



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

Report

**Inaugural Gender Indaba
Hosted by DPSA (Diversity Management)
18 & 19 August 2008
Birchwood Conference Centre-Boksburg**

TABLE OF CONTENTS

Acronyms	3-4
1. EXECUTIVE SUMMARY	5
1.1 Background	5-6
1.2 Rationale for the Indaba	6-6
2. SESSION ONE	7
2.1 Welcome and introductions	7-7
2.2 Opening address	7-9
2.3 Keynote Address	9-12
3. SESSION TWO	13
3.1 PRESENTATION 1: South African Public Service initiatives to promote Gender Equality and Women's Empowerment	13-14
3.2 PRESENTATION 2: The importance and relevance of mainstreaming gender in the African context	14-15
3.3 PRESENTATION 3: The SADC experience of policy formulation and analysis with a Gender perspective	16-17
3.4 PRESENTATION 4: Gender Mainstreaming in Public Service Policy	17-18
3.5 DISCUSSIONS	18-19
4. SESSION THREE	20
4.1 Breakaway sessions and report back	21-21
4.1.1 Commission 1: Gender responsive budgeting	21-27
4.1.2 Commission 2: Violence against women and children	23-26
4.1.3 Commission 3: Defining the role of women in the Public Service Management Cadre	27-29
4.1.4 Commission 4: Strategies to implement the HOD's 8 Principle Action Plan with special reference to the attainment of the 50% target	29-33
5. SESSION FOUR	34
5.1 PRESENTATION 5: Gender Equality as a fundamental human right	34-36
5.2 PRESENTATION 6: Burundian Experience in engendering Public Service Policy in the context of PCRD	36-38
5.3 PRESENTATION 7: Civil Society's response to Public Service Delivery	38-39
5.4 PRESENTATION 8: Donor Support for Gender Mainstreaming: Initiative in Africa	39-40
5.5 PRESENTATION 9: Know Your Rights Campaign	41
6.1 DISCUSSIONS	41-41
6. SESSION FIVE	42
7. SUMMARY OF THE CONFERENCE	42-44
8. CONCLUSION	44

ACRONYMS

AU	African Union
APRM	African Peer Review Mechanism
CCMA	Commission for Conciliation Mediation and Arbitration
CFO	Chief Financial Officer
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
DG	Director-General
DPSA	Department of Public Service and Administration
EE	Employment Equity
FOSAD	Forum of South African Director- General
GTZ	German Technical Assistance
GFPs	Gender Focal Points
GM	Gender Mainstreaming
HIV	Human Immuno-deficiency Virus
HoD	Head of Department
HRD	Human Resource Development
KPA	Key Performance Agreement
LRA	Labour Relation Act
MDG's	Millennium Development Goals
OPSC	Office of the Public Service Commission
OSW	Office on the Status of Women
PALAMA	Public Administration Leadership and Management Academy
PCRD	Post Conflict Reconstruction and Development
Prof	Professor
PS	Public Service

RSA	Republic of South Africa
SADC	South African Development Community
SAHRC	South African Human Rights Commission
SAWID	South African Women in Development
SMME's	Small, Medium & Micro Enterprises
SMS	Senior Management Services
UNIFEM	United Nations Development Fund for Women
UN	United Nations

1. EXECUTIVE SUMMARY

1.1 BACKGROUND

The Indaba was targeting Senior Managers and Gender Focal Points in National and Provincial Departments. A total number of 300 senior managers and gender focal points were invited to take part over a period of two days. The first day was divided into three sessions; namely, the first session, where the Minister for Public Service and Administration delivered an opening address and the Deputy President who offered the keynote address. In the second session various speakers including the Director General in the DPSA, the AU Commission Director for Women, Department of Foreign Affairs' Chief Director for Gender, and the UNIFEM Regional Program Director addressed delegates after which, the floor was opened for discussions.

The third session was made up of breakaway sessions (commissions) which were structured according to sub-themes. The day ended with commissions giving report back to the bigger plenary venue on the deliberations and recommendations each session came out with.

The second day continued with various speakers on different topics. Speakers who made presentations during this session were the South African Human Rights Commission, Burundian Vice-Minister of Human Rights and Gender, South African Women in Dialogue. They all delivered presentations on gender mainstreaming and women empowerment. The presentations were followed by set of questions and comments from delegates and presenters responded to clarity seeking questions in return.

This first Gender Indaba was held on the 18th and 19th August 2008 as an initiative to enhance, advance and consolidate all efforts taken to ensure women empowerment in the Public Service in order to achieve the ultimate goal of gender equality and women empowerment. The conference was held under the

theme, “**Engendering Public Service Policy**” aimed at ensuring that all policies are gender responsive and sensitive.

Price Water House Coopers and GTZ were the sponsors who made the first Gender Indaba a success.

1.2 RATIONALE FOR THE INDABA

The overall aim of the first Gender Indaba was to set the stage for a gender responsive Public Service where issues of women empowerment should not be a matter of contestation but a generally agreed upon principle that everyone from all sectors embraces and seeks to advance.

The Indaba was expected to create a platform for assessing the implementation of the HOD’s 8 principles action plan and ensure that all sectors of government are held accountable for their commitment to its implementation. It also aimed at sharing approaches for implementing gender initiatives into public service plans and share skills on how to successfully mainstream gender. The Gender Strategic Framework for the Public Service which was developed, consulted on and reviewed in 2007 was launched at the first Gender Indaba, 2008.

2. SESSION ONE

2.1 WELCOME AND INTRODUCTIONS

The Programme Director Ms Colette Clark commenced the program by revisiting the High Level Round table which was held by the DPSA in August 2007; this high level session intended to launch the Head of Departments' 8 Principle Action Plan for promoting women empowerment and gender equality in the Public Service. She explained that these 8-Principles action plan is for the Head of Departments and Director-Generals to implement and prioritize.

She further alluded to the Public Service Commission Report of 2007/8 which was presented at this High Level Round Table discussion of 2007 that highlighted the challenges faced in the Public Service with regard to gender mainstreaming and women empowerment and the attainment of Employment Equity targets of 50% quota of women at SMS levels.

