The new generation of woman professionals is showing its prettier face in a traditionally male-dominated and somewhat physical arena. The construction sector is proving more colour-blind and more gender indifferent than ever, clearly indicated by government’s inclusion of women’s skills in the infrastructure development of the country.

Construction is no longer the domain of men. Its reputation as a non-traditional career for women certainly hasn’t applied in South Africa, indeed broader Africa, for decades. Gradually the number of Women in Construction is increasing. Women succeeding in the male-dominated construction industry have become a quiet triumph of the last decade. Now it is time to move from the success of breaking down barriers, to becoming a significant player in the construction industry and visible to the world.

The itinerary of the conference will largely be made up of workshops and seminars by a number of professional women in construction and will cover a variety of topics from health and safety issues to applying for apprenticeships, as well as dealing with sexual harassment in the workplace. The conference will not only teach women certain skills, but also bring them together in what is still a very male dominated industry.

SPEAKERS INCLUDE:

- Itumeleng Dlamini, Executive Director, MBSA. First Woman in 108 years to head MBSA
- Nikita Lalla, Construction and Engineering Director, ENS
- Sibongiseni Mvambo, Contractor Development Program Manager, IDT
- Lizl Louw, Employment Department Director, ENS
- Tsakani Maluleke, Managing Director, Ntombani Projects
- Prof John Smallwood, Association of Construction Health & Safety Management
- Media Partner

OVERVIEW

The new generation of woman professionals is showing its prettier face in a traditionally male-dominated and somewhat physical arena. The construction sector is proving more colour-blind and more gender indifferent than ever, clearly indicated by government’s inclusion of women’s skills in the infrastructure development of the country.

Construction is no longer the domain of men. Its reputation as a non-traditional career for women certainly hasn’t applied in South Africa, indeed broader Africa, for decades. Gradually the number of Women in Construction is increasing. Women succeeding in the male-dominated construction industry have become a quiet triumph of the last decade. Now it is time to move from the success of breaking down barriers, to becoming a significant player in the construction industry and visible to the world.

The itinerary of the conference will largely be made up of workshops and seminars by a number of professional women in construction and will cover a variety of topics from health and safety issues to applying for apprenticeships, as well as dealing with sexual harassment in the workplace. The conference will not only teach women certain skills, but also bring them together in what is still a very male dominated industry.

PARTICIPATING COMPANIES

- ARUP
- CETA
- SAWIC

SPEAKER PANEL

- Dr Ingrid Verwey, Construction & Architecture Specialist, Founding Member SAWIC, DBSA
- Itumeleng Dlamini, Executive Director, Master Builders South Africa (MBSA)
- Nana Nmgomo, Chief Operations Officer, Construction Education Training Authority (CETA)
- Nikita Lalla, Director: Construction and Engineering, Edward Nathan Sonnenbergs
- Elizabeth O’Leary, Executive Director, Khuthaza
- Kile Kwinana, Chairperson, SAWIC Gauteng
- Tsakani Maluleke, Managing Director, Ntombani Projects
- Bianca Brits, Special Projects Director, ARUP
- Sibongiseni Mwambo, Construction Program Manager, Independent Development Trust
- Prof John Smallwood, Dept of Construction Management Program Director, Association of Construction Health & Safety Management
- Nomsa Skweyiya, President, SAWIC Western Cape
- Lizl Louw, Employment Department Director, Edward Nathan Sonnenbergs

BENEFITS OF ATTENDING

- Ensuring opportunities for the diverse workforce Africa needs to rebuild and beyond
- Engaging developers, contractors, unions, educators and tradeswomen in advancing women’s participation in the construction industry
- Identifying and promoting the mechanisms necessary to implement equal economic opportunities
- Improving quality and service, facing challenges and beyond
- Integrating construction industry development to transform the role of stakeholders for sustainable growth
- Improving delivery and performance to add value to public and private sectors through strategic partnerships
- Strategically promoting empowerment of small, medium and micro enterprises to improve their capability and grow the economy

AMABHUBESI
CONFERENCE & TRAINING
TEL: +27 11 326 0353 • FAX: +27 11 326 0354
VISIT OUR WEBSITE: www.amabhubesi.com

SAACI
FOR THE CONFERENCE INDUSTRY
Dear Delegate:

The peculiarities of the construction workplace have been used to excuse the industry’s failures to implement equal opportunity for women. But construction industry leaders who have succeeded in integrating women have shown that the same diversity “best practices” that work in other industries work in the construction environment. When owners and executive management set corporate goals and commit adequate resources; the following practices will work in the construction industry:

- Monitoring for equal employment opportunity must be clearly defined, not combined with other responsibilities and staffed by trained and qualified individuals.
- Diversity training that promotes acceptance and respect of differences among groups and individuals is essential to corporate culture change.
- Tracking and reporting, as in any other business function, is essential to maintenance of an effective equal opportunity program.
- General contractors must set and monitor corporate standards among their subcontractors.

