

SACAP

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South African Council
for the Architectural Profession



About SACAP

The South African Council for the Architectural Profession (SACAP) is legally charged to regulate the architectural profession in South Africa in terms of the Architectural Profession Act No. 44 of 2000 (the Act). The architectural profession includes professional *architects*, *senior architectural technologists*, *architectural technologists*, *architectural draughtspersons* and *candidates* in each of the categories of registration, all of whom are required to be registered with SACAP before they can practice architecture.

SACAP regulates the architectural profession by setting up standards for registration, education and training, professional skills, conduct, performance and ethics. SACAP also keeps a register of candidates and professionals who meet the standards; approve programmes at higher institutions of learning which persons must complete to register; and take action when professionals on our register do not meet the standards.

More information about SACAP is available on
www.sacapsa.com or call 011 479 5000.



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Editor's Note

This quarter, we celebrate the resilience, creativity, and impact of women in architecture in honour of Women's Month, celebrated in August. Featuring stories like Kay-Lee Cupido's The Rebirth of Jen-Ai and Angela Vougiouklis' Resilience in Architecture, we highlight perseverance, adaptability, and quiet determination in the profession.

We showcase inspiring projects led by women, reflecting their creativity, technical expertise, and meaningful contributions to communities and the built environment. On the international front, SACAP's participation in the International Forum of Councils, Orders, and Architectural Entities in Brazil emphasised global collaboration and the exchange of best practices.

This issue also provides updates on regulatory matters, including the draft Construction Regulations, underscoring SACAP's commitment to professional standards, safety, and compliance.

Through these stories and features, we aim to inspire reflection, action, and appreciation for women in architecture, while encouraging mentorship, resilience, and a vision for a collaborative, innovative future in the profession.

– **Brenda Phake:** Stakeholder Relations, Marketing and Communications

Feedback

To all readers, we want to hear from you!

Your feedback has been invaluable in helping us shape the content of our newsletter, and we are always eager to hear from you.

We value your feedback and invite you to share your thoughts, submit articles, or suggest topics for future editions. Please don't hesitate to reach out to our Stakeholder Relations Officer, **Ms Manoko Makumula, at Manoko.makumula@sacapsa.com**. Your input helps us improve the newsletter and keep it relevant, engaging, and connected to the architectural profession.

HAPPY READING!

“We shape our buildings; thereafter they shape us.”

– Winston Churchill, House of Commons, 1943



Mr Charles Nduku

THOUGHT LEADERSHIP ARTICLE BY THE PRESIDENT

Those words capture a timeless truth: the spaces we create are never neutral backdrops. When a country chooses to design its parliaments, schools, housing, and public squares around openness, dignity, and sustainability, it is making its values visible and tangible. In turn, those spaces nurture the very behaviours and aspirations they express, reminding citizens every day what their society stands for.

Architecture, then, is not simply about structures; it is about storytelling and stewardship. It translates a nation's ideals into materials, forms, and experiences that people live within. A transparent façade on a civic building signals accountability; a welcoming public square signals inclusion; a low-carbon campus signals care for future generations. By allowing architecture to technically interpret and celebrate good societal values, we turn abstract principles into daily practice, creating environments that educate, inspire, and unify long after the speeches are over.

Around the world, some of the most enduring symbols of democracy, justice, and community are buildings rather than words. Think of Brasília's Parliament Precinct, where Oscar Niemeyer's open concave chamber faces the people, and his closed convex chamber symbolises reflection. These choices are not incidental; they are deliberate acts of design meant to embody the character of a nation.

When we invest in architecture that interprets and celebrates our best values, we do more than provide functional infrastructure; we also foster a sense of community and identity. We create a civic landscape that educates every child, every visitor, and every leader about who we are and what we aspire to be. In this way, buildings become quiet but powerful teachers of our collective ideals, shaping not just skylines but the culture and conduct of the society within them.

In this way, the architecture of Brasília's National Congress transcends mere function. It is not only a workplace for legislators but also a symbolic landscape where Brazil's democratic ideals are expressed in built form. Niemeyer's design allows architecture to interpret and celebrate the country's values, reflection, openness, unity, and progress, making them visible to citizens and visitors alike.

Encountering Niemeyer: From the Lecture Hall to the Parliament Precinct

As a student in architecture school, Oscar Niemeyer's buildings were part of the canon we dutifully studied. I remember poring over grainy photographs of his sweeping curves, tracing the outlines of Brasília's domes and towers on yellowing lecture handouts. Our professors spoke of

“Brazilian Modernism” and Niemeyer’s sculptural use of reinforced concrete, but to me, sitting in a crowded classroom thousands of kilometres away, the images seemed abstract, a beautiful theory, but a distant one. I admired the daring forms on paper, but never fully grasped why critics spoke of them as “poetry” or “delight.”

That changed the moment I set foot in Brasília.

Standing on the Monumental Axis, facing the National Congress, Niemeyer’s twin towers, bracketed by the concave and convex domes, I felt an almost physical charge. The scale, the openness of the lawns, the way light danced off the curved concrete surfaces, and the disciplined geometry of the plan combined to create a sensation no photograph or plan could convey.



Image (self) Costa’s city plan (“Plano Piloto”)

Part of a larger composition with broad lawns, reflecting pools, and the Square of the Three Powers. Designed to be read from afar, the monumental scale suited to Brasília’s open vistas

The convex dome of the Senate rose like an anchored planet; the concave bowl of the Chamber of Deputies seemed to hover, open to the sky. Between them, the two glass and concrete towers stood like sentinels, embodying the quiet, continuous work of governance.

In that moment, the lectures and readings of my student days came into focus. Niemeyer’s architecture is not simply about modernist form; it is about experience, about shaping how a citizen feels in the presence of democratic power. The monumental scale does not oppress but invites. The curves do not merely decorate but direct light, movement, and emotion. What had been an academic case study became a living, breathing environment that expressed Brazil’s ideals of openness, unity, and progress.

Visiting the Parliament Precinct gave me a new appreciation for the role architecture plays in interpreting a country’s values. Niemeyer’s work moved from the pages of my textbooks into my senses, and with it came the powerful understanding that architecture’s greatest achievement is not its image but the way it makes us feel and the civic narratives it allows us to inhabit.