2.2 OPENING ADDRESS: The role of women in the development of the public service, Ms. Geraldine Fraser Moleketi - Minister for Public Service and Administration

During the First Public Service Gender, an opening address was delivered by the Minister for Public Service and Administration Ms Geraldine Fraser-Moleketi, who commenced by reflecting on the role of women in the development of the Public Service. She pointed out that another milestone has been reached in the gender equality journey which led us to the First Gender Indaba in the Public Service.

She reflected back on the past developmental processes in the political era since 1994, indicating that there were less than 10 SMS women members in 1994 in the Public Service; the country at that stage was operating in a context of historical and political fragmentation where gender inequality and ethnicity were the order of the day. The Minister elaborated that the First Gender Indaba sought

to contribute to the analysis of women development, that a forum should be established which will serve as a monitoring tool for the gender transformation process in the Public Service, urging the DPSA to lead by example.

The point of embracing gender equality and women empowerment came out clearly in the Minister's opening address as she emphasized that the Public Service should align to processes in ensuring efficiency, efficacy and effectiveness. Men in management positions were also encouraged to ensure that women are taken on board and supported by availing necessary resources to them. However, men needed to be included to ensure that gender equality and women empowerment does take place in the Public Service, and these men should be recognized for the steps taken to realize that women empowerment is crucial in our environment. The devotion of leaders in the likes of President Thabo Mbeki and President Nelson Mandela in their acknowledgement and appointment of women in the Cabinet made it possible for women to play a crucial role in the economy of South Africa.

A reflection on the occurrence of 60 years ago, when the UN adopted a Universal Declaration against Women Violence as an International Human Right was made; the declaration is now integrated in the South African Constitution of 1996.

The Minister explained that interventions such as dialogues will ensure that policies are engendered, that the Public Service reflected the values and mission that women will not allow the yoke imposed on them by men anymore as well as to deal with obstacles in the workplace such as marital status, disability, pregnancy, race, and ethnicity. The Minister continued to explain the purpose of the Gender Indaba as being to assist women to reflect on their role, to take active part to ensure no mediocrity, that the number of women HoDs is increased and that the 50% representation of women in the SMS is achieved.

The opening address was concluded with the blowing of a whistle; the Minister requested every one to blow together as a sign to fight the discrimination against women.

2.3 KEYNOTE ADDRESS: Government's role in gender equality and the empowerment of women, Ms Phumzile Mlambo-Ncquka - Deputy President of South Africa

The Deputy President of the country Ms Phumzile Mlambo-Ncquka delivered a keynote address on the “**Government's role in Gender Equality and the Empowerment of women.**” In her address, the Deputy President expressed her gratitude to be part of the first Gender Indaba where discussions will be made on issues of gender equality and women empowerment as issues representing the cornerstone of the Constitution in the country.

The Deputy President further acknowledged the presence of women senior managers who were there representing a clear testimony that South Africa is taking the right direction, but at the same time expressing disappointment due to the absence of Heads of Departments and Directors-General.

Ms Mlambo-Ncquka continued to highlight the achievements made thus far in terms of figures, the number of women in government across all salary levels totaling more than 600 000 compared to men at more than 500 000. She however, acknowledged that the challenge rested in raising the numbers to senior management services (sms) positions.

2.3.1 Women in the Public Service

The Deputy President outlined that women should take pride in the fact that empowerment in South Africa is seen as translating to active citizenship and that the pursuit for transformation has presented remarkable opportunities for women's benefit, the benefit of their families and that of the society at large. At

this stage, the Deputy President indicated that due credit must be granted to the former President Nelson Mandela and President Thabo Mbeki for the confidence they have bestowed on the women of this country, paving a way for them to be accorded the necessary recognition in different sectors.

She affirmed that as a result of and through their commitment to women leadership, women representation in cabinet has steadily increased over the years with women constituting 42% of Ministers, 40% of Deputy Ministers and also women filling four of nine premier portfolios in the country. Recognition of women who are driving the state machinery from the bottom was made, with the recommendation that pride must be taken in the 34% senior management positions occupied by women in the Public Service.

The Gender Indaba should be grabbed as an opportunity to take into stock challenges and opportunities in realizing the equity target of 50% women representation; that while we acknowledge that we are behind schedule with respect to the 50% target, we should be encouraged that the DPSA is taking initiatives to determine challenges experienced in our attempt to reach the goal.

A reflection of the South African economy relative to the global economy was made. South Africa ranked the 20th country in the World Economic Forum's Gender Gap Index in 2007. This is a measurement of political empowerment, economic participation, educational attainment, health and survival across 128 countries in the world. The Gender Gap index reflected South Africa as the only African country featured in the top 20 with particular good performance on issues of political empowerment for women while corresponding measures around the economic participation of women saw it drop to a low 85th place in the index.

The Deputy President urged all to work tirelessly to root out corruption in the departments and expose other intolerances such as sexual harassment and gender discrimination.

2.3.2 Skills Development and Training

In her address to skills development and training, the Deputy President asserted that in order for the equity targets to be met, women must be encouraged to attend skills development and training courses. She added that the representation of 54% women in the Public Service should serve as an inspiration towards the realization of the equity targets, urging the Minister for Public Service and Administration to ensure that the Human Resource Development Strategic Framework does assist to create a bigger pool of women with prospects for upward mobility in real terms.

Women in middle management were complimented in that they are capable to work their way up, with the emphasis that as a way of ensuring gender equality, prompt measures should be taken in the intake of learners and interns for experiential training. The Deputy President elaborated that the fact that women and the youth still constitute the majority of the unemployed cohort remains the greatest challenge perpetuating poverty.

She stressed that the Public Service must be geared towards increasing the participation rates of women in the labour force, women with disabilities and the youth to ensure that they get the relevant experience, are employable and thus able to provide for themselves and their families.

2.3.3 Women and Social Welfare

The Deputy President elaborated on the role of women in families, as mothers, young mothers, wives, and single parents; that women are the majority of people living with poverty. She emphasized that job creation and support for women's small businesses and projects should be the tool to take women out of poverty and enable them to provide for their children. **“Every time you offer a job to a woman, you derive a greater benefit to the entire society”**. This was an

expression made by the Deputy President in her attempt to emphasize that a paradigm shift needs to be made from women just in the informal agricultural sector into the formal sectors of the economy. The Deputy President stressed that in the review of the poverty strategy, surety must be kept that more and more people become self-reliant.

