

March 2018

# CBE Bulletin



C B E

COUNCIL  
FOR THE BUILT  
ENVIRONMENT

architecture  
engineering  
landscape architecture  
project & construction management  
property valuation  
quantity surveying



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## Publication Team

Evelyn Bramdeow (Editor): [evelyn@cbe.org.za](mailto:evelyn@cbe.org.za)

Lulu Dube (Photography & Design): [lulu@cbe.org.za](mailto:lulu@cbe.org.za)

## Dear Reader

In doing a scan of the built environment for this issue, I would be amiss not to mention a milestone as significant as the appointment of Minister TW Nxesi as the Minister of Public Works. The CBE congratulates Minister Nxesi on his appointment and extends a warm welcome to him back in the fold of the built environment sector. In this issue, we throw some light on his career.

The feature article is contributed by CBE Council member, Mr RG Sefotlho and it dwells on Disability Rights versus Equity Standards. We also introduce you to CBE newling, Mr Mokgema Mongane, who came on board as Chief Operations Officer (COO) on 01 March 2018.

We round off this quarter with the Easter upon us. The road carnage during this time is a well-known fact, so please exercise care and caution both on and off the roads.

**Enjoy your read,  
Evelyn Bramdeow**

***"A bad attitude is like a flat tyre. If you don't change it, you'll never go anywhere."***

*(Author Unknown)*

# Welcome home



Mr Thembelani Waltermade Nxesi (MP)  
Minister of Public Works

*The Cabinet reshuffle by President Cyril Ramaphosa on 26 February 2018 saw Minister TW Nxesi appointed to his former portfolio of Minister of Public Works. Being no stranger to the built environment, we welcome him back home and take a peek into the makings of our Executive Authority.*

**T**hembelani Waltermade Nxesi (born 1 January 1959), popularly known as Thulas Nxesi, is a South African politician. A member of the African National Congress, he is the Minister of Public Works since February 2018. He was previously Minister of Sports and Recreation, served a different term as Minister of Public Works, and was Deputy Minister of Rural Development and Land Reform.

Nxesi holds a Bachelor of Arts degree from the University of Fort Hare obtained in 1983; a Bachelor of Education degree from Witwatersrand University and a Higher Diploma in Education from the University of South Africa (UNISA).

His political career began as a student activist and leader in the UDF-aligned SANSCO (South African National Student Congress) and its predecessor, AZASO (Azanian Students Organization).

In 1985 he took up a teaching position in Tembisa, Gauteng at the Ikusasa Senior Secondary School, where he headed the Social Studies department from 1985 until 1990. Additionally, he was a founder member and national leader of NEUSA (National Education Union of South Africa). In 1990 he was elected Assistant General Secretary of the newly formed SADTU (South African Democratic Teachers Union), and in 1995 became General Secretary, a position he held until 2009. During this period, SADTU grew in membership from 30,000 to a quarter of a million.

During this time he was increasingly active in Education International (EI) – with 30 million affiliated members worldwide; and served as President from 2004-9, when he was also a member of the Global Unions Council.

In 2009, Nxesi was released by SADTU and COSATU to apply to stand for election to Parliament on the ANC list. As a Member of Parliament, he served as Chair of the Portfolio Committee on International Relations and Cooperation, during which time he participated in several study tours and overseas missions focusing on human rights.

In November 2010, President Jacob Zuma appointed him to the post of Deputy Minister of Rural Development and Land Reform, where he was given responsibilities including: restitution claims, gender issues, HRD and communications. A year later, in October 2011, President Zuma appointed him Minister of Public Works.

In March 2017 he was appointed Minister of Sport. He named his top priorities as the acceleration of transformation and the revival of school sport in the country. He served in this position until 26 February 2018 when President Cyril Ramaphosa appointed him as Minister of Public Works.

**(Source: Wikipedia)**

# Disability Rights versus Equity Standards



*Mr RG Sefotho  
Member of the CBE Council*

The normal life cycle of people is sometimes interrupted by barriers which exclude them from accessing socio-economic opportunities during the various stages. Such a factor may contribute to dependency and disempowerment of individuals - my point of reference is people living with disabilities.

Persons living with disabilities in South Africa experience high levels of unemployment, employment inequity, often remain in low status jobs and earn lower than average remuneration. The Employment Equity Act 55 of 1998, issued in terms of Section 25(1) intends to promote equal opportunities and fair treatment in employment through the elimination of unfair discrimination; and implement affirmative action measures to redress the disadvantages in employment experienced by designated groups, to ensure their equitable representation in all occupational categories and levels in the workforce.