Image (self)

Yet it was not only Niemeyer’s architecture that moved me.

Urban and Landscape Integration

The experience made me acutely aware of urban design and City planning, as well as Lúcio Costa’s master plan, which framed it all. Costa’s city planning wove together green spaces, ceremonial axes, residential superblocks, civic squares, and intimate neighbourhood parks. This tapestry recognized Brazilian culture and social life, the samba rhythm of street markets, the importance of open-air gatherings, and the interplay between work, leisure, and civic ceremony. His plan did not simply host Niemeyer’s buildings; it grounded them, giving each monumental gesture a human context and a social pulse.

In Brasília, architecture and urban design work in concert. Niemeyer’s forms are theatrical, but Costa’s plan provides the stage, the choreography, and the audience. The wide lawns and reflective pools do more than dramatize buildings; they allow the public to inhabit them, to move, linger, and gather, turning symbols of government into shared civic spaces. It is this partnership between form and plan, between architectural expression and urban fabric, that makes Brasília more than a collection of iconic objects. It becomes a living environment where ideals of openness, unity, and progress are not only seen but experienced.

Conclusion

Visiting the Parliament Precinct gave me a new appreciation for the role architecture and urban design play in interpreting a country’s values. What had been an academic case study became a living, breathing environment that expressed Brazil’s democratic ideals and celebrated its culture. Niemeyer’s work moved from the pages of my textbooks into my senses, and with it came the powerful understanding that architecture’s greatest achievement is not its image but the way it makes us feel, and that urban design is what allows those feelings to take root and flourish in daily life.

Sources and Acknowledgements:

- Churchill, Winston. House of Commons Debates, 1943.
- Niemeyer, Oscar. Brasília National Congress, 1960s.
- Costa, Lúcio. Plano Piloto de Brasília, 1956.
- Author’s photography and observations, Brasília, Brazil.



Advocate (Adv) Toto Fiduli

FROM THE REGISTRAR'S DESK

INTERNATIONAL FORUM OF COUNCILS, ORDERS, AND ARCHITECTURAL ENTITIES

SACAP was recently invited by the Council of Architecture and Urbanism of Brazil (CAU/BR) to participate in the International Forum of Councils, Orders, and Architectural Entities, held from 4 to 6 September 2025.

The Forum brought together representatives from across the globe to exchange experiences and establish agreements and covenants aimed at advancing the practice of architecture and urbanism. The Forum also served as a platform to break down boundaries and bring together architectural professionals.

Architecture regulatory authorities and professional bodies represented included the Council of Architecture and Urbanism of Brazil, the National Council of Architectural Registration Boards (NCARB), the American Institute of Architects (AIA), as well as authorities and bodies from Argentina, Paraguay, Uruguay, Bolivia, South Korea, French Guiana, Saudi Arabia, Cape Verde, Portugal, the Federation of Pan American Associations of Architects (FPAA), the African Union of Architects (UAA), the International Council of Portuguese-Speaking Architects (CIALP), and the Regional Architects' Council of Asia (RAGA).

Key areas of discussion focused on:

- Architecture and urbanism as a solution to societal and human settlement challenges
- Architectural training and education

- Addressing the challenges of informal settlements
- Designing sustainable cities and communities
- Promoting sustainable design practices
- Fostering inclusive and equitable human settlement planning

From a regulatory perspective, the Councils represented at the Forum shared best practices on several key areas, including:

- Licensing requirements for architectural professionals
- Handling improper or irregular conduct committed by registered architectural professionals in foreign jurisdictions
- Facilitating professional mobility, which requires alignment of licensing requirements across countries
- Addressing illegal work performed by unregistered persons
- Conducting inspections of architectural work

The challenges faced by regulatory Councils are similar across the globe. The Forum, therefore, provided an invaluable opportunity for SACAP and the above-mentioned Councils to converge, exchange insights, and share best practices. The collective aim was to strengthen regulatory frameworks and open opportunities for professionals worldwide through mutual recognition agreements.

This work aligns closely with SACAP's ongoing efforts within the SADC region to improve professional mobility and enable architectural professionals to provide cross-border services with greater ease and regulatory certainty.





Councilor Kay-Lee Cupido

MASTERING BALANCE: A JOURNEY OF GRIT, GRACE, AND EVERYDAY WOMEN

*An opinion piece by
Kay-Lee Cupido, dedicated to
the fiercely strong women I
know and in memory of my
mother, a Force of Nature.*

