GAUTENG PROVINCIAL GOVERNMENT
STRATEGIC POLICY FRAMEWORK ON
GENDER EQUALITY AND
WOMEN EMPOWERMENT
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The development and empowerment of women remains a priority area for the Gauteng government. Over the past seventeen years our democratic government has introduced a number of policies and programmes which have contributed to the development of women and empowered them to play a more meaningful role in society.

Our Constitution guarantees the rights of women, and all discriminatory laws have been repealed and replaced with laws that actively promote the development and empowerment of women. In Gauteng;

- Women occupy key positions in decision-making structures of government and civil society

- Women’s social needs are addressed through expanded access to housing, education, healthcare, jobs, social security grants, and other services

- More women are now active participants in the economy as entrepreneurs, thanks to a range of policies including preferential procurement, cooperative development, small business promotion, and skills development

- A large number of girl learners are encouraged to take a keen interest in subjects such as mathematics, science and technology, and other subjects likely to propel them to positions of leadership

- A range of healthcare initiatives are aimed at improving women’s health, such as the prevention and treatment of HIV/AIDS

While women have made meaningful progress in different areas, there is a lot more work to be done before we can say that we have truly achieved gender-equality in our province and the country at large. Women are still faced with challenges of poverty, unemployment, physical abuse and violence perpetrated by society. Noting the above, we reviewed the Gauteng Gender Policy of 2003 to ensure alignment with our key priorities of:

- Quality basic education
- A Long and Healthy Life for All South Africans
- All People in South Africa Are and Feel Safe
- Decent Employment through Inclusive Economic Growth
- Vibrant, Equitable, Sustainable Rural Communities Contributing Towards Food Security for All
- Sustainable Human Settlements and Improved Quality of Household Life
• Responsive, Accountable, Effective and Efficient Local Government System
• An Efficient, Effective & Development oriented Public Service
• An Empowered, Fair and Inclusive Citizenship

The revised policy, amongst other improvements; puts more emphasis on the following critical areas:

• Implementation of strategic focal areas, which is the agenda translating to service delivery for the benefit of both Gauteng citizens and employees, with special preference to women

• It provides clear guidelines on the mainstream approach to be applied across GPG policies, programmes and projects

• It specifies the Monitoring and Evaluation process for gender as it pronounces targets and indicators, aligned to the five year Gender Programme of Action

• It outlines the GPG Gender machinery as well as roles and responsibilities of various stakeholders; the institutional mechanisms are to embrace the core principle of partnerships.

The GPG Policy Framework on Gender Equality and Women Empowerment will therefore gain more reinforcement from the inbuilt Gender Programme of Action - an important document that puts into practical operation the comprehensive Gender Strategic Framework.

Kuyasheshwa: Accelerating Women’s Empowerment in Gauteng

Nomvula Mokonyane
Premier: Gauteng Province
Gauteng Strategic Policy Framework on Gender Equality and Women Empowerment
DEFINITIONS

- **Discrimination** as used in this report has the same meaning as unfair discrimination.
- **Equality** denotes equal enjoyment of all rights and freedoms and includes de jure and de facto equality. It entails the absence of direct or indirect (unfair) discrimination.
- **Employment Equity** refers to anticipated outcomes relating to the equalization of all employment opportunities and benefits, and the ending of gender, racial, disability and other forms of disadvantage and (unfair) discrimination.
- **Gauteng Agency** refers to public entities that belong to the GPG.
- **Gender** refers to the power relations between women and men and is a social construct that assigns roles and worth to each sex based on group culture.
- **Gender analysis or gender equality analysis** refers to a systematic process which involves assessing the likelihood that each decision, policy, law, plan, program, situation, process or activity will impact differently on women and men because of their diverse socio-economic or physical circumstances, with the effect of prejudicing one gender.
- **Gender Budget or Gender Responsive Budget** refers to an expenditure arrangement which is structured in a manner that ensures that women and men benefit equitably from the allocation and utilisation of financial resources.
- **Gender disaggregated data** is the statistical information that breaks down the base information for the activity under analysis according to the number of women and men.
- **Gender Discrimination** means treating a person or group of persons differently or failing to recognize material differences in a manner that unfairly disadvantages the person or group of persons on the ground of gender or sex.
- **Gender Mainstreaming** means the integration of gender equality considerations in all policy, law, plans, programs, administrative and financial activities, organisational procedures, processes and decision making, in order to effect profound organisational and ultimately, societal transformation, towards the realisation of equality between women and men.
- **Gender Management System (GMS)** refers to a network of structures, mechanisms and processes put in place within an existing organisational framework to guide, plan, monitor and evaluate the mainstreaming of gender in all areas of the organisation’s work, in order to achieve gender equality and equity within the context of sustainable development.
- **Gender Needs** refers to the needs of women and men that have to do with social differences between women and men.
- **Gender Policy** refers to a document usually developed by particular organisations to provide a guiding framework and strategy, which intends to disrupt existing processes of gender inequality and gender discrimination in relation to that organisation’s work and practice.
• **Gender Awareness Policy** refers to a policy that recognises the important role that women and men play in society; that the nature of women’s involvement is determined by gender relations, which make their involvement different and often unequal; and that consequently women have different needs, interests and priorities, which may sometimes conflict with those of men.

• **Gender Responsiveness** means being equally relevant to or able to address the needs of women and men.

• **Harassment** refers to unwanted conduct which is persistent or serious and demeans, humiliates or creates a hostile environment or is calculated to induce submission by threatened or adverse consequences and which is related to gender or sexual orientation or race.

• **Practical Gender Needs** denotes the immediate needs of women that are usually reflected or are informed by their unequal position in the family, organisations and society.

• **Reasonable Accommodation** denotes adjustments in employment terms, conditions and the environment, including work design and facilities, effected with a view to accommodating the needs of people with disabilities, pregnant employees, employees with family responsibilities and other employees needing such, without undue hardship to the employer.

• **Sexual Harassment** is unwanted sexual attention which is persistent or serious and demeans, humiliates or creates a hostile environment or is calculated to induce submission by threatened or adverse consequences.

• **Strategic Gender Needs** means women’s long-term needs relating to fundamental social transformation to end their subordination in society.

• **Unfair Discrimination** refers to direct or indirect unfair denial of opportunities to, or imposition of an undue burden on, a person or group on the basis of their gender, race, disability or some other difference, or combination of differences.

• **Women Empowerment** refers to various measures aimed at accelerating women’s advancement, access to resources and access to decision making, and includes preferential treatment of women and setting aside funds and other resources for the advancement of women, with a view to promoting gender equality.
1. INTRODUCTION

• In pursuit of the vision of gender equality, the Gauteng Provincial Government is committed to the mainstreaming of gender issues and the empowerment of women in our province.

• Gender Equality is about development and in order for development to occur all programmes and projects of government are to be engendered. The Millennium Development Goal statement highlights that “development if not engendered is endangered”. All government programmes are to ensure the integration of gender considerations for effective development. Overall, this revised Gauteng Policy Framework on Gender Equality and Women Empowerment advocates gender mainstreaming with a conscious aim of taking forward the efforts of the 2003 Gauteng Gender Policy Framework.

• Nelson Mandela, in his inaugural address in 1994, stated that freedom will not be attained until there is the full emancipation of women. The policy therefore, as it seeks to ensure the attainment of gender equality, realises the critical concern of redressing the past imbalances through women empowerment efforts. Reasonable achievements were made in implementing the 2003 Gauteng Gender Policy Framework. Amongst others the following programmes can be highlighted:

• More women have accessed business opportunities, including provision of tenders to Women in Construction. During the 2009/10 financial year the target of 15% for women on GPG procurement has been attained with a total of 15.48% on women-owned companies benefitting.

• Higher numbers of women have entered the Senior Management echelons of the Gauteng government. In 2003 the percentage of women in SMS was at 25.4% and by 2010 the percentage was at 39%.

• A quarter of GPG Departments have appointed Gender Focal Points at the level of SMS including the Agriculture Department which has a Gender Unit at a Chief Directorate level reporting directly to the HOD’s office. The Department subsequently experience improved gender mainstreaming wherein more units are integrating gender considerations.

• The revised policy provides practical strategies in order to support the provincial departments to meet their constitutional commitments, and to promote gender equality and equity. The National Policy Framework for Women’s Empowerment and Gender Equality informs the content of the provincial gender policy. This includes the recognition of international instruments such as the African Gender Policy, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Convention on the Rights of the Child, and the SADC Protocol on Gender and Development in an effort to meet South Africa’s international responsibilities.

• South Africa’s international responsibilities and support of the global stance on gender involves, inter alia:
• The translation of the equality clause enshrined in Section 9 of the 1996 Constitution into practice.

• The recognition of women’s rights as human rights.

• Equal opportunities and equal outcomes for women and men on issues such as access to education, health, housing, land, employment, and other basic needs.

• Making provision through policies, programmes and strategies to redress existing imbalances between men and women.

• Increased economic growth and inclusion of women in the mainstream economy of the country.

• Recognition of women’s contribution to the economy and society through their unpaid work in the care economy.

• Development of an effective institutional framework provincially and at local levels.
2. THE VISION OF THE GPG AND GENDER

A non-racial, non-sexist Gauteng where gender is mainstreamed, equality is guaranteed, equity is observed, women are empowered and gender stereotyping is continuously deconstructed.

3. MISSION OF THE GPG

All provincial departments in the design of policies, strategies, programmes and projects shall ensure:
- Equitable attention to women, men, girls and boys in terms of their social and economic positions.
- Non-discriminatory access to quality services.
- Equal rights and opportunities for all citizens within the province.

4. GUIDING PRINCIPLES

The following principles shall underpin all policies, strategies and programmes of the GPG:
- Recognition of the fact that the social ideology of patriarchy and sexism disadvantages women, especially rural women.
- Commitment to the use of affirmative action as a tool to implement employment equity.
- Recognition of the role of the State as an agent of gender transformation in society.
- Recognition of differences and inequalities among women.
- Recognition that economic growth is central to the empowerment of women, but not sufficient to achieve it.
- Recognition of the importance of focusing attention on black women and women in rural areas.
- Recognition of women’s rights as human rights.
- Recognition that cultural, customary and religious practices are subject to equality.
- Recognition of women’s contribution to the economy and society through unpaid labour.
- Recognition of women’s contribution to development (waged and unpaid) and fair treatment because of its value, i.e. gender equity.
- Balancing practical and strategic gender needs; the immediate practical conditions and long-term desired outcomes.
- Recognition of the triple oppression of women, that is in terms of race, gender and class.
- Recognition that women with disabilities suffer more in terms of discrimination or oppression due to their disability.
5. POLICY OBJECTIVES

The objectives of the GPG Policy Framework on Gender Equality and Women Empowerment are as follows:

5.1 To root out patriarchal practices or tendencies resulting in gender inequalities and gender discrimination in government and the broader Gauteng Province.

5.2 To pronounce GPG’s commitment to the goal of gender equality in line with the legal and policy framework.

5.3 To promote human rights in support of government’s obligations or responsibility as signatory to various international and regional treaties and conventions on gender equality and women empowerment.

5.4 To provide guidelines for the establishment and functions of institutional mechanisms.

5.5 To serve as a guiding framework in the mainstreaming of gender in government programmes.

5.6 To outline the Provincial priorities in a form of strategic levers with a bias to women as a special measure tailored to correct past gender discrimination.

5.7 To promote the emancipation and empowerment of women through emphasis on women’s rights.

6. POLICY AND LEGAL FRAMEWORK

6.1 Constitution

The Gauteng province has a constitutional obligation to ensure that “everyone is equal before the law and has the right to equal protection and benefit of the law”. The Constitution says “Equality includes the full and equal enjoyment of all rights and freedoms”. The Gauteng Strategic Policy Framework on Gender Equality and Women Empowerment seeks to give effect to the equality clause (chapter 2) of the Constitution and fully supports this legal mandate.

6.2 International and Regional Gender Instruments

The Gender Policy Framework draws inspiration from various international and regional instruments that South Africa has adopted. Regionally, these are: the SADC Protocol on Gender and Development (2008) and SADC’s Gender Plan of Action. The African Union has the following relevant legal instruments: the Protocol to the African Charter on Human and People’s Rights on the Rights of Women in Africa, the Solemn Declaration on Gender Equality in Africa, and the African Gender Policy. Other international conventions are: The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Platform of Action, the Convention on the Rights of the Child and the Millennium Development Goals. Together, these international conventions seek to achieve gender equality with special emphasis on women empowerment.
6.3 Policy Framework
The general policy context for this Policy Framework is drawn from the South African Constitution; the White Paper on Transformation of the Public Service; the White Paper on Affirmative Action; the Employment Equity Act; the National Programme of Action on Women’s Empowerment and Gender Equality; the Commission of Gender Equality’s Framework for Transforming Gender Relations; and the Promotion of Equality and Prevention of Unfair Discrimination Act. The National Policy Framework for Women’s Empowerment and Gender Equality aims to outline South Africa’s vision for gender equality. It provides a framework for the design of sector policies, procedures and practices.

Listed below are key laws and policies that promote and protect gender rights, particularly women’s rights.

- Promotion of Equality and Prevention of Unfair Discrimination Act (No. 4 of 2000).
- Sexual Offences and Related Matters Amendment Act (No.32 of 2007)
- Divorce Courts Amendment Act (No. 65 of 1997).
- Marriage Act, Extension Act (No.50 of 1997).
- Recognition of Customary Marriages Act (No. 120 of 1998).
- Natural Father of Children Born out Wedlock Act (No. 86 of 1997).
- Adoption Matters Amendment Act (No. 56 of 1998).
- Witness Protection Act (No. 112 of 1998).
- Criminal Procedure Amendment Acts (No. 85 and 76 of 1997).
- Labour Relations Act (No. 66 of 1995).
- Unemployment Insurance Act (No.30 of 1997).
- Basic Conditions of Employment Act (No. 75 of 1997).
- Employment Equity Act (No. 55 of 1998).
- Housing Act (No.107 of 1997).
- Housing Second Amendment Act (No.60 of 1999).
- Rental Housing Act (No. 50 of 1999).
- National Forests Act (No. 84 of 1998)
- The National Education Act (No.27 of 1996).
- Further Education and Training Act (No. 98 of 1998).
- South African Citizenship Amendment Act (No. 69 of 1997).
- Telecommunications Act (No. 103 of 1996).
The Gauteng Provincial Government has adopted a number of policies that constitute its overarching policy framework for the province. The most consequential for this Policy Framework are, namely: the Gauteng Global City Region Perspective; the Gauteng Social Development Strategy; and the Gauteng BBBEE Strategy. The province’s Vision 2014 has strong provisions for socio-economic transformation of the province, a key element of which would be to achieve equality and social cohesion.

This GPG Policy Framework will give effect to the national policy in the following ways:

- The provision of an enabling policy environment that will help provincial departments to design and translate policies into practice, as informed by the pertinent issues for each department.

