

# GENDER POLICY

2024/2025

**" The City of Heritage "**



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## **Introduction**

The perception of gender equality in South Africa is informed and embodied by the Bill of Rights of the Constitution of the Republic of South Africa (Act No. 108 of 1996). Sections 9.1 to 9.4 of the Bill stipulate the equality of rights of all citizens irrespective of race gender, class and other categorization of humanity. In the same fashion, South Africa's National Policy Framework for Women's Empowerment and Gender Equality highlights the country's vision for gender equality and how it intends to realize this ideal. The thrust on gender equality in local government as represented by Ulundi Local Municipality is a trickledown task from the national and provincial policy frameworks. It has been ideologically normalized that in any society, the prerequisites for sustained and inclusive economic growth include a healthy socio- economic fiber. If a large portion of the population fails to realize their full potential, Ulundi LM will struggle to optimize its growth potential. Local government is closest to communities and services provided by municipalities can make a significant difference in the condition and position of women and men in society and a dynamic role in redressing past racial and gender imbalances in communities.

Women, and in particular African women, make up a greater percentage of poor adults than do men. Women are over-represented in low income and low skills occupations, yet simultaneously head a significant proportion of households. A disproportionate number of new entrants into Ulundi LM are women.

## **Problem Statement**

The Sustainable Development Goals (SDGs) offer the global community a strategic opportunity to promote human rights, advance gender equality, and mitigate a myriad of social injustices. This comes at the backdrop of a consensus by the global role players that women are the main victims of social injustices as well as social ills encompassing domestic violence and sexual offences. This presents differences in ability and levels of resilience to social issues such as safety, health, employment and accesses to various amenities in urban setups. Women are more often excluded from the mainstream economy than men. Considering the high rate of Gender Based Violence (GBV) and its

effect on women and children in households, it is a crucial area of focus for the prevention of GBV and victim support services.

## **Rationale**

- This Policy is underpinned by the following guiding principles:

Affording women and men equal opportunities and benefits to develop their full potential and meet development needs. A commitment to substantive equality includes the realization of equitable outcomes, differential treatment of women and men and of different groups of women (rural women, women with disabilities, young women).

- Recognition that:

i. Gender is not a women's issue but a relational issue.

ii. Women and men have different needs.

iii. Women cannot be treated as a homogeneous group and men cannot be treated as a homogeneous group.

iv. Women tend to be more vulnerable than men. c) Gender differences can also result in men being disadvantaged.

- Gender equality and women empowerment is a cross-cutting issue that requires buy-in and support from all directorates and role players.
- The design and development of programmes need to be evidence-based and as such guided by research and feedback in order to be relevant.
- In order to ensure the attainment of the vision and strategic objectives articulated in this Policy, adequate and appropriate resources must be allocated to identify programmes. g) The principles and values of non-discrimination, equity, diversity and gender responsiveness must be fully integrated and reflected in the implementation plans for the development of responsive governance, policy, planning and service delivery:

i. All policies and by-laws of the municipality need to consider the gendered implications of their effects (for instance gender sensitivity in service delivery i.e. facilities and programmes).

- Economic empowerment.
- Participation and representation.

- Co-responsibility and partnership
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### **Policy Goals and Objectives**

This Policy aims to ensure gender mainstreaming in the plans, programmes, service delivery, institutional and management practices of Ulundi LM. The provisions of this Policy shall therefore be incorporated into all Policies of Ulundi LM. This Policy seeks to achieve the following objectives:

- Challenge the direct and indirect barriers in enterprise development which prevent women from having equal access to and control over economic resources.
- Facilitate women's equal access to economic and productive resources by strengthening their capacity and networks as well as their ability to benefit from Ulundi LM policies and programmes.
- Increase women's easy access to finance by assessing existing programmes that provide access to finance for women and suggesting improvements to address existing gaps in a sustainable manner.
- Work towards gender parity in all Ulundi LM structures.
- Ensure that the rights of women and men are equally upheld, and women are enabled to exercise their rights over their bodies and are protected from violence.
- Ensure that gender needs, priorities and differences are considered and institutionalized into Ulundi LM policies and practices, including Integrated Development Plan (IDP).
- Develop positive action that will promote the full participation and empowerment of women in existing and future programmes so as to ensure that Ulundi LM's programmes and projects benefit both men and women equally.
- Promote access by women to key resources (e.g. employment opportunities, decision-making and business), services and facilities.
- Respond to the 4 strategic outcomes set out by the Growth and Development strategy (2040), especially Outcome 1: Improved quality of life and development driven resilience for all.
- Promoting women in socio-economic development and women in business.

