



Commission for Gender Equality
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Gender Mainstreaming in Municipalities Women's Charter Sector Review

The CGE Process and general observations
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Women's Charter Sector Review
26 February 2021



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CGE Mandate

- ❑ The Commission for Gender Equality (CGE) is an independent statutory body established in terms of Section 181 of the Constitution of the Republic of South Africa.
- ❑ The mandate of the CGE is provided for in Section 187 of the Constitution and in the CGE Act of 1996 (as amended).
- ❑ CGE is mandated to promote respect for, protect, develop and attain gender equality, and to make recommendations on any legislation affecting the status of women.
- ❑ Section 11 (h) of the CGE Act mandates the Commission to monitor and evaluate the implementation of international and regional conventions acceded to by South Africa, that impact on gender equality.
- ❑ In fulfilling its core mandate the CGE continues to monitor interventions that are geared towards the empowerment of women in particular and the general attainment of gender equality in the country.



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Background

- ❑ The Commission for Gender Equality as part of its strategic objectives for 2012/2017, **to date** had a focus on gender transformation at local government level. The aim objective of this process was to assess amongst others progress made by local government in achieving gender equality through gender transformation and gender mainstreaming approaches as follows:
- ❑ Establish whether municipalities IDP's are engendered,
- ❑ To further establish if there is an enabling policy environment at municipality level to embrace gender equality, women empowerment interventions,
- ❑ To promote the use of gender mainstreaming approach in planning, budgeting, implementation, monitoring and evaluation and audit of public services at local government level.
- ❑ To facilitate a gender responsive identification, analysis and formulation of policies and programmes at local government level



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Background cont...

- ☐ To establish whether IDP's respond to daily concerns of communities, but in particular women, such as the feminisation of poverty, gender-based violence, unemployment, housing, health education and access to water and sanitation.
- ☐ To assess internal environment's state of readiness in order to promote gender transformation in terms of gender representation in decision making positions, in senior and top management.
- ☐ To promote substantive gender equality vs chasing numbers and quotas approach especially in compliance with Employment Equity Act , Public Procurement and BBBEE prescripts.
- ☐ To monitor compliance to legal prescripts guiding gender equality.



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Gender Policy frameworks for Local Government

☐ Gender Policy Framework for Local Government (2015 – 2020)

- a) Provide general guidelines for local government on gender and development
- b) Promote and facilitate gender mainstreaming and women's empowerment
- c) Give effect to state policy commitments
- d) Address specific issues affecting women

- ☐ SALGA WOMEN'S COMMISSION established to coordinate promote and advocate for gender appropriate strategies and practices within member municipalities and feed into regional and continental processes.
- ☐ Local government vehicle to achieve "Better life for all" this why the importance of gender mainstreaming in IDPs is critical . Especially with the onset of Sustainable Development Goals and the emphasise on **"leave none behind"**



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How do we assess the status of gender transformation in municipalities

- ❑ Administer a questionnaire to establish the extent to which the municipality has progressed in promoting gender equality through their policies and practices internally and externally, i.e. in the communities in which they operate from

1. Institutional Information – Municipality Profile & Governance and decision making

2. Workforce Information: the total number of employees per grade and disaggregate by gender, race and disability status for the current financial year.

3. Creation of Enabling Environment: Does your municipality have a written and adopted gender policy that affirms a commitment to gender equality?

4. Occupational Health and Safety Issues

What measures are in place to ensure men and women safety in the workplace

Does the municipality have Sexual harassment Policy , Gender Discrimination



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5. Women's Involvement in Decision Making

Name the highest management structures in your organization? How is each of them constituted? Give race, gender and disability disaggregated data as indicated in a table below

6. Gender Budgeting- Internal Environment: Has your municipality budgeted adequate financial resources to support its gender integration work

7. Gender Budgeting – External Environment: Do you have a budget geared towards programmes and projects targeting both women and men? Briefly explain each programme and project, its budget allocation and provide the race and gender disaggregated data of the beneficiaries

On site visits

FINANCIAL YEAR 2016/17					
District Municipality	Local Municipality/Town	Month	Partnership Members	Activity conducted	Status
West Coast	Cederberg-Clainwiliams	September 2016	SALGA	Meeting Municipality Executive members and Feed Back Session on GM analysis tool	Follow-up to be considered
Overberg	Cape Agulhas-Bredasdorp	November 2016	SALGA	Workshop with the Executive and Staff	Follow-up to be considered
Overberg	Theewaterskloof Municipality-Caledon	November 2016	SALGA	Gender sensitive programme	Follow-up to be considered
West Coast	Vredenberg	February 2017	DLG-HRD	Workshop with the Council members	Follow-up to be considered
Overberg	Cape Agulhas	March 2017	DLG-HRD	Workshop with the staff	Follow-up to be considered
Follow-up to be conducted					
District Municipality	Local Municipality/Town	District Municipality	Local Municipality/Town		Local Municipality/Town
West Coast	Cederberg-Clainwiliams	September 2016	SALGA	GM workshop	Follow-up to be considered
Overberg	Cape Agulhas-Bredasdorp	November 2016	SALGA	GM workshop	Follow-up to be considered
Overberg	Theewaterskloof Municipality-Caledon	November 2016	SALGA	GM workshop	Follow-up to be considered
West Coast	Saldahna Bay-Vredenberg	February 2017	DLG-HRD	GM workshop	Follow-up to be considered
Overberg	Cape Agulhas	March 2017	DLG-HRD	GM workshop	Follow-up to be considered