- Ensuring facilitation of processes that incorporates a gender perspective and effective ways to integrate gender mainstreaming in all aspects of provincial departments’ work.

- Facilitation of appropriate institutional frameworks for effective service delivery in improving the status of women, and advancing gender equality.

- Advocating for a culture of women’s rights being recognised as human rights too: a process that would instil good values, a change of attitudes and a culture that promotes and protects the rights of women and respect for all human beings.

7. SITUATIONAL ANALYSIS

This section serves to provide an overview of the critical issues which impact on our progression toward gender equality, with a view to developing a coordinated and powerful provincial thrust. The section will also focus on highlighting achievements and challenges in implementing the 2003 Gauteng Gender Policy Framework.

All the Departments in the Gauteng Provincial Government should engender their policies, operations, business and strategic plans. The Gauteng Provincial Government is progressing well in terms of the exposition of gender issues. Reporting on gender issues indicates reasonable progress and understanding on what gender mainstreaming means. The oversight function of the Legislature GEYODI committee emphasises departmental reporting that reflects gender disaggregated data and disaggregated expenditure incidence data.

However, the disaggregation of data (quantitative) is not the only important factor in providing evidence on mainstreaming;
we also need to have quality gender programming that leads to equality. Most organisations go through the motions of disaggregating data and using the right language, but this does little, if anything, to fundamentally change the unequal power relations between men and women. The point is that merely disaggregating data is not enough, what matters are outcomes and the impact of the Departments’ gender programs and policies. This is in line with the current outcomes-based approach of Government and aligning that to gender priorities.

7.1 Critical Issues
The following are among the critical issues that need to be addressed by Gauteng’s Gender Policy Framework. Most of these issues affect women and girls, as well as men and boys. However, in most cases women and girls suffer additional disadvantage on account of their gender. The critical challenges are:

- Unemployment
- Poverty
- Gender Based Violence
- Discrimination
- Lack of development in rural areas
- Lack of access to resources and infrastructure
- Lack of skills
- The impact of HIV and AIDS
- Lack of delivery of comprehensive, integrated services to women
- Experiences of women in management positions.
- Impact of Climate Change and less us of renewable energy

It is therefore imperative that in dealing with the above, respective government departments’ deliverables will have to respond to the intricate challenges through their plans, programmes and projects.

7.2 Problem Statement
- First, the core to women’s inequality is the patriarchal social ideology that places them in a subordinated position in relation to men. If the Gauteng Government seeks to ensure the attainment of Gender Equality then patriarchal practices and tendencies have to be rooted out.
- An important practical manifestation of the patriarchal social ideology is women’s limited access to economic empowerment. In turn, one of the reasons for the limited access to economic empowerment is patriarchal systems still entrapped in government officials including women’s lack of equal access to development i.e. education and skills. Therefore, any strategy needs to give disproportionate attention to these two aspects.
- Secondly, the widespread culture of gender-based violence – and particularly violence against women and girls – is also an issue that needs to be addressed if gender equality is to be realised in the province. The critical intersection of Gender Based Violence and HIV & AIDS has to be considered. Government is not the only actor in this area, but does have an important role to play. However, these issues cannot be addressed in the absence of an effective and comprehensive policy framework, strategies and Programme of Action that are equally implementable.
- The Gauteng Policy Framework on Gender Equality and Women Empowerment provides an overarching
framework within which various components of the GPG shall undertake a variety of measures to enhance
gender equality, promote women empowerment and positively advantage the poorer and rural-based women.

7. 3 Gender Situation
7.3.1 Population
The following statistics provide indicators for some of the critical issues listed above. According to recent statistics, Gauteng
is the most populous province in the country, having overtaken KwaZulu-Natal. The 2001 National Census estimated the
province to be home to 8,837,172 people (almost 20% of the total South African population), with 2,651,243 households.
The recent 2008 General Household Survey by Statistics South Africa (2009) indicates that Gauteng has 10,479,000 people,
a growth that has also been accompanied by an increase in the number of households which are estimated at 3,338,000.

For years, Gauteng was the only province in the country where the male population exceeded the female population. The
population census of 1996 found a total of 7,348,423 people in the province, of whom 3,597,578 (49%) were female.
What is striking though with the 2008 General Household Survey is the near-even gender balance of the population with
5,292,000 males and 5,187,000 females, with the Indian population having an equal approximate ratio of 50:50 in terms
of males and females.

The evolving provincial gender profile is objectively the heritage of past influx controls on African people, and particularly
women, and currently exacerbated by the increasing migration phenomenon, hence the province remains the economic
hub of South Africa. Gauteng is the most urbanised of the country’s nine provinces. Only 3% of the province’s people live
in non-urban areas, compared to 46% of the country’s total population. Those who live in rural areas are often particularly
disadvantaged in terms of access to services and opportunities.

The province continues to display labour market gender disparities. According to the Q3:2009 Labour Force Survey (StatsSA
2009), of the 3,719,000 employed persons in Gauteng, 1,585,000 were women. The recently released Labour Market
Dynamics in South Africa, 2008 (StatsSA, 2009) indicates that while males constituted 18% of the unemployment rate in
2008, the figure stood at 26% for females. During the same period, the labour force participation for men was 79% while
for women it remained at 66%. Hence poverty has the face of women or we experience feminisation of poverty.
These labour market trends are visible in both the formal and informal sectors, with women more likely than men to be in
domestic work and other parts of the informal sector and represent a historical trend that has characterised the province for
decades. The last two national census attest to this trend. The 2001 census indicated that 557,000 women and 523,000
men in Gauteng were unemployed in September 2001. The female unemployment rate in Gauteng was, therefore, 32.5%
compared to a male unemployment rate of 24.8%. These rates were slightly lower than the overall national unemployment
rates of 33.3% for women and 26.1% for men.
At the time of the 1996 census, 216,641 employed women and 162,031 employed men had monthly incomes of R1 000 or less. These low earners accounted for over one-fifth of all employed women and one-tenth of all employed men in the province. Thus, although gender disparities have been pronounced over the period 2003 to 2008, the number of women participating in precarious forms of employment has continuously increased, partly as a result of the existing high rates of unemployment in the country as a whole. This figure attests to the situation of more women employed or saturated at low levels and less women at senior management positions. Men on another hand are less at low levels but higher on leadership echelons.

Also at the time of the 2001 national census, 24.5% of male-headed and 22.3% of female-headed households were living in informal dwellings in backyards or in informal settlements. In 2001, there were 28,789 male and 35,550 female candidates in Gauteng for the senior certificate examination. 74% of both male and female candidates passed, and 20% of the male candidates and 22% of the female candidates obtained university exemptions.

HIV prevalence is highest amongst pregnant women and has stabilised at 29% of pregnant women attending antenatal services in the public sector. The overall HIV infection rate is 14% of all adults between 15 and 49 years. Infection rates in men are about half that of women. New HIV infections have halved in children and teenagers between 2002 and 2008 (HSRC national household surveys). New HIV infections have reduced in young men of 15 to 24 years. The highest new HIV infection rates are found in young women between 20 and 24 years and young men between 25 and 29 years. Key risk factors are increased sexual activity after leaving school with multiple sex partners, alcohol use and delayed marriage. Youth unemployment and poverty contribute to delayed marriage among young men and transactional sex (sex for gifts or cash) among young women. High social risks have been documented among youth who are not studying or working and include the use of alcohol and dagga, multiple sex partners, unprotected sex, pregnancies outside of stable relationships and inequality between partners (an age gap of five years or more). This risk profile includes township youth and is not limited to informal settlements. In comparison, students in tertiary education showed a relatively low HIV infection rate of 3% (HEASA national survey in 2009).

Overall HIV infection rates for women are highest in the age group 25 to 34 years resulting in high deaths from AIDS between 30 and 44 years of age. HIV infection rates have also increased in women over 35 years of age. AIDS continues to be the leading cause of deaths of pregnant women (maternal mortality) and babies (infant mortality) and contributes to deaths of new born babies (neonatal deaths) including premature and low birth weight babies. While some child-headed households are still found in Gauteng most children whose mothers die are teenagers and are cared for by family members including grandparents, aunts and uncles and older siblings. As a result youth-headed households have increased significantly. Girls in these households obviously carry an extra burden of home and child care. This may include care of sick or elderly family members.

Both the Departments and the municipalities (as coordinated by the Department of Local Government) shall ensure a periodic quantitative and qualitative review of their progress on gender transformation. Although the National Gender Policy sees differences between the quantitative and the qualitative assessment mainly in terms of time frames (the former being shorter, the latter being longer term impact assessment), it is important to the Gauteng province to move beyond numbers in documenting and reviewing gender transformation.
7.4 Achievements and Challenges arising from the 2003 Gauteng Gender Policy Framework

7.4.1. Achievements
Various strides were made in implementing the 2003 Gauteng Gender Policy Framework. To date visible progress has been made in the implementation of gender programmes or mainstreaming. Amongst others the following can be mentioned:

7.4.1.1 Policy Environment:
An enabling policy environment has been developed in Gauteng. Most Departments have developed and customised their own sector policies and strategies on gender.

7.4.1.2 Women representation in GPG Leadership:
The GPG experienced an incremental improvement in the number of women in leadership or senior management. At EXCO level the 50/50 quota was attained and for some time we experienced a regress. The regress was caused by the fact that women MECs were replaced by men MECs. However, the situation has improved with the current term of government as we have a balance and the Premier is female.

7.4.1.3 Gender Units and Focal Points:
A quarter of GPG Departments have Gender Units and Focal Points at SMS levels. Departments with dedicated Gender Units have experienced improved mainstreaming and gained reasonable influence in the coordination of gender programmes – unlike Departments where there are no dedicated units and GFPs are at levels below SMS.

7.4.1.4 Gender Based Violence Strategies:
The Violence against Women and Children (VAWAC) or gender based violence programmes are in place as part of the Social Crime Prevention strategies. Government has an operational one-stop victim support centre in Ikhaya Le Themba as well as victim empowerment centres across the province. We further have Thuthuzela centres in major hospitals in Gauteng operated through the National Prosecuting Authority. Numerous services targeting victims of gender based violence are also render through various Non Governmental Organizations based in Gauteng.

7.4.1.5 Advocacy programmes for the Promotion of Human Rights:
The calendar days and/or month focusing on human rights and women’s empowerment were commemorated with focused themes. Annually National Women’s Day has been celebrated at the Union Building with the Imbokodo awards presented to significant women in Gauteng. A process of Women’s Dialogues was undertaken provincially and regionally with the aim of getting the women’s voice into government planning and programming for deepening democracy.

7.4.1.6 Economic Empowerment of Women:
Women-owned businesses had improved access to government business opportunities, though targets have not been met. The Gauteng Enterprise Propeller was established with significant focus on the empowerment of women-owned SMMEs and Enterprises. Women in construction, and especially emerging contractors, benefitted from the services of the Construction Contact Centres.
7.4.1.7 Capacity Building
Gender Focal Points and Managers have been engaged in various training programmes ranging from Gender Awareness, Strategic Planning including Project Management, Gender Mainstreaming and Gender Budgeting through the Office of the Premier. The Capacitation was done in order to ensure improved coordination and mainstreaming of gender programmes in Departments and Municipalities.

7.4.2 Challenges
The implementation of the policy did not happen without gaps and challenges. The review process of the policy has taken into account the importance of addressing the following gaps and challenges hampering an effective and efficient implementation of the policy:

7.4.2.1 Gender Mainstreaming and budgeting
Gender mainstreaming has not been widespread in most Departments. The planning and implementation of gendered programmes has been left to Gender Units whilst other units failed to integrated gender considerations across the board. The revised policy emphasises the area of Departments developing service delivery agreements on gender to be align to the performance contracts of SMS.

7.4.2.2 Monitoring and Evaluation framework
The policy did not provide a system of how Departments were going to be monitored and evaluated in their performance on gender mainstreaming. The policy was weak as it did not have a supporting Programme of Action with clear targets and indicators to enhance the assessment of Departmental gender programmes.

7.4.2.3 Gender Institutional frameworks
The policy had gaps in detailing the roles and responsibilities of Institutional Frameworks, with limited focus on Gender Focal Points, Forums and Champions.

7.4.2.4 Transversal Policy Framework on Sexual Harassment
Most Departments developed sector-specific gender policy frameworks with a few departments also developing policies on sexual harassment. The GPG stance on sexual harassment is not defined and a GPG transversal policy on sexual harassment is still to be developed.

7.4.2.5 Targets on Procurement, Employment and Training
Most of the targets which were set such as the 30 % on access to business for women; 50/50 quota on employment of women in leadership; 30% in training etc. were not met.
8. STRATEGIC FOCAL AREAS: A TWO PRONGED APPROACH

The Gauteng government needs to address gender equality issues primarily at two levels. The first level relates to the interventions required for the targeted women living, learning and working in Gauteng. The second level relates to women who are employees within the GPG where the Policy Framework provides for equality within the civil service, and the development of skills that enable officials to promote gender equality in the workplace. Each government department shall have a gendered approach to policy and planning and develop a set of strategic outcomes and outputs in relation to both levels to guide their implementation of this policy.

The strategic focal areas indicate key interventions that have to be undertaken in terms of the overall GPG goals and the national long-term gender outcomes as spelt out in the National Policy Framework for Women’s Empowerment and Gender Equality, namely: Capacity Building, Gender Mainstreaming, Advocacy, Policy Development, Coordination and Monitoring and Evaluation.

Capacity Building
- Training and Development
- Awareness Raising programmes

Gender Mainstreaming
- Transformation in Programmes
- Transformation in the Allocation of Resources
- Gender Sensitive Staff Recruitment and Discipline
- Gender Sensitive Terms and Conditions of Service
- Women’s Increased Access to Management and Leadership

Advocacy
- Campaigns
- Commemorative days

Policy Development
- Policy Frameworks
- Norms and Standards
- Strategy Documents
Coordination
• Formation of Structures
• Functionality of Structures

Monitoring and Evaluation
• Data Collection and Utilisation
• Statistics

Gender analysis is an analytical tool for examining the differences between the roles that women and men play, the different levels of power they hold, their differing needs, constraints and opportunities, and the impact of these differences on their lives. The GPG’s gender interventions shall be based on sex-disaggregated evidence generated by status quo analyses, impact assessments and other forms of gender analysis. The GPG shall use and publicise the use of these tools.

8.1 Gender and Gauteng Residents

General Orientation: The GPG interventions in Gauteng society in general shall aim to influence gender-change management through participatory service delivery, evidence-based target measures, and impact-oriented interventions at a systemic level with special reference to project and programmes. Both men and women shall benefit from interventions by GPG departments in pursuit of sustainable social change.

The overriding focus of the GPG in pursuit of gender equality shall be to eradicate barriers to equality between men and women with special reference to societal attitudes and a culture of gender oppression by stopping gender-based violence, promoting a culture of human rights, and eradicating poverty. The policy will further seek to better the lives of Gauteng residents against the backdrop of frameworks put in place to accelerate the implementation of the commitments to gender equality, equity and empowerment of women which are central to the 12 critical areas of the Beijing Platform for Action and CEDAW. The policy further has to incorporate elements and objectives of the 8 Gauteng Outcomes.