Attend this highly informative two day conference and become a part of the new wave of successful women who understand the value of collaborating with likeminded entrepreneurs and executives.

Looking forward to hosting you at the Women in Construction Conference 2012

Kind Regards

Debra Munemo
Project Manager for Amabhubesi Conferencing

Who Should Attend:

- Academics
- Architects
- Building Inspectors/Owners/Project Managers/Executives
- Civil Engineers
- Construction Inspectors/Owners/Project Managers/Executives
- Construction Site Managers/Owners/Project Managers/Executives
- Construction Supervisor, Superintendent/Owners/Project Managers/Executives
- Contract Managers/Owners/Project Managers/Executives
- Department of Labour Officials/Public Works/roads & Transport
- Electrical Inspectors/Owners/Project Managers/Executives
- Electrical Managers/Owners/Project Managers/Executives
- Engineering Managers/Owners/Project Managers/Executives
- Environmental Practitioners
- Facilities Managers/Owners/Project Managers/Executives
- Fire Practitioners/Engineers/Project Managers/Executives
- Fire Protection and Inspection Team
- Home Inspectors/Owners/Project Managers/Executives
- Insurance-Engineering & Construction Underwriters
- Legal Practitioners dealing with Construction
- Material Testing Technicians/Owners/Project Managers/Executives
- Mechanical/Engineering Inspectors/Owners/Project Managers/Executives
- Municipal Engineers/Officers/Inspectors
- Plant Managers/Owners/Project Managers/Executives
- Plumbing Inspectors/Owners/Project Managers/Executives
- Public Works Inspectors/Owners/Project Managers/Executives
- Quantity Surveyors/Owners/Project Managers/Executives
- Safety & Health Managers/Owners/Project Managers/Executives
- Testing Laboratory Personnel

Day One

0800-0820: Registration and Tea
0820-0830: Welcome and Opening Remarks by Chairperson

Key Note Address: From the Ground up: Building Opportunities for Women in Construction

Architect and Specialist in the Development Planning Division of the DBSA focusing on strategies, models and producing guidelines for infrastructure and the greening of infrastructure projects and programmes Ingrid is the Founding Member of South African Women in Construction Association (SAWIC). She received the prestigious International Crystal Vision Award in New York in August 2004 for her pioneering work in promoting women in the construction industry.

The DBSA Chief Executive Award for Empowerment was awarded to her in October 2004 for empowering women entrepreneurs. In May 2006 she received the Sasol prize for best post graduate student in the Faculty of Economic and Business Management Sciences at the University of Pretoria for 2005. Her innovative work in pilot projects for women entrepreneurs have been captured in case studies and journal

Dr Ingrid Verwey, Architect and Specialist DBSA
Founding Member of SAWIC (South African Women in Construction)

0830-0930: Caution – Women at Work! ❗️
That memorable construction sign, ‘Men at Work’ is quickly changing to ‘Women at Work’ and in the process transforming the construction industry into a new career opportunity for women across the globe. This session examines the challenges of integrating women into a traditionally, male-dominated profession and how to add new rules, models and tools such as flex time, remote offices, virtual meetings, new technologies to create a new-age construction company with new opportunities for women.

Kile Kwinana, Provincial Chairperson, SAWIC Gauteng; Managing Director: Ntando Thando Consulting Projects,
0930-1030: Is there slow gender transformation in construction?
The lack of women in the construction and built environment is a significant challenge and more initiatives. A stronger effort is needed to achieve transformation in industry through the creation of meaningful opportunities for women how the targets set by government can assist the women in the built environment participate meaningfully in this industry.

Looking at projects where targets have been set by government for the benefit of the marginalized groups, which include women, disabled and youth. The sad part is that women are not even able to seize such opportunities.

