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Female Planners in the Workplace and in Planning Practice: How does their workplace contexts affect their presence in the profession and their involvement in gender sensitive planning practices?

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UNIVERSITY OF THE WITWATERSRAND

Faculty of Engineering and the Built Environment

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FEMALE PLANNERS IN THE WORKPLACE AND PLANNING PRACTICE

How does their workplace contexts affect their presence in the profession and their involvement in gender sensitive planning practices?

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University of the Witwatersrand, Johannesburg in fulfilment of the requirements for Bachelor of Science Honours Degree in Urban and Regional Planning.

2016 Johannesburg, South Africa

DECLARATION

I declare that this Research Report is my own work. It is being submitted in order to obtain an Honours Degree in Urban and Regional Planning to the University of the Witwatersrand, Johannesburg. It has not been submitted before for any degree or examination to any other University.

(Signature)

(Date)

ABSTRACT

"Freedom cannot be achieved unless WOMEN have been emancipated from all forms of oppression. Our endeavours must be about the liberation of the WOMAN, the emancipating of the man and the liberty of the child"

(Extract from a speech at opening of first democratic parliament by former SA President-, Nelson Mandela 1994)

The above quote symbolizes the start of a new era, when all forms of oppression upon all men and women of different races are eliminated. Liberty was the driver of the new democratic South Africa and encompassed the drafting of new liberation policies. Its impacts included the entry of women in varied sectors of the work force, especially areas of work which were regarded as male domains.

However, liberty is an immeasurable concept as it is relative to the person being liberated. The article written by Olusola Olufemi (2008) on the experiential and emotional encounters of women planners in Sub-Saharan Africa, provides a clear account of women through their entry into the male-dominated planning profession; and found that they still facing different kinds of oppression.

The types of oppression mentioned in her article are deemed to be tested in the current state of the planning profession and can only be known by the sharing of experiences of female planners in the workplace and planning practice.

The research study does not only aim to obtain findings on the current experiences of female planners in the workplace, but also to understand the effect that the workplace context has on the planning pursuits and practices of the female planner.

The research report comprises of documented experiences of women in the public, private and parastatal sectors, who occupy varied planning positions, with the second and the third chapters reviewing the foundational academic literature on women and planning as well as women's incorporation into the planning profession.

The research report concludes by elaborating on the findings of the relationship between the experiences of the workplace and its effect on the female planner's planning practice. It also recommends further research and study into various aspects of female planners in the profession.

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When I get advised by several people in my circle of life, mentioning the words – I should **PUSH!** The following iteration comes into my mind that I should '**PRESS UNTIL SOMETHING HAPPENS!'**

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ABBREVIATIONS AND ACRONYMS

CoJ : **City of Johannesburg**

CoT : **City of Tshwane**

EE : **Employment Equity**

EEA : **Employment Equity Act**

ICD : **Integrated Community Development Division**

RTPI : **Royal Town Planning Institute**

SACPLAN : **South African Council for Planners**

SAITRP : **South African Institute of Town and Regional Planners**

SAPI : **South African Planning Institute**

SAACP : **South African Association Consulting Professional Planners**

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CHAPTER 1: INTRODUCTION

1.1 BACKGROUND

In South Africa's context of a democratic and new constitution, there has been a notable contribution in correcting the faults of the apartheid era by extending equal rights to the country's inhabitants. The policy frameworks and legislation have attended to gender equality rights, especially equal rights and employment opportunities for previously marginalised women. Historically, women were seen as housewives and only responsible for household duties, whereas men were regarded as the primary income earners. Occupations such as town planning were understood to be a profession associated by white male professionals only, but since 1994, the face of the profession has changed with the inclusion of great numbers of female town planners. The entrance of black female town planners in the profession has resulted in the transformation of the image of the profession from one that was previously white male dominated to one that is increasingly reflecting SA's racial and gender demographics. However, transformation transcends beyond the image of the profession, and needs to be considered more broadly in terms of the impact of organizational culture and structures upon female planners' work and practice experiences. Transformation also sets a standard for the integrity of the profession to attract future generations having to study for a planning qualification as well as graduates aspiring to enter planning practice.

1.2 PROBLEM STATEMENT

'Gender and Work' will be a central theme discussed in the research. Many scholars in the field of organization and management have ignored gender as an essential component of organizational culture and structure. However, it was through the efforts of feminists that scholars recognised the importance of studying gender in relation to their areas of work. In the 1980s, more effort was made by sociologists and management scholars to address the phenomenon of gender in relation to jobs, organizations and management, which made gender, more specifically, women in the workplace more visible (Jeanes et al, 2011). The general assumptions is that the increasing visibility of women results in gender-sensitive practice in the workplace and more representation and advocacy of women's needs in the broader community. These assumptions, however, have been contested through organization and gender-related specific academic literature. One of these assumptions is contested in Yvonne Due Billing's (2011) article of 'Are Women in Management Victims of the Phantom of the Male Norm?', which elaborates on the experiences of 20 Swedish and Danish women managers. A few of the women mangers share their experiences of having to comply to the gendered-stereotypical expectations of having a more feminine and softer management style approach in the workplace. However, some of the women mention that they did not comply with such assumptions as they believe that management style should comply with organizational rules. Women's visibility in the workplace tends to be more of a symbolic value for upcoming female

planners; however in terms of gender championing in planning practice, it is mostly determined by the gender-friendly conducive environment and organizational commitment to implement such mandates (Listerborn,2007).Generally, their experiences in the workplace have proved to have an impact on the manner in which female planners practice their daily work: organizations that have a culture that is conducive and supportive, results in more positive work outputs of their staff members. Conversely, work cultures that are oppressive and unsupportive result in negative outputs from staff members (Olufemi, 2008).

-In the records of the experiences of female planners in the North and South academic literature, one finds common experiences of discrimination against women, and hostile male dominated work environments which cause difficulties for female planners' work. Olufemi's (2008) article on experiential and emotional encounters of female planners provides a thought-provoking account of female planners' struggles and challenges in Sub Saharan Africa, including South Africa. She argues that the planning profession- has not yet incorporated gender awareness, gender planning and gender related concerns in its workplace environments, and that educational institutions have not prioritised gender-related topics and theory in their curricula (Olufemi, 2008).This is a major concern as it implies that female planning professionals are not fully able to attend to their mandated tasks relating to their area of work which is vital to address the needs of specific communities. It also creates a concern for what the future may mean for young, upcoming female planners as they also have a role to fulfil and work organizations should create a conducive environment within which they can practice. It is necessary to investigate whether Olufemi's findings still persists in SA or whether there have been improvements to female planners' workplace experiences and practice.

1.3 AIMS AND OBJECTIVES

The overall aim of this research study is to undertake exploratory research that aims to find out the experiences of women working within the planning profession in SA and how they have impacted upon their practice. The objectives are firstly to obtain personal accounts of their experiences in the workplace; secondly exploring the different encounters and perceptions of working environments; thirdly, understanding how the institutional structure and culture has affected their practice; fourthly, examining the extent to which female planners are engaged in promoting gender-sensitive planning in the professional practice; and finally uncovering the female planner's voice in the diversified, democratic South Africa and what it means in terms of role modelling for women pursing a future in planning (Bryman, 2007).

1.4 RESEARCH QUESTION AND SUB-QUESTIONS

The research question is created as a tool for enquiry and the four sub-questions have been formulated to unpack the research question into smaller sections that will assist in framing the subsequent chapters (Borden and Ruedi, 2000).

The research question is set out as follows:

'**How does their workplace contexts affect their presence in the profession and their involvement in gender sensitive planning practices**?'

The four sub-questions are:

- In what way may women's presence affect planning practice?
- How has the SA planning profession incorporated women and gender?
- What are the perceptions and experiences of female planners in SA?
- What is the relationship between a female planner's workplace experiences and her professional practice?

1.5 RATIONALE

The justification for this research study is motivated by two reasons: the first reason is linked to the limited documentation of academic literature and planning material about female planners' experiences in the workplace and practice in South Africa. Thus the research aims to address a gap in knowledge; by exploring the state of the workplace environment from a female planners' perspective and how it translates to their professional practice. Therefore, this will create an opportunity to uncover insights and add professional practice experiences to planning literature (Wang, 2008).

The second reason for pursuing the research is motivated by Olufemi's article which provides a direct account of the workplace context in a sub-Saharan African context. However, the account is based on findings retrieved eight years ago. Her findings also range from a widely distributed target group from different countries which do not provide much detail on South Africa. Therefore, this article stimulated the researcher to investigate current female planner's experiences in various public, private and parastatal work entities in SA as well as impacts on their professional practice.

1.6 RESEARCH METHOD AND ETHICAL CONSIDERATIONS

The identification of the research method is guided by the research question. In this case, the research topic emphasises the account of experiences of female planners in the workplace and their planning

practice. Therefore, the term 'experience' is seen to be significant as it encompasses the planner's practical experience of the organizational culture at the workplace and how it reflects on her practices on gender-sensitive planning. Thus this research channels the selection of a research method that will bring forth personal information or qualitative data. Hence the proposed identification of the research method is the Qualitative Research Method (Sarantakos, 2005). The attributes of qualitative research method is that it captures the realities experienced by the respondents, more personal interpretations and experiential encounters. It is advantageous for providing in-depth insights and aligned more to an empirical design classification (Creswell, 2009).

The research method adheres to the necessary steps of outlining the specific information required and setting a plan of data collection. It identifies data relating to the research question and sub-questions by interviewing a selected target group: female planners from entry level to management level in different work spheres such as in the public, private and parastatal sectors. Convenient sampling has been used for the selection of relevant professional female planners already acquainted with or referred to the researcher.

Fifteen female planners were selected as the set of research participants, considering the time constraints in the research. A maximum of 5 female planners was envisaged to be interviewed for different work levels, such as new entry, junior and senior levels, in order to obtain different information of experience according to level of position, work experience and organisation. The questionnaire drew on certain aspects of Olufemi's article, themes arising from the literature review and emphasised in the conceptual framework. The interviews were guided by semi structured questionnaires in order to allow the participants to more fully express their experiences. Questions were designed under four main themes: firstly the planning background; secondly, experiences in the work organization; thirdly, experiences in the planning practice and lastly the female planner's stance in the workplace and profession (refer to Annexure A for the questionnaire). All findings retrieved from the questionnaire are analysed in the fifth chapter according to the main sub-headings of Olufemi's article as well as themes highlighted in the conceptual framework.

The research proposal considered ethical issues such as anonymity, confidentiality, informed consent, voluntary contribution of information, and a transparent objective for the study. Therefore, the researcher complied with the stipulated conditions of the ethical code of conduct set out by the University of the Witwatersrand. The researcher also followed the ethics application guidelines as set out by SoAP at the University by submitting a completed ethics clearance application form, a participant information sheet and consent form documents. During, the fieldwork study, the researcher upheld the professional standard and ethical code of conduct and conducted interviews with objectivity to avoid presenting a subjective view during the interview.

1.7 STRUCTURE OF THE REPORT

The research report consists of six chapters: the first chapter is the introductory chapter which includes the problem statement and background of the research topic; the aims and objectives of the research; the research question is introduced with supplementary sub-questions; the rationale for pursuing the research; and lastly the research method and ethical considerations.

The second chapter titled, '*Women and Planning Practice'*, firstly reviews the relevant academic literature and extracts themes and concepts to produce a conceptual framework for the research study. Secondly, the chapter provides an historical account which records initiatives, plans, academic research and contributions of the Planning profession in integrating women and gender into planning practice. It also highlights the critiques outlined by feminist planners and scholars on the integration of women and gender in the planning practice. Lastly, the chapter attempts to explore ways that women and gender can affect the planning practice. This chapter's overall aim is to respond to the first research sub-question, '*In what way does women's presence affect the practice of planning?*'

The third chapter titled- *'The Overview of the Planning Profession in South Africa'*, focuses on understanding initiatives and planning policies that have been adopted and implemented in incorporating women and gender in SA's planning profession and practice. It firstly, highlights relevant legislation and policies drafted in the post 1994 period which deal with women and gender. Secondly, the chapter outlines the establishment of planning professional bodies in SA and how they have included women and gender. Lastly, the chapter briefly outlines various SA work organizations in the public and private sector and their attempt to gender considerations on elements such as gender policy, gender-mainstreaming, employment equity and gender-sensitive planning. This chapter's overall aim is to respond to the second research sub-question titled, '*In what way has the SA Planning Profession incorporated women and gender?*'

The fourth chapter titled, '*Research Analysis and Findings'*, has two components, the first component outlines in detail the process followed in the research methodology and indicates the adjustments or deviations in the process. The chapter provides information on the interview process, profile of work organizations engaged during the process, and the profile of various participants interviewed. The second component is the research findings which outline in detail the experiences of female planners in the workplace and planning practice. These findings are presented according to the main interview themes (planning background; organisation experience; planning practice experience and female planner's stance in workplace and planning profession).

The fifth chapter titled, 'Research Findings Analysis', analyses the research findings through concepts drafted in the conceptual framework. The conceptual framework had two aspects known as the workplace and the planning practice. Both of these conceptual aspects have sub-concepts

extracted from the literature review and more specifically main themes or sub-headings of Olufemi's article on experiences and emotional encounters of female planners in Sub-Saharan Africa.

The sixth and last chapter concludes by explicitly answering the Research Question and sub-questions, largely by summarising the Chapters Two to Five. It also provides recommendations for further research relating to the research study that may have potential to be explored.

CHAPTER 2: WOMEN AND PLANNING PRACTICE

IN WHAT WAY DOES WOMEN'S PRESENCE AFFECT THE PRACTICE OF PLANNING

2.1 INTRODUCTION: LITERATURE REVIEW

This review highlights relevant academic literature to outline the experiences of female planners in the workplace and professional practice. Each academic record will be scrutinized by unpacking the main themes, arguments and relevance of the written work in relation to the proposed topic. This chapter addresses three broad sub-topics in relation to the literature review: firstly, it provides a summary of relevant academic literature with specific themes. Secondly it substantiates on the record of the planning profession in incorporating women and gender by assessing the historical account and critiques of feminist in the planning profession. Lastly, it assess how women and gender have affected the planning practice by providing examples of case studies. In conclusion to the chapter, the conceptual framework is developed which encompasses all the themes, arguments and concepts with in the overall literature review (Wang, 2008).

The main themes are the feminist theories of gender and feminist approaches in planning practices. These themes are documented by prominent authors in the global north such as Greed, Porter and Judd, Kerr, Sprenger, Symington and Little. They provide historical account of the initial emergence of gender theory and how it encapsulates the female planner in her workspace (Wang, 2008).

-Clara Greed (1994) writes from a town planning perspective and depicts the realities of the incorporation of gender theory in the planning discipline. The perceived notion adopted by local authorities is that if women are incorporated in higher, and more influential professional levels, it will then result in implementation of gender-sensitive policies. However, this perception, as emphasised by Professor Daisuke Abe who stated that 'women should plan for women needs', is not an ideal recommendation for the implementation of gender-sensitive policy. Greed highlights that the dynamics of the planning working environment, irrespective of gender, are highly influenced by other built environment actors in decision making (Greed, 1994).

Jo Little (1994) seeks to provide a feminist perspective on the planning process and other areas of planning policy. She reviews the reluctance of the planning discipline to recognise gender implications of various aspects in planning practice. Joanna Kerr, Ellen Sprenger and Alison Symington (2004) discuss the underlying factor of protection of women's human rights, gender equality and preservation of human settlements in the current globalized and near future. They, unpack the relevance of policy and legislation relating to women's rights (Kerr et al, 2004). The advancement of the female planners in their professional careers has been anchored by policy frameworks and legislation which have been highly influenced by women movements. Therefore, the role of the women's movement through strengthening the rights and future of the female planner in her profession will still find relevance (Greed, 1994).

Marilyn Porter and Ellen Judd (1999), document the viewpoints of feminists in the North and South who elaborate on their development projects and assessing the projects' fundamental challenges. A critical component is the theme of women initiatives and approaches in development projects. Gender-sensitive approaches are important for community projects in order to cater for female beneficiaries. Jo Little's article (1994a) explores female planner's innovation and role in practice when faced with various power dynamics and diversified community neighbourhoods as well as the stagnancy of women initiated policies. She unpacks various components of women initiatives such as transportation, primary child care and safety issues in the public space. It also highlights the gender-sensitive approaches carried out by the female planners in her area of practice. Carina Listerborn (2007) highlights the role of the planner in the participatory planning process and notes feminist approaches in tackling community planning issues. The article is relevant to the research as it underlines the power dynamics and the female planners' role in handling such diversity in a collaborative planning process.

Yvonne Due Billing (2011) reviews the literature pertaining to organisational stereotypical natures and how women at managerial levels are affected by the male norm of work practice. She notes that female planners in managerial positions often find it difficult bring forth change in workplace environments that have an embedded history of male dominion. She also mentions that there are a few appointed women that occupy the leadership role amongst male counterparts and often find it difficult to bring forth gendered approaches as they do not have a support of the collective. While, this article is not directly related to planning, it deals with gender and organisational culture.

Olusola Olufemi's (2008) article: 'Experiences and emotional encounters of women in Africa' had a profound influence in the formulation of this research topic. The article investigated a group of female planners and documented their experiences from the pursuit of their professional careers. Its general findings were that different work organizations do not uphold a gender-sensitive and conducive environment for women to incorporate gender sensitive principles in their work practice.

2.2 WHAT IS THE PROFESSION'S RECORD OF INTEGRATING WOMEN AND GENDER IN PLANNING PRACTICE?

2.2.1 HISTORICAL ACCOUNT

In order to be able to respond to the first sub-question, the historical evolution of the planning profession is outlined. The initial roots of the planning profession were based on addressing the social ills of the industrial city. The expertise of civil engineering, architecture and natural sciences, were not sufficient in addressing and foreseeing solutions to public issues. Therefore, the emergence of town planning expertise resulted in adequate planning skills to remedy the industrial city challenges. Initially

the practice of town planning was characterized by technical expertise of land use. Over the years as the profession evolved, it expanded to include a variety of other skills in the built environment. The legitimacy of the profession was that it held a value-laden, moral mandate to address the changing contexts of diverse interests which included, social equity and justice, environmental integrity, and advocacy for excluded and marginalized groups. However, advocacy for the excluded and marginalized groups had shortfalls because of political influences, which affected the moral mandate of the profession in achieving a more equitable and integrated society (Bickenbach and Hendler, 1994).

For many years the planning profession was recognised as a male, white dominated and Western profession. Entry into this type of profession was restricted by various factors, such as political, ideological, economic and traditional societal norms. Firstly, ideological factors are normally founded on political contexts, including the fact that women were restricted to certain categories of employment and even more distinguished by race and class. In the case of SA, black African women were restricted by the institutionalization of the Apartheid regime and its enforcement of discrimination against the non-white population. Implementation of legislation such as Bantu Education and the Group Areas Act resulted in black women having poor quality of education and residing far from job opportunities which lead to direct them to specific approved non-white career opportunities such as teachers, nurses, midwives and social workers. Economic factors also played a role in this regime as non-white parents did not have sufficient financial income to send all their children to institutions of higher education; therefore, most of the time, male children would be prioritized over female children in investment of tertiary education. Traditional and societal norms are those factors which are also recognised globally, they are founded upon religious beliefs and stereotypical traditional family members' roles. In this case, the male family member is expected to be the breadwinner whilst the female family member will stay at home and attend to domestic work. All these factors have placed restrictions on women in entering certain categories of professions, and resulted in them being concentrated on particular care-based occupations.

2.2.2 CRITIQUES OF THE PLANNING PROFSSION FROM FEMINIST PLANNERS AND AUTHORS

In addition to the shortfalls of women entering the previously male-designated professions, this section highlights the gaps identified by feminist planners and authors in the planning profession (Clark, 1998).A critical, historical account of the planning profession in the late 1970s and early 1980s is provided by Jacqueline Leavitt (1980) and Clara Greed (1978). They both provide a historical account of the emergence of the profession and its inability to fully integrate women into previously male-designated planning role. Leavitt (1980) argues that the expansion of the profession as early as the 1950s was characterized by minimal entry of women. This was caused by firstly, there were fewer

female role models to encourage women to enter into the field and secondly the work organizations did not commit and drive gender-sensitive planning approaches, which led to women in the community finding it futile to participate in state-led public projects. Therefore, this resulted in more pressure for the female planner entering the profession to bring forth transformation in issues affecting women. The rise of feminist movements in the late 1970s to early 1980s changed the profile of women in planning. An increase was seen with women entering the profession which brought forth an assumption that women will be able to position themselves in planning decision-making roles to address certain issues affecting women. However, this assumption depended upon various preconditions such as the amendment of planning policies to explicitly incorporate women, and erasing gender-blind operations within organizational structures, practice and cultures (Leavitt, 1980).

Greed (1978) highlighted the promise and progress of the profession at its early stages, and provides a substantial account of the necessary factors for women to be able to function effectively in the planning profession. She elaborates on the non-inclusionary planning policies such as zoning and land use policies, which did not accommodate women's livelihoods. Her critique is that such policies are gender-blind as they are too biased in favour of men's livelihoods, excluding issues of child care; distance between home and work; effective and affordable public transportation and public space safety. She also argues that the achievement and implementation of gender inclusive policies initiated by female planners depends on workplaces that create a more women-friendly professional ethos and organizational structure. This entails that the work organization's culture and structures have an influence in the manner that female planners carryout their planning work.

