



LIMPOPO
PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA


DEPARTMENT OF
AGRICULTURE AND RURAL DEVELOPMENT

GENDER MAINSTREAMING POLICY

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Recommended by:




Head of Department

(Maisela, RJ)

2016-05-19

Date

Approved by:



Hon. MEC for Agriculture

(Matshoge, BAJ)

2014/05/19

Date

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1. ACRONYMS & ABBREVIATIONS

ABET:	Adult Basic Education Training
CEDAW:	Convention on the Elimination of All Forms of Discrimination Against Women
DPSA:	Department of Public Service and Administration
EEA:	Employment Equity Act
GAD:	Gender and Development
GESF:	Gender Equality Strategic Framework
GRB:	Gender Responsive Budget
HOD:	Head of Department
LDARD:	Limpopo Department of Agriculture and Rural Development
MEC:	Member of the Executive Council
NDP:	National Development Plan
OSW:	Office on the Status of Women
PDI'S:	Previously Disadvantaged Individuals
SADC:	South African Developing Countries
UN:	United Nations
WID:	Women in Development

2. EXECUTIVE SUMMARY

The Limpopo Department of Agriculture and Rural Development (LDARD) as an organ of state adhere to the Constitution of South Africa as well as other legislative prescripts in the rendering of service delivery mandates. The Gender Mainstreaming Policy has been developed with an aim of ensuring that the transformation agenda in the workplace is fully addressed. This policy framework recognizes that equality between men and women is an integral part of shifting power relation. It assumes that social transformation should ensure that men and women are equally taken into account in all developmental programmes.

The Gender Mainstreaming Policy seeks to create a value system in which equality is a core value for both women and men. A clear conceptual understanding of gender concepts and gender mainstreaming is essential for all departmental officers at all occupational levels. When decision-makers understand the practicalities of gender mainstreaming as a strategy, they are much more likely to abandon the narrow focus on women but broadly consider both male and female as equal.

3. INTRODUCTION

The focus on empowerment is directed towards challenging the ways in which biological (gender) differences are socially interpreted as gender identities, through relations of domination, to justify an unequal distribution of power and opportunity between men and women. Historically women had less access to, and influence over decision-making processes and structures of power and authority.

The political commitment to women's empowerment and gender equality is enshrined in the South African Constitution, Act 108 of 1996 and its Bill of Rights. Important features of the empowerment approach as a means to achieve gender equality include the full participation of women in developmental and economic decision-making processes. Gender policies, programmes and projects tend to ensure that available resources are allocated to those in the greatest need who are most often women. This Gender Mainstreaming Policy should be read concurrently with the Departmental Employment Equity and other transformational policies aimed at addressing imbalances in the Department.

4. PURPOSE AND OBJECTIVES OF THE POLICY

4.1 Purpose of the policy

This policy seeks to address the gender imbalances within the LDARD. It serves as guideline for the implementation of the Department's commitment to women and

gender equality. It locates gender issues at the center of the transformation process in the Department, i.e. the integration of women and gender issues within all structures, programmes and projects of the Department: as per the DPSA Gender Equality Strategic Framework within the Public Service.

4.2 Objectives of the policy

- 4.2.1 To ensure that all employees are treated equally in the Department irrespective of race, gender, sexual orientation, pregnancy and marital status.
- 4.2.2 To create a value system in which equality is a core value, for both women and men.
- 4.2.3 To improve the gender parity in numbers. Such parity should be established at all levels of employment, including management and fields of specialization within the Department.
- 4.2.4 To promote the protection of human rights and recognition of women's rights as human rights.
- 4.2.5 To facilitate the empowerment of both women and men equally through capacity building and skills development opportunities.
- 4.2.6 To review with intention of abolishing or amending, rules and regulations, which directly or indirectly perpetuate gender inequality in relations and subordinate roles of women in working environments.
- 4.2.7 To foster a gender sensitive culture, facilitate the transformation of perceptions and attitudes towards women and men, particularly in the workplace, by initiating and supporting genuine equity dialogue, sensitization and training.

5. AUTHORITY OF POLICY

This policy is issued under the authority of the Head of Department as Accounting Officer of LDARD and Hon MEC as the Executive Authority.

6. LEGAL FRAMEWORK

This policy gives effect to the provisions of the legislative and policy frameworks in the country and takes cognizance of the provisions of various National, Sub-Regional, Regional and United Nations instruments or conventions, which promote gender equality. Such instruments include, but are not limited to:

- a) The Constitution of the Republic of South Africa Act No, 108 of 1996
- b) Employment Equity Act, 55 of 1998 (EEA)
- c) Labour Relations Act, 66 of 1995
- d) Skills Development Act No, 97 of 1998
- e) Promotion of Equity and Prevention of Unfair Discrimination Act 4 of 2000

- f) Promotion of Administration Justice Act No, 3 of 2000
- g) Recognition of Customary Marriages Act, 120 of 1998
- h) South African Citizenship Act, 88 of 1995

The Draft National Action Plan for Women's Empowerment and Gender Equality (2005-2015)

- i) South African National Policy Framework for Women's Empowerment and Gender Equality
- j) Promotion of Equality and Prevention of Unfair Discrimination Act, 4 of 2000
- k) The SADC Declaration on Gender and Development and its Addendum on the Elimination of Violence against Women and Children
- l) The Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa
- m) The Beijing Platform for Action-United Nations
- n) The Convention on the Elimination of all forms of Discrimination against Women (CEDAW)

7. SCOPE OF APPLICATION

This policy is applicable to all employees of the Limpopo Department of Agriculture and Rural Development.

