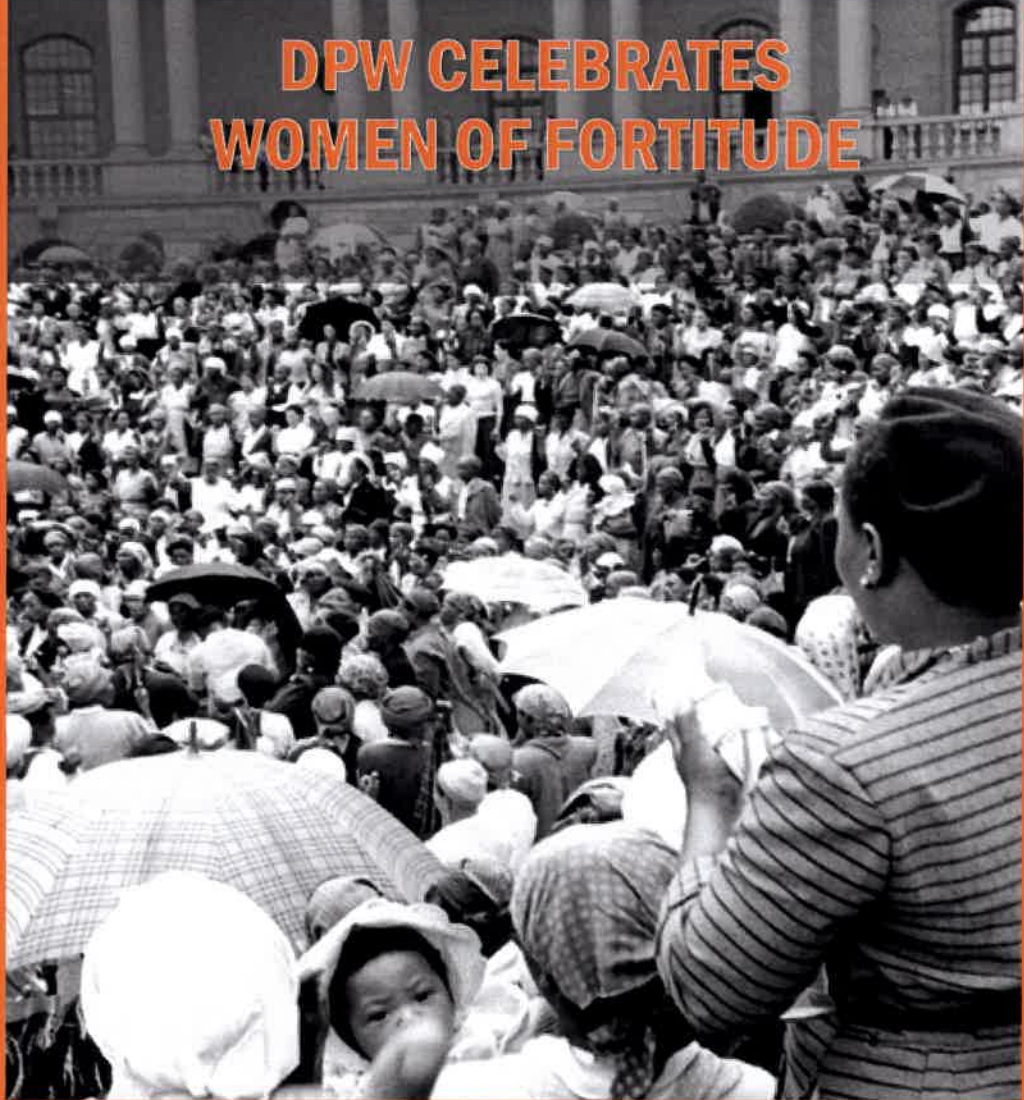




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DPW CELEBRATES WOMEN OF FORTITUDE



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REPUBLIC OF SOUTH AFRICA





WOMEN OF FORTITUDE

By Nolwazi Ndhlovu

To many, it goes without saying that women were discriminated against in the past, simply because of their gender. This particular topic has perhaps been an issue, not only in South Africa, but all over the world. Although women in South Africa have been liberated from this type of discrimination, the sad truth is, other women still experience unfair treatment in other parts of the world; they are being judged and undermined because they are females.

As part of women emancipation initiatives in South Africa, women of all races demonstrated against having to carry passes in three major campaigns.

The first campaign in 1913 in Bloemfontein stands out not only because it was such an early outbreak of women's resistance characterised by strength and militancy that was costly to the personal lives of participants, but because it also set the tone for later anti-pass action by African women. The protest against these permits, which required women to prove formal employment each month, was preceded by women's delegation sent to the governor-general. They presented him with a petition of over 5000 signatures, and staged demonstrations.

The second episode was in 1930 in Potchefstroom, a small white-dominated town where officials tried to bully women to comply with the particular labour needs of the town. In this case, the grievance of the women was against lodgers' permits.

In February 1954, a crowd of 700 women gathered outside the administration building in the New Brighton township of Port Elizabeth, demanding that the manager of Native Affairs take back all the residence permits he had issued. When he refused, 100 women burned their permits, declaring that New Brighton women were no longer willing to carry them.

On 17 April 1954 the Founding Conference of the Federation of South

African Women adopted the Women's Charter which outlined the aspirations of women for national liberation, emancipation – including political participation of and equality for women.

In October 1955, while 2000 women were marching in Pretoria, 1000 were protesting in front of the Native Administration Building in Durban. In Cape Town, hundreds of women marched through the streets in protest against the permit regulations.