Target Beneficiaries: The social ideology of patriarchy and power dynamics in societal transformation have positioned women lower than men in general society and advantaged some categories of men. For this reason, while the Policy Framework is targeted at women, it does not exclude men – including those whose social and economic status put them at a disadvantage. The target group is thus as follows:
• Girl-children with special focus on children from informal and rural settlements.
• Female school leavers or Young Women.
• Poor and unemployed women.
• Rural women.
• Women with disabilities.
• People affected and infected by HIV/AIDS and other infectious illnesses.
• Men and boy children.
• Lesbians, Gays, Bisexual, Transgender and Intersex (LGBT) community more so in terms of Gender Based Violence trends experienced such as corrective rape.
• The Elderly especially women, and
8.1.1 **Education and Skills Development**
Globally illiteracy, like poverty, has the face of women, with more numbers of women having less access to educational institutions. The Beijing Platform for Action, which our country is a signatory to, recognises that education is a route through which most of its goals can be attained. If women are literate they are better placed and less exposed to life challenges such as unemployment and health issues. With the knowledge they have, they are able to make informed decisions.

In the Gauteng we have a positive situation reflected in matric results in the past few years. More girl learners passed their matric examination and tertiary institutions register more females.

The GPG acknowledges that education is a developmental issue – hence the notion of using the education sector strategically to transform social attitudes and improve the capacity of targeted beneficiaries to participate fully in the province’s society and economy so as to ensure that gender equality is realised. This shall entail the following:

- Gender equality shall be a key intended outcome in the implementation of policies, plans, programmes and projects of education in the province.
- Enrolment of all children below the age of six in Early Childhood Development programmes (ECD).
- Provision of gender sensitisation and life skills for learners as part of the curriculum in ECD and Basic Education, to influence the gender re-socialisation of society.
- Elimination of gender stereotypes in educational programmes and materials.
- Recognition and promotion of the capacities and talents of women and girl children in the educational material and in real life.
- Responsive programmes to the shortage of scarce skills, including programmes to promote gender balance in male-dominated fields.
- Provision of relevant economic skills and promotion of entrepreneurship.
- Creating opportunities for life-long learning including non-formal education targeted beneficiaries.

8.1.2 **Employment**
The GPG shall take measures to eliminate gender discrimination in the field of employment by ensuring that targeted women and men shall have equal access to employment opportunities in Gauteng. The Gauteng priority linked to employment will speed up growth and create more jobs, decent work and sustainable livelihoods. The economic and employment opportunities are to benefit both women and men equally so as to ensure an inclusive economy. All economic policies in Gauteng are to justify the integration of gender with a bias towards women. These shall include the following:
- Equity planning and affirmative action programmes with specific provision for the targeted groups.
- Setting gender targets in employment creation programmes such as:
  - Public works initiatives by the Department of Infrastructure Development as well as Roads and Transport,
  - Provision of decent housing by the Department of Local Government and Housing,
  - Food security programmes of the Department of Agriculture, Conservation, Environment and Land,
Community arts and craft programmes of the Department of Arts, Culture and Sports, and
Major provincial infrastructure programmes.

- Increasing the number of targeted beneficiaries that the GPG assists to become commercial farmers through facilitated access to land, credit, technology, inputs, marketing and information.
- Setting favourable targets in government procurement of services that promote the employment of targeted women including service providers owned by this group.
- Adhering to employment equity targets in the recruitment and appointment of women and improving the employment of women with disabilities.

8.1.3 Economic Empowerment
Recognising that poverty has the face of women and/or that feminisation of poverty is on the increase, the GPG commits to promote the economic empowerment of women. The economic empowerment of women is one of the solutions to the many challenges faced by women. It contributes to the important goal of promoting the independence of women as it stimulates some level of power while reducing the dominance of men in both the public and private spheres. Also, it would be expected that Gauteng as the economic hub of South Africa would produce high numbers of women who are successful economically especially women in business or SMMEs.

GPG commitments with regards to economic empowerment:
- The GPG, through its economic cluster departments and programmes, shall take special measures to promote equal economic opportunities in pursuit of entrepreneurship and local economic development in line with the GPG BEE Strategy and the Gauteng 2055 plan.
- The GPG shall provide technical and financial support for enterprises and cooperatives that promote gender equity and women empowerment.
- Gender Champions (MEC/DG/HODs) shall by all means necessary influence economic partners in the private sector to promote and adhere to policies of women empowerment and gender equality.
- The GPG shall provide business opportunities to companies, organisations and individuals that support women empowerment and the eradication of gender inequality while excluding those that are not supporting this human right and developmental framework.
- The GPG shall support the formation of business cooperatives with mentorship for developing companies by advanced business people.
- The GPG shall facilitate special access for women to private sector finance, micro-credit, and other forms of financial aid for entrepreneurship.
- The GPG shall enhance access for women to labour-intensive economic programmes using the government procurement system and public works programmes.
- Special programmes shall be dedicated to enhancing the development of economic and financial skills among women as well as entry into entrepreneurship or SMME businesses.
- GPG shall create a conducive environment for women regarding investment and growth including the development of the women’s fund.
- The GPG shall establish working partnerships with organisations for Women in Business with the aim of strategising with them on accessing economic opportunities in Gauteng as well as facilitating sisterhood approaches in the business arena.
• The partnership of GPG and Women in Business shall ensure that mentorship programme are developed for emerging women in business.
• The partnership shall further embark on coaching and sharing of leadership skills between Women in Business and Women in Government Leadership.

8.1.4 Public Service Provision
Most citizens have little access to information on government programmes and services. It is believed that knowledge is power and therefore lack of knowledge or information is disempowering. The GPG in all its activities, including celebratory and commemorative programmes, shall ensure direct service delivery and information dissemination to the people. Government services are to be accessible to all people in an efficient and professional manner, especially for rural and underdeveloped communities of Gauteng.

The GPG commits to improved service delivery through the following programmes:
• The GPG, in improving public services, shall prioritise rural development and ascertain that the rural development strategies integrate gender and the empowerment of women.
• The GPG shall develop an integrated service delivery model that ensures the GPG prioritises targeted beneficiaries in the provision of essential services.
• The GPG shall undertake appropriate measures to promote active citizenship with the aim of encouraging beneficiaries to actively use public and private sector services in order to discourage passive citizen behaviour and the culture of protest.
• The GPG shall ensure that women understand, monitor and report on departments’ adherence to the Batho Pele principles.
• The GPG shall empower women to seek access to information about government services.
• The GPG shall consider gender in the adjudication of best service awards for departments and sub-components of departments.
• Gauteng citizens, especially women and other target groups will be encouraged to speak up and report any poor service provision or corruption in Government. Complaint systems are to be made available across departments or service points.

8.1.5 Social Development
The provision of social empowerment, social integration and social protection of vulnerable individuals and communities are a key business of social development, thus the need to take concrete steps to eliminate social injustice and discrimination suffered by women in social life through:
• The provision of social protection in the form of income support and nutrition programmes especially in rural and peri-urban areas.
• Making grant pay-points women-friendly by developing norms and standards for service providers, which deliver this service on behalf of government.
• Forge linkages of child support grant recipients to development and economic opportunities, in order to alleviate dependency on government.
• The provision of preferential access for target beneficiaries to welfare programmes such as social counselling (social
work), statutory interventions, continuous care, rehabilitative and after-care.

- Dissemination of information on the rights of men and women in families as part of the prevention of family-based and gender-based violence, trauma and addiction.
- The promotion of gender-equal cultural and sport services and activities in the province aimed at deepening social cohesion and a sense of belonging.
- The facilitation of participatory community development based on the choices and felt needs of the community.
- The development of norms and standards as a yardstick for measuring the quality of integrated social development provided and an information management system to capture data on this.
- Tailoring social development interventions to improve family and community cohesion as a major source of human survival and a sense of belonging.
- Improve programmes on the eradication of alcohol and substance abuse in society.
- The promotion of productive families, including child care and maintenance by parents so as to decrease dependency on the state, although not abdicating itself from the social contract it made with its people.

8.1.6 Poverty Eradication

Poverty is to be seen as a denial of human rights and it should be recognised that, among the poor, women suffer double from the denial of their human rights - firstly on the account of gender inequality and secondly on account of poverty. Therefore, poverty alleviation programmes are to pay attention to the promotion of gender equality and women’s human rights. The feminisation of poverty is rife and poverty continues to have the face of women. The GPG commits to poverty eradication programmes:

- The GPG shall target women and the improvement of gender relationships in the implementation of its Poverty Reduction Strategy by all its departments.
- Special measures shall be taken to rebuild and strengthen social capital in the form of social networks, stokvels, the sharing of labour practices, and other forms of self-help in communities.
- The GPG shall prioritise women in food-garden programmes and other initiatives that are aimed at enhancing agriculture and food security.
- All poverty alleviation programmes and projects across the GPG are to target a majority of women participants, especially women who are recipients of the child support grant and rural women.
- Private companies in Gauteng will be encouraged to engage in corporate social investments as part of the Public Private Partnerships. The GPG needs to recognise companies that prioritise the social responsibility to plough back into communities.
- The establishment of a food bank is to be undertaken in a Public Private Partnership for the benefit of poor or indigent household, especially child-headed and single women households.

8.1.7 Sports, Arts and Culture

Sports, Arts, Culture and Recreation promote nation building, economic growth and sustainable livelihoods through ensuring skilled, active and healthy communities. The province needs to address issues of women in sport, arts and culture by way of equitable access and economic viability. This will be realised through the following:

- The GPG shall expand opportunities for women, boys and girls to exercise their creative abilities and talent in arts,
8.1.7 Arts, Culture and Sports

- Culture and sports activities in the province.
- Cultural programmes like music festivals and heritage events shall promote artists and performers belonging to the target beneficiaries.
- The GPG shall prioritise women in the expansion of the arts and culture industry including the films industry, which is being targeted for special support.
- The GPG shall ensure that women have equal access to competitive sports and social sports programmes of the province.
- Arts, culture and sports activities shall be accessible equally to women and men through the removal of barriers identified and the provision of transport and equipments needed.

8.1.8 Public Health

The GPG shall take strong measures to ensure that women and men have equitable access to health services. The emphasis shall be on promoting and protecting the health of our people with special focus on:
- Pregnancy, confinement, maternal care and family planning.
- Nutrition and healthy living and treatment of heart-related, hypertension, and diabetic conditions.
- Mental health services including counselling, residential care and psychological services.
- HIV and AIDS prevention and treatment including the provision of Post Exposure Prophylaxis to victims of sexual offences, Prevention of Mother-to-Child Transmission to HIV positive pregnant mothers; research and laboratory services.
- Prevention and treatment of cervical, breast and prostate cancers including aggressive awareness and screening programmes.
- Expansion of opportunities for women to access and effectively use primary health care, especially in the peri-urban and rural settings.
- Reproductive Health Care.
8.1.9 Safety
Given the fact that the citizens of Gauteng do not feel safe, it is imperative that the GPG ensures that the province is a safe and secure place for women and children. Special focus will be on the following:

- The GPG shall prioritise the provision of community security that prevents violence and abuse perpetrated against women in society including gender-based and family violence.
- There shall be extra vigilance against abuse of women with disabilities, orphans and single mothers.
- The GPG shall involve women in social mobilisation against crime, including community policing forums, street committees and whistle-blowing.
- The GPG shall design promotional material against crime, including crimes against women and the girl-child, that are gender-sensitive and accessible. The GPG shall ensure that law enforcement officers are appropriately trained to deal with women in circumstances of trauma.
- All community safety service points shall have special programmes to support victims of gender-based violence and crime.

8.1.10 Participatory Decision-Making
The need for women representation in senior management is a transformational issue and will thus necessitate reporting by departments to show a strategy of how the targets are to be reached, namely:

- Women and men shall be equitably represented in decision-making structures of the GPG, departments, and GPG agencies community structures and stakeholder forums with a target for 50/50 representation.
- Where this cannot be guaranteed due to gender imbalance in the distribution of senior ranks of the public service, senior managers shall ensure that decisions taken and policies adopted take into consideration the needs and choices of women.
- There is a need to create a pool of women who are eligible for senior posts through training and development.
- The GPG shall set dynamic targets for such representation to ensure progressive change in the decision-making structures in the province.
- Decision-making and priority-setting processes shall at all time consider the needs and voices of women.

8.1.11 Gender Rights
The fact that people should know about their rights and that they are non-negotiable makes it necessary to ensure training on gender rights:

- The GPG shall put programmes in place to promote an understanding of gender rights by residents of the provinces with a special emphasis of the equal rights of women to land, property and choice.
- The government shall take appropriate measures to protect the human rights of women.
- The GPG shall make women aware of protection that is provided by the Human Rights Commission and the Equality Court.
8.2 Gender and GPG Employees

GPG employees are members of staff fully or partly employed by GPG departments and agencies such as Gauteng Transport Management Agency and Gauteng Economic Development Agency. The provisions in this section also apply to contractors providing services on behalf of the GPG in the province.

The general orientation internally shall be gender transformation in the manner in which departments function and in internal human relations. The gender transformation shall be achieved through concerted action across the GPG to remove barriers experienced by female employees and service providers within the GPG. All interventions shall be designed with the end-goals or long-term impacts in mind (see Table 2 below for these long-term outcomes).

The following are strategic focal areas for internal gender transformation within the GPG:

8.2.1 Eradication of Gender Discrimination

Through the commitments made with regards to gender transformation in the country, it is important to ensure that gender discrimination is eradicated to realise gender equality and equity.

- GPG managers shall eradicate all forms of gender discrimination and inequality in the workplace services, rules, procedures and processes.
- The GPG shall ensure that departmental strategies, staff policies, guidelines and budgets promote gender sensitivity.
- There shall be gender-sensitisation interventions including workshops and awareness campaigns.
- There shall be inclusive commemoration of days relevant to gender equality and women empowerment.
- There shall be special programmes to root out sexual harassment and violence against women in the workplace.

8.2.2 Employment Equity

Employment Equity is an important element contributing to the attainment of gender equality in the workplace. The Human Resource Units are tasked in partnership with the Gender Units in setting up and monitoring Employment Equity targets. Employment equity specialists are to be appointed across departments. The specialists are to give an account regularly on the performance of the Department in the attainment of targets at Gender Workplace Forums. GPG departments shall strive to ensure equal employment and career opportunities, particularly in the professional and managerial occupations through the following measures:

8.2.2.1 Human Resource Planning

✓ Human resource development plans and processes shall be aligned to employment equity with a special provision for target groups.
✓ There shall be measures to accelerate the employment of women at all levels of government.
✓ Succession planning and retention strategies shall be aimed at ensuring that there is a pool of women employees to take up positions that become vacant in all departments.
✓ Employment Equity shall be developed across Departments, with the Office of the Premier having oversight function on the setting and attainment of EE targets.
8.2.2.2 Retention and Succession

✓ Human resource planning shall emphasize succession planning and retention strategies that ensure that there is a significant pool of employees from the target groups for promotion into senior positions.

