

**EASTERN CAPE DEPARTMENT OF EDUCATION OVERVIEW ON GENDER PERSPECTIVE INTO THE PROVINCIAL GROWTH AND STRATEGY**

Questions	Response
How the department is ensuring that gender is institutionalised through the Provincial Growth Strategy	Gender has been institutionalised in the Directorate Youth and Special Programmes in the office of the Head of Department.
Appointment level of Gender Focal Persons in the province?	The Director Youth and Special Programmes level 13 (Senior Management Services) as the Gender Focal Person
Binding mechanisms for the implementation of the Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework.	<p>Department has an approved Employment Equity Plan (2021-2024)</p> <ul style="list-style-type: none"> <li>• Create an enabling environment for Gender Responsive Budgeting.</li> <li>• Ensure that gender-disaggregated data is available</li> <li>• Assess the gender responsiveness of legislation, policies, and programs of the department.</li> <li>• Raise awareness of gender issues and gender impacts of budgets and policies to ensure that there are budgetary and policy commitments by the department</li> </ul>
Plans to ensure that Equity targets are achieved and implementation time frames.	<p><b>Progress from the Employment Equity Plan (2017-2021)</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Appointment of youth at entry level was achieved but under achieved at Top and Senior Management level</li> <li><input type="checkbox"/> The recruitment drive has achieved the targets to appoint females, as compared to males as the drive was mostly for schools, but there was an underrepresentation of females at Managerial and Senior Management level.</li> </ul>

	<p><input type="checkbox"/> The staff turnover and natural attrition resulted under representation of people with disabilities.</p> <p>Targets from the recently approved Employment Equity Plan sh Gender Mainstreaming ow that a further (458) 32 % of women need to be appointed by 2024</p>
Progress made by the department in developing Gender Norms	Gender Norms have not yet been developed
Gender Mainstreaming	Gender Mainstreaming strategy still has to be developed.

## GBV/F REPORT

Pillar	Progress
<p><b>Pillar 2</b></p> <p><b>Prevention and Rebuilding Social Cohesion</b></p>	<ul style="list-style-type: none"> <li>● On the 18-20 February 2022 Forty-Two (42) girl learners from twenty-one (21) schools in Nelson Mandela Bay district and on the 8 to 10 March seventy (70) Care and Support Champions and Peer Group Trainers were trained on Gender Based Violence and Femicide.</li> <li>● One hundred and eighty-six (186) young people from Alfred Nzo West participated in a Gender Based Violence and Femicide awareness campaign.</li> <li>● OR Tambo Coastal District conducted a GBV/F awareness campaign which was attended by one hundred (100) youth from the community.</li> <li>● Twenty- six (26) out of school youth placed in schools as Learner Support Agents in OR Tambo Inland Districts were trained on the Protocols for</li> </ul>

	<p>Reporting for Management and Reporting of Abuse and Harassment in Schools.</p> <ul style="list-style-type: none"> <li>● GBV/F Awareness campaign was held with three hundred and five (305) on learners the 24 May 2022 at Efata Special School</li> </ul> <p><b>Gender Based awareness campaigns conducted by Youth and Special Programmes Units in education districts.</b></p> <ul style="list-style-type: none"> <li>• 16 Days of Activism was held for all ECDoE, one hundred and eighty- nine (189) Head office employees participated. One hundred and eighteen 118 women employees were capacitated with self-defence skills in partnership with South African Police Service.</li> <li>• Districts have conducted 16 days of activism and reached five hundred and eighty (580) participants.</li> </ul> <p>Ongoing orange campaign on GBV/F was conducted, seven hundred and fifty-five (755) employees attended.</p> <p>Ongoing orange GBV campaign for learners was held with one thousand one hundred and sixty learners</p>
<p><b>Pillar 4:</b> <b>Response Care, Support and Healing</b></p>	<ul style="list-style-type: none"> <li>● Two (2) learners from Alfred Nzo West who were being sexually abused at home were referred to SAPS and DSD and both have been removed to places of safety</li> <li>● Two thousand three hundred and ninety-one (2391) GBV emergency response was</li> </ul>

	conducted in the Zero Learner Dropout Campaign in Buffalo City Metro and Amathole East and West
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