8. DEFINITIONS

The following definitions are applicable to this policy:

- a) ***The concept of Gender:*** refers to both men and women and their roles and responsibilities that are created in our societies and our cultures.
- b) ***Gender roles:*** are defined as roles and responsibilities that women and men have based on them being females and males in a specific society.
- c) ***Gender relations:*** are defined as the relational and unequal power distribution between women and men that characterises any specific gender system.
- d) ***Gender Equality:*** refers to equal roles, responsibilities, access and opportunities of men and women in all aspects of society.
- e) ***Gender Equity:*** focuses on the difference between women and men and ensures that they benefit equitably.

- f) **Gender Inequality:** refers to the difference in the status, power and prestige women and men have in groups, collectively and in societies.
- g) **Discrimination:** is defined as a treatment or consideration of making a distinction in favour of or against a person based on group, gender, race, ethnicity, class or category to which that person belongs rather than on individual merit.
- h) **Gender Mainstreaming:** is the concept of assessing the different implications of women and men of any planned action including legislation and programmes, in all areas and levels.

9. POLICY PRONOUNCEMENTS

9.1 GUIDING PRINCIPLES

9.1.1 The approach of LDARD gender issues shall be guided by the following principles of good practice:

- a). Endeavour to provide reasonable accommodation for employees with children through Child care Facilities in the workplace.
- b). To respect human rights for both men and women through its implementation of Programmes and projects.
- c). To protect human rights for both men and women by taking all necessary measures to prevent individuals or groups from violating the rights of each individual.
- d). To fulfil human rights of women and men by ensuring equal opportunities for all in the Department.
- e). To take affirmative steps to ensure fair representation in all forms and levels of Employment.

9.2 ROLES, RESPONSIBILITIES AND POWERS

9.2.1. EMPLOYER'S OBLIGATIONS

- a). The LDARD has an obligation to **respect** human rights for both men and women through its implementation of programmes and projects.
- b). The LDARD has an obligation to **protect** human rights for both men and women by taking all necessary measures to prevent individuals or groups from violating the rights of each individual.
- c). The LDARD is also required to fulfil human rights of women and men by ensuring equal opportunities for all in the Department.
- d). The LDARD has an obligation to take affirmative steps to ensure fair representation in all forms and levels of employment.

9.3 THE WORKPLACE ENVIRONMENT

Women face social, economic and ideological barriers to full and equal participation in the economy. Therefore:

- 9.2.1. Gender stereotyping and categorisation of jobs on the basis of gender shall be eliminated.
- 9.2.2. Employees, in particular women shall be protected from sexual harassment and violence in all work places.
- 9.2.3. Affirmative Action measures shall be implemented to elevate designated groups in particular women, to participate fully and equally in management positions.
- 9.2.4. Ways to establish child care facilities shall be explored as part of reasonable accommodation to cater for the needs of employees with children.
- 9.2.5. Information about reproductive health and reproductive rights should be provided.

9.4 EDUCATION AND TRAINING

Having noted that education and training in South Africa has historically focused on schooling, higher education and vocational training in the workplace was male orientated, inaccessible, inappropriate and racially discriminatory, LDARD shall endeavour to embark on empowerment of employees through skills development programmes, therefore:

- 9.4.1. Extend educational programmes to include women who have been excluded from education through ABET. Capacity building and skills training are some of the ways to ensure empowerment of women to upward mobility.
- 9.4.2. Women shall be prioritised in the allocation of bursaries and training.
- 9.4.3. Competency assessments shall be conducted to women on lower management positions to identify skills gaps as a way of preparing them for senior managerial positions.
- 9.4.4. Seminars and dialogue programmes for women will be organised to build women's self-confidence and to develop awareness of their status.

9.5 INSTITUTIONAL ARRANGEMENTS: STRUCTURE, ROLES AND RESPONSIBILITIES

The Department shall:

- 9.5.1 Acknowledge that gender mainstreaming is a transversal issue, encompassing that all line functions in the Department each have a role to play; it should further ensure that Gender Focal Units be designated into all service areas or directorates.

- 9.5.2 Form gender committees in various workplaces in order to monitor and advice the Executive Authority on gender issues.

10. DEFAULT

Non-compliance and deviation from this Gender Mainstreaming Policy is not acceptable. Should it be necessary to deviate from this policy, the written permission from the HOD will be required and need to be accompanied by proper motivation.

11. INCEPTION DATE

The date of inception is the date on which this policy is approved by the Hon. MEC for Agriculture and Rural Development.


12. TERMINATION & REVIEW CONDITIONS

The policy shall be reviewed as and when a need arise but not exceeding the duration of two (2) years.

13. ENQUIRIES

Enquiries regarding the Gender Mainstreaming Policy, can be directed towards: **Employee Wellness & Special Programs** Directorate, Limpopo Department of Agriculture and Rural Development, Private Bag X9487, POLOKWANE, 0700/ Tel 015 294 3000.

Recommended by:



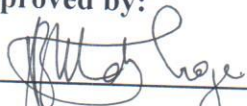
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