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Executive Summary

This Report consists of three parts: **Part 1: A Decade Under Review**; **Part 2: Conversations Among Women: Counting the Victories and the Setbacks** and **Part 3: Key Challenges and Carrying the Process Forward**.

The Report provides an overview of the mechanisms and structures put in place by Provincial Government to promote equality for both women and men. It also provides an overview of the status, challenges, achievements and forward planning of the Office on the Status of Women and Gender Equality, as well as an overview of the status of provincial line function departments as it pertains to the institutionalisation of the Gender Portfolio.

Although the Report speaks of a “Decade under Review”, the Office on the Status of Women and Gender Equality (OSW) was only established in 1999.

The OSW has adopted a mainstreaming strategy to give effect to the constitutional imperatives that underpin Gender Equality. It works primarily with line function departments, providing the necessary support and direction to enable them to engender policies, practices, processes, budgets, programmes and projects so that the different needs of women and men can be appropriately addressed.

The OSW has 5 key programmes: Policy Development and Research; Capacity Building and Training; Coordination and Integration; Public Education; Awareness-Raising; Lobbying and Advocacy; Monitoring, Evaluation, and Reporting.

The OSW also seeks to create strategic partnerships to address topical gender issues - for example, violence against women and children. To this end, the OSW has formed formal working relationships with the Western Cape Network on Violence Against Women (Network) and the Commission on Gender Equality (CGE). The OSW, the Network and the CGE, in collaboration with provincial departments, are currently involved in a partnership to formulate minimum standards for all provincial departments. The aim is for provincial departments to start to address, in a focused manner and in the context of their core business, the scourge of violence against women and children.

The Report also reflects the personal experiences of women - and, in some instances, men - in the Western Cape after 10 Years of “Freedom”. The personal experiences of women were documented during two weeks of consultative workshops (14-25 July 2003) and during interaction with, among others, community based organisations, NGOs and Local Government.

Consultative workshops were held in: Moorreesburg, Vredendal, Cape Town Unicity, Worcester, Beaufort-West, Oudtshoorn, George and Caledon.

The broad cross-section of women who attended the workshops provided important insights into the daily experiences of women in the province.

Although it is clear from the conversations among women that much hard work still lies ahead in the next decade - and that pro-active interventions are required from all the stakeholders to address the socio-economic and political needs of women, there is also cause to celebrate victories.

The access of women to basic services has improved; the Gender Equality discourse has created an awareness in women, which empowers them to break out of the cycle of domestic violence and abuse, which many experience on a daily basis. Women particularly applaud the protection that labour legislation offers domestic and farm workers.

The Report also identifies a number of key challenges - such as the institutionalisation of the Gender Equality Portfolio in provincial line function departments. Currently Gender Equality is still an add-on for most departments. This creates a problem with continuity and sustainability.

It also provides insights into the lives of ordinary individuals/recipients of government services as to their experiences after 10 years of a democracy.

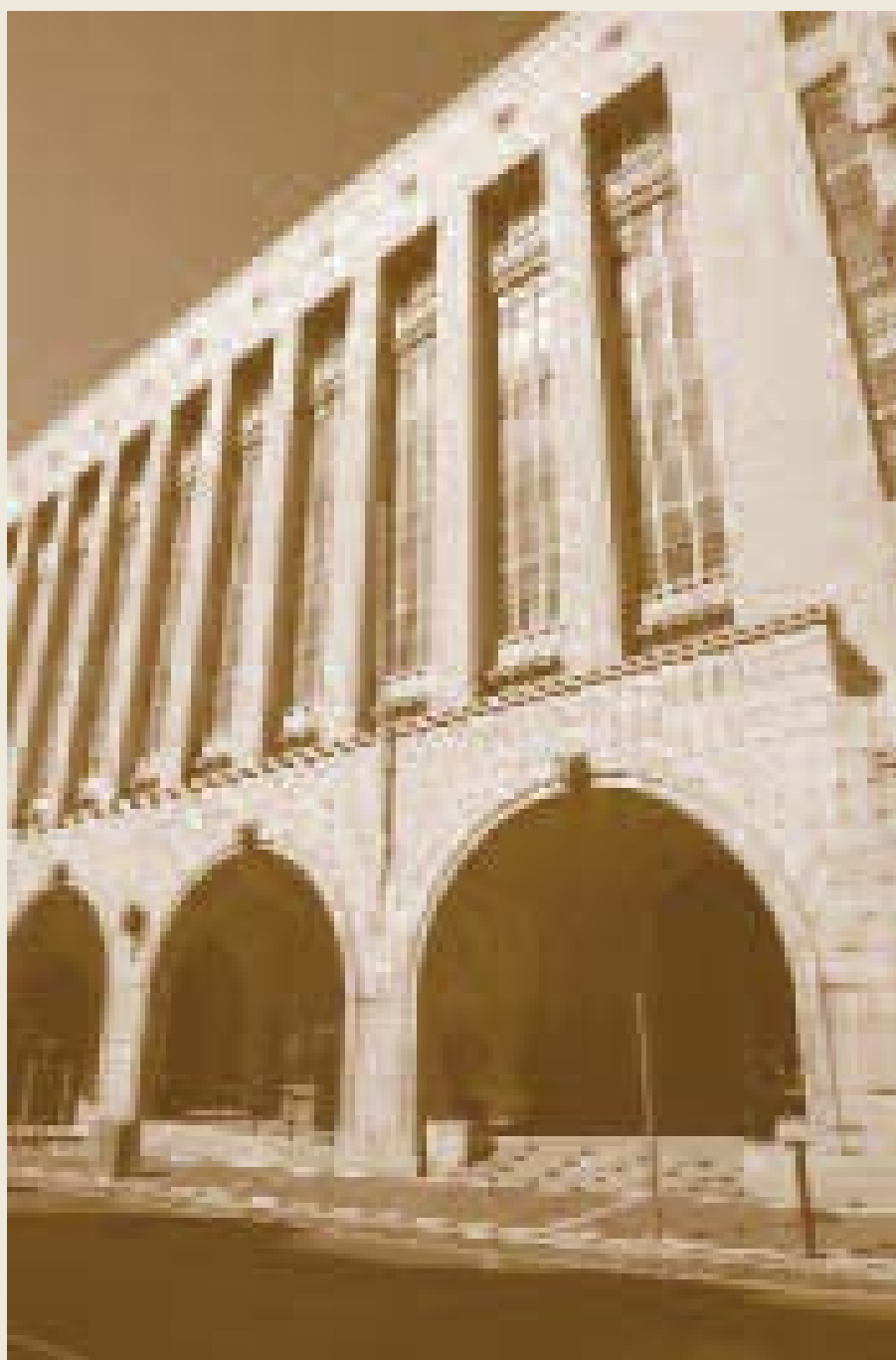
Part 1: A DECADE UNDER REVIEW

Overview from 1999 to November 2003

Directorate: Human Rights Programmes

Office on the Status of Women and Gender Equality

Western Cape Government



1. BACKGROUND

The current approach towards the promotion of Gender Equality is based on the institutionalisation of a gender perspective into the business of the State.

This report attempts to provide an overview and a brief review of processes, structures, policies, mechanisms and the like, which have been introduced by the Provincial Government and broader society over the past 10 years to promote the empowerment of women and Gender Equality. It must be noted, though, that the Western Cape Office on the Status of Women and Gender Equality (OSW) only came into being on 1 July 1999, following a Provincial Cabinet decision earlier that year. The Directorate Human Rights Programmes where the OSW is located, also encompasses the specialist areas of Youth and Disability.

The OSW was established to ensure that the constitutional imperatives that underpin Gender Equality – and which support political commitments – are translated into meaningful government programmes. The main objective for the OSW's existence is to help make a non-sexist society a reality.

The OSW, through its integrated mechanisms, has to ensure that the Government itself lives up to its constitutional imperative of helping to create a non-sexist state.

1.1 Legislative Framework: International Instruments ratified by South Africa

Beijing Platform of Action

This plan of action, which South Africa has signed and ratified, ensures the full implementation of the human rights of women and of girl children as integral to all human rights and fundamental freedoms.

Figure 1



1.2 The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

South Africa has ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) without reservations, established a national gender machinery, and introduced legislation to address social, economic and political inequalities between men and women. The CEDAW consists of 30 articles that deal with aspects of the rights of women and equality, such as:

Figure 2



1.3 SADC Declaration on Gender and Development

South Africa signed the Southern African Development Community (SADC) declaration on Gender and Development on 8 September 1997. In terms of this agreement, the government committed itself, among other things, to ensuring equal representation of men and women at all levels of political decision-making.

1.4 SADC Declaration on Violence Against Women and Children

In 1998, an addendum to the 1997 SADC Declaration on the Prevention and Eradication of Violence against Women and Children was signed.

1.5 National Framework for Women's Empowerment and Gender Equality

At a national level, South Africa's National Policy Framework for Women's Empowerment and Gender Equality was adopted by the National Cabinet in December 2000.

1.6 The South African Constitution

The South African Constitution also enshrines the values of human dignity, the achievement of equality and the advancement of human rights and freedoms for all.

2. APPROACH

The OSW has adopted an integrated and coordinated method of working. Since the OSW is not a service delivery office, it is able to work closely and collaboratively with all provincial departments.

2.1 STRATEGY

The OSW has adopted a gender mainstreaming strategy to ensure the integration and inclusion of female empowerment and Gender Equality issues in the day-to-day business of all Provincial Government departments.

“Mainstreaming in this context refers to the organisation or re-organisation, improvement, development and evaluation of policy processes, practices, procedures, programmes and budgets so that an equality perspective is incorporated in all policies at all levels and at all stages by the people normally involved in policy making.”

The OSW gives effect to the above strategy through interaction with all line function departments. It does this by, firstly, creating the environment for engendered service delivery and the inclusion of gender considerations into all policies, practices processes, budgets, programmes and projects.

Secondly, it interacts with external gender-based civil society role-players to foster and enhance working relationships and to ensure needs-based gender equality interventions.

3. NATIONAL AND PROVINCIAL MACHINERY FOR THE ADVANCEMENT OF GENDER EQUALITY (Gender Management System)

A Gender Machinery for women’s empowerment and Gender Equality refers to a set of coordinated structures both inside and outside government, which aim to achieve equality for women in all spheres of life – political, civil, social, economic and cultural.

National Gender Machinery (NGM)

The National Gender Machinery consists of National and Provincial representatives, such as the NGO sector, Parliamentary Committees, National Government, the OSWs and CBOs. The body, which plays a national coordinating role, meets on a bi-monthly basis in Pretoria. However, at present, the body is not representative of Gender Machinery operating at provincial level.

Because the National Gender Machinery does not operate strategically as yet, it cannot impose itself on bigger issues – such as the economic empowerment of women. Instead, it focuses mainly on commemorative days – more specifically on the issues and themes that centre on these days.

