



EDEN

DISTRICT MUNICIPALITY
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GENDER EMPOWERMENT POLICY

1. INTRODUCTION

This document sets out the policy for gender development within Eden District Municipality.

South Africa's definition of and goals towards achieving gender equality are guided by a vision of human rights which incorporates acceptance of equal inalienable rights of all women and men. This ideal is a fundamental tenet under the Bill of Rights of the constitution of the Republic of South Africa, 1996 (Act 108 of 1996). It emerged from a long period of struggle for a democratic society that respects and promotes the rights of all its citizens, irrespective of race, gender, class, age, disability, etcetera (Bill of Rights, Section 9.1 to 9.4).

CONTEXTUAL OVERVIEW AND RATIONALE

The South African government has passed a number of laws to create an enabling environment to promote gender equality and to eradicate sexism and discrimination. The South African Constitution, Act 108 of 1996, characterizes South Africa as a sovereign, non-racial, non-sexist state. Provision for gender equality has been made in the Bill of Rights, as well as in Section 187 of the Constitution. In 2000 South Africa's National Policy Framework for Women's Empowerment and Gender Equality was also adopted.

The labour laws, some of which excluded the vast majority of women workers, have also been reviewed and updated and other new laws have come into place. The following are some examples and constitute a basis for a women's empowerment strategy:

- 1996 – The Labour Relations Act
- 1998 – The Basic Conditions of Employment Act
- 1999 – The Employment Equity Act
- 1999 – The Skills Development Act
- 2000 - Promotion of Equality and Unfair Discrimination Act, which aim to give expression to the clause in the constitution which outlaws discrimination and aims to promote equality (including gender equality).

South Africa has also committed itself on an international level to gender equality by ratifying the following international agreements on gender:

- Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)
 - Beijing Platform of Action (BPFA)
- At a regional level South Africa is a signatory of the Southern African Development Communities Declaration on gender, which commits SADC member states to measures ensuring gender equality in the region, and to its Addendum on Violence

against Women, which commits SADC member states to eradicate gender-based violence.

Gender equality and women's empowerment as a constitutional provision, has been continuously highlighted both locally and globally.

CONTEXT WITHIN THE EDEN DISTRICT MUNICIPALITY

Despite legislative progress made on the status of women and with gender equality entrenched in the Bill of Rights, South African women generally still do not enjoy equity and equality, both in greater society as well as in the workplace.

DEMOGRAPHICS: ECONOMICALLY ACTIVE POPULATION: 2013 CENSUS

| Population group by Gender | | | | |
|--|------|--------|-------------|--|
| for Person weighted, 15 - 64, Western Cape | | | | |
| | Male | Female | Grand Total | |
| Black African | 17 | 17 | 34 | |
| Coloured | 23 | 25 | 48 | |
| Indian or Asian | 1 | 1 | 1 | |
| White | 8 | 8 | 16 | |
| Other | 1 | 1 | 2 | |
| Grand Total | 49 | 51 | 100 | |
| Created on 14 February 2013 | | | | |
| Statistics South Africa: Web page: www.statssa.gov.za | | | | |

Employment figures in the Eden District Municipality relating to male and female staff are below the 2% required as determined by legislative requirements.

2. VISION

- 2.1 Equal treatment of women and men in every aspect of life, whether it is in the workplace, at home or at organisational level and to ensure that discrimination is totally eliminated.
- 2.2 That gender equality is at the very centre of transformation in Eden DM within the structure, institutions, policies, procedures.
- 2.3 The promotion of equal opportunities and fairness;
- 2.4 The evaluation of people for who and what they are and not on the basis of gender.

3. MISSION

To rectify discriminatory practices of the past by proposing and recommending an institutional framework that facilitates equal access to goods and services for both women and men.

4. OBJECTIVES

- To increase coverage on gender matters;
- To promote equity and equality between women and men;
- To ensure that interventions do not promote inequitable gender relations;
- To provide qualitative and quantitative information on the influence of gender equality;
- To facilitate programmes and projects that address to women who have previously been affected by unequal gender, race and class relation;
- To implement affirmative action programmes targeting women to be developed;
- To promote access to employment opportunities in areas where women were previously excluded in predominantly male professions;
- To promote and ensure economic empowerment for women;
- To reduce vulnerability of women to social injustice such as poverty, HIV/AIDS and violence
- To address the HIV/AIDS pandemic as it affects women disproportionately to men, due to the power imbalances between men and women in personal relationships;
- To enhance women's access to decision making powers;
- To promote appropriate training to improve skills, knowledge and attitudes in gender analysis and gender equality;
- To enhance recognition of the value women add to society
- To identify and promote training opportunities so that women are empowered to occupy senior positions in the organisation.

