



KZN Human Settlements

**uMnyango Wezokuhlaliswa
Kwabantu
ISIFUNDAZWE SAKWAZULU-NATALI**

POLICY GUIDELINES FOR WOMEN AND YOUTH IN HOUSING

DEFINITIONS

- Vulnerable groups – the Department of Health, Social Tract Module refers to vulnerable groups as people who are at the margins of the society and have difficulty in accessing mainstream services and information, these groups include orphans, vulnerable children, women, disabled and the elderly.
- Women – the Tshwaranang Legal Advocacy Centre defines a woman as a female distinguished by age of majority in being 18 and above and not withstanding factors of colour, creed, sexual orientation or physical attribute.
- Youth - the National Youth Commission Act (Act 19 of 1996) broadly defines and refers to youth as all those between the ages of 14-35. In the National Youth Service in Housing Programme, youth refers to young people between the ages of 16-35.

1. PROBLEM STATEMENT

The lack of a formalised procedure to deal with the issue of women and youth in housing cause uncertainties as the relevant components and stakeholders do not have a formal document to base or support their decisions. As a result the involvement of women and youth in housing remains on housing them rather than focusing on the fact that they are an unemployed sector that needs assistance beyond shelter.

2. POLICY INTENT

The purpose of the women and youth in housing policy is to enhance the involvement of women and youth in housing in KwaZulu-Natal, so as to enable them to become active participants in the housing process. It also aims to guide stakeholders as to the manner in which women and the youth can be involved in housing delivery. Provision exists for these groups to receive preference in housing subsidies. Whilst internal statistics indicate a 51% allocation of subsidies to women, their growth in terms of economic activity and skills development are still insufficient (24% of all contracts as at 1 March 2010). This document seeks to propose methods in which the participation of women and youth in the housing process can be enhanced, not only in terms of allocation, but also in terms of building capacity, skills, and economic opportunities in the delivery process.

3. BACKGROUND

Since 1994, the then Department of Housing has been committed to the delivery of houses to the population of South Africa and communities have been transformed and people's pride restored through housing.

In KwaZulu-Natal, women aged 35-65 years constitute 13% of the total population, while youth forms 34% of the total population (Stats SA, 2007). According to Department of Public Works-KZN, 46% of construction tenders were awarded to women and 24% awarded to youth in the year 2009/2010. The Construction Industry Development Board (CIDB) also reflects that in KwaZulu-Natal 48% of women owned construction companies are active and registered with the board, while youth owned companies forms 33%. Whilst these percentages appear to be of an acceptable standard, however it is important to note that most of these women and youth companies are mostly at lower grades (CIDB report attached as Annexure E). With reference to Housing Subsidy System (HSS), averages of 65% subsidies were awarded to women while 35% were awarded to males in the year 2008/2009.

However, challenges still lie ahead and amongst others is the issue of the involvement of women and youth in housing. The National Department of

Human Settlements has been striving to bring women and youth on board in the housing delivery process not only as subsidy beneficiaries but also as stakeholders in all phases of housing delivery. The importance of these two groups in housing has been realized and as such the National Department of Human Settlements has two draft policies in place viz. National Youth Service in Housing and National Women in Housing Programme. This document consolidates existing provisions in respect of women and youth, and proposes enhancements to assist them.

On the 4th of June 2008 the Department held a debate workshop to discuss and reach consensus on how vulnerable groups could be assisted.

An urgent need for such document was confirmed and key approaches to address the needs of these groups were identified. These were reaffirmed in November 2009.

4. OBJECTIVES OF THE POLICY

- 4.1. To strengthen and support programmes aimed at advancing the empowerment, training and participation of women and youth in the housing sector.
- 4.2. To promote equity and the broader transformation of the construction sector.
- 4.3. To build and strengthen partnerships with key stakeholders in the housing sector.
- 4.4. To facilitate an environment that will ensure growth of emerging contractors to fully fledged contractors/developers.