**Case study:**
- Dealing with experience within the consulting engineering and the macro project specific experience in relation to women in the built environment
- Facilitation and increasing rate of sector gender transformation
- Creation of meaningful opportunities for women

Itumeleng Dlamini, Executive Director, Master Builders South Africa
First woman to head MBSA in its 108 years History

1030-1045: Mid Morning Tea Break

1045-1145: Lack of effective management and access to finance by Emerging Contractors is a major cause for business failure
- Contractors tend to manage their businesses themselves to reduce operational costs
- Poor record keeping (contractors tend to lose track of their daily transactions and cannot account for expenses and profit at the end of the month)
- Most Emerging Contractors do not separate business and family accounts (tend to use business funds for personal use which has a negative impact on profitability and sustainability of business entities)
- Emerging contractors experience challenges in accessing funding from the financial institutions due to the set criteria used by the banks ...

Sibongiseni Mwambo, Contractor Development Program Manager, Independent Development Trust

1145-1245: Green Fidic: Adapting your Construction Contract to Build a Sustainable Africa
This session will look to explore contract drafting techniques designed to ensure adequate coverage of environmental issues, build ability and sustainability in construction contracts. The current FIDIC standard forms make little mention of environmental issues or associated obligations in relation to achieving required standards of sustainability and build ability for construction projects.

This is of increasing importance to employers as well as contractors who are seeking to adhere to higher standards as a matter of best practice as well as to enhance the sale ability and invest ability of their projects. To do this we adopt specific types of amendments to the FIDIC forms of contracts. We will be looking at the types of drafting that can be covered in the contract forms, particularly Red Book (employer design) and Yellow Book (design build), how that drafting operates and the additional contract documents that should be included to benchmark the required standards so that the parties are contractually obligated to adhere, as well as detailing the consequences if they do not.

Nikita Lalla, Construction and Engineering Director, Edward Nathan Sonnenbergs

1300-1400: Lunch Break

1400-1500: Transforming the way society view female engineers
Gone are the days when female constructors were masculine, grim women who were constantly exhausting themselves to be considered equal to men. The nouveau woman constructor is ambitious, comfortable in her own skin, strong, intelligent and feminine

Elizabeth O'Leary, Executive Director, Khuthaza
Honored by the Council for the Built Environment with the Renowned Woman Leadership and Empowerment Award 2008

1500-1515: Afternoon Break and Refreshments

1515-1600: Harassment and discrimination
Harassment and discrimination are unfortunately real workplace issues experienced by women in male dominated professions, like construction.

Many women do not know who to go to with these issues or how to ensure that it stops. At the workshop, we will look at the following aspects:

- What is harassment and discrimination? Is a wolf whistle harassment?
- What can I do about it and what are the consequences if I do something about it?
- What are the employers' obligations?
- Case studies.

Lizl Louw, Employment Department Director, Edward Nathan Sonneberg

1600-1645: Round Table Discussion “Bright Spots:” Promising Practices that Increase Women’s Participation in the Construction Workforce
“Where are the bright spots? Where are the … companies that have truly integrated women onto their workforce? What can we learn from those companies and their apprenticeship programs and unions?”

End of Day One
0800-0820: Registration and Tea
0820-0830: Recap on Day One
0830-0930: The New Construction Industry: From an Industry to a Profession—What are the tools for creating change in the construction industry?
The rules for leadership in the construction industry are changing. New and innovative technical and management approaches are transforming a craft-based industry into a highly sophisticated profession that is attracting top talent, especially women. Women leaders are recognizing that growth will advance, contingent on how they change to meet the needs of a dynamic market.

Nana Mngomo, Chief Operating Officer, CETA (Construction Education Training Authority)

Commentary: Brief Panel Discussion: Moving Boxes: The Trailer, The Cubby, The Corner Office, The Board Room
Organizational hierarchies, creative corporate cultures and new management paradigms are creating a new culture of management and leadership in the construction industry. In this unique session, learn more about how companies are creating new pathways for moving within an organization, overcoming barriers to change and implementing innovation in their organizations.

0930-1030: Challenges for Women in Construction, Challenges and Opportunities
Nomsa Skweyiya, President, SAWIC Western Cape

1030-1045: Mid Morning Tea Break

1045-1145: Can There Really Be Work-Life Balance?
This session will discuss this question by considering – What are your goals? What are your options? What are strategies to achieve your goals? Are there challenges that are unique to achieving work-life balance in the Construction Industry? What are real life examples of how to make it work, including how to balance work and kids, how to balance work with other interests, how to balance work and taking care of yourself/being healthy.

How to set expectations at work, communicate effectively and take control of your professional life to achieve the balance you desire.
(Doesn’t it sound like we have it all figured out??)