5. PRINCIPLES AND GUIDELINES



This principle and guidelines in this document forms the groundwork or basis for this policy. In order to ensure that the gender development vision in the Eden District Municipal area is achieved, it is important that the following principles and values form the guidelines of the policy: *

- Equality of all persons and ensuring that non-sexism and non-racism be adhered to as in the Constitution of South Africa;
- Understanding that women are not homogenous group and that this principle must inform all policies and programmers that will lead to the implementation of gender equality amongst the employees of Eden District Municipality;
- Economic Empowerment of women must be promoted;
- Attention must be given to changing policy and practices that hinder women's access to basic needs, economy and decision-making;
- Efficient machinery must be set up to ensure the implementation of this policy and to ensure that the resources and structures are in place and to guarantee the implementation of programmers;
- Appropriate training must be provided to personnel, especially policymakers, strategic and operational management to improve knowledge, skills and attitudes in gender analysis and gender equality;
- To promote effective strategic of collaboration between formal and informal gender development structures.

6. PRIORITY AREAS OF DEVELOPMENT

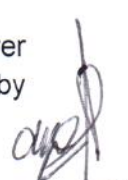
6.1 Vulnerable groups of women

A large number of female employees are not permanently employed, without any access to housing, fair wages, safe working conditions and benefits such as paid sick leave. Sexual harassment and abuse are common experiences for women; the incidence of single parenting is high, with few mothers receiving maintenance from the father of the child. It is therefore important to mainstream the needs of this group of vulnerable women through this policy and ensure that these concerns are given the necessary attention required.

6.2 Municipal transformation and organizational development

Structural change refers to the existing hierarchical structure of the Eden District Municipality. Empowerment of women should underpin the interview process and in this way address structural changes.

- 6.2.1 Approve the gender policy and ensure that gender equality is an important principle for Council to achieve;
- 6.2.2 Ensure that staffing policies are not discriminatory against women and that the appointment of women is promoted through the employment equity plan;
- 6.2.3 Job requirements and qualifications should not be inflated so as to exclude women.
- 6.2.4 Increase the participation of women in local government and empower women councilors to articulate what are regarded as "women's issues" by



establishing a multiparty women's causes and networking with other local, provincial and national caucuses;

- 6.2.5 Ensure that all existing and new policies take gender into account, including the IDP;
- 6.2.6 Gender training for all municipal staff, especially senior staff.
- 6.2.7 Review municipality publicity to ensure that it is gender sensitive and does not perpetuate gender stereotypes;
- 6.2.8 Put policies and procedures in place that make the municipality a gender-friendly working environment, e.g. flextime;
- 6.2.9 Mentoring programmers for women by management to ensure equal representation of women in management positions.
- 6.2.10 Municipal budget must include a gender-specific budget, falling under the gender desk. This budget must provide for posts and programmers as highlighted in the gender policy
- 6.2.11 Developing an institutional culture that is open to the empowerment of women and committed to achieving gender equality.
- 6.2.12 We would need to begin by looking at the environment and culture within the organization. Encourage the municipality to be an organization where women and men can realize their full potential whilst delivering on the work of the municipality.
- 6.2.13 Gender sensitization and awareness raising
- 6.2.14 The implementation of this will start from the upper levels of the organization, as positions of power dictate organizational culture. If leadership is open to becoming more gender sensitized, then it sets a precedent for others. If gender sensitized women and men are in leadership and decision making positions, this would have an impact on the culture, systems and practices of the organization.
- 6.2.15 It is important to allocate time and resources to communicate and educate about gender. It takes more than one communication session to gain understanding and application to day to day activity, and hence, this would need to be an ongoing process.
- 6.2.16 Culture and practices within the organization
- 6.2.17 A review of all policies, and very importantly, the practices within the organization would need to take place. Steps will be put in place to accommodate the practical and operational needs of women (and men), taking into consideration their need to balance roles and responsibilities within their lives.
- 6.2.18 Reduction in the incidence sexual harassment.
- 6.2.19 Increased awareness to be raised around this issue and procedures to be reviewed.
- 6.2.20 Developing women at all levels of the organization, with an additional focus of promoting women for leadership and decision making positions
- 6.2.21 Skills baseline audit and development
- 6.2.22 Assess the existing skills of women within the organization and then focus on specific areas of development. This would be linked to career-patching, and talent management in order to retain staff and to become an employer of choice.

