Commission Four

Strategies to implement the HOD’s 8 principle Action Plan with special reference to the attainment of the 50% target
Framework for discussion

• Where are we now - situational analysis
• Implementable plans for 8 principles.
• Flag challenges / obstacles and how to address these.
Overall Comments

• Recommendations:
  – **Building awareness** amongst senior management of the principles.
  – Action plans should be in place.
  – Departments that have started implementing could guide HOW they have done this - **share best practices**.
  – **DPSA** - provided framework - departments to come up with HOW to implement this - **go out to Departments to support them with implementation**.
Where are now

• Most of the departments - first time that they see the 8 principle.
• Varying experiences from provinces - was distributed - provincial discussions on how to take it forward.
• DPSA should have ensured that the 8 principle document was taken to implementers.
• Not new - congruent with other policy documents.
Where are we now

- Went to cabinet - DGS were expected to sign performance agreements - has to be in line with sms hand book. Need to report on this - cabinet.
- Next year - will be in performance agreements
- Fast track and to ensure that we make work place friendly for women - cabinet will expect feedback on 8 principles to fast track women.
- Get commitment from DGs
Principle One: Transformation for Non Sexism

• Link the implementation of this principle to issues of human rights in the department.
• Important to focus on promoting and protecting - find strategies to do this within respective departmental contexts.
• Protecting our service delivery mandate as a department - looking at how we implement non-sexist service delivery within our respective mandates.
• Women with disability - find ways to ensure that this is focused on.
• Address sexual harassment issues
Principle Two: Establishing a policy environment

• Identify policies that are required in respective departments.

• Look at service delivery and does it address the gender biases.
Principle Three: Meeting Equity Targets

• Recruitment: ensure that all designated groups are represented. Link to AA policies.

• Challenges with compliance - interpretation of how to implement this.

• Need to budget for training on how to implement the 8 principle.
Principle Four: Creating an enabling environment

- Flexi Time
- Addressing issues that impact negatively on women in the workplace.
- Coordinating structures and gender for a.
Principle Five: Gender Mainstreaming

- Integrate it into strategic plan and business plans of respective chief directorates.
- Everyone’s business - ensure all areas including service delivery is addressed.
- Integrated into performance agreements.
- Mentoring programme for women at an sms level.
- Business plans and strategies in department - check that they gender is integrated.

Governance and Administration cluster.
Principle Six: Empowerment

- Training on gender issues.
- Raising awareness
- Addressing issues that impact negatively on women in the workplace.
- Line function should be used to fast track women’s empowerment - ensure that women are comfortable - increase numbers - new skills being acquired - particularly male dominated areas.
- Women bursaries.
Principle 7: Providing Adequate resources

- CFO - ensure person understands importance of resource allocation of activities identified.
- SMME’s run by women - monitoring this.
- Procurement: certain portion of all tenders get issued to women.
Principle 8: Accountability, Monitoring and Evaluation

- Space to continually reflect.
- Strategic Plan - indicators linked to same activities - consciously aware in implementation process. **Use existing tools.** Integrated.
- M & E - targets.
- DG accountability - need to hold each other accountable through **FOSAD.**
- Six monthly - cabinet should review its progress. Cabinet lekgothla review.
Feedback on principles

• Try and contextualize these principles - what should we be doing?
• Look at areas like recruitment - all the other designated groups are represented.
• Are structures functional?
• Expectation: Action Plans are in place.
• Differences as a result of different sectors.
• HODS will be given letters to instruct them that it would be in performance agreements.
Recommendations

• Important for GFP’s to support the process through the development of action plans.

• Workshopped GFPS - must be incorporated in respective departments.

• Alignment with other policy processes.

• Build onto other initiatives that are already existing.
Recommendations

• Come up with norms and standards that could be included in the reporting process:
  – HOD’s performance agreements?
  – Departments EE plans must speak to the document
  – Mainstreaming with other human rights strategies
  – Human resource plans
  – Tool - each principle could be the objective - develop action plan based on this framework.
  – This should be taken to FOSAD to be taken forward.
Recommendations

• Monthly or quarterly report by government departments on progress in relation to implementation of the 8-principles.

• Should not only be focused on quantitative issues but also qualitative issues that relate to service delivery.
Recommendations

- HR - everybody’s performance agreement - what they will do to contribute towards GE in the department.
- HR and line - meet EE targets
- Finance -CFO all of the activities - Action Plan - making resources available.
- Procurement: certain portion of all tenders get issued to women.
- Resources: GFP has to be appointed within a particular time period - DG has to drive it.
- Training - GM, sexual harassment and GA
Recommendations

- **Action Plan** - unpacked what this would mean for respective roles and responsibilities, activities, resourcing etc. for three years.
- **Look at policy environment** - statement of commitment, integrate into missions statement, need respective policies - assigned responsibilities across the department/organization.
- Gender Forum - everybody’s business.
- Template that could be used.
Recommendations

- State of Public Service Report - achievements are sustained.
- Constitutional principles - link.