



LIMPOPO
PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

**DEPARTMENT OF
PUBLIC WORKS, ROADS & INFRASTRUCTURE**

Name of the Policy	Gender Policy
The Version / revision number	02
Domain	Special Program, Employment Relations and Wellness Management

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1. ACRONYMS AND ABBREVIATIONS

GMS : Gender Management Systems

HIV/AIDS : Human Immune Deficiency Virus

PSCBC : Public Service Coordinating Bargaining Council

EA : Executive Authority

LGBTI : Lesbian, Gay, Bisexual and Transgender Intersex

ILO : International Labour Organisation

2. INTRODUCTION

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 into consideration the need to accelerate women's empowerment intervention and initiative. Gender equality is about equal opportunities, rights and responsibilities for women and men, girls and boys. It does not mean that women and men are the same.

Gender inequality is a result of unequal power distribution between women and men, exacerbated by ongoing discrimination, weakness in laws, policies and institutions and social relations that normalise inequality. The approach sees gender as power relation. Efforts made on gender equality aims to address unequal gender norms that constrain women and men as well as transgender and intersex people. Society prescribes to women and men different roles in different social contexts. There are also differences in the opportunities and resources available to women and men, and in their ability to make decisions and exercise their human rights, including those related to economic empowerment.

Gender roles and unequal gender relations interact with other social and economic variables. Equality and non-discrimination are at the actual focal point of the social justice mandate of the International Labour Organisation (ILO). Relatively a group of individuals are more likely to face discrimination than others because of their social background or status including lesbian, gay, bisexual and transgender (LGBTI) personalities.

3. PURPOSE AND OBJECTIVES

3.1 Purpose

3.1.1 To Integrate gender, youth and disability imperatives into the Departmental programs and

3.1.2 Propose gender mainstreaming measures for key programs.

3.1.3 Provide for women and youth empowerment.

3.1.4 Give effect to the role of Gender Focal Point to provide technical support, and 3.1.5 monitor and evaluate implementation of gender mainstreaming in the Department.

3.1.6 Provide an implementation plan; specify indicators and mechanisms for evaluation.

3.2 Objectives

3.2.1 Guide directorates in developing appropriate policies and programmes and adopt a common approach.

3.2.2 Provide strategic interventions to facilitate the implementation of gender programs.

3.2.3 Promote the integration of gender and youth equity and equality, and women's Empowerment in departmental development programmes and service delivery.

3.2.4 Promote equity and equality between women and men.

3.2.5 Analyse and address gender issues in planning, implementation monitoring and evaluation of policies, programmes, project and research.

3.2.6 Alert stakeholders about the gender implications of their work.

3.2.7 Contribute to the development of the departmental performance management system by introducing gender sensitive indicators.

4. AUTHORITY OF POLICY

This policy is authorized and issued by the Accounting Officer for Limpopo Department of Public Works, Roads and Infrastructure.

5. LEGAL FRAMEWORK

5.1 The Constitution of the Republic of South Africa, Act 108 of 1996

- 5.2 The White Paper on Local Government, 1998
- 5.3 National Gender Framework
- 5.4 White Paper on Transformation of Public Service
- 5.5 Public Finance Management Act and Treasury Regulations
- 5.6 Employment Equity Act, 1998
- 5.7 Basic Conditions of Employment Act, 1997
- 5.8 Skills Development Act, 1998
- 5.9 Preferential Procurement Policy Framework Act,
- 5.10 Broad Based Black Economic Empowerment Act,
- 5.11 National Youth Policy 2015-2020
- 5.12 National Disability Policy

6. SCOPE OF APPLICATION

This policy is applicable to all employees (both male and female) of the Department. The policy will be applicable to the service providers of goods and services to the Department or any other person who is having dealings with the Department.

7. DEFINITIONS

Stakeholders: mean general visitors, contractors, job applicants, clients and suppliers of the department.

Gender: Socially determined and evaluated identities and roles of men and women, and is usually distinguished from their biological or sex differences.

