



**Africa Task Force: Southern Africa Regional Workshop**

**A Tool Kit for Surveyors to:  
Build Resilience in the Profession**



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Chair FIG Africa Task Force**

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## FOREWORD

This publication is a result of the FIG sub-Saharan African Task Force (ATF) workshop on Building the Resilience in the land profession: A focus on Young people and Women new entrants, held 1-2 December 2011 in Cape Town, South Africa.

The FIG Africa Task Force was established in 2009 for the period 2010-2014. The workshop in Cape Town was organised to address the challenges that sub-Saharan African FIG Member Associations face in addressing their capacity issues. The key purpose of the task force was 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 local communities is of key importance.

The workshop emphasised the importance of good land governance and the role of the African Surveying Profession in contributing to meeting the key challenges of poverty alleviation, economic growth, and environmental sustainability.

The organisers wish to thank all who participated, contributed, supported and encouraged this workshop. Each year the Task Force invites an African member association to co-host the workshop event. Especially it is gratefully acknowledged the support given by the Geomatics department at the University Cape Town (UCT) who organised the logistical arrangements in South Africa and PLATO.

The workshop was organised by Dr Diane Dumashie, Chair of ATF, Director of Dumashie Ltd, UK and during the event was assisted by a core team consisting of Dr Jenny Whittle Associate Professor and Soraya Shaffie Administration manager in the Geomatics Department UCT. FIG would like to thank the Young Surveyors / participants network for all their great efforts in contributing to this workshop and also contributing to reviewing this tool book for consideration and adoption by the Roundtable at the FIG Working Week in Rome, Italy, May 2012.

Finally, we wish to convey our sincere gratitude and thanks to all the delegates who travelled from all parts of sub-Saharan Africa to attend this workshop and whose active and enthusiastic participation ensured the success of this workshop.

In line with earlier ATF workshops, the 2011 workshop presented here is not an academic exercise. It adds to the growing resource of information which can underpin member associations' decisions and activities by disseminating and further providing appropriate tools for their land professionals. From FIG's perspective, it performs part of an effort to ensure that sub-Saharan African land professionals have a platform in which to raise and develop their own tools for their own country contexts. This is an excellent starting point from which to build up the evidential core of the work for land professional members in sub-Saharan Africa.

**Diane A Dumashie**  
Chair FIG Africa Task Force (2009-14)

**CheeHai Teo**  
FIG President (2010-2014)

## ACKNOWLEDGEMENTS

This tool Kit was compiled and written by Dr D Dumashie, chair of ATF.

The document is based on the workshop convened in Cape Town 2011 from 1- 2 December where 50 participants devised a mix of tools that could be worked upon and at the FIG Working week in Rome, May 2012, a tool kit was subsequently agreed in content and design. I would like to acknowledge the inspiration and hard efforts of the participants for this Tool kit and much of the tools, draft ideas contained herein are a direct output of their hard work. Represented Member Associations and academics included:

- University of Botswana
- Ghana Institution of Surveyors (GhIS)
- Association des Professionnels De L'Ingenierie Topographique Du Gabon (APIT-GABON)
- Institution of Surveyors of Kenya (ISK)
- University of Nairobi, Kenya
- Nigeria institution of surveyors (NIS)
- Surveyors' Council of Nigeria (SURCON)
- Federal University of Technology - Minna
- Ordre National ded Geometres Experts du Senegal (ONGES)
- Geomatics Department, University of Cape Town
- South African Council for Professional and Technical Surveyors (PLATO)
- South African Geomatics Institute (SAGI)

Special thanks also goes to Keith Hofgartner, Worldwide Sales Manager - Trimble, for his interest, input and faith in the workshop deliberations, as well as sponsoring the production of this tool kit, without his assistance this document would have remained in an unpublished format.



**International Federation of Surveyors**



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**University of Cape Town  
(Geomatics) UCT**



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## TOOL KIT INTRODUCTION

The African Task Force (ATF) held its second Land Professionals Workshop on; Building Resilience in the Profession: A focus on Young People and Women. Held on 1- 2nd December 2011 in Cape Town, South Africa.