The Deputy President ended the keynote address by urging everyone to serve the people of South Africa with pride and dedication in line with the Batho Pele Principles.

3. SESSION TWO

3.1 PRESENTATION 1: The South African Public Service initiatives to promote Gender Equality and Women's Empowerment, Prof Richard Levin, Director General of DPSA

The Director General of the DPSA, Prof. Richard Levin delivered an address on the initiatives taken to promote Gender Equality and women empowerment initiative in the Public Service. In his introduction, the Director General extended his gratitude to be part of a legacy within the current term of office of the Minister for Public Service. He asserted to departments that they must hold their HoDs accountable on the 8 Principle Plan of Action, extending that the establishment of the Women Management Forums should be in place to ensure implementation of the 8 Principles. He continued to express the importance of leading by example from his side as an HOD.

The Director General indicated that if processes such as the 8 Principle Action plan were to report to the Auditor General, such an intervention would fast track the process. He elaborated that while the DPSA is at the forefront of gender mainstreaming at the public policy level, the baton for driving the action learning to ensure capacity development of all women within the Public Service will be carried by PALAMA. He continued that the HRD strategic framework expects capacity development programmes to be designed within a supportive enabling environment at organizational level.

He commended the role of the OPSC of monitoring and reporting on progress made by the Public Service in the implementation of gender policies and gender mainstreaming training provided. The OSW in the Presidency was also acknowledged as a provider of strategic direction in their over-arching role in coordination gender issues nationally and internationally.

The DG reflected on advances in gender equality and women empowerment in the PS in South Africa since 1994. He indicated that the PS must move beyond equality of opportunities and strive to achieve equality of outcomes by recognizing the different and diverse needs and constraints of women and men, girls and boys in different socio-economic settings and put different strategies in place to address them. He emphasized that there is a need to ensure that the Public Service policies, strategies and programmes are free from both explicit and implicit gender discrimination and that they promote gender equality and women empowerment.

In conclusion the DG indicated that the first Gender Indaba will be a further milestone to continue and develop the Public Service gender best practice plan of action which fosters and strengthens relationships at all levels and contribute to a gender equal and women empowered work environment. He re-emphasized that the women managers forum should be taken seriously as an empowering experience for each participant in the first Gender Indaba, urging the Public Service departments to continue the commitment of making the indaba an annual priority where consultation, monitoring and evaluation will progress.

3.2 PRESENTATION 2: The importance and relevance of mainstreaming gender in the African Context: Ms Litha Musyimi Ogana - AU Commission Director of Women, Gender and Development

Ms. Litha Musyimi-Ogana gave an overview, the importance and relevance of gender mainstreaming from an African perspective. In her introduction she indicated that the AU institution is becoming a very important organ to liberate the African Continent from colonialism. That it is the intention of the AU to fight poverty which is prevalent in the African Countries. She emphasized that according to the AU Africans need to accept their weaknesses and strengths and work on them.

3.2.1 How African Union regards gender

Ms. Ogana emphasized that the African Head of States are the champions in terms of issues of gender indicating that going around the world there is no country with such a high level commitment to gender issues like in South Africa. She expressed that if greater impacts are to be seen in gender, lip service should be the thing of the past and true engagement should prevail. She indicated that the AU commissioned for a gender policy to be developed. She highlighted the 4 key factors of the policy as;

Part 1: The historical background to gender equality, discourse and AU's own contribution.

Part 2: The commitments made by the AU to Africa on gender equality and women empowerment

Part 3: The roles of different AU organs and member states

Part 4: Is the 10 years action plan.

Ms. Ogana provided some factors that make the AU gender policy different from the others. She regarded this as the 10 year action plan; that it contains targets and gives time frames and that it looks at each of the organs and members states as well as stating clearly what they need to do. Furthermore, it looks at objectives, activities, assembling and time-frames, gender budgeting.

In conclusion Ms. Ogana emphasized that women need to engage in empowering themselves through the acquisition of knowledge for their products in all what they do.

3.3 PRESENTATION 3: The SADC Experience of policy formulation and analysis with a gender perspective: Ms Ruby Marks, Department of Foreign Affairs, Chief Director Gender

Ms. Ruby Marks addressed the gender indaba on some of the SADC experiences in policy formulation. She commenced by indicating the breakthrough that was achieved in the signing of the SADC Gender Protocol, just a day before the Indaba, providing the SADC gender vision, which she stated as, to facilitate the achievement of substantive equality between women and men in the SADC region through mainstreaming gender into all national and regional policies, programmes and activities and the adoption of positive measures to accelerate progress.

Some of the challenges mentioned in her address included progress in improving the lives of women as still uneven and patchy in the SADC region, the implementation of SADC gender commitments as very slow, limited human financial and technical resources for implementation amongst others. Ms. Marks continued to provide a breakdown of the position of SADC women in the Public Sector at SMS women as Lesotho 44%, Mauritius 35.5% and RSA at 34%. She reflected on the adoption of the SADC protocol on gender that it brings together all existing commitments of gender and enhances these commitments through time-frames. In addition, a creation of an effective mechanism for implementation will allow for sharing of best practices and deepen regional integration.

For effective policy development, she indicated the following as key factors; consultation, dialogues, compromise, education, promotion and plan of action. She alluded to the challenges thereof as member states are often at different levels of development which makes it difficult to create regional targets, differences in the religion, culture, financial ability, commitment to gender and development making the creation of regional priority difficult.

In addition, she indicated the advantages of getting input from various experienced people, providing motivation by working with a large group of people and creating opportunity for sharing best practices. The SADC Gender and Development Protocol is a legally binding document committing SADC Member States to specific targets and time-frames.

In conclusion, Ms. Marks highlighted the process of policy creation at a regional level as a challenging process in itself as well as a rewarding one, indicating that those working in the process have become a team and that if this cooperation continues in terms of implementation, the SADC region will be a site of revolution with regard to gender equality.

3.4 PRESENTATION 4: Gender Mainstreaming in Public Service Policy Formulation Process: Ms Nomcebo Manzini, UNIFEM Regional Programme Director

In her presentation, she indicated that South Africa is the first country in the SADC region with a Gender Framework and the country has also signed the convention on the people with disabilities.

