



women • construction • talent • business

## **KHUTHAZA DEVELOPMENT SOLUTIONS (KHUTHAZA) PROFILE**

The organisation now known as **Khuthaza** has been operating as **Women for Housing** since 1995. Khuthaza, meaning *encourage*, is a Non Profit Company supporting the development of women in the housing and construction sectors. The rebranding reflects our expanded scope of work into the wider construction sector and the role we aim to play in encouraging change, partnership and transformation in the industry.

### ***A Catalyst***

Our work contributes to the vision of an economic and social landscape enriched by the contributions of women as equal participants across all industries and levels of development. We are a catalyst for change and socio-economic development.

### ***Encouraging and Supporting***

Khuthaza encourages the entrance of women into the built environment sectors and the development of thriving careers and businesses therein. We support government initiatives relating to housing and infrastructure delivery, the maintenance and growth of the construction industry and Broad Based Black Economic Empowerment.

### ***Developing Skills***

Our skills development mandate includes student development, professional development, contractor development and the cultivation of leadership within the various built environment disciplines.

### ***Engaging***

We represent the growing body of women in the built environment and interact with government, industry role-players and other stakeholders to promote the interests of women and the overall transformation of the industry.

### ***Inspiring***

Khuthaza aims to continuously inspire the women we come into contact with to aspire to new and greater standards of excellence within their chosen disciplines.

## What We Do

Our activities can be broadly classified under three categories namely Contractor Development, Talent Development and *Bridgebuilding*.

### **Contractor Development**

Khuthaza has been involved in contractor development for over 10 years. Our contractor development offerings have grown over the years and now cater to a diverse array of businesses. Our women come from different construction disciplines and have varying levels of experience. We offer four programmes, each developed to target different levels of experience and business development.

We encourage greater mastery of a particular specialisation amongst contractors and hope to expand training in line with that principle. Though our contractor development programmes are currently only offered in Gauteng, we plan to expand our services.

### **Talent Development**

Khuthaza aims to play a key role in adding value to the talent pipeline. Over the years we have emphasised the importance of investing in the youth as the future leaders of our industry. Though we are known for our contractor development programmes, we have undertaken a number of initiatives focussed on developing the skills of women studying, employed in and leading the industry. We facilitate a number of seminars, workshops and training programmes each year in an effort to provide individuals with much required guidance, resources and opportunities for development.

Through working closely with industry role-players we will be uniquely positioned to assist women to identify career related opportunities in the sector and to assist the industry to identify women with industry related skills and experience.

### ***Bridgebuilding***

As women emerge as role-players in the construction industry it is becoming increasingly necessary for them to interact with a wider range of industry leaders and stakeholders. It is through this interaction that skills are transferred and opportunities are created. In this regard Khuthaza plays a vital role serving as a bridge between women and the industry.

In playing the role of an intermediary, communication is a vital component of what we do. As a communicator in the non-profit sector our objective is to raise awareness, foster understanding and ultimately create a mutually supportive environment.

Khuthaza is positioning itself to be the main link between women and the construction sector. A great deal of our work promotes the implementation of the Construction BEE Code. We refer to activities aimed at closing the gap between women and the industry as *Bridgebuilding*.

## **Our People**

Khuthaza's success can be attributed largely to our small but dedicated team whose contributions have shaped the organisation's growth and development.

Our people play a much larger role than even they realise, leaving an indelible mark on the industry with every interaction. They bring to each encounter vital enthusiasm, perseverance, conviction and courage. Through their unique personal strengths they model and spread the spirit that is Khuthaza.

### ***Board of Directors***

Our Board of Directors consists of individuals from a number of related disciplines. Directors all have extensive experience in the housing and construction sectors. Their input and leadership is invaluable. We are very fortunate to enjoy their continuous and active involvement in our work.

|                    |   |
|--------------------|---|
| Tshepiso Raletsemo | Quantity Surveyor, MD - Morongoa (Khuthaza Chairperson)                 |
| Elizabeth O'Leary  | Executive Director - Khuthaza   |
| Adrienne Egbers    | CA (SA), Recently Retired as CFO - National Housing Finance Corporation |
| Pamela Struthers   | Consultant (Retired from Nurcha Construction Finance)                   |
| Annette Carstens   | Head: Inclusive Banking, Standard Bank                                  |
| Neo Mothala        | General Manager – Credit, Nashua Mobile                                 |
| Anne Nare Mufamadi | Consultant / Health, Safety & Environment Specialist                    |

### ***Our Network***

While our team may be small, our network is vast. The network extends across the housing and construction industries, including established construction companies, industry associations, suppliers, finance institutions, government, non profit organisations and academic institutions.

The growing network boasts students, developers, contractors, sub-contractors, professionals (engineers, architects, planners, project managers, quantity surveyors etc.), manufacturers, suppliers, consultants, researchers, real estate and property management professionals as well as women in related trades.

Our network of like-minded individuals and organisations exemplifies the attitudes, experience, skills, associations and influence needed to raise the profile of women in the sector and ensure their continued development.

## Company Information

Our growing network extends across the housing and construction professions, industry associations, government, non-governmental organisations (NGOs), and academic institutions. These women, men and partner companies have the experience, the skills, the networks, and the influence to realise the development of women's involvement in the sector. While the organisation is small in structure, we have strong partnerships within the industry that enable us to play a meaningful role.

### Industry Involvement

Khuthaza is a member of the Cement & Concrete Institute (C&CI) and our Executive Director is currently a Non-Executive Director of C&CI. Khuthaza has been represented on the South African Federation of Civil Engineering Contractors (SAFCEC) Council in the past and is currently a member of SAFCEC's Transformation Committee. Khuthaza is also represented on industry bodies such as the NHBRC Industry Advisory Committee, the CIDB Gauteng Stakeholder Forum and the Construction Charter Transformation Group which developed the Construction BEE Code. We also participate in a number of relevant forums.

### Recognition

The organisation's work has been recognised by the industry on a number of occasions, including a 2003 award from the Institute for Housing, a Govan Mbeki National Housing Award presented by Minister Sisulu in 2006, an award from Building Women magazine for our contribution to women's empowerment in 2007, an award for leadership in the sector from the Council for the Built Environment in 2008 and an OLAY Iconic Woman (Science and Technology) Award in 2009.

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| <b>Company</b>              | Khuthaza Development Solutions (Khuthaza)   |
| <b>Company Registration</b> | Section 21, not for profit, company<br>1997/012810/08<br>021-454-NPO<br>9589 365 841 PBO  |
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