



Making Gauteng
**AN EVEN BETTER
PLACE FOR WOMEN**



GAUTENG
PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

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A Better Gauteng for Women

The development and empowerment of women remain a priority area for the Gauteng Provincial Government. Since its inception eighteen years ago the democratic government has introduced a number of policies and programmes which have contributed to the development of women and empowered them to play a more meaningful role in society.

- The constitution guarantees the rights of women and all discriminatory law has been repealed and replaced with one that actively promotes the development and empowerment of women;
- Women occupy key positions in decision-making structures of government and civil society;
- Women's social needs are being addressed through expanded access to housing, education, health care, jobs, social security grants and other services;
- More women are now active in the economy as entrepreneurs, thanks to a range of policies including preferential procurement, co-operatives development, small business promotion and skills development;
- Large numbers of girl learners are enrolling in subjects such as mathematics, science and technology;
- A range of health care initiatives are targeted at improving women's health and at preventing and treating HIV and Aids;

While women have made important gains, there is a lot more work to be done before we can say that we have truly achieved gender equality in our province and in our country. Women are still faced with challenges of poverty, unemployment, abuse and violence.

A wide range of Gauteng government programmes pay special attention to the needs of women. Priority has been given to promoting women's access to economic opportunities.



Women and Economic Empowerment

A number of initiatives have been undertaken by the government to promote the economic empowerment of women. Government has assisted many women to start their own businesses and access the market both in the public and private sectors. During the 2009-2010 financial year more than 18 cooperatives run by women have been awarded contracts to provide a range of services to government departments.

- The Gauteng Enterprise Propeller, which was formed in 2005 to give financial and business development support to SMMEs, has assisted over 400 women owned companies in the province.

Skills Development

The comprehensive Gauteng Human Resource Development Strategy, which was completed in 2006, provides a framework for the development of the skills the Gauteng city region needs to drive economic growth and social transformation. Women are key beneficiaries in the development of skills.

By the end of 2006, the Gauteng Provincial Government had achieved its 2009 target of 8% of its eligible workforce in learnerships and internships, with 5 381 young people participating in internships and learnerships. Of these, 99% were black and 68% were women.

Women and Agriculture

Women are reaping the fruits of intervention programmes such as Women in Agriculture and Rural Development (WARD) and the Micro Agricultural Finance Institution of South Africa (MAFISA) programmes. And many women have already become successful farmers.

Millions of rands in agricultural projects' funding have been made available to further women empowerment in the agricultural sector in Gauteng.

Women and Transport

Women in Gauteng have made significant progress in the transport industry, breaking new ground into the previously male-dominated business – thanks to the provincial government's comprehensive assistance programme for women in taxis and buses. Some have tenders to transport learners to and from schools.

Hundreds of other women are benefiting through the construction of the Gautrain rapid rail link. About 366 women, 11% of whom are in management positions are employed in the Gautrain Project. By the time the project is completed, many more women will benefit through new skills development and job opportunities emerging from the boost

to the local economy and broader socio-economic development.

1432 jobs were created in road maintenance to empower women in road maintenance as part of the 40 km of provincial roads resealed and rehabilitated, and 4,900 km of roads maintained. About 350 women will benefit in the current period on upgrading of gravel roads to surfaced roads as part of roads infrastructure for economic development.

On construction alone the department was able to reach the 40% and beyond with 6% set out for 2009/2010 period to empower women in road construction.

The Roads and Transport department delivered 295 tour operating licenses to disadvantaged groups (women, youth and people with disabilities) and in the current year targeting to issue 200 more of tour operating licenses. This is done as part of contributing to maximising participation of designated groups in tour operating business.

Women and Housing

The empowerment of women in the delivery of housing continues to grow. The provincial government is strengthening the participation of women as professionals and developers, as well as beneficiaries. Over 50% of households benefiting from housing subsidies are headed by women. Since 2004, the government has awarded tenders worth millions of rands to women companies for the construction of thousands of houses throughout Gauteng. Women are also receiving assistance through the On-site Construction Contact Centres launched in 2006.

Women and Poverty Alleviation

Fighting poverty remains a top priority for the Gauteng government. Economic growth and job creation strategies have been essential in rooting out poverty in the short to long term. However, for those who do not benefit from economic opportunities, government provides immediate relief to the most vulnerable, particularly women, children, elderly, people with disabilities and people infected and affected by HIV and Aids.

The Gauteng Social Development Strategy plays a key role in empowering women. Our approach is to ensure people-centred and sustainable development through working in partnership with communities and NGOs to support and empower people who are unable to work and have special needs, such as the most vulnerable, women, youth in distress, children, the elderly and those affected and infected by HIV and Aids.

A comprehensive and integrated food security programme has been introduced focusing on increasing local food production through support for farmers, especially black and women farmers, and food gardens, continued school feeding programmes and improving nutritional status through supplementation and awareness programmes.