Currently, transformation is the word that is commonly used but it does not have a standard definition that is clearly understood by everyone. This was confirmed by asking delegates the definition of transformation and they gave different explanations based on their understanding of the concept. She gave the definition given by the White Paper on Transformation in the Public Service (1995), but expressed concern that the definition of transformation was portrayed as a short-term process. This definition of transformation as a short-term process, necessitated set timeframes indicating what needs to be done by when.

Ms Manzini went on to explain that it is important to name a process in order for it to be included in an agenda for discussion and implementation because a nameless process can neither be discussed nor implemented. The Zimbabwean campaign titled “**Women can do it**” was cited as an example of a process that has been named, included in the agenda for discussion and subsequently implemented. Through this campaign women were encouraged to participate in the elections in order to make a difference in their country.

The delegates were encouraged to contextualize their language and refrain from using words that degrade a woman. For example, contesting for the same thing shouldn't be perceived in a negative light resulting to bad mouthing.

Ms Manzini also indicated that South Africa has a Job-Access Strategy which encourages the appointment of persons with disabilities. She added however, that the strategy is silent on issues of gender mainstreaming. It should be understood that gender mainstreaming is not an end in itself but a process whereby people must consciously and actively engage with issues of transformation.

In conclusion, Ms Manzini made a comment that we should not make the issue of women's rights a socio-economic issue and that we should take into account the point that we are not doing our people favour by serving them, but we should serve them as it was their right.

3.5 DISCUSSIONS

At the end of each session of presentations, delegates were afforded an opportunity to comment, give inputs or raise questions to the presenters. Key questions asked aimed to determine;

- Why there was such a high level of inconsistency within the Public Service with regard to the positioning of the Gender Focal Points and what prevents departments to adhere to what the National Gender Equality Framework stipulates.
- Why is it that the gender focus in the Public Service is only on women while gender includes both women and men?
- If the addendum on the violation of women and children's rights was part of the SADC Protocol?

In response to the questions it was indicated that there was a general challenge on the implementation of gender programmes. The DG went further to explain that a decision has been made with regard to the level and location of the GFPs. Ms Ogana of the AU provided clarity that the reason why the focus appears to be more on women currently is because the focus in gender mainstreaming is more on equality which is currently lacking. She went on that it will require women to be brought at a level equivalent to men's, for us to focus equally at both sexes.

Further comments were provided by delegates which re-emphasised what came out to be key issues for addressing the gender mainstreaming issue that; it is critical for the HODs to be part of the Gender Indaba since they display little or no understanding on pertinent gender matters; that the inclusion of men and boys was vital when dealing with gender; that lack of accountability in departments was attributed to either lack of or ineffective governance structures; and that there was a need to revisit departments' infrastructure since it displayed lack of gender sensitivity.

An addition was made in response to the questions that while it is important to re-look at the issue of the GFP's location in departments people should not dwell on such an issue as it present a disempowering potential. People were encouraged to focus on making an impact where-ever they are placed in respect of implementing the gender national policies and frameworks.

4. SESSION THREE

4.1 BREAKAWAY SESSIONS AND REPORT BACK

Four commissions were formed to discuss the following topics; gender responsive budgeting, violence against women and sexual harassment in the workplace, defining the role of women in the Public Service Management Cadre and Strategies to implement the HOD's 8 principles action plan with reference to the attainment of the 50% target.

4.1.1 Commission 1: Gender Responsive Budgeting

This commission was facilitated by Ms. Jamela Robertson. The commission started by defining what a budget was and stated that "a budget is a mechanism that allows the realization of policies from paper promise into practice". It was further highlighted that the National budget demonstrates the country's priorities and values in terms of the sectors, population groups and geographic locations.

4.1.1.1 Contextualising gender budgeting in the National Budget

With regard to this, it was highlighted that budgets are not gender neutral, but they are perceived as neutral in their impacts on the lives and empowerment of women and men and various groups of women and men; that too often, budgets are set in such a way that they ignore women's social and economic contributions and the need for sustainability

4.1.1.2 Gender Responsive Budget

All the other terms used to describe gender responsive budget were stated such as gender budget/gender sensitive budget/ gender budget work/ gender budgeting/gender budget initiative/gender budget analysis. This was stated as an effective gender mainstreaming tool; that this mechanism has been implemented in over 60 countries since the mid-80s in one form or another. This mechanism was said to be not about whether an equal amount was spent on women and

men, but on whether the spending was adequate to women's and men's needs. It is a process that comprises the drawing up of proposals designed to reprioritize expenditures and revenues, taking into account the different needs and priorities of women and men and it should eventually result in gender responsive budgets but not in a separate budget for women.

4.1.1.3 Women and Poverty

The premise for the discussion here was taken from the Gender – Responsive Budgeting and the Beijing Platform for Action

Strategic Objective A1:

- Review, adopt and maintain macroeconomic policies and development strategies that address the needs and efforts of women in poverty.
- Action must be taken by governments in this regard.
- Restructure and target the allocation of Public expenditures to promote women's economic opportunities and equal access to productive resources and to address the basic social, educational and health need of women, particularly those living in poverty.

4.1.1.4 Women and the Economy

Strategic Objective F1:

- To promote women's economic right and independence, including access to empowerment, appropriate working conditions and control over economic resources; that the following action should be taken
- Facilitate, at appropriate levels, more open and transparent budget processes

4.1.1.5 Gender-Responsive Budget: Goals

The goals were stated as:

- To help achieve gender equality and advance women's human rights.
- To raise awareness of the gender issues of budgets and programmes.

- To promote transparency and accountability of the gender impacts of government budgets.
- To prioritize rather than an increase in overall government expenditure or a change in the sectoral allocation
- To change or adjust programmes and budgets to promote gender equality

4.1.1.6 The following were outlined as the advantages:

It will assist:

- in impact assessment,
- in prioritizing needs and allocation of resources,
- promoting equity,
- in planning,
- in utilizing human resources to their full potential,
- in managing implementation,
- monitoring and evaluating policies, and
- enhancing auditing.