Africa faces considerable challenges in the next couple of years, and development must be accelerated further. Accordingly the Task Force agenda has been given set themes within the framework of Professional Development and Ethics. The task force in 2011 will look at as its second theme, 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 innovative ways for member associations are outlined for them to engage with, and attract Young people and Women into the Survey Profession

The focus on Young People and Women compliments the current FIG efforts, currently in Young Surveyors Network and in the past, the Minority Task Force and to increase involvement in the profession.

By the close of the two day discussion at the workshop, the objectives achieved were:

1. Understand what the barriers of entry to the profession are especially relating to women and young people
2. Add value for participants through a learning experience to enable them to act as agents of change
3. 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.
4. Compile a tool box for discussion at the ATF Roundtable table in Rome (May 2012)

Leading to the production of this tool kit ratified at the ATF Roundtable to be held in the Working week 2012, has produced a range of ideas for tools, presented in two parts:

**PART 1** refers to Photo Tools that seek to address the overall marketing approach utilising power point applications that can be adapted. Part 1 is then the strategic level and broad brush approach to recruit with the title 'Engagement: good reasons to join the land profession.

**PART 2** deals with a range of tools and sets out **how** members may use those developed at the workshop. These are a mix of completed ideas, and suggestions for draft tools- all of which can be customised by members. Within this section are materials using power points and fact sheets followed by on-going FIG member association strategies.

The thrust of the workshop recognises that the aging profile of our profession adds an urgency that we need to ensure building future capacity of the profession; this is termed building the resilience.

Importantly it is about the general diversity of our business not just in terms of gender and ethnicity but also to ensure we have people who approach challenges in different ways, so the future are the youth and civic society as agents of change. Focussing development efforts geared at youth as a strategy to achieve the goals is essential given that they are directly concerned by all the MDGs and that they comprise more than half of the world's population.

As professionals we need to take the opportunity to fill our impending recruitment gap to encourage new recruits into our profession. Our opportunity is to target young women and recognising and attending to the needs of these audiences will build our professional resilience.

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 schools and universities. Similarly, resilience in land requires women: it is a sad fact that "History culture and economics still remain weighted

against women “ (Sonia Ghandi 2011). It is emphasised that it is not our aim to make judgments, but to move forward inclusively for men and women. Building resilience in our profession is promoted by this workshop that attended by over 50 professionals’ raises both member awareness of the need as well as provide tools for members recruitment activities

### **What is the Tool Kit manual?**

ATF (FIG) has launched this manual to encourage and facilitate resilience in our profession going forward, by developing a kit of ideas and suggestions for use and further development by member associations.

This tool kit is an interactive checklist and ideas of the good things that were developed at the Cape Town workshop in 2011 and are representative by the differing stripes of the Zebra, the workshops logo.

### **Who should use this manual?**

The resource book has been prepared primarily to support FIG Member Associations based in sub-Saharan Africa. It is intended for it to be an evolutionary tool kit of ideas and suggestions and thereby provides a platform for member associations to continue adding information in a loose leaf bound system. Until 2014, FIG HQ will be responsible for administering this and updating on an annual basis.

### **About this manual**

This manual builds upon ideas and lessons from the ATF workshop it seeks to share sequentially, the format of the deliberations, and to document the tools as they emerged over the two days deliberations. Thus some of the tool ideas have been fully developed; others are in draft. Consequently it is the intention that this document is seen as an assembly of ideas, i.e. a tool kit, and as ‘work in progress’ it should be used by Member Associations to develop further drawing upon the ideas of the workshop delegates

### **How to use the manual**

Designed to be a working tool kit members association are encouraged to dip in and out. It is published in loose leave format and will also be available on the FIG web along with the detailed workshop Report available to be downloaded from the FIG/ ATF web site.

The manual is divided into sections and captures the completed and draft tools- all of which can be customised by members.

The basic idea of the workshop is to use appreciative inquiry to build organisations around what works rather than trying to fix what doesn’t. It is the opposite of problem solving. Instead of focusing on gaps and inadequacies to remediate skills or practices by focusing on how to create more of the exceptional performance that is occurring when a core of strength is aligned. The approach acknowledges the contribution of individuals the degree of trust they put into the process and how this could align with Member organisations. They focused on what is the best drawing from their own stories of concrete success and experiences.