Recent scholarship provides a feminist critique of the integration of women in the planning profession, which mainly consider the side lining of women in the profession. Olufemi (2008) highlights the lack of effective integration of women in the planning field and argues that female planners situated in Southern Africa have not experienced gender-friendly work environments and as a result are neglected and their outputs are seen as invaluable. She argues that female planners are experiencing a typical patriarchal, political and male-dominated organizational culture which leads them to leave their qualified professional careers for jobs that are not related to their profession. Feminist authors who have conducted contemporary research on female professionals' expectations and experiences in their careers, name this typical situation a 'leaky pipeline' phenomenon whereby women enter the workplace but subsequently leave the field because of feelings of isolation, lack of support and non-gender sensitive structured organizations (Schweitzer et al, 2011).

The profession has unsatisfactorily integrated gender studies and history in planning studies. Maicom (1992), argues that historians have omitted gender and women studies in SA literature, in favour of political issues such as race integration on the agenda. She also emphasized that planning students need to be educated in how to implement gender theory, as there are few women role models in the planning field. (Maicom, 1992). Over a decade later, Olufemi (2008) echoes the same sentiments that

the lack of prioritization of gender planning in the tertiary institution curricula denies women's knowledge and skills in gender-sensitive planning implementation.

All these authors not only provide a historical and recent feminist critique of the profession's record in integrating women and gender in the planning practice; but also provide possible recommendations of how the profession can improve in incorporating gender-sensitive approaches. The following section will attempt to highlight how women and gender sensitivity may affect the practice of planning.

2.2.3 HOW WOMEN AND GENDER AFFECT PLANNING PRACTICE?

There is a need to note how women's entrance in planning practice has impacted on work organizations and as well as how gender as a concept brings forth a notable difference in the practice of planning. This section highlights projects, programmes and policies created and implemented to redress the past errors of gender-blindness, women's exclusion and inequality in the planning practice and profession. In addition it compares what has been reality versus an ideal planning practice environment in the life of a female planner. Throughout, the emergence of feminist movements in the 1970s, there had been emphasis on access and increasing number of women in the workplace in order to eradicate the historical norm and standards of traditional societies, which is that women are seen as 'housewives' and men are acknowledged as 'breadwinners' (Schweitzer et al, 2011).

The symbolic value of this central assumption becomes much more convincing and encouraging when there are actually more female planners in roles and positions of authority and decision-making. The representation of women upon those senior-level occupations introduces a gendered perspective that, it is possible for young female professionals to pursue their career further as they find motivation in the idea that their gender is actually able to overcome all the odds and occupy what was previously known as men's positions. In the case of South Africa and the African community at large, the symbolic value stretches more broadly into an African truth that needs to be developed and recorded in African literature. The mandate of the African truth is to promote more upcoming and previously marginalized black women into the planning profession; therefore, breaking through the stereotypical views of inferiority and inability for black female planners to bring forth an African identity and transformation in the current history of the planning profession (Adichie, 2009).

Although, the increase of female planners in the planning practice introduces a symbolic value and gender representation, it also generates a highly contested presumption. One of the assumptions according to the career pipeline theory is that the increase in the number of women in male dominated fields such as engineering, should lead to more equality in the labour market. However, this assumption has been contested on various grounds: firstly through career pre-expectations; secondly gender and career priorities and male phantom experiences. Therefore, this emphasises that although progress has been made in relaxing the entry of female planners in the work place, more

work has to be done in addressing issues that prevent gender equality within the planning practice, through gender-sensitive planning (Schweitzer et al, 2011).

Gender planning involves attempts to ensure that the policies affect women and men equally and to ensure that the policies are sensitive to women's needs and create opportunities to address past imbalances between women and men in all aspects (Watson, 1999). Gender planning comprises two significant elements: technical and political aspects. The technical aspect involves the expertise set out procedures of policy formulation and methodological tools in addressing the element of gender representation and analysis in policy formulation; the political aspect involves the commitment of work organizations and institutions in allocating adequate resources and support to the gender agenda (Moser, 1993).

Joy Watson (1999), outlines qualitative research on gender planning and its meaning for policy makers. A sample of 70 policymakers in all spheres of government in the Western Cape and Cape metropoles was used to investigate the existence and integration of gender sensitive planning in the policy making process. Most of the findings reveals that gender cognisance and integration whilst planning is haphazard and does not take a formal, structured form. Therefore, this emphasises gender sensitive planning has to be formally adopted in policy making process as well as gender planning methodologies inclusive of technical procedures and skills.

Watson (1999) provides practical recommendations and a basic framework as a way of implementing gender planning in planning practice. The framework includes recommendations such as gender role identification; gender needs assessment; utilization of gender disaggregated data; intersectoral planning and devising gender sensitive strategies. The latter recommendation includes strategies such as widely adopted concept of gender mainstreaming as well as gender focal points. It is also important to acknowledge that such recommendations are not fixed in all contexts; however, may be influenced by political commitment and the availability or allocation of relevant resources.

Gender mainstreaming proposes how gender sensitive planning is planned and incorporated into a framework. Gender mainstreaming may be defined as a public policy concept of assessing the different implications for women and men of any planned policy action, legislation and programmes in all areas and levels. It is a globally accepted strategy for promoting gender equality and should be understood as a means to an end of achieving the gender equality goal. Gender focal points are defined as the contact point of liaison, and they serve to promote gender mainstreaming in policy and programme formulation processes by reflecting on the views and concerns of implemented gender mainstreaming (Daly, 2005). There are several projects, programmes and initiatives that will be explored, showcasing the successes and challenges recorded of gender mainstreaming and gender focal points:

- A cross-national case study was conducted to explore gender mainstreaming implemented in eight countries including Thailand, Cambodia and Laos. The findings showed that formal

commitments to implementation of gender mainstreaming approach were established and diffused through policy agendas. However, tangible implementation was not visible at the local level due to lack of political commitment as well as the vague nature of the concept. Cambodia is a typical example of the vagueness of the gender mainstreaming concept, whereby gender focal points are established with employed technical staff. However, none of the staff members had gender related expertise or knowledge and no clear guideline was established for the focal point groups' daily tasks (Kuskabe, 2005).

- Gender focal points are seen to be the first step of gender mainstreaming as their main purpose is designed to involve gender training as an activity, promote information sharing and awareness on raising women specific issues. However, the establishment of these units can be futile if there is a lack of adequate resources, policy guidance and appropriate staff with relevant gender expertise. The case of Lao People's Democratic Republic illustrates as an example of a country that was dependent upon donations from non-governmental organizations to drive the gendered objectives. Issues of dependence, non-routine procedures and guidance from government policies, affected the established Women Union of Lao and its established gender focal point (Kuskabe, 2005).
- The lack of resources also affects women's projects and initiatives in empowering themselves. The case of women in Molati, Limpopo, emphasises the inability of the state to revise policy of Agriculture in incorporating women for their personal benefit and empowerment. Agriculture is seen as a subsistence activity that provides food security to households in rural areas of South Africa and through post 1994 policies such as the 1995 White Paper on Agriculture, the economic activity of agriculture is meant to introduce means for women who were previously marginalized, to empower themselves and become part of a broader labour market. However, non-cost inputs and non-sustained irrigation of crops have caused resource constraints that need to be addressed for the integration of women in the agricultural sector. The integration of women in such projects is reduced to simplistic policy compliance; however, the strategy of gender mainstreaming into such projects needs to be considered with appropriate and considerable gender principles (Hart, 2008).
- Tahnya Donaghy (2004), explores gender mainstreaming impacts in two case studies- Australia and Northern Ireland. Australia is at the front of gender mainstreaming with a well-established policy advisory unit, Office for the Status of Women. However, the author emphasises that the policies and mandates tend to evaporate and do not diffuse down to an implementation basis, mainly because no set guidelines and routine communication is done at local level. Northern Ireland has adopted a greater multiple-equality approach model which looks at other aspects such race, age, disability, religion, marital status, dependent status amongst others. This multiple equality approach broadens the scope; thus, denying the main focus and political commitment to gender only related issues (Donaghy, 2004).

- An interesting concept of gender championing is raised in a study by Alison Todes, Pearl Sithole and Amanda Williamson (2007). The research examines the women's voice and place of gender in three municipalities in Kwazulu-Natal, in relation to the Integrated Development Plans process and various community projects. Gender championing as part of the political or leadership position was found to have contributed to the visibility of women in the staff appointments as well through their advocacy to have passionately driven gender sensitive planning. The disadvantage of the gender champions is the lack of technical support and limited number of representation, which results a huge gap once they leave the project. In terms of the IDP process and involvement in projects, women in the municipalities have been actively involved in projects with the assistance of national policy guidelines and compliance requirements on gender; however, not clear distinction of the benefits or empowerment of women's participation and contribution in such projects. The IDP process does not provide a clear understanding on the incorporation of gender; and the participatory process remains unclearly defined on the required contribution of a specific gender. The findings of the case studies note that gender is included in a limited way in the IDP process and municipalities- due to local conservative politics, lack of resources and capacities. Therefore, they recommend innovative projects that will ensure that women benefit in substantial ways should be considered as good practice for future gender planning initiatives and projects (Todes, Sithole and Williamson, 2007).
- There are few case studies that analyse the good examples and best practices of gender planning (Donaghy, 2004). The United Nations Habitat document on gender mainstreaming in local authorities best practices provides several examples of documented practices in different countries. A few examples of best practices in the African continent will be explored to distinguish the visible progress of developing countries which have faced political, colonial and economic challenges. The first case study recognised is the 'Gender and Citizenship Programme', of Santo, Brazil. The programme's mandate was to enforce social inclusion in local areas which comprised large scale informal settlements with health and safety hazards and poor quality of life. The programme's objective was to increase awareness concerning gender issues, establish sustainable strategies for social inclusion and mobilise resources and social assets directed to the informal settlement areas. The objectives of the programme achieved the gender planning strategies: through an impact on daily engagements between men and women regarding local governance and by promoting women's predominance in the management and implementation of the programme. This effort has catalysed ownership of the programme and its goals. Therefore, this case study presents a good practice example of the achievement of gender championing and gender sensitive planning when there is local authority leadership support (UN Habitat, 2008).
- The second case study in Bharatpur Municipality, Nepal adopted the Gender and Development approach in its five year development plans. The municipality has a history of a

high percentage of women residing in the urban areas who are illiterate and marginalized into certain labour force market. The five year development plans introduced a programme which involves different activities involving women in the municipal planning process and development of economic enterprises in the urban and rural areas. These activities comprise of gender sensitisation training and gender awareness campaigns to build common understanding on gender issues. A number of more than 3500 women and all Community Based Organisations leaders have undergone this training. The trainings instilled a sense of assertiveness and the women in Nepal became more proactive in taking up leadership positions and engaging in economic development. The municipality allocated 7 percent of its total budget to women related development activities and established a Human Resource Development Centre were monitoring of gender initiated programmes and mandates are assessed according to financial resources allocated to them .Therefore, this case study illustrates a good example of the provision and commitment of financial and human capital resources in order to continue gender related plans and programmes (UN Habitat, 2008).

- In SA, the Knysna Fund was set up by the Development Action Group, which is a Cape Town based non-governmental organisation. The aim of the fund was to facilitate access to housing finance as a tool for improving the well-being of the urban poor. The fund grew from the need of additional funding for persons qualifying for the state housing subsidy. Previous marginalization and restriction of ownership to properties during the Apartheid regime, resulted in the need for low income housing provision by the State. The townships of Cape Town was identified to informal housing and most of these households were women-headed and experienced with poor service delivery. The fund's target population included women, female-headed households, pensioners and those who are not formally employed, in the knowledge that they are able to manage and micro-finance when given the opportunity. The fund was successful to a certain extent as it received National legislative support and illustrated a good public and private partnership in addressing the previous social inequalities of the country (UN Habitat, 2008).

2.2.4 CONCLUSION

This chapter has broadly discussed the relationship, experiences and impact of women and the planning practice. It was also able to substantiate the question 'What is the profession's record of integrating women and gender in the planning practice?' by firstly addressing the historical account of women's visibility, entrance and involvement in the planning profession. It looked at various critiques from feminist planners all around the world. The concept and related- aspects of gender such as gender sensitive planning were also addressed in the chapter: most examples of gender planning initiatives involved concepts of gender mainstreaming and gender focal persons or points which were explored in several case studies. In these case studies some success and partial successes were

explored. This chapter is vital in setting the conceptual framework to guide the research process and the analysis of the research findings – to better understand the current status, impact and involvement of women in the planning practice (UN Habitat, 2008).

2.2.4.1 THE CONCEPTUAL FRAMEWORK

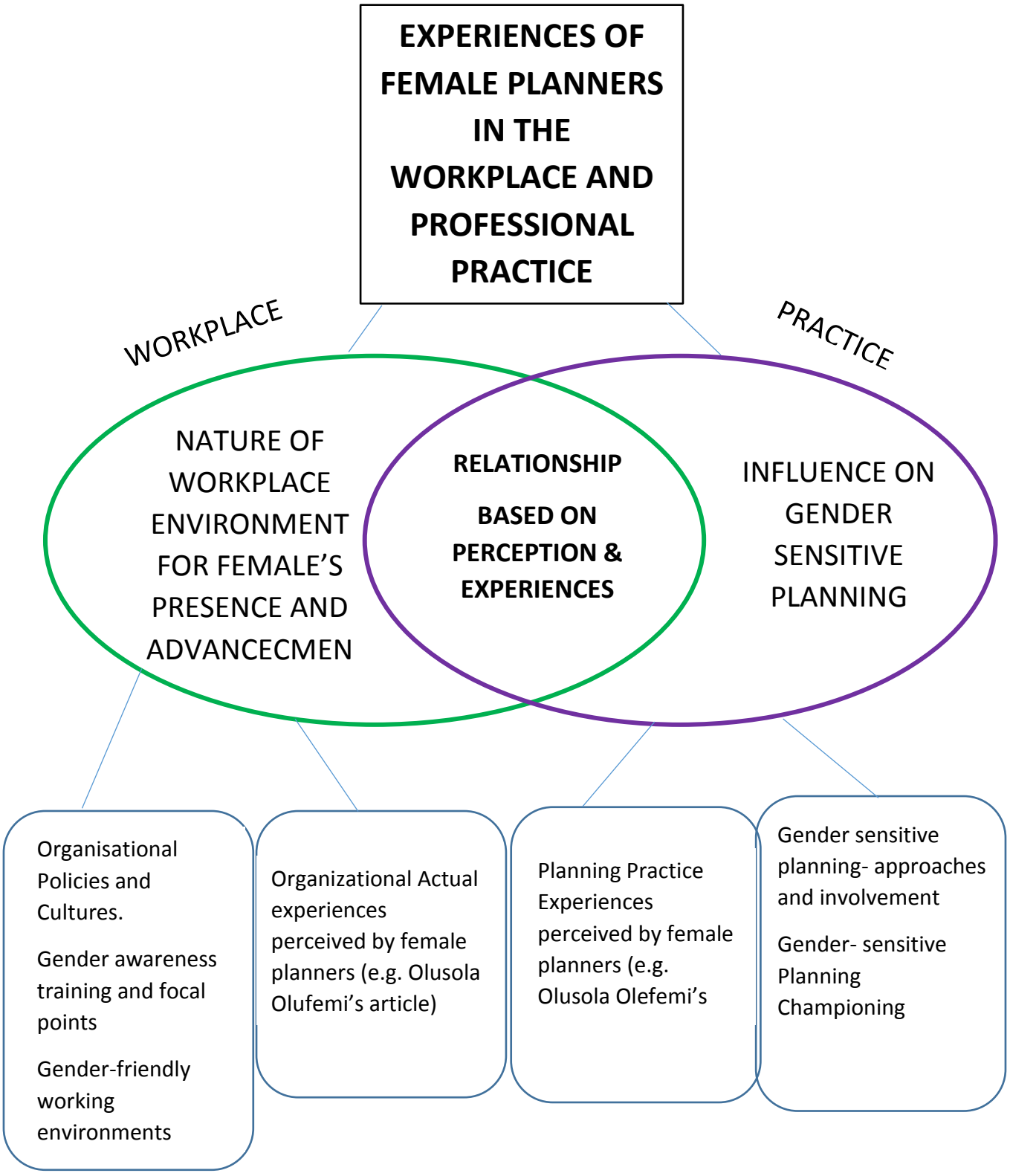
The conceptual framework is derived from the concepts, main themes and arguments emerging from the literature review. It is evident from the main themes and concepts highlighted in the literature review that the workplace experiences and planning practice of female planners are linked and cannot be isolated.

The conceptual framework is anchored on two concepts which is the Workplace and Practice. 'Workplace' refers to the work organizations in various sectors such as public and private sector and it is concerned with the organizational culture and how it affects the presence and advancement of planners (Due Billing, 2011). Incorporated in this concept are firstly, the overall legislative mechanisms driving the organisation and the emphasis on the Employment Equity Act and labour laws, especially for female planners (Kerr et al, 2004); secondly the organization's initiative to create and promote gender-friendly environments and awareness (Jeanes et al, 2011); and lastly, the actual experiences of female planners which provides a real, experienced response to the nature of the organisation (Olufemi, 2008).

The 'Practice' aspect refers to the influence of gender sensitive planning on the actual practice of female planners. This aspect incorporated various components of actual realities of planning practice when faced with situational dynamics. It depicts the role of the female planner in her practice in various planning contexts (Listerborn, 2007). Other concepts include gender sensitive planning approaches; implementation of gender mainstreaming; and the incorporation of gender planning in public projects (Porter and Judd, 1999).

The conceptual framework shows that the 'Workplace' and 'Practice' aspects are mediated by the perceptions and experiences of women, which is related to how they respond to workplace dynamics and how they undertake their planning practice. The enquiry into the existence of the relationship between the 'Workplace' and 'Practice' emerges from Olufemi's research to understand whether their actual experiences in the workplace have a direct impact on the manner in which women practice planning.

Diagram1: Conceptual framework representing the relationship between female planners' workplace experiences and their professional practice (Jeanes et al, 2011).



CHAPTER 3: OVERVIEW OF THE PLANNING PROFESSION IN SA

HOW HAS THE SA PLANNING PROFESSION INCORPORATD WOMEN AND GENDER?

3.1 INTRODUCTION

The aim of this chapter is to investigate the integration, incorporation and implementation of women and gender within South Africa's planning profession. It reviews SA's legislation on women and gender after 1994; the incorporation of women and gender in established SA planning professional bodies, such as South African Planning Institute (SAPI) and South African Council of Planners (SACPLAN); and key legislation and policy governing procedures within local government and private organizations.

3.2 POST 1994 SA LEGISLATION ON WOMEN AND GENDER

The South African Constitution is one of the most progressive in the world, more especially the Bill of Rights which is pro- equality by eradicating the discriminative and exclusionary measures of the past Apartheid regime. It commits the country to equality for men and women through various legislation and policy (UN-Habitat, 2008).

3.2.1 NATIONAL POLICY FRAMEWORK FOR WOMEN'S EMPOWERNMENT AND GENDER EQUALITY

The National Policy Framework for women's empowerment and gender equality (n.d) also referred to as the Gender Policy Framework is the overall, national strategic document prepared by the Office on the Status on Women in the Presidency. The framework outlines SA's constitutional vision for gender equality and how it initiatives to achieve this ideal. It details overarching principles, which are to be integrated by all national, provincial and local departments into their own policies, practices and programmes. It indicates that national key challenges of gender relations, poverty, globalization, HIV/AIDS, violence, access to basic needs, resources and employment cannot be omitted as all problems interrelate. The policy adopts a basic needs approach in cognisance of the challenges to derive integrated principles and guidelines in addressing the advancement of gender equality. The Office on the Status on Women does not function solely in compiling a national gender directive but optimises on the establishment of National gender machinery comprising of a multi-skilled institutional character of all spheres of government, parliament, independent bodies and civil society. All aiming to institutionalize and monitor implementation of women empowerment and gender equality (Office on the Status on Women, n.d).

In order to provide specialist capacity, a non-governmental organization, Gender Links has working relationships with several key governmental institutions. For example, it provides oversight to municipalities across SA's provinces, provides assess and monitors gender strategy resolutions on behalf of the South African Local Government Association (SALGA) .This partnership has assisted GL to facilitate the City of Excellence verification process in local municipalities. Gender Links also

partners with the Ministry of Women, Children and Persons with Disabilities on various gender related programmes. This suggests that a lack of capacity still persists within key governmental institutions, and may either point to a lack of resources, or a lack of commitment to women and gender.

3.3 SA PLANNING PROFESSION BODIES AND INCORPORATION OF WOMEN AND GENDER

The South African Council of Planners (SACPLAN) was founded by the Planning Professions Act 36 of 2002. This Act comprises all legislative and regulative requirements in the profession ranging from principles, mandates of Council and handling of misconduct (South African Council of Planners, 2015). The Act has been formulated as a legal regulatory tool for practice as well as setting a distinct standard for entry of graduated professionals into the workforce. This standard of entry has its specific requirements and objectives to be fulfilled in order to be part of a recognised planning professional body; therefore, the profession has encompassed legislative grounds on the formulation of like learned individuals (Sanyal, 2002).The establishment of professional bodies such SACPLAN and South African Planning Institute (SAPI), which is also a statuary body formulated and comprising of registered members, have added to the credibility of the profession.

3.3.1 SACPLAN-INCORPORATION OF WOMEN AND GENDER IN THE ORGANIZATION

SACPLAN as the regulatory authority comprises of mandates and functions as stipulated in the section 7 and 8 of the Act. Amongst these designated powers and duties, the Act prescribes a Professional Code of Conduct for registered members. The Code of Ethics and Professional Conduct for Urban and Regional Planning Profession is guided by key principles for ethical behaviour in its quest to serve the public interest. These principles include integrity and propriety; responsibility in work duties; respectfulness with colleagues and external clients; honesty and transparency and lastly fairness. The fairness principle, includes the consideration of gender amongst the other principles: '*We do not discriminate against others based on, but not limited to,* ***gender****, race, age, religion, disability, nationality or sexual orientation'*,(South African Council for Planners, 2015*)*. Thus, this emphasises that fairness which equates to equality is deemed a compulsory ethical behaviour in the workplace or public realm. The Act, however, does not specify the consequences resulting from the non-compliance with this fairness principle. However, chapter 5 of the act specifies that disciplinary procedures will be put in place.