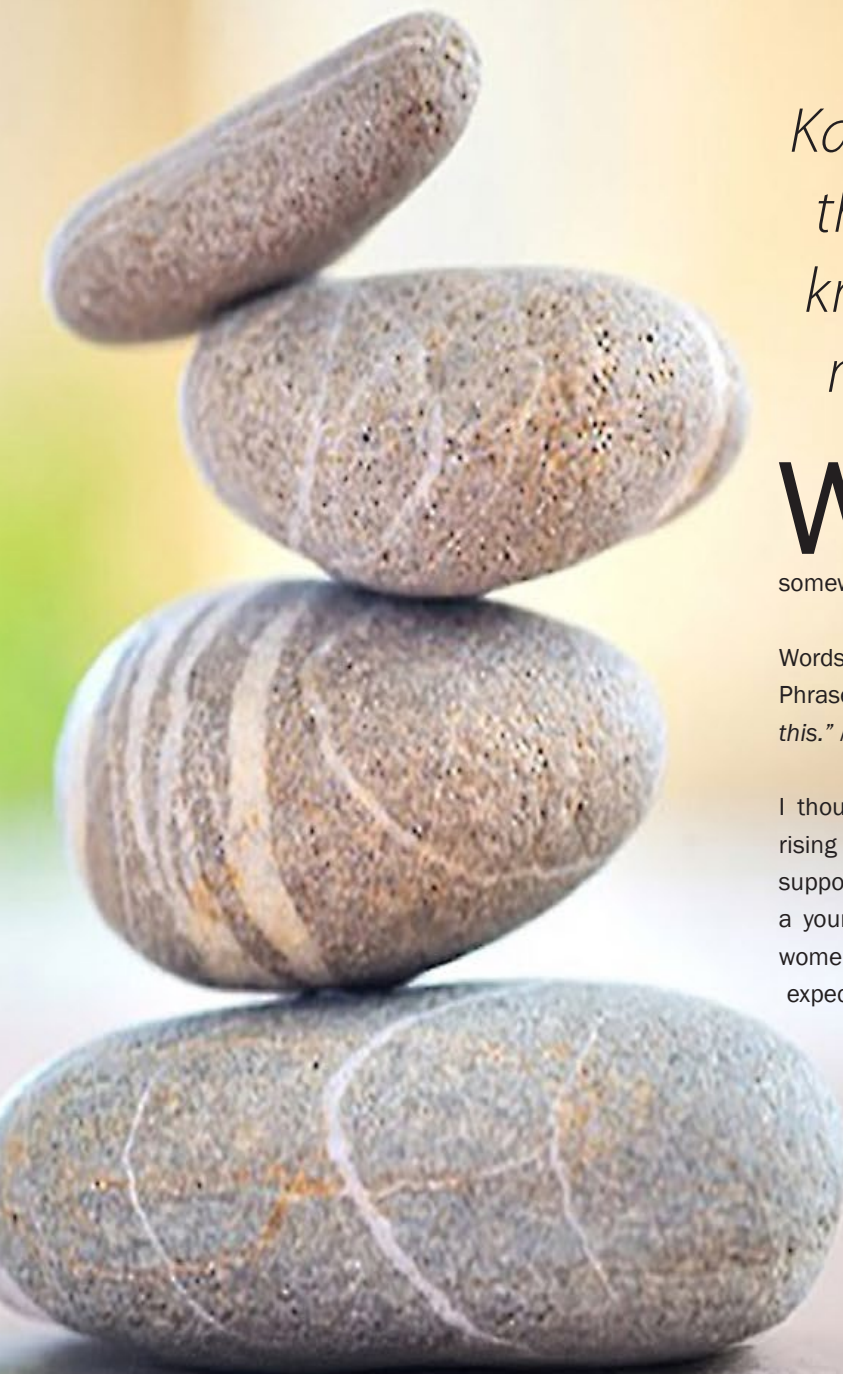
Whilst preparing to pen this article, key words, phrases, and thoughts kept entering my mind - some filtered out, others stayed, cementing themselves to be used either here or somewhere else.

Words like strength, grit, balance, grace, female generational faith. Phrases like, "If you can get into a boxing ring and fight, you can do this." And my mom's famous words: "Ruk jou reg."

I thought of perseverance that looks like a female professional rising from the ashes and thriving in a new environment, a newbie supporting a seasoned professional when her world fell apart, a young mother miscarrying, silently held up by a community of women in architecture and a young mom fighting against society's expectations of who she should be.

And we do all this without missing a deadline, a meeting, or a site instruction.

The coincidence of writing this on Women's Day in South Africa is not lost on me. I think of the women who, on 9 August 1956, marched to the Union Buildings in a manner only we can - in the name of change and basic rights.



When young women begin their architectural journey, are they aware of the challenges ahead? Or are they demystified and overwhelmed halfway through the first semester? Are they aware of the balancing act their future will demand?

My question was answered in August 2024, when I was invited by the Cape Peninsula University of Technology (CPUT) to host one of their *Women in Architecture* sessions. The answer: most were overwhelmed and unprepared for what architecture truly entails.

Living out your creativity and drawing pretty pictures, that's just one tiny part of it. Architecture is the fabric of every community - it shapes the lives we live daily. It's the roof over your head, the medical centre you enter for care, the school your children attend. So, when young women enter this space, they must be aware of the challenges, the rigorous curriculum, and the immense responsibility female professionals carry in shaping society.

I asked a friend, ***"Why does Architecture need women?"*** She answered with certainty:

"Women bring a new perspective to architecture - one that emphasizes softness and human-centred design. We create spaces that are not only beautiful but nurturing and considerate of the people who inhabit them. Our work often incorporates thoughtful details, organic forms, and warmth, reflecting a unique feminine sensibility."

The brief for this piece asked me to highlight the achievements, challenges, and contributions of women in architecture and the broader built environment. Human nature might tempt us to list our building projects, theses, and accolades. But what if our greatest achievement is simply showing up?

Showing up to work after everything went wrong whilst trying to get the kids to school all before 8 a.m., when the world starts, or whilst holding it together during loss or trauma. Or walking into a meeting with a toxic, abusive client who would prefer a male professional - and acing it, whilst smiling through the pain your monthly cycle inflicts on your body, or while you are trying to remain cool and composed during menopause.

Eventually I started thinking about my own achievements. I was selected as a sixth-term SACAP council member - something I still can't quite believe. And then there's my passion project, which became my greatest architectural achievement.

I remember many days sitting with my mother, telling her about my work, the projects, the people - especially the young women struggling to find their footing in a still male-dominated profession. She would always say, "My kind, jy moet hulle help."

Shortly after her passing, The Sisterhood of the Architectural Pants was born. Yes, it's a mouthful - but it's a mentorship program that aims to empower young women in architecture, helping them build sustainable, successful careers in South Africa's architectural landscape while navigating the stresses of daily life. It's a safe platform where seasoned professionals pass down knowledge to the next generation.

In the near future, we'll embark on a new journey - to evolve into a movement that partners with built environment entities to create strategic opportunities for young women. Whether in academia, the workplace, or beyond, we aim to shape well-rounded, balanced architectural professionals. So support us and have faith that our program will yield many successes.

The challenges facing all architectural professionals are immense, a fragile economic climate, seasoned generations adapting to AI, a younger generation possibly too dependent on AI, construction mafias and government apathy toward the profession's potential impact.

But for women, the challenges are stacked even higher. We still fight harder for our rightful place in the boardroom and on-site. I think Editor-in-Chief Ned Cramer of Architect Magazine said it best in March 2018: *"Gentlemen. Let's be honest. The architecture profession still smells like a men's club."*

So, this Women's Month, let's start our journey to the boardroom and the construction site. Let's fill the men's club with the scent of perfume, grit and the sound of a confident female stride in heels.



I AM NOT A FEMINIST.