- Promoting the participation of the citizenry in the processes of the region.
- Mainstream gender in all programmes and projects of the Ulundi LM.
- Promote equal opportunity and eliminate unfair discrimination based on gender.

## **Desired Policy Outcomes**

### **Vision**

This Policy envisages promoting gender equality and equity, women- and girls' empowerment and mainstreaming gender into all strategic interventions and sectors of the community. This will result in Ulundi LM which is non-discriminatory; a City of heritage which consciously gears itself to meet the needs of its diverse inhabitants, including women, men, children, and people with disabilities for employment, sport and leisure, cultural, social pursuits, as well as ensures their security and safety. The ideals of economic growth, increased prosperity and improved quality of life should benefit everyone regardless of race, sex, disability, sexual orientation, origin or any other kind of difference.

### **Mission**

- The Policy will challenge historical gender stereotypes and biases and affirm the culture of gender equality across Ulundi LM within the organization and in the way Ulundi LM delivers its services.
- To ensure that gender equity is systematically considered in all Ulundi LM values, policies, programmes, working environments, work practices, monitoring and evaluation systems and to establish the requisite structures, process and timeframes for achieving this.
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### **Implementation Cohort**

- All public service employees, officials and departments within the Ulundi LM
- All private sector institutions in Ulundi LM that, through their corporate social investment programmes or other such programmes, deliver services to the women of Ulundi LM.
- All organized structures and organizations operating in Ulundi LM.

- All other community-based, faith-based, non-government organizations (NGO's) and organizations focused on women development.
- All other interested parties, volunteers and stakeholders who participate in the delivery of services to young people within Ulundi LM.
- All persons involved actively or indirectly in delivering socio-economic services to women.

### **Beneficiaries**

The Policy is aimed at addressing gender mainstreaming, but especially women who have been socially and economically disadvantaged historically and women who have been unfairly prejudiced in our society because of gender stereotypes.

#### **These vulnerable groups of women include:**

- Illiterate and poorly literate women;
- Elderly women;
- Female and girl-headed households;
- Foreign migrant women;
- Women with disability;
- Domestic workers;
- Sex workers; and
- LGBTIs (Lesbian, Gay, Bi-sexual, Transgender and Intersex).

### **Delegation of Authority**

Sections 59 to 65 of the Local Government: Municipal Systems Act 32 of 2000 provide as follows: "59". Delegations – "(1) A municipal council must develop a system of delegations that will maximize administrative and operational efficiency and provide for adequate checks and balances, and, in accordance with that system, may delegate appropriate powers." In terms thereof Council hereby delegates all powers and duties to the Accounting Officer which are necessary to enable the Accounting Officer

### **Conditions and Implementation of the Policy**

The successful implementation of this Policy rests on the following critical factors:

- Providing training, capacity building and sensitization of women development and specifically on the Policy. The first level of sensitization is within Ulundi LM's entities themselves. All departments must be aware of the Policy and enabled to support the planning and implementation processes. This would ensure that women development is mainstreamed into departmental plans.
- Mobilizing support for the implementation of this Policy and communication around the Policy. Whilst there has been stakeholder participation in its development, on-going sensitization thereof is critical.
- Endorsement of the Policy by all partners and buy-in sourced from all stakeholders, both administratively and politically.
- Engagements with the private sector
- Functional and effective institutional arrangements meeting the following minimum standards:

i. Institutional arrangements should be in place and internal departments should be ready to act and deliver on their responsibilities;

ii. Key stakeholders must be involved and informed at all stages;

iii. Multi-Sectoral women forums must be established and enabled to function effectively at ward level; and

iv. Reporting procedures and mechanisms from ward level to citywide must promote and ensure accountability on the utilization of funds and meeting the KPIs for women development. Implementation of this Policy must be aligned with Executive Management Team score cards and annual Service Delivery Implementation Plans.

- The Policy must be aligned to the Ulundi LM IDP and clear KPIs relating to women development issues within departments. This Policy will come into effect upon approval by the Municipal Council and an action plan for implementation must be developed within 6 (six) months thereafter.

### **Targeted beneficiaries**

- Illiterate and poorly literate women Illiterate and poorly literate women should benefit from additional skills development to enhance their literacy levels.

Interventions may include:



- Promoting a culture of reading amongst illiterate or poorly literate women by enhancing literacy skills. Introducing a Programme in libraries that will assist women learners to develop reading and comprehensive skills.
- Increasing a number of women enrolled as learners in libraries and to provide them with necessary support.
- Running coherent ABETS and life skills programmes for women.
- Exposing women to Information Technology by establishing Computer Based Literacy/Numeracy Centers.