A report published by SACPLAN titled, 'Guidelines for competencies and standards for curricula development', does not have specific content addressing gender considerations; except on the interpersonal skills competencies. The interpersonal skills are tabled under the generic competencies table which are defined as competencies that each planning student should possess. Amongst the

various interpersonal skills mentioned in the report, "the appreciation of **gender**, class, race, sexuality and ethnicity can be underlined for the purposes of this section (South African Council for Planners, 2014).

Therefore, SACPLAN documentation has a broad stipulation on the regulatory mandate of the profession and the academic curricula in terms of gender consideration. It does not incorporate the concepts of gender-sensitive planning, rather only conceptualises gender in terms of equality, fairness and interpersonal relationships.

3.3.2 SAPI- INCORPORATION OF WOMEN AND GENDER IN THE ORGANIZATION

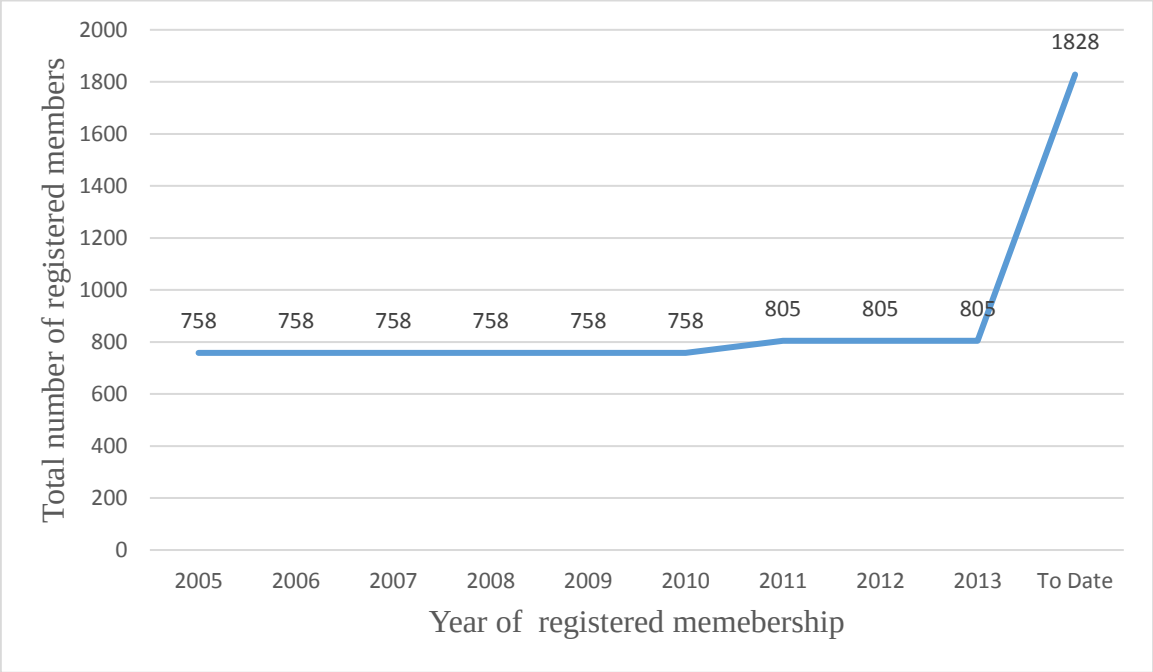
The South African Planning Institute (SAPI) is one of the oldest planning professional bodies in SA, and which was formed in 1996 as a non-statuary professional body which also has a code of conduct. The code of conduct does not express specifically gender considerations; however, mentioned all-encompassing principles of non-discrimination and fairness (South African Planning Institute, 2005).

SAPI hosts the bi-annual Planning Africa conference, with the objective to gather the planning community in one arena to discuss and deliberate on the current trends, successes and lessons learnt in planning. The theme of this year's conference was, '*Making sense of the future: Disruption and Reinvention'*. Gender was not a specific item on the agenda; however, in the closing address by Gauteng Premier- Mr David Makhura. There was a call for planners, in the pursuit of progressive policy-making and governance, to be informed by a vision and set of values to promote equality among human beings, unity in diversity, equity, sustainability and inclusion. Therefore, SAPI has not been explicit in its consideration of women and gender, and they may be seen to be subsumed under issues of equality and non-discriminatory behaviour, but this only slightly addresses these concerns of women's empowerment and gender equality.

3.3.3 PLANNING PROFESSIONAL BODIES: MEMBERSHIP INFORMATION AND ANALYSIS

The two planning professional bodies comprises registered members. Due to the increased entry of different race students' after 1994 in tertiary institutions, the intake may assume varied demographics of persons being registered with the professional bodies. Membership data was provided by SACPLAN, and it is analysed in terms of three components. First, membership registration over several decades aims to understand the trend of entry of members. Secondly, the current total number of registered members in SACPLAN according to gender. Finally, the racial differentiation of women registered with SACPLAN.

Graph 1: Total Membership, 2005 to 2016

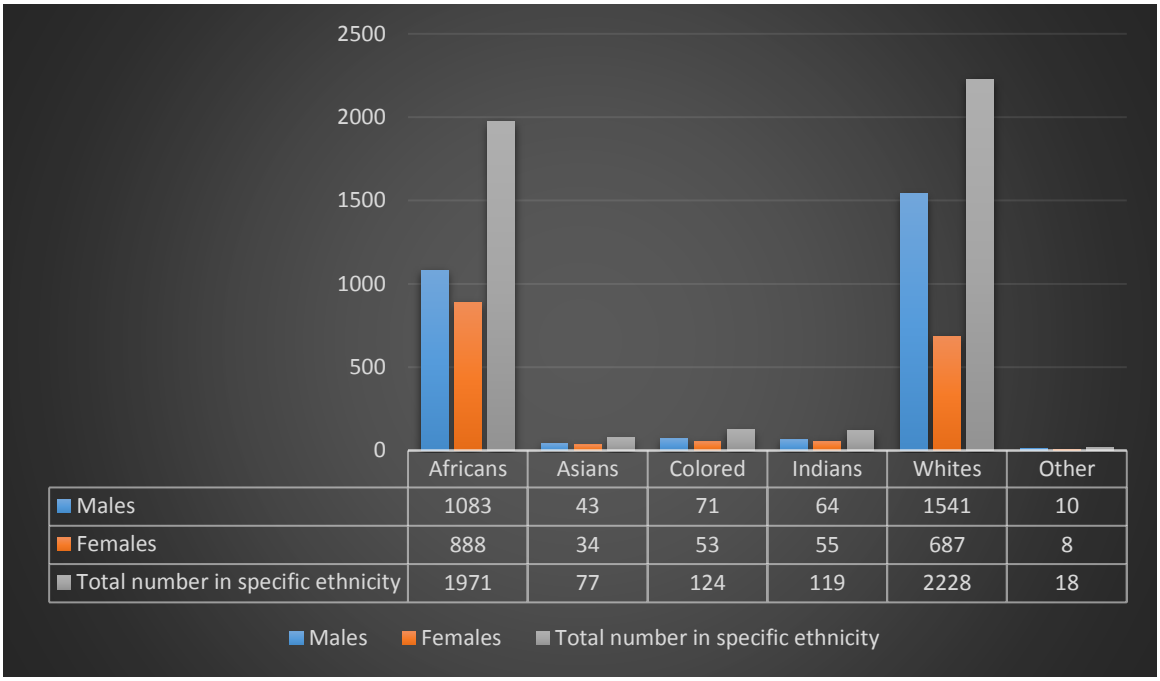


(SACPLAN, 2016)

The above line graph demonstrates that there is an increasing trend of membership with SACPLAN, and current membership stands at 4537. Membership rose significantly from 2013, from 805 members to 1828 (an increase of 23%). The trend implies that planners have recently found it important to register with the professional body.

SACPLAN has also provided gender differentiation of registered members with SACPLAN to date. Currently there are 1725 women and 2812 men registered out of the 4537 members. Women hold 38% whilst men double the percentage to 62%. The percentage has increased from the year 2008, where Olufemi (2008) indicates that 23.6% of the total of 867 registered planners were female. Therefore, this implies that men continue to represent a higher proportion of the total than women members. (SACPLAN, 2016).

Graph 2: Race and gender of current registered SACPLAN members.



	Africans	Asians	Colored	Indians	Whites	Other
Males	1083	43	71	64	1541	10
Females	888	34	53	55	687	8
Total number in specific ethnicity	1971	77	124	119	2228	18

(SACPLAN, 2016)

The above bar graph illustrates the gender and racial differentiation of registered members in 2016. Whites represent the largest number of members with 2228 members; while African members totalling 1971. It is significant to compare the membership over past years to view whether there has been an increase or decrease in membership: in 1994, 90% membership was white and only 5% was black. In the year 2007, 71% were white and 19% African. This information shows that there has been an increase from the trend years 1994-2016 of African membership and a decrease of white membership. However, even though this being the case, whites hold the largest numbers of membership. There are various assumptions that one can undertake on the reasons of the higher number, which could be that in Apartheid era, whites were the only race group allowed to practice planning in SA.

The other non-white ethnic group registration number reiterates the literature review section on the increase of entry of previously marginalized groups into the profession; however, entry of women into the profession through evidence of professional registration is still limited as compared to the men. In terms of the gender demographics, it can be illustrated in the above graph that there has been a higher registration of African female planners as compared to white female planners. Ethnic groups such as Asians, Colored and Indians hold a lower number in registered members as well as females holding a lower number in all of them. Therefore, in terms of race and gender- it can be concluded that white male domination in the profession still exists; however, there is a significant number of women entering the profession according to the professional registration data. Further investigations can be explored on the implications of access and entry into the profession whilst analysing the figures. This can be one of the recommendations for future research. (SACPLAN, 2016).

3.4 PLANNING PRACTICE ORGANIZATIONS: INCORPORATION OF WOMEN AND GENDER

The last review of this chapter focuses on the implementation of national gender policy and legislation at the municipal level. This section will review two work organizations: City of Tshwane Metropolitan Municipality and City of Johannesburg Metropolitan Municipality which are both located in Gauteng. The section will also establish whether the South African Association Consulting Professional Planners (SAACP) organization has any policies or guidelines that incorporate women and gender.

3.4.1 REVIEW OF WORK ORGANIZATIONS IN THE PUBLIC SECTOR

City of Tshwane Metropolitan Municipality

City of Tshwane (CoT) does not have a department that deals solely with gender issues such as the gender focal points mentioned in the literature review; however, various departments become involved in gender as a component of other related issues. The Social Development division within the Department of Health Services and Social Development has a specific mandate to initiate programmes and projects affecting vulnerable groups, such as women, the youth, and people with disabilities, older persons, substance abusers, and families. Within this division the Integrated Community Development (ICD) unit specifically focuses on women and gender programmes; mainstreaming; monitoring and evaluating of policies and strategies. While, I was unable to retrieve information from CoT projects or initiatives, I was able to obtain information on employment equity which includes gender criteria (City of Tshwane, 2016).

Employment Equity (EE) policy which derives from the Employment Equity Act (Act 55 of 1998) (EEA),indicates that the employer should conduct an analysis of its employment policies, practices, procedures and working environment. In CoT, the employment equity policy was revised and approved in 2006, to address shortfalls of the previous policy and to address the set out EE targets which involves the analysis of the organization's workforce and ensuring that there is equitable representation of persons at all occupancy levels according to race, disability and gender (City of Tshwane, 2006).

The CoT's City Planning and Development Department employs the majority of planners in the municipality. Data drawn from EE Reports provide information disaggregated according to gender and level for financial years 2013-2016.

Table 1: Workforce profile of City Planning and Development Department in financial year 2013/2014.

OCCUPATION LEVEL	MALE	FEMALE	PERSONS
1.Top Management	1	0	1
2. Senior Management	26	15	41
3. Professionally Qualified	77	34	111
4. Skilled technical	74	93	167
5. Semi-Skilled	22	46	68
5. Unskilled	29	14	43
TOTAL	229	202	431
Percentage	53.1%	46.9%	

(City of Tshwane, 2016b)

Table 2: Workforce profile of City Planning and Development Department in the financial year 2014/2015.

OCCUPATION LEVEL	MALE	FEMALE	PERSONS
1.Top Management	1	0	1
2. Senior Management	23	18	41
3. Professionally Qualified	72	29	101
4. Skilled technical	66	90	156
5. Semi-skilled	21	43	64
6.Unskilled	26	9	35
TOTAL	209	189	398
Percentage	52.5%	47.5%	

(City of Tshwane, 2016b)

Table 3: A table representing the workforce profile of City Planning and Development Department in the financial year 2015/2016

OCCUPATION LEVEL	MALE	FEMALE	PERSONS
1.Top Management	1	0	1
2. Senior Management	24	17	41
3. Professionally Qualified	64	30	94
4. Skilled technical	76	90	166
5. Semi-skilled	20	42	62
6.Unskilled	23	5	28
TOTAL	208	184	392
Percentage	53.1%	46.9%	

(City of Tshwane, 2016b)

The EE reports for financial years 2013/2014, 2014/2015 and 2015/2016 illustrate the number of females and males employed per occupancy level. The information in the table does not specify exactly how many town planners are employed per occupation level; however, we can assume according to recruitment requirements that town planners hold the four highlighted occupancy levels. Overall, the data in the three financial year tables illustrate that there has been a decrease in workforce movement from 431 permanent employees in 2013/2014 to 392 permanent employees in 2015/2016. The information in the table also indicates that females do not hold the top management appointments on all three financial years and there is a significant disparity of males and females in the professionally qualified occupancy level on all three financial year records.

The workforce movement data table on the CoT City Planning and Development Department (refer to Annexure E), shows information on the number of recruitments, promotions and terminations recorded in the three financial years: In the financial year 2013/2014, there were no recruitments and promotions; however, there were 4 terminations recorded of 1 African man and 3 African women in the unskilled occupancy level. In the financial year 2014/2015, there were no recruitments and promotions; however, there were 4 terminations recorded of 1 white man in senior management level; 1 White man and 1 White woman in the professionally qualified occupancy level and 1 African man in the unskilled occupancy level. In the financial year 2015/2016, there were no recruitments recorded; however, there were promotions of 2 African males in the professional qualified occupancy level and two terminations of 1 African man and 1 White woman in the skilled technical occupancy level.

Therefore, in terms of workforce movement, one can assess that there has been mostly terminations instead of recruitments in the City Planning Department which may imply that there has been no record of entry of women in the past three financial years as the assumed increase of 'female planners entry in the workplace' of the literature review. In terms of gender specification in relation to termination, we can assess that the majority of termination is women; however, more interest for purposes of this research is that the majority is white men and women, followed by African men from the four highlighted occupancy levels in the tables. This illustrates that there is no record of African female planners exiting the City Planning department.

The above work profile tables also show the percentage of women employed permanently in the different financial years: 46.9% of women in 2013/2014; 47.5% of women in 2014/2015 and 46.9% of women in 2015/2016. The assessment of these percentages is that there was an increase of women entry in the years 2013-2015, however, it decreased from 2015-2016 years. This cannot be directly relatable to female town planners as it is not specified in the data provided, but it can be estimated (City of Tshwane, 2016b).

In terms of race distribution of the women work profile as indicated in Annexure E, one can assess that the 46.9% of employed women in financial years 2013/2014 includes 25% African, 1.1%Coloured, 2.8% Indian, 17, 9% white. The 47.5% of employed women in financial years 2014/2015 includes 26.6%

African, 1.5% Colored, 2.5% Indian and 16.8% white. The 46.9% of financial years 2015/2016 includes 26.2% African, 1.5 % Coloured, 3.06% Indian and 16.07% White. The race distribution information illustrates that African women hold a greater percentage than all other ethnic groups and Coloured hold the minority percentage in terms of the employed staff in the City Planning department. Thus, the gender and race distribution can be assessed to illustrate SA demographics in relation to entry into the profession.

The EE Report of financial years 2013/2014 indicated on Annexure E, shows that in terms of EE Awareness, the only measure that was taken was the display of the Employment Equity Act inside the building of the department, which was made visible for all employees to view and read. However, other methods such as EE training, Diversity Management Programmes and Discrimination awareness programmes has still not been achieved. The other financial years do not have record of EE Awareness measures taken in the City Planning and Development Department (City of Tshwane, 2016b)

City of Johannesburg Metropolitan Municipality

The City of Johannesburg has an extensive gender policy identifying key areas experienced with in the city pertaining to gender that need gender mainstreaming and programme planning:

- Policy and Planning
- Good governance and public participation
- Basic service delivery
- Local economic development
- Flagship Programmes
- Municipal transformation and Organisational development
- Gender Management System

(Group Corporate and Shared Services, 2013).

There are a number of key strategies that are relevant to this research study. Firstly, the policy mentions that although significant improvements in women's representation in local government has been accomplished, the CoJ has yet to attain equal representation in all areas and at all levels of political decision-making. Secondly, in terms of municipal transformation and organizational development, the CoJ should attempt to achieve the gender parity in all Departments and at all levels in accordance with the City's Employment Equity Plan by 2015 and 50% deadline set by the SADC Protocol on Gender and Development. Thirdly, the policy aims to provide family friendly and supportive work environments with relevant policies including a review of conditions of service, flexi time and sexual harassment. Fourthly, to achieve gender mainstreaming within the organization, through flagship programmes such as: Gender based violence, Edu care and Take a girl child to work. It also mentioned the implementation of a gender focal point which is to be located at senior level to influence decision-

making. Gender would form part of their job descriptions (Group Corporate and Shared Services, 2013).

The above mentioned flagship projects were not only limited to within the work organization but also formed part of its external community initiatives. I did not obtain any information from the Municipality on examples of gender based initiatives and projects or even EE Reports; however; the gender policy served as a framework of the municipality's acknowledgement of key gender issues that need address and stipulated an implementation plan which involved key role players.

3.4.2 REVIEW OF WORK ORGANIZATIONS IN THE PRIVATE SECTOR

The review of gender considerations and incorporation in work organizations in the private sector will be focused on one organization, namely the South African Association of Consulting Professional Planners (SAACPP). The association is an organization representing professional planners in the private sector and is recognized by SACPLAN. The association does not explicitly highlight gender considerations mentioned in its programmes, however, affirms that the members should adhere to the code of conduct as set by SACPLAN in relation also to the Planning Profession Act (Act 36 of 2002) (SAACPP, 2016).

3.4.3 CONCLUSION

This chapter provided a desktop analysis on the integration of women and gender within South Africa's planning profession by firstly, reviewing SA's legislation on women and gender after 1994. The outset legislation identified was the Bill of Rights in the Constitution which mainly promotes pro-equality and commits to equality of both genders. It then, elaborated on the National Policy Framework of Women Empowerment and Gender (n.d) which adopts a basic needs approach to addressing the advancement of gender equality by compiling national directive for all government spheres and related entities to institutionalize and monitor the implementation of women empowerment and gender equality. Gender Links was also highlighted as an NGO on behalf of SALGA, which assesses gender strategy resolutions for municipalities in SA. I was not able to obtain a direct policy specifying gender strategy implementation guideline; however, the above mentioned legislation, during post 1994, assisted in illustrating a framework of legislation drafted at a more strategic level.

The second part of the chapter, assessed the incorporation of women and gender in established SA planning professional bodies SAPI and SACPLAN. SACPLAN did not have explicit legislative considerations pertaining to women and gender; however, had encompassing competency guidelines in their code of conduct addressing issues of non-discrimination towards gender. Gender was only conceptualised in terms of equality, fairness and interpersonal relationships. SAPI also does not have obvious legislative considerations on gender and women empowerment; however, addresses issues of equality and non-discriminatory behaviour of registered members. In terms of

membership analysis, SACPLAN provided data (Annexure D) that showcased the current registered member's total number as well as categorized the total in terms of specific gender and race. The data was assessed in the chapter by assessing the growth rate from 2005 to 2016 and also reflected on Olufemi's (2008) article growth rate between 2008 and 2016. All assessments illustrate the growth in the members' registration over the years. However, in terms of gender and race, information stipulated in the chapter illustrates that there is a lower ratio of women registered as compared to males but more African women registered than other ethnic groups. This may implicate that even though there is a lower ratio of female registration in terms of racial disaggregation, there is an increase of African women registering as members into the profession (SACPLAN, 2016).

The last part of the chapter, assessed key legislation and policy governing procedures within local government and private organizations. The two metropolitan municipalities in Gauteng were assessed, known as CoT and CoJ. CoT's information on gender-related projects was not obtainable, however, an EE Report for 2013/2014, 2014/2015 and 2015/2016 financial years was provided by the CoT's Corporate and Shared Services Department which provided quantitative information on number of employees in City Planning Department distributed into various occupancy levels, gender and race. Workforce movements' information consisting of recruitment, promotion and termination figures was also assessed on all financial years in order to understand women's activities within the department in terms of entry and exit. The data illustrated that there were no women entry upon those three financial years; however, terminations according to the town planning relatable occupancy level (top management, senior management, professionally qualified, skilled technical), experienced majority white men leaving the profession and white females at a minority.

The chapter also highlighted key areas experienced in the CoJ's gender policy pertaining to gender mainstreaming and programme planning. The areas involved key strategies such as significant improvements in women representation, provision of family friendly and supportive environments and flagship projects involving gender. Review of SAACP was also highlighted in the latter part of the chapter: explicit information on women and gender was not obtainable from the association; however, the association affirms that members should adhere to the code of conduct as set by SACPLAN.

