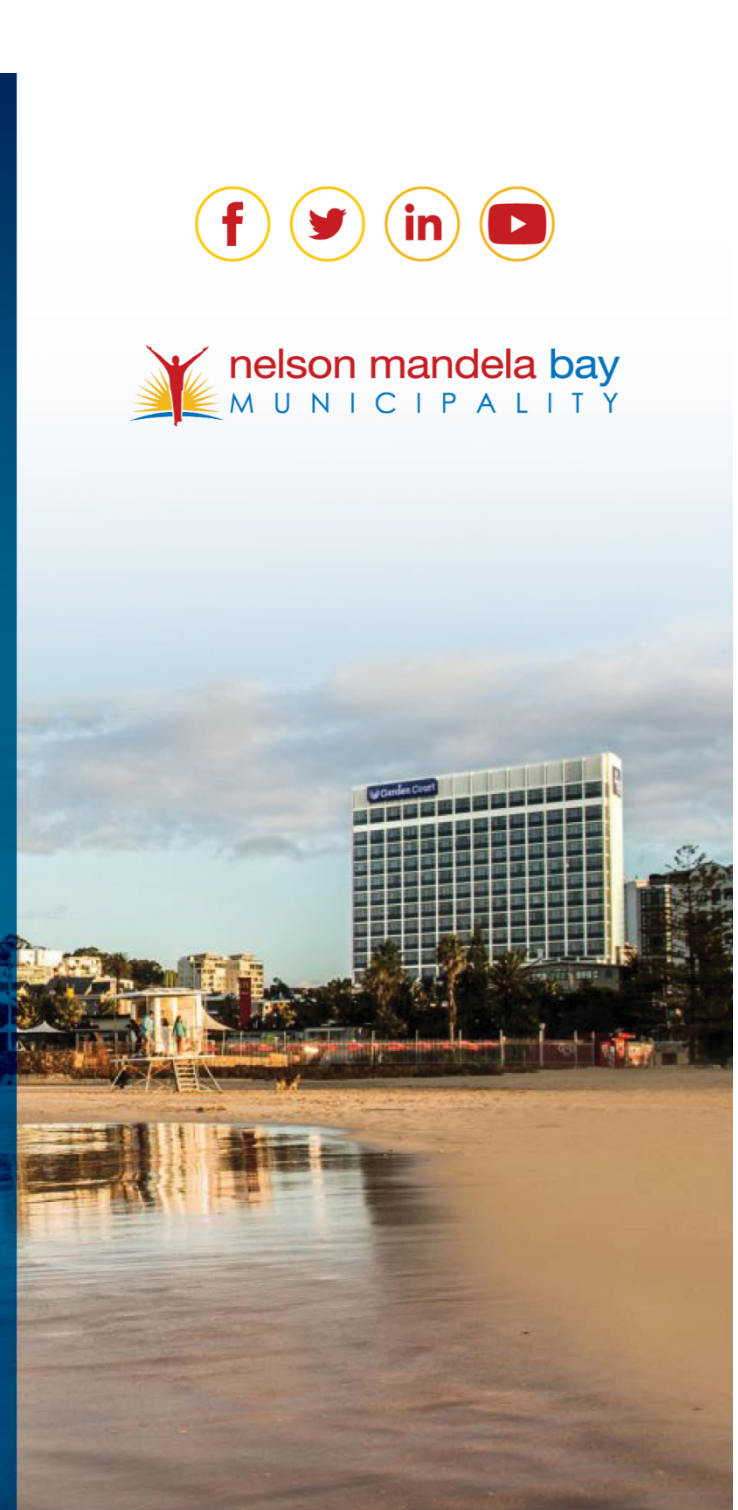


REPORT BACK WOMEN'S CHARTER FOR ACCELERATED GROWTH

19 SEPTEMBER 2022

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NMB



INTRODUCTION

1. The Nelson Mandela Bay Municipality serves as the administrative area covering Gqeberha, Despatch, Kariega and the peri – urban areas dominated by farming communities.
2. The municipality is constituted by 120 councillors with 60 from wards and the other 60 being the Proportional Representation councillors of political parties elected in council.
3. The political parties represented in council include amongst others the ACDP, AIC, AIM, ANC, DA, DOP, FF Plus, NA and UDM, with ANC and DA being the only parties represented in the 60 wards in the City.
4. The current population of NMBM is estimated at 1.25 million and has a total of three hundred and fifty nine thousand, four hundred and twelve (359 412) households.
5. The Metro continues to find new ways to deliver basic services.
6. A range of platforms have been created to strengthen collaborative partnership with internal and external stakeholders .

