



Winnie Madikizela-Mandela Local Municipality

**Gender Policy
2021-2026**

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1. INTRODUCTION

The policy has been crafted with the intention of providing a gender sensitivity implementation framework as persuaded by the Constitutional mandate as well as Batho-Pele principles. It is a guiding tool with which the Council of Winnie Madikizela Mandela Local Municipality will be able to cater for the different needs of men and women and taking into consideration of the need to accelerate the intervention of women empowerment as this is one of the Government's primary objectives.

This policy is informed and shaped by the National and Provincial Framework on Women's Empowerment and Gender Equality and is being guided by the government's principles of service delivery which are Batho-Pele Principles. It locates women's empowerment and gender equality in the context of Local Municipality and its Departments, and putting the emphasis of the local specific challenges and needs in pursuit of enhancing and improving the Municipality's service delivery with a specific focus on women as one of the previously disadvantaged and marginalized groups in the society.

It recognizes the existing gender imbalances manifested by the in-equality power relations, access to and control over resources, and related aspects that continue to be a threat to the gender transformation.

2. PURPOSE

The policy aims at providing both general measures to promote gender equality in the sense of the removal of unfair discrimination, and gender-specific measures designed to address women as a group historically disadvantaged by unequal power relations between sexes. Address specific issues affecting women such as gender based violence, HIV/Aids pandemic. The research studies suggest that the risk and vulnerability to HIV and Aids are substantially different for men and women

Gender transformation remains firmly on South Africa's development agenda. Winnie Madikizela Mandela Local Municipality is also committed to the constitutional principles of gender equality and equity, hence the development of the Gender Policy. Measures are often required to address unequal access to resources and services by women, limited representation of women on decision making and the subordination of women. Local municipality is an important sphere of government for women and gender equity as it has potential to transform women's lives through provision of services such as water, sanitation, clinics child care facilities, roads. It is through IDP framework that municipal councils must plan their functions and activities in a manner that will assist socio-economic development of our communities. It will serve as a guide for the implementation of gender equity as promulgated by the National Gender Equity Act in compliance with the government's National and Provincial obligations. It

aims to ensure that women and men work together in an environment of equality, by addressing key issues of human rights and gender equality.

3. BACKGROUND

The Winnie Madikizela Mandela Local Municipality Gender Policy seeks to create enabling environment for all Thirty-Two Wards and its stakeholders to implement the programme aimed at achieving gender equality and women's empowerment. The Policy responds to the constitutional imperative of substantive equality for all and the removal of all forms of discrimination that prevent the full participation of women.

Gender refers to the socially determination and evaluated identities and roles of men and women, and is usually distinguished from their biological or sex differences. Gender identities and roles vary from society to society, but are usually based on unequal status of men and women and the roles they have in the society. The goals of equality and development are dependent on active participation of women and the incorporation of women's perspective at all levels of decision making. In achieving this goal, it is important to understand the power relations between women and men that are manifested in a range of beliefs, ideas and practices.

Gender equality, gender equity and women's empowerment are thus the outcomes of effective gender mainstreaming and interventions. Gender quality will not be achieved unless gender equality and women' empowerment are addressed. The historical exclusion and the inequality of women with men, even within the same racial groups has resulted in women having lower levels of employment, lower levels of income, lower levels of education and fewer chances of upward mobility.

4. AIMS AND OBJECTIVES

- Integrate Gender into the key priority areas of the Municipality as contained in its MTEF.
- Proposed gender mainstreaming measures for key programs within the Municipality.
- Provide for women's empowerment programmes to address specific issues affecting women.
- Give effect to the role of the Council to provide policy guidelines, Support and Monitor and Evaluate implementation.
- Provide an implementation plan; specify indicators and mechanisms for evaluation and restructuring.
- Promote the integration of gender equality and equality, women's empowerment in local government development programmes and service delivery.
- To provide general guidelines for the Municipality on gender and development.

9. POLICY STATEMENT

Valuing Gender is about respecting the dignity, rights of women as well as that of others with different sex character in the society and the Winnie Madikizela Mandela Local Municipal Council recognizes that the continued success in meeting people's needs both internal and external clients requires full and active participation of talented and committed individuals regardless of their gender, race, ethnic origin, age, or sexual orientation.