Therefore, this chapter addressed the question of 'How has the SA Planning Profession incorporated women and gender?', by analysing legislation post 1994, incorporation of gender and women in planning professional bodies; and assessing incorporation of women and gender in the public and private sectors.

CHAPTER 4: RESEARCH METHOD ANALYSIS AND FINDINGS

4.1 INTRODUCTION

The first part of this chapter outlines the interview process, and provides profiles of the workplaces and participants. The second part, provides detailed account of the interview findings structured according to the research questionnaire's four sections: planning background, work organization experience, planning practice experience, and lastly the professional stance upon the work organization and planning practice. The last part of this chapter provides the detailed findings of the research conducted.

4.2 RESEARCH METHODOLOGY ANALYSIS

4.2.1 INTERVIEW PROCESS

According to the research methodology that was indicated in the first chapter, the aim was to interview 15 female planners. The research approach used was convenient or referral sampling with the purpose of retrieving different experiences of female planners in different work organizations: two Metropolitan Municipalities, one Private Planning Firm, two Parastatal Work organizations and one Local District Municipality situated in a vastly rural area. In total 6 different work organizations were involved in the research study and not restricted to a particular provincial jurisdiction as it was dependent on the convenient or referral sampling method.

The process followed was that female planners were initially contacted by the researcher using an email communication to set interview appointments (telephone calls were done if a follow up with the potential participant was necessary). Those who agreed to take part in the research were informed of their participant rights and were given the liberty to choose the date, venue and time of the interview.

There were a few adjustments made to the original method. Firstly the number of interviews increased by one, and a total of 16 participants were interviewed because I was referred by one female planner to another female planner that had a unique work place environment as compared to the other female planners. The interview method also changed: while 14 out of the 16 participants were interviewed on a one-on-one basis, the other two participants situated outside Gauteng were interviewed telephonically through Skype software. The deviation from the proposed procedure, did not have a significant impact on the desired output of the findings, as the two affected participants were able to answer all the interview questions successfully. The overall deviations strengthened the research as I managed to acquire female planners of various work organizations, status and holding relevant work experience.

Interview questionnaire comprised of four sections with open ended questions. Each section had a theme and desired output: section one was aimed at understanding the participant's planning background and whether there was any knowledge of gender theory or considerations in the early stages of academic years. Section two and section three were targeted to retrieve all information on experiences in the workplace and planning practice respectively. The last section's objective was to assess the participant's stance in their profession and area of work with all the experiences shared on the workplace and planning practice.

During the first few interviews conducted, there were a few shortcomings that were identified in the interview questionnaire which led to an addition of two more questions to the questionnaire. The first few participants did not have practical examples of their workplace environments being gender-sensitive but referred to other organizations which incorporated parental needs in the organization by including nursery schools and breastfeeding rooms in their buildings. Therefore, the researcher added the question (*In the workplace environment, what would be a practical ideal gender-sensitive environment for you?)*, with the aim to retrieve what their interest would be in their work organization pertaining to gender-sensitivity. Another question that was added to the questionnaire; was to find out why the female planner left their previous job and moved to the current one, in order to explore the desired environment that the female participant anticipated in the new position.

The only challenges experienced was related to the time allocation and venue privacy. All interviews exceeded the expected time allocation, especially with the senior town planners target group, who had more experiences to share. In some instances, this led to short answers being provided at the last section of the questionnaire. Nevertheless, all questions were answered satisfactorily. The privacy of venues in some interviews had some disturbances and resulted in the compromise of questions that required in-depth responses.

4.2.2 ORGANIZATIONAL PROFILES AND LOCATION

Diagram 2: Work organizations' profile and the number of female planners interviewed within the organization.

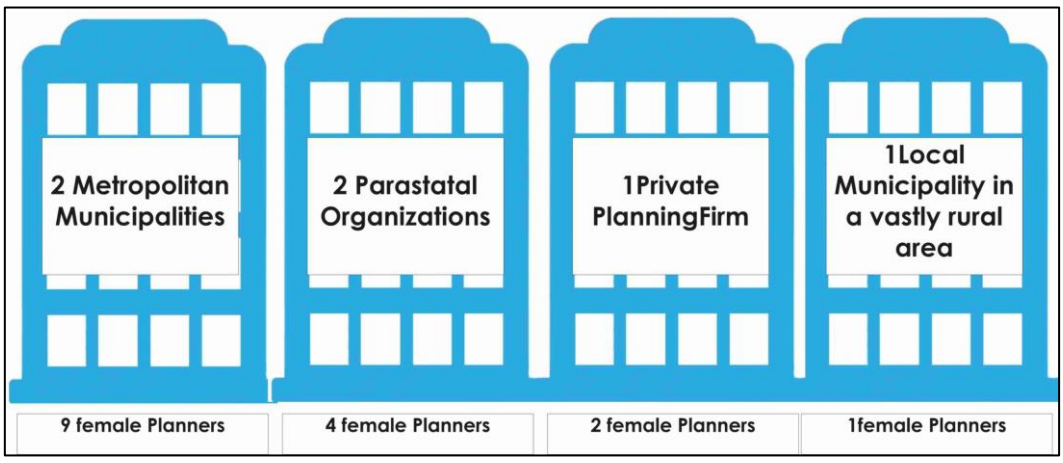
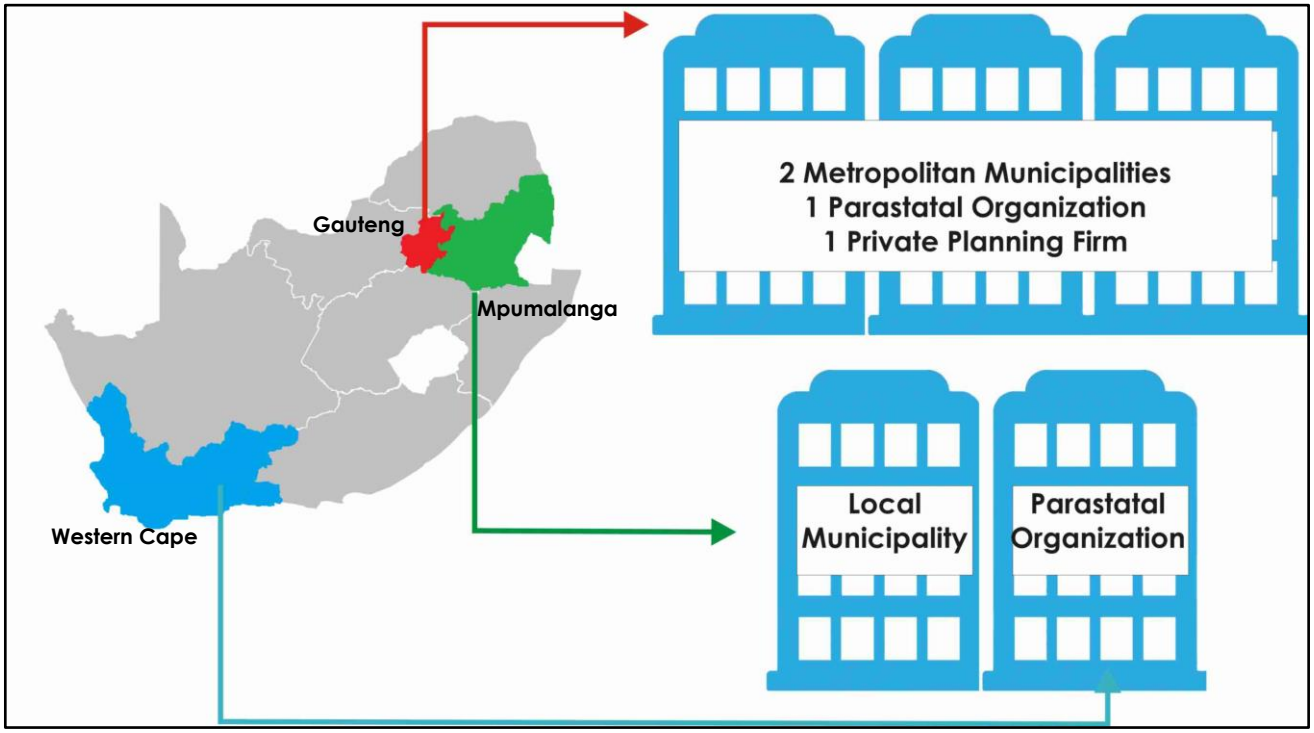


Diagram 3: Location of the various work organizations in South African Context.

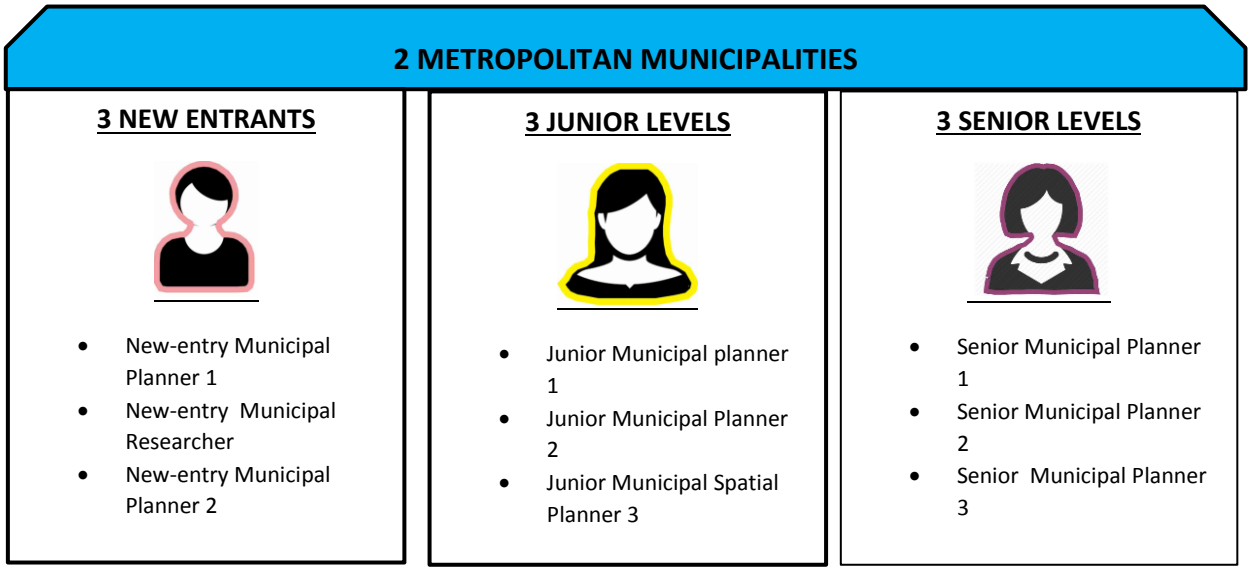


According to the above illustrated diagrams: 9 female planners were from the 2 Metropolitan Municipalities with 3 as new entrants, 3 at junior level and 3 at senior level. There were 4 female planners from the two Parastatal work organizations consisting of 1 new entrant, 1 at junior level and 2 at senior level. There were 2 female planners from a Private Planning firm who both are at junior level. The last female planner was from a local municipality and at a junior level. Majority of female planners are from the Gauteng province, 1 female planner from the Mpumalanga Province and 1 female planner from the Western Cape Province. Female planners from the Mpumalanga and Western Province were interviewed using Skype.

4.2.3 PARTICIPANT PROFILES

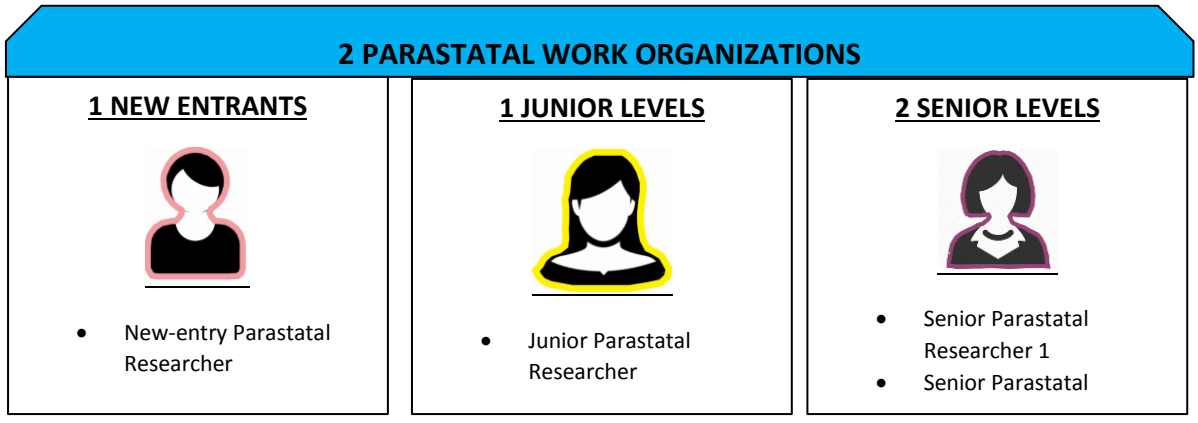
This section aims to provide detailed accounts of the different participants, in terms of work organization, positional level and their current work experience. The following diagrams: diagram 4, 5 and 6 will illustrates profiles of the 16 participants taking into account their positional level, work organization and acquired experience in the organization.

Diagram 4: Position and status of 9 female planners in two Metropolitan Municipalities.



The above diagram illustrates 3 new-entry female planners, 3 junior female planners and 3 senior female planners interviewed in two Metropolitan Municipalities. Specialization among the female planners range from strategic, transport and land use planning. All three of the new entrants have planning practice experience of less than one year in their current work organization, ranging from 2months, 7months and 9 months. The junior level municipal female planners all have planning experience less than 5 years in their current work organization with 2years being the minimum and 5 years the maximum. The senior level municipal female planners also have different scope of works in specific sectors such as strategic, spatial and legislation planning. Their number of planning experience in the same work organization ranges from a minimum of 10 years and maximum of 30years. However, the senior level positional experience, is mostly less than six years for each planner.

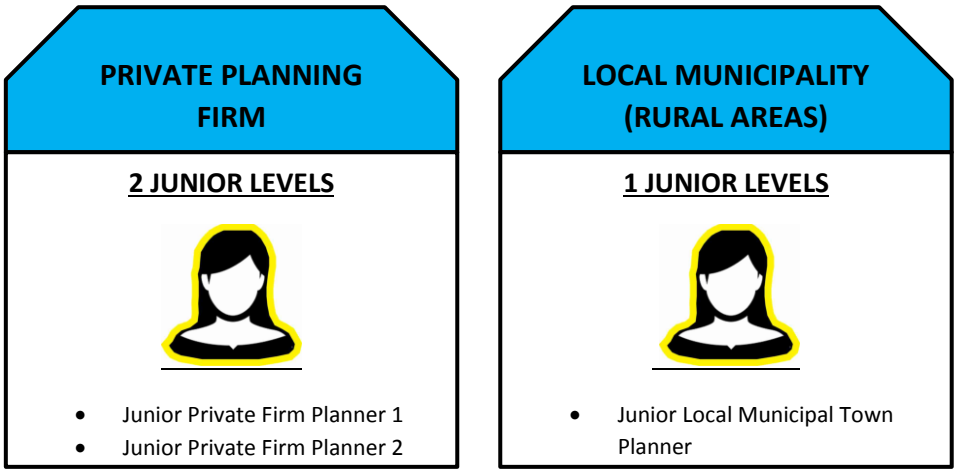
Diagram 5: Position and status of 4 female planners in two Parastatal Work Organizations



The above diagram illustrates 1 new-entry parastatal researcher, 1 junior parastatal researcher and two senior parastatal researchers. The new entry parastatal researcher has two years' experience in

her current employment position; although, having 5 years' experience in working within the organization. The junior parastatal researcher has a 3 years' experience in her current employment position. The first senior parastatal researcher has 5 years' experience in the same position in the work organization while the second senior parastatal researcher has 12 years' experience with in the organization but only a few years in managerial level position .

Diagram 6: Position and status of 2 female planners in a Private Planning firm and also 1 female planner in a largely rural Local Municipality.



The above diagram illustrates two different work organizations which are a private planning firm and a local municipality. The private planning firm consists of 2 junior female planners identified as junior private firm planner 1 and junior private firm planner 2. Both junior planners have 3 years' experience in their current position; however, junior private firm planner 2 has more planning experience in the work organization. The local municipality is situated in Mpumalanga province and a skype interview method was conducted for the interview process. The municipality consists of three regions in a vastly rural area with only one female planner in the entire local municipality occupying a junior positional level. The number of years acquired by the junior local municipal town planner in the work organization and employment position is 2 years.

4.3 RESEARCH FINDINGS

The research findings will be structured into four sections: planning background, work organization experiences, planning practice experiences, and lastly the female planner's professional stance in the work organization and planning profession. The section will provide detailed information on the perceptions, experiences and knowledge of the 16 female planners who were interviewed.

4.3.1 PLANNING BACKGROUND

This section aims to establish firstly, whether town planning was the female planner's first career choice in order to find the participants perception of entry and pursing the qualification. Secondly, the section aimed to find out the class gender ratios during their academic studies, and whether it influenced on them. Lastly, the section explored whether gender-sensitive planning or gender considerations were raised during their planning education.

Planning as an initial career choice

Only 4 participants (3 new entrants and 1 senior planner) initially chose town planning as the qualification they wanted to pursue. The others were interested in a career in civil engineering, creative design, drama and electronics. One of the senior female planners who studied before 1994, explained that town planning was not her first choice because during those years she was not expected as a women by society to pursue such a degree.



'In high school, wanted to go for technical drawing but was refused, and was told to do domestic subjects such as other women. At age 17years, in 1978, I went for testing of course selection at the University and town planning was introduced to me. It was just by luck' – Senior Municipal Planner 3

Planning class gender ratios

6 participants mentioned that the gender ratios were fairly balanced; 4 indicated that there were more women than men in the classes, 3 female planners mentioned that there were more men than women in their classes; and only 3 participants, which are unique cases, mentioned that they were the only female planners in the class during their studies.

In terms of the impact that the gender ratio had on the participants: 4 new entrants from classes with a fairly balanced ratio stated that the balanced ratio did not impact them in any way, 1 responded differently with a more women ratio number, that she was impacted positively to continue with the qualification and 1 new entrant who experienced a more men ratio in class mentioned that she found motivation to rise above the more men ratio. The below quotes are the varied perceptions of gender ratios during their studies excluding the 'no impact answers' retrieved from the research participants.



'More females had a positive impact for me, because it indicated more chances of accessibility to employment' –New-Entry Municipal Researcher (enrolled: 2008- graduated: 2013)

'Less females, motivated me to rise above and to prove myself as a female'- New-Entry Parastatal Researcher (enrolled: 2010-graduated: 2013)

Seven of the junior level female planners mentioned that the gender ratios in class had no impact in their pursuit towards the planning qualification, excluding one junior planner who came from a technical high school and felt fascinated by the more female ratio in class as it was not what she was used to, in her schooling background.

Five of the senior level female planners also mentioned that the particular gender ratio did not factor in their pursuit for the qualification, except for two senior level planners who had different responses:



'Half-Half ratio. I was part of the year which had a selection of balanced ratio of males and females. There was no race differentiation. This showed that there was a no issue of more males, and women had better opportunities in the workplace'. – Senior Municipal Planner 1 (enrolled: 1992- graduated: 1995)



'I was the only female in class, black female, the ratio was very male and white –dominated. For some reason, mostly people were fascinated by me, not many people expected me to do much. No one was horrible. I just felt I had a lot to prove', – Senior Municipal Planner 2 (enrolled: 2003- graduated:

Inclusion of gender in planning syllabus

While the answers from all participants varied, there was general agreement that gender was not an explicit subject that was taught, but that it was considered during site visits to conservative traditional areas or potentially unsafe spaces in the city. In these practical cases, it was raised in the context of female students being vulnerable and expected to be accompanied by a male colleague. Some mentioned that they did not remember any gender planning during their studies: instead planning was all about '***projects in the urban space***' (new entry municipal planner 1), '***focus on the pro-poor'*** (Junior Parastatal Researcher) and '***all about people and not a specific gender'*** (Junior Private Firm Planner 2]. Senior level participants, who studied during the 1980s to early 1990s, stated that their planning courses did not even touch on the concept of gender, as their focus was on planning for addressing racial segregation issues.



'During that time, studies were focused on race, getting rid of racial segregation and Group Areas Act, it was before Nelson Mandela's release. – Senior Parastatal Researcher 2 (enrolled: 1988-graduated: 1991)

4.3.2 WORK ORGANIZATION EXPERIENCES

This section comprises a combination of issues a) reasons for current place of employment b) roles and responsibilities, and organizational support, c) gendered engagements, d) and the impact of female leadership representation, e) gender awareness and policy rights, f) evidence of grievances, challenges and sexist attitudes and lastly g) sense of recognition or compliments.

Reason for current place of employment

Out of 16 female planners, 4 participants (3 new entrants; 1 junior level) mentioned that they were poorly remunerated in their previous jobs and could not satisfy their needs. Three of these women are new entrants and only one is at the junior level. Other participants, mostly junior level planners mentioned that they were feeling redundant at their previous employment and needed professional growth and planning practice experience. Only two participants (1 new entrant, 1junior level) were permanently employed after initially being taken on for vacation work. For one of the senior planners, opportunities were not so readily available in the past, and therefore, the sole reason for employment shift involved personal safety with in the City. The other senior female planner left a conservative male-dominated work organization for cultural reasons. She mentions that, '***it was hard to change a certain mind-set especially as a minority (year 2004)***'- (Senior Municipal Planner 1).

