

“ The City of Heritage ”



ULUNDI LOCAL MUNICIPALITY

GENDER EQUALITY AND EMPOWERMENT POLICY

FINAL 2026/2027

1. POLICY INFORMATION

Item	Description
Policy Title	Gender Equality and Empowerment Policy
Financial Year	2026/2027
Drafted / Reviewed by	Special Programmes Unit
Implementing Department	Community Services Department
Mandating Authority	Ulundi Local Municipality Council
Approval Authority	Ulundi Local Municipality Council
Date of Adoption	To be inserted
Date of Next Review	June 2027

2. PREAMBLE

Ulundi Local Municipality affirms the constitutional principle of equality and non-discrimination and recognises gender equality as a fundamental human right and a prerequisite for inclusive socio-economic development. This policy acknowledges the historical and systemic inequalities faced by women and gender-diverse persons and commits the Municipality to deliberate and sustained action to promote gender equity and empowerment. Gender equality is recognised as a cross-cutting governance issue that must be mainstreamed across all municipal policies, programmes, planning processes, budgeting frameworks, and service delivery interventions.

3. LEGAL AND POLICY FRAMEWORK

3.1 Constitutional Framework

This policy is aligned with the Constitution of the Republic of South Africa, 1996, particularly:

- Section 9: Equality and freedom from discrimination;
- Section 10: Human dignity;
- Section 27: Access to health care and social services;

- Section 41: Cooperative governance;
- Section 152: Objects of local government.

3.2 Legislative and Policy Framework

The policy is further informed by the following instruments:

- Local Government: Municipal Systems Act, 2000;
- Local Government: Municipal Finance Management Act, 2003;
- Employment Equity Act, 1998;
- Promotion of Equality and Prevention of Unfair Discrimination Act, 2000;
- National Policy Framework for Women's Empowerment and Gender Equality;
- Integrated Development Plan (IDP);
- Growth and Development Strategy (2040);
- White Paper on Local Government.

3.3 International and Regional Commitments

- Sustainable Development Goals (SDG 5: Gender Equality);
 - Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW);
 - African Union Agenda 2063.
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4. PROBLEM STATEMENT

Despite progressive legal frameworks, women and gender-diverse persons continue to experience inequality in access to economic opportunities, decision-making, public safety, basic services, and social protection. Gender-based violence, poverty, unemployment, and exclusion remain persistent challenges within Ulundi Local Municipality.

5. POLICY GOALS AND OBJECTIVES

This policy seeks to:

- Mainstream gender equality across all municipal functions;

- Promote women's economic empowerment and access to productive resources;
 - Increase women's participation in leadership and decision-making structures;
 - Prevent and respond to gender-based violence;
 - Address the specific needs of vulnerable and marginalised gender groups;
 - Ensure equitable service delivery and inclusive development.
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6. TARGETED BENEFICIARIES

This policy prioritises the empowerment of historically marginalised groups, including:

- Women and girls;
 - Women with disabilities;
 - Elderly women;
 - Female-headed households;
 - Migrant and refugee women;
 - Domestic workers;
 - Sex workers;
 - LGBTIQ+ persons.
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7. POLICY DIRECTIVES AND INTERVENTIONS

7.1 Gender Mainstreaming

- All municipal policies, by-laws, and programmes shall undergo gender impact assessments.
- Gender indicators shall be incorporated into departmental KPIs, IDP, and SDBIP processes.

7.2 Economic Empowerment

- Promote women-owned enterprises through procurement and supplier development;
- Support skills development, SMMEs, and EPWP participation for women.

7.3 Service Delivery and Infrastructure

- Ensure gender-responsive design of public facilities and services;
- Improve access to water, sanitation, electricity, and public amenities.

7.4 Safety and Gender-Based Violence

- Strengthen municipal contribution to GBV prevention and victim support;
- Improve lighting, public transport safety, and referral systems.

7.5 Social Development and Health

- Support women's health, nutrition, caregiving, and social welfare programmes;
 - Promote access to psychosocial services and community development initiatives.
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8. INSTITUTIONAL ARRANGEMENTS

8.1 Roles and Responsibilities

Council

- Provide policy oversight and approval.

Office of the Mayor

- Champion gender equality initiatives.

Municipal Manager

- Ensure operational implementation and accountability.

Special Programmes Unit

- Coordinate gender mainstreaming, advocacy, monitoring, and reporting.

Gender Forums and Civil Society Partners

- Support community mobilisation, monitoring, and feedback.
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9. ALIGNMENT WITH OTHER MUNICIPAL POLICIES

This policy aligns with:

- Civil Society Policy;

- Disability Inclusion Policy;
- HIV and AIDS Policy;
- Integrated Development Plan (IDP).

Joint planning, reporting, and implementation mechanisms shall be strengthened through the Special Programmes Unit.

10. MONITORING, EVALUATION, AND REPORTING

- Gender-responsive indicators shall be included in the municipal PMS.
 - Quarterly and annual reports shall be submitted to the Council.
 - Results-based monitoring and evaluation shall inform planning and budgeting.
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11. IMPLEMENTATION AND REVIEW

The policy shall be reviewed every year or as required by Council.