There are over 80 developed projects across the province to establish homestead food gardens. Women directly benefit from an additional 150 community food garden projects.

Basic Services for Women

Women have benefited from government programmes to widen access to essential services for poor households as well as the provision of free basic services such as electricity, water and sanitation and through municipal indigent policies. The provision of social infrastructure through the Municipal Infrastructure Grant (MIG) programme has been key in this regard.

Women and Education

Education remains a top priority in the GPG's efforts to reverse inequality and improve the standard of living of the people of Gauteng. Several programmes and policies aim to improve the quality of education, including the "No Fee Schools" policy, the Early Childhood Development (ECD) Strategy, the School Nutrition Programme, Scholar Transport programme and initiatives such as the Blue IQ Smart Young Mind Challenge and the Sci-Bono centre.

Girl learners in Gauteng are increasingly benefiting from the provincial government's efforts to give every girl-child access to quality public education. An important part of this is the strategy to improve maths, science and technology education. A girl-learner mathematics and science project aims to maximise the girl-child's learning in this critical area.

Women and Health

Since 2004, the provincial government has made great strides in improving the health of women and children in Gauteng through a range of programmes.

Strategies and programmes arising from the recommendations of both Saving Babies 2006 - 2007 and Saving Mother Report 2005 - 2007 have been implemented in maternal and neonatal care units focussing on preventing and reducing avoidable maternal deaths and deaths of babies. So far 94% of health facilities are complying with the recommendations of the report and further steps will be taken to ensure 100% compliance.

The provision of free primary healthcare for expectant mothers and the aged has made a significant contribution to improving women's health.

All health facilities implement protocols and guidelines for the management of pregnant women and staff have been trained on the use of the protocols. Primary Health Care Facilities are implementing Basic Antenatal Care (BANC) the World Health Organisation (WHO) programme, a strategy to improve the health of pregnant women and their unborn babies.

The Integrated Management of Childhood Illnesses programme, a child survival strategy for children under six years of age, is being implemented in 86% of our primary health care facilities, as compared to 64% in 2004.

The Expanded Programme on Immunisation is being implemented to reach all children under the age of five in the province. Mass immunisation campaigns have resulted in immunisation coverage increasing to 90%.

The Perinatal Problem Identification Programme (PPIP) is being implemented in



all hospitals and in 25 Maternity Unit and 35 Midwifery Obstetric Units (MOUs). In addition, the Kangaroo Mother Care (KMCs) is implemented in all hospitals.

Cervical cancer screening has benefited 375 613 women since the inception of the programme in 2000. More than 34 874 mammograms were performed in women who had lumps in their breasts to improve early detection of breast cancer since 2004. These screening services afford women the opportunity to be offered early treatment and follow up. Six Hospitals within Gauteng Province are offering mammograms these are Charlotte Maxeke Johannesburg Academic Hospital, Steve Biko Academic Hospital, Helen Joseph Hospital, Dr George Mukhari Hospital and Kalafong Hospital.

Women and HIV and Aids

The prevention of mother to child transmission programme has been rolled out throughout the province covering 223 primary health care clinics and community health centres offering ante-natal care services and 22 hospitals with ante-natal care services.

Post-exposure prophylaxis, introduced in 2002 to provide a preventative treatment to rape survivors, is now available in 57 facilities throughout the province. In addition, the provincial government runs and funds a wide range of programmes to prevent HIV and Aids, encourage voluntary counselling and testing, to prevent discrimination and provide treatment and care for those infected and affected by HIV and Aids. These programmes all have a considerable impact on women.

Demand for the HIV and AIDS comprehensive care, including the provision of anti-retroviral treatment (ART) programme has grown since its inception in 2004. The provincial government also:

- Provides funding, training and support for Voluntary Counselling and Testing centres, home-based care organisations and HIV and Aids counselling NGOs throughout Gauteng
- Assists organisations who mobilise and provide education on prevention and treatment of HIV and Aids
- Implements a GPG Workplace Aids programme within the public service.

Women and Safety

In the beginning of 2007, the GPG launched the Gauteng Safety Strategy and the Take Charge campaign, and both pay careful attention to violence against women and seek to address issues of safety that women have to contend with.

Particular attention has been paid to the prevention of violence against women and children, with an emphasis on empowering women and protecting and promoting the rights of women and children. This has been boosted by legislation such as the Maintenance Act, the Termination of Pregnancy Act and the Domestic Violence Act.

Trauma centres and victim empowerment centres have been established across the province, and the training of police officers, forensic nurses and other role players has been prioritised to ensure that victims of domestic violence and other sexual offences are assisted in a humane and sensitive way and to improve successful prosecutions against the perpetrators. A one-stop victim support centre, Ikhaya Lethemba, was established and provides a comprehensive package of care services on a 24/7 basis to those in need.