Roles and responsibilities and; organizational support

All 16 participants indicated that they think they are fulfilling their roles and responsibilities. However, two new-entry planners (new-entry municipal planner 1 and new-entry parastatal planner) mentioned that- as they are fairly new in their organizations it is too soon to answer the question; and one admitted that she had not yet been provided with her job description. The work responsibilities in the private planning firm and the 2 parastatal organizations are project-based, which requires ownership and completion of the responsible projects. This implies that they have to fulfil their duties. Some senior level participants felt that they are even doing work beyond their scope of works. However, in one of the metropolitan municipalities, participants gave negative responses; and they felt that they are not able to fulfil their responsibilities because of particular policies and organizational leadership. The new-entry municipal planner 2 provided an account of when municipal land use policies become not useful in certain areas in the Municipality:



'I honestly feel that I cannot fulfil my duties because of the tools I have to implement are non-implementable. A lady came to enquire about formalizing her crèche, because she was told she is operating illegally and they are going to close it down. The lady is the only bread winner in the household, she has no matric and her source of income is the crèche being operated in her house stand. The policy says that more than 20 kids- a rezoning application should be done, she has to provide on -site parking in the small stand and an off-loading zone. The area is a township setting with very small stands and narrow roads which cannot accommodate the rezoning conditions'. It was hard for me to explain the policy to her as she is not literate. She was in a hopeless situation and there was nothing I could do to assist her. She wept in my office'- New Entry Municipal Planner 2 (9 months experience)

She did not make the organization aware of the matter as she felt they already know about it. She normally brings up the matters in meetings but she mentions '***the window is still closed',*** meaning that there is nothing that can be done according to revision of policy.

Junior municipal planner 3 in the same organization, feels that she is not fulfilling her roles and responsibilities due to the organizational structure and change of leadership, She states:



In the beginning of my employment, I would have ticked all the boxes of my job description because there was supportive leadership. Since then, management leadership changed and I truly am not fully utilized but act more as a supportive structure. What I was supposed to do, has fallen off' – Junior Municipal Planner 3

She felt that is was futile to escalate the issue of being underutilized; as the organization is aware of the matter and has not yet found a resolution to the issue.

Gender relations and workplace interactions

Perceptions of gendered relations and engagements varied according to the different organizational structure. Work organizations such as the two Parastatal organizations and the private firm had similar answers. The participants in these organizations mentioned that because the organizational staff is small in number; there is ongoing and constant engagement with their male colleagues. Their organizations have an 'open-door policy' and a 'flat structure' which implies that there is gender interaction among different planners irrespective of their positions. The gender engagements contributes to their work satisfaction. Concerning gender interaction during internal meetings, participants perceptions differed, the junior private planners mentioned that it was often a male colleague or the CEO who chaired the meetings. However, junior private firm planner 2 mentions that the proportion of women's contributions has improved from the past years because of more women taking lead in ownership of projects.

Perceptions from municipal participants differ, in the one Metropolitan Municipality, gender relations and engagements are frequent on work related matters and rotational chairing meetings are implemented in the internal meetings. Junior municipal planner 1 noted that generally white male planners are the ones contributing in meetings and she thinks it is not related to gender but rather the fact that they have more work experience. In the second Metropolitan Municipality, gender relations are experienced differently by the various participants as they have different scope of works and work with both men and women in their teams. Junior municipal planner 3 mentioned that, '***when I had work previously, there were constant engagements with my male colleagues***'. Both the junior municipal planner 1and the senior municipal planner 2 found that women and men contributed equally in internal meetings. However generally when an older white old male planner makes a contribution, it is given more appreciation even if it had been said before by a female planner. Senior

female planners across all different work organizations observed that in internal meetings, engagements and contributions were personality-driven, rather than being defined by gender.

Female leadership as a motivation

Impact of female planner in managerial level in the work organization had more similar responses than differences across the 16 participants: 7 participants across the work organizations said that female planners in managerial positions did not motivate their pursuit in the profession or work organization. The main responses to leadership were: '***I deviated from looking at gender in people I am led by'***- (new entry municipal planner 1), '…***with my personality, I never looked outside for motivation'*** (junior municipal planner 2). The senior municipal planner 3 who has over 30 years' experience within the organization said- '***with me, I am used to working with men from way back, so it does not matter***'. The senior parastatal researcher 1 felt that the managerial female representation has a positive motivation as she is experiencing working relations with strong women. However she feels that the male CEO in her organization, is actually a gender champion and is always supportive to women.

Six of the participants observed that female planners in leadership position provided positive motivation to them by showing that it is also possible for them to hold leadership position roles in their careers whilst having their own personal and family responsibilities. Two participants in the private firm have no female planners in leadership positions, and they responded that in future it would be beneficial to have female leadership as they believe, it will bring more understanding of gender issues in the organization. However, the participant in the male-dominated local municipality argued that even if there was a female planner in a leadership position, it would not motivate her to pursue her career or growth in the organization.

Gender mainstreaming initiatives

Gender training awareness and gender focal points were unknown to almost all of the participants. However, senior municipal planner 1 is aware of the gender focal point referred to as gender information driver, who unfortunately has resigned from the Municipality.

In terms of policy- all participants were acquainted with policies in relation to their employment, and especially the maternity policy, which most women have benefitted. There was some awareness of the existence of a sexual harassment policy, but all participants had not read or used it, and do not know of anyone who has used it within their organizations. Two senior municipal planners with over 10 years' experience in the metropolitan municipalities mentioned that during the earlier years of their employment when they were younger, there were elements of harassment from their male colleagues. However, in those years there were no formal procedures or structures by which to report and address the issues.

In terms of gender-sensitive planning- there was no acknowledgement across all the participants except from one of the junior planner from the private firm. She provided external examples of gender-

sensitive planning has been taken seriously in other workplace environments by introduction of benefits for women. Her example was of a company such as Liberty Life, whereby in one of their buildings, they revamped a certain floor and constructed a crèche to accommodate the women working in their company.

Evidence of grievances, challenges and sexist attitudes

Evidence of grievances, challenges and sexist attitudes varied across different work organizations: participants from the parastatals and private firm had no experience of these problems within their organizations. Reasons included that their organizations were small and if there was any misunderstandings, they were dealt with on individual basis and never came to a point where it needed to be escalated to Human Resource (HR) Department. Senior parastatal researcher 2 mentioned that she has an experience of not being assisted with the HR department in her work organization, as she found them irrelevant to cater to her needs but more of a department to drive the grievance reporting compliance. Participants in one metropolitan municipality gave an account of personal grievances and sexist attitudes



'***I lodged a grievance but my supervisor did not want to sign it, so I left it at that, and did not fight it, because I felt it would make my life more difficult. It's chauvinist and short-sighted that because one thinks someone is a women, they are limited to what they can do'***. – Junior Municipal Planner 3

The above grievance was lodged by the junior municipal planner 3 against a male colleague who had a sexist attitude towards her work output. She did not involve HR to escalate the matter as they were aware of the issue and were part of the process. Despite these negative experiences, her sense of a future within the organization has not been discouraged; but, she wants to challenge the status quo.



'***Recently I applied for an up-level position which I knew I had the immeasurable experience and expertise to occupy the position. However, I felt that I was discriminated because of my age and colour, as I met one of the male panellists a few weeks after the interview, who insulted me by asking when am I leaving the organization'***.- Senior Municipal Planner 3

Similarly, the sexist attitude encountered by the senior female planner had not dented her motivation in pursuing her growth in the organization, as she mentions that ***'I have been through a lot and currently it is all about me acquiring the experience and transferring knowledge***'. Some new-entry and junior-level planners in the private firm and the other metropolitan municipality have experienced discriminatory behaviour in a form of being side-lined in meetings by their male colleagues, especially

in meetings with external clients. However, the experience has not at all affected their confidence or sense of growth within the organization as most of them mentioned- '***I want to prove them wrong'***.

The junior local municipal planner has also experienced sexist behaviour. As the only women in a male dominated environment, she has experienced exclusion in a form of a 'boys' club' that has been created. The three other members of the planning team are men and they feel more comfortable with one other, than having her in their presence. Although it is a 'boys' club', she does not feel it is discriminatory nor does she see it as an issue in expanding her experience, or regarding her future in progressing upwards in the organization.

Sense of recognition or compliments

Experiences of work output recognition and compliments are widely experienced across all the work organizations and positional levels. The unique case is in the local municipality in the rural context where by the organization seems to be unappreciative. The junior local municipal planner has only experienced recognition from her supervisor on one occasion.

4.3.3 PLANNING PRACTICE EXPERIENCES

This section examines a) ease in sharing expertise and knowledge in work related meetings, b) perception of gender-sensitive planning and acknowledgement of it in their planning practice c) opinion of a female planner being a gender driver d) and lastly affiliation and involvement of female planners in professional bodies such as SACPLAN and SAPI.

Ease in sharing expertise and knowledge in work related meetings

Most participants felt comfortable and confident in contributing their expertise and knowledge in work related settings for the following reasons: because of the work environment that they work in; and their contributions are taken seriously by other colleagues as they implement their suggestions and take into consideration their comments (one metropolitan municipality and parastatal work organizations); they are qualified and have the experience. One of the new entrants from the parastatal observed:



'Yes my contributions are taken seriously as there is a mutual respect; however, I'm not comfortable in commenting in meetings. It is not anyone's fault but more of an individual reason. I'm afraid of critique or sounding stupid, even though the environment is very supportive. I am more comfortable in writing. It does sometimes depend who is in the room, much better with people I work with…'– New-Entry Parastatal Researcher

Senior municipal planner 3 indicated that while she is comfortable in contributing her knowledge, experience and expertise; she is not confident to a point where she is relaxed as she believes that she can be replaced by any other clever person. She mentioned that she is in a huge municipality and there are a lot of clever people who qualify for her position. The other senior municipal planner said that her contributions are taken seriously because most of them are assigned tasks which need to be implemented by subordinates. However, in terms of external meetings she said:



'***Yes, in some settings and no in other settings. It depends what is being discussed and the structure of the meeting and level of understanding in the group. Comments such as 'the fluffy stuff'- you know that people do not take spatial planning seriously. Whereas in some settings your contribution will have meaning or be critical'*** - Senior Municipal Planner 2

Gender sensitive planning practice

The majority of the new entrants did acknowledge gender-sensitive planning in their work. 2 of the new entrants from the same metropolitan municipality indicated that in their current jobs they are not involved in gender-sensitive planning but in their previous work it was a focus area. One of them was involved in the accommodation of mothers in the city research, and her perception is that it was an urban management issue. The other new entrant mentioned that she was involved where gender was included in an informal settlement upgrading project, whereby women where empowered economically. The third new entrant from a parastatal work organization mentioned that she is currently working on a project which has a gender-sensitive element, which was requested by the client who is an anthropologist. The last new entrant from a different metropolitan municipality mentioned she is not involved in a gender-sensitive planning project in her area of work, her scope of work focus is '**on the community as a whole**'.

The perceptions by new entrants on gender sensitive planning being taken seriously by policy-makers, practitioners and planners, included:



1. ***'I think it's outside planning scope, rather more at architectural design level'*** – New-Entry Municipal Planner 1
2. '***Yes, I think gender-sensitive planning is taken seriously to a certain extent; however, the implementation is questionable'***- New-entry municipal researcher
3. ***'No, I don't think it's taken into account'***- New Entry Municipal Planner 2.
4. '***Not really taken into account, more of a request of client's needs and priorities. I also think the topic has not been engaged much and it's difficult to plan what you do not know'***- New-entry Parastatal Researcher

Five out of the 7 junior planners are not involved in gender-sensitive planning in their daily planning practice: However, 2 of them mentioned that when they practice planning they ensure that women are accommodated in their area of work. Two out of the 7 junior participants who are both from the same metropolitan municipality mentioned that in their perception, their spatial planning area of work is accommodative of gender sensitive planning at precinct plan design level.

Their perceptions by junior level planners on gender sensitive planning being taken seriously by policy-makers, practitioners and planners, included:



1. ***'Not really'*** – Junior Municipal Planner 1
2. ***'Not taken seriously, but more and more pushed to the side'***- Junior Municipal Planner 2
3. ***'It is not known, more of a 'soft' issue of planning and planning is concentrated on 'hard, physical' issues of rectifying dysfunctional cities, more especially in SA***- Junior Parastatal Researcher 1
4. ***'Decision-makers focus more on the physical and racial disintegration*** '- Junior Municipal Spatial Planner3
5. '***I feel that it will open the door for critique, on why we plan only for women, why not cater for men as well'***- Junior Private Firm Planner 1
6. '***What do you implement, which you do not know?***'- Junior Private Firm Planner 2

The junior municipal planner 3 who deals with spatial policies in her scope of works recommended that the social interventions section of any drafted policy should have a chapter on gender.

Most of the senior-level participants have been involved in gender-sensitive planning projects. Senior municipal planner 1 mentioned that projects relating to precinct plans, land use distribution, access to facilities and site development analysis have at their own level included a gender lens. She also participated in a project of empowering women from a previously marginalized community. Senior parastatal project researcher 1 was involved in gender-sensitive planning projects in her previous employment. Although gender was not the direct focus of the project, it was incorporated in relation to urban safety and job creation. The work of the other senior parastatal planner is regionally based and so she has not covered gender-sensitive planning in any way. The experience shared by the senior municipal planner 2 illustrated a conflation of gender issues and organizational structure, she mentions that her daily work is '***all-encompassing'*** and not gender specific. However, she recalls that the only time she was involved in gender-sensitive planning was when she sat on the EE Committee and had to ensure that a women is recommended for a particular position, she responds



'I was once dragged to the EE Recruitment committee- for gender mainstreaming process; however, it was not a pleasant experience as I feel that it is an unmerited decision to select on 'for the sake of' a women should be in that position. In my view I could foresee that the position will overwhelm the proposed candidate' - Senior Municipal Planner 2

The senior level participants did not think gender-sensitive planning is taken into account



'…with practitioners, it is not conscious but by chance. Not a consideration at all '- Senior Municipal Planner 2

'…gender sensitive planning is not part of the DNA of how we plan, also it is not part of the planning studies, which needs to be incorporated'- Senior Parastatal Researcher 1

Therefore,in summary all of the participants mentioned that gender sensitive planning is not a major focus or agenda by policy drivers, practitioners and developers. The strong opinion amongst them was that it would be more of a personal initiative or feminist drive by practitioners to consider gender in their planning work. Most of them had minimal acknowledgement or usage of gender-sensitive planning in their area of work and did not fully understand what it encompassed. It mostly appeared in work related to spatial design of precincts whereby women safety and travelling was considered as well as women empowerment projects.

Opinion of a female planner being a gender driver

The question of 'would gender-sensitive planning progress better if it was driven by a female planner?' Most participants answered positively with the following conditions:

- ***'Yes, however I think ultimately a good planner is a good planner'***- New-entry parastatal researcher
- ***Yes, although we need men as we complement each other. They concentrate on hard issues and us much on softer side, considering benches and trees '***- Junior Private Firm Planner 1
- '***Yes, although I think personality counts more than gender'***- Junior Local Municipality Planner
- **'*Yes, but should not underestimate the ability of men to being gender-sensitive'*** – Senior Municipal Planner 1`
- ***'Yes, although not all female planners are gender-sensitive'***- Junior Municipal Planner 2
- ***'Yes, if they are feminists'***- Junior Municipal Planner 3
- **'*Yes, however, such type of planning needs legal back-up across all sectors'***- Junior Private Firm Planner 2
- ***'Yes, though it depends whether its rural or urban setting'***- Junior Municipal Planner 1

Other responses to the question mentioned that they do not think that gender sensitive planning will progress if driven by a female planner: as they witnessed that gender-sensitive planning does not relay on it being driven by a woman or man to progress. The new entry municipal planner mentioned that in her previous work of policy formulation, there was no consideration of women in the process and she mentioned that it was entirely overlooked, irrespective of the specific gender driving the policy formulation. Senior parastatal researcher 1 believes that a female planner is not critical for gender-sensitive planning to be implemented, as her organisation is headed by a man who champions gender issues.

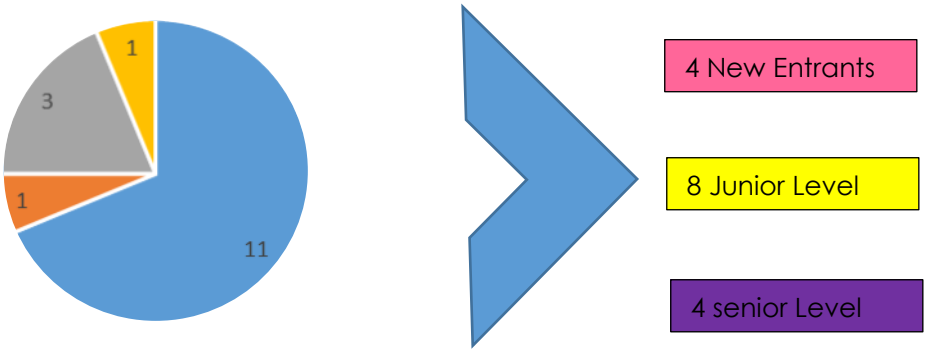
Overall, most opinions of the participants was that gender-sensitive planning was not really about the gender, however, rather the individual being passionate and holding a feminist perspective in advocating for such rights within the particular space.

Affiliation and Involvement of female planners in Professional Bodies

The table below details the affiliation of the 16 participants in relation to their work status and the organization they work in: all participants except one is affiliated with either SACPLAN, SAPI or both. 11 out of 16 participants are registered with SACPLAN, 1 out of 16 participants is registered with SAPI, 3 out 16 participants are registered with both SACPLAN and SAPI and only one participant is not registered with either of them.

11 participants registered with SACPLAN consisted of: 3 new entrants and 2 junior level planners from the metropolitan municipality, the one and only junior level planner was from the local municipality, the only two junior level planners were from the private firm; and the parastatal organizations consisted of a new entrant, junior and senior level planners. SAPI's 3 registered members consisted of 1 senior level planner from the metropolitan municipality. Participants that were registered with both SACPLAN and SAPI consisted of 1 junior level and 1 senior level planner from the metropolitan municipality and parastatal organization respectively. There was only 1 senior level planner from the metropolitan municipality that was not affiliated to any professional body.

Table 4: Planning Professional bodies' affiliation based on the female planner's work status and particular work organization

	SACPLAN	SAPI	SACPLAN & SAPI	NONE
				
	SACPLAN	SAPI	SACPLAN & SAPI	NONE
Metropolitan Municipality	3 New Entrant 2 Junior Level		1 Junior Level	
		1 Senior Level	1 Senior Level	1 Senior Level
Local Municipality	1 Junior Level			
Private Firms	2 Junior Level			
Parastatal Organization	1 New Entrant 1 Junior Level			
	1 Senior Level		1 Senior Level	
TOTAL	**11**	**1**	**3**	**1**

The above table showcases that SACPLAN holds the majority of membership amongst the participants interviewed from various work organizations and work status. There are different experiences shared on the affiliation with the different professional bodies. Firstly, responses in relation to SACPLAN were mostly negative, with common responses of organization not contributing in any way to their planning

practice or professional development. There were a few recommendations suggested by the female planners:



'I feel that they should do more in terms of regulating the profession. They have not contributed enough to make the profession exclusive. For an example you find engineers that can actually do planning practice work- in private sector, so they should contribute by advancement of people that are qualified as planners'- Junior Municipal Planner 3

Positive remarks which came about the organization were related to the organization sending out information and invitations for conferences and seminars in relation to planning, which a few of the planners found it useful.

Secondly, in relation to SAPI, 2 out of the 4 female planners mentioned that the organization attempts to expose the planners with current planning affairs by initiating and inviting them to conferences as well as keeping them updated with current planning practices. There was also a recommendation of mentoring requirement which the organization has to consider. Senior parastatal researcher 2 is, registered with both SAPI and SACPLAN, and feels that mentorship program is one of the aspects which the organizations need to consider.

All of the participants mentioned that they do not recall or have any exposure to gender-sensitive planning in the professional bodies' policy or code of conduct. Some admitted, that they had not actually checked whether gender issues have been incorporated.