4.1.1.7 The following were said to be processes and initiatives to be considered for gender responsive budgeting:

- Advocacy and sensitization,
- Gender Equality assessment,
- gender budget analysis,
- networking/consultation/lobbying,
- capacity building,
- target setting,
- monitoring and evaluation
- fitting gender into new budgets

4.1.1.8 Gender-Awareness Medium Term Expenditure

It was indicated that:

- An appropriate approach when planning a budget for bringing about social and behavioral changes such as gender equality.
- A useful strategy for an output-based/performance oriented public expenditure management.
- Provides an opportunity to change underlying assumptions about the social and institutional setting for economic planning.

4.1.1.9 Conclusion

It was concluded on the note of reflecting on the effective mechanisms for Gender Responsive Budgeting and the following were highlighted:

- Gender equality policy commitment
- High level political leadership and commitment
- Country ownership
- Multi-ministerial commitment and cooperation
- Well-resourced and well-positioned women's national machinery
- Able and effective institutional mechanism for gender mainstreaming.

4.1.2 Commission 2: Violence against Women and Sexual Harassment in the Workplace

The facilitator of the session was Sarah Manthata from the Department of Land Affairs. She welcomed all the delegates and requested them to introduce themselves. She indicated that there is no structured procedure to be followed but requested delegates to align the deliberations to what was discussed during sessions one and two.

During this session delegates deliberated on issues pertaining to violence against women and sexual harassment in the workplace, looking at the current situation, challenges and the possible solutions. These deliberations are comprehensively outlined below:

- Currently employees, especially in junior positions in the workplace are afraid of reporting incidents of sexual harassment. This might be due to the fact that some perpetrators are in supervisory positions so people are afraid of being victimized.
- Some people are not aware that they are being abused or harassed.
- Sometimes people might be involved in an intimate relationship. Should the relationship go bad one partner starts accusing the other of sexual harassment? How can we draw the line in such instances?
- Cultural diversity also poses a challenge, in that what could be acceptable in one culture could be unacceptable in another. So, when dealing with sexual harassment issues these aspects needs to be taken into consideration.
- A question was raised regarding the extent of training or empowerment given to GFP's regarding dealing with sexual harassment cases.
- Policies governing the handling of sexual harassment are already in place so people need to guard against over regulating sexual harassment; what needs to be done is to get Managers to enforce the implementation of these policies and to give support to both the victim and the perpetrator.
- Violence is cross-cutting, it could either be between people of the opposite sex or same sex.
- An employee might be subjected to violence due to refusal to perform a particular thing. For example, refusal to assist in a project that clashes with one's schedule, then one is perceived as uncooperative.
- Some workplaces are not sensitive to the needs of women.

After lengthy deliberations on the current situation and the challenges, the following possible solutions were identified:

- People need to be sensitized about the different places where they can report violent acts conducted against them.
- All Departments should create an enabling environment for individuals to report harassment.

- People should understand that although there might be diverse cultures but harassment acts happen around one's discomfort towards a certain behavior. A person should be able to define one's boundaries and state them to the potential perpetrator.
- It must be everyone's responsibility to report when one is harassed.
- There should be an integrated approach to deal with violence and harassment, for example, this should be incorporated into the Employee Health and Wellness Programmes, because usually victims of harassment are traumatized.
- Harassment should be an agenda item in meetings to sensitize employees of various forms of harassment before they become perpetrators or victims unaware.
- Violence and sexual harassment awareness campaigns should be conducted for the public especially school children, in order to make them aware of what constitutes harassment and to also create a culture of tolerance amongst them. For example, the Department of Education has camps for school children where they are taught how to conduct themselves.
- Women should not only focus on the sensitivity of the workplace towards their needs, but they must also live up to the challenge that comes with their jobs.
- Addressing violence against women and sexual harassment should not only be the role of Government but the entire society should be involved including the media.

4.1.2.2 Plenary Session: Commissions feedback and discussions

The following comments and questions were made and raised after the presentation by Commission 2:

- What is the role of the Department in ensuring that sexual harassment translates into a criminal offence?
- How are we going to address the needs of disabled female Managers?

- A workplace environment is diverse in nature and some women tend to think that using their sexuality will empower them. There are also some allegations that some women managers do get senior positions in a questionable manner.
- How can culture and religion be prevented from perpetrating sexual harassment?

4.1.2.3 Response to questions:

- The victim is at liberty to instigate internal harassment process as well as the criminal one and the Department can support the victim where necessary.
- Victims of sexual harassment should be encouraged to report it using the integrated approach, i.e. either through Labour Relations or Employee Health and Wellness.
- People need to be sensitized on what constitutes sexual harassment and individuals must change their mindset and be sensitive towards the other person's feelings.
- It must be everyone's responsibility to report when one is harassed.
- There should be an integrated approach to deal with violence and harassment, for example, this should be incorporated into the Employee Health and Wellness Programmes, because usually victims of harassment tend to be traumatised.

4.1.3 Commission 3: Defining the role of Women in the Public Service Management Cadre

This commission was facilitated by Ms. Sizakele Shongwe and these were the discussions as reported by the commission.

4.1.3.1 A broad background was presented which outlined that:

- Women do have a role in the management echelons

- A contribution should be made in the implementation of the mandate of the department to benefit both men and women equally
- Acute attention should be given to drive unique women issues in the public service
- A pool should be created of future women managers through mentoring, coaching and nurturing
- Succession planning should be done which will help in placing women appropriately in the management echelons
- It should be outlined in the public service policies how women could be supported.
- Women should sensitise men around the disadvantages that face women.
- An assessment should be done assessing the difference between male and female manager, how they manage and how such differences get supported.
- Advocate for women's issues.
- Ensure that policy translates into implementation to ensure effective service delivery.
- Female managers should acknowledge the issues that other women in their departments face.
- Female managers should treat male and female employees equally.
- Learning forums and networks should be created.
- Stereotypes should not be perpetuated.
- Women managers should lead by example, sharpening their content knowledge.

4.1.3.2 Challenges faced with regard to the role of women

- Female managers do not take responsibility for their own enabling environment.
- It becomes a challenge for women to juggle roles – family vs work.
- Complacency in current roles resulting in no further personal development.