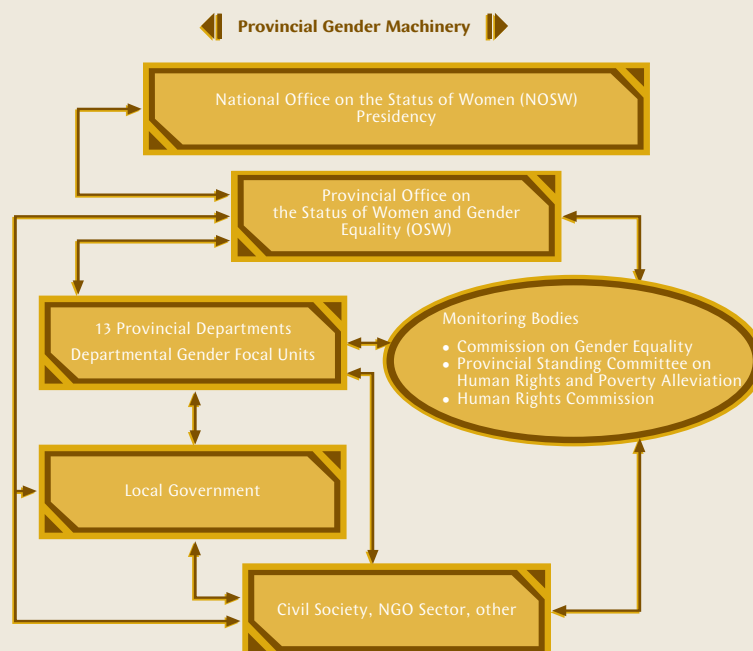
National Office on the Status of Women

The National Office on the Status of Women (NOSW) is located in the Presidency. It has a vital role to play as the principal coordinating structure for the National Machinery on Gender Equality. It has been constructed as the nerve centre for developing and maintaining a vibrant gender programme.

The provincial OSWs meet on a bi-monthly basis with the NOSW. Discussions revolve around provincial-specific concerns and the strategic direction that needs to be taken by the NOSW. This is also an information-sharing opportunity.

Although the OSW enjoys a good working relationship with the NOSW, there is much scope for improvement, especially as far as strategic support and direction to provincial OSWs are concerned. This would go a long way towards enhancing efforts to attain Gender Equality at provincial level.

Figure 3



3.1. PROVINCIAL MACHINERY FOR THE ADVANCEMENT OF GENDER EQUALITY

3.1.1 The Commission on Gender Equality (CGE)

The CGE, an independent statutory body that has to report to Parliament every year, was established in terms of the Constitution of South Africa to attain Gender Equality – and to protect, develop and promote respect for it.

The Commission has been authorised to monitor and evaluate the policies and practices of all levels of government, as well as the private sector and other organisations – with the aim being to protect and promote Gender Equality. In instances where the Commission finds examples of inequality, it can recommend that these be removed. The CGE may even recommend the adoption of new laws to promote Gender Equality and the status of women.

Although the OSW has a good working relationship with the Provincial Commission on Gender Equality, this relationship is fragmented and requires formal structuring. A more structured and focused approach will add value to the advancement of Gender Equality in the Province.

3.1.2 Provincial Legislature: Standing Committee on Social Services, Poverty Alleviation and Human Rights

Given its law-making powers, Parliament has a central role to play in facilitating women empowerment and Gender Equality. At national level, the Joint Monitoring Committee on the Improvement of the Quality of Life and Status of Women was established to ensure that all legislation that is passed by Parliament is engendered.

On a provincial level, the Standing Committee on Social Services, Poverty Alleviation and Human Rights executes an overseeing role over, inter alia, women empowerment and Gender Equality issues. It also plays a leading role in determining how these issues are integrated and included in the day-to-day operations of the provincial line function departments.

3.1.3 Provincial Departments: Gender Focal Persons

At the operational level, the main responsibility for ensuring the effective implementation of a Provincial Gender Equality and Women Empowerment Implementation Strategy rests with the individual provincial government departments.

All departments are required to appoint permanent Gender Focal Person/s to assist in the formulation and implementation of effective action plans to promote women's empowerment and Gender Equality in the day-to-day operations of the departments.

Although there are Gender Focal Persons in 12 out of 13 departments, the add-on status causes a problem with continuity and sustainability.

Most Gender Focal Persons are required to carry out Gender Equality work in addition to the other line function duties. Some departments are currently re-visiting their establishment plans to accommodate permanent positions for Gender Focal Persons.

The OSW has established good working relations with Gender Focal Person/s. The approval of the Western Cape Gender Equality and Women Empowerment Implementation Strategy (GEWEIS), will provide further impetus to the formalisation of gender structures in government departments.

An achievement for the OSW was when the Provincial Directorate for Organisation Development did a generic investigation (following a request by the OSW) into the role, responsibilities, location, rank and salary of a Gender Focal Person.

The output of this investigation will be used in departments to guide the process that will lead to the permanent appointments of Gender Focal Persons.

STATUS OF PROVINCIAL DEPARTMENTS WITH REGARD TO THE INSTITUTIONALISATION OF THE GENDER PORTFOLIO

Figure 4.1

Department	Current Status	Forward Looking 2004/2005
Department of Housing	<ul style="list-style-type: none"> • Add-on • Located in Professional Technical Services • Not in Performance Agreement of supervisor • Rank of Gender Focal Person: Assistant Director – (not in job description) • Gender Equality Strategy (GEWEIS) in place 	<ul style="list-style-type: none"> • Included in the 2004/2005 Strategic Plan • 2 posts still to be approved by Cabinet • New Location: Human Rights and Special Projects (Gender, Youth, Disability, HIV/Aids) • Dedicated Budget 2004/2005
Department of Health	<ul style="list-style-type: none"> • Gender Equality Strategy in place • Add-on • No Gender Focal Person • Located in Human Resources and Support Services • Not in job description or Performance Agreement 	<ul style="list-style-type: none"> • Budget still to be implemented • Post evaluation – in progress
Department of Agriculture	<ul style="list-style-type: none"> • Formal as from 1/12/03 • Located in Human Resources and Support Services • Director as supervisor • Rank of Gender Focal Person: Deputy Director • 2 Administration Officers as support • Performance Agreement in place • Dedicated Budget 2004/2005 • Gender Equality Strategy in place 	
Department of Social Services and Poverty Alleviation	<ul style="list-style-type: none"> • Formal • Located in Policy and Programme Development • Performance Agreement in place • Director as supervisor • Rank of Gender Focal Person: Assistant Director • Budget in place • GEWEIS in place 	
Department of Education	<ul style="list-style-type: none"> • Formal • Located in Human Resources Development • Director as supervisor • Performance Agreement in place • Rank of Gender Focal Person: Assistant Director • Dedicated Budget in place • GEWEIS in place 	
Department of Community Safety	<ul style="list-style-type: none"> • Add-on • Located in Human Resources Development • Not in job description or Performance Agreement • Rank of Gender Focal Person: Senior Officer • GEWEIS in place 	

Figure 4.2 Status of Provincial Departments Continues

Department	Current Status	Forward Looking 2004/2005
Department of Economic Development and Tourism	<ul style="list-style-type: none"> • Formal as from 1/11/03 • Located in the Human Resources Development • Rank of Gender Focal Person: Deputy Director • Budget in place • GEWEIS in place 	
Department of Environmental Affairs and Development Planning	<ul style="list-style-type: none"> • GEWEIS in place • Add-on • Located in the Human Resources Development • Chief Director as Supervisor • Not in Performance Agreement • Gender Focal Person: Director 	<ul style="list-style-type: none"> • Current contract of GFP expires 1 April 2004
Department of Transport and Public Works	<ul style="list-style-type: none"> • Formal • Located in Human Resources Development • Performance Agreement in place • Manager: Special Programmes • Rank of Gender Focal Person: Officer • Administration Clerk as support • Dedicated Budget in place • GEWEIS in place 	<ul style="list-style-type: none"> • Will be located in the Office of the Head of Department as from 1 April 2004
Department of Local Government	<ul style="list-style-type: none"> • Formal as from 1/11/03 • Located in the Human Resources • Performance Agreement in place • Rank of Gender Focal Person: Deputy Director • GEWEIS in place 	<ul style="list-style-type: none"> • Dedicated Budget 2004/2005 in place
Provincial Treasury	<ul style="list-style-type: none"> • Add-on • Located in the Human Resources Development • Deputy Director as supervisor • Performance Agreement in place • Rank of Gender Focal Person: Officer • GEWEIS in place 	<ul style="list-style-type: none"> • New location to be in HRM • OD evaluated posts still to be advertised • Dedicated budget 2004/2005
Department of Cultural Affairs and Sport	<ul style="list-style-type: none"> • Add-on • Located in Sports Health • Deputy Director as supervisor • Not in Performance Agreement/job description • Rank of Gender Focal Person: Sport Promotion Officer • GEWEIS in place 	
Department of Provincial Administration		<ul style="list-style-type: none"> • In the process of formalization

3.1.4 Provincial Gender Coordinating Committee

A Provincial Gender Coordinating Committee was established within Provincial Government in 2000 to assist, support and direct women's empowerment issues within departments. Although this Committee originally consisted of senior government officials, junior officials with little or no decision-making power gradually replaced them. At present, the Committee is almost non-existent.

Although its focus has always been internal, the Committee did much to help with sensitisation and raising awareness around women's empowerment issues in departments. The few senior managers who remain have built up a reputation for their commitment to the cause of Gender Equality. The gradual disintegration of this Committee is thus regarded as a loss to the Gender Equality discourse.

3.1.5 Local Government

"Local Government is the sphere of government closest to the people, and the one that impacts most on women's lives." The reality is that unless a gender-responsive approach is applied to service provision, developmental plans will not necessarily have a positive (transformative and redistributive) impact on women.

Local government is responsible for the delivery of basic needs, including local economic development, environmental protection, electricity, health, housing, library services, licensing, parks and recreation, planning, produce markets, roads, sewage, traffic, transport and water.

There is, however, a lack of gender sensitive policies or guidelines at this sphere of government to guide the integrated development processes. The development of gender-sensitive policies, procedures, and practices is therefore crucial.

Interaction with local authorities has highlighted the challenges that have arisen as a result of the shift from pure service provision (the movement from addressing practical needs such as water and health services towards a transformative and redistributive approach; in other words, addressing the strategic needs of women.

A strategic working relationship between the OSW and local government structures will be needed if local government is to include the different needs of women and men in the integrated development processes. At this stage, a structured working relationship is still lacking. The OSW has, however, started to interact with the newly-established Gender Unit of the Cape Town Unicity.

A key objective of the OSW for the new financial year is to establish working relationships with all District Councils, and to make financial and other support available - particularly to the District Councils in the rural areas, so as to empower them to establish Gender Desks on a local government level.

3.1.6 Human Rights Commission

The Human Rights Commission advances and promotes human rights. Since women's rights are human rights, this body is an important mechanism that is available to women. It is also a body to which the Commission on Gender Equality can make appropriate referrals – and with which it should liaise on a regular basis. At this stage there is no working relationship between the OSW and the Commission.