Multiple barriers hinder the capacity of persons living with disabilities to obtain employment and enjoy full and effective participation in the built environment industry on an equal basis with others. These factors have been widely documented and include barriers to education, lack of reasonable accommodation, lack of accessibility to infrastructure and to information,

limitations to their legal capacity, as well as attitudinal barriers in the industry.

Thus far, there has been no significant transformation initiative in the built environment sector or special programme(s) for people living with disabilities - whether it be support at high school or tertiary level, learnerships, or even to raise any interest in recruiting for employment.

In addition disability is often equated with inability to work. In the past and presently, these factors have had a significant impact on the employment of persons living with disabilities in the built environment. It is estimated that as many as eight in ten persons living with a disability are unemployed countrywide, making discrimination in terms of denial of employment opportunities one of the most daunting challenges faced by persons living with disabilities in South Africa.

A Strategies for skills acquisition and work for people with disabilities report was submitted to the International Labour Organization (ILO) in Geneva, Switzerland collectively by the Thabo Mbeki Development Trust for Disabled People, Disabled People South Africa, and Human Sciences Research Council in December 2006. Among its findings, it stated that the effect of having strong positive attitudes to the integration of people living with disabilities within the mainstream training is significant.

The report further indicated that the approach of dealing with impairment needs as 'a fact of life and not making a fuss over these' facilitates the mainstreaming of students in further education and training, as highlighted in the following quote: "We don't see any problems, we see it as an opportunity - it is not a threat to us. We see it as an opportunity where each of us believe we can."

Data recorded in the Commission for Employment Equity 2015 - 2016 Annual Report states that whilst unemployment in present day South Africa remains a problem across the board, unemployment disproportionately affects the majority of persons living with disabilities in the industry. The data recorded in the report indicated that in the construction industry out of a total of 392 274 workforce only 4 272 were people living with disabilities - this made up 1.1% and 1.0% for the years 2014 and 2015 respectively.

The Department of Social Development, custodian of the disability portfolio, states in its Disability Policy foreword: Government has made remarkable progress in developing enabling legislation, transforming the state machinery and putting structures in place to be representative and responsive to the developmental needs of the People

with Disabilities. However, People with Disabilities still face extreme social, economic and political levels of inequality and discrimination, contributing to their underdevelopment, marginalisation, unequal access to resources and lack of service provision.

Jurgen Menze, a Disability Inclusion officer at the ILO, wrote in its posted blog Promoting jobs; protecting people on 4 December 2017. Titled Embracing disability as a diversity factor in the 21st century's world of work, he said "Including persons with disabilities as employees, customers and business partners is clearly the smart thing to do from a business point of view."

He further stated it that "The business case for diversity has been well established by research in recent years. The benefits of diverse workplaces include an increased talent pool and employee satisfaction, strengthened customer orientation, improved innovation and creativity, as well as an enhanced company image."

Jurgen Menze elaborated that, "So far, the bulk of research has focused on the impact of workplace diversity in terms of gender and racial diversity. For instance, a study of more than 500 organizations has shown that every 1 per cent increase in gender and racial diversity is correlated with a 3 to 9 per cent increase in sales revenues, respectively. While companies increasingly recognize the benefits of building and retaining diverse workforces, disability as part of diversity has mostly been neglected both in research and company inclusion practices. Accordingly, a survey of over 300 executives at multinational enterprises has found that respondents identify disability as the diversity area which would need most improvement in their companies."

All this said, the understanding drawn is that the overall intention is to recognize the need for holistic transformation in the workplace. The built environment Transformation Indaba 2017, spearheaded by the Council for the Built Environment (CBE), seemed a well thought intention to transform the sector to its maximum. May it be noted that part of the transformation agenda for South Africa after the 1994 elections was the transformation of all organisations to make them representative of all South African citizens.

Objectives of the Declaration of Intent endorsed at CBE's 2017 Transformation Indaba should, as a matter of urgency, prioritise people living with disabilities from basic education to tertiary level and all the way to candidacy support programmes, active participation in joint initiatives that advance transformation related to people living with disabilities in the sector, and to show intent to be inclusive the Annual Performance Plans or Business Plans should reflect a disability programme as a performance indicator.