By Linke Ströhmenger – SAIAT President

That might seem like an unusual way to begin a Women's Month article, but it is an honest one. I was raised in a home where my mother and father were true equals – both strong, both nurturing, both central to who I've become. They each played a pivotal role in shaping me, and they continue to do so with wisdom, love, and balance.

As a child, I was equally happy spending time with my dad, building and fixing things around the house, learning the value of precision and getting my hands dirty, as I was cooking up a storm in the kitchen with my mom, where creativity, care, and warmth were always on the menu. Those early moments taught me that there is no such thing as "women's work" or "men's work" – there is simply valuable work. And when done with love, it shapes more than just skills; it shapes character.

In our home, there was no power struggle between genders – only partnership.

Life, after all, is about yin and yang – harmony, duality, and the beauty of complementary strengths. And nowhere is this balance more needed, or more powerful, than in the field of architecture. The fact that both men and women can practice architecture with equal presence has created the opportunity for a remarkable dance – one where each step, each perspective, each strength contributes to something extraordinary.

In the architectural profession – where form meets function, and imagination becomes built reality – women continue to shape the built environment with vision, integrity, and care. Our contributions have grown steadily, confidently, and beautifully over time, and today we find ourselves part of a profession that is richer, more dynamic, and more inclusive because of it.

Architecture is a field that demands much from those who choose it – a blend of creativity, technical precision, empathy, and long-term thinking. It is also a deeply human profession. We don't only design spaces; we design experiences. We give shape to emotion, rhythm to routine, and context to community. Many women bring to this work a unique ability to interpret not only what is asked for, but what is needed – a quiet intuition that reads between the lines and brings dimension to the built world.

One of the most meaningful aspects of practicing today is the freedom to define our own paths. There is no longer a single mould for success. Some women lead multi-disciplinary practices; others are shaping the next generation through academia, mentorship, or innovation. Some specialise in heritage work, while others are pushing the boundaries of sustainable design and social impact architecture. This diversity of expertise and expression is something to celebrate – not because it is being done by women, but because it is being done with purpose and brilliance.

As professionals, we are often required to balance the technical with the intuitive, the structural with the emotional. For many women, this balance extends beyond project work into daily life. The dual rhythm of professional and personal responsibility is something many of us navigate not with complaint, but with remarkable grace. It keeps us grounded and attuned to real-life needs, which enriches our approach to design. Whether it's leading a team meeting in the afternoon or reading bedtime stories at night, both roles inform our creativity, our time management, and our sense of meaning.

There is a special kind of mentorship and camaraderie emerging in today's profession. I've witnessed women reaching across generations and professional roles – not to compete, but to uplift.

And in that spirit, we must pause to honour the women who walked ahead of us and carved out space for us. Their quiet strength and bold leadership laid the groundwork we now stand on.

With just as much gratitude, I want to acknowledge the remarkable men who welcomed us into the profession not as intruders, but

as equals. Personally, every one of my mentors has been a man. Gentlemen who shaped my career without hesitation, shared their experience freely and abundantly, and believed in my ability before I had fully found it myself. They are the reason I know that true mentorship is not defined by gender, but by generosity.

There is generosity in the way knowledge is shared, support is offered, and spaces are made for one another. We are not only building structures – we are building a culture. One of encouragement, substance, and integrity.

And in that culture, we are also creating room for joy. For laughter in studio meetings, for wonder during a sunrise site visit, for pride in unveiling a completed project. These are not fringe moments – they are at the core of a profession that is alive with possibility. As women, we bring not just our skill, but our whole selves into this work, and in doing so, we reshape the narrative of what it means to be an architectural professional in today's world.

Of course, behind every project is the quiet joy of the process – the puzzle-solving, the midnight sketches, the meetings where something clicks, the site visits that feel like rituals, the plans that turn into places. These are the moments we cherish. The profession may be demanding, but it is also deeply rewarding.

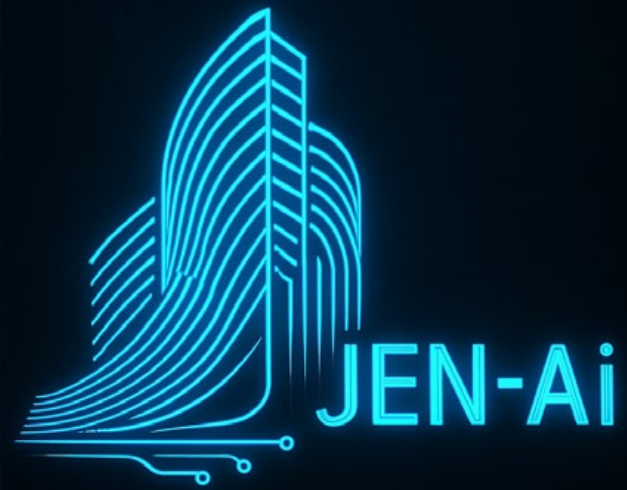
If Women's Month offers us a moment to pause, then let it be to take a breath of gratitude – not for special recognition, but for the privilege of doing this work, alongside people who believe in its value. The celebration is not a once-off; it is built into the rhythm of our daily practice – in the confidence we carry, the leadership we offer, the mentorship we provide, and the work we leave behind.

Let us build not just with our hands and minds, but with clarity, care, and character.

Let us continue to show up as we are – bold, thoughtful, steady, and inspired.

Let us remain generous with our knowledge and open in our collaboration.

The future of architecture is not male or female. It is human. And it belongs to all of us who are willing to shape it with vision, depth, and joy.



THE REBIRTH OF JEN-AI: FROM DISAPPEARING WOMAN TO DIGITAL JAGUAR

By Dr Jennifer Mirembe

I don't remember when I started disappearing.

Not physically – I've been present in every room, every school pickup line, every client presentation, every kiddies' birthday party stuffed with glitter and balloons.

But quietly, somewhere behind the wigs, the heels, and the nail appointments, **I was fading.**

I remember finishing Matric thinking forty-five was a mythical age – reserved for aunties with loud laughs and quiet regrets.

Yet here I am. And I am neither of those things.

Not loud.

And certainly not regretful.

But I am... changed.

An architect by training. A mother by calling. A woman who has played by the rules, paid her dues, and raised her children.