3.1.7 Civil Society, Community-based Organisations & the NGO Sector

It is common knowledge that provincial or national gender machineries cannot, on its own, shift policy agendas for women. For this to happen, the active participation of organisations set up by civil society is crucial.

While the province does not have an active Women's NGO Coalition, there are many NGOs doing excellent work in areas such as women's empowerment, the eradication of poverty, violence against women and children, and gender discrimination.

However, coordination and integration of programmes and projects is a major challenge for this sector. A coherent approach and strategy is required to create the required synergy. In this respect, the OSW is well positioned to play a major supporting and coordinating role for the Provincial Gender Machinery.

4. RESOURCES OF THE OSW

The OSW has a strategic location (either in the Office of the Premier or in the Office of the Director-General) to enable it to facilitate the very important role of advancing the Provincial Government towards a state of Gender Equality. However, the strategic location will not be of much help if the office is not appropriately resourced. The allocation of resources by various executive and legislative structures is crucial to ensuring that the policy on Gender Equality is implemented.

4.1 Administrative Support

Since the inception of the OSW in 1999, it has operated without administrative support. The Office had been, and still is, dependant on interns for administrative support. It had the support of an administrative clerk who started as an intern and then accepted a contract on a three-monthly basis. The individual was with the OSW for about a year before his contract expired. Currently, the OSW operates without any administrative support.

4.2 Political Support

The core business of the OSW centres on, among other things, the development of systems, research, processes, policy development, support, guidance, capacity-building and coordination. The ultimate aim is to enable the Government to give effect to its constitutional imperatives of helping to create a society where human dignity and equality of access, opportunity and outcomes are enjoyed by all.

Thus, the business of the OSW is such that it cannot claim instant gratification. Transforming attitudes and breaking down of gender stereotypes are long term processes, which cannot be achieved overnight. The OSW thus requires a political champion who can publicly commit to the advancement of Gender Equality in Provincial Government.

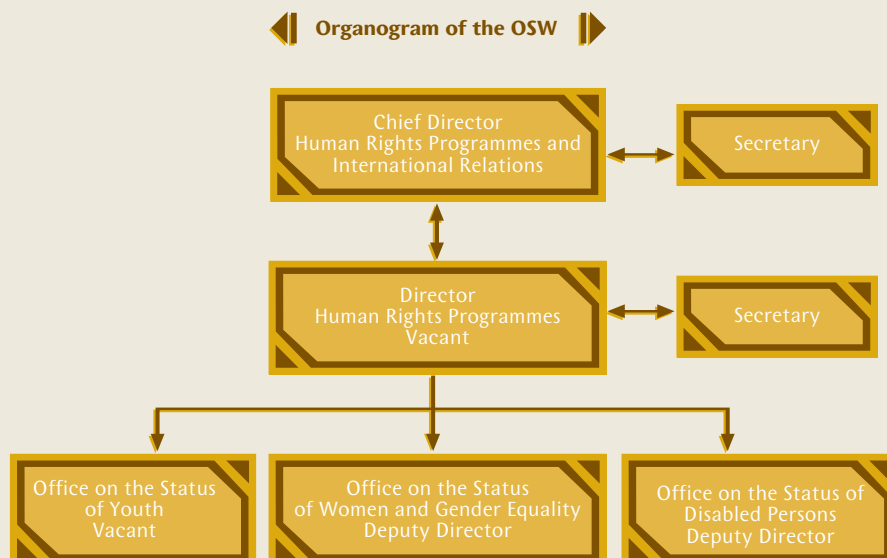
4.3 Financial Resources

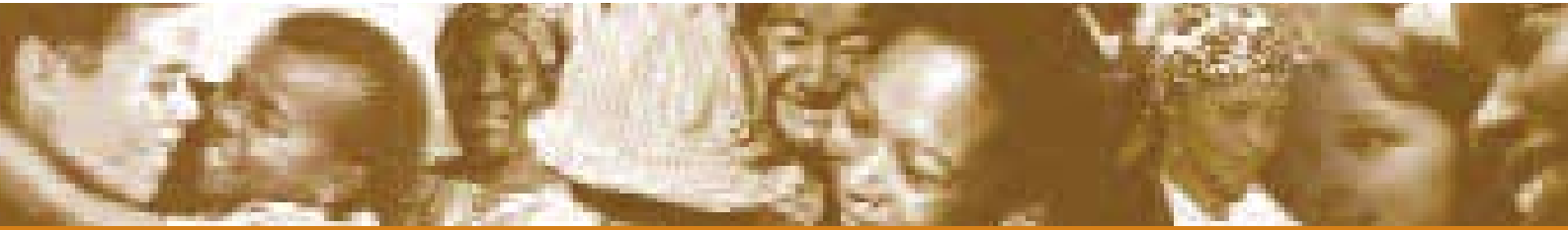
The OSW is allocated a budget to give effect to its strategic objectives. Due to a lack of administrative support, it has to outsource most of its services. Limited administrative capacity also limits the size of the budget allocation.

4.4 Information Management

Although the OSW has access to an information management system, including an internet, and an intranet, limited capacity does not allow optimal use of the above – for example, internet research on relevant and topical issues. A Gender Database of strategic role players, services and the like will also be a priority for the Office once it is appropriately staffed.

Figure 5





4.5 Capacity Building (Internal and External)

The OSW had the benefit and opportunity of mentoring three interns. The interns were placed with the OSW at different times and assisted in easing the workload of the office. The OSW, in turn, added great value to the personal growth and development of the individuals.

The manager in the OSW was also given the opportunity to attend a women's empowerment and Gender Equality capacity-building course presented in partnership by the NOSW and the United Nations Development Programme. The course was presented over three years, one week per quarter.

Generally, opportunities are afforded to the incumbent of the OSW for personal growth and development. However, due to a lack of administrative support, it is not always possible to pursue these opportunities.

4.6 Public Relations and International Best Practices

International visitors from Japan visited the OSW in 2002 and 2003 to benchmark and identify best practices in women's empowerment and Gender Equality in the Western Cape. The OSW hosted a delegation from Botswana for the same reason during 2003. However, at present reciprocal visits cannot be taken up by the OSW - mainly because of the the lack of administrative support in the office.

4.7 Technical Advisory Services

There is an absence of technical advisory services which can offer support to the OSW. Adequate staffing, institutional infrastructure, monitoring and evaluation, disseminating information, maintaining active partnerships, and capacity building all require strategic interventions to enable the OSW, as well as the broader provincial gender machinery, to work effectively towards the goal of Women's Empowerment and Gender Equality. International best practices and benchmarking could also add value to this need.

5. KEY PROGRAMMES OF THE OSW

Current and past projects

Figure 6

Programme	Current Activity	Current Status	Way Forward
Policy Development & Research	<ul style="list-style-type: none"> Provincial Gender Equality & Women Empowerment Implementation Strategy (GEWEIS) 	<ul style="list-style-type: none"> Draft GEWEIS Refinement Internal Buy-in & Consultation 	<ul style="list-style-type: none"> Concluding chapter compiled GEWEIS presented to the clusters & Cabinet GEWEIS launched during 2004
Capacity Building & Training	<ul style="list-style-type: none"> Mainstreaming Training Package for Public Servants OSW specific capacity building for Gender Focal Persons 	<ul style="list-style-type: none"> Fully developed Mainstreaming Training Package 	<ul style="list-style-type: none"> Development of Training Kits Training of Trainers Training of Strategic individuals in Departments
Coordination of Provincial Gender Machinery (Gender Management System)	<ul style="list-style-type: none"> The formal Structuring of a Provincial Gender Management System 	<ul style="list-style-type: none"> Informal/Formal 	<ul style="list-style-type: none"> Structured meetings Gender Desks on District Level Metro Coordination Capacity building of local government officials
Public Education, Awareness-Raising & Communication	<ul style="list-style-type: none"> Commemorative Days Development of promotional materials Partnerships with civil society 	<ul style="list-style-type: none"> Women's Day 2003 Programme for 16 Days: 2003 	<ul style="list-style-type: none"> Development of Appropriate Awareness-Raising Material Forging of Partnerships with Gender Stakeholders to increase awareness around topical gender issues
Auditing, Monitoring and Evaluation & Reporting	<ul style="list-style-type: none"> Development of an integrated audit instrument 	<ul style="list-style-type: none"> Appointed Human Sciences Research Council to develop an Integrated Audit Instrument Proposal submitted by Human Sciences Research Council 	<ul style="list-style-type: none"> Sourcing of funds to develop and implement the proposal Need for International Benchmarking

5.1. Policy Development and Research

- The OSW undertook a research project focusing on the implications of CEDAW and BPFA for provincial departments. The project was successfully completed in the middle of May 2001 with the delivery of nine individual departmental indicator frameworks. The frameworks were distributed to the relevant departments, who are using them as base line and support documents to improve their service delivery.
- In the absence of a national policy or Framework on Gender Equality to guide and direct the operations of the OSW, the office initiated a policy development process in the beginning of 2001. This process was abolished with the approval of the National Women Empowerment and Gender Equality Framework in 2001.
- At the end of 2001, the National Cabinet approved the National Women Empowerment and Gender Equality Framework. The OSW then embarked on the development of the Draft Provincial Gender Equality and Woman Empowerment Implementation Strategy (GEWEIS), in line with the National Framework.

A service provider, who was appointed on a contract basis, supported the OSW with technical gender knowledge in the development of the GEWEIS. The formal development process of the GEWEIS ran from March 2002 to March 2003.

A first consultative workshop involving government and the gender-based civil society took place on 13 and 14 September 2002. This was the first public interaction to popularise the development of a provincial GEWEIS. The province now has a draft provincial GEWEIS, the make-up of which is still being refined and consulted.

The development of the GEWEIS was done in consultation with all Provincial Departments. Departmental Gender Focal Persons worked collaboratively with the OSW and the technical advisor to produce a Provincial Gender Strategy. At this stage, each department has a Departmental Gender Strategy based on its core business. Short-, medium- and long-term objectives were also set out -and were based on the current situation and environment in departments.

The short-, medium- and long-term objectives will guide the integration and the inclusion of Gender Equality issues into the policies, programmes, projects and budgets of departments. The OSW undertook a provincial consultative Road Show to popularise and consult the GEWEIS. The Road Show took place from 14-25 July 2003. The outcomes of the Road Show will be used to refine the GEWEIS prior to final approval by the Provincial Cabinet.