Gender Mainstreaming: A systematic incorporation of considerations into policy, programmes and practices, so that before decisions are taken an analysis is made of the circumstances and effects on women and men. It is not simply concerned with increasing the participation of women, but the also the quality and conditions of their participation.

8. POLICY PRONOUNCEMENT

To bring a gender perspective into all aspects of planning, legislation, development and the transformation of the public service. To ensure that effective mechanisms are in place for monitoring, implementation and reviewing purposes.

8.1 Key Focus Areas of the Policy

- 8.1.1 Economic Empowerment
- 8.1.2 Personal development
- 8.1.3 Employment Equity
- 8.1.4 Good Governance and Public Participation
- 8.1.5 Safety, Including Gender-Based Violence

8.2 Intended outcomes

- 8.2.1 Mainstreaming of gender in the policies and plans of the department in order to achieve equitable and sustainable development and service delivery for women, men, youth and people with disabilities.
- 8.2.2 Social and Economic Empowerment of women, youth and people with disabilities.
- 8.2.3 Eradication of Violence against women and people with disabilities internally.
- 8.2.4 Meeting the needs of men, women, youth and people with disabilities through service delivery.
- 8.2.5 To create an enabling environment by putting in place departmental Gender Management Systems, adequate Institutional mechanisms and dedicated Gender desk.

8.3 INSTITUTIONAL FRAMEWORK: GENDER MANAGEMENT SYSTEMS (GMS)

8.3.1 Special programs focal points/ Gender Focal Points

- 8.3.2 The process of the advancement of equality between women and men in all spheres of life is vested in the (special programs) gender machinery, comprising of a network of advocacy and monitoring agencies within and outside government.
- 8.3.3 At departmental level, Gender Focal Point which is based at Special Program unit, is central to this network. In order to accomplish gender, youth and disability mainstreaming, it is important that this unit consults with the relevant stakeholders in the implementation of this policy.

8.3.2 Functions of the Gender (Unit/Desk) Focal Point

- 8.3.2.1 Advance national frameworks and relevant policies on women's empowerment and gender, youth and disability equity are adhered to.
- 8.3.2.2 Ensure that gender, youth and disability issues are routinely considered in planning sessions, including strategic planning sessions.
- 8.3.2.3 Ensure that Gender, Youth and Disability issues are incorporated in the departmental performance management system.
- 8.3.2.4 Review all policies, projects and programmes for their gender, youth, and disability implications.
- 8.3.2.5 Advise and brief the Executing Authority and Accounting Officer on all matters pertaining to the empowerment of women, youth and people with disabilities.
- 8.3.2.6 Liaise with civil society structures dealing with gender, youth and disability issues as part of key stakeholders.
- 8.3.2.7 Work with community structures, Municipal Directorates, Provincial Offices on the Status of Women, Provincial Local Government Departments and the National Department of Provincial and Local Government, in mainstreaming gender, youth and disability in policies, practices and programmes.

8.3.3 Duties/ Role of Programs/Business Units

- 8.3.3.1 Ensure that, planning in their programs caters for Gender Mainstreaming.
- 8.3.3.2 To report by providing information to Special Programs or any other stakeholders on how they mainstream gender issues.
- 8.3.3.3 To report on gender disaggregated information, as indicator of progress on the implementation of gender mainstreaming in their programs.

8.3.4 The Department Shall Have a Transformation Forum

- 8.3.4.1 A gender forum shall be established, which will include disability forum, because both forums are coordinated by special program. Then it shall be called special program forum.

8.3.5 Objectives of the Forum

- 8.3.5.1 The creation of an environment that acknowledges social aspects of discrimination such as the gender division of labour, stereotypes, prejudices and assumptions about women.

8.3.5.2 Making recommendations for the adoption and implementation of policy and strategies to address inequalities and/or discrimination resulting from these aspects.

8.3.6 Structure of the Forum

8.3.6.1 The Forum shall comprise of the Chairperson, Deputy Chairperson, Secretariat, Deputy Secretariat and two additional members.