### **Elderly women**

The impact of HIV and AIDS at a household-level is resulting in a significant number of elderly women – especially in poor and low-income communities – being faced with a diminished prospect of being cared for by their children and grandchildren as they grow old.

Elderly women often become the main caregiver in affected households.

#### **Interventions may include:**

- Support measures aimed at ensuring the education, nutrition and wellbeing of orphans to help alleviate the care-giving responsibilities of affected older women.
- Specific support interventions for elderly women such as income generating activities or urban agriculture projects could target their involvement.

### **Female and girl-headed households**

- Women are over-represented in low income and low skills occupations, yet simultaneously head a significant proportion of households.
- Female heads of households are likely to earn less than their male counterparts and are most likely to be employed in less skilled jobs.
- Poverty and inequality affecting female-headed households is a multi-dimensional reality and translates in restricted access to land, housing, basic services and employment opportunities.

- Furthermore, female-headed households may be more vulnerable to exploitation and criminal attacks. Whereas all child-headed households need support and care, in terms of the Policy girl-headed households need to be targeted.
- The burden of care on these girls often means that they are unable to complete their schooling.

**Interventions may include:**

- Programmes to address the stigmatization of HIV and AIDS, leading to an increasing number of orphans in Ulundi LM, many of whom are not taken in by relatives or neighbours either because of the stigma associated with HIV and AIDS or because these households simply cannot afford to cater for additional family members.
- Institutional orphan-care is also not sufficiently accessible or may not be appropriate. Instead children end up looking after themselves and their siblings.

**Women with disability**

A high proportion of women, particularly poor women, have visual problems.

**Interventions may include:**

- Health programmes on a nutritional intervention supplementing vitamin intake should be embarked upon through a food Programme targeting poor women who have visual problems.
- Cataracts are also a common problem faced by poor women. An effective communication strategy needs to be effected as part of the Women Development Implementation Plan
- Targeted measures for access to other information, such as brochures in Braille or the use of community radio stations will be considered for the Programme and for the promoting access to social grants. Such special measures can make a crucial difference to the quality of life of women with disability and to their sense of inclusion in the broader community.

**Domestic workers**

For a large number of women, domestic work has become one of the few occupations they can enter without matric or other educational qualifications. The overwhelming

majority of domestic workers are African women, for whom domestic work provides the main source of employment.

**Interventions may include:**

- Facilitating access to educational qualifications as many have been deprived of access to education under apartheid.
- Whilst labour issues are essentially the responsibility of the Department of Labour an information campaign targeting domestic workers and alerting them to their rights and obligations as well as useful resource numbers to call should they need help, must be developed.

**LGBTIs (Lesbian, Gay, Bi-sexual, Transgender and Intersex)**

While all the cultures and health target groups are complex and varied, the LGBTI group is arguably the most diverse, with individuals identifying as lesbian, gay, bisexual, transgender or intersex coming from all the other target groups and from all communities.

There may be more differences than similarities among LGBTI people but the link is the way that they are marginalized based on perception of sex, gender and sexuality.

**Interventions: may include**

- Empowerment through peer-led Programme that will strengthen community networks and LGBTI organizations to address social and economic factors that restrict economic opportunities.
- Psychological support to reduce internalized and external stigma and discrimination against LGBTI and to offer or refer for counselling and harm reduction support
- Protect Human Rights of LGBTI's to develop and implement effective mechanisms to deal with human rights abuses and violence from the public police and health care providers; sensitization of police and prosecuting authorities' and legal literacy and paralegal support to reduce violence against LGBTI.

## **Gender Mainstreaming**

Women are often excluded from decisions about matters that affect their lives.

Vulnerable groups in the City of Ulundi such as women, children and youth can be excluded from opportunities, denying them the prospect of claiming their rights and realizing their potential.

The laws that govern Local Government place a strong emphasis on community involvement and participation. In communities, women typically carry out much of the voluntary work, without much say, while men make the decisions. The laws that govern Local Government specify the need to engage with women and men at the local level. Ulundi LM shall ensure that the provisions of this Policy are integrated into existing Policies and Practices through:

Conducting of regular Gender Audits of all Policies, Procedures, By-Laws and Strategies of Ulundi LM.