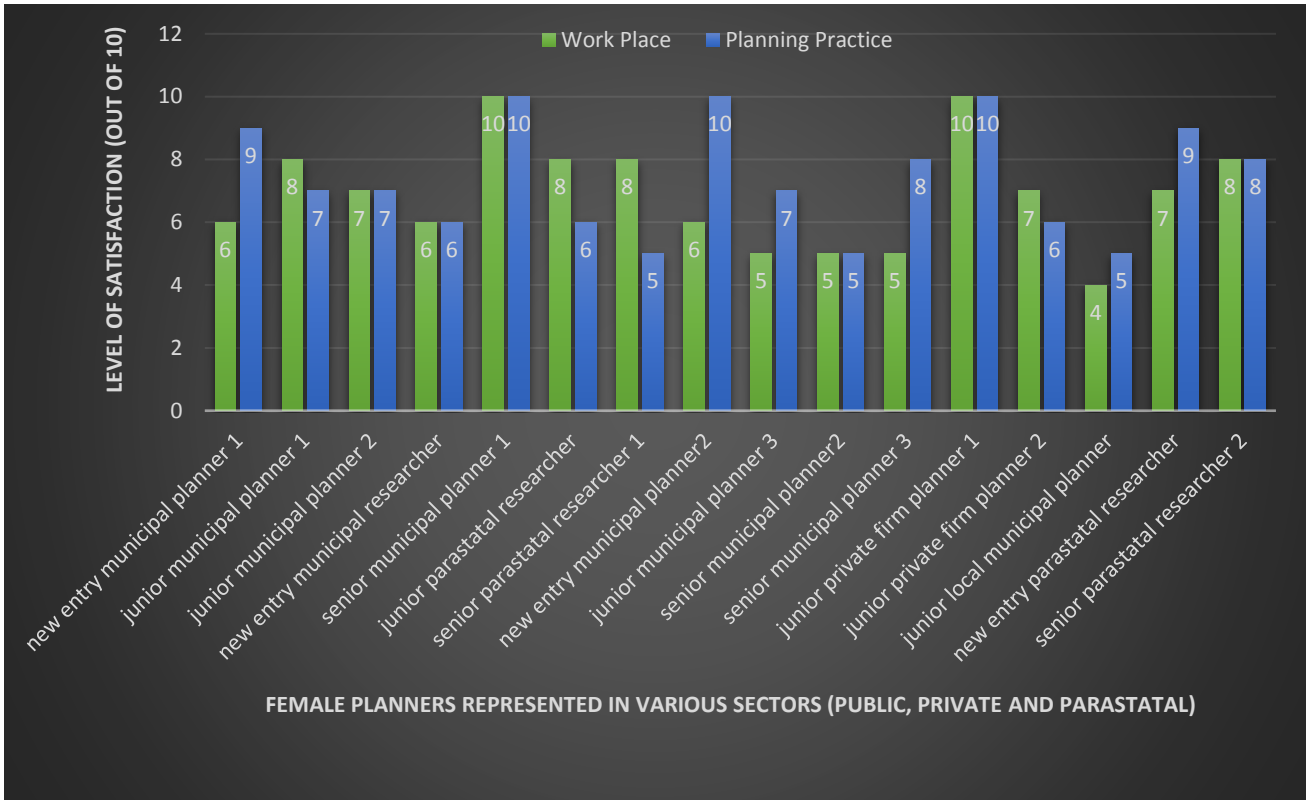
4.3.4 PLANNER'S STANCE IN WORK ORGANIZATION AND PRACTICE

The last section explores the standpoint of the participant bearing the experiences in the work organization and their practice of planning. It is structured into a) Level of satisfaction in the organization and practice, b)link between organization culture and practice, c)sharing of lessons learnt in academia and workplace, d) future goals; and lastly e) ideal gender sensitive environment.

Level of satisfaction in the organization and practice

Participants were asked to score their level of satisfaction in their current workplace and planning practice with 1 being awful; 5 moderate; and 10 excellent. The following bar graph illustrates the current level of satisfaction experienced by the16 female planners.

Graph 3: Level of satisfaction in current workplace and planning practice



Participants from the first metropolitan municipality rated the organisation as above moderate, mainly because of the 'flat structure' and 'open door policy' which creates a conducive environment. However, they felt that there is still room for improvement as the bureaucratic nature of the public sector causes some difficulties. Senior municipal planner 1, however, gave it a score of 10, as she felt that the organization is quite diverse and its organizational culture has created an attractive work setting for internal employees and interested planners.

All the participants in this metropolitan municipality scored planning practice above moderate, and most rated it more highly than workplace experience, as they loved planning, despite the problems of red-tape policies.

The participants in the first parastatal work organization scored it above moderate for its work organization. They are both highly satisfied, as it is a small organization with a flat structure and open door policy. However, they did not score it very highly in terms of planning practice, and they believe that there is still room for considerable improvement. Senior parastatal researcher 1 provided strong sentiments for her scoring, stating:



'Planning Practice is frustrating, it has come to a stage where it is a little bit irrelevant. We have not brought innovation and modernization to the current planning profession. The institution curricula is also outdated.'- Senior Parastatal Researcher 1

The 4 participants at the second metropolitan municipality gave it low to moderate scores for work organization. Reasons included the bureaucratic nature of the public sector which results in slow implementation and the lack of leadership role and commitment in the organization. However, scores were higher for planning practice satisfaction as they are passionate about planning and want to challenge the status quo of the profession in practice in order to remove all the necessary hurdles.

The private firm work organization consists of two junior female planners who had varied ratings according to workplace and planning practice satisfaction. One participant gave excellent ratings for both work place and planning practice satisfaction, as she believes that she is in the ideal organization and is obtaining immense experience because of the project-led organization. The other participant gave an above moderate scoring and she believes that there is room for improvement.

The participant in the rural local municipality gave a below moderate rating for work organization satisfaction. She responds:



''- The working environment is too rigid, not because of gender but because I am young, it concentrates on the number of years you have spent and not what you have to offer'. - Junior Local Municipal Planner

She mentions that the rigid nature of the organogram, makes it difficult for her to be involved in different projects; thus resulting in a moderate sense of satisfaction in the planning practice.

The participants in the second parastatal who both rated the work organization above moderate, and felt that its organizational culture is pleasant: the new entry parastatal researcher mentions that there is still room for improvement, especially the strict bureaucracy that restricts innovation. Senior parastatal researcher 2 felt that the organization is a good employer and allows her to be flexible. They both gave higher ratings for planning practice satisfaction, indicating their passion for planning, and obtaining good exposure and experience.

Link between organization culture and practice

Most participants agreed that there is a link between organisational culture and planning practice, and they shared examples of a positive environment producing positive outputs. New entry municipal planner 2 said that she has not been affected by the negative experiences in her workplace as she learnt to be resilient in her past planning practice experience. The junior local municipality town planner mentioned she is not sure if there is a link as there is a personality aspect that needs to be considered when assessing the outputs on organizational culture.

Sharing of lessons learnt in academia and workplace

The new entrants had different kinds of advice for other women who were interested in pursuing planning as a career. New entry municipal planner 1 advised that tertiary students should already find

a balance at an early stage; the new entry municipal planner 3 felt that it is important that students are passionate about town planning. New entry parastatal researcher said that students should consider the human aspect of planning. In terms for recommendations in the workplace, the new entrants emphasised that female planners have to work hard, read and be informed about current affairs. In this way, '…**gender won't be an issue'** (new entry parastatal researcher). The new entry municipal researcher 2 who works in a male dominated section advised female planners to do their best to adjust in a male dominated environment, to stay feminine and be ready to be "***questioned***".

The junior level planners recommended that planning students should equip themselves and have exposure to the other aspects and interdisciplinary nature of planning, before undertaking postgraduate studies .Female planners should acquire planning practice experience; and be aware of the job market and potential employers whilst still studying. Junior municipal planner 2 suggested that female students do not rush into having children, especially when they do not have a stable support structure.

The junior planners generally agreed that women should avoid being associated with 'emotional behaviour' which has negative connotations in the workplace. They advised that it is important that women stay objective; take themselves seriously; and do not let themselves be "pulled down" by male counterparts. Other suggestions ranged from obtaining a good mentor to expose them to various experiences, as well as familiarising themselves with policies affecting them and being aware of gender parity.

All of the senior planners mentioned that they often provide school talks for planning students. Senior municipal planner 1 stated that it is important that female planners have a passion for people "***otherwise there is no point***". Senior parastatal researcher 1 felt that students should move away from a traditional view of what town planning is, and rather be focused on people's needs. The other participants emphasised the importance of acquiring skills and equipping themselves in the profession once they are working as they believe that the qualification is a good foundation for various disciplines. Their recommendations included "***being themselves***": senior parastatal researcher 1 said that it is important that the female planner should bring all of herself into the workplace, including age, background and planning experience. Senior municipal planner 3 felt that the female planner should not lose her compassion and softer side in planning practice as it addresses a particular type of diversity in the public. 'Find your niche', was also a common recommendation from the senior planners.

Future goals

2 of 4 new-entrants have not yet thought of future career prospects. The other 2 (new-entry municipal researcher and new entry parastatal researcher) had ambitions, to start her own firm, and complete a Master's degree in planning respectively.

The goals of junior-level planners were to diversify their current professional and academic status. 4 of 7 junior planners wanted to further their studies by adding another complementary postgraduate qualification, such as property studies, urban design and law. Junior municipal planner 3 has already registered to study a LLB. Her decision was based on her concern to change the current legislative restrictions faced by spatial planners.

The other 3 planners had future prospects, not necessarily in academia, but their planning practice: junior municipal planner 1 wants to leave the public sector in the medium term to further her practice in a private firm or NGO. Junior parastatal researcher 1 and the junior private firm planner 1 want to further their planning practice experience in strategic planning.

Most of the senior-level planners did not intend to move to another workplace or pursue another career, but they emphasised the importance of gaining more experience, and sharing experiences and expertise. 3 of the 5 senior level planners want to be more useful in the spaces they occupy and want their current work to be realised and supported by leadership commitment. Senior municipal planner 3 wants a higher level directorship position in her department as she believes she has the expertise and enormous experience, and the senior parastatal researcher 2 wants to complete her doctorate degree and accomplish her international ambitions.

Senior planners felt that the limited time and family responsibilities are likely to be the key hurdles in achieving their goals. Similarly, junior municipal planner 2 also felt that family commitments in the short term would need to be attended to before accomplishing her pursuits. The other junior and new entrant participants saw no obstacles in achieving their goals.

Ideal gender sensitive environment

Most participants agreed that an ideal gender-sensitive environment would be one that has gender parity, and that it is flexible to attend and accommodate women's domestic responsibilities. A junior female planner said:



My current organization is gender-sensitive in comparison to my previous organization. I am in an ideal space. I feel that there should be no discrimination because you are a female, a mother, a wife, there should be an ideal situation that you can be accepted to carry-out those duties as long as you make means to meet work deadlines '- Junior Private Firm Planner 1

One of the new entrant female planners felt that it is very difficult to be innovative regarding creating an ideal gender sensitive environment considering the bureaucratic processes and red tape that exist in the public sector. Private sector workplaces have accommodated gender-specific needs such as the inclusion of a crèche, gymnasiums, in their buildings.

Most of the senior planners were not as concerned about a gender-sensitive workplace but felt that it should be inclusionary of diversity in age, race, experience, and promote mutual respect. Senior parastatal researcher 2 suggested that it would be "***fun***" to have an event which appreciates female planners from different sectors, and also to set up a platform for information, experience and motivational engagements.

CHAPTER 5: RESEARCH FINDINGS ANALYSIS

5.1 INTRODUCTION

The aim of this chapter is to analyse the research findings detailed in the previous chapter. The previous chapter provided detailed responses of the female planners' experiences looking at 4 main themes. The 4 main themes in the questionnaire were constructed using the literature sub headings of Olufemi's article (2008), the article's sub-headings included titles: the planneress; enrolment and training, environment of planning and; press, push and pursue. These four sub-headings consisted of findings dated in 2008; therefore these findings will be explored in comparison to the current findings stipulated in the previous section.

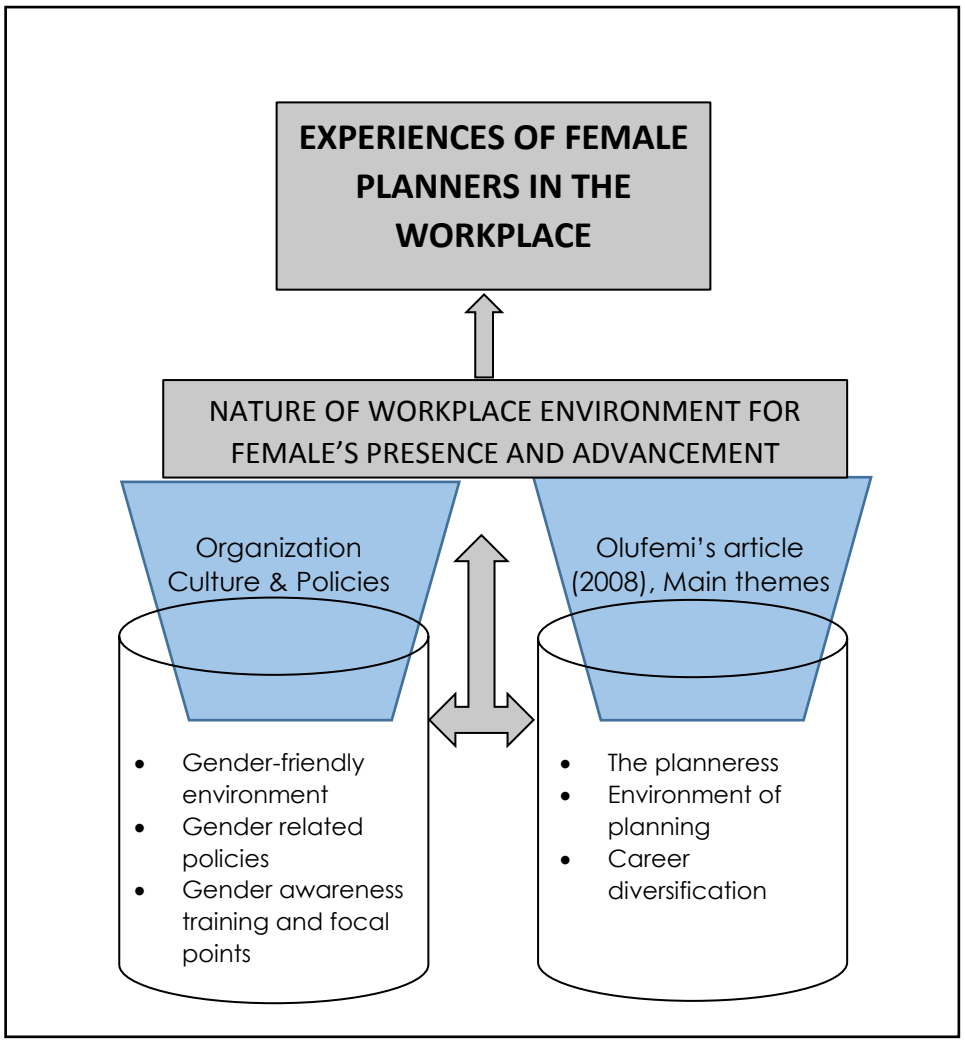
The research findings analysis will also use the conceptual framework drafted in the first chapter of the report. The conceptual framework consists of two pillars which is the workplace and the planning practice. The conceptual framework also consists of a merge pillar which explores the relationship or link between the workplace and the planning practice. This pillar will be used to address the research question and sub-questions in the sixth chapter.

The workplace pillar (illustrated in diagram 7), aims to analyse the nature of the work organization environment and how conducive it is for women's presence and advancement. There are cylinders with various concepts retrieved from the literature that will be explored as illustrated in diagram 8. The first cylinder consists of concepts pertaining to the organizational culture and policies: gender-friendly environment, gender-related policy, gender awareness training, and gender focal point. The second cylinder consists of Olufemi's article (2008), main themes: the planneress and the environment of planning. All the concepts in the cylinders analyse the current findings and stipulate whether the workplace context contributes to the female planner's presence and advancement in the practice of gender sensitive planning.

The planning practice pillar (illustrated in diagram 8), aims to analyse the influence and the involvement of female planners in gender sensitive planning through concepts found in two cylinders. The first cylinder, consists of concepts pertaining to gender-sensitive approaches and involvement: gender sensitive practices and gender championing. The second cylinder consists of Olufemi's article (2008), main themes: enrolment and training and, press, push and pursue. All the concepts in the cylinder analyse the current findings and stipulate whether female planners have an influence or involvement of gender-sensitive planning in their practice of planning.

5.2 ANALYSIS OF FINDINGS IN THE WORKPLACE

Diagram 8: Workplace Pillar Concepts and Main Themes.



5.2.1 OLEFEMI'S MAIN THEMES & ORGANIZATION CULTURE AND POLICIES

The Planneress

The 'Planneress' (description of a female planner) is an introductory theme from Olufemi's article (2008), which provides a setting of the general experiences and emotional encounters of the female planners' experiences in the workplace. She mentions that the reality of the 'planneress' in the workplace, is shaped by the discriminative behaviour and attitudes of their male colleagues. She outlines the connotations of the patriarchal institutions, such as the female planner having no voice, being irrelevant, invisible, side-lined and having an undesirable work experience environment. The mentioned account of perceptions and experiences of female planners in Sub-Saharan, was accounted a decade ago and current findings of female planners in South Africa, have different

experiences: female planners in the different work organizations that were interviewed, except for the junior level planner in the local municipality from Mpumalanga, do not face a reality of male domination but work in an organization with a fair or above average number of female colleagues.
In chapter 3, workplace profile of employed female planners in City of Tshwane in the year 2016, indicates a 46:54 women: men ratio in the City Planning and Development Department, which indicates that women have found entry in the previously male dominated planning employment (City of Tshwane, 2016b). Although, there is a significant representation of female colleagues in the workplace, most of the planners occupying the highest managerial position are often men, but do not exercise patriarchal behaviours towards the women in the workplace. Findings from female planners in the parastatal and private firm organizations, revealed that their senior managers are all men and have not experienced any sense of being side-lined or exploited.
Relatable current findings of Olufemi's theme on the 'planneress' workplace reality, came only from two senior-level planners (senior level municipality 1 and senior level municipality 3), who have acquired over 10years planning practice experience. Their sharing of experience in patriarchal environments and exploitation is not experienced in their current position or work organization, but in their previous work experience (in the early 1990s), when the workplace was still highly male dominated.
The unique case of the female planner from the local municipality, does not feel invisible, exploited in the male dominated workplace; however, through non-verbal behaviours, she feels slightly side-lined by the '**boys club'**, being created. Although, she mentions that this behaviour does not affect her planning practice in any way. In the summary of Olufemi's 'planneress' theme, one can analyse that through current findings, workplace environment are different in gender ratios as in the article, thus resulting in less male domination and no undesired working environments.

Environment of Planning

The second theme unpacks various encounters of female planners in the organization: work organization preferences, gender-relations in meetings and career diversification. Olufemi (2008), states '**with regards to employment, most women planners work with government agencies, particularly in local government (local planning authority, city or municipal council). A few work in estate divisions, private consulting firms, and the transport sector**'. She does not analyse the finding of the work preferences of the women planners; however, in the current findings it is revealed that most of the female planners in the municipalities left their previous work employment which was mostly from the private sector for better remuneration and also to acquire relevant planning practice experience.
In terms of gender relations in meetings, one of the experience quoted in the Olufemi's article (2008) states: '***Women are expected to add the feminine touch in the meetings or gatherings either by taking notes or serving tea; there is silence when you contribute in meetings (consensual or non-consensual, not sure); no response so you are not even sure if your contribution is meaningful or not***.'**(Women planner in the public sector, 2001**)

The findings on gender relations in meetings had various perceptions according to the particular organization and level of position. In terms of positional level; all participants did not experience any expectations in the meetings to '***take notes'*** or '***serve tea'***, and mentioned that they are comfortable to contribute constantly in meetings and all mentioned that they feel their contribution is recognised as it is taken into account by their male colleagues. Billing (2008), has the same findings as Olufemi's article (2008), that there is gendered-stereotypical expectations of female planners in managerial level to having a more feminine and softer management style approach. Current findings reveal female planners rather sense that there is a professional ethos expected from them, by their colleagues, to contribute their knowledge and expertise. In the findings chapter, junior-level and new entrant planners from the Metropolitan municipality and private sectors mentioned that most of the time it is their male colleagues that contribute mostly in meetings. However, alluded that it is not a 'gender issue', but rather related to the level of experience. The unique case, is of the senior-level municipal planner 2 and junior level municipal 3 who are from the same municipality: senior-level municipal planner 2, who indicated that she does not contribute in meetings, were she has assessed that her contribution will have no value. She and the junior level municipal planner 3, mentioned that in certain instances they have experienced that women and men contributed equally in internal meetings. However generally when an older white male planner makes a contribution, it is given more appreciation even if it had been said before by a female planner. It can be analysed that there is an existence of biasness to contribution from white old, experienced male colleagues. In terms of the various organizations, the 1 metropolitan municipality and 1 parastatal organization indicated that there is rotational chairing in meetings to empower everyone in the department, more especially the new entrants. Therefore, this reveals that female planners generally face no gender discrimination in contributions to meetings and not '**located in the periphery**' (as expressed by Olufemi, 2008).

Gender-friendly environments

The above discussion provides a setting of the current workplace environment for female planners. One of the contributions to the workplace environment is the organizational culture and how it contributes to create gender-friendly work place environments. Findings revealed that various organizations had different organizational cultures. The metropolitan municipality 1 and parastatal organization 1 has an open-door policy, open-plan setting and rotational meeting chairing, which placed measures for both men and women to easily engage with each other. On the contrary, the female planner from the local municipality mentioned that she is facing a rigid hierarchal structure and as the only female in the municipality among three other male planners, she encounters a '**boys club'.** It can be analysed that her experience in her workplace environment is not gender-friendly because of the male domination. However, she mentions that it does not affect her stability in the organization.

Career diversification

In terms of stability in the organization, Olufemi (2008) mentions the issue of career diversification, she states: "***Qualified women planners have also diversified into non-planning careers in response to pressure, sexual harassment, and oppression by some male colleagues… Some women planners end up in fashion designing, hairdressing, commerce, gas-station businesses, or as contractors***". In the current findings, female planners' career diversification or future goals varied into furthering into post graduate studies, moving to a different planning related organization and owning a planning consulting company. All career diversification prospects were planning practice related and it can be assessed that it is due to the no experience of '***pressure, sexual harassment and oppression'***, from male colleagues and the general extent of their organizations implementing gender-friendly measures.

Gender-related policies

Organizational tools and measures in creating gender-friendly environment should be through gender-related policies related to the organization structure and function. Current findings revealed that all female planners interviewed were not aware of any gender-related policy in their organization. Closely-related policies acknowledged was ones related to their employment such as the maternity leave and employment equity (EE) policy. Most female planners appreciated the maternity policy as they benefitted from it and a few mentioned that they think they have benefitted from the EE policy, through entry into the organization. In analysis, there were specific gender policies identified in chapter 3 of this report such as the CoJ gender policy (2013) aimed to implement gender mainstreaming in key areas in the city. One of the initiatives was to ensure women representation in in local government and at all levels of political decision-making (Group Shared Corporate Services, 2013). Findings revealed that there were a majority representation of female planners in the metropolitan municipalities. However, female representation in levels of political-decision making in top management such as Strategic Executive Directors (SED), is commonly male dominated. Another strategy, was to create family friendly and supportive work environments with relevant policies including a review of conditions of service, flexi time and sexual harassment. Current findings revealed that female planners in the 1 metropolitan municipality, allowed flexi time for parenting needs.