- The work environment is not family friendly, thus not conducive for women as general pillars in families.
- Women managers fail to advocate for policies that support women at work.
- Tokenism that creates debate between quantitative and qualitative work.
- Lack of support structures for women in management – no platforms for engagement and learning networks.
- Men's attitude and patriarchy within the workplace.

4.1.3.3 Recommendations

It was recommended that:

- Women need to articulate their content knowledge.
- An environment should be created that support women such as child care facilities and flexi time.
- Women should be given time to review the current policies before joining a department.
- Programmes for women should be developed.
- Resources should be made available for women friendly programmes.
- Dpsa should establish a database for women managers and expertise.
- Women should ensure continuous personal development.
- Progressive managers should be appointed.
- A personal action plan should be developed to articulate women's programs for their future
- Women should participate in political structures or processes.
- Women should stay at the cutting edge of current affairs.
- Older women should be assertive and settled enough not to be threatened by younger women.
- Programmes should be well monitored and evaluated.
- Facilitate political and administrative will.

4.1.4 Commission 4: Strategies to Implement the HOD's 8 - Principles Action Plan with Special Reference to the Attainment of 50% target

Commission 4 was facilitated by Ms Nchedi Maphokga who commenced by welcoming everyone. Ms Nchedi Maphokga continued by posing questions as to what the discussions of the commission should aim to achieve and what the objectives thereof were. A suggestion came from one of the delegates that it would be ideal to reflect on progress made thus far. Another one suggested that a reflection needs to be made on challenges or obstacle encountered in implementing the 8-principles and how to deal with those.

It was also recommended that the 8-principles be listed and the deliberations be taken on each principle. It posed a bit of challenge to the group as to how the discussions could be approached. The eventual agreement was that a department or two, who are well advanced in the process, should share their best practices with the other departments. PALAMA shared some of the ideas on how they unpacked the 8-Principles and the following process was followed:-

- They obtained a statement of commitment from the DG
- Developed a policy
- Outlined the roles in terms of for example, what HR and the CFO should do
- What finance should do with regard to availing money for gender equality
- What procurement should do in terms of offering tenders to women
- What women empowerment should entail in the department
- How monitoring and evaluation of the implementation should be conducted
- Mainstreaming done in a way that it incorporated into the department's action plans, business plan and strategic plan
- Incorporated the 8-principles not only in the DG's KPA but to all staff members' KPA's.

The Department of Social Development in Gauteng also highlighted that they have a monitoring and evaluation tool that can be shared and adjusted as a by departments. In relation to Principle 6 which is about the empowerment of women, it was recommended that bursaries be awarded to women in the male dominated skills environment such as IT, science and technology etc.

4.1.4.1 Current Situation and what needs to be done

- The 8-principles are not well advertised throughout the Public Service, most departments only encountered the 8-principles at the first Gender Indaba.
- The principles should be incorporated in the DGs' KPA according to Cabinet.
- The process should be fast tracked to ensure an enabling environment for women.
- Commitment from HOD's and DG's should be obtained.

- **Principle One: Transformation for Non-Sexism**

With regard to this principle the commission agreed that there was a need for a link between the implementation of this principle and issues of human rights; that a non-sexist service delivery needs to be promoted, bringing in women with disabilities to address sexual harassment issues.

- **Principle Two: Establishing a Policy Environment**

In this principle it was stated that policies required in respective departments should be identified; that service delivery should be revisited to determine if it addresses gender biases.

- **Principle Three: Meeting Equity Targets**

Issues of recruitment, challenges with compliance and the need to budget for training on how to implement the 8 principles were reported to be critical.

- **Principle Four: Creating an enabling environment**

Flexi time, addressing issues that impact negatively on women in the workplace and coordinating well functioning structures to carry out the gender mandate were indicated to be fundamental.

- **Principle Five: Gender Mainstreaming**

It was highlighted that gender mainstreaming should be integrated into the strategic and business plans of respective Chief Directorates as well as in the performance agreements of all employees. Mentoring programmes for women at SMS should be put in place.

- **Principle six: Empowerment**

Training on gender issues was emphasized, addressing issues that impact negatively on women in the workplace, offering bursaries particularly to women and ensuring the increase in number of women in the SMS by opening avenues for women in the male dominated skills.

- **Principle seven: Providing Adequate Resources**

It was mentioned that the Chief Financial Officers should ensure that people understand the importance of resource allocation. Consideration should be given to SMMEs that are run by women and serious monitoring should be done as well as preference to be given to organizations owned by women in the issuing/awarding of tenders.

- **Principle Eight: Accountability, Monitoring and Evaluation**

It was stressed that departments should create space to continually reflect on gender issues, to incorporate these issues in the Strategic plans, DGs need to be held accountable through the FOSAD and that Cabinet should review progress half yearly through Cabinet Lekgotla Review.

4.1.4. 2 Recommendations

Commission 4 recommended that:

- Awareness needed to be built amongst senior managers on the principles, that actions needed to be put in place and that the dpsa should come up with an implementation guide in terms of how to implement the 8 principles as well as to go out to departments to support them with implementation.
- The GFPs should support the process through the development of action plans.
- GFPs must be well trained in the departments.
- Gender mainstreaming should be incorporated in all policy processes.
- It should be integrated into other initiatives that already exist.
- There has to be norms and standards that should be included in the reporting process such as
 - HODs' performance agreements
 - Department's EE Plans
 - Mainstreaming with other Human Rights strategies and/ or human resource plans
 - Each department to have an action plan on the 8 principles and have each principle as an objective and such action plans should be reported to FOSAD in order to be taken forward
 - There has to be formal monthly or quarterly reporting on the implementation of the 8 principles
 - At HR level, it must be ensured that the issue of gender is incorporated in everybody's performance agreement
 - HR and line management should ensure that EE targets are met
 - The CFO should ensure that resources are availed through a sound action plan
 - There has to be intense training on gender mainstreaming, sexual harassment etc
 - An action plan should be put in place which will outline the roles of all stakeholders, their responsibilities and activities and resourcing at least over a period of three years

- A review should be done on policy environment terms of setting the statement of commitment, integrating the process into mission statements, etc
- The Gender Forum should be everybody's business
- Ensure that achievements are sustained
- It should be linked to constitutional principles.