- Integrating gender considerations into all existing Policies, Procedures, By-laws, and Strategies These would include but not be limited to the Growth and Development Strategy (GDS); Integrated Development Plan (IDP); HIV and AIDS Policy
- Identifying Gender Key Performance Indicators (KPIs) during the Departmental and ME Action Planning Workshops for all areas of Ulundi LM's work and align to Business Sector Plans, IDP and Budgets.
- Promote equal representation of women and men in Ward Committees and other structures at grassroots level which work through with local Councilors and ensure that women's voices are heard in such Structures.
- Establish Gender Forums on the ground and ensure that they have real influence where it matters on Policies and decisions at all levels and on all issues.
- Ensure equal participation by women and men and in Public Meetings and diverse participation of all societal groupings.

## **Basic service delivery**

- It is often women who primarily access and use public services to meet household needs and care for children and people who are sick, disabled or elderly.
- Poor access to services undermines the ability of women to access opportunities that might exist. The welfare of women and children are inextricably linked.
- Women bear the burden of providing potable water and sanitation but are often not consulted in the provision of these services.
- Electricity becomes a primary need for security, hospitality, home based care and economic reasons and therefore it is paramount that women have full access.

## **Strategies**

- All data relating to access by both men and women to water and sanitation and electricity to be disaggregated by gender.
- Conduct regular needs assessment of services within communities to develop a comprehensive plan on water and sanitation.
- Electricity: Assessment and address of the electricity needs, conduct a massive education and awareness campaign on usage of electricity; illegal connections; outages and how to report these.
- Water and sanitation: Assessment and address of Water and Sanitation needs, - Conduct a massive education and awareness campaign on safety usage of water, implement a maintenance system to ensure that all components of the service including meters and pipes etc. function properly and that damages are repaired on a regular basis and ensure that all billing is correct.
- Waste recycling and environmental health: Sustainable management of the Ulundi LM waste streams through waste avoidance, reduction, recycling and reduced disposal, conduct environmental awareness campaigns to educate communities on the importance three R's: Recycle, Reuse, Reduce, Rotate garbage dumping sites and use empty spaces for community gardens for growing vegetables; hydroponic gardening. Establish waste recycling projects.

- Conduct workshops and inform communities of available business ventures and opportunities in waste management.

### **Nutrition and Health**

- HIV and AIDS are also major challenges with young women constituting the majority of those infected and affected. Women's health is often narrowly interpreted to be concerned with reproductive health.
- While this is important, women are also often responsible for the health of the family and are the main care givers in society.

### **Strategies**

- Provide adequate and clean public ablution facilities. These should be well lit and safe, and also provide infant changing booths.
- Disaggregate benefits according to gender.
- Attractive public parks should be planned for the open Ulundi LM spaces and townships – both to counter the global warming process and to provide places where workers and informal sector workers can congregate during lunch-hours.
- Align the Women's Health Programme Implementation Plan, Women Development Implementation Plan to the Policy.

### **Social Welfare and Community Development**

- There are still historical disparities, with many services concentrated in the northern suburbs. Poor residential areas need social facilities to promote civic life – sports and recreation areas, parks with grass and trees, properly maintained.
- Where they are established, they should be safe for women and children. Community facilities tend to address traditional male needs for sport and recreation, like soccer or rugby. Generally, there is less investment in facilities for activities commonly associated with women and girls such as netball or dance.

### **Strategies**

- Develop new interventions to relieve the care giving responsibilities of women and girls. For example, safe playgrounds, orphan care, support Programmes for people with disabilities or living with HIV/AIDS and early childhood development Programmes.
- Examine critically the gender biases in services such as sport and recreation.
- Disaggregate the benefits from the Social Package Policy according to gender and regular updating of the database of female/child headed household.

### **Economic Development & Empowerment**

Local Government procures a range of services from a variety of contractors from catering to construction.

Local Government as a client can play a role in promoting businesses that are owned by women and which employ women.

Although there is some bias towards women in procurement procedures there are no specific targets set.

#### **Strategies :**

- SMME Development - Develop systems and mechanisms to identify women involved in the informal economy and SMME level. Create a data registration for SMMEs and traders in the informal sector.
- Job creation - Ensure that job creation programmes and initiatives for decent work target both women and men. Review and improve the guidelines (e.g. duration of these) of learner ships and internships to ensure effective use and applicability at the department level. Ensure that all local level tourism initiatives target all areas of Ulundi LM. Job creation mechanisms through: Expanded Public Works Programme (EPWP); Skills development; Access to Labour Market Database LMD; Informal trading.
- Procurement - Set a target of 20% of Ulundi LM procurement to go to women. Adapt and monitor procurement systems to ensure that they are user friendly and accessible to women. Provide women with information and training on how to access tenders. Accelerate the implementation of preferential procurement in favor of women led companies. Facilitate training of SMMEs and co-operatives

on tendering/procurement; and Business skills training for those in the 'second economy'/survivalist economy.

