

**Report to the 35th General Assembly
FIG Working Week 2012 in Rome, Italy**

FIG Africa Task Force

Report of Activities 2011-2012

**Final Report on Africa Task Force: Regional Africa Workshop – “Building Resilience in the Profession: A focus on Young People and Women”
University of Cape Town, South Africa, 1-2 December 2011**

The FIG Africa Task Force (ATF) is an initiative aimed at supporting FIG African Member Associations and Academic members over the period 2010- 14.

This global taskforce emerged in response to consideration by the general council and approved by General assembly in Eilat, Israel, May 2009. The terms of reference and supporting material can be viewed at www.fig.net/atf.

This is the final report of the Sub Saharan African Task force workshop regarding the preparation and running of a two-day workshop on Building Resilience in the Profession: A focus on Young People and Women, held on 1- 2 December 2011 in Cape Town, South Africa.

The key purpose of the task force is to enable the surveying profession in Sub Saharan Africa to deal with social responsibility in terms of contributing to achieving the MDGs. In this regard, the role of the surveyors as change agents engaging with the politicians and civic society is important.

Each year the Task Force invites an African member association to co-host the workshop event. It is with great pleasure that the FIG Africa Task Force (ATF) welcomed the *University of Cape Town, Geomatics Dept (UCT)* who organised the logistical arrangements in Cape Town, and *South African Council for Professional and Technical Surveyors (PLATO)*. In addition this years focus also compliments the current efforts underway through *FIG Young Surveyors Network (YSN)* accordingly they contributed significantly to the deliberations.

The two day Workshop considered and devised new and creative tools to revitalise and strengthen FIG Members within Sub Saharan Africa and will present its findings at FIG Working Week in Rome 6th- 10th May 2012.

Key activities undertaken

Seminar Organisation and Program

This workshop was targeted at senior and middle level land professionals in the private and public sector and educational and land professional institutes. It brought together decision makers and practitioners from several African nations (Botswana, Ethiopia, Gabon, Ghana, Kenya, Nigeria, Tanzania, Rwanda, Senegal, South Africa and Uganda) with expertise across the range of land professional disciplines within the FIG membership.

The final version of the workshop programme is attached to the detailed report available on the web site www.fig.net/atf. Presentations from the workshop are also available on the FIG web site.

The objectives of the workshop

Africa faces considerable challenges in the next couple of years, and development must be accelerated further. Within the framework of Professional Development and Ethics the task force in 2011 will look at developing capacity and relevant tools in the key area of:

Building Resilience in the Profession: – to develop a suite of tools for member associations in Africa so that they may have innovative ways to engage with, and attract young people and women into the survey profession

Over a two day workshop the Task Force objectives were to:

- Understand what the barriers of entry to the profession are especially relating to women and young people
- Add value for participants through a learning experience to enable them to act as agents of change
- Outline and develop a range of tools that are capable of being used by member associations that will make a difference in their recruiting strategies

These objectives were achieved and a suite of tools were agreed to be worked upon with a final document expected to be uploaded on the web site soon. The deliberations of how this was achieved are explained below.

Speakers and Participants

An invitation letter was sent to all member associations in sub Saharan Africa requesting that they circulate amongst their members. Other special invites were sent to African land professionals (Planners and Engineers). In addition the Young Surveyors Network (YSN) successfully obtained a FIG Foundation grant which combined with an ATF contribution and their own resources funded six young professional's, to attend the workshop.

Drawing on a strong African network, speakers were invited to present core information. Delegates were limited to 50, an initial list of participants were drawn from the registration process organised by ATF in respect of international attendees, and PLATO in respect of national attendees

The list of confirmed participants and speakers is attached to the detailed report, available on the web site.

Deliberations

An overview of the rationale for resilience was provided in setting the scene noting that all sectors of society need to be attracted to ensure an ongoing flow of recruits entering the profession

Based on a participatory format, participants were expected to contribute in both open forums and break out sessions. By designing an interactive two day workshop the participants were split into groups of up to eight members in which to carry out the two days' activities. Participants reviewed the content of information given, made criticisms, suggestions, raised concerns as well as making additions to improve the existing situation.

Resilience in land requires youngsters and women to enter the profession and to act as agents of change to, in general, support good land governance, and also in particular, to work towards attaining the MDGs. We understand the competing demands on young people and we also understand that we have to get young people interested at different levels, i.e. within schools, further education and grassroots. Similarly, resilience in land requires women: it is a sad fact that women have been marginalised in land and property assets, emphasising that it is not the aim to make judgments, but to look and move forward inclusively for all]. Building resilience in our profession is promoted by this workshop and through the numbers of attendees from across the continent has raised member awareness.

The workshop structure is based on and adapts the appreciative inquiry method. Appreciative inquiry employs a particular way of asking questions and envisioning the future that fosters positive relationships and builds on the basic goodness in a person, a situation, or an organisation.