The third campaign was master-minded in Johannesburg from 1954 to 1956, culminating in the march in 1956 of nearly 20 000 women to the Union Buildings in Pretoria against the bastion of Apartheid. Although the Federation acknowledged that the primary task at hand was the struggle for national liberation, it warned that the struggle would not be won without the full participation of women.

Therefore the South African Government declared August as a women's month and 9 August is celebrated annually as Women's Day. The Women's Month is celebrated annually in August as a tribute to the more than 20 000 women who marched to the Union Buildings on 9 August 1956.

And therefore, in this regard, the Chief Directorate: Communications & Marketing in collaboration with the Gender Unit has decided to shine a spotlight on the women in the DPW family. In doing so, the units have decided to share with you profiles of female employees in the Department from the lowest to the highest level.

These profiles will feature in the 2 Issues of the Special Edition, this copy being the 1st issue.

A very happy Women's Month to all women employees who wake up every day and get things done for themselves and everyone around them!

WOMEN REGIONAL MANAGERS - A BEACON OF LIGHT FOR OTHER WOMEN IN THE CONSTRUCTION INDUSTRY

By Bukiwe Mgobozi



The Department of Public Works has been making great strides in promoting women to senior management positions over the past few years. This has been more noticeable with the number of regional managers in the 11 regional offices. Of the 11, five are headed by women. The five include the Pretoria, Johannesburg, Bloemfontein, Kimberley and Cape Town.

The Regional Managers are accountable for the operational activities performed at regional level. The often stressful tasks include overseeing facilities management, construction management, property management, user demand management and all administrative and corporate tasks.

Kimberley Regional Manager Ms Ruwayda Baulackey has been in this position from February 2018, having been a Property Manager in the very same region. Her rise to the position of Regional Manager is indicative of the Department's commitment of having more women at SMS level. Currently, there are about 36% women at SMS level, a picture that the Department would like to change for the better.

Baulackey says other duties as a Regional Manager include the management and support of the regional team to ensure that it complies with all prescripts, policies, procedures and legislative frameworks. "On a normal day, I have about 5-10

meetings with various stakeholders for various reasons. I chair the Regional Bid Adjudication Committee every Tuesday where each project must be scrutinised thoroughly for correctness and compliance," said Baulackey.

She says what she loves about her job is that she is surrounded by a dynamic, knowledgeable and capable team of managers, and that she appreciates the counsel she receives from them. The other regional managers are Adv. Jeanette Monare, heading the Johannesburg Regional Office, Ms Tebogo Phiri heading the Pretoria Regional Office, Ms Nomalanga Kani heading the Cape Town Regional Office and Ms Thobile Zulu heading the Bloemfontein Regional Office.

She says women have to earn respect by being tougher, smarter and work hard while men command respect just because they are male. Baulackey believes that career advancement is not easy for women because there are still men who believe certain careers are not suitable for women, particularly in the male-dominated construction industry.

She believes that all the female managers in the organisation must be appreciated and given credit, and their effectiveness as female leaders must be lauded.

As the country celebrates women from different walks of life, we remember sacrifices made by women before us, so that women like Ruwayda Baulackey and other regional managers could lead the regions they now lead.

As we celebrate the centenary of the life of Mama Albertina Sisulu, the female regional managers of the Department of Public Works carry the baton to pass over to young, able and determined young women in the steady race of creating an effective public service.



Ms Kedibone Mndawe - Cleaner



When did you join DPW?

I joined the Department of Public Works in February 2011 as a Cleaner at Bryntirion Estate in Pretoria. I then moved to Nipilar House where I serviced the Department of Justice, before joining the Head Office as a Dishwasher in 2012.

What does your job entail (take us through your normal day-to-day activities):

Every morning, I start by preparing venues for meetings by taking cups and glasses to the boardrooms. I then go to different offices to wash morning dishes, while preparing myself for the afternoon session.

What do you love most about your job?

Naturally, I love cleaning and cooking. With this job, I find myself doing what I love most. I would also like to grow in the hospitality industry and grab better opportunities that would make my dreams come true, that of being a leader in the industry.

Briefly share your fondest memories of working for DPW

The friendships I have made through work have been joyous. With some of my colleagues, we've extended our friendship beyond work.

What are the biggest challenges facing women in the workplace?

I have been personally fortunate that I have not met any serious challenges at work. I have also been fortunate that I get along with most people that I work with, and we treat each other with respect.

Would you encourage other women to get into the field you are in?

Yes because I believe that as a person you have to start somewhere. If you chose to start where I started, so be it – it will lead to growth. I love the hospitality field and would like to grow from washing dishes to doing more in this industry.

Ms Kgaiso Seemane - Construction Project Manager



When did you join DPW?

I joined the Department in July 2014.

What does your job entail (briefly take us through your normal day-to-day activities):

My day-to-day activities include the overall responsibility for the successful initiation, planning, design, execution, monitoring,

controlling and completion of a project. They also include making decisions both large and small and ensuring all Project Programme activities are met on set deadlines.

What do you love most about your job?

Having to witness a project reach completion stage despite challenges experienced. I'm also encouraged by the appreciation from those anticipating the handover of the project which brings about change in people's life's through service delivery.

Briefly share your fondest memory/memories of working for DPW

My fondest memory was when the Department assigned us to Retired Mentors to assist us with challenges facing Construction Project Managers in the Department. The other defining movement was when we were registered with Professional Bodies within the stipulated time-frames. I was also inspired by the welcome back ceremony of an employee who had been nominated by the Department for a Master's Degree under the Global Environmental Scholarship Programme for two years.

What are the biggest challenges facing women in the workplace (in general)?

Women basically need to work twice as hard before their male counterparts take them seriously. Gender inequalities in the workplace needs to be dealt with seriously.



