



WOMEN IN WATER INFRASTRUCTURE

By

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- Background
- TCTA mandate
- TCTA projects
- Women involvement at TCTA
- Challenges facing women at TCTA
- Case studies
- Overcoming challenges
- Lessons learnt
- Conclusion



Background

- Trans Caledon Tunnel Authority (TCTA) is a state-owned entity
- Established in 1986 as a vehicle to fulfil South Africa's treaty obligation in respect of Lesotho Highlands Water Project
- Since its inception, TCTA has further implemented and/or funded portions of the National Water Resource Infrastructure

TCTA's Mandate

- TCTA gets specific directives from the Department of Water and Sanitation to finance and/or implement bulk raw water infrastructure
- Advisory body in water sector



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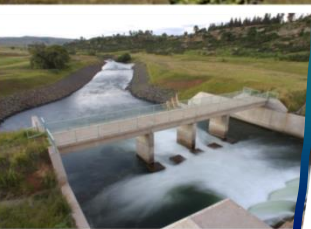
Projects implemented by TCTA

TCTA implement a variety of water infrastructure projects such as:

- Augmentation schemes
- Water Transfer Schemes (Pipeline)
- Water Purification Plant
- Borehole Projects



Augmentation schemes



LHWP



Spring Groove dam



Berg dam



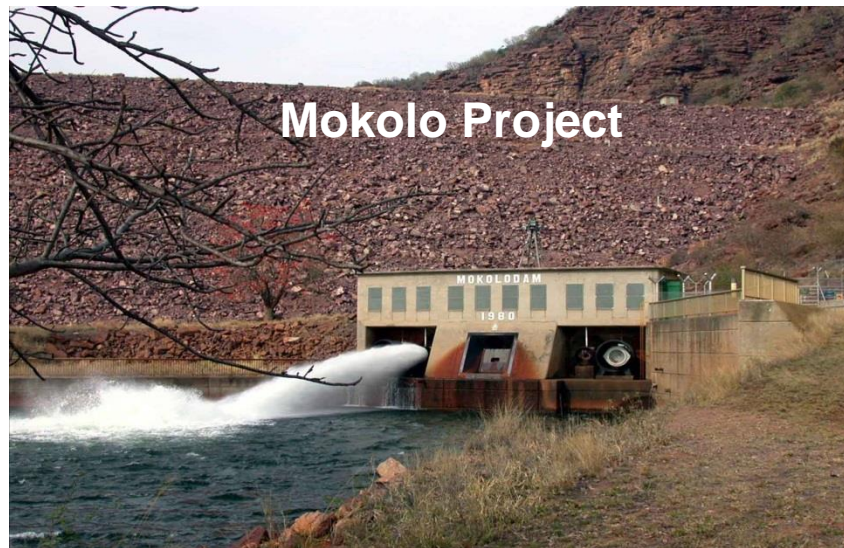
Berg dam

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Water Transfer Schemes



Olifants Project



Mokolo Project

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Water Purification Plant

Acid mine drainage plant



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Women involvement in TCTA Projects

TCTA 's contractual job specification for the contractor stipulates compliance to:

- Socio Economic Development
 - Local employment and recruitment
 - 15% semi-skilled labour black women
 - Training and development
- Preferential procurement and
- Enterprise Development

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Women at TCTA Projects (Core Skills)



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Women at TCTA projects (Soft Skills)



Waste Management



Store Keeper



Traffic controller



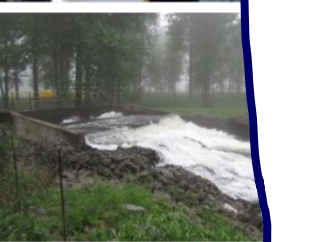
Fuel attendant



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Challenges facing Women in TCTA

- **TCTA external environment**
 - Scarce skilled women within the hosting communities
 - Few job opportunities by the projects
 - Inadequate training and development
 - Unsuccessful Mentorship programmes
- **TCTA projects women monitors**
 - Rural and tribal communities
 - Understanding culture and customs
 - Women acceptance by the traditional leadership



- Initiation School
 - Thubelihle community about 1 km from the servitude



• Thubelihle community issues

- Initiation school overlaps into the servitude;
- Ndebele people manage the school through chief;
- Women were seen on pants on sacred area
- Started working without consultation;
- School not tangible/physical structure;
- Project fined 1 Million Rand;
- Cleansing of the affected area required; and
- Project stoppage was on the cards!!!



Recognition of women by traditional leadership

- Some of TCTA projects are implemented among volatile and dynamic rural communities;
- Traditional leadership believe in engagement conducted by men than women;
- Men's presence viewed as value adding to engagements
- Women dressing appearance was a concern
- Understanding culture and customs

TCTA intervention

- Introduction of skills development programme – “Passport to future Project”;
- Aim to capacitate youth job-seekers with skills to improve their chances of finding work;
- 300 learners participate and 75% are women;
- Programme raises awareness for skills need;
- Attract interest among potential employers ;
- Serves as a basis for further development of the youth.



Leaners in classroom



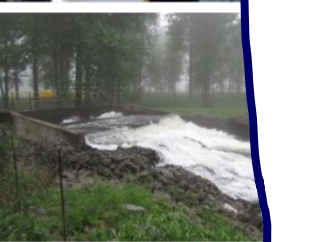
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A new word for water

Tools to Overcome Challenges

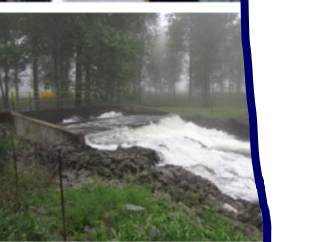
- **Constitution of the Republic of South Africa, 1996**
 - Section 9(3) The state may not unfairly discriminate directly or indirectly against anyone on one or more grounds, including race, gender, **sex**, pregnancy, marital status, ethnic or social origin, colour, **sexual orientation**, age, disability, religion, conscience, belief, culture, language and birth.
 - Section 15(1) Everyone has the right to freedom of conscience, religion, thought, belief and opinion.



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Tools to Overcome Challenges

- **Legislation: National Environmental Management Act, 1998 (Principles)**
 - Principle 2(4)(a)(viii) negative impacts on the environment and on people's environmental rights be anticipated and prevented, and where they cannot be altogether prevented, are minimised and remedied; and
 - Principle 2(4)(q) the role of women and youth in environmental management must be recognised and promoted.



Tools to Overcome Challenges

- **International best practices**

- Equator principles
- Organisation of Economic Co-operation and Development (OECD) Principles

- **Project Specifications include Socio Economic Development**

- Local employment and recruitment
 - Creation of employment opportunities for semi-skilled black women
- Preferential procurement
 - Procurement of goods and services from local women-owned enterprises
 - Enterprise development

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Lessons learnt

- Understanding different cultures and customs
- Construction is still male dominated at all levels (from labourer to top management)
- Implementing project interventions through economic empowerment of women is a key
- Building relationship and trust
- Industry transformation
- Emphasis on mentorship programmes, training and development
- Collective efforts needed to empower women

Conclusion

- There is still room for innovative thinking towards the empowerment of women
- Emphasise on transformation compliance in construction industry
- There is a lot of potential among women when given an opportunity to exercise and acquire their skills

Thank you

Questions ...

TCTA

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