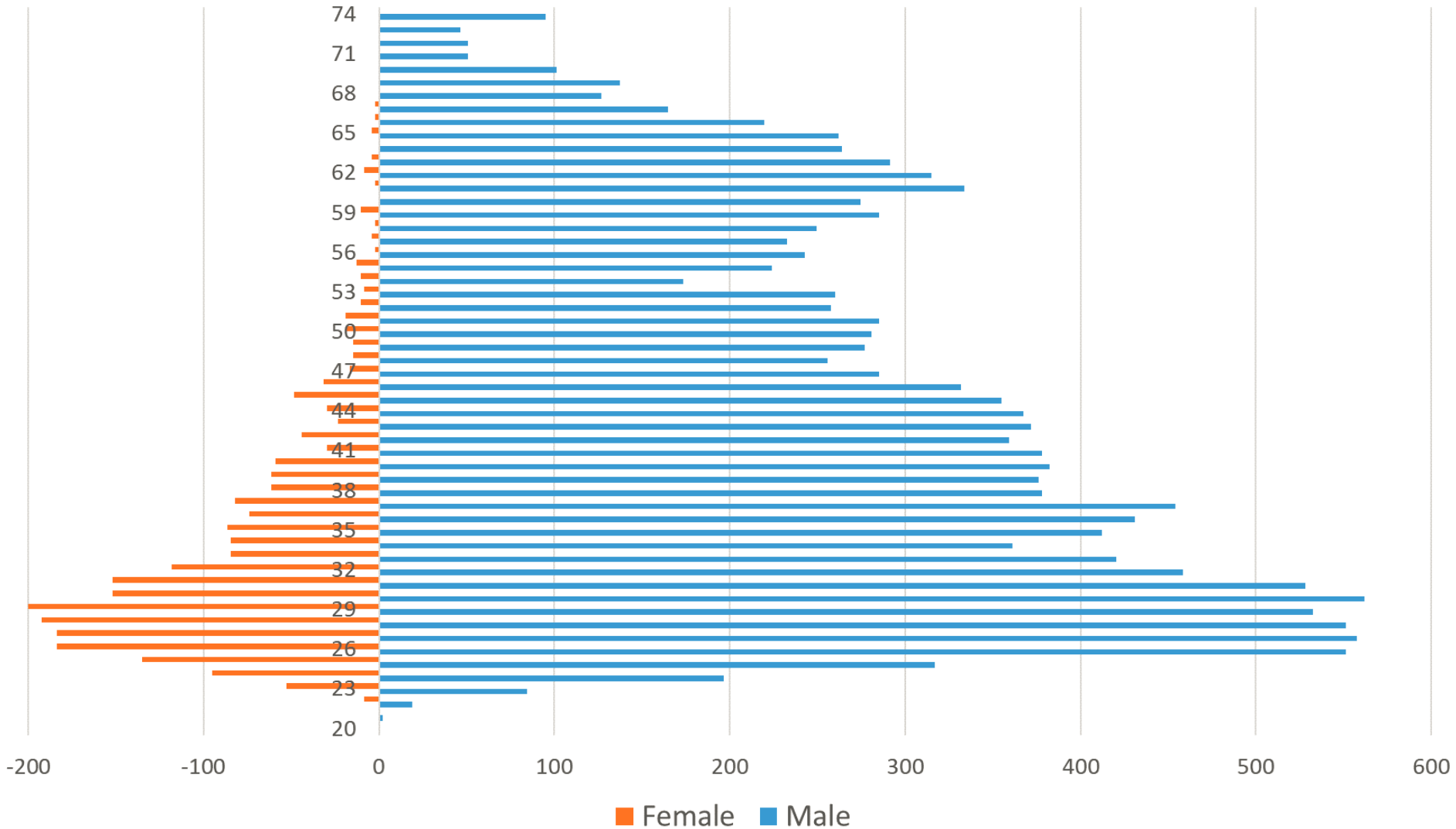
Diversity, Equity & Inclusivity Value Driven or Constitutional Imperative