Portfolio Manager for DPW, DHS, DPME, DEA, IPID, SASSA, CGE and the Presidency in REMS: Leasing Ms Audrey Phetlhe



When did you join DPW? On 1 September 2007.

What does your job entail (briefly take us through your normal day-to-day activities):

My job is mostly to procure leased accommodation for client departments. This requires that I attend Specification and Evaluation meetings, prepare procurement documentation for the Regional and National Bids. Advertise tenders for leased accommodation on behalf

of client departments. Attend client liaison forums and Tenant Installation project meetings. Attend to client maintenance complaints, manage lease agreements for all the clients in my portfolio. Make rental payments for all buildings under my portfolio. Manage the budgets for client departments under my portfolio.

What do you love most about your job?

The opportunity to interact with different levels of people. The job challenges me to find interactive ways to resolve problems.

Briefly share your fondest memory/memories of working for DPW

It was in 2007 in November, I was new in the section and was getting married in December that year. The employees in the region organised a bridal shower for me. I have never felt so welcomed by people in my life. This imprinted in me the kind of environment I was in, which I have strived to maintain till today.

What are the biggest challenges facing women in the workplace (in general)?

Women have had to deal with a lot of patriarchy in a lot of institutions, Government institutions included. The challenges are mainly caused by the stigmatisation that women are weaker leaders and emotional and can't handle the pressure that come with positions. This is further exasperated by the historical believe that certain positions are better suited for men. Women need to understand their abilities as leaders in the work environment and understand that their biggest asset should be their confidence. If excellence become a habit not an act, their abilities to perform at the same level as men cannot be ignored.

Senior Administrative Officer: Leasing, Ms Thandeka Ngiba is based at the Durban Regional Office



When did you join DPW?

I joined the Department on 17 October 2007.

What does your job entail (briefly take us through your normal day-to-day activities):

My daily activities will differ since I'm responsible for procurement of office accommodation for the Department of Home Affairs, SASSA,

Department of Energy and the Department of Minerals. After the office accommodation has been procured, the lease is loaded onto the system called PMIS for monthly rentals. If the lease has expired, it is then extended on a month-to-month basis for payment purposes until such time the fixed lease is signed. Manual payments are also prepared on a monthly basis if they are not paid electronically via PMIS.

I'm also responsible for doing inspections on the procured offices to make sure that the building is well-maintained and all defects are attended to as and when they are reported. Client forum meetings are held on a monthly basis to report progress on procurements to the above listed clients.

What do you love most about your job?

It is challenging and I get to learn more on a daily basis regarding property.

Briefly share your fondest memory/memories of working for DPW

I always look forward to the sport tournaments where all Regions are united for the love of sport, fitness and healthy living.

What are the biggest challenges facing women in the workplace (in general)?

Gender Bias is the most important one. Jobs that require physical exertion, frequent travel are still open to men only as they are considered more eligible than women. Family planning is also an issue on some companies as women have to be granted maternity leave for a period not less than 4 months.



Ms Thembi Hlatshwayo is Chief Director Human Resource Management



When did you join the Department?

I joined the Department in the year 2007.

What does your job entail? (Take us through your typical day at work)

- Manage the implementation of HR policies and ensure employees and managers understand and comply with them.
- Monitor HR Chief Directorate's budget,
- Oversee daily operations of the HR Unit which includes, Human Resource Administration, Human Resource Planning and Recruitment, as well as Labour Relations.

What is your fondest memory while working for DPW?

It was in 2009 when we received the first group of Cuban Technical Advisors. I was part of the team that went to Cuba to recruit them. Seeing their excitement and appreciation of the opportunity to mentor our young professionals left me speechless.

What are some of the biggest challenges women face in the workplace?

Gender biasness still exists in the workplace with women facing all kinds of discrimination and abuse. Here are some of the challenges that women deal with in the workplace.

Although we've come a long way as a country by creating legislation to deal with challenges facing women in the workplace, there is still an obvious gender bias that lingers within the workplace.

Harassment of women: Sexual abuse

The tricky topic of workplace sexism, sexual abuse and harassment has become even more evident in recent years in the work place, only few women have the courage to share their bad experiences. It's sad that women are still faced with these kinds of challenges in the workplace despite all the legislation and Units that are created to deal with such

challenges. The cases of harassment of women in the workplace are high, yet not many speak out against them.

Work-life imbalance

Another noticeable challenge that the working women of today face is a work-life imbalance irrespective of their marital status. Their personal life tends to suffer due to work commitments or vice-versa. Family tends to feel neglected after endless nights of staying late at the office to complete an all-important project and never ending meetings. Some women (single parents) still find themselves in serious challenges compared to their male counterparts, because they have to leave work on time to pick up their kids from their after-school activities.

Climbing the career ladder as a woman

Career advancement is much trickier for young female professionals, who need to work harder than their male peers in order to earn recognition or praise. It is a fact that men advance faster and women are deemed 'incompetent', even when they haven't been given the opportunity to prove themselves.

Some women at managerial level are usually faced with some egotistical men who refuse to take orders or advice from them – sadly, this kind of inequality still exists in the workplace. Some men go as far as belittling a woman or talking to them as if they are clueless (when, really, we probably know more than them, but we let them gloat in their glory thinking they have the upper hand).

What does Women's Day/Month mean to you?

The plight of women in the workplace remains a continuous challenge. During August month, South Africans celebrate Women's Month, it is yet to be proven that such events and occasions have changed patriarchal attitudes towards women. Women are still experiencing discrimination and forms of abuse in the workplace.

We can only hope that someday such lip service will turn into reality for the ordinary woman who continue to be harassed, discriminated against and abused in the workplace. As DPW Women, we need to have more open conversations about why gender discrimination and harassment is continuing, because all women deserve to work in environments where they are respected and treated as equals to their male counterparts.