8.2.2.3 Job requirements and specifications

✓ Employment requirements and job descriptions shall not discriminate against women.

8.2.2.4 Recruitment and Selection

Recruitment processes shall be designed to reach all eligible persons from the targeted group.

✓ Eligible female applicants shall be subjected to a fair selection process.
✓ Interview panels are to reflect gender balance at all times, where possible a gender representative (member of the Gender Workplace Forum as indicated in section 8.2.3) must be included in the panels. The role of the gender representative will be to influence adherence to the EE plan and monitor gender discriminatory tendencies during interviews. Ideally gender representatives are to be involved during short listing.
✓ HR personnel are to undertake responsibilities of the previous point where gender representatives are not available.

8.2.2.5 Appointment

✓ Senior management in each department shall be responsible for ensuring that appointments promote representation.
✓ Appointment on the basis of potential shall be accompanied by a skills development plan to be implemented immediately after appointment.
✓ There shall be no discrimination in the job tasking processes, job remuneration and the apportionment of employee benefits.
✓ All appointments will be made according to Departmental Employment Equity plans to ensure the attainment of employment equity targets.

8.2.3. Training and Development

More women are entering the public sphere and campaigns such as the 50/50 quota pose a challenge on workplace training and development programmes. As we seek to redress the past imbalances i.e. Affirmative Action or Employment equity regulations skills development of employees especially women becomes critical. The challenge of scarce skills in the Gauteng City Region heightens the need for training and development. The GPG commits to implement skills development programmes through the following programmes:

- Measures taken to develop essential skills in the workplace shall not discriminate against women and are to give preference to women i.e. Bursaries, training etc.
- GPG departments shall conduct regular assessment of training and development policies, plans and practices to identify and weed out discriminatory tendencies.
- The GPG shall energetically pursue accelerated development interventions and preferential access to training and development opportunities for women.
- Departmental Employment Equity Plans and Workplace Skills Plans shall make specific provisions for advancing gender equality including leadership development and management training.
• On-going Women in Leadership Development Programmes shall be facilitated across departments.
• GCRA is to lead the on-going Gender Advocacy training for employees i.e. Gender Sensitization and Mainstreaming. Departments are also encouraged to coordinate their own training where possible.

8.2.4. Employee Assistance
The nerve centre of a civil service that is productive lies in the employee wellness. It is therefore important to ensure that the services provided are relevant and addresses the changing environment of the GPD personnel. Therefore employee assistance will have to focus on the following;
• The employee assistance programmes shall make special provision for gender equality and the differential impact of disadvantage on female employees.
• The workplace health care services shall take into account the needs and vulnerabilities of targeted beneficiaries in the GPG’s employ.
• Workplace programmes to assist employees in balancing work and family life shall be implemented, especially in support of women in leadership or decision-making positions.
• Child care facilities are to be developed in the workplace to enhance the productivity of employees.

8.2.5. Gender Audit
With the advent of a Gender discourse in the public sphere, numerous initiatives have been started i.e. at a policy, programme and project levels. It is therefore important to assess the impact of all these initiatives so that forward planning is informed by the positives and improves on the negatives.
• The GPG, its departments and agencies shall conduct periodic assessment of the responsiveness of its policies, plans and services to the needs of women.
• The GPG shall develop management information systems where gender-disaggregated data and collected knowledge shall be stored for use in continuous improvement of GPG’s responsiveness to the needs of targeted beneficiaries in partnership with the Gauteng Planning Commission.
9. INSTITUTIONAL FRAMEWORK FOR ATTAINMENT OF GENDER EQUALITY

The establishment of institutional mechanisms is done to promote, monitor, advocate and mobilise support for policies and laws that advance the status of women as well as the attainment of gender equality. The creation of institutional mechanisms for the advancement of gender equality is one of the commitments that the South African government has made by assenting to international and regional legal instruments on gender equality. Gender Coordination in Gauteng shall entail clarity within the GPG on the roles and responsibilities of the various departmental structures aimed at gender mainstreaming and linkages between them.

Institutional mechanisms are part of the important pillars of the Gender Management System (GMS). The mission of the GMS is to advance gender equality through promoting political will; forging a partnership of stakeholders including government, the private sector and civil society, building capacity and sharing good practice.

9.1 Co-ordinating Bodies
Coordination shall revolve around the following institutional mechanisms:

9.1.1 The Premier or Delegated MEC is the ultimate political authority responsible for the attainment of gender equality and women empowerment. The Premier by powers vested in her can assign this responsibility to an MEC.

9.1.2 The MEC shall assume the responsibility of political authority within their Departments in terms of gender programming.

9.1.3 The DG and Departmental HODs shall be accountable for the administrative delivery of gender programmes.

9.1.4 The Office of the Premier shall be the main policy coordinating centre and source of policy support for provincial departments in the concerted pursuit of gender transformation. This function can be located at the office of an appointed MEC, wherein the Premier delegates the function.

9.1.5 Gender Focal Points (GFPs) shall comprise of senior officials to be responsible for the coordination of gender programme to ensure gender mainstreaming in departments, GPG agencies and Municipalities.

9.1.6 Departmental Gender champions shall be MECs assisted by HODs in Departments that shall be mandated to promote a concerted implementation of the Gender Policy Framework in their Departments.

9.1.7 The Gauteng Gender Forum (GGF) is a Provincial Forum for stakeholder interface, coordination and harmonisation of strategies and plans. It also serves as a delivery forum where Departments account on gender service delivery agreements.

9.1.8 The Gender Workplace Forum (GWF) is a Departmental forum responsible for coordinating implementation and participation of key directorates and stakeholders in gender mainstreaming interventions in departments and municipalities. It is also a delivery forum where directorates and units report on the implementation of gender programmes as indicated in the gender service delivery agreements.

9.1.9 Intergovernmental Gender Forums (IGFs) coordinate the integration of gender objectives and outcomes into the intergovernmental framework between the provincial government and municipalities.
9.1.11 Gauteng Gender Machinery (GGM) denotes gender organisations mandated to promote and monitor gender equality within and outside of government systems, including NGO’s and Civil Society organisations.

9.1.12 The Gauteng Legislature is constitutionally mandated to exercise oversight over the functioning of government including its performance in regard to policies and plans through the Gender, Youth and Disability Committee (GEYODI committee). The committee is to be part of the tripartite alliances with Treasury and the Office of the Premier in order to monitor budget votes and advise on penalties where necessary to enforce implementation.

9.2 Roles and Responsibilities
   9.2.1 The Premier
   The role of the Premier shall be to:
   • Lead the Provincial mandate of ensuring gender transformation and the emancipation of women.
   • Account to the President or NCOP on the performance of the Province in the attainment of the commitment to gender equality and the advancement of women.
   • Appoint any Member of the Executive Council to champion the Provincial Gender Agenda.
   • Lead and chair the Provincial Gender Machinery Meetings.

   9.2.2 The role of the MEC’s shall be to:
   The role of the MEC’s shall be to:
   • Lead the Departmental mandate of ensuring gender transformation and the empowerment of women.
   • Account to the Premier or appointed MEC through the Executive Council on the performance of the Department in implementing the gender programmes.

   9.2.3 The role of the Director General shall be to:
   The role of the Director-General shall be to:
   • Provide Administrative and Leadership Support to the Premier in realising gender transformation in the province through the provision of strategic guidance to Heads of Departments on gender mainstreaming.

   9.2.4 The Head of Department:
   The role of the HOD’s shall be to:
   • Ensure the integration of gender in the Departmental Strategic Plans, operational plans, programmes and projects.
   • Develop the Departmental gender budget as part of the departmental Budget Vote annually.
   • Ensure that the Performance contracts of all SMS members incorporates gender mainstreaming and that Directorates integrate gender in their operational plans.
   • Ensure that in all reporting the Department provides gender disaggregated data.
   • Chair and lead Departmental Gender Standing Committees where senior managers provide collective support to Gender Workplace Forums.
   • Lead and chair the Departmental Gender Standing Committee comprising of relevant SMS members and the Gender Directorate, providing collective support to the Gender Workplace Forum.
• Ensure implementation of the HOD’s eight principles action plan for promoting women’s empowerment and gender equality within the public service workplace (see attached “annexure A”).

9.2.5 Office of the Premier
The role of the Office of the Premier shall be to:
• Provide policy support to the Premier with respect to championing gender equality.
• Ensure the provincial policy coordination as the centre.
• Provide leadership by ensuring that departments design sector specific policies, strategies, and set targets in respect of gender issues for Gauteng citizens and GPG employees.
• Liaise with the Treasury to develop broad provincial guidelines on gender budgeting and financial management.
• Provide strategic support to the provincial departments in their implementation of the Gender Policy Framework.
• Ensure that all GPG agencies also implement the Policy Framework and account to Gender Focal Points of relevant line departments.
• Convene meetings of gender focal points to reflect and report on their execution of their gender championing and stakeholder coordination mandate.
• Develop gender indicators for monitoring the implementation of the Policy Framework by departments.
• Provide the Gauteng Legislature with evaluation reports on the implementation of the Policy Framework within GPG and in Gauteng in general.
• Liaise with the national Ministry of Women, Children and Persons with Disabilities and other components of the national and provincial gender machinery on provincial efforts to promote gender equality.

9.2.6 Gender Focal Points (GFPs)
In Gauteng, the Gender Focal Points (GFPs) shall be made up of members of senior management in each department, municipality and GPG agency charged with implementation coordination of departmental action on the Gender Policy Framework. GFPs shall be located in the office of the Head of Department for purposes of authority and better influence on department’s response to their gender mainstreaming responsibilities.

The functions of Gender Focal Points shall be to:
• Ensure that the each department/municipality puts in place measures to implement gender mainstreaming within the department concerned and in the province in general.
• Conduct specific gender-based analysis including longitudinal and status quo assessment to establish whether or not gender transformation is taking place within the department/municipality.
• Collect, collate and package gender-disaggregated information for purposes of revealing the gender situation within the department/ municipality and among citizens that it interfaces with.
• Promote and monitor the implementation of gender budgeting and provide reports on this to the Office of the Premier.
• Interact with departmental/municipal management on gender policy developments in implementation of the Policy Framework.
• Initiate and coordinate capacity building programmes to enable the department and staff to pursue and
achieve gender equality.

- Represent the Department/Municipality at the GPG Gender Forum and generate regular strategic reports, detailing key achievements and failures.
- Enhance the participation of both men and women in gender interventions.
- Account to the Head of Department and regularly to the Departmental Gender Committee on progress across the Department in terms of gender mainstreaming.
- Lead and chair the Gender Workplace Forum and drive the implementation of gender mainstreaming across the Department.

9.2.6 Gender Workplace Forums
Gender Workplace Forums (GWFs) shall consist of gender representatives (male or female members of staff) in each department and agency of the GPG, preferably at level 12 and upwards. Its meetings shall be chaired by a Departmental GFP. Responsibilities of the GWFs shall be to:

- Enable women to participate in strategic planning processes within provincial departments.
- Constantly review progress with regard to the mainstreaming of gender in departments.
- Serve as a multi-stakeholder quality assurance mechanism within departments with a responsibility to measure the effectiveness of departmental policies, budgets and implementation processes.
- Coordinate the generation and tabling of M&E reports from directorates for discussion as well as the generation of an integrated report for the Gauteng Gender Forum.
- Disseminate information aimed at sensitisation of the staff on gender equality.

9.2.8 The GPG Gender Forum (GGF)
The GPG Gender Forum (GGF) shall be a forum for strategic interaction between GPG departments in pursuit of gender equality. Under the direction of the Office of the Premier, the GGF shall comprise of GFPs from all provincial departments. It shall have the following roles:

- To conduct a structured discussion of policy matters relating to gender equality for purpose of developing a common understanding and commitment among departments on gender equality.
- To guide GFPs on the implementation of the Policy Framework by departments and agencies.
- To coordinate the commemoration of events and days relevant to gender equality and women empowerment.
- To design and develop province-wide gender intervention programmes.
- To monitor policy implementation and programme management by various GPG departments.
- To discuss, debate and share lessons on the implementation of the Policy Framework and other policies that have a bearing on gender equality in the province.
- To ensure the integration of public services that women in Gauteng need most.
- To participate in gender budgeting and budget reviews in the interest of support for gender transformation.
- To participate in the planning of events that promote gender equality such as Women’s Month, National Women’s Day and International Men’s Day.
- To discuss issues that may arise from the National Gender Machinery and the Provincial Gender Machinery.
The forum shall be accountable to the HOD forum where regular progress reports shall be tabled, but representatives shall report back to their responsible supervisors in their respective departments.

### 9.2.9 Gender Champions

The Premier or appointed MEC shall become Provincial Gender Champions. The Gender Champions shall provide strategic impetus and public leadership on gender mainstreaming and women empowerment in Gauteng.

Gender Champions as MECs shall:
- Exercise full responsibility for the implementation of the Policy Framework by their respective departments and agencies that fall within their departments.
- Ensure departmental strategies and implementation plans are drawn up, discussed and adopted internally.
- Integrate the Framework’s priorities into long-term budget, planning frameworks and annual programmes of action.
- Develop norms and standards on gender mainstreaming.
- Integrate these standards into normal departmental M & E processes and reports.
- Ensure that the GFPs are appointed in their respective Departments at a Senior Level and that they represent the Department at the GPG Gender Forum.
- Ensure that the HODs coordinate the High Level Gender Committee comprising of key units in the gender mainstreaming.

Gender Champions as Public Figures shall be men and women of influence who are able to effectively drive gender transformation in the province at large. They shall:
- Provide visible public advocacy for gender equality by government, the private sector, civil society and individual citizens.
- Promote concerted efforts by various stakeholders in the province to advance gender transformation of society.
- Galvanise society to exercise social audits of the implementation of the Gender Policy Framework and related measures.
- Assist the GPG in its interface with citizens in pursuit of gender-sensitive and integrated service provision.
- Influence the private sector to support, promote and adhere to the gender agenda for the empowerment of women and attainment of gender equality.
9.2.10 Inter-Governmental Gender Forum
Article 154 (Sections 1 and 2) of the National Constitution of 1996 provides for intergovernmental coordination between national, provincial, and local government in pursuit of a common purpose. The municipalities are the main implementers of policies at the grassroots level. To coordinate actions by municipalities towards gender equality, the GPG shall establish an Inter-Governmental Gender Forum (IGGF) whose task it shall be to:

- Integrate the implementation of the Gender Policy Framework into the provincial-local government intergovernmental framework’s agenda and processes.
- Ensure that all Gauteng municipalities put in place plans and budgets to implement the gender equality outcomes.
- Support municipalities in developing their own implementation and monitoring and evaluation strategies.
- Align the provincial and municipal activities designed to achieve the provincial gender goals.
- Receive and disseminate M&E reports on the implementation of the Policy Framework by municipalities.