Bianca Brits, Special Projects Director, ARUP

1145-1245: Women’s Safety and Health Issues: Women and H&S and Ergonomics.
There is no disputing that construction work is dangerous. Seventeen percent of all fatal on-the-job injuries occur in construction, which is about three times its 6% share of total employment.
In this session, we review the medical literature on the safety and health hazards for women working in the construction industry. Women have a different pattern of fatal injuries and some differences in patterns of nonfatal injuries than men and report unique problems and concerns related to working in this industry.

Prof John Smallwood, Programme Director: Department of Construction Health and Safety Expert: Association of Construction Health & Safety Management

1300-1400: Lunch Break and Networking

1400-1500: CASE STUDY: NTOMBANI PROJECTS
• Challenges
• Courage to start a construction company
• Challenges
• Perseverance and determination
• Opportunities
• Seeking advice from the organisations like: SAFCEC, Khuthaza, BWA, LWA you name them (I am also a member to this organisations)
• Offcourse education, education and education – research
• Ntombani today

Tsakani Maluleke, Managing Director, Ntombani Projects

Awards
Recipient: 2010 Woman in Construction Excellence Award.
Nominated for the 2010 Gauteng Propeller SMME Awards
Nominated for the 2011 South African construction awards
Featured in the 2011 top women empowering the nation women’s month special edition
Featured on CNBC Africa spot light programme channel

1500-1515: Afternoon Refreshments and Tea
1515-1600: Interactive Discussion: Unfinished Business; Building Equality for Women in the Construction Trade.

End of Conference

Women in Construction 2012
REGISTRATION FORM

Women in Construction
24 and 25 October 2012, Indaba Hotel, Fourways, Johannesburg
Tel: +27(0)11 326-0353  Fax: +27(0)11 326-0354

Please complete and return this form to Humphrey

Authorising Person:

First Name: ___________________________  Surname: ___________________________
Company / Organisation: ___________________________  Designation: ___________________
Phone: ___________________________  Fax: ___________________________
Email Address: ___________________________  Company VAT No.: ___________________________
Postal Address: ___________________________  Postal Code: ___________________________
Person dealing with Accounts: ___________________________  Country: ___________________________
Email Address: ___________________________
Signature: ___________________________  Date: ___________________________

By completing & signing this form, the authorising signatory accepts the terms and conditions as stated on the registration for

Delegate Attendance Information:

Notes: Please provide information as you wish it to appear on your name badge and on the official participant database.

<table>
<thead>
<tr>
<th>Title</th>
<th>Delegate Name &amp; Surname</th>
<th>Position</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Company VAT No.  4870237817  Name of Bank  First National Bank (SA)
Branch name  FNB - Randburg Square  Branch Code  261 - 750
Account name  Amabhubesi Training CC  Account number  62134658155
Reference  Insert your ref number on the deposit slip please

Registration fees above include the following entitlements: Entrance to sessions, registration pack, daily lunch and refreshment breaks.

CANCELLATION NOTICE
By signing and returning the registration form, the authorising signatory on behalf of the stated company is subject to the following terms and conditions.
Delegate Cancellations: All cancellations must be received in writing and are subject to the following conditions:
• Charge of 50% of the registration fee, plus R700 (+ VAT) administrative charge will be made for cancellations received in writing at least 14 working days prior to the event.
• For any cancellations received less than 7 working days before the date of the event, the full fee will be payable and no refunds or credit notes will be given.
• If a registered delegate does not cancel and fails to attend the Summit, this will be treated as a cancellation and no refund or credit note will be issued.
Substitutions
Delegate Substitution: Substitution is welcome at any time and do not incur any additional charges. Please notify AMABHUBESI in writing of any such changes at least 3 days before the date of the event.

PLEASE NOTE – AMABHUBESI HAS A STRIGHT NO CASH REFUND POLICY
PAYMENT BY MEANS OF A BANK TRANSFER
• Please state your full names clearly on the money transfer.
• Please note, bank charges are for your OWN account and this should be stipulated to your bank. Please advise your bank that the charges should be included in your deposit amount.
• A copy of the bank deposit receipt should accompany your registration form and must be posted or faxed (+27 11 326-0354)
A woman is a female human being. The word woman is usually reserved for an adult, with girl being the usual term for a female child or adolescent. The plural women is also sometimes used for female humans, regardless of age, as in phrases such as "women's rights". Women with typical genetic development are usually capable of giving birth from puberty until menopause. There are also trans women (those who have a male sex assignment that does not align with their gender identity), and intersex women.