Being an employer or manager, it is your responsibility to make sure that none of your women employees come across such adverse situations. The sexual harassment policy should be implemented to let everyone in the Department know that anything like this is not tolerated. The Department should take every complaint seriously so that employees can gain confidence in the authority.

As women we need to be assertive to ensure that we will no longer carry the baggage of shame and stigma that victims were previously plagued with. We need to SPEAK OUT against all forms of abuse against us.



Receptionist /Secretary Ms Tlou Modiba is based at Head Office



When did you join DPW?

I joined the Department in June 2012.

What does your job entail (briefly take us through your normal day-to-day activities):

Manage the operations of the Pretoria Office of the Deputy Minister on a daily basis.

This entails:

- Working on the documents flow of the Department (receive, keep track record and despatch),
- Act as a link between the Department and the Ministry, documents that come from the DG's office to the Deputy Minister land in my hands, they are checked and forwarded to the Head of the Deputy Minister's office for a refinement and for the Deputy Minister's signature. After the DM's signature, the documents are returned back to me to be booked out and for a handover to the Ministry.
- I serve as the right-hand wing of the Head of the Section in the

Office of the DM. When an e-mail is despatched to the Head of the Section in the DM's Office, for any incident or enquiry that is related to the Deputy Minister's office, I'm also copied so that the matter reaches both offices of the Deputy Minister- the Pretoria and Cape Town office.

- I serve as the right-hand wing for the Private Secretary- for any incident that is related to the programme of the Deputy Minister. I assist the Private Secretary in organising meetings in the Pretoria Office, check for the technical aspects of the meeting and make sure that everything is in place before the start of the meeting.
- I resolve the daily office enquiries, i.e. telephonic and face-to-face, especially those that deal with difficult clients in the office.

What do you love most about your job?

Operating within the strategic office and provide assistance, a strong personal interaction with Departmental staff, clients and stakeholders.

Briefly share your fondest memory/memories of working for DPW.

I like DPW for its team spirit. When I joined the organisation coming from the National Department of Transport, I thought I would experience challenges with the new environment. But to my surprise, I was welcomed by a great team spirit that prepared me for the long journey ahead which assisted me to pull through. That made me feel at home and it always encourages me to wake up in the morning and come back to DPW which is my second home.

What are the biggest challenges facing women in the workplace (in general)?

Patriarchy – Upward mobility for women is still a challenge in most organisations. Patriarchy is affecting women in the workplace and their chances of climbing up the professional ladder. Women are disempowered and disrespected, not only in meetings, but also in the offices of most organisations. They are powerless to raise their voices. They are discriminated against and prevented from occupying strategic positions (leadership roles) in most organisations due to their gender. Women may have qualifications and strong qualities to be absorbed in leadership roles, but they are not recognised and that alone affects their morale.

Admin Officer Ms Boitumelo Bolokwe is based at Mmabatho Regional Office



When did you join the Department: 21 November 2001.

My day entails the following:

- To create an environment for participation of historically disadvantaged individuals
- Maintaining asset register
- Management of State-owned properties
- General office administration

The love I have for my job doesn't have measure. As a person who is keen to learn and adapt to different fields of work, I enjoy working at property section. The section taught me how to work with different client departments and advise them on how to go about leasing out state-owned properties.

DPW recognizes the women and the job they are doing. Previously most of the high positions were held by men, but now things are different. We are seeing women in various levels. When I joined the Department in 2001, there were no sporting activities and I stood up to form a committee and serve as a president of sports in the region. The region is up and running and I thank God for that.

The biggest challenges that women face in the workplace is: Gender bias and sexual harassment. There are few more issues that are big hurdles for women to grow in the corporate environment. Life imbalance: personal life and professional career life is hard for women in general. While women try to keep their careers, families are neglected and she has to face the wrath of her entire support system because she is accused of forgetting to draw a line between work and life. That in itself is a challenge because women want to see themselves qualifying for higher positions and for this, she must also study hard to obtain required qualifications.

Water Care Technician Ms Tsepiso Maja



When did you join DPW?

I joined the Department on 15 October 2015.

What does your job entail (briefly take us through your normal day-to-day activities):

- Implementation of Water and Wastewater Treatment Works projects;
- Planning and management of Operations and Maintenance Contracts in all NDPW Regional Offices Water Care Facilities;
- Advise on Water Care Facilities Contracts to ensure adherence and compliance with the Occupational Health & Safety Act and Infrastructure upgrading and rehabilitation needs;
- Site visits to monitor and perform process operational analysis onsite; and

- Mentorship to interns who are doing their in-service training.

What do you love most about your job?

Water is life and there is no life where there is no water. What I love most about my job is the impact it has on people's lives, the communities and the nation universally. Being in the NDPW gives me greater responsibility and a platform to contribute nationally in the development and management of Water Care Facilities.

Briefly share your fondest memory/memories of working for DPW

My fondest memory was successfully hosting the Green Drop project close-out workshop, where representatives across all DPW regions and the Department of Water and Sanitation were in attendance. The workshop had created a platform for all the colleagues working in a water space to come together and share great ideas on how the management of the Water Care Facilities may be improved. The implementation of the Green Drop project has made an improvement on the overall Green Drop score in line with the Department of Water and Sanitation.

What are the biggest challenges facing women in the workplace (in general)?

- The challenge that I have experienced is when engaging with the contractors or service providers - the response in the delivery may sometimes be delayed or undermined for a female Project Manager as opposed to a male Project Manager.
- As women, we tend to let our personal and emotional differences affect our professional relationships. This ultimately impacts on our departmental deliverables.