**"The failure by commission or omission to presume all individuals to be capable and willing to learn and assert themselves in the world restricts adversely their ability to participate equitably within their societies".**

*(Douglas Biklen, Interview, 2012)*

# Pleased to meet you

*Mr Mokgema Mongane joined the CBE as Chief Operations Officer (COO) on 1 March 2018. Here Lulu Dube gets to know the latest addition to the CBE family.*



*Mr Mokgema Mongane  
Chief Operations Officer*

Change is inevitable in every facet of an organization. New roles are filled to complement the progress of an organization and some employees move to greener pastures. At the beginning of March 2018, the CBE welcomed the new Chief Operations Officer (COO): Mr Mokgema Mongane, a Civil Engineer by profession. A highly motivated young man, whose motivation comes from seeing yesterday's vision becoming today's reality. A gentleman, who is inspired, not so much by individuals themselves but by their many brilliant ideas as he indulges in extensive reading.

Pele the Brazilian retired professional footballer once said "Success is no accident. It is hard work, perseverance, learning, studying, sacrifice and most of all, love of what you are doing or learning to do". Evidently so, Mokgema started his successful career at Transnet where he saw himself going through different ranks. He later served at the Gauteng Provincial Government in the Office of the Premier as the Director for Infrastructure, where he was instrumental in the development of the long term Gauteng Integrated Infrastructure Master Plan and the establishment of the Gauteng Centre for Innovation. He then moved and served at the National Department of Public Enterprises as Director of Infrastructure and Operations, providing shareholder oversight and successfully overseeing the Capital Investment Programme of Transnet that involved

the investment of R300 billions into infrastructure under the Market Demand Strategy. Thereafter, he served as Chief Director: Engineering Services and Quality Assurance, where he was involved in the execution of many major Water and Sanitation projects, effectively seeing them to completion. In 2010, he served as a Board Committee Member for the South African Institute of Civil Engineers under the Rail and Harbour sector. Under his triumph, he has also served in a number of other boards and committees.

When asked about his vision for the organisation, the optimistic Mokgema said "My vision for the CBE is that of optimization and scalability. One would want to optimize the internal business processes, internal systems and the organizational structure through a process of continuous improvement as per the lean six sigma methodology. In terms of scalability, one would want to see the programmes that are initiated by CBE being taken up on a grand scale by all industry role players within the built environment in the country, including both the private and the public sector".

Apart from work, Mokgema is a man with many talents. He takes delight in public speaking and giving talks at various networking forums. He is also a novice golf player; in addition he paints and draws at times. Furthermore, in his less productive moments he enjoys studying the universe, from quantum mechanics to cosmology at large, and enjoys analysing the order that exists within perceived chaos. Mokgema describes himself as a highly resilient individual, as he endeavours to persist and persevere with unyielding consistency.

# INVITATION FOR NOMINATIONS OF MEMBERS OF THE PUBLIC TO BE APPOINTED TO SERVE ON THE COUNCIL FOR THE BUILT ENVIRONMENT

**Closing Date: 7 May 2018**

***NB: This is a re-advertisement. If you have submitted a nomination, there is no need to re-submit.***

**T**he 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 six councils for the built environment professions (architecture, engineering, landscape architecture, project and construction management, property valuation and quantity surveying) for the purpose of promoting good conduct within the professions, transforming the professions and advising South African government on built environment related issues.

In terms of section 6(2)(b) of the Council for the Built Environment Act, 2000 (Act 43 of 2000), the CBE hereby invites nominations from members of the public within the period specified in the notice from the date of the notice, for its fifth term of office. The term of office of members will be four (4) years. The Council meets at least four times per annum and the appointed person may be required to serve in the sub-committees of the Council.

Nominees must be persons with leadership qualities; an understanding of the Public Finance Management Act (PFMA) and management of public budget and expenditure; and an understanding of the government priorities and developmental agenda. Preference would be given to persons with either legal; finance; corporate governance or human resource experience to contribute to the strategic direction of the Council for the Built Environment in the interest of the built environment and the public whom they represent.

The Minister of Public Works would take into account representation in terms of race, gender, geographical location and disability when appointing the Council. Nominators and nominees should ensure that they are conversant with the Council for the Built Environment Act (Act No 43 of 2000) especially Section 8(1)–(4) defining the disqualification requirements.

Nominations should be made on the Nomination Form provided for on the CBE website or on request from the e-mail address here below. Please note that failure to comply with the above requirements may result in the disqualification of the nomination.