And now?

They're leaving.

The house is quieter. My diary emptier.

And for the first time in decades – I can hear myself think.

At first, I panicked.



I tried to refill the calendar – manicures, networking, meetings, Instagram-worthy productivity.
I even slapped on my R50,000 Brazilian wig – you know, the one that was supposed to scream “arrived” but always felt like I was hiding.
I looked in the mirror, but couldn’t see me.

So I did the only thing a woman on the brink can do: **I started deleting.**

Deleted the appointments.
The unnecessary outings.
The noise.
The lies.
The performance.

Gone.

Then the questions came:

“Are you okay?”

“Are you having a midlife crisis?”

“What are you even doing these days?”

Well, let me answer that.

I’m not loitering at the mall outside the kiddies’ gaming section.
I’m not queueing at the crèche.
I’m no longer addicted to KFC, McDonald’s, or the glitter-coated chaos of themed birthdays.

I’m in my home office.
Doing nothing... but AI.

Yes – *Artificial Intelligence*.
And more importantly:
Authentic Intelligence.

I took a walk to GIFA.
I posted my CV online.
I pitched. I explored. I questioned everything.
I thought maybe I wasn’t getting clients because I was a woman.

But then I realised –
Sorry, baby. No such thing.

In the world of AI, no one cares who you are.
It’s speed or silence. Creativity or irrelevance.
You either keep up, or you’re left behind.

And I love it.

This space doesn’t care about your title.

It cares about your talent.
It’s fierce.
It’s global.
It’s competitive.
It’s mine.

And that’s when I stopped being Jenny.
I became **Jen-Ai**.

Jen-Ai – Jaguar.
Wired for **Excellence**.
Fueled by **Nexus**.
Living and breathing reinvention in the digital jungle.

You see, the second half of life doesn’t come with instructions.
It comes with *power*.
Unapologetic power.
And finally, space to breathe.

So what does being a woman mean *here*?

Not pity.
Not pink banners.
Not hashtags once a year.

It means creativity.
Resilience.
Adaptability.
It means building when others are still deciding whether they belong.
It means conquering digital landscapes at 45 with more fire than I had at 25.

This Women’s Month, I don’t raise my glass to survival.
I raise it to **rebirth**.

To every woman who’s ever felt herself disappearing –
May you return.
Louder. Freer. Smarter. Stronger.
Not to prove a point,
but to *live the point*.

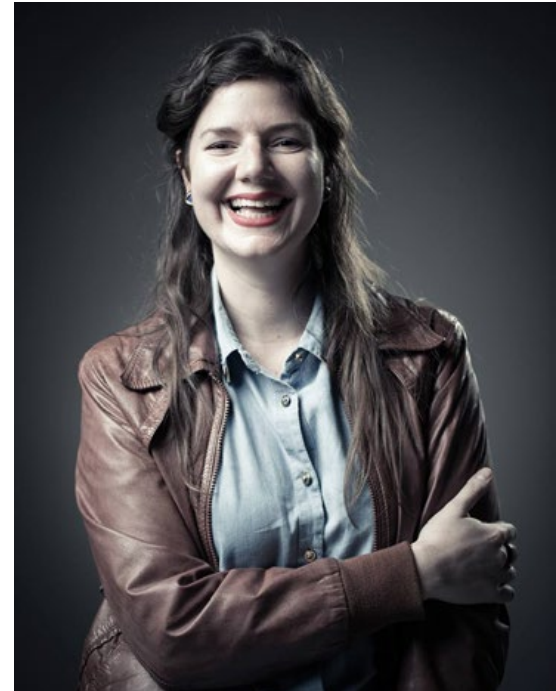
You are not too late.
You are not too tired.
You are not too old.

You are **just on time**.

Here’s to the rise of Jen-Ai.
And to every woman rewriting the blueprint of her life – one bold stroke at a time.

RESILIENCE IN ARCHITECTURE: THE QUIET STRENGTH THAT BUILDS LEGACIES

By Angela Vougiouklis



When I think of resilience, my mind doesn't jump to awards or magazine covers, it drifts back to a rocking chair, my thesis notes balanced on one side, and a baby in my arms. I remember sitting in the basement of Wits, computer screens glowing in the night, library visits squeezed between nappy changes.

That's when I truly learned what resilience is, **not the grand moments people applaud, but the small, faithful actions no one sees**, the ones that carry you forward when life feels heavy.

In a profession as demanding as Architecture, women often carry layers of responsibility, projects, clients, families, communities, all while navigating spaces that haven't always been designed with us in mind. Resilience is our way of saying, *We will keep moving forward, even here.*

1. Do the Small Things Well

The foundations of resilience are built in the quiet, everyday disciplines. Boredom is part of it, showing up, doing the work, maintaining the relationships that become lifelines in difficult seasons. These are the hidden pillars that hold up our professional and personal worlds.

2. Measure What Matters

Not every metric is worth your energy. Success is more than profit margins, it's also time reclaimed, relationships nurtured, systems improved, and joy sustained. Filter decisions through your values, and don't let failures define you.

3. Anchor in What Never Changes

In a shifting world, knowing your non-negotiables keeps you steady. Comparison will drain you, clarity will direct you. Build your vision around timeless principles rather than passing trends.

4. Empower Others Along the Way

True resilience is generational. It's measured by how many others can build further because of the ground you've cleared. Honour every role and title around you, and create pathways for others to grow.

5. Create a Culture of Life

The atmosphere you bring into a meeting, a site, or a studio is contagious. Speak life, release positivity, and set the tone for collaboration and respect.

6. Stay Relevant, Stay Adaptable

Change is constant. Resilience means not just surviving it, but thriving through it, by staying aware of corporate culture shifts, client emotions, and your own leadership growth.

7. Keep Learning, Keep Experimenting

Yesterday's solutions can't solve tomorrow's challenges. Keep testing, keep failing forward, and never stop sharpening your skills.

8. Play the Long Game

Resilience is the balance between holding onto your core values and being flexible with your methods. It's knowing when to press on and when to pause and breathe.

For women in Architecture, resilience is more than professional survival, it's a creative force. It's the quiet determination to keep designing, building, and leading, even when the world seems to press back.