Ms Ronel Mostert; Director: Human Resource Administration at Head Office



When did you join DPW?

I was transferred from the Department of Education and Training to DPW on 1 May 1995.

What does your job entail (briefly take us through your normal day-to-day activities):

Manage the implementation and administration of appointments,

transfers, promotions, all service benefits, HR Payroll and the Personnel and Salary Administration System (PERSAL).

What do you love most about your job?

Working with people and the satisfaction of being able to assist another person.

Briefly share your fondest memory/memories of working for DPW

DPW is a big part of my life and I see its employees as my family. I am part of an amazing team and we support one another in our work as well as our day-to-day challenges that we face.

What are the biggest challenges facing women in the workplace (in general)?

Women in the workplace face various challenges such as discrimination, stereotyping, career and family pressures to name but a few. Women who have children and families experience more demands on their time, energy and resources than some of their male colleagues. The biggest challenge I would say is being able to strike a healthy balance between our families and work. Women often have additional and unique obstacles to overcome because of their gender. I think women are a lot stronger than what we think we are and it is therefore important that we support one another.

Assistant Director Budgets, Ms Lerato Mbatha is based at the Johannesburg Regional Office



When did you join DPW?

I joined the Department as an Intern: Finance in 2006. In 2007 I started working as a Senior State Accountant: Budgets and then in 2011 I was promoted to the Assistant Director: Budgets post.

What does your job entail (briefly take us through your normal day-to-day activities):

My normal day consists of some of the following activities:

- To give financial advice, support and direction to the Line Managers on the various Budget Processes during the year e.g. Shifting of funds, Confirmation of funds, etc.
- To ensure that all units within PMTE/DPW have enough capacity on budget planning and control.
- To create awareness to all Line Function Management Units on all policies applicable to budgeting and ensure that all budget processes adhere to these policies.
- To monitor expenditure and to ensure that it is in line with the approved budget and cash flow projections or expenditure control.
- Ensure the correct charge to the allocation, to avoid misallocations, unauthorised expenditure and fruitless / wasteful expenditure from occurring.

- Give advice and guidance to the Line Managers on a range of financial aspects of the Department such as Budgets and Financial Administration.
- Provide Line Managers with expenditure reports on a monthly basis.
- Conduct the Monthly Financial Review Meetings with Head Office Budget Controllers, to discuss- inter alia the Budget vs. Expenditure.
- Attend to all budget-related audit queries.
- Supervise and motivate staff.

What do you love most about your job?

I love the fact that it enables me to interact with various types of people on a daily basis, as my main clients are internal. It also installs the skill of planning, conducting and assisting our stakeholders to ensure that they reach their goals.

Briefly share your fondest memory/memories of working for DPW

I mentioned that I started as an intern at DPW so this was the first organisation to offer me the opportunity to learn and implement my tertiary theory. A month after I arrived at DPW we attended a Team Building Session that assisted me to easily understand what the Department was all about and how we, as a Directorate: Finance & SCM fit in the whole organisation. I really had a rewarding time, as I am a people's person.

The growth opportunities that we are offered by the Department through Training Sessions, Workshops, Acting appointment opportunities, Women's Day events are also my fondest memories of working for DPW as I get to learn and share wisdom with other powerful women in the corporate field.

What are the biggest challenges facing women in the workplace (in general)?

- I find it sad that Tribalism is the biggest challenge in the workplace... in the New South Africa.
- My observation in the workplace, is that as women we do not genuinely support each other.
- As a young woman in a male-dominated workplace, it is a bit cumbersome for a woman to have to continuously prove that she is capable of handling other projects given to her.



Security Officer, Ms Mamorobi Mohapi is based at Head Office



When did you join DPW?

I joined the Department as a fulltime employee in February 2015. Before then, I had been working in the Department, employed by a private security company from 2010.

What does your job entail (take us through your normal day-to-day activities):

My daily activities include:

- Access control
- Controlling the movement of the people, vehicles and goods in and out of the premises.
- Guarding and protecting all the departmental assets.
- Conducting spot checks on access control.
- Ensuring that visitors and contractors are escorted to their correct destinations.

What do you love most about your job?

I like the fact that I learn every day. There are many challenges in the job and I have to bring solutions. My job pushes me to bring solutions and that motivates and helps me grow.

Briefly share your fondest memories of working for DPW?

Being in the Department everyday makes me happy because I feel like I add value to, not just the Department as an institution, but to my fellow colleagues as well.

What are the biggest challenges facing women in the workplace?

Sometimes as a woman, particularly in the security field, we do get undermined by men. One of the biggest challenges we face is when we request officials to produce their access cards.

Would you encourage other women to get into the field you are in?

Yes, I would definitely encourage women to get into the security sector because it makes you strong by making you seek solutions to everyday challenges.

Senior Computer Auditor Ms Vhahangwele Matodzi is based at Head Office



When did you join DPW: 27 January 2014.

What does your job entail: (briefly take us through your normal day-to-day activities): duties

The recent proliferation of ICT (aka IT) in organisations has increased the dependency of organisations on ICT, and DPW is no exception. Like in many organisations, ICT has become an integral part of DPW and my role as a Senior Computer Auditor is to help DPW get return on ICT investments. This will entail assessment of ICT related risks and controls (i.e. Applications and General Controls), recommendations on how identified weakness can be dealt with so as to mitigate the related risks, and ultimately derive value from ICT investment.

What do you love most about your job?