The Council expresses its identity by creating a welcoming gender sensitive environment to the community and stakeholders that:-

- Reflects its ethos
- Appreciates the importance of Gender Equity.
- Demonstrate the acceptance of Gender Equity.
- Values and celebrates the Gender Structures of the Winnie Madikizela Mandela Community.

We will achieve the ultimate goal of workplace when our organization enhances its ability to recruit, retain, and tap the full potential of workers at all levels and is gender sensitive enough to eliminate biases that may be in the workforce.

Gender includes everyone and everything, while its primary focus may often revolve around issues of previously discrimination based on femininity or sexual category; we neither define nor limit gender solely by these factors.

10. GENDER MANAGEMENT SYSTEM

10.1 Gender Focal Points

- ❖ The policy directs that ultimate responsibility for work of the Gender Focal Point (GFP) be located in the office of the Mayor, who may be delegate the Municipal Manager to supervise the GFP as the Section 57
- ❖ The GFP's will advance a local government policy on women's empowerment and gender equality;
- ❖ Ensure that gender issues are routinely considered in planning sessions, including integrated Development Planning (IDP);
- ❖ Advise and brief the Mayor, and the Municipal Manager on all matters pertaining to the empowerment of women;
- ❖ Ensures that gender is incorporated in the Municipal Performance Management System;
- ❖ Work with community structures, Sector Departments and Provincial offices on the status of Women;
- ❖ Facilitate training and other skills programmes in gender analysis including training for staff and Councilors, CBO's, Ward Committees and Community Development Workers (CDW's).

- g) Contributing to the development of programmes and awareness that address inequality and discrimination e.g. Workplace Sexual Harassment, HIV and Aids, Health and Safety policies, creation of income-generating activities, avail unutilized building of gender based violence intervention such as counseling rooms and places of safety etc.
- h) The issue of resources required might hinder the implementation of this policy of which timelines can be affected.
- i) Gender should be taken into account in all municipal budget allocations and expenditure.
- j) To ensure the establishment of the relevant structures such as Gender desk.
- k) Profile Winnie Madikizela Mandela Women and Men that have progressed in social, economic and political life.

12. KEY FOCUS AREAS OF THE POLICY

The policy is aligned to the key performance areas of local government which are outlined below:

➤ **Municipal Transformation and Organizational Development**

According to LGMSA, council should provide an equitable, fair, open and non-discriminatory working environment and comply with Employment Equity Act, No 55 of 1998. Consideration must be given to selection and recruitment policy targets for ensuring equal participation of women at level of decision making.

➤ **Basic Service Delivery**

Women carry much of the responsibility for meeting the basic needs of their households because their social prescribed roles in the patriarchy society. The quality of service delivery therefore affects women directly, IDP, as the critical tool for developmental local government must include a gender analysis as a core component.

➤ **Local Economic Development and Economic Empowerment**

LED processes need to conform to gender-equity in composition, and that gender-specific voices are heard in planning and execution. It can do much for job creation by creating the correct regulatory environment and by direct municipal investment. On the Municipal Indigent Policy, it is important to consider those households which are headed by women and include them in the indigent register and Procurement Policies of local government must ensure that they have due regard for gender equity and that issues of multiple disadvantage are considered so that, for instance, black women access their fair share of municipal tenders.

➤ **Good Governance and Public Participation**

Achievement of gender equity in governance is a matter of efficiency and efficacy. Gender is mainstreamed because it is a system of governance in which all sectors of society are fairly

- Women and Men enhances access to resources for economic development
- Women access and consideration on professional managerial opportunities
- A change in attitude to women and enhanced recognition of the value they add to society
- The extent to which women participate in political decision-making.

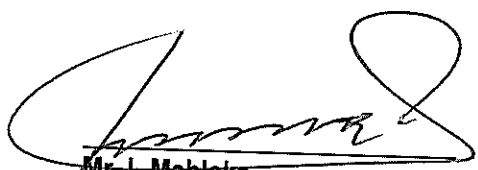
14. POLICY REVIEW

The amendment of this policy shall be done in accordance with the changing of legal framework and shall be subject to approval by the Council.

15. CONCLUSION

This Gender Policy for the Winnie Madikizela Mandela Local Municipality seeks to identify, promote the role of the Municipality in developmental local government with achieving gender equality and support development initiatives for both men and women in our communities and in the institution.

Approval of the Winnie Madikizela-Mandela Local Municipality Gender Policy



Mr. L. Mahlaka
Municipal Manager