

# SAACE TRANSFORMATION CHARTER

The South African Association of Consulting Engineers (SAACE) recognises that in the history of South Africa, many people were disadvantaged by being forcibly excluded from the economic mainstream of the country and had to endure extreme deprivation as a result. The Association acknowledges that if the resulting inequalities and imbalances are to be addressed it is necessary to adopt a proactive strategy for change, aimed at expediting the integration of the disadvantaged fully into our society and our economy.

The SAACE considers that transformation in the industry embraces the concepts of economic, technical, intellectual and social empowerment, employment equity, skills transfer and sustainable development. It believes that positive affirmative action must be taken for the following reasons:-

- The inequalities of the past must be corrected, to the benefit of all.
- Professional skills, which are in short supply and are becoming a diminishing national asset, must be increased.
- The consulting engineering profession, as a force for development and maintenance of the country's infrastructure, must be safeguarded.
- The industry's vital role in visibly promoting South Africa's skills, services and experience to achieve full empowerment and equity in the spirit of the Renaissance of Africa, must become a reality.

The SAACE is an independent and non-partisan body and upholds the principles of equal opportunity employment and freedom from discrimination on grounds of race, gender or creed. In the evolving democratic South Africa, the SAACE abides by the Charter as demonstrating its commitment to change as an association of member firms, by:-

- Promoting the practice of consulting engineering and allied professions as unique to our country, for all its people and by all its people;

- Upholding the constitutional right of equality, the exercising of democracy and elimination of discrimination
- Promoting implementation of employment equity policies to achieve a work environment that takes into account the needs of the individual and the national imperatives.
- Providing effective mechanisms for skills development and training to advance professional development and efficiency in the workforce.
- Engaging with kindred associations whose like mission is transformation in our industry, and working with them to achieve it.

At the same time the SAACE is conscious of its obligation to maintain professional standards and ethics demanded by South African society and set down in legislation, in the interests of the public at large. Accordingly the Association endorses the following principles as being non-negotiable in the transformation process:-

- The policy of continuous improvement of standards in all aspects of the industry shall be upheld.
- Promotion and advancement shall be based on merit, without tokenism or paternalism.
- Productivity and a strong work ethic compatible with making our country globally competitive shall be a goal at all times.
- The process of empowerment of the historically disadvantaged shall be linked to milestones which indicate the achievement of a demographically representative industry.
- The maintaining of the industry skills base in South Africa shall remain a priority.

The SAACE will strenuously encourage its members to endorse this Charter, to uphold its standards, to practice its tenets and to monitor progress at all times.