5.2. Capacity Building and Training

- The OSW coordinated a Train-the-Trainer programme called “Free-to-Grow” for a representative group of people working with Gender Equality, disability and youth issues in the Provincial Administration. The training programme focused on self-development and incorporated, among other things, communication skills, conflict resolution and group dynamics. The aim of the programme was to provide a platform for all future training interventions by the OSW. The first phase of the training targeted a group of 36 people, and was completed at the beginning of June 2001.
- The OSW, in partnership with the Office on the Status of Disabled Persons, developed a mainstreaming training package for trainers in the civil service. The aim of this Train-the-Trainer package was to put trainers in a position to train strategic persons in departments to enable them to mainstream, among other things, Gender Equality into their day-to-day operations. This was done with the assistance of a consultant, who was contracted for one year. The training package focused on, among other things, a methodology to practically include gender considerations in programmes, planning processes and projects of provincial departments, as well as in the organisational environment.
- On invitation from the Cape Administrative Academy (the official training body of the Provincial Administration), and the UK-based Civil Service College, the OSW joined a team running a two-day gender-training workshop entitled “Gender Training Course for Public Sector Managers.”

- The OSW incumbent attended a capacity building and training programme (scheduled to run for three years), jointly hosted by the National OSW and the United Nations Development Programme (UNDP)
- The OSW granted an amount of R 134 000 to the Centre for Rural Legal Studies to help with the empowerment of women farm workers, with the main focus being on Employment Equity.

5.3. Coordination and Integration/ Gender Management System

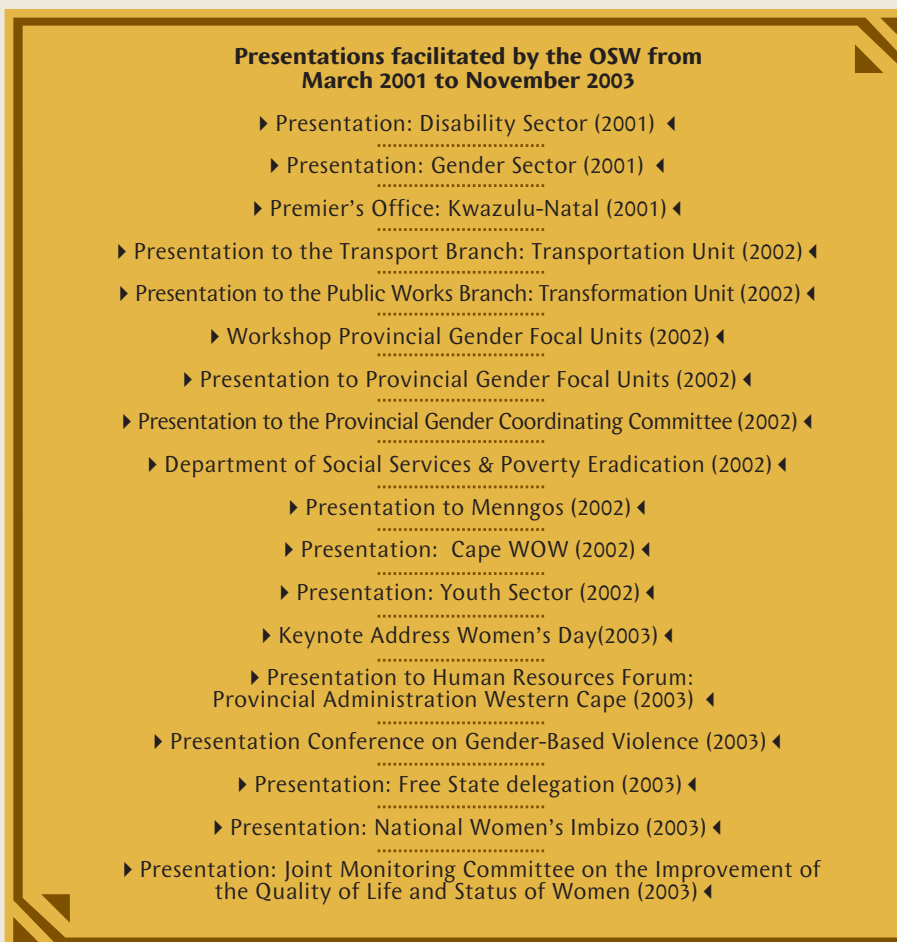
- The OSW developed a set of guidelines to assist in the development of an organisational model for a Provincial Gender Management System. The Provincial Gender Management System will bring together gender-based stakeholders, both internal and external, to interact and collaborate on Gender Equality issues on a province-wide basis.
- Workshops were held with the following sectors to lobby around the provincial management system for gender mainstreaming: Youth Sector, Gender Sector, Western Cape Network for Disabled Persons and Departmental Gender Focal Persons. However, due to administrative and political restructuring, the bulk development of the Gender Management System was temporarily halted. Currently the OSW has working relationships with certain strategic gender role players in the province. However, there is a need for formal structuring of the latter. Local Government and the broader sector also need to become part of the discourse.

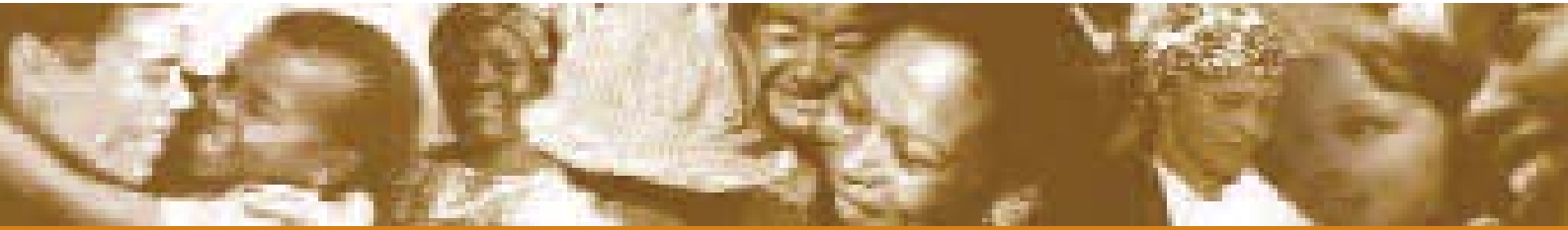
5.4. Public Education, Awareness-raising, Lobbying and Advocacy

- In November 1999, 50 Provincial Administration staff members from all departments attended a gender equity workshop facilitated by the National Department of Public Service and Administration.
- During 2000, the OSW received a sponsorship from Sanlam to run a quarterly “Women’s Breakfast”. Senior women managers in the Provincial Administration, as well as some Provincial Ministers, attended the first breakfast.
- The OSW facilitated a two-day gender budget workshop on 2 and 28 January 2000, which was attended by some senior managers. A gender specialist, who focuses primarily on gender budgeting, facilitated the training session.
- In February 2000, the Umtapo centre in Pietermaritzburg invited the OSW to participate in a training programme on gender.
- At the request of the Cape Administrative Academy, the OSW arranged for Dr Farid Esack, the Western Cape Commissioner for the Commission on Gender Equality, to address a senior management meeting of the Provincial Administration, in March 2000.
- In 2000, OSW was co-opted as a member of a working group to investigate the gender training options provided by the Cape Administrative Academy, the official training body of the Provincial Administration.
- The procedure to be followed by departments when applying to the OSW for funding for gender-based projects/programmes, was documented and made available to Departmental Gender Focal Points in April 2000.
- In April 2000, the OSW facilitated a morning discussion session between the National OSW and the departmental Gender Focal Units. During the afternoon, the Departmental Gender Focal Units attended a first training session facilitated by the Gender Advocacy Programme, with a specific focus on gender mainstreaming.
- A gender and women’s directory of non-governmental and community-based gender organisations was compiled and made available to departments, specifically Departmental Gender Focal Points, in July 2000.
- During 2001, the OSW designed and facilitated a planning session for the Gender Focal Unit of the Department of Planning, Local Government and Housing.

- The OSW was also asked to provide input to the discussion document calling for a revision of the Provincial Tender Procurement System.
- In 2002, the OSW, in collaboration with the Standing Committee on Social Services, Poverty Alleviation and Human Rights, hosted the second gender budget workshop, which was attended by the senior officials in the Provincial Treasury. Gender Focal Persons also attended the one-day workshop.
- Over the past year, the OSW participated in a number of radio and newspaper interviews with, among others, the Cape Argus, Die Burger, Cape Talk, Radio Sonder Grense, Radio Tygerberg, Radio Good Hope and Voice of the Cape.
- Although a communication strategy has been developed, limited capacity prohibits implementation. However, the OSW still enjoys good visibility. Moreover, a sense of awareness has been created with regard to Gender Equality issues within Provincial Departments.
- The OSW facilitated the following presentations – which focused on the role, responsibilities, mandate and operational methodology of the OSW – from March 2001 to November 2003:

Figure 7





5.5. Auditing, Monitoring, Evaluation and Reporting

- The OSW completed the National OSW Gender Audit in all provincial departments between September and October 1999. This was the first audit to be undertaken as an initial evaluation of the status quo in departments as it pertains to their understanding of Gender Equality issues and the integration and inclusion thereof in policies, budgets programmes and projects.
- The OSW, in collaboration with the Office on the Status of Youth and the Office on the Status of Disabled Persons, contracted the Human Sciences Research Council to develop a formal auditing instrument, which will measure progress towards Gender Equality.

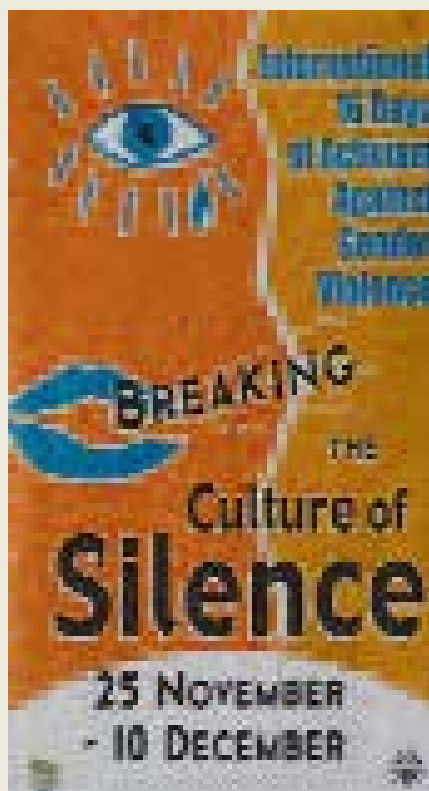
Networking and Liaison

- In October 1999, the Office assisted the Women's National Coalition with the arrangements for a meeting with non-governmental organisations to discuss the Beijing Plan of Action.
- In the latter part of 1999, the Office assisted with a research project undertaken by the Milpark Business School, on behalf of the National Department of Public Service and Administration.
- In August 2000, the OSW was approached by GETNET to help them research gender mainstreaming. The OSW was happy to provide this help – and, as a result, information could be re-directed to the policy development process, as well as being fed into the newly adopted mainstreaming approach of the OSW.
- The OSW and the CGE also hosted a report-back session after the Beijing +5 meeting held at the United Nations in July 2000.
- In October 2000, the OSW was asked to participate in an evaluation of the CGE as part of the funding requirements of one of its overseas funding agencies.
- In August 2001, the OSW assisted the Gender Advocacy Programme (GAP) with arrangements for an educational tour to the Provincial Legislature, as part of its training programme on local government for women.