**Because every time we hold our ground,
we make more space for the next woman
to stand, build, and thrive.**

BUILDING TOGETHER: COLLABORATION FOR AN ACCESSIBLE SOUTH AFRICA

Accessibility is often reduced to ramps, elevators, and wider doors, but it is so much more than that. At its core, accessibility is about dignity, inclusion, and opportunity. It is about ensuring that every South African, regardless of age, background, or ability, can participate fully in daily life.

For too long, our built environment has created barriers. Not just physical barriers, but social and informational ones too. These barriers exclude people from workplaces, schools, healthcare, and public spaces. They send a message: this place was not designed for you. If we are serious about building a South Africa that leaves no one behind, we must change that.

Why collaboration is essential

No single professional can achieve accessibility alone. Architects design and draw. Engineers turn these designs into workable systems. Contractors bring them to life. OHS specialists ensure safety. Quantity Surveyors manage the costs. Each role is vital but when professionals work in silos, accessibility falls through the cracks.

The result? Buildings and spaces that may have been approved at the council, but fail to meet the needs of real people in real life.

Collaboration changes that. When we share expertise, align priorities, and keep accessibility at the centre of every stage of planning and design, we create environments that are not only compliant, but truly inclusive.

And collaboration must extend beyond professionals. We cannot design for people with disabilities without also designing with them. Their lived experiences highlight barriers that might be invisible to those who move through the world without them. Inclusion in the design conversation ensures that solutions are practical, respectful, and meaningful.

South Africa's opportunity

Our country is at a turning point. Much of our infrastructure is outdated and in need of renewal. At the same time, there is growing



By Architect, Nadira Haripersadh

recognition of universal design principles and stronger frameworks such as the SANS and ISO standards. These pressures and opportunities create a moment for South Africa to lead.

If we embrace collaboration across professions, across sectors, and alongside people with disabilities, we can:

- Break down outdated infrastructure barriers.
- Expand access to public spaces, workplaces, and services.
- Build environments that promote equity, safety, and inclusion.
- Position South Africa as a leader in accessible and inclusive development.

Breaking down information barriers

Accessibility is not only about buildings. Information gaps also act as barriers. Too often, professionals and communities lack access

to the same knowledge, case studies, or innovative practices. This limits progress.

That is why networks matter. Sharing information, resources, and experiences across the built environment professions helps us close these gaps and accelerate change.

A call to action

The Inclusive Goals Network was created with this purpose in mind: to connect professionals, advocates, and communities who are committed to accessibility. It is a space to learn, share, and collaborate.

If you are an Architect, Engineer, Quantity Surveyor, Project Manager, or simply someone passionate about inclusion, we invite you to join. Your expertise, your voice, and your contribution matters.

Together, we can build a South Africa where no one is left behind.



www.inclusivegoals.co.za



**INCLUSIVE
GOALS**



PERSONAL REFLECTIONS:

WOMEN'S MONTH 2025: RESILIENCE, HEALING AND GROWTH

"To get to where you are, I know what you had to go through." (Unknown)

By Amira Osman – Professor, Architecture and Industrial Design, Tshwane University of Technology

I am often invited to speak or write about my experiences as a professional women. I have collected extracts from various texts as a reminder for myself for 2025. It has become almost the norm for people to complain about work-related stress, toxic work environments and work conflicts; it is most alarming! While many times I wish I could fix the external environment, I can't. Having said that, I still have a dream of us, very simply put, being gentler on each other! So I reflect...

In leadership positions, I learnt leading means listening to many voices while sometimes having to moderate my own voice. I also learnt the discretion of knowing when compromise was NOT an option! Let me give an example: I chaired an event committee many

years ago where I had to stand firmly (making many enemies in the process) to avoid a negative portrayal of "Africa" – with the risk of the continent being perceived as not having anything to offer serious professional debate on a global stage. It was a battle to maintain the integrity of the event. At the time, as I witnessed debates in the media about blacks being portrayed as monkeys, our event was under constant threat of being portrayed as an "African event", not in a positive manner, but with the negative connotations of Africans being ONLY fun-loving, dancing and singing, with nothing deeper to offer humanity. These are the situations where compromise is not an option. But it was still not a "dry" event, and we had much joy in conceptualising and implementing it. Balance is key.

Often, these intellectual differences are portrayed, inaccurately, as personality clashes – in some case, these intellectual difference may even lead to very aggressive attempts at "character assassinations". It takes great courage to stand one's ground, to avoid pettiness and to keep redirecting the conversation to what really matters.



Another challenge is that our knowledge contributions are sometimes considered irrelevant through selective memory or deliberate obliteration. We are often “written out” of history, subjected to erasure and eradication; there are many forms of exclusion that we have to contend with such as attempts to “silence” difference, dismiss as “non-professional” any alternative forms of doing, thinking or practice, and declaring “other” voices and forms of expression as invalid.

What does a “rise to the top” mean for a woman? This is a sensitive topic considering that powerful women have historically been vilified. Systemic misogyny is real, and women tend to be subjected to many forms of slander. The symbolic aspect of having more women in any profession has benefits. Yet, women imitating men and following their lead, rather than innovating new ways of “doing”, means no real change will be achieved. Perhaps I may humbly offer some principles for the building of ecosystems of partners and allies in professional teams.

Collaborative (versus competitive):

- Flexible (versus rigid)
- Enjoyable/Creative (versus harsh/tedious)
- Relevant/People-focused (versus male-dominated ambitions)
- Gentle (versus aggressive)
- Innovative (versus repetitive)
- Deeply engaging/Transformational (versus surface engagement)

In addition, I share more lessons, especially crafted for young women professionals; these are shared with no claim of moral superiority, in the hope that they resonate with some. It is important to note that I do not always get it right!

