



women • construction • talent • business

KHUTHAZA PROFILE

The organisation now known as **Khuthaza** has been operating as **Women for Housing** since 1995. Khuthaza, meaning *encourage* in Zulu, is a section 21 (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.

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.

We are committed to improving the social and economic status of South Africans and believe that one way of encouraging socio-economic development is through the creation of equal career and business opportunities for women.

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.

Our existence as an organisation provides the cornerstone upon which many women in the industry are building their careers and businesses. In that regard, we play a pivotal role as a development facilitator. Our skills development mandate includes student development, professional development, contractor development and the cultivation of leadership within the various built environment disciplines.

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.

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 8 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 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 hope to expand our services to other provinces in the future.

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. 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.

The Team

Elizabeth O'Leary – Executive Director

Elizabeth is the Executive Director of Khuthaza and has been involved with the organisation since 2001. As Executive Director she reports directly to the Board of Directors and is responsible for providing strategic and organisational direction. She is also involved in all aspects of programme management, fundraising, and marketing.

Elizabeth has several years of experience in the housing and construction sectors. Prior to her involvement with Khuthaza she worked with Nurcha Construction Finance, Grasmere Community Development Trust and UNICEF. She holds a Master's Degree in International Relations and African Studies from Boston University in the United States. Elizabeth's passion for housing and construction was influenced by growing up in a family with businesses in these sectors.

Cindy Shai - Programme Coordinator

Cindy has been a key figure in the organisation for many years. Through the generous support of the Home Loan Guarantee Company, where Cindy was employed for 9 years, she worked closely with Elizabeth in the development of the organisation.

Cindy has gained a great deal of experience in the housing and construction sectors particularly in consumer education, home loan guarantees and small business development.

Lerato Moalusi – Programme Coordinator

Lerato grew up in Soweto and studied for a Diploma in Marketing. After working with two financial institutions she began to pursue a career in the property sector. She found the field of Property Management to be vibrant and interesting. Working with Broll and City Properties she gained extensive experience in property, brokerage and facilities management.

Looking to expand her horizons and for an opportunity to link her two passions of women's development and property, Lerato saw Khuthaza as a good platform through which to take the next step in her career. She joined the organisation in November 2008.

Venessa Ranjit - Programme Manager

Venessa is a qualified Construction Manager and is currently completing her reading for an MSc in Construction Management. She is affiliated to various professional bodies and has qualifications with the International Labour Organisation (ILO).

Venessa has over 15 years of experience in the management of SMME empowerment programmes, the management of training and mentorship programmes, the development of FET and university level curriculum, lecturing and advising students at university level, and women's 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 all aspects of our operation.

Tshepiso Raletsemo	Quantity Surveyor (Khuthaza Chairperson)
Elizabeth O’Leary	Executive Director, Khuthaza
Adrienne Egbers	Chief Operating Officer, National Housing Finance Corporation
Pamela Struthers	Consultant
Ntombekaya September	Director, Maluleke, Luthuli and Associates
Annette Carstens	Community Banking, Standard Bank
Neo Mothala	General Manager – Credit, Nashua Mobile

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.

Partners and Sponsors

Although Khuthaza has a few primary sponsors whose contributions enable some of the larger initiatives in which we are involved, over the years we have received support in the form of both in-kind contributions and financial grants from a large number of sponsors and partners.

These generous contributions make it possible for Khuthaza to deliver on our goals and objectives. It is due to their support that we have been influential in encouraging the entrance of women into the housing and construction industries and successful at re-shaping perspectives.

Standard Bank’s commitment has enabled us to grow our team, to plan our activities and to deliver on that plan (as opposed to just a dream of what we would like to offer). Though their support focuses on the Contractor Development Programme, it also allows for organisational development and assists us to obtain additional support for other activities.

Company Information

Khuthaza is a registered Section 21, Not for Profit, Company
Registration Number 1997/012810/08

Khuthaza is registered as a Non-Profit Organisation (NPO) with the Department of Social
Development 021-454-NPO

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