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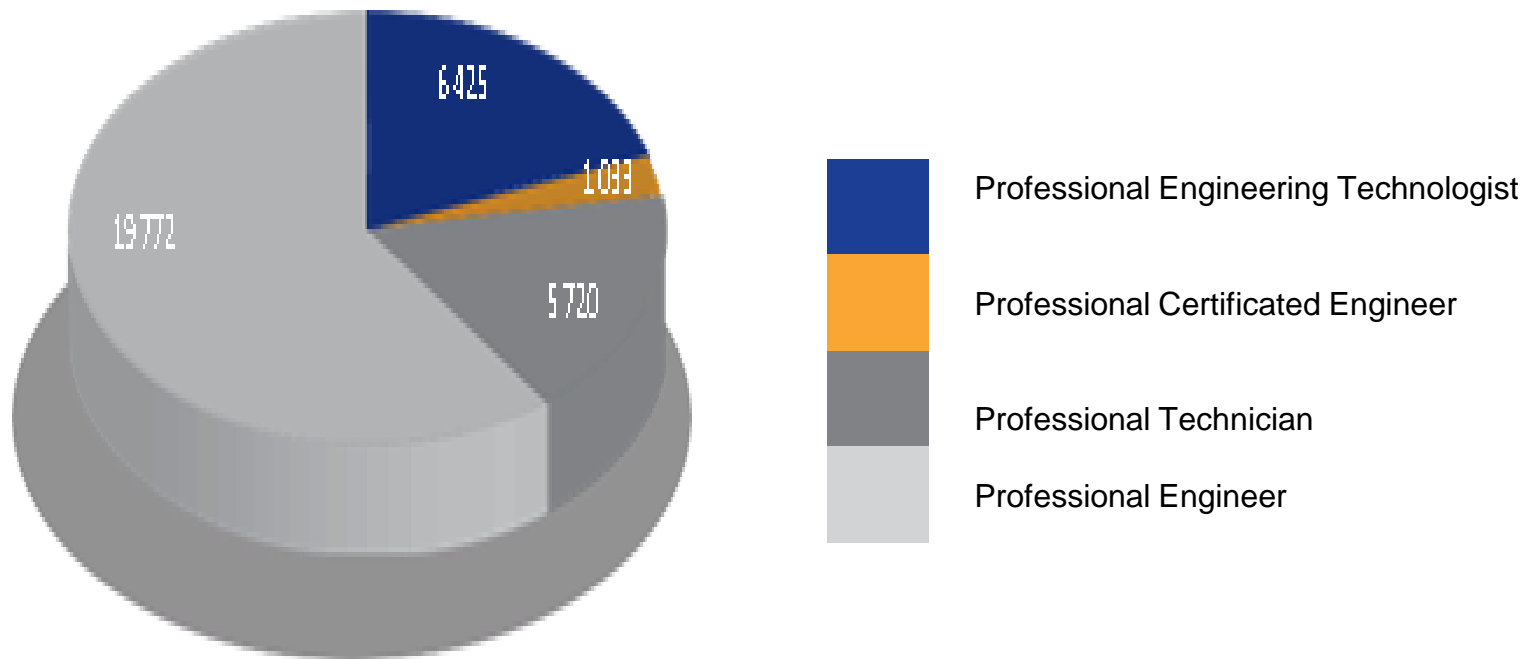
CEO – CESA