- EPWP - One of the enabling programmes in the Ulundi LM to improve women development is the Ulundi 's EPWP Programme which is founded on four sectors:

- i. Infrastructure – by increasing the labour intensity of public infrastructure projects;
  - ii. Environment and culture – by creating work opportunities in public environmental programmes;
  - iii. Social – by creating work opportunities in public social programmes;
- and
- iv. Economic – by developing small businesses and cooperatives

### **Promoting Women's Safety**

In informal settlements or settlements with communal ablution facilities, women can be vulnerable to rape because of poorly planned and badly lit facilities. In inner- city buildings without sufficient lighting, women are often fearful of entering and leaving their flats (CACE, 2004). Women who have been abused have expressed a general dissatisfaction with services related to negative attitudes of Public Sector Officials or poor standards of treatment. Women have identified the need for more shelters for women and children, more varied Counselling Services and extension of Clinics and Counselling Services.

A concern raised by women relates to their safety on Public Transport Facilities like bus and taxi ranks. Women have identified the need for more visible policing on the streets of Johannesburg: a) Ensure a sustainable Programme on victim empowerment. b) Identifying and reclaiming unsafe spaces: Informal Businesses against Crime (using hawkers to promote a safer-street environment for women). c) Holistic Safety Awareness and Education on GBV related concepts, misconceptions, legislation including the restraining orders and how these are enforced, the effects of illegal connections, GBV as it relates to substance abuse Teenage pregnancy, parental skills and Moral regeneration.



## **Gender Based Violence**

Women are the main victims of domestic violence and sexual offences. Municipalities are responsible for street lighting which has safety implications for all but in particular women and girls. Particular categories of women in Ulundi LM are especially vulnerable to gender violence.

### **These include:**

- Women with disability:

There are more women than men with disability in Johannesburg. Depending on the nature of the disability, women are likely to require specific measures in relation to the design of housing, transport, places of work and public spaces. Targeted measures for information dissemination such as brochures in Braille or the use of community radio stations also need to be considered. Anti-discrimination measures such as employment equity need to be adhered to.

- Disseminate the 365 (three hundred and sixty five) Days of No Violence against Women and Children Ulundi LM comprehensive plan to all residents.
- Conscientise Ulundi LM personnel and the public as part of the public participation platforms.
- Ensure availability of information on GBV.
- Raise more awareness around GBV.
- Develop and popularize a referral system to the services available in Ulundi LM.

## **Monitoring and evaluation**

- Monitoring and Evaluation of government interventions (i.e.: programmes, projects, and policies) is carried out in order to determine the relevance and appropriateness of the intervention being monitored and evaluated, the effectiveness of its design and its implementation, the efficiency of resources invested in the intervention (i.e.: this policy), the impact of the policy upon the target group, and the sustainability of the results brought by the policy.
- Ulundi LM shall in its quest to monitor and evaluate all its interventions, including this policy, employ the results-based monitoring and evaluation approach. It is upon this approach that all monitoring and evaluation functions within the

department shall be based. The imperative of employing the results-based (or outcome-based) monitoring and evaluation approach, lies in that, instead of only focusing on counting the Programme, projects, or policy outputs, as well as tis activities and resources, it enables institutions, and governments in particular to measure and evaluate the results, and then provide information for decision-making.

- Results-based monitoring and evaluation provides feedback on the actual outcomes and goals of the City's actions. Thus, it further provides answers to the following questions, i.e.: a) What are the goals of the policy? b) Are they being achieved?

### **How can achievement be proven?**

- The following represents the typical steps that will be undertaken in monitoring and evaluating this policy within the department a) Stakeholder Consultations;
  - i. Liaise with stakeholders on matters of performance;
  - ii. Identify relevant performance information to track;
  - iii. Identify parameters and scope of monitoring, and IV. Establish what would constitute enough evidence to support data reported.

- **Development of Monitoring Tool.**

Establish a monitoring tool to be used in collecting and analyzing data on monthly and quarterly basis. c)

- **Data Collection**

- i. Liaise with stakeholders on matters concerning performance information;
- ii. Gather data from regions (project sites);

- **Data Analysis**

- i. Collating data from regions (project sites);
- ii. Cleaning and analyzing data obtained/ received from regions;

- **Report Writing**

- i. Draw conclusions post data analysis