1. Build up your work and your professional reputation – it takes years. Mostly importantly, whatever your discipline, be clear about the principles that guide you. Our work is a reflection of our values. It is not neutral.
2. Negotiate – you need time to grow – young people in any system get burdened with tasks that do not always help in the building up of their career profile.
3. Balance authority with humility; engage and share knowledge with an open mind, with generosity and integrity.
4. Use simple language – I do not care who you are or what your discipline/project is, you can communicate it simply.
5. Learning needs courage – and sometimes learning demands that we step out into the unknown to be challenged by new ideas and to grow. Sometimes learning means to we need to be willing to leave our spaces of safety and to put ourselves forward to learn how to teach and do.
6. Become a reflective practitioner: block out time for learning, writing and research – treat it a sacred – this is important for any role that you take on. This is an ongoing process – devise strategies that work for you. Learn to pause.
7. What is your professional message? Identify it, refine it, perfect it – it takes years; what we do in our professional lives is a reflection of our value systems.
8. What is your purpose? We bring our values and ourselves to our work environment in different ways.
9. Our words count! Chose them carefully.

10. Our personal and professional lives are not so clearly separated. The interface between the personal and the professional is ambiguous however hard we try to separate them. How we present ourselves in the professional space is a reflection of who we are in our private lives. Always work at fixing yourself, forget about fixing others.
11. Don't take on a management position before you are ready – it is a trap! Ask yourself always: is it ego/status-driven, financially driven? Do you have the right qualifications? Yet at the same time,
12. Everyone has learnt on the job – do not be deceived or discouraged by people saying you do not have knowledge, skill or experience – say yes to every opportunity that is presented to you and learn on the job;
13. Develop the skill to know the difference between 11 and 12!
14. Some people won't like you – learn to live with that, don't spend your energy on it – just do the work and always remember Berne Brown – if someone is not in the arena their opinion doesn't count; at the same time,
15. Remember Maya Angelou: “I come as one, but I stand as ten thousand.”
16. Know when to move on – some people need to be left behind/ dropped – others need to be with you on your journey – know how to distinguish between the two – it is not always so evident! Our judgment is often blurred with emotions
17. You will be subjected to various forms of bias and discrimination; it comes with the territory. I have often found that some people would saunter in, unprepared and speak the obvious – yet be treated with the utmost respect and reverence. I constantly have to prove myself as I am first met with suspicion. And when I do speak, I get praised in a rather exaggerated manner because not much was expected from me in the first place. Be alert to this.
18. Difficulties do not make our character – difficulties expose our character. Be reminded to work on yourself daily – fix yourself from the inside out.
19. Make every move and decision based on your values and integrity; “integrity is what we do when no one is looking.”
20. Let collaboration drive you – forget about competition
21. Acknowledge your power. I have sat in meetings where respected professionals have managed to sway opinion and influence decision making merely by the authority they held and their perceived reputation – on some occasions purely subjective opinions have been taken as gospel. We can decide to act with professional arrogance, grandstanding and enforce questionable notions of excellence – or we can decide to ethically add our voice in dialogue and facilitate for other voices to emerge. We have great power in the boardroom and in society.
22. You will fail – devise strategies to deal with that. I love the podcast title: “The art of having a bad day.”
23. Self-protect, do everything with kindness towards yourself and others
24. Remember Stephan Covey's 3 balls: family, health, career – the latter is a rubber ball, it bounces back after a fall; family and health are glass balls and, if neglected, they shatter to pieces.
25. Remember borrowed wisdoms: our small actions change the world, the way we do anything is the way we do everything, the way we live our day is the way we live our life.

DRAFT CONSTRUCTION REGULATIONS



employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

The Department of Employment and Labour (DoEL) published the draft Construction Regulations on 12 March 2025, in terms of Section 43 of the Occupational Health and Safety Act, 1993 (Act No. 85 of 1993). Interested parties were invited to submit written comments within 90 days of publication. The draft Construction Regulations were compiled by the Technical Committee established under Section 6 of the Occupational Health and Safety Act and Regulation 31 of the Construction Regulations, 2014.

Key changes in the draft Construction Regulations include:

1. A mandatory requirement for clients to provide pre-construction information.
2. The appointment of a Construction Health and Safety Manager.
3. Acceptance of electronic health and safety files.
4. Revised construction work permit requirements.
5. Mandatory involvement of designers during excavation work.

The draft Construction Regulations continue to place an obligation on clients to prioritise health and safety matters at the design and tender stages of a project, and throughout its lifespan. Clients' obligations in terms of the law include:

- Preparing a design risk assessment for the intended construction work project.

- Preparing a suitable, sufficiently documented, and coherent site-specific health and safety specification for the project, based on the design risk assessment.
- Providing the health and safety specification to the designer.
- Ensuring that the designer considers the prepared health and safety specification during the design stage and produces a report.
- Ensuring that the appointed principal contractor has the necessary competencies and resources to carry out the construction work safely.

The Construction Regulations require that, before a contract is put out to tender, the designer must provide the client with a report containing all relevant health and safety information about the design of the structure. This includes any information that may affect the pricing of the construction work, geotechnical aspects, and the loading the structure is designed to withstand. In addition, the designer must inform the client in writing of any known or anticipated dangers or hazards relating to the construction work and provide all relevant information required for the safe execution of the work, either upon completion of the design or when the design is subsequently altered.

It is anticipated that the revised Construction Regulations will be published in 2026.

SHOWCASING THE WORK OF WOMEN IN ARCHITECTURE



PROJECT **HOUSE PROTEA HILL**

Location: Knysna Western Cape | **Type:** New build, natural stone, brick & steel roofing construction

Year completed: 2025 | **Architect:** Brigitte Butler | **Builder credit:** Keystone Projects

Sited just inland, off the Knysna East heads, the design is perched on a hill of proteas and fynbos with distant views of the Outeniqua Mountains. The design cascades down the site forming a cohesive, sensitive design approach. Modest scaled residential design with natural hues to compliment the landscape. The architectural style is governed by simplify and order, in a terraced approach to living. Living on the upper level with the views and sleeping under in the landscape. A strong linear form defines the layout with focus on south view but north living orientation.



www.bmj-designs.com





PROJECT ALEXANDRA PRECINCT PLANS AND HOUSING STRATEGY

Client: Housing Development Agency

Project Managers: Abakhi Developments

ASM Team:

- Monica Albonico - Principal Urban Designer/Architect
- Nicolas Sack - Architect
- Joshil Naran - Design and documentation
- Matimba Ngubeni - Urban Designer/Town planning
- Tristan Merl - GIS

Albonico Sack Metacity (ASM) was appointed as the principal urban designer, collaborating within a multidisciplinary team coordinated by Abakhi Developments for the Housing Development Agency (HDA)

and the Department of Human Settlements. The team developed integrated precinct plans and housing strategies for Alexandra Township in Johannesburg. This work was part of the Greater Alexandra Development Framework (GADA), which guides and coordinates various initiatives in Alexandra.