Gender Focal Points and Gender Awareness Training

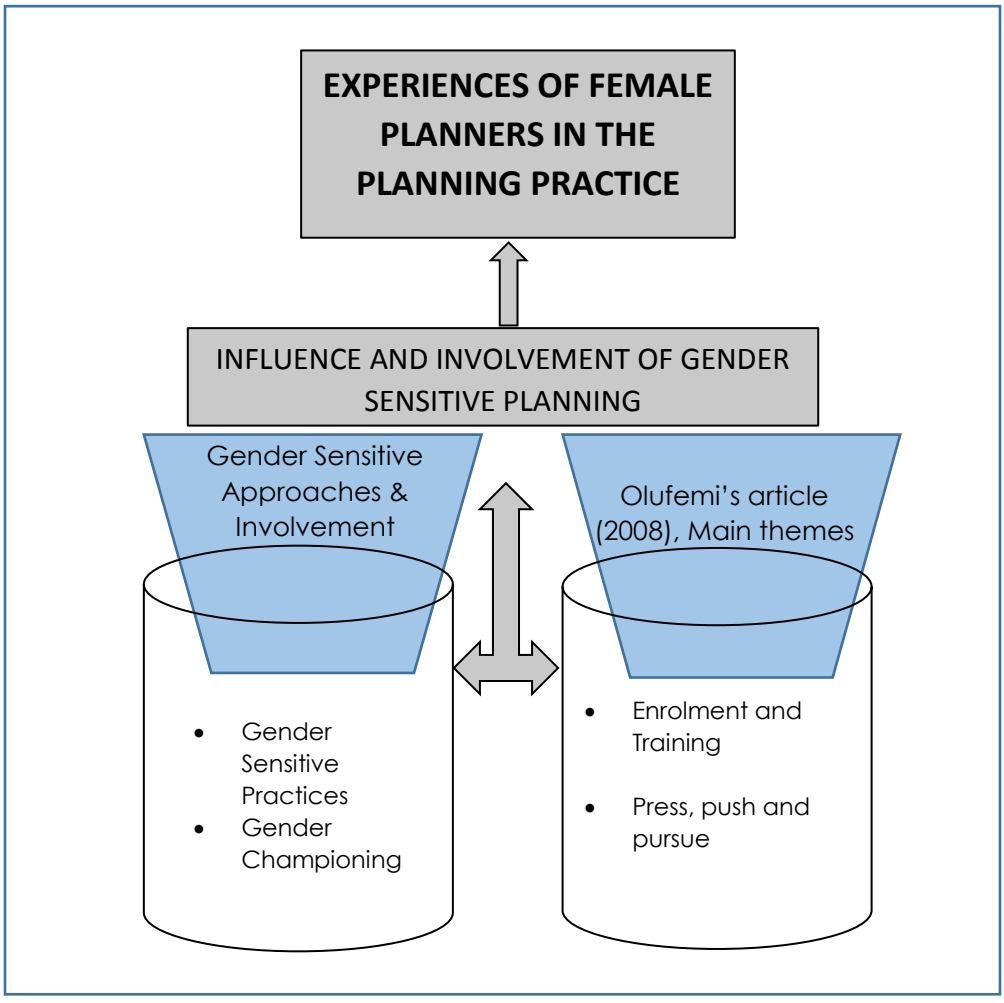
Watson (1999), recommendations for gender mainstreaming in the workplace consists of gender focal points which she mentions that, it may be influenced by political commitment and the availability and allocation of relevant resources. CoJ gender policy states that the other strategy towards gender mainstreaming is by the implementation of a gender focal point which is to be located at senior level to influence decision-making. Thus, gender would form part of their job descriptions (Group Corporate and Shared Services, 2013).The strategy recommended by CoJ gender policy addresses the first recommendation by Watson (1999), by the placing of a gender point of liaison in the unit where there

is a person(s) with political influence and authority to allocate relevant resources for the formation and functioning of the gender focal point. Current findings reveal that all the female planners are not aware of a gender focal point. The only acknowledgement was of a gender information person by the senior municipal planner 1, who mentioned that the person also resigned and left the City.

Kuskabe (2005) mentions that gender focal points main purpose is designed to address the followings aspects: gender training as an activity, promote information sharing and awareness on raising women specific issues. The former aspect of gender training is not experienced through current findings by female planners as they all mention that they have not been involved in any gender training. Therefore, this implies that throughout the work organizations, there is a need for political commitment and allocation of adequate resources for the formation and operations of gender focal points.

5.3 ANALYSIS OF FINDINGS IN THE PLANNING PRACTICE

Diagram 9: Planning Practice Pillar Concepts and Main themes



5.3.1 OLEFEMI'S MAIN THEMES & GENDER SENSITIVE APPROACHES AND INVOLVEMENT

Enrolment and Training

Olufemi's article (2008) sub-heading on enrolment and training addresses various issues such as societal assumptions and expectations of women's roles; challenges in low gender ratios of women as compared to men in the planning institutions; and omission of gender theory in the planning curricula.

Olufemi (2008), mentions that African societies have their own identity of a woman's role which comprises of them being mothers, wives, carers and nurturers. (Linda Schweitzer, Eddy Ng, Sean Lyons and Lisa Kuron, 2011), share the same sentiments that feminist movements of the 1970s, wanted to eradicate the historical norm and standards of traditional societies were women are seen as housewives and men as breadwinners. The findings from the female planners' experiences revealed that 15 out of 16 female planners did not encounter traditional stereotypical expectations to not enrol for a planning qualification according to their identity of women's roles. Most of them planning was not their first choice of study; nevertheless, their pursuit for a town planning qualification revealed no societal norm expectations causing obstacles in pursing the qualification. The obvious case, was the senior municipal planner 3, who enrolled in planning prior 1994, she mentioned that the societal expectation was that she studies domestic subjects like other female students when she requested to do technical drawing. Therefore, one can analyse that the 1970s and 1980s feminist movements and post 1994 legislation, had created a sense of normality in women striving to study previously known as men designated qualifications.

Quotes from Olufemi's article (2008) relating to gender ratios,

'I found myself the only woman among men and it was not easy because I had to prove myself ten times more.' (Female planner in the entertainment industry, 2001)

'**Since I graduated and started working as a planner, I have always been in the world of men. Even at the University, there were just two women in a class of 22. Also working as a lecturer in the planning department there were very few women.' (Female planning lecturer, 2001, 2002)**

The above findings are contrast to the current findings, were the female planners mentioned that the gender ratio in planning institutions, revealed that majority of the female planners experienced balanced and a majority of women ratios in their planning classes as opposed to the low percentages of female students in the above mentioned quotes. The findings revealed that such gender ratios, whether it was balanced or majority of women, it did not have an effect in the female planners continuing to further their planning qualification. Unique cases come from two planners who enrolled at different years: the senior municipal planner 2 (enrolled in 2003) and senior municipal planner 3 (enrolled in 1978), were the only female planning students in their class and all mentioned that their

experiences did not in any way affect their pursuit in planning as the senior municipal planner 2 mentioned '**she was expected not to do much**' and the senior municipal planner 3 mentioned that they were all seen as '**equals in those days'.** Shortcomings from the analysis according to the article's findings would be that the quotes do not reveal years of enrolment. However, important in terms of current findings, one can analyse that gender ratios in planning academic years had various experiences according to different female planners, but all of them never wanted to stop pursuing the qualification.

In terms of the planning curricula, many critiques arose from feminists such as Maicom (1992) and Olufemi (2008), that gender studies and theory are seldom mentioned in the traditional planning modules and results responses such as '***What do you implement, which you do not know***?'- as shared by Junior Private Firm Planner 2'. Therefore, this implies that female planners are not adequately knowledgeable and experts to implement gender-sensitive approaches in their planning practice.

Gender Sensitive Practices

In conjunction to the above paragraph, current findings reveal 16 of the female planners do not use gender-sensitive planning approaches or principles in their practice of planning. Most of the planners expressed that their current practice of planning is all-encompassing of issues including gender. A few provided accounts of gender sensitive approaches being implemented at a precinct level: planning around urban design principles being gender friendly by the widening of pedestrian pavements for women and children, street-lighting for women safety and women empowerment in ownership of projects. The new entry parastatal researcher mentioned that the only encounter she has had of gender-related project was by the request of the client. Therefore, this coincides with Watson (1999) finding that gender cognisance and integration whilst planning is haphazard and does not take a formal, structured form. She emphasizes that it should be adopted in policy making process. Her recommendation echoes the response from the junior municipal planner 3 that ***'the social interventions section of any drafted policy should have a chapter on gender***'. Therefore, this emphasises gender sensitive planning has to be formally adopted in policy making process as well as gender planning methodologies inclusive of technical procedures and skills.

Gender Championing

In most cases, besides the integration of gender planning approaches in systematic planning practices, is that there are few persons championing gender planning practices which led to women not being involved in gender based projects (Leavitt, 1980). Common responses from participants revealed that they don't think gender-sensitive planning is considered by practitioners or policy makers. As a follow up question, participants were questioned whether they think that gender sensitive planning will progress if championed by a female planner: most responses were positive; however, varied with conditions of the female planner being a feminist, having the suitable personality and legal support. There were also various responses of not underestimating the male planner's ability in being

gender-sensitive and contributing towards gender-sensitive planning. Nevertheless, the current perceptions of the participants, case studies of gender championing reveal that the progress is mostly related to the political commitment and technical support (Alison et al, 2007).

Press, Push and Pursue

The following recommendations from Olufemi's article (2008), are measures and initiatives to be taken forward for the re-invention of the 'planneress' status quo. Each recommendation will be compared to the current findings:

- **'Collaboration with women in planning networks, and in women's own networks, such as the London Women in Planning Forum or the Women in Planning Network of the Commonwealth Association of Planners (WiP CAP)'.**

In terms of collaboration with women in planning networks, current findings did not retrieve information on the collaboration of women based networks, but rather most responses were of collaborations initiated by the professional bodies SACPLAN and SAPI. The senior parastatal researcher 2 mentioned that it would be **'fun',** to have such a recommended occasion. Therefore, this recommendation still persists to date.

- **Representation of women planners in all planning, decision making, project implementation, and policy at all levels.**

In terms of women planners' representation in all planning and mostly decision-making, there has been an improvement of women entry into the workplace, as revealed by participants of the majority of female colleagues in their planning division. However, according to representation in positions of top management known to be the decision making position, it is occupied by a man (refer to table 1-3)

- **Education and awareness through marketing and mentorship programmes. Catch them while still young by marketing the profession to attract young women into training.**

In terms of women planners role modelling initiatives, reveals that there has been progressive initiatives by institutions of higher learning and female planners currently practicing planning. 4 out of 5 of the senior-level participants mentioned that they occasionally provide school talks for planning students in University regarding academia and career choice advises. Therefore, the finding proves to be a recommendation which still exists to date.

CHAPTER 6: RECOMMENDATIONS AND CONCLUSION

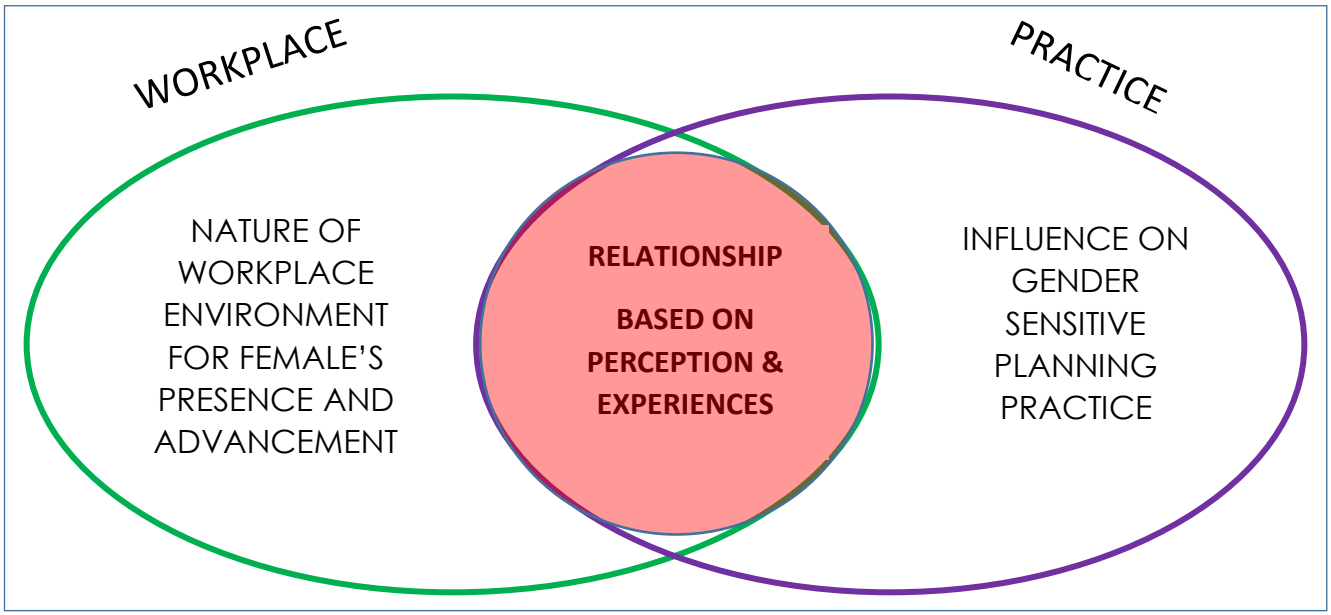
6.1 INTRODUCTION

This chapter aims to conclude by firstly responding to the research question through current findings and the literature review. Secondly, the chapter will also respond to the three sub-questions by a summary of findings revealed in chapter 2, 3 and 4. Lastly the chapter, will conclude by providing a summarised conclusion of the research.

6.2 RESEARCH QUESTION: FINDINGS

The research question, '***How do their workplace contexts affect their presence in the profession and involvement in gender sensitive planning practice?***', will be responded by the merge pillar of the conceptual framework which states, **The relationship between the workplace and the planning practice experience based on gender-related perceptions and experiences.** The mentioned statement is highlighted in the diagram below.

Diagram 10: Merged pillar representing perceptions and experiences of the link between the workplace and planning practice



The research question was influenced by an enquiry to find out whether the following findings in the literature still exists to date:

- Olufemi's (2008) finding mentions that- '**Qualified women planners have also diversified into non-planning careers in response to pressure, sexual harassment, and oppression by some male colleagues**'

- **Most of the findings reveals that gender cognisance and integration whilst planning is haphazard and does not take a formal, structured form** (Watson, 1999)
- **The perceived notion adopted by local authorities is that if women are incorporated in higher, and more influential professional levels, it will then result in implementation of gender-sensitive policies** (Greed, 1994)

According to the above diagram, the findings by Olufemi (2008), implies that the workplace pillar is not a conducive gender friendly working environment as it constitutes appalling experiences of discrimination, sexual harassment and oppression by male colleagues. This results in women planners not wanting to practice planning anymore through the work-related pressures. Therefore, in this finding, one can assess that the workplace context impacts negatively on the practice of planning. However, in relation to this finding, the current experiences revealed that female planners experience a gender-friendly, less male dominated environment, thus resulting in their stance to continue practicing in the profession and planning practice.

According to Watson's (1999) findings, the implications result in haphazard gender practices, due to no formality and structure in the work organization and planning practice methods. This proves that there needs to be integration between the workplace and practice pillar. Common sentiments from the literature emphasises that gender-sensitive planning approaches and involvement need political commitment and technical support in order for the initiatives to progress (Alison et al, 2007). In relation to this finding, current experiences reveal that female planners still experience random gender sensitive planning initiatives in their daily planning practice, as most mentioned that it is not a major focus in their practice of planning. However, tends to be evident at rather precinct level design practices or upon request from the client, as mentioned by the new entry parastatal researcher.

According to Greed's(1994) finding on women representation assumptions, the implications proved that female planner's representation or presence in the workplace pillar, assumes that a more conducive gender-sensitive environment will be created in the workplace and the women planners will champion gender sensitive planning in planning practice. Therefore, according to perceptions in the literature, more women entering into positions of decision making in planning practice results in advocacy and driving gender sensitive initiatives. Greed's finding , however, is contested by the current findings, that female planners in managerial or decision making roles does not guarantee gender championing. One of the perceptions by the junior private firm planner 2, relates to the merge of the workplace and practice pillars , as she mentions that gender championing in planning practices is not entirely about women representation but also '***legal back up across all sectors'***. This reiterates feminist scholar's sentiments that there should be political commitment in the drafting, incorporation and implementation of gender-sensitive planning in planning practice.

Therefore, in summary of the comparison of findings from the literature and current perceptions and experiences. One can respond to the research question enquiry that their workplace context of

women representation, a gender-friendly organizational culture and gender-sensitive commitment by the political decision makers and organizations has various impacts on the specific aspects.

The first aspect is the presence in the profession, which most female planners revealed that their future prospects are related to the planning practice. All female participants responded that there is a link between the workplace context and the planning practice as they mentioned that the workplace context has an effect on the way one practices planning, however, some planners mentioned that they do not let external factors in the work organization affect their practice of planning. This finding proved to be proven in the scoring of the workplace and planning practice by the female planners (refer to Graph 1), which showed in most cases the higher scoring of practice of planning than workplace experiences.

The second aspect, is the fact that the involvement of gender-sensitive planning is affected by the workplace context. A typical example is the fact that gender-blindness is eradicated in all forms of planning methods and initiatives, such as policy making, spatial and strategic planning and all kinds of project initiatives. Therefore, such an agenda needs a workplace context that is gender conscious, has gender championing from the political decision making levels, adequate resources and relevant technical support.

6.3 RESEARCH QUESTION SUB-QUESTIONS

6.3.1 Research Sub-Question 1: Findings Summary

The first research sub-question, '**In what way may women's presence affect the practice of planning?** 'was addressed in the second chapter which is titled '**Women and Planning Practice**'.

This chapter has broadly discussed the relationship, experiences and impact of women and the planning practice. It firstly provided a historical account of women's visibility, entrance and involvement in the planning profession. Secondly, it stipulated various critiques from feminist planners all around the world about the relation of women and the planning practice. Lastly, it provided a detailed account of examples of gender-sensitive planning successes and partial successes on several case studies.

The findings were mostly highlighted in the several case studies showcased in the chapter. They had accountable successes of gender-sensitive planning initiatives through establishment of women empowerment, establishment of gender liaison person(s)/offices and gender-mainstreaming into projects. However, records were found of the gender concept still being a vague concept to implement by practitioners, having no political commitment and inadequate resources.

More findings in the research to answer the research sub-question was assisted by the establishment of the conceptual framework which guided the research process and analysis of the research findings, in order to understand how women's presence currently affects the planning practice. This finding is

elaborated in detail in the third research sub-question which outlines the actual experiences of female planners in planning practice.

6.3.2 Research Sub-Question 2: Findings Summary

The second research sub-question, '**How has the SA Planning Profession incorporated women and gender?**' was addressed in the third chapter which is titled '**Overview of the Planning Profession in SA**'.

The chapter provided a desktop analysis of the integration of women and gender within South Africa's planning profession by firstly, reviewing SA's legislation on women and gender after 1994. The outlined legislation was the Bill of Rights section in the Constitution which promotes pro-equality and commits to equality of both genders. Thereafter, the National Policy Framework of Women Empowerment and Gender (n.d) which addresses the advancement of gender equality by compiling national directive for all government spheres and related entities. Genderlinks was also identified as one of the catalyst organization driving the National Framework mandate within municipalities.

The second part of the chapter, assessed the incorporation of women and gender in established SA planning professional bodies - SAPI and SACPLAN. SACPLAN did not have explicit legislative considerations pertaining to women and gender; however, had encompassing competency guidelines in their code of conduct addressing issues of non-discrimination towards gender. SAPI also does not have obvious legislative considerations on gender and women empowerment; however, addressed issues of equality and non-discriminatory behaviour of registered members.

SACPLAN EE Financial year reports were also addressed in the chapter and highlighted the incorporation of women and gender in terms of Employment Equity Act (Act 55 of 1998). All assessments illustrate the growth in the members' registration over the years. However, in terms of gender and race, information stipulated in the chapter illustrates that there is a lower ratio of women registered as compared to males but more African women registered than other ethnic groups. This may implicate that even though there is a lower ratio of female registration in terms of racial disaggregation, there is an increase of African women registering as members into the profession (SACPLAN, 2016).

The last part of the chapter, assessed key legislation and policy governing procedures within local government and private organizations. The two metropolitan municipalities in Gauteng were assessed, known as CoT and CoJ. CoT's workforce profile and movements was assessed in detail from the City Planning and Development Department EE Report. The workforce profile included various occupancy levels, gender and race which assisted in evaluating the incorporation of women and gender in the department.

In terms of workforce movements, the data illustrated that there were no women entry upon those three financial years; however, terminations according to the town planning relatable occupancy level, experienced majority white men leaving the profession and white females at a minority.

The chapter also highlighted key areas experienced in the CoJ's gender policy pertaining to gender mainstreaming and programme planning. The areas involved key strategies in significant improvements in women representation, provision of family friendly and supportive environments and flagship projects involving gender. Review of SAACP was also highlighted in the latter part of the chapter: explicit information on women and gender was not obtainable from the association; however, the association affirms that members should adhere to the code of conduct as set by SACPLAN.