6. COMMEMORATIVE DAYS

6.1 International 16 Days of Activism Against Gender Violence

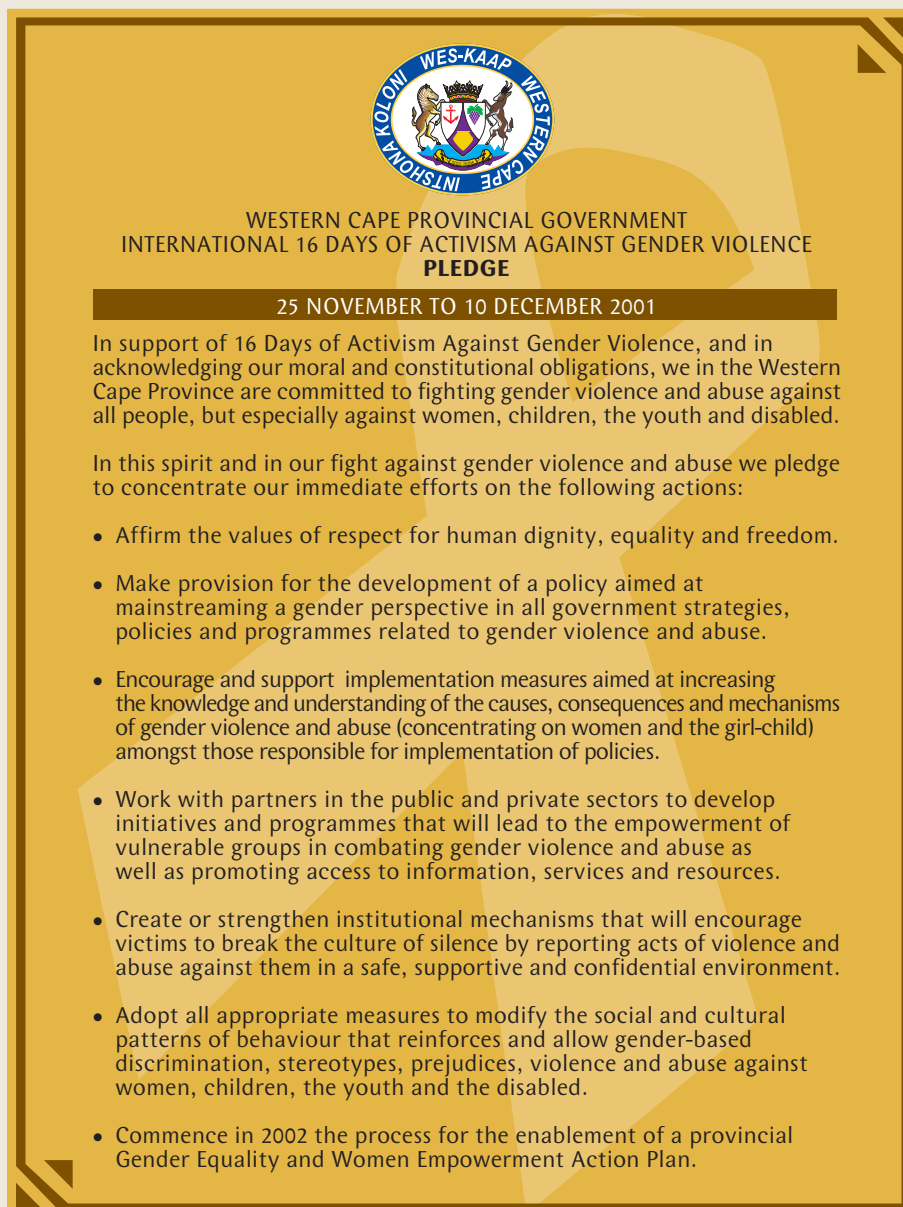
- In 1999, during the “16 Days of Activism Against Gender Violence” awareness-raising campaign, the OSW compiled a brochure focusing on domestic violence. It was titled, “There is No Excuse for Abuse – A practical guide to rape and domestic violence.” This brochure was distributed throughout the Provincial Administration, as well as to the public.
- Trauma room facilities were provided at police stations. This project was completed in collaboration with the Department of Community Safety, with whom the OSW has a good working relationship (the OSW has funded several trauma rooms at police stations). The initial phase sought to equip five to 10 trauma rooms and to train volunteers to assist the SAPS with staffing these facilities.
- The Office also facilitated a panel discussion on rape and violence against women, aimed at Provincial Administration staff. Promotional materials were also made available to external role-players, such as police stations, the Department of Community Safety as part of the AAA Project (Aged, Alcoholism & Abuse), the Western Cape Youth Commissioner, “the Cabinet meets Business”- and the Ravensmead Welfare Society. An exhibition was mounted in the legislature library during the same period.
- In 2000, the OSW supported the “Women Demand Dignity” men’s march and the “Stand by Women” in November 2001 – to highlight violence against women and children.
- The OSW staged a march on 10 December 2001 to the Provincial Legislature. The theme of the march was “Blow the Whistle on Violence Against Women”. The march was well attended and received excellent media coverage.



The theme adopted for the 16 Days' Campaign in 2001 was: “Breaking the Culture of Silence”

The OSW also adopted a Gender Pledge on 25 November 2001. The pledge registers were signed by a large number of Provincial Administration employees. White ribbons were placed at the entrances of PAWC buildings in the CBD area. The signing of the pledge registers and the public display of the white ribbon indicated a promise of no violence against women and children. An awareness-raising campaign, via posters was also lodged. A copy of the pledge that committed Provincial Government to the eradication of violence against women and children, was handed to a delegate of the Premier.

Figure 8



- In 2003, the OSW facilitated a number of programmes during the 16 Days of Activism Against Gender Violence. It also supported two men's marches against women abuse. The first was held on 1 November from Cape Town Station, and the second on 25 November from Athlone Stadium.
- An Industrial Performance called "Stop the Tears" for the employees of the Provincial Government was the focus of the campaign.
- Promotional material was also handed out during the 16 Days of Activism. This included T-shirts for the men's marches, and white and black beaded ribbons, to promote the importance of awareness of abuse.
- The OSW also took a decision to produce an updated version of the booklet "There is No Excuse for Abuse" for distribution to the NGO Sector as well as to Government Departments.

6.2 Towards a Provincial Strategy to Eradicate Violence and Abuse Against Women and Children

The Western Cape Provincial Government is not alone in its fight to combat the scourge of Gender Violence – particularly against women and children.

It also acknowledges that as Government it needs the NGO Sector - in particular gender-based stakeholders - to assist in the development and implementation of responsive strategies, and action plans to combat violence against women and children.

It also requires the vigilance of the Gender Sector to monitor the implementation of legislation focusing on the eradication of gender discrimination and violence against women and children.

The OSW, as a key gender stakeholder in the Province, is intimately involved with the Western Cape Network on Violence Against Women (NETWORK) and the Commission on Gender Equality (CGE), as well as with Provincial line function Departments to formulate minimum standards for Provincial Departments – to enable them to identify the imbedded nature of violence against women and children in their day-to-day operations.

The following activities were initiated as part of the process towards developing a Provincial Framework containing a set of minimum standards for Provincial Departments to start identifying and addressing violence against women and children:

In June 2003, the NETWORK hosted a 3-day Conference aimed at setting up a Framework for Ending Violence Against Women. All key gender-based stakeholders participated in this conference.

Figure 9

The Conference Focused on:

- The root causes of Violence Against Women;
- Factors contributing towards Violence Against Women;
- The Faces of Violence Against Women;
- Myths about Violence Against Women;
- Politics and the Legal Framework;
- Minimum standards; and
- The Violence Death Road.

The Conference emerged with a very basic template of minimum standards, which formed the basis for a further Conference on Gender Violence hosted by the CGE in October 2003.

The CGE Conference further refined and developed the provincial minimum standards. All sectors were represented at this Conference.

On 9 and 10 December 2003 the final Conference on Gender Violence was hosted by the Provincial Department of Local Government. All key gender-based stakeholders took part in the above processes.

The outputs of this Conference were meant to provide provincial line function departments with a set of minimum standards based on their core businesses – to assist them to identify and address violence against women and children. The latter was done in collaboration with representatives of Provincial Departments.

6.3 National Women's Day

In 1999, on National Womens Day, the OSW facilitated a successful programme of events that was attended by more than 500 people.

In 2000, the OSW donated R15 000 to the Cape Women of the World Festival Trust in support of an exhibition and programme on Women's Day.

The OSW had a successful lunchtime programme on National Women's Day. The programme included a talk by Soli Philander, a video screening of a Women's Media Watch and a talk by Sindiwe Magona from the United Nations.

On 7 August 2003, the OSW hosted a Conference called "Breaking Barriers: Women in Technology", which highlighted the plight of young women and students, and the difficulty in accessing opportunities in the engineering, science and technological fields. Conference participants met with women who have made a success of careers in the technological fields.

The OSW facilitated a Winning Women Award on 9 August 2001. The three winning women each received financial assistance to improve the small businesses they had set up.



Mama Maureen Lumka (Winning Woman)

Part 2:

Conversations among Women: Counting the victories and the setbacks...

Office on the Status of Women and Gender Equality



South Africans can look back on a first decade of democracy with a deserved sense of achievement. But this will be tempered with a sombre realisation that much hard work lies ahead – to protect the gains of the past 10 years and to find solutions to a myriad unresolved issues.

Perhaps the most taxing of these revolve around issues of Gender Equality– with the chief one locked into a question that has been asked repeatedly in recent times: How do women – and, particularly in the case of women in the Western Cape – view the first 10 years of their freedom?

It's a multi-faceted question – a question without a clear-cut answer or, for that matter, answers. It should come as no surprise then to find that during an information-gathering trip around the province from 14-25 July 2003, the Office on the Status of Women and Gender Equality documented a range of responses as varied as the circumstances in which the respondents found themselves. But, common threads of concern emerged that are serious enough to set alarm bells ringing....

Figure 10

Aims of the Road Show

Why a Road Show? In practise, they work very well – especially where targeted groups need to be brought together at fairly short notice. In this instance, the aims were to:

- Popularise and consult the Gender Equality and Women Empowerment Implementation Strategy for the Western Cape.
- Identify the needs of women in line with the National Theme: “10 Years of Freedom – What it has meant for Women”.
- Raise awareness and determine priorities for the establishment of new disability, youth and gender structures at district level.
- Improve the effectiveness of provincial coordination and to strengthen existing gender structures.

What Women Want: Conversations Among Women

The Office on the Status of Women and Gender Equality did not expect unanimity among the participants. But enough of a pattern emerged in the eight consultative workshops that were held in towns in several key districts to provide the Office with enough ideas to plot a clear future direction.

Clearly, there are a number of issues and concerns that continue to impact on the lives of women in the Western Cape. Many of these concerns are not new – but the need to confront them is becoming increasingly challenging. In line with the Provincial Cabinet's Five Provincial Pillars – the strategic outcomes towards which all departments in the Provincial Government have committed themselves – the OSW posed a number of pertinent questions relating to the advancement of women and the promotion of Gender Equality in the province.