5. SESSION FOUR

5.1 PRESENTATION 5: Gender Equality as fundamental human rights:

Ms Matsolo Matooane, South African Human Rights Commission

In her presentation, Ms. Matsolo Matooane from the SAHRC indicated the issue of gender equality as a matter of human right. She introduced her address on the standards of human rights achievements. She reflected on the principles espoused in the universal declaration of independence in 1948. The principle is affirmed in the Freedom Charter of 1955 as ideal standard of behavior for all South Africans. The Constitutional Bill of Rights of 1996 further entrenched these rights and binds all South Africans to observe this standards through law.

In terms of quality, Ms. Matooane emphasized that all human beings are born free and equal and that the right of people shall be the same regardless of race, colour and sex and that everyone has the right to equal protection and benefit of law. She extended that some challenges to equality include unregulated domestic sphere, which impacts on workplace interactions, domestic violence, stereotyping, sexism and limited opportunities for advancement. She highlighted on measures to secure such rights as domestic violence act and sexual offences act, employment equity act, LRA amongst others.

In addition, she asserted that there shall be no torture, inhumane or cruel treatment. She alluded to the factor of femicide, power relations, physical, emotional, financial and sexual offences. She expressed that everyone has the right to effective remedy by competent national tribunals for acts violating fundamental rights granted by the Constitution. She further indicated the establishment of institutions that dealt with issues such as gender sensitivity, awareness of rights and measures to protect them. Such institutions included the human rights commission, commission for gender equality, the CCMA amongst others.

As a critical factor men and women of full age without any limitation due to race, nationality or religion and have the right to marry and have families. As issues relating to this, she indicated that old customs and traditions such as, children belong to a father, inheritance rights for male children and irresponsible parenthood should be dealt with. Measures to deal with such issues included maintenance act, recognition of customary marriages act amongst others.

In conclusion, Ms. Matookane asserted that women are uniquely qualified and are the ones to teach their children the lessons they want them to learn. She ended her presentation with a quote that **“it starts with me; if I see a need for change I will champion it”**.

5.2 PRESENTATION 6: Burundian Experience in Engendering Public Service Policy in the context of PCRD, HE Ms Rose Nduwayo - The Vice Minister of Human Rights and Gender-Burundi

The Burundian Vice-Minister of Human Rights and Gender, Ms. Rose Nduwayo provided an overview of the Burundian Country as the central African States economic community. She continued that Burundi comes from a period of more than a decade of violence and troubles aggravated by the regional economic embargo and the freezing of the development agenda. As a result of poverty, women encountered even tougher economic conditions. However, she indicated that Burundi is gradually recovering and advancing towards the security stabilization and the consolidation of democracy.

August 2005 Burundi has reached a historical stage with the election of new parliament members whereby an inauguration of a new Head of State and the creation of the new government was seen. In that regard, the armed battles have sensibly been reduced. The disarming and demobilization process and the re-instatement of war veterans and defence forces are taking place normally. The peace consolidation process as well as economic promotion poses questions on

the gender consolidation at hand. However, it will be appropriate to acknowledge that the transversality attached to gender questions should not matter if tangible progress is to be achieved.

5.2.1 The National Gender Policy

Ms Nduwayo indicated that with regard to the Burundi National Gender Policy, the cyclical crises experienced has served as a healing therapy for Burundi in terms of measures taken to fight against all exclusion which was likely to prolong conflict in the country. She continued that training remains indispensable in the process. She indicated that the policy highlights some key factors in order of priority.

Among others, she alluded to culture and traditions, security and mobilization for peace, fight against poverty, Employment, Agriculture, Health and fight against HIV and AIDS. The policy outlines strategies and objectives intended to reach these goals.

5.2.2 Some Achievements Made

The sector of fighting violence against women has witnessed some advancement with regard to issues of rape for example. The sector of security and peace mobilization, the fight against feminization of the post conflict poverty, are all factors indicating some level of advancement. The Vice Minister indicated that poverty among women was a result of lack of economic autonomy due to their lack of access to economic resources, land, property, credit, inheritance, education and other support services, as well as due to their little participation in decision-making.

5.2.3 The Place of a Woman in the Burundian Economy,

In the Burundian economy there are sectors, in which women are mainly focused. The agricultural sector where women play key roles, 60% of the sector is constituted by women, which makes the agricultural policy more women focused. The informal sector is also attracting more women. Spheres in this

sector incorporate craftsmanship, small trading and entrepreneurship; several women associations exist at this level. Women in Burundi are set to benefit from the post-conflict war to contribute to the growth of their production, capacity and to engage in revenue generating activities. Security is being increasingly guaranteed to women opening entrepreneurial initiative.

The sector of education and training provides a policy that emphasizes the equality of access for girls and boys so that programmes are prepared for a positive discrimination in favour of women in order to reduce deviations observed today. The rate difference in school attendance between girls and boys is decreasing in primary and secondary school.

The government committed to the construction of school infrastructure. In the decision-making sector, the post conflict national constitution constitutes a 30% quota to women in positions of decision-making and that has been since realized.

In conclusion, the Vice-Minister alluded to the challenge of gender focal points that needed to be more capacitated in order to implement the national gender policy.

5.3 PRESENTATION 7: Civil Society Response to Public Service Delivery and Donor Support for Gender Mainstreaming: Ms Girlie Silinda SAWID

Ms. Girlie Silinda from the South African Women in Dialogue (SAWID) highlighted that South African Women should be united in all their diversity acting together for a better future. She pointed out that SAWID is an independent South African Women's forum committed to providing a platform for every woman to be heard through dialogue in order to improve the status of women. Some of the issues she alluded to was to incorporate democracy, good economic, incorporate governance and socio-economic development.

According to SAWID, the ultimate meaning of service delivery is about the successful scaling up of poverty eradication initiatives to strengthening the institutional mechanism of both government and civil society amongst others. It is also about building partnerships to shape future interactions to deal with complex competing perspectives as well as focusing on the marketing perspective. She continued on opportunities of engagement for effective service delivery as the promotion of effective participation of civil society in public service delivery discussions as well as strengthening social capital and democratic values. At country level, she alluded to the APRM that it requires a monitoring mechanism.

Some of the key programme implementation issues that she mentioned included targeted capacity development, mentoring and coaching and strategic coherence amongst others.