8.3.7 The Functions of the Forum

8.3.7.1 Routine assessment and production of reports on the gender status quo.

8.3.7.2 Facilitating gender-sensitive training for women, men, youth and people with disabilities to promote non-discriminatory working relations and respect for diversity in work and management styles.

8.3.7.3 Raising awareness among employers and workers on existing legislation that projects their human rights.

8.3.7.4 Making contributions on family-friendly policies.

8.3.7.5 Facilitation of activities to observe and celebrate national and international events.

8.3.7.6 Coordination of awareness-raising events on issues affecting women (e.g. on disability, sexual harassment, HIV and AIDS).

8.3.7.7 Facilitating dialogue on issues of concern raised by employees.

8.3.7.8 Disseminating information on topical gender issues relevant to the Public Works, roads and infrastructure employees.

8.3.7.9 Continuous monitoring and review of policies and programmes and their implication on gender, youth and disability.

8.3.8 Principles Underpinning the Policy

8.3.8.1 Gender Equity: Affording women and men the equal opportunities and benefits to develop their full human potential and meet developmental needs.

8.3.8.2 Gender Equality: Everyone is equal before the law and may not be discriminated against on the basis of gender, sex, disability, age and marital status.

8.3.8.3 Human Rights: Women, children and people with disabilities' rights are human rights as enshrined in the Bill of Rights.

- 8.3.8.4 Customary, Cultural and Religious Practices: All persons have the right to enjoy and practice their religious and cultural beliefs. However, these practices should not discriminate on the basis of gender, age or ability.
- 8.3.8.5 Empowerment of Women, youth and people with disabilities: Vulnerable groups should be capacitated to access and control economic resources and make decisions for improving their quality of life.
- 8.3.8.6 Right of Integrity and Security of Person: Women, children/ youth and people with disabilities are entitled to the right to bodily and psychological integrity as enshrined in the Constitution. This means that women have the right to security and to make decisions over their own bodies, including their reproductive rights.
- 8.3.8.7 Batho Pele: The framework is a commitment to the transformation of service delivery as enshrined in the Batho Pele principles.

8.3.9 Monitoring and Evaluation

The implementation of this policy shall be done as follows:

(a) Institutional Responsibility

- i) While the responsibility to mainstream this policy falls upon the HOD and all GM's and SMS's of the department, the responsibility to drive and monitor the implementation of the policy rests in the first instance with the GM who is responsible for special programs.
- ii) The Manager Special Programs will compile a report on progress in implementing this policy on biannual basis and forward it to the HOD and the Gender Forum.
- iii) The Special Programs unit will be responsible for collation of all gender disaggregated data from all line functions for their gender implications and report to management on quarterly and annual basis.

8.3.9 Performance Measurement

- 8.3.9.1 That this gender policy is adopted by Management and implemented by all directorates.
- 8.3.9.2 That (Special Programs) Gender Coordinator is appointed and trained and (Special programs) Gender Focal Persons are appointed in all directorates and offered training.

8.3.9.3 That the following structure is established: Special Program Forum, which will include women, men and disability issues.

8.3.11 Communication

That a communication strategy of the department communicates the process and content of this policy to all men and women within the Public Works including districts.

9. DISPUTE RESOLUTION

The employee retains the right to utilize dispute settlement mechanisms, which are provided under the Labour relations Act, 1995 and PSCBC Resolution 2 of 1999, as amended.

10. DEFAULT

Any person contravenes or fail to comply with this policy there shall be progressive intervention

11. INCEPTION DATE

The inception date of this policy is a day after the approval by the member of the Executive Authority.


12. TERMINATION AND REVIEW

The Policy shall be reviewed when there are new developments and or after every three years.

13. ENQUIRIES

Enquiries with regard to any matter relating to this policy will be directed to Special Program unit in the Department.

Approved by



MME. NC RAKGOALE
MEMBER OF THE EXECUTIVE COUNCIL

31/03/2023
DATE