9.2.11 Provincial Gender Machinery
- The Provincial Gender Machinery comprising of the Commission on Gender Equality (Gauteng Commissioner), the Office of the Premier, the Gauteng Legislature and other strategic role players such as the Progressive Women’s Movement, Women’s Leagues of Political Organizations and NGOs in the Gender Sector are a crucial vehicle for multi-stakeholder coordination in pursuit of gender transformation in the province. To this end, the gender machinery shall play the following roles:
  ✓ Provide synergy and a link between provincial and national efforts on gender transformation.
  ✓ Promote buy-in by all major stakeholders in the province including grassroots organisations that work on programmes related to gender equality.
  ✓ Develop cross-cutting political and technical programmes to enhance the impact of the Gender Policy Framework.
  ✓ Support civil society formations and community organisations that provide support to vulnerable men and women in the province.

9.2.12 Provincial Legislature
The Gauteng Parliament is legally mandated to provide legislative oversight over the GPG and its implementation of policies and application of laws as well as service delivery programmes. The Parliament shall:

- Prioritise the monitoring of the GPG implementation of the Gender Policy Framework.
- Scrutinise the extent to which GPG and departmental plans and budget votes advance gender equality in government and in the province.
- Produce monitoring and evaluation reports in respect of gender transformation and mainstreaming in the GPG and the province.
10. POLICY IMPLEMENTATION

The GPG departments and agencies shall develop and implement guidelines, clearly indicating specific actions to be taken and strategies for deepening the integration of gender into the core-business of all sectoral departments. This shall include the following set of actions:

10.1 Gendered Planning
- Adopting a mainstreaming strategy with realistic goals, targets and indicators as well as tactics for winning the active commitment of various stakeholders in the change process.
- Developing and implementing diversity and change management programmes to ensure full involvement of all stakeholders in the process of gender transformation.
- Establishing a management information system on the changing dynamics of gender equality in the province’s long-term plans and strategies, and roles of government institutions to preserve institutional memory.
- Deploying internal change agents to act as in-house gender experts, share information on gender equality, and drive mainstreaming within departments and agencies.

10.2 Gender Programme of Action
- The GPG departments shall translate gendered priorities into an annual gender action plan with timelines, expected outputs and outcomes.
- Government clusters shall integrate these into cluster programmes of action.
- The Office of the Premier and the Gauteng Gender Forum shall draw from these a common GPG-wide programme of action that is inter-linked.

10.3 Raise Awareness of Gender Rights
- Promote awareness of human rights and women’s rights.
- Develop communication and engagement programmes aimed at spreading consciousness of gender issues and the provisions of the Gender Policy Framework.
- Celebrate important dates on issues related to gender equality including Women’s Day, Mother’s Day, and Father’s Day.

10.4 Gender Analysis
- Gender analysis involves the collection and use of gender-disaggregated data which reveals the different status, conditions, roles and responsibilities of women and men.
- This data is fed into the policy process, to enable assessments of the impact of existing policies and programmes on gender inequalities.
- Regular audit, status quo analysis, impact assessment and policy reviews are formalised.
- Gender training to equip all stakeholders and staff to conduct gender analysis and translate outcomes into action programmes.
- All Gender champions shall ensure that they provide gender-disaggregated data on any plans or statistical reports,
so as to be able to track the number of women and men beneficiaries across all departmental programmes and projects.

- However, Gender Mainstreaming should not be confused with the balancing of numbers or statistics. Focus should be on clear and gender-aware policy guidelines, and a respectful environment that recognises that women’s and men’s needs, interests and priorities are different, and the extent to which they access resources should also be specified.

### 10.5 Participation and Partnerships

The GPG departments and agencies shall develop and maintain structured partnerships with groups representing women as well as general organs of civil society concerned about human rights and gender equality. This includes regular consultation, involvement and active participation in GPG initiatives on gender transformation.

To ensure participatory decision-making and planning, GPG departments shall:

- Ensure participatory democracy where women’s voices will be included in decision-making structures.
- Take positive steps to ensure that poor women, and women and men from rural areas, have equal opportunities to participate.
- Ascertaining the impact of all decisions taken on gender equality and equity.

### 10.6 Training and Development

The GPG departments and agencies shall ensure that:

- All training and development policies and practices are regularly audited to identify and eliminate unfair gender discrimination.
- Capacity development measures and training opportunities are implemented in pursuit of employment equity for women and men.
- GPG and departmental Employment Equity Plans and Workplace Skills Plans with an outline of measures for advancing women and gender equality.

### 10.7 Provision of Essential Services

To ensure gender transformation through service delivery, the GPG departments and agencies shall:

- Ensure that the full range of its services address the practical and strategic needs of women and men.
- Take positive measures to ensure that service provision is responsive to the particular needs of rural women, female heads of households, elderly women and poor women including the indigent.
- Conduct regular gender audits to assess the responsiveness of government services.

### 10.8 Gender Budgeting

The Millennium Development Goals on gender equality emphasises that development if not engendered is endangered. We cannot experience complete development as a province unless there is a gender-equal distribution of resources and control thereof. Budgeting is a critical process of resource allocation that impacts on socio-economic outcomes of government action – hence the need to ensure gender-sensitive budgeting. GPG departments and agencies shall:

- Factor the different and particular needs of women, especially poor women in the entire budgeting cycle.
Equalise the per capita expenditure on women and men.

Set aside a reasonable amount of funds towards women empowerment programmes as provided for in various declarations and conventions on gender and women.

Strategic Partnerships shall be formalised between the Office of the Premier, Treasury and the Legislature in order to advise and monitor the GPG Departmental gender budget plans and implementation thereof.

Departments that fail to table their gender responsive budget plans are to be penalised by Treasury i.e. reject their budget vote until it incorporates gender programming. This is to enforce the implementation of gender sensitive programmes.

A Departmental Gender Budget Team is to be established across departments to ensure development and implementation of gender specific plans.

10.9 Monitoring and Evaluation

- The GPG shall develop a 5 year Gender Programme of Action with clear measurable outputs and optimal activities to enhance the implementation of this Policy Framework.
- The Monitoring and evaluation of gender programme in Departments and Municipalities will aligned to the outcomes-based approach.
- The Gender Branch will oversee the implementation of gender programmes across the GPG.
- All Departments are to account on a quarterly basis on implementation of the Gender Policy Framework in line with their Departmental delivery agreements.
- Departments and Municipalities are to submit their quarterly and annual reports as per delivery agreements, which will be signed by HoDs/ MECs to the Premier or Delegated MEC and the Legislature GEYODI Standing Committee.
- The GPG Gender Forum will serve as a delivery forum where Departments and Municipalities will account on implementation of outcomes-based service delivery.
- All GPG Departments are to develop their own departmental specific Gender Programme of Action (5 year and annual) which they will account for on an annual and quarterly basis.
- All GPG departments are also expected to account bi-annually at the Provincial Legislature, (another delivery forum) on the mainstreaming of gender and women empowerment programmes.
11. GPG Gender Programme of Action

The GPG Gender Programme of Action focusing on the outcomes-based approach will be implementable until the end of the current term of Government where after it will be due for review for realignment to the new term mandate. The time frame for implementation of activities will commence in the 2010/11 financial year, however all activities will be progressive up until the end of the 2014/15 financial year. An Annual PoA will be developed and aligned to this PoA as per MTEF cycle. The PoA plays a dual function as it is both a planning and reporting tool.

Outcomes-based approach reflecting Gender Integration (Gender mainstreaming):
(NB: The list is not exhaustive as there can be more programmes through application of the gender lens)
INP refers to Information not provided

<table>
<thead>
<tr>
<th>OUTCOME 1: Quality Basic Education</th>
<th>Annual Targets</th>
</tr>
</thead>
<tbody>
<tr>
<td>No.</td>
<td>OUTPUTS</td>
</tr>
<tr>
<td>-----</td>
<td>---------</td>
</tr>
<tr>
<td>1</td>
<td>High Quality Teaching and Learning (Enabling environment for learning)</td>
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Gauteng Strategic Policy Framework on Gender Equality and Women Empowerment
## OUTCOME 1: Quality Basic Education

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<thead>
<tr>
<th>No.</th>
<th>OUTPUTS</th>
<th>THEME/KEY ACTION</th>
<th>ACTIVITIES</th>
<th>INDICATORS:</th>
<th>DEPT</th>
<th>BASELINE</th>
<th>2011/12</th>
<th>BUDGET</th>
<th>2012/13</th>
<th>BUDGET</th>
<th>2013/14</th>
<th>BUDGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Establish and sustain Girl Education Movement and Boy Education Movement programmes in schools</td>
<td>Number of learners accessing the GEM and BEM programmes</td>
<td>GDE</td>
<td>900</td>
<td>300 schools</td>
<td>INP</td>
<td>300 schools</td>
<td>INP</td>
<td>300 schools</td>
<td>INP</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Improve the quality of learning and teaching</td>
<td>Construction of new facilities and maintenance of existing infrastructure</td>
<td>5 New schools</td>
<td>DID</td>
<td>4 New Schools</td>
<td>5</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ensure the proper and correct planning of all GDE infrastructure projects with special reference to septic tanks, palisade fencing, restorative upgrades, general upgrades, general upgrades and Grade R upgrades</td>
<td>20 Fencing of schools</td>
<td>DID</td>
<td>Unknown</td>
<td>20</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>5 Restorative Repairs</td>
<td>DID</td>
<td>Unknown</td>
<td>5</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>11 Septic tanks</td>
<td>DID</td>
<td>Unknown</td>
<td>11</td>
<td>INP</td>
<td>INP</td>
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<td></td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>30 Grade R’s</td>
<td>DID</td>
<td>Unknown</td>
<td>30</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Training of schools on School Safety</td>
<td>DCS</td>
<td>180</td>
<td>250 schools</td>
<td>INP</td>
<td>350 schools</td>
<td>INP</td>
<td>450 schools</td>
<td>INP</td>
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**Annual Targets**

- **2011/12**: INP
- **2012/13**: INP
- **2013/14**: INP
- **2014/15**: INP

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*Gauteng Strategic Policy Framework on Gender Equality and Women Empowerment*
## OUTCOME 1: Quality Basic Education

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</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Development of school safety plans and establishment of school safety teams</td>
<td>Number of safety plans developed and safety teams established</td>
<td>DCS</td>
<td>180</td>
<td>250 school safety plans</td>
<td>350 school safety plans</td>
<td>INP</td>
<td>450 school safety plans</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Coordinate liquor enforcement operations in outlets problematic to schools safety</td>
<td>Number of raids conducted</td>
<td>DCS</td>
<td>114</td>
<td>200 raids conducted</td>
<td>300 raids conducted</td>
<td>INP</td>
<td>400 raids conducted</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>School safety searches</td>
<td>Number of school safety searches conducted</td>
<td>DCS</td>
<td>100</td>
<td>600 schools safety searches</td>
<td>700 schools safety searches</td>
<td>INP</td>
<td>1000 schools safety searches</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Substance abuse awareness programme</td>
<td>Number of substance abuse awareness campaigns and talks conducted</td>
<td>DCS</td>
<td>241</td>
<td>300 substance abuse awareness campaigns and talks conducted</td>
<td>456 substance abuse awareness campaigns and talks conducted</td>
<td>INP</td>
<td>631 substance abuse awareness campaigns and talks conducted</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Coordinate Correctional Service tours for learners</td>
<td>Number of Correctional service visits by learners conducted</td>
<td>DCS</td>
<td>170</td>
<td>400 visits by learners conducted</td>
<td>500 visits by learners conducted</td>
<td>INP</td>
<td>600 visits by learners conducted</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Conduct child safety awareness</td>
<td>Number of child safety awareness conducted</td>
<td>DCS</td>
<td>30</td>
<td>50 child safety awareness conducted</td>
<td>70 child safety awareness conducted</td>
<td>INP</td>
<td>100 child safety awareness conducted</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Deployment of patrollers in schools</td>
<td>Number of schools were patrollers are deployed</td>
<td>DCS</td>
<td>20</td>
<td>130 schools with patrollers deployed</td>
<td>200 schools with patrollers deployed</td>
<td>INP</td>
<td>300 schools with patrollers deployed</td>
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<td></td>
<td></td>
<td></td>
<td>Establishment of school safety desks at identified schools</td>
<td>Number of schools were safety desks have been established</td>
<td>DCS</td>
<td>5</td>
<td>20 school safety desks</td>
<td>50 school safety desks</td>
<td>INP</td>
<td>100 school safety desks</td>
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<tr>
<td>1.2</td>
<td>Matric support programmes</td>
<td>Develop and implement a Support programme for girl learners in matric</td>
<td>Number of schools implementing girl learners matric support programme</td>
<td>GDE</td>
<td>391</td>
<td>50% of girl learners in under performing schools</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td>1.3</td>
<td>Poverty Alleviation programme in Schools</td>
<td>Implement school nutrition programmes</td>
<td>Number of schools implementing nutrition programme</td>
<td>GDE</td>
<td>1491</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td>1.4</td>
<td>Teacher development and professionalism</td>
<td>Support women in management position through training</td>
<td>Number of women in management positions</td>
<td>GDE</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<td>INP</td>
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<tr>
<td>2.1</td>
<td>Improve Literacy Programme for Women</td>
<td>Conduct ABET programmes for women</td>
<td>Number of women attending ABET classes</td>
<td>GDE</td>
<td>8167</td>
<td>12000</td>
<td>INP</td>
<td>15000</td>
<td>INP</td>
<td>20000</td>
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<tr>
<td>2.2</td>
<td>Maths and Science programme targeting Girl learners</td>
<td>Ensure enrolment of girl learners in MST subjects</td>
<td>Increased number of girl learners in MST subjects</td>
<td>GDE</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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</tr>
<tr>
<td>2.3</td>
<td>Improve literacy and numeracy</td>
<td>Provide bursaries for girls enrolled in MST subjects</td>
<td>Number of girl learners in MST subjects receiving bursaries</td>
<td>GDE/GCRA</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
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## OUTCOME 1: Quality Basic Education