Therefore, in recommendation for future research, the following has been identified:

- Investigation of the implication of access and entry in the profession.
- Investigation of a specific race and gender in relation to female planners exiting the work organization.
- Assessment of the implementation of initiatives and strategies stipulated in the gender-related policies of local municipalities and;
- In depth investigation of women and gender incorporation in private consulting firms as well as examples of gender-based projects, initiatives and programmes.

6.3.3 Research Sub-Question 3: Findings Summary

The third research sub-question, ***'What are the perceptions and experiences of female planners in SA?*** 'was addressed in the fourth chapter which is titled '**Research Method Analysis and Findings.**

The chapter achieved to provide detailed findings of 16 female planners' current experiences and perceptions in the workplace and planning practice. Findings were structured around responses from the interview questionnaire themes, namely-planning background, work organization experience, planning practice experience and lastly the planner's stance in the workplace and profession. There were varying and common responses depended on work organization and work status level. In terms of common responses from the planning background: participants expressed that they found no hindrance or experienced discrimination in entry to the profession and that gender theory was not an explicit subject in their planning curricula. According to the workplace experiences, there varying responses of organizational culture and gender-friendly environments based on the particular work organization. Planning practice common experiences were of the lack of identification of gender sensitive planning or involvement in their practice of planning and similar sentiments of the progression on gender championing. In terms of their professional stance, all participants mentioned future prospects within the planning profession and responded in detail to lessons learnt as planning students and career women.

Therefore, in recommendation of further research, the following has been identified from this section:

- Further research in understanding work organization's commitment to gender sensitive planning initiatives.
- Further research in obtaining examples of gender-friendly best practices in the work organization.

6.4 CONCLUSION

The philosophy of Social Justice and its principles emphasizes that justice should be the first virtue of all institutions. Justice denies a scenario of the better-off and worse-off to be reality as it argues that the loss of freedom for one should not be accepted by the greater good shared by others (Rawls 1999). In relation to the above, one of the questions in the interview was that the participants should describe what would be an ideal gender-sensitive workplace environment for them, and varying answers were obtained. However, majority answered that an ideal environment will be one that has gender parity and flexible to attend and accommodate women's needs. In concluding remarks, I found interesting that through a history of women exclusion in the workplace and positions of decision making; findings revealed that female planners have transcended this ill-treatment and see gender equality as significant in the workplace. This perception deserves to be explored in further research.

In terms of the research, the report responded to the research question and sub-questions by substantiating to six chapters: the first chapter provided an overview of the problem statement and background of the research topic; the aims and objectives of the research; the rationale for pursuing the research; and lastly the research method and ethical considerations.

The second chapter titled, 'Women and Planning Practice' extracts themes and concepts to produce a conceptual framework for the research study; provided a historical account of initiatives, plans, academic research and contributions of the Planning profession in integrating women and gender into planning practice; highlighted the critiques outlined by feminist planners and scholars on the integration of women and gender in the planning practice; and lastly, explored ways that women and gender affect the planning practice.

The third chapter titled- 'The Overview of the Planning Profession in South Africa' highlighted relevant legislation and policies drafted in the post 1994 period which deal with women and gender; outlined the establishment of planning professional bodies in SA and how they have included women and gender and lastly outlined various SA work organizations in the public and private sector and their attempt to consider gender.

The fourth chapter titled, 'Research Method Analysis and Findings', outlined in detail the process followed in the research methodology and indicated the adjustments or deviations in the process. It then, provided detailed research findings of experiences of female planners in the workplace and planning practice.

The fifth chapter titled, 'Analysis of Findings', analysed the research findings through concepts drafted in the conceptual framework which had two aspects known as the workplace and the planning practice.

The sixth and last chapter concluded by explicitly answering the Research Question and sub-questions, largely by summarising the chapters two to five and also provided recommendations for further research relating to the research study.

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ANNEXURES

8.1 ANNEXURE A: RESEARCH PARTICIPANT SHEET

PARTICIPANT INFORMATION SHEET

Female Planners in the Workplace and their Planning Practice

Greetings

My name is Sedimogang Moraka and I am currently a part time student studying towards an Honours Degree in the School of Architecture and Planning (SOAP) at the University of the Witwatersrand. I am currently investigating the experiences of female planners in the workplace and their planning practice. The purpose of the research is to find out how women's experiences in the workplace affects their work.

I am inviting you to be part of the study through a one-to-one interview process. The research target group is female planners currently practicing planning; therefore, you have been selected to participate in this study due to your gender and professional status.

The interview will take no longer than 30 minutes of your time. The arrangement of the venue and time for the interview is flexible to your suitability and availability; however, ideally the place and time would be at your area of work. I am also required to receive permission letters from your employers, should there be a need.

During the course of the interview you will be asked questions regarding firstly the experiences in pursuit of the planning profession during your tertiary education and secondly the current experiences in your specific workplace and how it affects your day-to-day planning practice.

The interview will be recorded by the use of hand written notes by the researcher upon each question answered on the questionnaire as well as the use of an audio recorder through pre-approval by you.

Your participation is voluntary, you may refuse to answer any questions that make you uncomfortable, and you may withdraw at any time without penalty or loss. You will receive no payment or other incentives for your participation.

Your participation will be completely anonymous and you will not be personally identified in the final report. You will be referred to by the use of a pseudonym name with information of the relevant years of practice. Your organization's name will be documented generically in the following ways - Municipality, Private Sector, Provincial Government and any other general description.

The results of the interview and your personal views will not be linked to you in the final report. In the event that I use direct quotations from this interview, please note that your identity will not be revealed. Any comments that you make that you deem "off the record" or similar, will not be quoted. Further, any information that you share will be kept confidential and can only be accessed by me on a password protected laptop. There are also no foreseeable risks associated with your participation.

The research undertaken is solely for academic purposes and once completed will be available electronically and can be accessed publicly on the Wired Space platform.

If you have any questions, concerns, or comments or if you would like a copy of the final report, please feel free to contact me at 0704189H@students.wits.ac.za or my supervisor's email address at Amanda.Williamson@wits.ac.za (0117177713).

I thank you for your time and interest in this research. I am looking forward to your participation

8.2 ANNEXURE B: RESEARCH CONSENT FORM

CONSENT FORM

(Female Planners in the Workplace and their Planning Practice)

I hereby confirm that I have been informed by the student researcher of the purpose, procedures, and my rights as a participant. I have received, read and understood the written participant information sheet. I have also been informed of:

- □ the nature of my participation in the form of an interview questionnaire
- □ the option to choose where and when the interview will be held
- □ the 30 minutes interview duration
- □ the reasons why I was selected to participate in the study
- □ the voluntary nature, refusal to answer, and withdrawing from the study
- □ no payment or incentives
- □ no loss of benefits or risks
- □ anonymity
- □ confidentiality
- □ how the research findings will be disseminated

Therefore I agree to participate in this study by answering the interview questionnaire

I AGREE / DO NOT AGREE to audio-recording during interviews

PARTICIPANT:

_____

Printed Name

_____ _____

Signature Date

8.3 ANNEXURE C: RESEARCH QUESTIONAIRE

1	SECTION 1	THE PURSUIT OF A PLANNING QUALIFICATION
1.1	Has Town/Urban & Regional Planning (Planning) always been a career you wanted to pursue?	
	If not, what was your first choice of study and why?	
1.2	In which year did you enrol for Planning and when did you graduate?	
	Roughly, can you estimate what the gender ratio of your class? (I.e. females in comparison to males?)	
1.3	Did this higher/lower ratio have an impact on your confidence and motivation to pursue the qualification further?	
1.4	Can you recall call in the projects or assignments of the Planning modules, where gender-sensitive planning was considered? (For example considering females in your plans?)	
	If yes, may you share a few examples?	
2	SECTION 2	INFORMATION OF INCUMBENT'S DUTIES AND EXPERIENCES IN THE WORK ORGANIZATION
2.1	When did you start working in this organization and in what position?	
2.2	How many years' experience do you have in your current position?	
2.3	Did you have any prior planning practice experience before appointment to this organization?	
	If yes, may you please share where you worked and what experience you acquired?	
2.3.1	May you please share why you left your previous job for the current one?	
2.4	What is your current position's roles and responsibilities according to your appointment?	
	Do you think that you are fulfilling or practicing all your roles and responsibilities according to your appointment description?	
	If no, which ones are you not fulfilling and do you perhaps know what might be the cause?	
	If no, is the work organization aware of this matter and what necessary steps were taken to address the matter?	
2.5	Are there other female planners in your organization? Or female professional colleagues?	

	How many females are in the leadership positions in your organization? (e.g. SED, ED, Director, CEO)
	Does the number, or the position and role of these women have an impact on your confidence and motivation to pursue your profession further?
	Do you have frequent interaction with your male colleagues in work related situations such as projects and meetings?
	If yes/no, in what capacity and roles?
2.6	How would you describe the gendered working relationships?
	How would you describe a typical meeting scenario, who speaks first, whose contributions are considered or dismissed?
	Why effect does it have in carrying out your duties and the sense of satisfaction with your place of work and career choice?
2.7	National Policy such as the 'National Policy Framework for women's empowerment and gender equality', has an aim to institutionalize and monitor implementation of women empowerment and gender equality. Since your appointment to this organization, have you ever come across a gender awareness training, gender focal points? (I.e. where gender awareness training is provided)?
	If yes, may you please give examples of departments or units this is provided and whether the trainings were beneficial?
2.8	Are you aware of gender related policies in relation to your employment? (e.g. maternity leave, family responsibility leave, sexual harassment policy, employment equity)
	Have you benefitted from them as a woman in the organization? In what way?
	Which ones are you aware of, which are not implemented or adhered to in your organization?
	How is it regarded by you, female and male colleagues in your organization?
2.9	Have you personally experienced a situation where you needed to report a grievance or challenge; or maybe heard of such a situation in the organization?
	If yes, was HR Support responsive, where you or the particular person/s assisted?
	If no, where did you escalate the matter and how were you assisted?
2.10	Have you ever experienced sexist attitudes in the workplace? (E.g. comments such as 'She is just a woman', 'You are a woman- you can't go to that meeting', or exclusionary/discriminatory non-verbal behaviour?)
	Can you describe the incidents/remarks? (You can leave out names and details as necessary)
	Has it affected your sense of a future within this organization, within the profession?

2.11	Have you experienced any positive gendered feedback, comments or recognition in the workplace (e.g. compliments and recognition from male colleagues etc.?)	
3	SECTION 3	EXPERIENCES IN THE PLANNING PRACTICE
3.1	Are your contributions toward the organization's plan and projects taken into account or considered seriously by your female and male colleagues?	
	If no or yes, why do you think this is the case?	
3.2	Are you comfortable in contributing your view, expertise and knowledge in internal work meetings and is your contribution recognised?	
	If no or yes, why do you think this is the case?	
3.3	To what extent do you take female users into account in your design, plans and framework planning?	
	Gender sensitive planning involves projects, programmes and policies created and implemented in order to eradicate the past errors of gender-blindness, women exclusion and inequality in the public realm, planning practice and profession. In your view, experience or knowledge, to what extent do decision makers such as policy makers and practitioners include gender-sensitive planning in their policy making?	
	In your opinion, do you think that gender-sensitive planning will have progress if driven by female planners?	
3.4	Have you ever been involved in a project where gender-sensitive planning was included?(e.g. gender mainstreaming in projects, women empowerment and consideration in planning designs)	
	May you please mention the project/s and how gender sensitive planning was applied?	
3.5	Are you affiliated with any Professional Planning Organization? e.g. SACPLAN, SAPI, etc.	
	If yes, how has being a member of the organization affected your planning practice?	
	If yes, are you aware of their policies, code of conduct or plans that incorporate gender considerations?	
4	SECTION 4	EXPERIENCES IMPACT ON CONTINUING PLANNING PRACTICE
4.1	What are your future goals pertaining to your planning profession?	
4.2	Do you think that this plans are practical and possible?	
	If yes, why do you think so? If no, what do you think are the stumbling blocks to you achieving your goal?	
4.3	If you got an opportunity to go and present a school talk for upcoming young planners, what advice would you give them?	
	If you had any recommendations regarding female planners in the workplace and practice, what would they be?	

4.3.1	In a perfect workplace environment, what would be a practical ideal gender sensitive environment?
4.4	Considering the answers to the questions above, do you feel that there is a relationship between female workplace experiences and practices? (e.g. is there a link on whether the way you experience the organizational culture affects how you carry-out your planning work)
	If yes, may you please elaborate
4.5	On a scale of 1 to 10, what is your level of your current Organization experience satisfaction (1-awful, 5-moderate, 10-exellent)
	May you please explain why you scored this way?
4.6	On a scale of 1 to 10, what is your level of your current Planning practice experience satisfaction (1-awful, 5-moderate, 10-excellent)
	May you please explain why you scored this way?

8.4 ANNEXURE D: SACPLAN MEMBERSHIP DATA

A Table providing SACPLAN membership information

Total number of members registered with SACPLAN	4537
Total number of females registered with SACPLAN	1725
Total number of males registered with SACPLAN	2812
Total Africans	1971
Female Africans	888
Male Africans	1083
Total Asians	77
Females	34
Males	43
Colored	124
Females	53
Males	71
Indians	119
Females	55
Males	64
Whites	2228
Females	687
Males	1541
Other	18
Females	8
Males	10
All Active	3653
Non-Active	883
Registered Years	
From 2013	1828
Between 2011 - 2013	805
Between 2005 - 2011	758
Ten years and more	2051

(Data provided by SACPLAN on the 22nd of September 2016

8.5 ANNEXURE E: COT CITY PLANNING DEPARTMENT EE REPORTS

DEPARTMENT: CITY PLANNING AND DEVELOPMENT 2013/2014 EE REPORT

Workforce Profile

1.1 Total number of employees (including disabilities) per **occupational level**

Occupational Levels	Male				Female				Foreign Nationals		TOTALS
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	1	0	0	0	0	0	0	0			1
Senior Management	14	1	1	10	7	1	2	5			41
Professionally qualified	24	2	0	51	15	0	3	16			111
Skilled technical	42	3	3	26	50	1	6	36			167
Semi-Skilled	18	1	2	1	22	3	1	20			68
Unskilled	27	1	0	1	14	0	0	0			43
TOTAL PERMANENT	**126**	**8**	**6**	**89**	**108**	**5**	**12**	**77**	**0**	**0**	431
Non – permanent employees											0
GRAND TOTAL	**126**	**8**	**6**	**89**	**108**	**5**	**12**	**77**	**0**	**0**	431

Workforce Movement

Recruitment

3.1 Total number of new recruits, including people with disabilities

Occupational Levels	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top Management											0
Senior Management											0
Professionally qualified											0
Skilled technical											0
Semi-Skilled											0
Unskilled	0				0						0
TOTAL PERMANENT	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	0
Non – permanent employees											**0**
GRAND TOTAL	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	0

Promotion

4.1 Total number of promotions into each occupational level, including people with disabilities

Occupational Levels	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top Management											0

Senior Management											0
Professionally qualified											0
Skilled technical											0
Semi-Skilled											0
Unskilled											0
TOTAL PERMANENT	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	0
Non – permanent employees											0
GRAND TOTAL	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	0

Termination

Total number of terminations in each occupational level, including people with disabilities

Occupational Levels	**Male**				**Female**				**Foreign Nationals**		**TOTAL**
	A	**C**	**I**	**W**	**A**	**C**	**I**	**W**	**Male**	**Female**	
Top Management											0
Senior Management											0
Professionally qualified											0
Skilled technical											0
Semi-Skilled											0
Unskilled	1				3						4
TOTAL PERMANENT	**1**	**0**	**0**	**0**	**3**	**0**	**0**	**0**	**0**	**0**	4
Non – permanent employees											**0**
GRAND TOTAL	**1**	**0**	**0**	**0**	**3**	**0**	**0**	**0**	**0**	**0**	4

Awareness of Employment Equity

Please indicate which of the following awareness measures were implemented by your organization

	YES	**NO**	**No, of employees covered**
Formal written communication		X	
Policy Statement includes reference to employment equity		X	
Summary of act displayed	X		431
Employment Equity training		X	
Diversity management programmes		X	
discrimination awareness programmes		X	

CITY PLANNING AND DEVELOPMENT DEPARTMENT
2014/2015 EE REPORT

Workforce Profile

Total number of employees (including disabilities) per **occupational level**

Occupational Levels	Male				Female				Foreign Nationals		TOTALS
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	1	0	0	0	0	0	0	0	0	0	1
Senior Management	12	1	1	9	10	1	2	5	0	0	41
Professionally qualified	25	2	0	45	14	0	2	13	0	0	101
Skilled technical	36	3	2	25	52	2	5	31	0	0	156
Semi-Skilled	16	2	2	1	21	3	1	18	0	0	64
Unskilled	25	0	0	1	9	0	0	0	0	0	35
TOTAL PERMANENT	**115**	**8**	**5**	**81**	**106**	**6**	**10**	**67**	**0**	**0**	398
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	**115**	**8**	**5**	**81**	**106**	**6**	**10**	**67**	**0**	**0**	398

Workforce Movement

Recruitment

Total number of new recruits, including people with disabilities

Occupational Levels	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	0	0	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified	0	0	0	0	0	0	0	0	0	0	0
Skilled technical	0	0	0	0	0	0	0	0	0	0	0
Semi-Skilled	0	0	0	0	0	0	0	0	0	0	0
Unskilled	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	0
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	**0**
GRAND TOTAL	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	0

Promotion

Total number of promotions into each occupational level, including people with disabilities

Occupational Levels	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	0	0	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified	0	0	0	0	0	0	0	0	0	0	0
Skilled technical	0	0	0	0	0	0	0	0	0	0	0
Semi-Skilled	0	0	0	0	0	0	0	0	0	0	0
Unskilled	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	0
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	0

Termination

Total number of terminations in each occupational level, including people with disabilities

Occupational Levels	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	0	0	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	1	0	0	0	0	0	0	1
Professionally qualified	0	0	0	1	0	0	0	1	0	0	2
Skilled technical	0	0	0	0	0	0	0	0	0	0	0
Semi-Skilled	0	0	0	0	0	0	0	0	0	0	0
Unskilled	0	0	0	0	1	0	0	0	0	0	1
TOTAL PERMANENT	**0**	**0**	**0**	**2**	**1**	**0**	**0**	**1**	**0**	**0**	4
Non – permanent employees	0	0	0	0	0	0	0	0	0	0	**0**
GRAND TOTAL	**0**	**0**	**0**	**2**	**1**	**0**	**0**	**1**	**0**	**0**	4

CITY PLANNING AND DEVELOPMENT DEPARTMENT
2015/2016 EE REPORT

Workforce Profile

Total number of employees (including disabilities) per **occupational level**

Occupational Levels	Male				Female				Foreign Nationals		TOTALS
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	1	0	0	0	0	0	0	0	0	0	1
Senior Management	13	1	1	9	9	1	2	5	0	0	41
Professionally qualified	18	2	0	44	14	0	3	13	0	0	94
Skilled technical	45	3	2	26	53	2	6	29	0	0	166
Semi-Skilled	15	2	2	1	22	3	1	16	0	0	62
Unskilled	22	0	0	1	5	0	0	0	0	0	28
TOTAL PERMANENT	**114**	**8**	**5**	**81**	**103**	**6**	**12**	**63**	**0**	**0**	392
Non – permanent employees											0
GRAND TOTAL	**114**	**8**	**5**	**81**	**103**	**6**	**12**	**63**	**0**	**0**	392

Workforce Movement

Recruitment

Total number of new recruits, including people with disabilities

Occupational Levels	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top Management											0
Senior Management											0
Professionally qualified											0
Skilled technical											0
Semi-Skilled											0
Unskilled											0
TOTAL PERMANENT	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	0
Non – permanent employees											**0**
GRAND TOTAL	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	0

Promotion

Total number of promotions into each occupational level, including people with disabilities

Occupational Levels	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top Management											0
Senior Management											0
Professionally qualified	2										2
Skilled technical											0
Semi-Skilled											0
Unskilled											0
TOTAL PERMANENT	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	2
Non – permanent employees											0
GRAND TOTAL	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	2

Termination

Total number of terminations in each occupational level, including people with disabilities

Occupational Levels	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top Management											0
Senior Management											0
Professionally qualified											0
Skilled technical	1							1			2
Semi-Skilled											0
Unskilled											0
TOTAL PERMANENT	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	2
Non – permanent employees											**0**
GRAND TOTAL	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	2

Non – permanent employees											0
GRAND TOTAL	**114**	**8**	**5**	**81**	**103**	**6**	**12**	**63**	**0**	**0**	392

7. Numerical targets

7.1 Please indicate numerical targets (i.e. workforce profile) you project to achieve for the total number of employees, including people with disabilities, at the end of next reporting in terms of occupational levels. Note A=Africans, C=Coloured, I=Indians and W=Whites.

Occupational Levels	Male				Female				Foreign Nationals		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	1	0	0	0	0	0	0	0			1
Senior Management	13	1	1	9	9	1	2	5			41
Professionally qualified	18	2	0	44	14	0	3	13			94
Skilled technical	45	3	2	26	53	2	6	29			166
Semi-Skilled	15	2	2	1	22	3	1	16			62
Unskilled	22	0	0	1	5	0	0	0			28
TOTAL PERMANENT	**114**	**8**	**5**	**81**	**103**	**6**	**12**	**63**	**0**	**0**	392
Non – permanent employees											0
GRAND TOTAL	**114**	**8**	**5**	**81**	**103**	**6**	**12**	**63**	**0**	**0**	392

(EE Reports data received from City of Tshwane, Corporate Shred Services Department, 2016