



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

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Circular NO 53 of 2024

ALL HEADS OF NATIONAL DEPARTMENTS, PROVINCIAL ADMINISTRATIONS, AND PROVINCIAL DEPARTMENTS

DATE FOR THE 2020 PUBLIC SERVICE WOMEN MANAGEMENT WEEK: 26 -30 AUGUST 2024.

The 8-Principle Action Plan for Women's Empowerment and Gender Equality in the Public Service, initiated by the Heads of Departments in 2007, was institutionalised for implementation in 2008. This action plan establishes a framework to promote the advancement of women in the workplace and to monitor progress in this area. It encourages the Head of Department to create a supportive environment fostering women's empowerment and gender equality.

Annually, Public Service Women Management Week, held last August, assesses the strides made towards women's empowerment and gender equality.

As of March 2024, women comprise 43% of the Public Service's Senior Management Services (SMS) levels, falling short of the 50% equity target. This gap underscores the urgency for individual departments to intensify their efforts in executing the 8-Principle Action Plan, which addresses the underrepresentation of women at senior levels and promotes gender transformation in the workplace.

This year, the National Women's Month programme will focus on enhancing ongoing initiatives aligned with national priorities across government, civil society, and the private sector. The programme integrates these efforts within the broader context of the National Development Plan: Vision 2030, the Medium-Term Development Plan 2024-2029, and international commitments such as the United Nations 2030 Sustainable Development Goals, African Union Agenda 2063, Southern African Development Community Regional Indicative Strategic Development Plan 2020-2030, and the Generation Equality Action Coalitions. This year commemorates the 29th anniversary of the 1995 Beijing Declaration and Platform for Action, a cornerstone document for women's empowerment that emphasises "Women and the Economy" as a critical facet of achieving gender equality.

This year, the designated period for the PSWMW meetings is 26-30 August 2024. During this week, Heads of Department and Directors-General are required to undertake the following actions:

- Organise and host a meeting exclusively for female senior managers (SMS);
- Chair the meeting, providing a detailed report to the SMS women on the implementation of strategies and programmes for Women's Development;
- Utilise the 8-Principle Action Plan as the sole agenda for these meetings and
- Prepare a formal report on the PSWMW's implementation using the standard template provided, which must be submitted to the Department of Public Service and Administration (DPSA) by 31 October 2024.

Departments must submit a comprehensive report detailing their progress in implementing the 8-Principle Action Plan. This report, which should cover all departmental programmes, must be completed using the specified electronic template (Excel document) available on the DPSA website (www.dpsa.gov.za) without any modifications. Instructions on the first sheet of the Excel document will guide the completion process. Heads of Department are required to sign the "sign off sheet" and submit it along with the electronic progress report to the DPSA (Mr. Tebogo Monye: tebogom@dpsa.gov.za) by 31 October 2024.

Should you require any further information or assistance, please do not hesitate to contact Ms Christine Moremi (christinem@dpsa.gov.za / 012 336 1144) or Mr. Tebogo Monye (tebogom@dpsa.gov.za / 012 336 1200).

I extend my gratitude for your steadfast commitment to advancing women's empowerment and gender equality, which is instrumental in shaping a more just and balanced professional environment within our public service.

Yours sincerely,

Signed by: Yoliswa Makhasi
Signed at: 2024-07-30 21:20:46 +02:00
Reason: I approve this document



MS YOLISWA MAKHASI
DIRECTOR-GENERAL

DATE: 30/07/24