Figure 11

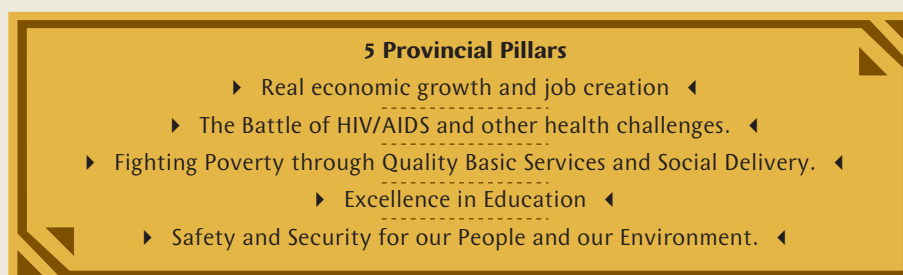
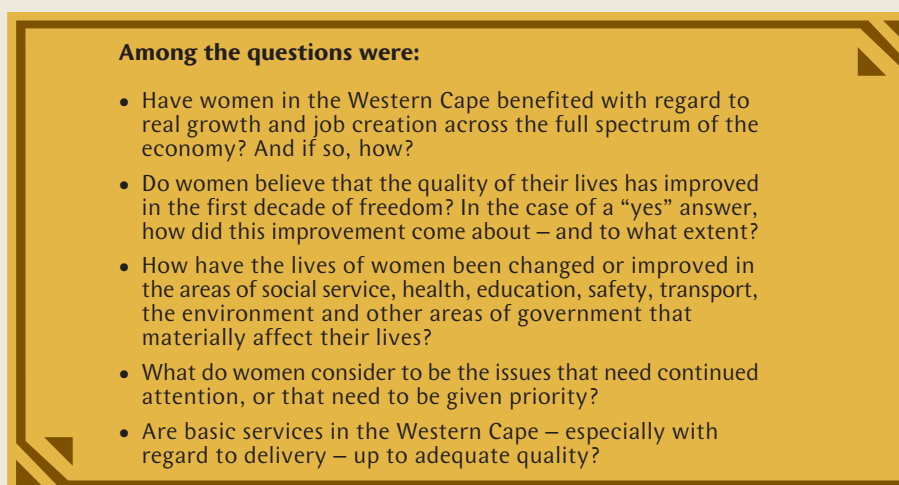


Figure 12



Gathering information

The broad cross-section of women, and in some instances men, from the Western Cape who attended the workshops provided an important insight into the daily experiences of women. Information-gathering, which centered on a process of facilitation, worked very well. It enabled the Office on the Status of Women and Gender Equality to gather a range of inputs from women throughout the region.

Although departmental representatives at local and provincial government levels also had their say, by far the majority of views expressed came via representatives of a range of community and non-governmental organisations, as well as from individuals who have the interests of women at heart.

The workshops were structured to create a greater awareness of the work that has been carried out in the region – as well as the strategies that have been devised – to enhance the status of women, to promote Gender Equality and to highlight the needs of disabled persons and the youth. (The road show was put together by a partnership consisting of the Offices on the Status of Women and Gender Equality, Disabled Persons and Youth.)

Another of the purposes of the workshops was to help lay the groundwork for the establishment of gender structures at district level.

Workshops were held in the following areas: George, Cape Town, Beaufort West, Caledon, Worcester, Moorreesburg, Oudtshoorn and Vredendal.

Figure 13



SISTERS IN THE STRUGGLE...

Although vast distances may often separate them, women from historically disadvantaged communities of the Western Cape share a range of problems. Thus, a woman living on the outskirts of George is likely to be as concerned about the lack of job opportunities, the high cost of transport and the rise in women and child abuse as a counterpart living in Worcester.

The mention of shared problems raises a pertinent question: as South Africans prepare to celebrate 10 years of democracy, has the status of women improved? From 14-25 July 2003, the Office on the Status of Women and Gender Equality tried to find out in the course of an information-gathering trip (a road show) to a number of Western Cape Towns.

Its verdict was, well, interesting. There have been some hard won victories – victories which women are determined to hold onto at all costs – in some areas. But in far too many other instances, women have had to contend with a series of vicious assaults – on their rights and on their bodies.

The sad news is that black women, especially, are still being discriminated against in the job place, they – and their children – are still being abused by spouses and partners and, in many other ways, they are still being treated as second-class citizens. Much hard work still lies ahead.

Figure 14

A summary of the experiences and views of women on what 10 years of freedom has meant for them

The Road Show provided an important opportunity for women to express their views on a broad range of issues. The comments and experiences of the women who participated in the workshops were documented into the following categories:

- Access to Tourism Opportunities
- Agriculture
- Procurement Opportunities in the Government Sector
- Economic Development and Job Creation
- Basic Services and Social Delivery
- Education
- Health
- Housing
- Safety and Security
- Public Transport
- The Environment
- 10 years of Freedom – What it has meant for women
- The need for District Gender Structures

1. GEORGE

1.1 Economic Development and Tourism

- Awareness campaigns need to be run to inform women about services and opportunities in this sector.
- An excellent way of protecting women against violence and reducing the number of alcohol-related social problems is to make sure that the issuing of liquor licences is tightly controlled.
- Additional methods of communication are needed. At present, important items of information often fail to reach the communities at which they are aimed.
- Women need assistance to start projects.

1.2 Housing

- Legislation should be enacted to safeguard families against losing their homes to druglords and tavern owners.
- Legislation should be enacted to safeguard children whose parents have died of HIV/AIDS. These children often lose their parents' homes to other members of the community.

1.3 The Environment

- Women are not aware of the services that Government offers. At present, women do not even know where to make contact with Government.
- Workshops need to be run to inform communities about programmes and projects that can be incorporated into schools.
- Why is this sector still dominated by men? Why, for instance, are no women being hired as environment officers?

1.4 Women's access to safe Public Transport and Procurement Opportunities in Government

- There are not enough opportunities for women to win contracts in this sector.

- Suitable educational programmes need to be set up to teach women how to tender for jobs and to obtain funds.
- The taxi industry needs to be regulated more effectively. Women should not have to be concerned about their safety when using public transport.
- Taxi owners should institute an educational programme for their drivers and guards, many of whom fall far short of treating women with the proper degree of respect.

1.5 Agriculture

- More information is needed on the opportunities available to women in this sector.
- Exhibitions should be used to advertise and filter information to the district.
- The agriculture sector should create more work opportunities for women in local communities.
- An information office should be established in each district.

1.6 Ten Years of Freedom for Women

- Government policies that are meant to protect women against abuse and discrimination are not being implemented effectively.
- There is an urgent need for measures to be adopted that can be used to effectively monitor and evaluate government policies that are aimed at protecting women and furthering their interests.
- Though information is often available, in practice, it is often inaccessible to the very people at which it is aimed. For various reasons, information does not filter through to enough women in the district.
- Because many of the women in the district are not educated to a high enough level, they are generally ill-prepared to take advantage of the opportunities for advancement that arise from time to time.
- Government departments need to be more open in their dealings with women.
- Far too many women continue to bear the brunt of physical, emotional and financial abuse.
- Cultural restrictions continue to prevent women from living out the political freedom that was won a decade ago.
- Women in the district have lost trust in the Government.

1.6.1 Real Economic Growth and Job Creation

- Discrimination against women continues in the job market. Because there are so few women in managerial positions, their participation in decision-making processes has become increasingly limited.
- There are not enough job opportunities for women.
- Major investors and companies refuse to back greater participation of women in the economy – on the grounds, it would appear, that they are high-risk clients.
- Women continue to be discriminated against in the business sector.
- Women should be major contributors to the economy – and they should be major drivers of economic growth. But the reality is that they are not. The financial support available to them is limited. Add to this a cultural limitation and their economic input becomes severely limited.
- There is a dire need for women with established businesses to offer their services as mentors to aspirant businesswomen.
- The number of women experts is rising, yet hardly anything has been done to make use of their expertise.

1.7 Initiating and Strengthening New or Existing Gender Structures

1.7.1 Why is there such a strong need for a District Gender Forum?

- To address the needs of women.
- To improve transparency.
- To ensure that available funds and information filter into the district.
- Structures in Government and non-governmental sectors need to be integrated in a manner that will enable them to provide the district with the best services and information.

1.7.2 Existing Structure: Gender Network for Violence Against Women

- Although this structure is operational, it needs to be more representative and accessible to women in the district.

1.7.3 Structure (and vision)

- A Community Gender Forum: representing all organisations at community level. There should be one in every community.
- A District Gender Forum, consisting of representatives from the Community Gender Forum.
- A Provincial Gender Forum, to coordinate the structure.

2. UNICITY – CAPE TOWN**2.1 Economic Development**

- The career paths of women should be broadened – beyond the administrative into the technical.
- Internships and training programmes should be adapted to suit working women and mothers.
- A system of Government Department scholarships should be devised for lower-level jobs.
- A budget should be drawn up specifically to help incorporate women into the different working sectors.
- Additional childcare facilities should be created for mothers wishing to pursue their careers.

2.2 The Environment

- (Health) The informal settlements lack basic needs such as water and electricity. The irregular pattern of rubbish removal is also a problem. All these needs and problems – which together create unpleasant and extremely unsanitary conditions – are detrimental to the health of women and their children.
- Children should be educated about keeping the environment clean.

2.3 Access to Safe Transport

- A safer bus transport system is required.
- Buses should be made more child friendly.
- Commuters should be able to report misconduct without fearing for their safety. Every effort should be made to follow up and resolve their complaints.
- Terminuses, bus stops and bus shelters should be properly maintained and cleaned.
- Government should be involved in initiatives to teach children about transport safety from a young age.
- More trains and buses should be made available at peak hours to put a stop to the dangerous practice of overloading.
- Public transport should be available after hours for women who work irregular hours – for example, nurses.

2.4 Housing

- Legislation on sub-renting should be implemented. This causes great problems amongst community members.
- The Department of Housing's communications strategy to the public on housing is not effective and should be improved. Housing complaints are not dealt with effectively and with urgency.

2.5 Women and Agriculture

- More opportunities should be made available to women to learn about agriculture.
- An initiative should be launched to increase the number of female landowners.

2.6 Ten years of freedom for women

- Increasing numbers of women have successfully applied for bonds.
- There has been an increase in the number of employment opportunities for women.
- On the downside, jobs in which mathematics, engineering, and science are key elements are still dominated by males.
- Adult education needs to be made more accessible to women and mothers.
- Too few companies have embarked on a process of gender restructuring. The result is a huge gender bias – and a lack of female appointees.
- Women should have greater access to information regarding job opportunities. Certainly, there are companies who want to make such information available.

2.7 Initiating/ strengthening new/ existing gender structures

- There is a need for a structure to represent the direct needs of women.
- This structure needs to be representative on a 50-50 basis; alternatively, it should consist entirely of women.
- It should focus on issues linked to women, for example, children and men.
- It should be organised in a way that discourages fragmentation.
- Its stakeholders should come from various areas, including NGOs, the Education sector and the Corporate and Private sectors, as well as the 13 Government Departments.