5. POLICY CONTEXT AND CURRENT PROVISIONS

5.1 Constitution

The Department of Human Settlements derives its mandate from the Constitution that was promulgated in 1996. Section 26 of the Constitution confirms the right to access housing in the following provisions:

- “1. Everyone has the right to have access to adequate housing.
2. The state must take reasonable legislative and other measures, within its available resources, to achieve the progressive realisation of this right.
3. No one may be evicted from their home or have their home demolished without an order of court made after considering all the relevant circumstances.”

5.2 National Housing Act (Act 107 of 1997)

The requirements of section 26 of the Constitution is enshrined by the National Housing Act of 1997. Since 1994, the then Department of Housing has spent R37 Billion providing some 1.96 million housing opportunities to low-income beneficiaries. Although, the Department has been progressive in addressing the needs of the poor through the National Housing Code, a specific focus on the involvement of youth and women is required.

5.3 National Youth Commission Act (Act No. 19 of 1996)

The National Youth Commission Act (Act No. 19 of 1996) reflects the commitment by Government to ensure the promotion and the protection of the rights and needs of youth. Furthermore, the National Youth Commission Policy (2000) has been developed in order to assist government departments to conceptualise and implement youth development programmes.

5.4 National Youth Policy

The National Youth Policy (2009-2014) has been developed to assist government departments in the development and implementation of specific departmental programmes in order to address the needs of young women and men. This Policy presents the Department with an opportunity to mainstream youth development as an integral part of the broader transformation process. It also emphasises the importance of an integrated and holistic approach towards youth development.

5.5 National Youth Service White Paper

The Green Paper (1998) on the National Youth Service aspires to provide a long-term and effective means of reconstructing South African society whilst simultaneously developing the abilities of young people through service and learning. Reconstruction includes the physical rehabilitation and renovation of community resources, such as buildings and land, as well as providing the more intangible, but perhaps more critical, service of rebuilding communities. Reconstruction also includes the task of ensuring that young people have a valued and significant role to play within their communities and that they enjoy access to the opportunities they require to make a healthy transition to adulthood. In the context of Housing, it entails participation of youth, through accredited training courses to construct houses or participate in the reconstruction of dilapidated rental housing stock through Urban Renewal Projects.

5.6 National Youth Service in Housing Programme

In responding to the mandate of the Department to deliver housing to communities through creating sustainable human settlements, youth participation and empowerment is therefore imperative. The National Youth Service in Housing Programme was developed as a framework to reinstate the commitment of the Department in empowering and improving the participation of the youth in housing. The programme aims to provide the youth with hard skills training, professional development, entrepreneurial skills and opportunities in the housing sector.

5.7 National Women in Housing Programme

The department continues to manifest its commitment towards uplifting women and broadens their participation in the housing sector by developing the National Women in Housing Programme mainly to empower and improve participation of women in housing delivery. The objective of the Programme includes the following:

- To promote and facilitate the empowerment and participation of women in housing delivery.
- To enhance entrepreneurial development and increase the number of women firms and SME's providing services and products to the housing sector.
- To build partnerships with key stakeholders from non government and private sector in implementing the women in housing programme.

5.8 Broad Based Black Economic Empowerment Act (Act 53 of 2003)

The Broad Based Black Economic Empowerment Act (No: 53 of 2003) aims at promoting the achievement of the constitutional right to equality and increase the effective participation of black people in the economy. Furthermore it promotes a higher economic growth rate, increased employment and more equitable income distribution.

5.9 Emerging Contractor Development Framework

The then National Department of Housing developed a framework to support emerging contractors in the housing sector in 2002. The framework looks at addressing issues such as access to credit, access to markets, lack of skills and lack of supportive institutional arrangements. The key objectives of the framework include the following:

- To develop a pool of housing entrepreneurs who will ensure the delivery of housing, while operating from a solid skills base at a technical level, thus contributing to effective quality assurance.

- To ensure the successful emergence of home builders from labour-only to fully fledged contractors.
- To develop an integrated approach towards home builders development.

6. POLICY GUIDELINES

These guidelines supplement the current policy provisions outlined in 5 above, with special emphasis on women and youth.

6.1 HOUSING SUBSIDY AND ALLOCATION

The Department will adjust its allocation formula to provide for women and youth. The needs of the aged and disabled must be prioritized, especially those with limited support structure. Thereafter preference should be given to women and youth in the allocation of subsidies. Consideration should also be given to the allocation of sites in proximity to services essential to their needs and access to income generating activities.