- My ability to make sound decisions based on facts, that tops up the list. "lol"
- I love getting an understanding of the business unit or area under review. People rarely get to talk about themselves and what they do on a day-to-day basis, but in my field, I get the latitude to experience this. It is so nice to see people opening up and being genuinely proud of what they do and how they do it. It's equally satisfying to be in a position to improve how things are done, and seeing your recommendation being implemented. Occasionally a recommendation for improvement turns into something much bigger and your findings turn into a bigger improvement activity and again that's very rewarding to me as an auditor.
- The opportunity to help the business units improve their processes by identifying the risks in their environment, so they can mitigate and implement reasonable controls to ensure their process is effective, complete, and traceable.

Briefly share your fondest memory/memories of working for DPW

Graduating for my IAT (Internal Audit Technician) qualification that was funded for by the Department.

What are the biggest challenges facing women in the workplace (in general)

- Equality – Career, skills and expertise of women are not recognised and appreciated. This kills confidence in women because they aren't given the platform to showcase their capabilities and knowledge.
- Women remain under-represented at every level in the corporate environment, because of a fear that they might not be good enough for certain positions, which is proliferated by ego-centric men who always question our abilities to do the work.

Director: Property Performance Management (SAPS & IPID) Ms Collen Maseloane is based at Head Office



When did you join DPW? I joined the Department in September 2001 as the Private Secretary to the Deputy Minister of Public Works. I then joined the line function in June 2004 when the new Deputy Minister was appointed by the President of RSA.

What does your job entail (briefly take us through your normal day-to-day activities):

I am responsible for the following:

- Managing the immovable assets by ensuring that SAPS & IPID property portfolio meets the service delivery objectives of Government;
- Ensuring the state property portfolio allocated to both SAPS and IPID is optimally utilised and efficiently managed;
- Benchmarking the performance of state asset portfolio with the private sector best practice using the applicable property standards [i.e. conducting site inspections to assess the performance of immovable assets. This include assessing the utilisation level, functionality and the conditions of buildings. Through this process, one will compile both the Property Strategies (PS) and the Building Performance Assessment Reports (BPAR)];
- Providing investment solutions (i.e. Cost-effective) towards SAPS/IPID accommodation requirements throughout the

country [i.e. analyse the User Asset Management Plan (U-AMP) and Property Strategies (PS) submitted by SAPS & IPID and pro-actively identifying properties within the state portfolio appropriate to address the users' accommodation requirements. Send the request to the Investment Management (IM) Unit to test if the proposed accommodation solution is in the best interest of the State; thereafter advise the client accordingly];

- Prioritising maintenance requirements of all state-owned buildings occupied by SAPS/IPID [analyse U-AMPs, PS and BPAR and generate maintenance services for funding. Have sessions with users to reach a consensus on the priority list on an annual basis]; and
- Compiling the Custodian Asset Management Plan (C-AMP) chapters for both SAPS and IPID portfolios.

What do you love most about your job?

Having to come up with solutions to clients' accommodation requirements, assessing performance of buildings and recommending intervention solutions towards addressing the identified challenges.

Briefly share your fondest memory/memories of working for DPW

The Department gave me an extensive exposure to understanding and to know the country better due to its diverse mandate, for instance, I flew for the first time to Cape Town after joining the Department.

When I joined PPM, there were only two (2) officials in the Unit. I was the 3rd one to Mr Kevin Nadasen and Mr John Caswell. My first assignment was to locate all leased facilities that were used by DCS within Pretoria CBD; take pictures of them and compile a document indicating their physical locations. It was so exciting, taking into account that "property" was a completely new environment for me, although I am a qualified social worker and human resource manager. The Department awarded me the opportunity to grow within the Unit and I fell in love with the property industry to an extent that I completed my Masters in Real Estate in 2017 with the University of Pretoria.

What are the biggest challenges facing women in the workplace (in general)? Women have to double their efforts in everything they do in order for them to be taken seriously.

Ms Sasa Subban is the Divisional Head of Real Estate Investment Services



What do you love most about your job?

I enjoy most facets of my job. My work is varied from planning,

potential precinct developments, to supporting social disposals for sustainable human settlements and land reform, as well as working with a professional team to determine best accommodation and investment solutions for the state.

Briefly share your fondest memory/memories of working for DPW

Empowering, training and developing young people, as well as providing young people with opportunities to develop and enhance their skills in various fields. .

What are the biggest challenges facing women in the workplace (in general)?

Professional success versus personal pressures. It is a constant struggle to balance these two environments. In the main, women have to work harder to create growth opportunities and to be recognised for their value add in the workplace.

The fact that women have to constantly negotiate for their rightful space at work indicates a challenge. However, our resilience and tenacity to stand up against any form of injustice is commendable, although, we should not be going into battle if we were recognised as equals to our male counterparts in the work environment.

Ms Vangile Manzini is Chief Director Professional Services



What is your job description?

To restore the sector skills pipeline, aligned to Government Immovable Asset Management Act (GIAMA), through overseeing the implementation of technical capacity building programmes across all Government spheres.

When did you join DPW?

I joined the Department on 05 December 2005.

What does your job entail? (Take us through your typical day at work)

- Oversee the design, coordination and implementation of national capacity building frameworks;
- Establish mechanisms and structures for coordination and implementation of identified capacity building in relation to professional services and state capacity;
- Establish and maintain partnerships to strengthen and facilitate the provision of technical and professionalised skills;
- Provide support to all spheres of Government on institutionalisation of capacity building programmes;
- Overseeing, monitoring, evaluating and reporting on the implementation of capacity building programmes;

- Ensure the development and implementation of capacity building programmes national guidelines, processes, norms & standards and strategies;
- Effective management of the Chief Directorate;
- Ensure strategic management of Chief Directorate budget and programme budgets.

What is your fondest memory while working for DPW?