3. BEAUFORT WEST

3.1 Economic Development and Tourism

- There is growing confidence that tourism marketing will spark the creation of more jobs.
- Access to basic services such as water, electricity and rubbish removal has improved over the past few years.

3.2 Access to Safe Transport

- The buses and trains that operate between neighbouring towns do not enjoy a Government subsidy.
- Subsidised transport is imperative; the poor cannot afford expensive private taxis.

3.3 Housing

- A law should be enacted to protect children whose parents are HIV-positive.
- Complaints about housing should be dealt with more efficiently.
- The Housing Department should help the Social Services Department to create safer alternatives for women and children living in violent homes.
- Women should be given greater access to opportunities in the building industry.

3.4 Community Safety

- Policing should be more visible.
- Neighbourhood Watches should be helped to become more sustainable.
- School programmes should be instituted to help prevent child rapes inside schools.

3.5 Local Government

- The Department of Local Government should build stronger partnerships with Local Authorities and NGOs in order to tackle gender problems more effectively.
- The IDPs of Local Authorities lack implementation procedures; provinces should assist with this.
- The Department should encourage Local Authorities to appoint more women councillors.

3.6 Health

- The confidentiality of HIV-testing is often not respected.
- HIV treatment is not available at clinics.
- HIV peer counselling should be implemented – to encourage testing.
- Sexually active teenage girls should be encouraged to go to clinics for advice on contraception.

3.7 Education

- Nurses/counsellors should go to schools to educate pupils about HIV/ Aids.
- Girls should be eligible to participate in ALL sports.
- More female school principals should be appointed; at present, a principalship is a predominantly male domain.

3.8 Ten Years of Freedom for Women

3.8.1 Concerns

- Men's "women in the kitchen" attitudes have not changed.
- More employment opportunities need to be made available to women – to enable them to become economically independent.

3.8.2 Successes

- Women are more independent.
- Increasing numbers of women are becoming aware of their equal status with men.

3.8.3 Initiating/strengthening new/existing gender structures

- There is a great need for sustainable gender structures.
- Their function should be to interact in an integrated and coordinated manner with other, similar structures.
- Existing organisations should all work independently to bring about change.
- The Province and our Local Authority should adopt a more proactive approach to gender issues.

4. CALEDON

4.1 Economic Development and Tourism

- Training programmes need to be implemented to enable farm workers to generate alternative income during the off-season.
- New methods of funding for projects need to be identified.
- Local people feel disadvantaged when “outside people” are brought in to tackle projects.
- When jobs become available, there is insufficient transport to take workers to and from the places of employment.
- There is a lack of communication between rural areas and the city.

4.2 Access to Safe Public Transport

- Safety issues around taxis need to be addressed.
- There is a need for shelters at pick-up points.
- Drop-off points are often too far away from residential areas; the various types of transport must go right into the communities being served.
- Transport must be made available to take children to and from school.
- An ambulance service is needed to transport residents to hospital during emergencies.

4.3 Housing

- New arrivals should be strictly controlled to avoid overcrowding of informal settlements.
- The waiting list system for houses must be replaced/scrapped to ensure access to all. A lot of corruption takes place within this system.

4.4 The Environment

- Residents of informal settlements must have access to clean water and be provided with sewerage services.

4.5 Ten Years of Freedom for Women

4.5.1 Economic

- Job creation projects are not accessible to everyone.
- Women in rural areas are being ignored.
- More women should be encouraged to acquire entrepreneurial skills.
- Lack of contracts tends to hamper start-up projects.
- The economic contributions of women need to be recognised.
- A shortage of childcare facilities is a problem for many working mothers.

4.5.2 Training

- The lack of business training opportunities for women needs to be addressed.
- Training is needed within communities.
- Workers have no job security.
- Employment offered by farmers is seasonal; workers do not have any income during the off-season.
- Mobile clinics are required for people who are unable to travel long distances.

4.5.3 Facilities

- There is a shortage of medical facilities in rural areas.
- Safety standards in communities have deteriorated.
- Because they are seen as a soft target, more and more women run the risk of attack from criminals, family members and acquaintances.
- Gender awareness workshops aimed at men in the community need to be set up to change their mindsets and get them to accept Gender Equality.
- There should be less talk and more action to improve conditions for women.

4.6 Initiating/strengthening new/existing gender structures

4.6.1 Structures to enhance communication

- There are a few existing forums:
 1. Women On Farms (an NGO)
 2. The Faith-based Alliance for Social Change
 3. Health and Welfare Committees
 4. Overberg District Municipalities.
- These forums should be strengthened.
- Better channels of communication should be established between cities and rural areas.

4.6.2 Personal Impressions of Relevant Facilitator

- Most funding tends to end up in cities.
- People in rural areas feel that they have been forgotten.
- Communication channels revolving around existing and future projects need to be improved.
- Childcare facilities need to be provided to enable mothers to go out to work.
- Structures need to be set up to enable women to run businesses from home.

5. WORCESTER

5.1 Health

- The teenage pregnancy rate is very high.
- There is a shortage of medicines at clinics.
- Generally, staff members are well trained.
- But, there is a shortage of staff.
- The extra workload means that staff are often over-tired.

5.2 Social Services

- Many women do not know where to go to for advice about starting a business. The Social Services Department should step into this breach.
- The lack of funds in communities needs to be highlighted.
- The municipality should involve the community in awareness programmes.

5.3 Housing

- New arrivals should be more strictly controlled to avoid overcrowding of informal settlements.
- The waiting list system for houses must be replaced/scrapped to ensure access to all. A lot of corruption takes place within this system.

5.4 Education

- Educators need to be provided with gender-sensitive training.
- There is a shortage of female school principals.

5.5 Access to Sport

- Women who participate in sport receive almost no exposure in the community and at schools.
- Gender inequality in sport is rife.

5.6 Ten Years of Freedom for Women

- There are more job opportunities; on the other hand, poverty has also increased.
- Far too many people do not have access to water and electricity
- Most people can attend clinics only once a week.
- Patients have to pay for medicine at the clinic. It should be free.
- Discrimination should be tackled head-on.
- Women need to be given the opportunity to improve their skills so that they can acquire higher positions in the workplace.

5.7 HIV/AIDS

- It is still not taken seriously.
- Some poverty-stricken people say that they want to get Aids – so that they can qualify for a grant.
- HIV structures need to be implemented, and then integrated with other structures.

6. MOORREESBURG

6.1 Economic Development and Tourism

- Women wishing to enter the business sector should be provided with the necessary training.
- Skills-development training is offered only in Cape Town. Transport costs to and from there are very high.
- More gender forums need to be set up.
- The tourism industry is still dominated by whites.
- The municipality needs to be forced to change its policy of employing single women when given a choice of employing married or single mothers.

6.2 Access to Public Transport and Procurement Opportunities in Government

- A transport system needs to be set up to run between hospitals and residential areas.
- Women seeking transport contracts are being discriminated against.

6.3 Housing

- Ensure that the quality of houses is the best possible. Houses are not always of an adequate standard – and this leads to social problems.
- The works inspectors of the Department should ensure that the houses are of an acceptable quality.

6.4 Ten Years of Freedom for Women

- Coloured people are insecure about some of the political developments.
- It is sometimes difficult to mobilise the community around important issues.
- Although women have been empowered over the past 10 years, these developments seemed to have passed by our district.
- Workshops need to be established to empower women.
- Driving lessons should be considered for inclusion in the school curriculum.
- Former Model C schools should be more accessible to poor people.
- Transport should be provided for people wishing to attend Abet classes.
- There is no permanent work in the area. The majority of women are seasonal workers.
- A lack of skills training means that many women are not equipped with proper skills.
- Some women have compiled business plans for entrepreneurial ventures, but their progress has been frustrated by a lack of funds.
- Skills training centres, complete with accommodation, need to be set up.

- The community needs to penetrate the overseas market.
- Funds are needed to build crèches.
- Political groupings can influence appointments and job creation initiatives.
- Black people find it almost impossible to win contracts.
- A train service needs to be instituted – so that public transport can be made accessible to the poor.
- There is a need for a support group for women.

6.5 Initiating Gender Structures

6.6 Is there a need for district forums?

- There is need for a Gender Forum as the women in the area are suffering.

7. OUDTSHOORN

7.1 Economic Development and Tourism

- There's a lack of communication between the communities and the district.
- Helpdesk agents and women in the community need to get together to share information, with the purpose being to communicate effectively.
- Empowerment training is needed to pass on business skills (project management), leadership skills (business management) and marketing skills (business plans) to women. The requirements in this area need to be identified and developed.
- For obvious reasons, far too few projects have been identified and initiated by women.

7.2 The Environment

- Informative environmental projects need to be entrusted to the management of women.
- Environment laws should be drawn up to fight the misuse of environmental resources.
- Women need to be informed about the cost of environmental impact studies, the accessibility of these studies, the extent of provincial involvement and the manner in which related projects are implemented.
- Training programmes need to be implemented to raise environmental awareness.

7.3 Access to Public Transport and Procurement Opportunities

- Discontinued bus services should be reinstated.
- A helpdesk should be established to keep women informed about job opportunities and contracts. The required forms should be made more accessible and the requirements for filling in tender documents simplified.
- The issuing of permits needs to be properly regulated.
- An affordable transport system should be set up to service outlying areas.
- The practice by taxi operators of intimidating passengers to pay high taxi fares needs to be rooted out. It is forcing women who want to save the money to walk long distances, often through unsafe areas.
- The transport infrastructure must be addressed as a matter of urgency.
- A platform should be established to enable interested people to acquire skills training through the Department of Transport.
- Guidance on how to establish SMMEs should be given to women.

7.4 Housing

- Access into the building industry for women.
- Training for women builders and developers.

7.5 Agriculture

- Women require access to land, access to finance to establish their own businesses, and skills training.
- An information office should be set up in the district.
- Information needs to be provided on how to access any job or business opportunities that may arise (these may take the form, for instance, of advertising or exhibitions)

7.6 Education

- Female educators are being appointed school principals at primary schools.
- Male educators are in the majority at high schools.
- Day Care Centres need to be set up at schools for mothers who are still breastfeeding.
- Pre-primary teachers cannot get permanent positions; the government should put them on the monthly payroll.
- Farm workers struggle to find transport to get them to ABET classes. ABET has had a positive effect on women – it has contributed to them feeling more empowered.
- The pregnancy policy has not been implemented at some schools.

7.7 Health

- Mobile clinics are inaccessible to many people. The ambulance service, too, is often unavailable – and even when it is, its response to emergencies has been slow.
- The health sector gives slow service.
- There are no shelters.

7.8 Culture and Sport

- The Bongoletu facility is inaccessible to women – mainly because no one seems to be in charge of running the facility.
- Proper structures need to be set up. Women need to be educated on how to take charge of facilities
- Regular sports activities should be organised for the elderly.
- Women tend to quit sport after marriage or childbirth.