A range of GPG programmes have focused on advocacy. These included:

- Encouraging women and the public in general to break the silence against abuse, and providing information on the procedures to follow when they are being abused, in line with the Domestic Violence Act and the Victims' Charter
- Creating awareness among women and the public in general about types of abuse, interventions by government in addressing the prevention of violence and abuse of women and children and services available to those affected
- Educating women about the various types of rape and the availability of Post Exposure Prophylaxis (PEP) for sexual assault victims, as well as how to access PEP services, including safety tips for women in an effort to prevent incidences of rape
- Forging partnerships and improving public awareness and mobilisation through commemorating the 16 Days of Activism of no violence against women and children, and addressing initiatives to extend the campaign.

Women in Arts, Sport and Culture

In developing and promoting women in sport, the Gauteng government has committed thousands of rands to the development of netball and other sports codes. Grants are provided to artists, as well as specific sports programmes for women. Women also stand to gain from the 32 sporting hubs which are being developed in the province to promote seven priority sporting codes – athletics, cricket, rugby, boxing, swimming, football (including women's soccer) and netball.

Gauteng has the most well developed creative economy in the country and is home to the largest concentration of cultural enterprises in South Africa. Research has shown that over 40% of all creative enterprises are found in the province. The Gauteng Creative Industries Development Framework is further promoting creative industries to, among others, maximize the sector's contribution to the economy, job creation, community development and urban regeneration. Women are benefitting from the growth of the creative industries, which creates many opportunities for small and micro enterprises and reinforces job creation and opportunities in related sectors such as hospitality, tourism and food and beverages.



Close to 90 percent of jobs in the craft sector benefit women. Plans to promote and expand the arts and craft sector in Gauteng have also contributed significantly to the economic empowerment of women. The provincial government also promotes emerging women musicians and artists by facilitating opportunities for them to perform.

Women and Democracy

Women in Gauteng are given an opportunity to directly influence government programmes and ensure the mainstreaming of gender issues in government through the provincial and regional public participation programmes.

Every year, August is devoted to Women's Month and we commemorate National Women's Day on 9 August, to pay tribute to the heroic women who marched to the Union Buildings on that day in 1956.

The adoption of affirmative action policies including the quota system has led to a great number of women participating in the country's democratic institutions including parliament, provincial legislatures and local councils.

Service Delivery to Women

The Gauteng Province adopted a new strategy of taking the services directly to the people, especially during the commemorative calendar days i.e. Women's Day. This is a way of profiling and marketing government services to its customers who are the community. This has been informed by one of the priorities of government i.e. building cohesive and sustainable communities. The direct service delivery model was started in Ratanda during the 2009 Women's Day celebration and was a success.



During the women's month government will conduct service delivery expos throughout Gauteng in order to take services to the people. All government departments and NGOs sector will converge in identified areas to provide the necessary services. The programme will continue throughout the year on commemorative calendar days including during the 16 Days of Activism Campaign. The Women's day celebration will kick start the first service delivery expo and subsequent to that the others will be hosted in the different dates covering the month of August.

The service delivery programme includes critical programmes aimed at exposing women to various government programmes and services, including literacy programmes; empowering women on HIV Counselling and Testing (HCT); reproductive rights issues; Health Screening (such as breast cancer, pap smear); Farming; access to government bursaries; Economic opportunities in government etc

Women in Governance

Steps have been taken to ensure that public servants reflect the demographics of the province. In this regard the provincial government made a commitment to ensure that by 2009, 70% of provincial government senior managers are black and 50% are women.

Currently, the Premier of Gauteng is a woman, and five of the province's 10 members of the Executive Council are women. The province also has four female Heads of Department and a growing representation of women at senior public service management level.

Gender Policy

The provincial government has recently revised the Gender policy framework to achieve gender mainstreaming and the empowerment of women, taking into account issues raised by women themselves. The new Gauteng Policy Framework on Gender Equality and Women Empowerment is inclusive of a Programme of Action which is aligned to the outcome based approach. Gender Indicators have been developed to ensure effective measurement of government performance in as far as Gender mainstreaming is concerned.

The HODs in GPG Departments as accounting officers are the ultimate responsible officials in ensuring the integration of gender across departmental sections. This high level stance ensure that Gender Focal Points are not left alone with the burden of coordinating effective mainstreaming but are fully supported by HODs.

All departments have dedicated Gender Focal Points and Units responsible for coordinating gender mainstreaming, women empowerment programmes and projects that are adequately resourced. The province has effective Gender Interdepartmental and intergovernmental forums that drive the gender agenda in the province and have proven useful in setting the relevant gender mainstreaming agenda, as well as in monitoring and evaluation.







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