Embedded into this structure are the objectives of the workshop to consider different ways of thinking categorised into: Performance & technology, Partnerships & communications and Perceptions & leadership.

The first day was led by presentations from Joycelyn Makena (Kenya), Eugene Etuonovbe (Nigeria) and Ugwulebo Benedicta Amarach (Nigeria) each sharing their personal professional experiences enabling delegates to concentrate on their own 'discover' aspects of adaptive inquiry. Next moving to the member organisation level, delegates heard from Peter Marsh, President SAGI and Winston Ayeni Chief Registrar of SERCO, who presented their respective associations recruiting activities. Groups deliberated and clearly documented SMART issues to attract new recruits to the Profession and key actions for SSA members association recruitment activities.

Sincere thanks to Trimble (Global & South Africa offices) who steered the afternoon activity that concentrated on performance and technology. Keith Hofgartner (Director Global projects) presented Trimble and their role in Africa, next with the help of the local Trimble/ Optron team equipment was supplied and they ran a full afternoon with participants fully engaged in

interactive land survey. Out of this activity the delegates designed and planned a set of draft photographic recruiting tools that could work well for the Member Associations to adapt to their needs.

The second day continued with different ways of thinking, concentrating upon partners and perceptions drawing from the adaptive enquiry structure of discover, design and delivery. Key note presentations provided:

First, discovering partnerships with an excellent presentation of the pragmatic and effective work Shack Dwellers International is doing in informal settlements in Cape Town. Aditya Kumar (SDI) & Vuyani Myango (Grassroots leader), discussed and talked about participation and communication, truly empowering and reminding delegates of the benefit of professionals working with Grassroots.

Second, Yvonne Sowah (Past President GhIS) talked about perceptions and leaderships and women in surveying, next Kate Fairlie (Chair YSN) enthused the audience with perceptions and communication from a young professional's viewpoint. Finally, Diane Dumashie overviewed what it means to lead and communicate change, linking back to the reminder of the days task to develop do-able tools.

Delegates considered and debated in a rigorous and logical sequence to find ideas for action for a further set of tools that will engage with new recruits. In groups they designed tools, stating what and why they propose this tool and how will it look, before delivering at Plenary a "mocked-up" version of their respective tools with a clear statement to accompany the tool and a clear description of how the tool needs to be used by member associations to enable them to make a difference.

The outcome of six draft tools were presented in plenary, then each proposed tool was exhibited to allow a full critique by the delegates. By the close of the discussion over the two days, participants came to the conclusion that individual groups would take away their tools to refine and re-present final versions at the ATF Roundtable in May 2012.

Outcome of the Workshop

The consensus reached at the end of the workshop discussion is that in the first quarter of 2012 action by:

- End February- Individual groups to consider and prepare and refine their ideas for tool structure and return the final draft to ATF secretariat
- March- final edit, formatting and print production, and as appropriate publications by FIG Head office
- May- (FIG Working week, Rome), the draft tools will be brought to the Roundtable for final discussion on content before deciding to circulate a suit of tools to Member Associations for their use.

A short workshop publication based on the detailed deliberations has been prepared is available as a briefing document for the ATF roundtable at this Working Week (Rome 2012).

Closing remarks

“Focusing developmental efforts geared at youth as a strategy to achieve the goals [MDGs] is essential given that they [the young] are directly concerned by all the MDGs and that they comprise more than half of the world’s population” (Jose Fernando Mata-Piche, UN Habitat Youth Section June 2010)

There is no denying that surveying is an aging profession. There is recognition at all levels of the need to engage with the Youth of to-day, both men and women. This points to the resilience of our profession and the need to ensure our profession continues to recruit for progress to be made to achieve good land governance. The demand for well trained professionals is stronger than ever.

The world is flooded with information and data; however this is meaningless without knowing how to apply them to reach desired goals. This knowledge yields added value. So for member organisations it is important to know where knowledge is shared and how it can be transferred to the right people. This requires a strategy and tools for knowledge management.

“Do we have the heart for the youth and women and to truly engage?” (Delegate ATF 2011).

The Africa task force network believes Yes. This workshop designed to promote delegates as ‘Agents of Change’ has deliberated how member associations may demonstrate societal contribution and specifically to achieve this, developed recruitment tools that are required to convince young men and women that our profession should be a first choice career.

The workshop presented here has successfully delivered a range of tools that with member adaptation can form part of a growing resource of information. Tools developed by delegates at ATF workshops, it is hoped will assist Member Associations decisions in recruitment techniques and by dissemination will further enable appropriate activities by their own land professionals in their own countries.

For FIG this is an excellent next step in the ATF objectives which has now delivered a suite of tools for adaptations and use by our land professional members in Sub Saharan Africa (and elsewhere). We aim to now to cast the net wider than just the workshop and look at capturing the thinking and input from the wider FIG membership at the Roundtable in Rome 2012.

Dr Diane Dumashie

Chair, Chair Africa Task Force

January 2012