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</thead>
<tbody>
<tr>
<td>3</td>
<td>Early Childhood Development</td>
<td>3.1 ECD Universal access for all children</td>
<td>Establish Early Childhood Development Centers</td>
<td>Number of ECD centers (existing)</td>
<td>DH&amp;SD</td>
<td>896</td>
<td>1160</td>
<td>467 411 (Entire Child Care and Protection Budget)</td>
<td>1360</td>
<td>INP</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Provide training and support to Grade R practitioners</td>
<td>Number of Grade R practitioners trained</td>
<td>GDE</td>
<td>Unknown</td>
<td>1200</td>
<td>INP</td>
<td>1500</td>
<td>INP</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Ensure access to ECD development</td>
<td>Number of children accessing ECD</td>
<td>DH&amp;SD</td>
<td>49874</td>
<td>66244</td>
<td>467 411 (Entire Child Care and Protection Budget)</td>
<td>70 482</td>
<td>INP</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Provide nutrition programmes in ECD centers</td>
<td>Number of ECD Centres offering nutrition programmes</td>
<td>DH&amp;SD</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
</tr>
<tr>
<td>4</td>
<td></td>
<td>Number of children accommodated in Ikhaya Lethemba ECD</td>
<td>Number of children accommodated in ECD at Ikhaya lethemba</td>
<td>40 children accommodated</td>
<td>DCS</td>
<td>40 children accommodated</td>
<td>40 children accommodated</td>
<td>Funded by Department of Health and Social Development</td>
<td>40 children accommodated</td>
<td>INP</td>
</tr>
<tr>
<td>5</td>
<td>Mass Participation programme</td>
<td>School Carnival</td>
<td>Learners Participating in School Carnival</td>
<td>Number of learners participating in School Carnival Programme</td>
<td>SRAC</td>
<td>1000</td>
<td>15000</td>
<td>INP</td>
<td>1750</td>
<td>INP</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Holiday Programme</td>
<td>Implement Holiday Programme</td>
<td>Number of learners participating in Holiday Programmes</td>
<td>SRAC</td>
<td>1617</td>
<td>3000</td>
<td>INP</td>
<td>3200</td>
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**Gauteng Strategic Policy Framework on Gender Equality and Women Empowerment**
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<th>2013/14</th>
<th>BUDGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Mortality and Life Expectancy</td>
<td>1.1 Womens health programmes</td>
<td>Ensure access for women to women’s health programmes</td>
<td>Increased number of women accessing women’s health services</td>
<td>DH&amp;SD</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td>1.2 Maternal and Infant Health Programme</td>
<td>Ensure accessibility to programmes on maternal and infant mortality</td>
<td>Decreased number of infant mortality</td>
<td>DH&amp;SD</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1.3 Men’s Health Programmes</td>
<td>Provide health care services for men</td>
<td>Number of men accessing health care services</td>
<td>DH&amp;SD</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1.3 Men’s Health Programmes</td>
<td>Ensure that men access HIV and AIDS programmes</td>
<td>Number of men accessing HIV and AIDS programmes</td>
<td>DH&amp;SD</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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</tr>
<tr>
<td>2</td>
<td>Addressing HIV and AIDS</td>
<td>2.1 HIV and AIDS</td>
<td>Develop and implement a comprehensive HIV and AIDS preventative programme</td>
<td>Reduced number of new infections</td>
<td>DH&amp;SD</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2.2 HIV and AIDS</td>
<td>Provide training on peer education, reduction of stigma and management disclosures</td>
<td>Number of employees trained</td>
<td>DCS</td>
<td>3 training sessions</td>
<td>4 training sessions</td>
<td>R 248,000</td>
<td>4 training sessions</td>
<td>INP</td>
<td>4 training sessions</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Monitoring and Evaluation of municipal HIV and AIDS programme</td>
<td>Number of municipal quarterly reports</td>
<td>12 municipalities receiving HIV and AIDS grants and submitting performance reports</td>
<td>DLG&amp;H</td>
<td>4 municipal quarterly reports and 1 annual performance reports</td>
<td>INP</td>
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## OUTCOME 2: A Long and Healthy Life for All South Africans

<table>
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<th>2013/14</th>
<th>BUDGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Addressing HIV and AIDS</td>
<td>Various workshops where educators are provided with the opportunity to be tested by GEMS</td>
<td>2.1 HIV and AIDS Care and Support Programme for Learners.</td>
<td>Develop and implement a comprehensive HIV and AIDS preventative programme</td>
<td>GDE</td>
<td>Unknown</td>
<td>Gauteng Department of Education: is targeting 50% of educators PS approximately 30000 - 349084 people targeted for HCT in Gauteng province by end June 2011</td>
<td>INP</td>
<td>100%</td>
<td>INP</td>
<td>100%</td>
<td>INP</td>
</tr>
<tr>
<td>2</td>
<td>Healthy Lifestyles</td>
<td></td>
<td>To promote Health Lifestyle through campaigns to prevent and manage non &amp; communicable diseases caused by poverty, lifestyle, injuries, trauma, violence and Psycho-social factors</td>
<td>Increased uptake of employees testing on Chronic Illnesses.</td>
<td>GDE</td>
<td>25% Of Employees</td>
<td>50%</td>
<td>INP</td>
<td>100%</td>
<td>INP</td>
<td>100%</td>
<td>INP</td>
</tr>
<tr>
<td>3</td>
<td>Strengthening health systems effectiveness</td>
<td>Construction of new facilities and maintenance of existing infrastructure</td>
<td>Ensure proper and correct planning of all GDHSD Infrastructure projects</td>
<td>4</td>
<td>DID</td>
<td>Unknown</td>
<td>4</td>
<td>INP</td>
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</tr>
<tr>
<td>4</td>
<td>Addressing TB Case Load</td>
<td>3.1 TB case load</td>
<td>Provide TB treatment</td>
<td>Provide TB treatment</td>
<td>DH&amp;SD</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>Golden Games Participation Programme</td>
<td>Participation of women in the Golden Games</td>
<td>Number of women participating in Golden games</td>
<td>SARC</td>
<td>2000</td>
<td>2687</td>
<td>INP</td>
<td>3200</td>
<td>INP</td>
<td>3400</td>
<td>INP</td>
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</tr>
<tr>
<td>5</td>
<td>Indigenous Games</td>
<td>Participation of women in the Indigenous Games</td>
<td>Number of women representing Gauteng</td>
<td>SARC</td>
<td>1800</td>
<td>2156</td>
<td>INP</td>
<td>2176</td>
<td>INP</td>
<td>2196</td>
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## OUTCOME 2: A Long and Healthy Life for All South Africans

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<th>2014/15</th>
<th>BUDGET</th>
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<tbody>
<tr>
<td></td>
<td>Fun Runs/Walk/Marathons</td>
<td>Participation of women in fun walk, runs and marathons</td>
<td>Number of woman participating in fun runs/ walks and marathons</td>
<td>SARC</td>
<td>861</td>
<td>1010</td>
<td>INP</td>
<td>1020</td>
<td>INP</td>
<td>1040</td>
<td>INP</td>
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<tr>
<td></td>
<td>Spirit Games</td>
<td>Participation of women in the Spirit Games</td>
<td>Number of participants in Spirit Games</td>
<td>SARC</td>
<td>316</td>
<td>330</td>
<td>INP</td>
<td>360</td>
<td>INP</td>
<td>390</td>
<td>INP</td>
<td></td>
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<td></td>
</tr>
<tr>
<td></td>
<td>Gymnastrada</td>
<td>Participation of women in Gymnastrada</td>
<td>Number of participants at Gymnastrada</td>
<td>SARC</td>
<td>105</td>
<td>1607</td>
<td>INP</td>
<td>1627</td>
<td>INP</td>
<td>1647</td>
<td>INP</td>
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<td></td>
<td></td>
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<tr>
<td></td>
<td>Black Ball Pool</td>
<td>Participation of women in Black Ball Pool</td>
<td>Number of participants at Black Ball Pool</td>
<td>SARC</td>
<td>1275</td>
<td>2040</td>
<td>INP</td>
<td>2050</td>
<td>INP</td>
<td>2060</td>
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## OUTCOME 3: All people in South Africa are and feel safe

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<th>2014/15</th>
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<tbody>
<tr>
<td>1</td>
<td>Reduction in violent crimes: Trio Crimes</td>
<td>Monitor and Evaluate the outcomes of the safety Strategies</td>
<td>Identify patrollers to be resourced</td>
<td>DCS</td>
<td>9100 patrollers</td>
<td>500 patrollers (target groups to be determined)</td>
<td>R 248,000</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Updating Localised policing needs and priorities</td>
<td>Number of updated localised policing needs and priorities</td>
<td>DCS/ municipalities</td>
<td>11 localised policing needs and priorities per cluster</td>
<td>11 localised policing needs and priorities per cluster and monitor development of 11 localised policing needs and priorities</td>
<td>22 clusters</td>
<td>INP</td>
<td>22 clusters</td>
<td>INP</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Monitor development thereof (by means of izimbizos)</td>
<td>11 localised policing needs and priorities per cluster monitored</td>
<td>DCS/ Municipalities</td>
<td>Monitor development of 11 localised policing needs and priorities</td>
<td>22 clusters</td>
<td>INP</td>
<td>22 clusters</td>
<td>INP</td>
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# OUTCOME 3: All people in South Africa are and feel safe

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<tbody>
<tr>
<td>2</td>
<td>Reduction in Crimes against Women and Children</td>
<td>Implementation of Victim Empowerment</td>
<td>Access to shelters</td>
<td>Provide shelter to 280 women and children at Ikhaya Lethemba</td>
<td>DCS</td>
<td>280 women and children at IKLT</td>
<td>280 women and children at IKLT</td>
<td>7734000</td>
<td>280 women and children at IKLT</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Number of multi disciplinary professional victim empowerment structures</td>
<td>Number of multi disciplinary professional victim empowerment structures</td>
<td>DCS</td>
<td>4 multi disciplinary professional victim empowerment structures</td>
<td>4 multi disciplinary professional victim empowerment structures</td>
<td>1788000</td>
<td>130 volunteer run victim support rooms at police stations</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Number of volunteer run victim support rooms at police stations</td>
<td>Number of volunteer run victim support rooms at police stations</td>
<td>DCS</td>
<td>125 volunteer run victim support rooms at police stations</td>
<td>125 volunteer run victim support rooms at police stations</td>
<td>1788000</td>
<td>135 volunteer run victim support rooms at police stations</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Implement plan</td>
<td>Implement plan</td>
<td>DCS</td>
<td>VAWAC Strategy review and Management of Sexual Assault and Domestic Violence plan developed</td>
<td>4 reports on VAWAC Strategy and Plan for the management of Sexual Assault and Domestic Violence implemented.</td>
<td>INP</td>
<td>4 reports on VAWAC Strategy and Plan for the management of Sexual Assault and Domestic Violence implemented.</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Number of child safety promotion workshops and campaigns conducted</td>
<td>Number of child safety promotion workshops and campaigns conducted</td>
<td>DCS</td>
<td>30 child safety promotion workshops and campaigns conducted</td>
<td>30 child safety promotion workshops and campaigns conducted</td>
<td>R 374,000</td>
<td>100 child safety promotion workshops and campaigns conducted</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Number of Men As Safety Promoters groups established MASP</td>
<td>Number of Men As Safety Promoters groups established MASP</td>
<td>DCS</td>
<td>50 Men As Safety Promoters groups established</td>
<td>50 Men As Safety Promoters groups established</td>
<td>R 175,000</td>
<td>100 Men As Safety Promoters groups established</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Number of volunteers trained</td>
<td>Number of volunteers trained</td>
<td>DCS</td>
<td>1750 volunteers trained</td>
<td>1750 volunteers trained</td>
<td>INP</td>
<td>2450 volunteers trained</td>
<td>INP</td>
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## OUTCOME 3: All people in South Africa are and feel safe

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<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Implement MASP Programme of Action (POA)</td>
<td>Number of MASP POA’s implemented</td>
<td>DCS</td>
<td>20 MASP POA’s implemented</td>
<td>LINKED</td>
<td>60 MASP POA’s implemented</td>
<td>INP</td>
<td>80 MASP POA’s implemented</td>
<td>INP</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Conduct women safety workshops</td>
<td>Number of women safety workshops conducted</td>
<td>DCS</td>
<td>12 women safety workshops conducted</td>
<td>R 210,000</td>
<td>36 women safety workshops conducted</td>
<td>INP</td>
<td>50 women safety workshops conducted</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Develop and implement Gender Based Violence (GBV) campaigns</td>
<td>Number of provincial campaigns on GBV implemented</td>
<td>DCS</td>
<td>No baseline</td>
<td>R 100,000</td>
<td>8 campaign on GBV implemented</td>
<td>INP</td>
<td>16 campaign on GBV implemented</td>
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<td></td>
<td></td>
<td></td>
<td>Tracking of GBV cases</td>
<td>Status of GBV cases established</td>
<td>DCS</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>2.2 Victim Empowerment Center and Shelters</td>
<td>Provide a minimum package of services at VEC’s</td>
<td>DCS/DHSD</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Provide access to shelters for abused women and children</td>
<td>Increased number of Victims accessing shelters for the abused</td>
<td>DHSD</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td>3</td>
<td>Mass Participation Programme</td>
<td>16 Days of Activism against Women and Children Programme</td>
<td>Participation of women in 16 Days of Activism against Women and Children Programme</td>
<td>Number of women participating in 16 Days of Activism Programme per hub</td>
<td>SACR</td>
<td>129</td>
<td>150</td>
<td>INP</td>
<td>200</td>
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<td></td>
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<td></td>
<td>Adventure Courses for Youth at Risk Programme</td>
<td>Participation of women in the Adventure Courses for Youth at Risk</td>
<td>SRAC</td>
<td>43</td>
<td>150</td>
<td>INP</td>
<td>185</td>
<td>INP</td>
<td>195</td>
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<td></td>
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<td></td>
<td>Learn to Swim Programme</td>
<td>Provide water safety education and learn to swimming lessons in Schools</td>
<td>SACR</td>
<td>0</td>
<td>3000</td>
<td>INP</td>
<td>3200</td>
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### OUTCOME 4: Decent Employment through inclusive economic growth