***Nominations must be sent for the attention of:***

***Chief Executive Officer***

***Council for the Built Environment***

<b>Postal Address:</b>	<b>Hand-delivered to:</b>	<b>E-mail:</b>	<b>Website:</b>
PO Box 915	2nd Floor Corobay Corner 169 Corobay Avenue	council@cbe.org.za	www.cbe.org.za
Groenkloof	(Cnr Dallas & Aramist Ave)		
0027	MENLYN		

***For enquiries please contact: Tel: (012) 346-3985***

# ♫ “On the Road Again” ♪

*The song “On the Road Again” by Willie Nelson is about a performer’s life on the road and was used as the theme song to **Honeysuckle Rose**, a story about an aging musician who travels with his band/family across the United States.*

**T**uesday, 27 Feb 2018 saw the CBE team kick off their nation-wide Transformation Roadshow, with their first stop at the KZN Provincial Department of Public Works. This engagement is rooted in CBE’s inaugural Transformation Indaba held on 29 August 2017 where CBE committed to a Transformation Stakeholder Roadshow with key stakeholders nationally. These stakeholder engagements would support the transformation strategy with specific focus on creating collaborated skills development and transformation related initiatives.

Influenced and mandated by the Council for the Built Environment Act 43 of 2000, CBE’s presentation unpacked their Transformation Strategy and current initiatives such as the Work Integrated Learning, Structured Candidacy, and Maths and Science Bursary Programs. The KZN Provincial Department of Public Works complemented the interchange by outlining their existing programs that address the realm of transformation. Radical economic transformation, the critical skills shortage and the focus on youth, women and people living with disabilities are common threads running through three Programs.

Presentation slides apart, what gave this engagement its unique flavor was the youthquake<sup>1</sup> experience. The mix of recent graduates, practicing technicians and candidates aspiring to professional registration shared their insights and perceptions on the ‘soft’ (non-academic) hurdles in the transformation path, injecting a rather humane dynamic in the otherwise staid interchange of statistics and its interpretation. Their experience as ‘previously disadvantaged’ students were particularly poignant, alluding to the silent and covert psychological, attitudinal, socio-economic, motivational, cost of tertiary study and career (mis) guidance sluice gates so often overlooked in the transformation journey.

There was also robust discussion on the Identification of Work (IDoW), specifically the pros and cons of the Competition Commission judgement and its role as a transformation vehicle. There was general consensus that the IDoW is necessary for public protection, however more research and case studies are equally necessary to inform the future of IDoW.

Potential areas of collaboration by the CBE and KZN Provincial Department of Public Works were identified in the areas of

- Work Integrated Learning;
- Adopt-a-School;
- Career awareness and job shadowing;
- Assisting struggling candidates;
- Skills training; and
- Opportunities to share and benchmark with other Provinces.





**Dr. Stanley Gichia, Chief Professional of KZN Provincial Public Works Department (left) and Ms Priscilla Mdlalose, Chief Executive Officer of the Council for the Built Environment (right) seal their pledge to collaborate on intersecting operational programs and areas of commonality at the Transformation Roadshow.**

***Watch this space to track the next Transformation Stakeholder Roadshow, expected to be with the Eastern Cape Provincial Public Works Department soon.***



# SA COUNCIL FOR THE PROPERTY VALUERS PROFESSION

## ***INVITATION FOR NOMINATIONS TO SERVE ON SOUTH AFRICAN COUNCIL FOR THE PROPERTY VALUERS PROFESSION (SACPVP)***

In terms of the Property Valuers Profession Act, 2000 (Act No. 47 of 2000), South African Council for the Property Valuers Profession (SACPVP) invites nominations from registered persons, voluntary associations, state departments, municipalities with valuation sections and members of the public. The Council comprises eight professionals with two representing spheres of government and two representing the public. The current Council's term of office ends on 30 June 2018.

Written nominations should be addressed to:

**Attention: Mr. Matsobane Seota**

**Postal: The Registrar, SA Council for the Property Valuers Profession, P.O. Box 114, Menlyn, 0063 Business  
Address: 77 Kariba Street, Lynnwood Glen, 0081**

**Tel: 012 348 8643**

**Closing Date: 18 May 2018 at 12h00.**

### **IMPORTANT NOTES:**

- No late submissions will be accepted.
- This is a re-advertisement and nominations previously sent must reapply.
- Refer to [www.sacpvp.co.za](http://www.sacpvp.co.za) for Nomination Forms and further information.

**Council for the Built Environment (CBE)**

Tel: 012 346 3985 • VOIP: 087 980 5009 • [info@cbe.org.za](mailto:info@cbe.org.za) • [www.cbe.org.za](http://www.cbe.org.za)

**Address**

Corobay Corner, 2nd Floor, Block A, 169 Corobay Avenue, Menlyn, Pretoria