18 August 2022

Statistics on Age & Gender Profile of Engineering Practitioners



ECSA Categories of Professional Registration

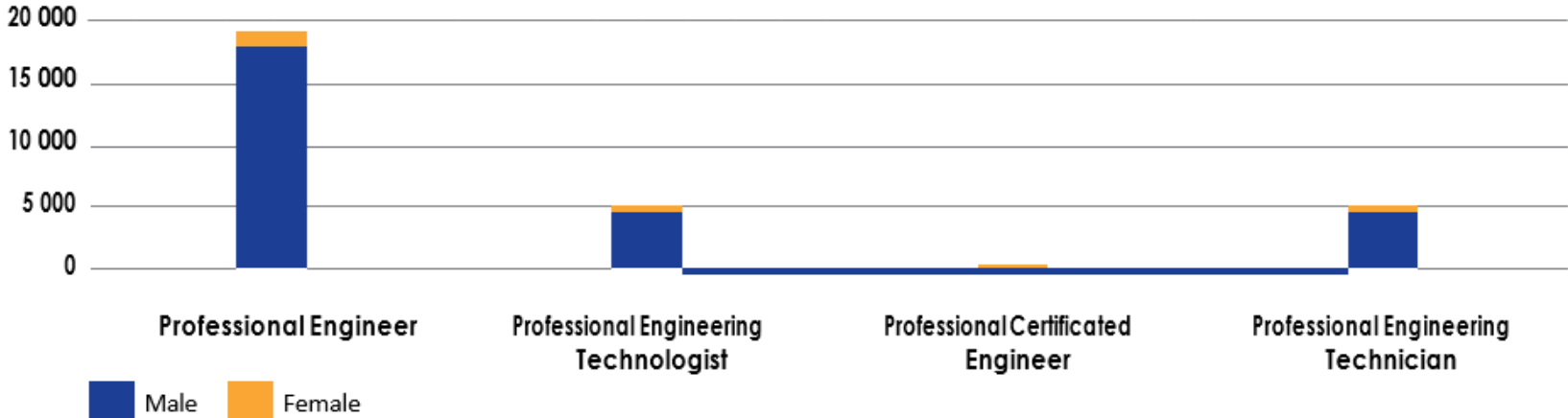


ECSA 2021 Gender & Category Specific Professional Registration

Table 2: Professional Category Registration Statistics By Gender and Category

CATEGORY	MALE	FEMALE	TOTAL
Professional Engineer	18584	1188	19772
Professional Engineering Technologist	5925	500	6425
Professional Certificated Engineer	1028	5	1033
Professional Engineering Technician	4941	779	5720

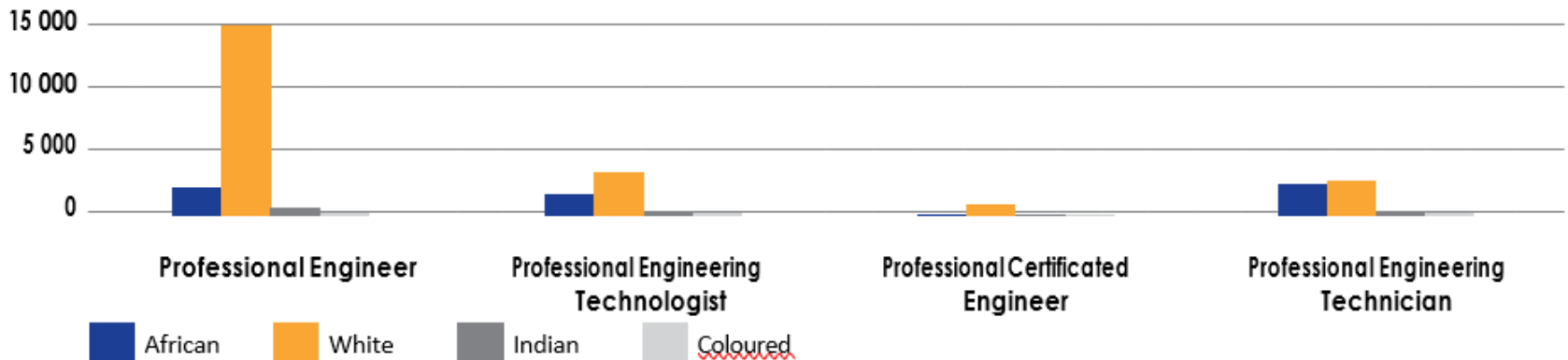
Figure 2: Professional Category Registration Statistics By Gender and Category