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<tbody>
<tr>
<td>1</td>
<td>Direct employment creation initiatives</td>
<td>1.1 Job creation</td>
<td>Strengthen the participation of women in EPWP and CWP</td>
<td>Number of women involved in EPWP and CWP</td>
<td>DED/DID</td>
<td>Unknown</td>
<td>INP</td>
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<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Provide job creation opportunities outside of EPWP &amp; CWP</td>
<td>Number of jobs created</td>
<td>DCS</td>
<td>no baseline</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Recruitment of Interns and learnership</td>
<td>Number of women interns and Learners recruited</td>
<td>DCS</td>
<td>35 women interns and Learners recruited</td>
<td>R 416,000</td>
<td>INP</td>
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<td></td>
<td></td>
<td></td>
<td>Ensure attainment of Employment Equity in Job Creation efforts</td>
<td>Number of Jobs for Women Representation in leadership Number of jobs for PwDs</td>
<td>GDE</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td>2</td>
<td>Government Business opportunities</td>
<td>BBBEE/ PPP</td>
<td>Ensure the provision of business to Women owned companies</td>
<td>Increased number of women entrepreneurs accessing government business</td>
<td>All Depts</td>
<td>15.48%</td>
<td>BBBEE 30%</td>
<td>30% of the overall Department procurement budget</td>
<td>INP</td>
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<tr>
<td></td>
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<td></td>
<td>Strengthen institutions of governance, service delivery and capacity within Regions and municipalities</td>
<td>Number of youth successfully trained and placed with contractors for the NYS Programme</td>
<td>DLG&amp;H</td>
<td>Contractors sensitized, finance sourced, area has been identified</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Ensure attainment of Employment Equity in Job Creation efforts</td>
<td>Number of Jobs for Women Representation in leadership Number of jobs for PwDs</td>
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<td>Unknown</td>
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<tr>
<td>3.</td>
<td>Sustainable Enterprise development</td>
<td>3.1 Support (financial and non financial) to SSMEs, cooperatives and informal businesses</td>
<td>Provide financial and non financial support to women owned SMMEs</td>
<td>Increased number of SMME owned by women</td>
<td>DED</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Provide business to women owned SMME across sector</td>
<td>Increased number of businesses providing support to women owned SMME’s across sectors</td>
<td>DED</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
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<td></td>
<td></td>
<td></td>
<td>Provide financial and non financial support to women cooperatives</td>
<td>Increased number of women coops supported</td>
<td>DED</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<td></td>
<td></td>
<td>3.2 WARD Programme</td>
<td>Establish cooperatives of women in agricultural farming</td>
<td>Increased number of women coops in agricultural farming</td>
<td>GDARD/DED</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td>3.3 Market Opportunities</td>
<td>Encourage, support and monitor local, regional and international market and trade opportunities for women</td>
<td>Increased number of local, regional and international market and trade opportunities for women owned companies</td>
<td>DED</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td>4.</td>
<td>Arts and Culture Programme</td>
<td>Carnival Marshals Training Programme</td>
<td>Carnival Marshals Trained</td>
<td>Number of women participating in Carnival Marshal Training Programme</td>
<td>SRAC</td>
<td>400</td>
<td>425</td>
<td>INP</td>
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### OUTCOME 4: Decent Employment through inclusive economic growth

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</tr>
<tr>
<td>1</td>
<td></td>
<td>Ishashalazi Theatre Programme</td>
<td>Participation of Women Ishashalazi Theatre Training Programme</td>
<td>Number of Women participating in Ishashalazi Theatre Training Programme</td>
<td>SRAC</td>
<td>29</td>
<td>25</td>
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<tr>
<td>2</td>
<td></td>
<td>Pale Yarona carnival</td>
<td>Participation of Women seamstresses, Chereographes Training</td>
<td>Number of Carnival indirect jobs creates</td>
<td>SRAC</td>
<td>500</td>
<td>750</td>
<td>INP</td>
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<td>INP</td>
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<td></td>
<td>Internships and Learnerships Programme</td>
<td>Participation of women in the Internship and Learnerships Programme</td>
<td>Number of women benefiting in the Internship and Learnership Programme</td>
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<td>400</td>
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<td>4</td>
<td></td>
<td>Grant-in-Aid</td>
<td>Provide financial support to Arts and Culture organisation and in individuals</td>
<td>Number of Arts and Culture organisations funded</td>
<td>SRAC</td>
<td>60</td>
<td>60</td>
<td>INP</td>
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<td>INP</td>
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<td>5</td>
<td></td>
<td>HIV &amp; Aids Grant in Aid</td>
<td>Provide financial support to Arts and Culture organisation and in individuals implementing HIV and Aids Programmes</td>
<td>Number of Arts and Culture organisations funded</td>
<td>SRAC</td>
<td>7</td>
<td>12</td>
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### OUTCOME 5: Vibrant, equitable and sustainable rural communities contributing towards food security for all

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<tbody>
<tr>
<td>1</td>
<td>Sustainable land reform in Gauteng.</td>
<td>1.1 Land redistribution/reform programme</td>
<td>Ensure support and access to land for women in agricultural farming</td>
<td>Increased number land awarded to women</td>
<td>GDARD/DLG&amp;H</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Number of women support programmes on land use</td>
<td>GDARD</td>
<td>Unknown</td>
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<td>INP</td>
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<td>2</td>
<td>Rural development and sustainable livelihoods.</td>
<td>2.1 Agricultural business opportunities for women</td>
<td>Establish, and support farming and agricultural SMME’s for women</td>
<td>Number of agricultural SMME’s for women</td>
<td>GDARD</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Number of signed contracts/deals reported between private companies and women coops</td>
<td>GDARD/DED</td>
<td>Unknown</td>
<td>INP</td>
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<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Number of women assisting in the natural resource conservation</td>
<td>GDARD</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td>3</td>
<td>Job creation to skills training and capacity building</td>
<td>3.1 Agricultural sector and jobs creation</td>
<td>Encourage and support women employed in the land care, green jobs, conservation and environment</td>
<td>Number of women employed in green jobs</td>
<td>GDARD</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
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### OUTCOME 5: Vibrant, equitable and sustainable rural communities contributing towards food security for all

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<tr>
<td>1</td>
<td></td>
<td></td>
<td>Established and support commercialized farms owned by women</td>
<td>Number of commercialized farms owned by women</td>
<td>GDARD</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Ensure equal representation of women on training in the agricultural sector</td>
<td>Equal representation of women on training in the agricultural sector</td>
<td>GDARD</td>
<td>Unknown</td>
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<td>INP</td>
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<tr>
<td>4</td>
<td>Food security at the household and provincial level.</td>
<td>4.1 Province wide and household food security</td>
<td>Ensure increased access for women and children to food security programmes</td>
<td>Increased number programmes food security programmes</td>
<td>GDARD</td>
<td>Unknown</td>
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<td>INP</td>
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<td>5</td>
<td>Rural safety Plan</td>
<td>Rural safety plan</td>
<td>Development of rural safety plan</td>
<td>Rural safety plan developed and implemented</td>
<td>DCS</td>
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### OUTCOME 6: Sustainable Human Settlements and Improved Quality of Household Life

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<td>1</td>
<td>Accelerated delivery of housing opportunities</td>
<td>1.1 Housing and accommodation for women</td>
<td>Ensure an equitable provision of houses to women especially abused women</td>
<td>Increased provision of houses to women</td>
<td>DLG&amp;H</td>
<td>Unknown</td>
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## OUTCOME 6: Sustainable Human Settlements and Improved Quality of Household Life

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<td>2</td>
<td>Access to basic services</td>
<td>2.1 Access to Basic Services</td>
<td>Provide and support affordable rental of social housing units to women</td>
<td>Number of women accessing affordable rental social housing units</td>
<td>DLG&amp;H</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Ensure women’s access to basic services particularly, water and electricity</td>
<td>Increased efficiency and time use for women</td>
<td>GPC &amp; DLG&amp;H</td>
<td>Unknown</td>
<td>INP</td>
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<td></td>
<td></td>
<td>Ensure improved hygienic conditions for women through sanitation and refuse removal</td>
<td>Improved hygienic conditions and health for women</td>
<td>DLG&amp;H</td>
<td>Unknown</td>
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<td>3</td>
<td>Accelerated delivery of housing opportunities</td>
<td>3.1 Security of Tenure</td>
<td>Ensure access of women to alternative tenure options</td>
<td>Number of women accessing alternative tenure options</td>
<td>DLG&amp;H</td>
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<td>Ensure protection of women tenure through the domestic violence act</td>
<td>Women tenure protected by the Domestic Violence Act</td>
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<td></td>
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<td>Ensure women access to land</td>
<td>Number of women accessing and provided with land</td>
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<td>Urban Renewal Programme</td>
<td>4.1 Urban Renewal Programme</td>
<td>Ensure the needs of women are catered for in the upgrading of the 50 poorest wards i.e ECD centers</td>
<td>Number of women and children benefiting from upgraded facilities in the 50 poorest wards in 20 PTP</td>
<td>DLG&amp;H</td>
<td>Unknown</td>
<td>INP</td>
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### OUTCOME 6: Sustainable Human Settlements and Improved Quality of Household Life

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<tbody>
<tr>
<td>5</td>
<td>Efficient land management</td>
<td>5.1 Waste Management Programme</td>
<td>Support women to access inner city houses</td>
<td>number of women (single headed household accessing inner city houses)</td>
<td>DLG&amp;H</td>
<td>Unknown</td>
<td>INP</td>
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<td></td>
<td></td>
<td>Support and ensure women access housing within proximity of social and economic services and amenities</td>
<td>Number of women accessing human settlements within proximity of social and economic services and amenities</td>
<td>DLG&amp;H</td>
<td>Unknown</td>
<td>INP</td>
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<td>Establish poverty alleviation programmes for women and children living at dumping sites</td>
<td>Number of women and children at dumping sites linked to poverty alleviation programmes</td>
<td>DH&amp;SD/DLG&amp;H</td>
<td>Unknown</td>
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<td>Establish awareness raising programmes on waste management to prevent diseases for women and children</td>
<td>Number of awareness raising programmes on waste management</td>
<td>DLG&amp;H</td>
<td>Unknown</td>
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<td>INP</td>
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<td>6</td>
<td>Energy efficiency</td>
<td>6.7 Alternative energy programmes</td>
<td>Encourage increased use of renewable energy</td>
<td>Number of women trained on use of renewable energy</td>
<td>DLG&amp;H</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
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### OUTCOME 6: Sustainable Human Settlements and Improved Quality of Household Life

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<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Ensure support of women in energy</td>
<td>Number of support programmes / consultations with women in energy</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Equitable Installation of solar systems in houses owned by women</td>
<td>Number of supported households with solar systems</td>
<td>DLG&amp;H</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Analysis of energy dangers in Gauteng and alternatives for green economy</td>
<td>Increased research on energy dangers with implementable recommendations</td>
<td>DLG&amp;H, GPC</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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### OUTCOME 7: Responsive, Accountable, Efficient and Effective Local Government System

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<tbody>
<tr>
<td>1</td>
<td>Local Government Turnaround Strategy</td>
<td>IDPs and gender mainstreaming</td>
<td>Ensure Municipal IDPs integrate GEYODI</td>
<td>Number of Municipal IDPs integrating GEYODI</td>
<td>DLG&amp;H</td>
<td>municipalities have a statement of commitment which does not reflect mainstreaming of GEYODI programmes. Only 1 of the 15 have and IDP chapter</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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## OUTCOME 7: Responsive, Accountable, Efficient and Effective Local Government System

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<tbody>
<tr>
<td></td>
<td>Capacity building programme for women councillors</td>
<td>Implement skills training and mentorship programme for women councillors</td>
<td>Number of women councillors trained</td>
<td>DLG&amp;H</td>
<td>164 women councillors trained</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td>Ensure the involvement of women in the development of IDPs</td>
<td></td>
<td>Women involved in the development of IDPs</td>
<td>DLG&amp;H</td>
<td></td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td>2</td>
<td>Refined ward committee model</td>
<td>2.1 Ward Governance Structures</td>
<td>Consider equal representation of women as CDW’s</td>
<td>DLG&amp;H</td>
<td>54% women CDW’s appointed</td>
<td>To fill vacant CDW post in wards</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td>2.2 Gender and development Curriculum for CDW</td>
<td>Develop a training programme for CDW’s on gender</td>
<td>CDWs trained on gender agenda</td>
<td>DLG&amp;H</td>
<td></td>
<td></td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td></td>
<td>2.3 Participatory Democracy and partnerships</td>
<td>Establish forums involving civil society and NGOs on women empowerment</td>
<td>Number of forums involving civil society and NGOs</td>
<td>ALL Depts. GDE</td>
<td>No inclusive forum in place</td>
<td>Established forum in place</td>
<td>2000</td>
<td>3000</td>
<td>INP</td>
<td>3000</td>
<td>INP</td>
<td>INP</td>
</tr>
<tr>
<td>3</td>
<td>Coherent system of governance</td>
<td>3.1 Gender responsive municipal budgets</td>
<td>Support and capacitate municipalities in development of GEYODI responsive budgets</td>
<td>DLG&amp;H</td>
<td>municipal budget not GEYODI responsive however activities are implemented with limited resources</td>
<td>all municipalities trained in GEYODI responsive budgeting</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td>3.2</td>
<td>Administration and Professionalism</td>
<td>Ensure the integration of women programmes in all IDPs</td>
<td>Number of IDP's integrating women's programmes</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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#### Annual Targets

**4.1** M&E of GEYODI mainstreaming (GM)

- Enable holistic planning for effective mainstreaming of GEYODI at local level
- Ensure the M&E of Departmental performance in mainstreaming GEYODI

**Departmental**
- APP and Budget plan integrating GEYODI
- Quarterly and annual performance report on GEYODI
- Number of municipal performance report on GEYODI

**DLG&H**
- Of the 15 municipalities only 6 would submit reports. There is under reporting and require continued support and capacity to improve
- All municipalities have developed GEYODI programme plans and report quarterly and annually

**4.2** Coordination and support of GEYODI Mainstreaming

- Develop and implement GEYODI Policy/PoA
- Support municipalities in institutionalizing GEYODI
- Establish a municipal GEYODI Intergovernmental forum

**Departmental**
- GEYODI Institutional Mechanisms established and functional
- Improved GEYODI mainstreaming in the department and municipalities
- Number of municipal GEYODI engagements conducted

**DLG&H**
- The department does not have an internal GEYODI Management system. The Directorate established is only externally focused, municipalities.
- An improved GEYODI management system in the Department and Municipal level,
- 1 local government GEYODI IGR forum established and functional
- 1 Local Government PoA developed
## OUTCOME: 8A An Efficient, Effective and Development Oriented