It should be noted that the Capacity Building Component, as part of their Housing Consumer Education Programme, educates the general public on the available housing subsidy instruments and beneficiaries with regard to their housing rights and responsibilities and any other housing related matters.

6.2 DATABASE

The Supply Chain Management Component of the Department of Human Settlements must create a provincial database for women and youth who are involved in the built environment. All this must be done in consultation with the Department of Public Works and or other relevant sector departments.

6.3 TRAINING AND SKILLS DEVELOPMENT

The Capacity Building Component must ensure that there are programs targeting these groups through the involvement of relevant stakeholders (e.g. Department of Public Works, Department of Labour and entities such as NHBRC). These programs should entail the contractors attending various accredited training and skills development courses. The Capacity Building Component's business plan should clearly outline programmes that they will be offering in a given year and their time frames so that prospects of exit strategies can be aligned in advance with other components in the department i.e. Project management and or other relevant sector departments. These programmes should encompass, but not limited to the following:

- Brick laying
- Plastering
- Dry walling
- Painting
- Roofing
- Tiling
- Excavation
- Plumbing
- Business Development
- Construction Management

The Department must enter into a Memorandum of Understanding with the Department of Education (Further Education and Training Colleges or Institutions of Higher Learning) and with other stakeholders, for the creation of medium to long term capacity building programmes for contractors registered on the database and engagement with the Department of Public Works National Youth Service is imperative in the success of this programme.

As part of the training and skills development program, the Capacity Building Component must also increase the involvement of youth in housing at a grass root level by being part of the open day programmes that are hosted by Institutions of Higher Learning. The Component must liaise with faculties that offer qualifications that relate to the housing industry, and highlight the need for young people to study housing related courses and the opportunities available within the Department and the construction sector.

6.4 BURSARIES AND INTERNSHIP PROGRAMMES

The Human Resources Management Component must ensure that bursaries and internship programmes are advertised timeously, utilizing various advertising mediums so that the youth in all areas of the province are made aware of the initiative and are afforded the opportunity to submit applications. Preference should be given to scarce skills in the built environment and or management thereof.

6.5 SUB-CONTRACTING*

Due to the risks involved in awarding an entire project contract to an emerging contractor, sub-contracting should be used as a mechanism to introduce women and youth to the housing delivery process. Subcontracting will occur between an established developer and an emerging contractor, e.g. through structured joint ventures. The Project

Management Component of the Department for Human Settlements will be responsible for encouraging the implementation of subcontracting mechanism and to monitor the progress of such arrangements.

6.6 TARGETED TENDERING*

The Supply Chain Management Component should apply preferential scoring and or facilitate that work below the value of R200.000 is done on rotational basis so that emerging contractors are afforded an opportunity to participate in projects. The targeted tendering will be aided by the establishment of the database and incorporates the subcontracting mechanism. (Refer to paragraph 6.5).

6.7 MENTORSHIP

The Capacity Building Component in partnership with the Department of Public Works and other sector departments and must endeavour to identify mentors for the women and youth contactors, in order to develop their capacity in the construction sector. This should be done through the controlled transfer of knowledge and skills. The mentor would be responsible for giving reliable and honest advice to the contractor being mentored. This could be done through structured joint ventures.

7. MONITORING, EVALUATION AND POLICY REVIEW

Activities aimed at tracking progress made with regard to the implementation of the policy shall be undertaken by the Product Development Component. The policy will be monitored and evaluated annually taking into account developments at a National level, other Provincial Departments as well as the concerns and gaps that may arise during implementation of the policy. Indicators will be used to measure progress, such as the percentage **(%) increase of women and youth, respectively**, in terms of:

- Access to houses;
- Construction contracts;
- Bursaries relating to built environment and management studies;
- Skills development certificates;
- Tertiary qualifications relating to the built environment;
- Professional team composition;
- Value for tenders awarded.

* According to the Children's Act 38 of 2005, Section 17, only youth from 18 years of age and above can be considered for such interventions.