- 6.2.23 Formal training, mentorship, capacity building through sharing of skills, and bursary allocations.
- 6.2.24 Specific interventions are to be targeted at different levels and / or areas of the organization.
- 6.2.25 Ensuring representation of women at all levels.
- 6.2.26 This must occur in line with the employment equity plan and correctly applied recruitment and selection procedures.

6.3 District Economic Development

- Inform women about the economic opportunities through public participation processes as well as creating library business corners;
- Facilitate skill development programmers including how to access information and finance and business support;
- Review Supply Chain Management policies to try to promote women in awarding the awarding of quotations and tenders.

6.4 Public Participation

- Promote equal participation of women in policy formation processes by ensuring that all consultation meetings are held on days, at times and locations that are suitable and convenient for women and ensure that vulnerable groups are targeted;
- Integrate gender analysis into all policies;
- Mobilize men at the local level to ensure that they don't feel threatened by gender equality by identifying organizations in the municipality that work with men and conducting workshops with men.

6.5 Gender HIV and AIDS

Obtain gender disaggregated statistics on Voluntary Counseling and Testing (VCT) and used this information to devise campaigns to encourage women and men to go for VCT.

6.6 Gender –based violence (GBV)

- Educate staff members and devise a comprehensive programme on gender based violence, including resource allocations;
- Obtain reliable statistics on GBV from SAPS and plan effective programmes to address high levels of GBV;
- Provide information on where survivors can get help through publications, pamphlets and local media.

7. MONITORING AND EVALUATION

- **Institutionalizing**
Monitoring and evaluation are necessary as separate functions at the

Beginning of the implementation of the gender policy. This will ensure that monitoring and evaluation are ongoing and scheduled time,

- **Measure progress towards employment equity**
This involves comparing the number of men employed as compared to the number of women over time and at various levels and comparisons of the rates of change of these different levels.
- **Measuring progress in service delivery:**
This would involve gender disaggregated measures such as counting the number of houses distributed to male-headed households as compared to the number of houses distributed to female headed households over certain periods.
- **Measuring outreach programmers**
This should involve gender disaggregated measuring of, for example, poverty relief, or changes of income in male headed households as compared with female headed households
- **Gender Budgeting**
This entails analyzing the municipal budget to determine how much of the total budget is spent on men as compared to how much is spent on women. This is not always easy to quantify, but where possible should be done.
- **Evaluating progress towards structural change**
This would involve processes such as annual evaluations to determine to what extent women's needs are being addressed in the municipality.
- **Measuring progress towards gender-sensitive service delivery:**
This would involve examining to what extent women in the community are able to influence decision-making, whether officials are responsive to women's needs, whether women's expectations are realistic and whether they are being met.
- **Progress towards job satisfaction:**
This involves information gathering about whether women are happy at work, feel fulfilled and valued as workers and feel they can reach their full professional potential.
- **Women's expectations of the Municipality:**
This entails establishing if they are realistic and assessing whether there are annual improvements in the way they perceive their work in Municipality.

8. CONCLUSION

This policy provides an outline of the actions that should be taken with respect to gender development in the Municipality. These actions should be driven by the Municipality through:

- Gender focal persons in the employ of the Municipality;
- Portfolio Councilors ;
- Through the involvement of other gender development structures and partners.

Funding for the different projects should be sourced from:

- Council;
- Provincial Department of Social Development;
- COGTA;
- Related Governmental Departments;
- The Private Sector;
- Other related structures.

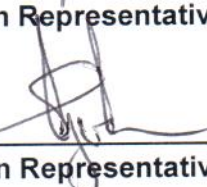
This document was signed on the 22nd of June 2016.



Municipal Manager



Union Representative (SAMWU)



Union Representative (IMATU)

AMENDED: 28 JULY 2015