BACKGROUND

The Special Programmes Unit (SPU) operates within the Corporate Services Directorate and falls under the Constituency Services Sub-Directorate. The Unit is responsible for spearheading the facilitation and coordination of the various institutional mechanisms to mainstream the interests of children, people with disabilities, the elderly, gender, women and youth.

The Unit also advocates for LGBTQIA+, Military Veterans and men; amongst many others, through intense mobilization, organization and awareness raising

Support programmes in partnership with private sector organizations enable the City to intervene decisively in situations where children and women experience violence and abuse. These companies are; Shoprite, Ford Motor Co. and EnviroServ; amongst others.

BACKGROUND

The municipality has a history of championing the aspirations and desires of the vulnerable groups including persons with disabilities, women and youth.

It was among the first in the country to establish viable platforms to effect socio – economic transformation.

The City has managed to create good working relationships with all spheres of government including legislatures.

The high level of outreach campaigning enabled the city to build and strengthen collaborative cooperation with civil society groups and private sector organisation.

BACKGROUND

- The Nelson Mandela Bay Municipality struggles to comprehensively address transformation issues involving the historically marginalised communities.
- The NMBM continues to have over representation of males and under representation of women in its workforce, when compared to the Regional demographics.
- Through our brief engagement with Department of Employment, there is an acknowledgement that the current Employment Equity (EE) Plan does not seek to align the current workforce with the demographics from an overall gender perspective.
- It is also observed that the numerical goals of the current EE Plan would further worsen the under representation of women in the institution.

DISTRICT DEVELOPMENT MODEL

- The NMBM utilized all available opportunities to make DDM work.
- Inter-Governmental platforms through COGTA, SALGA, OTP, DSD & DWYPD in the Presidency enabled NMBM to lobby for more provincial and national support in promoting gender mainstreaming.
- The capacity building programmes facilitated by Dept of Women, Youth & Persons With Disabilities, Office of the Premier & others for NMBM Directorates advocated for centralized coordination of District based state institutions including Presiding Officers, National Prosecuting Authority and Civil Society Organisations.
- Minimal, inconsistent and relative participation of other spheres' district based departments make it impossible to have a fully functional Integrated District Development Model approach in gender mainstreaming.
- Centralised district directed approach will easily contribute in the realization of the District Development Model.

GENDER MACHINERY

Structures in place within the district and local municipalities to advance the gender equality agenda

- After the Gender Summit hosted in 2019, an Interim Gender Forum, in line with the national requirement of 51% Civil society and 49% Government Departments
- After receiving the National Strategic Plan on Gender-Based-Violence and Femicide an Orientation / Sensitisation workshop was convened for stakeholders.
- The Terms of Reference on Implementation of the NSP on GBVF was developed and signed in 2021. The Metro Gender Forum Structure – Rapid Response Team was endorsed during the signing ceremony.
- The Metro Gender Forum Structure had the following participants who contributed in 2021: The Then Deputy Executive Mayor, The Then Member of Mayoral Committee : Corporate Services, Executive Director: Corporate Services. Metro SPU, DSD, DSRAC, DOH, Nelson Mandela University, Women’s Forum, Men’s Forum, Disability Forum, Older Persons’ Forum and many NGOs like DOXA, Rape Crisis, NICRO, Young Pioneers, Sicebise Social Inclusion, SADRAT Institute, Zusilwele Thina, Project Inmate, Phila Ndoda, TWYST, and others.

GENDER MACHINERYcont

Structures in place within the district and local municipalities to advance the gender equality agenda cont...

- Cluster Gender Structures were already established in the metro during 2017/2018
- The Gender Machinery work in the municipality is coordinated by the SPU Office that assists the institution with the mainstreaming of Special Sectors: viz, Women, Children, Youth, Elderly and Persons with Disabilities.
- There are other efforts in the city to have fully fledged functional platforms but are not aligned as yet.
- The political champion appointed by the President to lead DDMs will go a long way in bringing everyone together in the implementation of District Development Model.

GENDER MACHINERY

Functionality of these structures

- The NMBM Gender Forum is experiencing challenges with consistency of participants who have raised frustration of mobility.
- There is also a challenge with championing of the work in the institution. This resulted in lack of coordination of pillar 1 work.
- A session to revive /strengthen the Metro Gender Forum Structure was held in August month of 2022. Stakeholders have re-committed and pledged dedication to the cause.
- The Cluster Gender Forum structures also suffered during Covid 19 Lockdown. It is now one of the tasks of Pillar 1 to ensure these are re-strengthened in the next twelve months.
- The SPU is faced with a staff shortage but currently driving to Gender agenda to the best of its ability.
- A new mechanism is going to be established to have the Executive Management and Political Leadership providing exemplary leadership.