In conclusion, she emphasized that there needs to be an awareness-raising of competing perspectives in civil society.

5.4 PRESENTATION 8: Donor Support for Gender Mainstreaming Initiatives in Africa: Ms Zarina Khan, GTZ

Ms. Zarina-Khan from the GTZ commenced her presentation by indicating why gender should be integrated into development assistance. She made mention of the international frameworks such as the CEDAW, Beijing Platform for Action and MDG's amongst others. She alluded to the German development framework and the GTZ framework on gender. Furthermore, she indicated that gender can be integrated through the dual track approach, which is more cross-cutting in nature and more gender specific. Ms. Khan reflected on the Paris declaration on gender, a model based on development results to incorporate ownership, alignment, harmonization and managing of results.

From the South African perspective, Ms. Khan indicated gender mainstreaming as a cross-cutting factor. She continued to reflect on the gender specific project as engaged by GTZ in Africa. In Morocco, GTZ aims to integrate gender aspect into social and economic policies, in Mauretania it intends to put in place good governance in the gender component, in Zambia to improve the legal status of women and girls, in Malawi to combat gender based violence.

Furthermore, she alluded to challenges faced by GTZ as a donor organization with regard to gender; that gender is still being perceived as a big issue on donor agendas, that it is difficult to maintain the balance between the country in charge and GTZ as a donor as well as to measure the effectiveness of an impact of current practice and policy guideline.

In conclusion, she quoted Kofi-Annan the former United Nations Secretary-General “there is no developmental strategy more beneficial to society as a whole- women and men alike- than the one which involves women as central players”

5.5 PRESENTATION 9: Know your service rights campaign

The know your service right campaign was presented by Ms Folusho Mvubu who started by giving a background of the campaign. On the 4th of August 2004 Cabinet approved a program on revitalizing the promotion and implementation of Batho Pele within the Public Service based on the four themes; taking Public Service to the people, People first, Mainstreaming and institutionalizing Batho Pele and Know your Services Rights Campaign.

5.5.1 The OPSC Survey

In 2003 a survey study was conducted by the Public Service Commission, which was as a result of a mounting concern about the extent to which citizens are aware of their rights regarding the level of service provided. This highlighted

some gaps which were existing and which needed to be bridged; the absence of Service Charter or Service Standard and the violation of citizen's rights. It was also outlined as to what gives the citizens rights effect in terms of legislation; that the Constitution, the Promotion of Administrative Justice Act no 2 of 2000, The Promotion of Access to Information Act no 3 of 2000, The promotion of Equality and Prevention of Unfair Discrimination Act no 4 of 2000 and the White Paper on Transforming Public Service Delivery.

5.5.2 How do the Batho Pele Principles give effect to service rights?

This was said to be practical through ensuring that services are delivered impartially, fairly, equitably, and without bias, through consultation, service standards, provision of access, courtesy, provision of information, openness and Transparency, redress of inequities, and value for money. The objectives of the know your service right campaign were outlined as; to have the citizens informed of the different types of services as well as the rights that emanate from these services, to exert positive pressure on public service officials through a concerted effort, to have the right explain in a user friendly manner, to discourage complacency and to strengthen partnerships.

5.6 DISCUSSIONS

The floor was opened for discussions however no issues were raised from the floor.

5. SESSION FIVE

6. Summary of the conference: Ruby Marks, Chief Director of Gender, Department of Foreign Affairs

The summary of the Indaba outcomes and a way forward were presented by Ms Ruby Marks. In her presentation Ms Marks focused on the following:

- Approach
- Challenges
- Critical Success Factors
- Action Required

6.1 Approach

It was reported that the Indaba was informed by Gender and development and centred within a human rights perspective; that personal and societal transformation as the engine for action and strategy development should be looked at; that patriarchy was asserted and the root cause of gender inequality and that men should be involved as partners in gender mainstreaming.

6.2 Challenges

The following were reported as challenges:

Lack of financial and human resources;

Location of responsibility and authority for the driving of gender mainstreaming;

Policy implementation;

Political and administrative will;

Timeframes and;

Consequences of non-compliance.

6.3 Gender – responsive budgeting: Critical Factors

It was reported in this regard that:

Gender equality, political and policy commitment were critical factors; that there needed to be inter-ministerial commitment and cooperation, well-resourced and well-positioned women's national machinery need to be in place, and that able and effective financial arrangements for gender mainstreaming needed to be made available.

6.4 The Role of Women in the Public Sector Management Cadre

The following success factors were re-emphasised in this regard:

Supportive work environments such as child care facilities, flexi work times, affirmative action programmes to ensure the acceleration of women's empowerment – personal and professional, provision of resources to ensure women's development and the political and administrative will.

6.5 Sexual Harassment

In terms of sexual harassment, the following were stated as success factors:

Education, training and capacity building, realistic timeframes should be set, creation of a no-tolerance of discriminatory environment, and implementation of policies.

6.6 HOD's 8 Principle Action Plan

The following were the identified success factors:

An action plan should be developed and compliance should be ensured, the principles should be aligned to all policies, norms and standards should be developed in line with the principles, a conducive policy environment should be created.

6.7 Actions to be taken

The following were said to be the actions required for implementation as a way forward:

6.7.1 DPISA

To drive political and administrative mandate for the Public Service to institutionalize gender mainstreaming. To support departments with mainstreaming strategies

6.7.2 Gender Focal Points

To intensify and expand existing strategies

To build political alliances and internal constituencies

Insist on policy compliance

To lobby for gender to be mainstreamed in their respective departments.

6.7.3 Collective

To distribute report

Use the indaba as basis for report back

Form networks of support from the Indaba.

7. Conclusion

The blowing of the whistle presented the African way of unity in agreement with what is considered to be the burning issues of the nation and in that way, the spirit to fight violence and discrimination against women was permanently deposited in the souls of those determined to take the African nation to new heights. The determination to carry this call came out explicitly in the urge to serve the people of South Africa with pride and dedication in line with the Batho Pele Principles. Initiatives such as the Women Managers Forum as a platform to materialize the gender equality mandate and the thought to make the Gender Indaba into an annual priority was in itself enhancing to the process. The Indaba was closed in a word of thanks to all that made the event such a success.