On site visits

FINANCIAL YEAR 2017/18					
District Municipality	Local Municipality/Town	Month	Partnership Members	Activity conducted	Status
Central Karoo	Beaufort West	July 2017	SALGA	GM workshop	Event based programme
West Coast	Matzikama Municipality-Vreendeberg	July 2017	DLG-HRD	GM workshop	Follow-up meeting
Overberg Municipality	Cape Agulhas	AUGUST 2017	DLG- HRD	GM workshop	Follow-up to be considered
Cape Winelands	Langberg	August 2017	SALGA WC	GM workshop	Event based programme
Cape Winelands Municipality	Drankestein Municipality	March 2018	n/a	GM workshop	Following up to be considered
FINANCIAL YEAR 2018/19					
District Municipality	Local Municipality/Town	Month	Partnership Members	Activity conducted	Status
Overberg	Theewaterskloof	2 nd Quarter 2019	n/a	1 st meeting hosted	GM to be conducted
City of Cape Town	City of Cape Town	3 rd Quarter 2019	n/a	GM workshop	Letter to be sent by the PM
Cape Winelands	Breede Valley	4 th Quarter 2019	n/a	GM workshop	Letter to be sent by the PM

FINANCIAL YEAR 2019/2020

District Municipality	Local Municipality/Town	Month	Partnership Members	Activity conducted	Status
Three Municipalities Identified for financial year 2019/20					
Overberg	Theewaterskloof	2 nd Quarter 2019	DLG-HRD	1 st meeting hosted	GM was conducted
City of Cape Town	City of Cape Town	3 rd Quarter 2019	n/a	n/a	Letter to be sent by the PM- for the meeting to be hosted in the next financial year 2020/21
Cape Winelands	Breede Valley	4 th Quarter 2019	DLG-HRD	GM workshop	GM was conducted with Senior members of the Municipality

Additional Municipalities hosted 2019/20

Garden Route District Municipality	Third Quarter- November 2019	n/a	Two-day GM-workshop for Senior and general staff members	Voluntary request for substantive gender equality workshop for next financial year
Mossell bay Municipality	Fourth Quarter- March 2020	n/a	Two-day GM-workshop for Senior staff members and men's forum	Voluntary request for further workshops in GM for the next financial year
Cederberg Municipality	Fourth Quarter- February 2019	DLG-HRD	GM workshop was conducted for Ward Councilors	Voluntary workshop request for the next financial year
Cederberg Municipality	Fourth Quarter- February 2019	DLG-HRD	Gender-Budgeting workshop was conducted for Municipality Financial Executive Members	Voluntary GB workshop was request for the next financial year.



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General CGE Observations /realities in the municipalities that we have assessed to date

- ☐ Lack of cooperation from municipal leadership regarding the CGE processes.
- ☐ Lack of resources and willingness to support gender mainstreaming in Municipalities
- ☐ Representation of women is still minimal % at decision making positions
- ☐ Large segments of the workforce are still male dominated, and women still experience barriers of entry for women
- ☐ Lack of gender transformation policies and plans
- ☐ Noncompliance to the (draft) gender policy frameworks.
- ☐ Noncompliance with the National Gender Policy Framework.
- ☐ Skill gap (understanding of gender mainstreaming approach/es),
- ☐ Uncoordinated Provincial Gender Machinery (PGM).
- ☐ Lack of an enabling environment that promotes women, youth and PWD and non-gender conforming individuals.



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Needed interventions

- ❑ **Alignment of the Gender Policy Framework for Local Government (2015 – 2020)** against the set National, Regional and International instruments
Such as the NEW Frameworks –
 - ❑ Alignment with the SDG's
 - ❑ Alignment with NDP – Vision 2030, New District Model and the 2018 Gender Responsive Planning Budgeting Evaluation Monitoring and Auditing Framework
 - ❑ Strengthening capacity of Gender Focal Persons and IDP Managers on Gender mainstreaming and Sustainable Development issues
- ❑ IDPs must reflect gender transformation within Municipalities
- ❑ CGE - Continue too use its Legal an Constitutional Mandate to play an oversight role and report to Parliament and other for a such as CEDAW, Beijing PfA



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Thank You

HAVE A GENDER RELATED COMPLAINT ????
REPORT IT TO

0800 007 709

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