The planning process involved comprehensive research and continuous stakeholder engagement, incorporating input from community members and other stakeholders. This collaborative approach aimed to streamline the delivery of housing projects and other local initiatives by providing sustainable and holistic design guidelines based on local practices and priorities.





PROJECT **WITS ANGLO** **AMERICAN DIGITAL DOME**





PROJECT HOUSE NAVARRE

Location: Wellington | **Year:** 2021 | **Client:** Cape Peninsula University of Technology (CPUT)

CONSULTANT TEAM: Architect, Principal Agent: Colab Concepts Architects | **MEP:** PMC Engineering

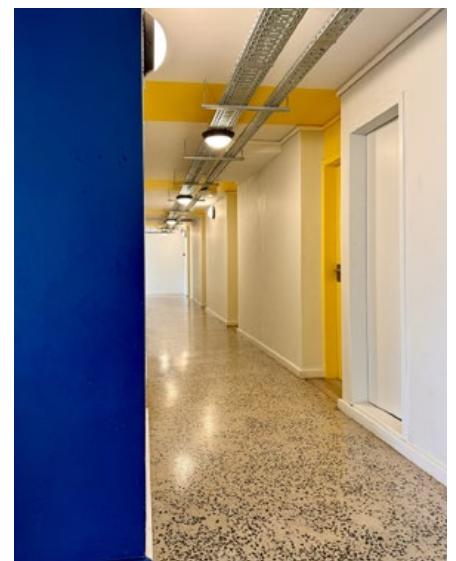
Quantity Surveyor: Talani Quantity Surveyors | **Civil structural Engineers:** JG Afrika

Heritage consultant: Rennie Scurr Adendorff Architects | **Contractor:** Atuba Construction

This 212-bed student residence for the Cape Peninsula University of Technology marks a significant milestone as the first project to receive funding from the Department of Higher Education and Training (DHET), having met their stringent compliance standards for cost-efficiency ratios.

Situated on a historically significant site at the north end of Church Street, this residence establishes a deliberate dialogue between heritage and contemporary student living; complementing the historic structure through contrast rather than mimicry. The design is anchored by the original 1927 structure and backed by mature heritage trees, establishing the building as a symbolic gateway to the campus.

Conceived around the theme of connection, the architecture introduces a series of linking spaces that promote interaction and allow natural light to penetrate deep into the building. Corridors are designed with recessed doorways, creating a sense of spatial rhythm and depth; countering the institutional feel often associated with student housing. These subtle architectural moves foster layered, humane environments, simultaneously creating pocket spaces for study that support both social engagement and individual retreat. The residence also reflects a commitment to sustainability, incorporating passive heating and cooling, rainwater harvesting, and indigenous, waterwise landscaping. Together, these elements contribute to a cost effective, low-impact, responsive design that aligns with the evolving needs of student life and campus identity.





PROJECT RIVERWALK

Location: Ashley Gardens, Pretoria East Services: Project Architect | **Site Coverage:** 7 755,03m²
Building GLA: Block A: 10 816 m² | **Block B:** 10 369 m² | **Block C:** 4 927 m²

Sesiro Design Group was commissioned as Project Architects for the refurbishment of three buildings within the Riverwalk Office Park (Block A/B/C) precinct. This project encompassed extensive internal and external renovations that aimed to provide a contemporary upgrade, elevating all buildings to Grade A Office building while also incorporating white boxing of office spaces.

The project presented an opportunity to revitalize a traditional office building by integrating a modern aesthetic with timeless marble finishes. The clean geometric lines and improved linear light fixtures emphasize a strong relationship with the expansive double-volume spaces and corridors. The new alterations significantly enhance the overall functionality of the office buildings.





PROJECT **HOPE FOR THE BLIND** **EYE HOSPITAL: A BUSHVELD-BASED** **REDEFINITION OF HEALTHCARE**

Hope for the Blind Eye Hospital is the first of its kind: a specialist hospital built in the South African bushveld that embraces its natural surroundings as a core part of the healing process. Located on a private game farm in Modimolle, Limpopo, this pioneering project rejects conventional hospital typologies in favour of an emotionally resonant, ecologically respectful, and patient-first architectural approach.



Project Architect and Principal Agent: Abigail le Grange

Unlike traditional institutions that impose themselves on the landscape, this hospital is carefully inserted between trees and rock formations, preserving the site's natural integrity. Raised structures on pile foundations avoid disturbing root systems. Indigenous flora, including a mature moepel tree around which a glass tunnel guides patients to theatre, becomes part of the experience. Every clinical and public space is oriented to offer uninterrupted views of the bushveld, maximising daylight and serenity.

The project excels not only for its context-sensitive design but also for its social and operational vision. A cross-subsidisation model ensures that both paying and subsidised patients receive equal care

in the same uplifting environment. Navigation is intuitive, waiting times are segmented into calming transitions, and spaces are designed to be legible for the visually impaired.

Art is integrated meaningfully through the First Light Project, a curated gallery situated at the end of the clinical route, showcasing works by renowned South African artists. It celebrates the emotional moment of restored sight and creates a memorable closure to the healing journey.

Hope for the Blind Eye Hospital proves that excellence in healthcare architecture lies not in scale or spectacle, but in sensitivity, to people, to place, and to purpose. It reimagines what hospitals can be: humane, healing environments grounded in dignity, beauty, and nature.



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Exams (PPE), Continuing Professional Development (CPD),
frequently asked questions (FAQ)

Email: info@sacapsa.com

FINANCE UNIT

Account - Annual Fees and other fees accounts including CPD
renewal fees, re-registration fees

Email: accounts@sacapsa.com

IDOW - COMMITTEE

Identification of Work (IDoW) - Matrix and Exemptions

Email: idow@sacapsa.com

LEGAL

Filing a complaint and lodging an affidavit

Email: legal@sacapsa.com

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