

## **GENDER POLICY**

### **1. PREAMBLE**

The policy has been crafted with the intention of providing a gendered implementation framework pursuant to the constitutional mandate as well as Batho-Pele principles. It is a guiding tool with which the Department will be able to cater for the different needs of men and women and taking consideration of the need to accelerate women's empowerment interventions and initiatives.

This policy is informed and shaped by the National Policy Framework on Women's Empowerment and Gender Equality and guided by the Batho Pele principles of service delivery. It thus locates women's empowerment and gender equality in the context of local government and housing, and emphasizing the province-specific challenges and needs in pursuit of enhancing and improving the Department's service delivery with an emphasized focus on women as amongst the previously disadvantaged/marginalised groups in society. It recognises existing gender imbalances manifested in the unequal power relations, access to and control over resources, and related aspects that continues to be a threat to gender transformation.

### **2. DEFINITIONS**

BCEA	- Basic Condition of Employment Act
EEA	- Employment Equity Act
LRA	- Labour Relations Act
BPFA –	- Beijing Platform for Action
CEDAW	- Convention on the Elimination of All Forms of Discrimination Against Women
CGE	- Commission on Gender Equality
GAD	– Gender and Development

HOD	– Head of Department
ITC-	- Integrated Transversal Issues Committee
MEC	– Member of the Executive Council
Resources	– Land, housing, assets, finances, human, etc.
PSA	– Public Service Act
OSW	– Office on the Status of Women
GFP	- Gender Focal Person
CEDAW	- Convention on the Elimination of All forms of Discrimination Against Women

### **3. PURPOSE**

The policy seeks to address the gender imbalances within the department and the different communities that benefits from the services provided by the Department ranging from housing through to key services at local government such as the provision of water, electricity, roads and sanitation infrastructures and many others that directly impact on the improvement of the quality and status of life of women. It serves as a guideline for the implementation of the Department's commitment to women's empowerment and gender equality in compliance with broader national, regional and international obligations.

### **4. AUTHORISATION**

- 4.1 This policy is authorized by Chapter 2 (Bill of Rights) of the Constitution of the Republic of South Africa, Act No.108 of 1996 and
- 4.2 South African National Policy Framework and Women's Empowerment and Gender Equality, 2000.

## **5. REGULATORY FRAMEWORK**

- 5.1 Constitution of the Republic of South Africa, Act No.108 of 1996
- 5.2 Public Service Act, Act No.103 of 1994, as amended
- 5.3 Public Service Regulations, 2001, as amended
- 5.4 Basic Conditions of Employment Act, Act No.75 of 1997.
- 5.5 South African National Policy Framework and Women's Employment and Gender Equality, 2000.
- 5.6 Promotion of Equality and Prevention of Unfair Discrimination Act, 4 of 2000
- 5.7 Beijing Platform for Action
- 5.8 Convention on the Elimination of All forms of Discrimination Against Women

## **6. POLICY FRAMEWORK**

### **6.1 Gender Mainstreaming**

- a) Integration of gender into day to day activities of the Department
- b) Develop clear gender planning programmes
- c) Collect disaggregated data

### **6.2 Co-ordination and Planning**

- a) Management Information System
- b) Consensus about the role of the gender programme

### **6.3 Policy**

- a) Gender sensitive programme
- b) Clear sectoral policies
- c) Develop plans of action
- d) Implementation and monitoring the 50/50 target on women occupying Senior Management position by 2009

### **6.4 Advocacy**

- a) Common understanding of gender and its role in transformation

### **6.5 Liaison Networking**

- a) Clear communication with departmental stakeholders

### **6.6 Capacity Building**

- a) To develop training modules
- b) Share best practices

- c) To do general awareness of all government officials about the goals, objectives and strategies of the

## **6.7 Implementation Guidelines as part of the Gender Action**

### **Plan/Strategy**

- a) Set indicators, targets and objectives
- b) Engender/ gender mainstream Integrated Development Plans to ensure maximum integration of gender considerations in Local Government
- c) Appointment of designated staff to focus on the Gender Programme
- d) ITC's representation in Senior Management, that these issues, incorporating Gender should be a standing item in all Senior Management forums
- e) That Gender Mainstreaming, as the country's adapted strategy should form part of Departmental and Municipal/Local Government's Senior Management's performance contracts
- f) Alignment of all Departmental Policies to reflect gender consideration
- g) To ensure that gender monitoring and evaluation tools are in place
- h) The implementation of gender mainstreaming in all departmental operations and externally and the training thereof
- i) To ensure the establishment of relevant structures "Gender Desks/Transversal Services Units" at local government level

## **7. SCOPE OF APPLICATION**

The above provisions shall be applicable and supported by all officials within the Department of Cooperative Governance and Traditional Affairs.

The policy to be effectively implemented within the department, Gender Management System has to be in place which is composed of the following 4 pillars

- Enabling environment
- Gender Management Structures
- Gender Management Mechanisms (Gender Analysis)
- Gender Management Processes (developing and implementing Departmental Gender Action Plan)

**8. PROCEDURE FOR AMENDMENT OF THE POLICY**

The amendment of this policy shall be done in accordance with the changing legal frameworks and shall be subjected to approval by the Head of Department.

**9. MONITORING , EVALUATION AND REPORTING**

The Department through its delegated structures shall monitor and evaluate effectiveness of the implementation and report to the Head of the Department on an annual basis.

**APPROVED/NOT APPROVED**

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**MR.S NGUBANE**  
**ACTING: HEAD OF DEPARTMENT**  
**DATE: \_\_\_\_\_**