THEMATIC AREAS FOR REPORTING

Progress made in developing engendered policies

- The following policies are under review:
 - ✓ Gender policy
 - ✓ Disability Policy
 - ✓ Youth Policy
- The Sexual Harassment Policy is under review to respond to the new staff regulations
- Employment Equity Policy and the Employment Equity Plan are also under review to redress noted observations.

THEMATIC AREAS FOR REPORTING

Gender Responsive Planning and Budgeting: The Integrated Development Plan (IDP) and the municipal Budget

- From planning perspective, the municipality considers inputs and participation of Special Sectors which includes women, children, youth and persons with disabilities.
- Furthermore, after consultation with various directors internally, budget is allocated to specific priorities emanating from public meetings.
- A project prioritization process informed by inputs received from respective Ward Councillors is taken into consideration during the budget allocation process.
- The reality is that more capacity building should be conducted for Executive Management and Political Leadership to have this implemented.

THEMATIC AREAS FOR REPORTING

Quantify local economic opportunities extended to women, including procurement opportunities made available to women in the last 12 months, including plans in the current financial year.

Women-owned companies have benefitted from community based tenders from around the metro to the value of R36,817,536

In the past 12 months:

- NMBM conducted business with 14 companies that are 100% owned by females; and payments to the value of R 8,515,528.33 were made.
- Payments to the value of R123,488,846.72 were made to 25 companies that are partially owned by females;

This is a positive development but is not consciously implemented as it is not included in the SBDIPs of the Executive Management

THEMATIC AREAS FOR REPORTING

Interventions to inculcate the Gendered Provision of Services

Human Settlements

- Of the 151 title deeds handed over in Motherwell and Wells Estate, 93 were women beneficiaries. Of the 223 title deed handed over in Joe Slovo, Bethelsdorp and Missionvale areas , 103 were women beneficiaries. 36 stressed informal relocations were conducted in the Vastrap area in the financial year, 24 of those beneficiaries were women

Through Recreation, Arts and Culture

- NMB celebrated women in football, women in boxing, Women who are top achievers in Sports. We also hosted a Choose to Challenge 10km Challenge that was previously called the DIVA Challenge, and 467 Divas completed the challenge. The North-End Library hosted a session to empower young girls in August 2022.

Through the NMBM Employees in Learnership and Recognition of prior Learning program

- 25.7% of beneficiaries were women in the past twelve months.

THEMATIC AREAS FOR REPORTING...cont

Interventions to inculcate the Gendered Provision of Services cont...

- From July 2021 to date 102 women have benefitted from the municipal's Creation of Opportunities Programme.
- Councillors are being capacitated in a range of skills and women councillors are benefitting.
- Women in technology have benefitted from a range external training interventions program from Electricity and Energy with 135 out of 271 employees being women.
- NMBM Infrastructure and Engineering Directorate has also assisted 22 women with intervention programs
- In the past 12 months 85 women have participated in the EPWP programs
- 18 women owned organizations have benefitted from the Social Relief Fund from the Office Of the Executive Mayor, to the value of R549 040.

THEMATIC AREAS FOR REPORTING

Functionality of Women's Caucuses at Metro, District and Local Municipality

- The Women's Caucus has not been functional in the institution since the new administration.
- A number of political and administrative problems have contributed to this situation.
- There is an effort from some female Councillors to have the Women's Caucus established.
- Consultation has been done with the Chief Whip to help facilitate through the Multi – Party Whippery Platform.
- Processes are in place to have all women Councillors convened for the caucus to be fully established in a very short space of time.

THEMATIC AREAS FOR REPORTING

Gender Based Violence and Femicide Response Programmes:

The institution is involved in the following intervention / response programmes:

The SPU Office:

- Is in continuous partnership in programmes that influence youth to be ambassadors for gender equality
 - Is in continuous partnership in programmes that promote protection of girls and gender non-conforming individuals from violence
 - Have partnered with the Office of the Premier to provide business skills for youth in conflict with the law
 - Have partnered with Office of the Premier and DRDAR to provide training on poultry and crop farming for veterans, a percentage of which was women
 - Planning to provide literacy skills to women with disabilities (to mitigate abuse)
 - Planning to provide training for front line workers for SAPS and Public Health employees
 - Gender Structures / Special Sectors are always encouraged to participate in IDP consultation sessions.
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IN CONCLUSION

- We appreciate the opportunity to participate in this mechanism as it focuses us on our challenges so that we can put our best foot forward when we report in 2023.
- We have to stabilize our political administration to enable dedicated focus to the strategic priorities of the reporting areas.

CONCLUSION CONTINUED

- The political champion appointed by the President to lead DDMs will go a long way in bringing everyone together in the implementation of the District Development Model.

THANK YOU !