Just too many to mention, but mostly my fondest memories often have to do with working alongside my team. Whether it was sleeping fully clothed in jeans in some “dodgy” Bed and Breakfast after we were promised it was a 4 star establishment; or hosting our annual events. The “comradeship” and working towards the same vision with my team always stands out. We have a vision for the building of technical capacity that makes us to kick our blankets each day.

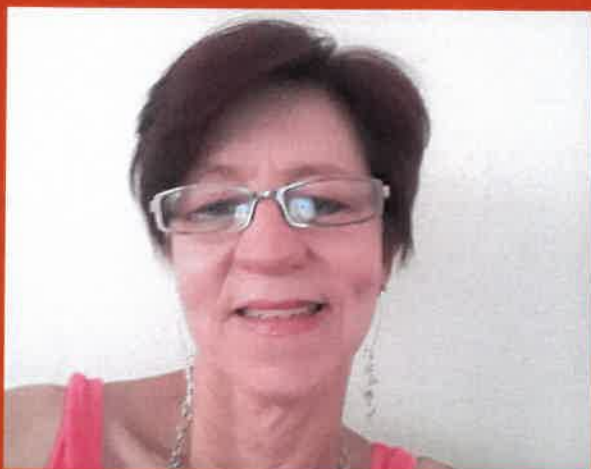
What are some of the biggest challenges women face in the workplace?

Sometimes as women we are our biggest challenge. By that I mean patriarchy in the workplace is enforced by women. It is us as women who often doubt the capabilities of other women. It is us as women who are quick to pass judgements on other women. As women we shouldn't be pleased with being a lone voice in the boardroom. It should concern us that the built environment remains untransformed, and that women are in the minority in Senior Management when Equity laws in this country call for 50% women representation. As women we have to know that there is no prince charming to save us in the workplace. It is up to us to empower and to uplift one another. Ask yourself a question; “When last did you empower another woman?”

What does Women's Day/Month mean to you?

For me, Women's Month provides an opportunity to reflect on the bold action taken by the women in 1956 to protest against pass laws. The freedom and the women rights I enjoy today emanate from that action. We need to keep the memories of these brave women alive by taking on board the younger women generation in this journey. Women's Day/Month activities must be inclusive of the younger women, for them to find their place and voice in the current debates around women's emancipation. The many Women's Day celebrations by way of empowerment sessions shouldn't be a feature only reserved for August of each year. These critical sessions need to find their way into our daily engagements between ourselves as women and our male counterparts.

Assistant Administration Officer at Provisioning Ms Dalene Cilliers is based at Head Office



When did you join DPW?

My journey started here many moons ago in the year 1990 in April.

What does your job entail (briefly take us through your normal day-to-day activities):

We check compliance of the requests we receive either for DPW or PMTE (Property Management Trading Entity).

What do you love most about your job?

I love to help people. Starting from helping to get a paper jam out of the copier machine, to helping the Chief User to capture their requests on Logis makes my day.

Briefly share your fondest memory/memories of working for DPW

Casual Days where I can either dress up or down and just have fun.

What are the biggest challenges facing women in the workplace (in general)?

The juggling act of balancing all the balls professionally and personally.

Ms Nkhangweleni Mudau is based at Head Office



What is your job title?

Deputy Director: Human Resource Recruitment

What is your job description?

- The management of the implementation and maintenance of recruitment policies
- The management, facilitation, coordination and implementation of advertising processes
- The management, coordination and implementation of recruitment and selection processes

When did you join DPW?

I joined the Department in February 2009 as an Assistant Director: Human Resource Recruitment

What does your job entail? (Take us through your typical day at work)

My job requires a person who has very good interpersonal skills, it entails interacting with all the officials from Junior to Executive level, providing advice on Human Resource Recruitment issues, including walking in clients and telephone advice to the clients from Head office and Regions.

What is your fondest memory while working for DPW?

It's when I get feedback from both internal and external clients on the role and professionalism that I have demonstrated while assisting them.

What are some of the biggest challenges women face in the workplace

The biggest challenges that women are facing in the workplace is the gender discrimination, men in the workplace still see women as not being fit to run a unit/ chief directorate.

- Sexual harassment
- Promotion (preference is still given to male candidates especially for Senior Management positions).
- Fear of unknown (most women are afraid to take risk that might lead them to fail as they already being judged).
- Unsupportive managers (Some managers trust male than female workers).
- Female managers don't give other females opportunities to grow professionally.

What does Women's Day/Month mean to you?

It's a very special day/month where we recognise all female achievements, struggles and sacrifices that all women in South Africa have done for generations to come, especially those women who marched to the Union Building in 1956, protesting against carrying the dompas.

This day came at a critical time when South Africa was facing Gender-based violence where women were being killed, raped and abused on a daily basis. My view is that women should be firm and be prepared to expose the abuse that they might be facing in the workplace or even at home. It's also important to report such matters of abuse to the relevant organisations.

Women should be treated with care, respect and dignity on a daily basis and I recommend that all the males should be educated on the importance of women.

Assistant Director: EPWP Operations Ms Arina Tshikovhi



When did you join DPW?

I joined the Department in April 2008.

What does your job entail (briefly take us through your normal day-to-day activities):

It is all about provision of managerial administrative support for effective and efficient co-ordination of the EPWP in the Operations Unit Sectors, namely Non-State, Social and Environment & Culture Sector. Well, each day is different based on what has to be achieved which makes it more interesting and not a routine. The tasks varies from consolidating sectors reports, providing administrative

assistance to Operations Unit Sectors etc.

What do you love most about your job?

The fact that there is always something new to learn, to look forward to i.e. doing audits, project site visits and working with the three EPWP Operations Unit Sectors.