ECSA 2021 Race & Category Specific Professional Registration

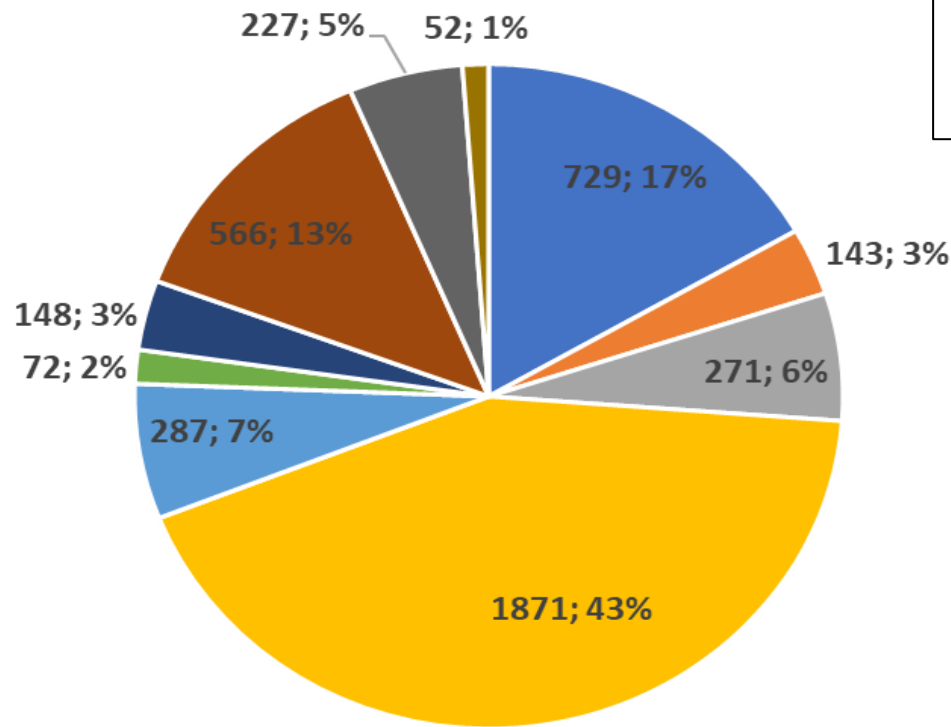
CATEGORY	AFRICAN	WHITE	INDIAN	COLOURED
Professional Engineer	2251	16056	1220	245
Professional Engineering Technologist	2076	3568	520	261
Professional Certificated Engineer	86	904	33	10
Professional Engineering Technician	2569	2725	220	206

Figure 3: Professional Category Registration Statistics By Race and Category



CESA 2021 Race & Gender ECSA Professionally Registered Staff


CESA Firms – Professionals - 2021




**Female
26% of 4366**

- Male - African ■ Male - Coloured ■ Male - Indian ■ Male - White
- Female - African ■ Female - Coloured ■ Female - Indian ■ Female - White
- Male - Foreign ■ Female - Foreign

National Constitutionally Driven Transformation Imperatives

- Constitution of the Republic of South Africa, No. 108 of 1996;
- Section 217, Subsections 2 & 3
 - Employment Equity Act No. 55 of 1998;
 - BBBEE Act No. 46 of 2013;
 - Construction Sector Codes 2017;
 - PPPF Act No. 5 of 2000;
 - Construction Sector Codes 2017;
 - Employment Equity Bill.....
 - Public Procurement Bill
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Value of Diversity & Inclusivity

- Research shown diverse Organisations more effective, more successful & more profitable;
 - Researcher's evidence indicate companies with diverse senior leadership teams tend to be more financially successful;
 - Diversity & Inclusivity – competitive edge not only in public procurement, but facilitates developing solutions to suit demographic and behavioural patterns of end users;
 - **Cautionary** : Diversity does not “automagically” bring value to your Organisation;
 - Simply adding the word to your mission statement does not do the trick either;
 - Not a tick boxing and numbers compliance exercise either;
 - Regarded by some as moral imperative, except it depends on the moral standards to which people subscribe;
 - **Key Requirements** : Takes work, Takes buy-in from all; Takes commitment; Takes Consistency; Requires entrenching as company culture;
 - It is a process not an event – **THE JOURNEY SHOULD START NOW, IF YOU HAVE NOT BEGUN YOUR OWN JOURNEY YET !!**
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Closing Remarks

Various Resources & Tools available to assist you :

1. www.kornferry.com;
2. www.mckinsey.com;
3. 100 Lessons in Diversity – Stanley I Bongwe

Thank You !