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<th>2013/14</th>
<th>BUDGET</th>
<th>2014/15</th>
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<tr>
<td>8.1</td>
<td>Strengthened Centralised Gauteng Wide planning</td>
<td>8.1.1 Strategic Planning for gender mainstreaming</td>
<td>Ensure the integration of gender consideration into Departmental plans</td>
<td>Number of APPs and Budget plans integrating GM</td>
<td>OoP &amp; GPC</td>
<td>Gender Mainstreaming not reflected in most Departmental APPs and Budget Plans</td>
<td>Gender Mainstreamed in Departments</td>
<td>Admin. costs</td>
<td>Gender Mainstreamed in Departments/Municipalities</td>
<td>INP</td>
<td>Gender Mainstreamed in Departments/Municipalities/Private Sector</td>
<td>INP</td>
<td></td>
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<tr>
<td>8.1</td>
<td></td>
<td>8.1.2 M&amp;E of gender mainstreaming (GM)</td>
<td>Ensure the M&amp;E of Departmental programmes on Gender</td>
<td>Number of departmental programmes on Gender</td>
<td>OoP &amp; GPC</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td>8.1</td>
<td></td>
<td>8.1.3 Coordination of Gender Mainstreaming</td>
<td>Institutionalization of Gender Mainstreaming</td>
<td>Number of Gender Institutional Mechanisms in GPG</td>
<td>OoP</td>
<td>Gauteng Gender Forum meetings coordinated quarterly</td>
<td>Gender Institutional Mechanisms implemented across departments</td>
<td>INP</td>
<td>Gender Institutional Mechanisms implemented across municipalities</td>
<td>INP</td>
<td>Gender Institutional Mechanisms implementing the Private sector</td>
<td>INP</td>
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<tr>
<td>8.2</td>
<td>Responsive and Interactive Communication</td>
<td>8.2.1 Women’s access to government information</td>
<td>Conduct Gender Capacity building Programmes</td>
<td>Number of training programmes</td>
<td>OoP</td>
<td>Gender Mainstreaming training conducted</td>
<td>Gender Focal Points Trained on M&amp;E &amp; Gender Budgeting</td>
<td>R250 000.00</td>
<td>SMS trained on GM and GRB</td>
<td>INP</td>
<td>All GPG Staff trained on Gender</td>
<td>INP</td>
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<tr>
<td>8.2</td>
<td></td>
<td>8.2.2 Media’s portrayal/attitude on women</td>
<td>Profiling best performing Departments on GM</td>
<td>Number of departments/Directorates with best practice on GM</td>
<td>GCIS</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td>8.2</td>
<td></td>
<td></td>
<td>8.2.2 Media’s portrayal/attitude on women</td>
<td>Challenging gender stereotypes in the Gauteng Media Environment</td>
<td>GCIS</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
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<td></td>
<td></td>
<td>8.2.3 Women and Technology in advancing access to govt. information</td>
<td>Promote activism in the media on gender rights</td>
<td>Number of Media articles published on Gender Rights</td>
<td>GCIS</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
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<td></td>
<td></td>
<td></td>
<td>Promote the use of technology for government communication targeting women</td>
<td>Increased number of women using social networks</td>
<td>GCIS,DoF (IT)</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
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<td></td>
<td></td>
<td>5.1.1 Wellness Care Programme</td>
<td>Establish workplace wellness centers for the productivity of staff</td>
<td>Number of workplace wellness centers (GYM, Canteen and other amenities)</td>
<td>All DEPTS. EWP</td>
<td>Number of workplace wellness center Anti Corruption Summit held including women stakeholders</td>
<td>4 wellness sessions provided</td>
<td>R 193,000</td>
<td>INP</td>
<td>1 wellness session</td>
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<td></td>
<td></td>
<td>8.3 Prevention of Corrupt activities</td>
<td>Training conducted on anti-corruption and whistle blowing for women</td>
<td>Number of anti corruption programmes targeting women</td>
<td>OoP- Anti corruption hotline</td>
<td>Anti Corruption Summit held including women stakeholders</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<td></td>
<td></td>
<td>8.3.2 Anti corruption programmes</td>
<td>Training conducted on anti-corruption for women</td>
<td>Number of anti corruption programmes targeting women</td>
<td>GDF</td>
<td>Training is conducted for all employees</td>
<td>Assess impact of training and disaggregate data as per cases received</td>
<td>INP</td>
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<td></td>
<td></td>
<td>8.3.3 Detection of Corruption cases</td>
<td>Analyse the reporting of corruption and poor service delivery by Women (Anti-Corruption Hotline)</td>
<td>Number of corruption cases reported by women</td>
<td>OoP- Anti corruption hotline</td>
<td>616 Men and women</td>
<td>INP</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Ensure compliance to anti corruption framework by women, including women service providers, official and citizens</td>
<td>Number of corruption cases involving women vs Men</td>
<td>OoP - Anti corruption hotline</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
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<td>8.4 Productive Public service</td>
<td>8.4.1 Family Friendly working environment</td>
<td>Establish workplace child care and transport services to support working mothers and fathers</td>
<td>Number of workplace child care and transport services provided</td>
<td>All DEPTS. EWP</td>
<td>Unknown</td>
<td>INP</td>
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<tr>
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<td></td>
<td>8.4.2 Wellness Care Programme</td>
<td>Establish workplace wellness centers for the productivity of staff</td>
<td>Number of workplace wellness center (GYM, Canteen and other amenities)</td>
<td>All DEPTS. EWP</td>
<td>Unknown</td>
<td>INP</td>
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<td></td>
<td></td>
<td>Provide counselling and support services for destressed women and men</td>
<td>Number of registered cases for women and men</td>
<td>All DEPTS. EWP</td>
<td>Unknown</td>
<td>INP</td>
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<td></td>
<td>Analysis of problems experienced by GPG women and men for effective planning of programmes</td>
<td>Number of cases on Gender Based Violence, Marital Problems, Parenting challenges, Financial Problems, Health problems etc.</td>
<td>All DEPTS. EWP</td>
<td>Unknown</td>
<td>INP</td>
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<tr>
<td>8.4.3</td>
<td>Workplace free from Gender Based Violence</td>
<td>Development of the GPG Framework on Sexual Harassment</td>
<td>Guiding Framework on sexual harassment</td>
<td>OoP</td>
<td>No guiding framework on sexual harassment</td>
<td>Approved Sexual Harassment policy</td>
<td>-</td>
<td>GPG framework on sex harassment aligned to departmental systems</td>
<td>Sexual Harassment Policy implemented</td>
<td>-</td>
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<tr>
<td>8.5</td>
<td>Service Delivery Quality and Access</td>
<td>8.5.1 Service User (Women) Satisfaction</td>
<td>Improved Service delivery quality and access for women</td>
<td>Percentage increase in satisfaction</td>
<td>OoP</td>
<td>62% overall rating of GPG (2010)</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td>8.5.1</td>
<td>Access to government services</td>
<td>Ensure accessible service delivery for women</td>
<td>% decrease in traveling time to service points</td>
<td>GPC &amp; DR&amp;T</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td>8.6</td>
<td>Human Resource Management and Development</td>
<td>8.6.1 Performance management</td>
<td>Ensure that all SMS performance contract integrate gender mainstreaming</td>
<td>Number of Operational plans integrating gender</td>
<td>All GPG Depts</td>
<td>PAs of Gender Unit Managers only</td>
<td>Gender mainstreaming integrated in all PA of SMS</td>
<td>Admin. costs</td>
<td>Gender mainstreaming integrated in all PA of SMS</td>
<td>Gender mainstreaming integrated in all PA of SMS</td>
</tr>
<tr>
<td>8.6.2</td>
<td>Recruitment, Retention and Career Pathing</td>
<td>Ensure the recruitment of Women with Disabilities</td>
<td>Increased number of women with disabilities</td>
<td>All GPG Depts</td>
<td>1.1% PwDs</td>
<td>2%</td>
<td>2%</td>
<td>INP</td>
<td>2%</td>
<td>INP</td>
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<tr>
<td>8.6.3</td>
<td>HR Planning, Skills Development and cadre development</td>
<td>Ensure the involvement of women in training and development programmes</td>
<td>% increased in skills baseline for women; % depts spending budget; % attending mandatory training</td>
<td>All GPG Depts</td>
<td>Unknown</td>
<td>INP</td>
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<td></td>
<td>Ensure development of mentorship programmes for women in MMS for effective success planning</td>
<td>Number of mentorship programmes; increased Number of mentor &amp; mentees</td>
<td>OoP/GCRA</td>
<td>Unknown</td>
<td>ALL SMS to be trained as mentors</td>
<td>INP</td>
<td>All SMS to be mentors</td>
<td>INP</td>
<td>All SMS to have succession plans</td>
<td>INP</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Recruitment of Interns and Learnerships</td>
<td>Number of women interns and Learners recruited</td>
<td>GCRA/All Depts</td>
<td></td>
<td></td>
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### OUTCOME: 8B Empowered, Fair and Inclusive Citizenship

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<tr>
<th>No.</th>
<th>OUTPUTS</th>
<th>THEME/KEY ACTION</th>
<th>ACTIVITIES</th>
<th>INDICATORS:</th>
<th>DEPT</th>
<th>BASELINE</th>
<th>2011/12</th>
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<th>BUDGET</th>
<th>2013/14</th>
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<tbody>
<tr>
<td>8.1</td>
<td>Social Equality</td>
<td>8.1.1 Gender Mainstreaming</td>
<td>Develop and implement Gender Policy/ PoA</td>
<td>Improved gender mainstreaming in GPG</td>
<td>OoP</td>
<td>Approved Policy Framework on GEWE</td>
<td>Policy Educational Session conducted</td>
<td>Admin. costs</td>
<td>Gender Mainstreamed in Departments/Municipalities</td>
<td>INP</td>
<td>Gender Mainstreamed in Departments/Municipalities/Private Sector</td>
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<td>8.1.2</td>
<td>Partnerships with Stakeholders</td>
<td>Coordination of the partnerships with stakeholders</td>
<td>Number of Provincial Gender Machinery meetings; Number of stakeholder consultation in Depts</td>
<td>OoP/All Depts</td>
<td>3 PGM meetings held</td>
<td>Quarterly PGM meetings coordinated</td>
<td>TBC</td>
<td>INP</td>
<td>INP</td>
<td>Quarterly PGM meetings coordinated</td>
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<td>8.1.3</td>
<td>Community Interactions</td>
<td>Coordinate public consultations or izimbizo's with women</td>
<td>Number of Public Consultations held/increased number of women targeted</td>
<td>OoP</td>
<td>Women's Dialogues were held in 2008</td>
<td>Bi-annual public consultations held with women</td>
<td>TBC</td>
<td>INP</td>
<td>Bi-annual public consultations held with women</td>
<td>INP</td>
<td>Bi-annual public consultations held with women</td>
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<td></td>
<td>8.1.4 Citizen Participation</td>
<td>Distribution of National Symbols packages to Libraries</td>
<td>Number of Libraries receiving National Symbols packages</td>
<td>SARC</td>
<td>0</td>
<td>240</td>
<td>INP</td>
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<td>8.2 Nation Building and National Identity</td>
<td>8.2.1 Advocacy Programme</td>
<td>Coordination of Women’s Day</td>
<td>Number of women targeted</td>
<td>SRAC</td>
<td>5000</td>
<td>5000</td>
<td>INP</td>
<td>5000</td>
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<td></td>
<td></td>
<td>Coordination of Human Rights Day</td>
<td>Number of women targeted</td>
<td>SRAC</td>
<td>500</td>
<td>5000</td>
<td>INP</td>
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<td></td>
<td></td>
<td>Coordination of Heritage Day</td>
<td>Number of women targeted</td>
<td>SRAC</td>
<td>5000</td>
<td>5000</td>
<td>INP</td>
<td>5000</td>
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<td></td>
<td>Coordination of Freedom Day</td>
<td>Number of women targeted</td>
<td>SRAC</td>
<td>5000</td>
<td>5000</td>
<td>INP</td>
<td>5000</td>
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<td>Coordination of Day of Reconciliation</td>
<td>Number of women targeted</td>
<td>SRAC</td>
<td>5000</td>
<td>5000</td>
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<td></td>
<td>Coordination of Youth Day</td>
<td>Number of women targeted</td>
<td>SRAC</td>
<td>5000</td>
<td>5000</td>
<td>INP</td>
<td>5000</td>
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<td></td>
<td></td>
<td>Coordination of Commemorative Days for Women</td>
<td>Number of programme coordinated Number of women targeted</td>
<td>GDE</td>
<td>Educational and informational sessions</td>
<td>To ensure the effective and efficient Implementation, Coordination and Planning of Human Rights of women Programmes within the Department</td>
<td>40000</td>
<td>50000</td>
<td>INP</td>
<td>60000</td>
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<td>8.3</td>
<td>8.3.1 Gender Coordination structures: Gender / Units or Committees</td>
<td>Coordination of Departmental Gender Committee</td>
<td>Effective Gender Mainstreaming within the Department</td>
<td>GDE</td>
<td>Established Departmental Gender Committee</td>
<td>To have representatives from all Directorates present</td>
<td>6000</td>
<td>INP</td>
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<tr>
<td>8.3.1</td>
<td>Implementation of the HOD’s 8 principles</td>
<td>Ensuring measures are in place to promote gender transformation and, to increase women’s representation in senior management in your institution.</td>
<td>Gender Programmes are in place in all Directorates and is included as part of SMS Performance agreements.</td>
<td>GDE</td>
<td>Structure in place in line with implementation plan targets. Compliance on Job evaluation in line with the DPSA management plan.</td>
<td>INP</td>
<td>none</td>
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<td></td>
<td>Coordination of Commemorative Days for Women</td>
<td>Number of programme coordinated Number of women targeted</td>
<td>OoP/DSARC</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
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<td></td>
<td>Undertake Public Campaigns targeting Women</td>
<td>Number of women targeted</td>
<td>GCIS</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
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<td>8.3.2</td>
<td>16/365 days of activism campaign</td>
<td>Coordination of the 16 days of no violence against women and children</td>
<td>DCS</td>
<td>16 days of activism campaign held in 2010</td>
<td>INP</td>
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<tr>
<td>8.3.3</td>
<td>Safety Month</td>
<td>Coordination of safety Month</td>
<td>DCS</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
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<td>8.3.4</td>
<td>Youth Month</td>
<td>Provide support for the commemoration of youth month</td>
<td>DCS/SARC</td>
<td>Unknown</td>
<td>INP</td>
<td>INP</td>
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<tr>
<td>8.25</td>
<td>Women’s month</td>
<td>Provide support for the commemoration of women’s month/day</td>
<td>DCS/SARC</td>
<td>Unknown</td>
<td>INP</td>
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INP – Information Not Provided at Time of Print
12. GPG POLICY FRAMEWORK ON GENDER EQUALITY AND WOMEN EMPOWERMENT APPROVAL

Tabled at the Gauteng Executive Council on the 17th of July 2010

This policy will be effective for a period of five years commencing on July 2010, until 31st March 2015 where it will be due for review in line with the new mandate.

Endorsed by:

NOMVULA MOKONYANE
PREMIER: GAUTENG PROVINCE
(POLITICAL AUTHORITY AND CHAMPION FOR GENDER PROGRAMMES)
Date: 17 July 2010
ANNEXURE A

8-PRINCIPLE ACTION PLAN FOR PROMOTING WOMEN’S EMPOWERMENT AND GENDER EQUALITY WITHIN THE PUBLIC SERVICE WORKPLACE

1. TRANSFORMATION FOR NON-SEXISM
   Promoting and protecting human dignity and human rights of women, including the rights of women with disabilities.

2. ESTABLISHING A POLICY ENVIRONMENT
   The full implementation of national policies and implementation guidelines on women’s empowerment and gender equality through the development of departmental and sector-specific guidelines and standard operating procedures.

3. MEETING EQUITY TARGETS
   Ensuring women’s full participation in decision-making through the employment of 50% women at all levels of the SAS.

4. CREATING AN ENABLING ENVIRONMENT
   Putting in place departmental and sector Gender Management Systems, adequate Institutional Mechanisms and dedicated Gender Units

5. GENDER MAINSTREAMING
   Incorporating gender perspectives into all work of the Department

6. EMPOWERMENT
   Capacity development for women’s advancement and gender equality

7. PROVIDING ADEQUATE RESOURCES
   Availing adequate human, physical and financial resources for advancing gender equality

8. ACCOUNTABILITY, MONITORING AND EVALUATION
   Ensuring full responsibility, ownership for and reporting on advancing gender equality within the Public Service