Briefly share your fondest memory/memories of working for DPW

It was when the Department had to commemorate the Nelson Mandela Day, of which all hands were on deck and senior managers physically participated by painting the classrooms, preparing food for all attendees including school children, weed and water the school vegetable garden. Well for me working together to achieve a common goal whilst putting ranks aside goes a long way which is what EPWP team always does.

What are the biggest challenges facing women in the workplace (in general)?

Often times when women are in senior positions, their ability to lead is undermined by gender stereotypes i.e. women are viewed as too hard or too soft and just never right.

Another challenge that women face is maternity. Women only receive four months maternity leave, however once they resume work, it is not that easy to strike a balance between the office work and taking care of their new born babies.

Director: Special and Major Projects Ms Jabulile Mabaso is stationed at Head Office



When did you join DPW?
March 2004.

What does your job entail (briefly take us through your normal day-to-day activities):

- Manage the prioritisation of projects of the Department.
- Provide inputs to Client Departments on conceptualisation of projects.
- Manage design, planning, documentation processes and milestones.
- Design and implement project management methodologies for the projects' life-cycle.
- Provide input for the Departmental strategy formulation.
- Manage the appointment of consultants and contractors.
- Provide strategic support to RAMP activities.
- Develop a holistic maintenance on RAMP programmes.
- Compile a Consolidated report on RAMP activities.
- Manage project costs to ensure the delivery of projects within cost and budget.
- Receive, verify, process and make recommendations regarding consultant and contractor payments.
- Ensure payment of service providers.
- Manage the maintenance of data integrity on WCS.
- Monitor the budget and expenditures.
- Manage, monitor and evaluate the performance of projects.
- Ensure capacity and sustainability of human resources.
- Provide reports on branch performance issues.

- Sitting on NBAC as an alternate member.
- Supervision of Project Managers.
- Reviewing Extension of time claim, variations orders before tabling to V.O Committees if necessary.
- AG Co-ordination during audit time.
- Compiling Annual Financial Statements during Audit period.
- Management of internal/external Stakeholders.
- Compiling reconciliation statement to recover monies for cancelled/terminated projects.

What do you love most about your job?

- Because there is always room for knowledge growth.
- Design and legislation in the Construction Industry is always changing and improving.
- Problem solving and the opportunity to learn new things every day.
- I enjoy working with the various industry professionals such as Engineers, Quantity Surveyors and construction Project Managers as this talks to the technical aspect of my profession/job.

Briefly share your fondest memory/memories of working for DPW

- My fondest moments in working in Public Works is the way DPW implements career growth for women programmes.

What are the biggest challenges facing women in the workplace (in general)?

- Patriarchal environment/manner in which women find themselves working under.
- I believe every woman in a male-dominated environment faces the challenge of having a voice.
- In most cases, in big positions women are not taken seriously until they too, get aggressive. It takes aggression for a woman's voice to be heard, otherwise no one listens.
- Lack of female role models within the industry as it is male dominated and much more men are still found in senior positions.
- Women expected to work in isolated construction sites where safety may be an issue.
- Women find that they need to work twice as hard as their male counterparts as they have to prove their ability and are still not rewarded fairly.



Office Manager in the Office of the Regional Manager in Polokwane, Ms Shalati Mushwana



When did you join DPW? 3 October 2011.

What does your job entail (briefly take us through your normal day-to-day activities):

I am an Office Manager in the office of the Regional Manager where amongst other duties, I am responsible for:

- Managing and quality-assuring all documents for the attention of the Regional Manager (Drafting and editing of memorandums, submissions and letters).
- Developing and consolidating the business plan of the Region.
- Providing budget inputs and monitoring the expenditure of the Regional Manager's office.
- Serve as a contact person between the office of the Regional Manager and other departments/regions/ head office.
- Organise meetings, events and other engagements of the Region and distribute the relevant documents.
- Attend to enquiries/complaints received from clients, contractors and stakeholders.
- Compile relevant documents to prepare the Regional Manager for meetings.
- Facilitate the media enquiry responses in the region.
- Manage the diary of the Regional Manager.

I am also a Monitoring & Evaluation Champion responsible for the following:

- Consolidating performance information reports monthly,

quarterly and annually.

- Analysing the performance information reports against the business plan and Annual Performance Plan, ensuring compliance with M&E prescripts.
- Quality-assure the Portfolio of Evidence of the progress reports provided against the targets and performance indicators.
- I Represent the Regional office at Monitoring and Evaluation review meetings and present the performance of the region.

I also serve as a Risk Champion in the region whereby, I facilitate the development and review of the risk register, consolidate the risk register reports for the region quarterly and identify emerging risks in the region and report.

What do you love most about your job?

Apart from the load of duties that I perform, it has given me the opportunity to be exposed to new challenges and growth.

Briefly share your fondest memory/memories of working for DPW

Being exposed to Monitoring and Evaluation meetings and workshops where I learned about Performance Information Management. I must say when I was appointed in the Department, I didn't know anything about Monitoring and Evaluation. When I became a Monitoring and Evaluation Champion, I acquired a bit of knowledge in this regard. This created the desire in me to expand knowledge on M&E to a point where I was motivated to enrol for a Postgraduate Diploma in Management in the field of Monitoring and Evaluation with Wits School of Governance of which I have just completed.

What are the biggest challenges facing women in the workplace (in general)?

- Women in the workplace are limited to perform Secretarial/Admin work. You still find that most, if not all positions of Personal Assistants, Secretaries and Receptionists are being occupied by women and not men. Built Environment field positions such as Engineering, Architecture, Quantity Surveying etc. are dominated by males.
- The lack of career pathing in the Public Service for employees is also another challenge that women face.



WorxNews Special Edition



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