7.9 Social Services

- Facilities are located far from the people – and this is made worse by a lack of transport.
- The implementation of the child grants system has improved.
- Resources are not distributed fairly.

7.10 Ten Years of Freedom for Women**7.10.1 Personally**

- Women have become more aware of gender issues – and this is a fact that has empowered them.
- Women are more capable now of standing their ground – and fighting cultural oppression
- Cultural traditions no longer restrict the ambitions of women.
- Discrimination against women is still a problem – particularly with regard to working opportunities.
- New maintenance laws offer women greater protection.
- Men need to be educated into embracing Gender Equality.
- Community awareness needs to be raised.

7.10.2 Real Economic Growth and Job Creation

- Although women are eager to contribute to the economy, a lack of information makes it very difficult for them to do so.
- The Department of Labour should start an ongoing awareness campaign among the communities of the District.
- Poverty relief mechanisms must be established.
- Skills training structures need to be established to empower and develop women.
- The absence of women on important decision-making committees and as part of important events in the District needs to be addressed.
- Legislation should be enacted to make work-related opportunities and services more accessible to women.
- The entry of women into the economic mainstream should be vigorously encouraged. They are struggling to do this at present.
- Economic empowerment for women has been restricted because the benefits of donor funding have not been filtering through to the communities.
- More career opportunities are opening up for women.
- Women are always on the agendas.

7.10.3 HIV/AIDS

- Support groups need to be established for mothers who require information on HIV/AIDS.
- Hospitals do not respect the confidentiality of people diagnosed with HIV/AIDS.
- People are not keen to be tested for HIV/AIDS.
- Awareness needs to be raised. At present, many who have been infected with the virus are not supported by their families.
- HIV/AIDS still has a stigma attached to it.
- Women with HIV/AIDS have to pay for their medication.
- Although the government provides access to information, many people remain ignorant about the disease. Some don't even care.

7.11 Initiating and Strengthening New or Existing Structures

- There is a definite need for a District Gender Forum to:
- Address communication problems.
- Help with the coordination and integration of structures.
- Draw on the infrastructure of local government.

7.11.1 More about the Gender Forum

- To make possible proper networking, the Gender Forum must be representative of all communities, sectors, Government and NGOs.
- Members of the Gender Forum should be committed individuals. The forum needs to be run by women, who may, if they wish, recruit men.
- Involvement by the Province is essential. It is needed to offer guidance in the form of information and networking.

7.11.2 The existing structure stopped operating

- The previous structure was not representative of all communities, sectors, NGOs and the Government.
- The forum did not function according to its requirements.
- Members of the forum were unsure about their function, roles within the organisation and responsibilities.
- The forum had no mandate and strategy. It was also torn apart by personal conflict.
- The reason a new structure is needed is to make sure that the above-mentioned problems are not repeated.
- When, and if, a new forum is being formed, another structure should be called upon to offer guidance and help to make things happen.

8. VREDENDAL

8.1 Women and Agriculture

- The SKEP project is currently running.
- Women have been active participants in projects.
- Government funding is insufficient to cover the cost of projects.
- Currently, there is no project running to create work for women in Vredendal's Agriculture Sector.
- A chicken farming project has been identified.
- Flower picking is another possibility.
- Unused state land has been identified for farming.
- The community does not enjoy a good relationship with the municipality.
- Small scale farming needs to be encouraged.

8.2 Economic Development

- Political interference accompanying job allocation is a problem.
- The procurement policy should be applied.
- The community is being excluded from consultations with the IDP processes
- A group of women in the town want to start a bakery.

- Economic growth in the region is very slow.
- Women are willing to work for minimum wages, but men are not.
- Decision-making structures continue to be dominated by men.
- Whites are still guilty of racism towards black women.
- There is a great need for black people to become involved in tourism development.
- Crime is still a problem. In this respect, there should be tighter control over shebeens.
- The concept of local economic development needs to be explained to the community.
- Women require skills training – especially with regard to drawing up business plans and feasibility strategies. Their aim, after all, is to become contractors and business owners.

8.3 Transport

- Women find it almost impossible to get permits to participate in the transport industry.
- There is insufficient transport to ferry children to and from school.
- Public transport is too expensive.

8.4 Housing

- Bursaries for women in the building environment – engineers, architects and the like.
- The infrastructure around the houses could be improved.

8.5 The Environment

- The Renosterveld must be preserved as a tourism facility.
- The area's cultural heritage needs to be preserved.
- A health facility is required in Vredendal North.
- White doctors discriminate against black people.

8.6 Education

- Women have attended workshops on empowerment, yet they are not given the opportunity to implement their training.
- Gender bias is still a problem. Men continue to be employed to do work traditionally done by men – and likewise women.
- Educators need more effective training with regard to (among other things) human rights and sexuality.

8.7 Culture and Sport

- Women who participate in traditionally “male” sports are mocked and called names.

8.8 Social Services

- Gender needs have not been identified.
- The confidentiality of HIV/Aids patients is often not respected. More training courses are needed to look into this issue.
- Qualifying criteria for grants should be made widely available.
- The Social Services Department – and the services it offers – should be publicised more.
- The Department needs to hire more staff – to spare people having to stand in long queues.
- Volunteers must be given some form of payment.
- Mobile offices have been set up in different areas.

8.9 Women and Health

- Women should be trained to work with different women – as well as with disabled women.
- Women should be made aware of the resources that are available in their community, with regard to the health sector.
- A drastic change of attitude by able-bodied women towards disabled women is needed.
- Female condoms should be made more accessible.
- The systems that are in place with regard to mobile clinics and the way they affect HIV/Aids consultations should be reviewed to improve the current system.

- The health sector is still dominated by males.
- Embedded values and cultural issues should be examined.
- There are still stereotypes.
- Women should get training that allows them to occupy positions that are presently being dominated by males.

8.10 Gender Structures

- A Gender Forum started by the Social Services Department is not in operation at the moment. The current Forum should be revisited.
- The budget for the Forum should include travelling costs.
- The Gender Forum should consist of all structures within communities.
- Each cluster should have its own Gender Forum, as well as coordinating bodies that will liaise with the Provincial Forum.
- Men in the community need to be educated on gender issues.
- Church and political organisations should be encouraged to join the Gender Forum.

8.11 Ten Years of Freedom for Women

- Men have started to get involved in community projects – such as the distribution of food.
- Men and women should earn the same salary for the same work.
- There are now more job opportunities for women.
- The RDP houses that have been built are too small to house families adequately. This leads to low morale.
- The choices that are available to women are still not adequate.

8.11.1 HIV/AIDS

- A way should be found to change the stigma that follows women with HIV/Aids.
- More people are being infected with HIV/Aids. It is difficult for those with the virus to get help.
- Some people still do not have, proper identity books.
- New parents are encouraged almost weekly to register their new-born babies – but many of them do not.
- The battle against HIV/Aids is ongoing.

8.11.2 Fighting poverty through quality basic services and social delivery

- A workshop was organised to teach basic job creation skills. Attendance, though, was poor. The workshop was aimed at unemployed people and those who earn less than R500 a month.
- Job creation is still a major issue.
- There is a need for educational programmes and other information on teenage pregnancy.

The above are extractions as documented during consultative workshops and do not reflect the views and opinions of the OSW.

9. WHAT 10 YEARS OF FREEDOM HAS MEANT TO WOMEN: AN NGO PERSPECTIVE

9.1 Successes

- All women now have the vote.
- The rights of all women are now protected.
- Cultural marriages have been legalised.
- All women can now become Members of Parliament.
- In law, women and men are now equal.
- Women now have more educational opportunities.
- Labour law now protects both the domestic worker and the farm worker.
- Women now have better job opportunities.

9.2 Careers

- Women are acquiring more leadership roles.
- Previously “invisible”, women can now make decisions – and highlight their needs and problems.
- Women do not have access to the same resources as men.
- There is a scarcity of opportunities in education, in resources and in training for African women.
- The criteria by which leadership roles are determined are heavily weighted in favour of men

9.3 Women in the Media

- After many years of being denied access to the media, women have finally been given a platform from which they can make their voices heard.
- Women at grassroots level have been given the voice to highlight their needs to the media.

9.4 Disabled women

- Disabled women are aware of their rights as people and citizens.
- As awareness of their rights has grown, so have opportunities and independence.
- Training workshops for entrepreneurial skills have been set up for disabled women.
- Workshops geared towards the teaching of income-generating skills have been set up for disabled women.

9.5 Child Abuse

- There have been great advances in promoting human rights for children, basic service delivery and issues of child welfare.
- Far too many children, though, are still being abused.
- Various media networks are highlighting awareness about child abuse.
- Children are being educated about abuse.
- There is now greater awareness concerning the need to combat child trafficking and child abuse.
- Better trained law enforcement officers have been entrusted to deal with issues of child abuse.
- More support structures have been implemented to help victims of child abuse to recover.
- Local, national and provincial government departments and officials have joined the fight against child trafficking, prostitution and pornography.

The above are extractions from reports submitted by the NGO sector and do not reflect the views and opinions of the OSW.

Part 3: Key Challenges & Carrying the Process Forward





Key Challenges

Role, Responsibility and Mandate

- Recognition and endorsement of the strategic role, function and location of the OSW by government departments, as well as the NGO sector.
- Acknowledgement of the transversal nature of the core business of the OSW, and the very specific coordination role that it has to exercise over provincial line function departments in respect of the integration and inclusion of Gender Equality considerations into the policies, strategies, practices, programmes, budgets and projects.

Structure and Institutionalisation

- Structural problems such as the lack of an approved establishment plan for the OSW.
- Institutionalisation of Gender Equality issues in Government as a whole.
- Continuity and sustainability is required to give effect to the constitutional imperative of Gender Equality. However, while the issue is still an add-on for provincial line function departments, progress will be limited.
- Constitutional Commitment to Gender Equality has not been translated into reality – although the OSW was established in 1999, provincial departments have not reached a stage where the Gender Portfolio is given attention in a sustainable and focused manner.
- The role and influence of the Provincial Gender Coordinating Committee has diminished. The senior membership has delegated its membership to junior staff – with little or no decision-making powers

Funding

- Economic problems such as budgetary constraints, and more fundamentally, its relationship with how the economy is defined. Thus, if the economy is perceived to be in crisis, Gender Equality policies will fall low on the list of government priorities.

Administrative Support

- But for one contract staff member and one intern in a supporting capacity, the OSW has been operating almost since inception without proper administrative support. At the time this report was compiled, the Office had been without support for at least 10 months.

Political Commitment and Buy-in

- The Province has already changed political leadership three times during the past four years; it has also been restructured three times. The change in political leadership and continuous re-structuring has put a huge strain on the way the OSW operates.
- Furthermore, there is a strong need for a visible political commitment to promote Gender Equality and, in particular the needs of poor women in the province.

Accountability

- Inclusion of Gender Equality into the performance agreements of senior managers – ensuring performance and impact. While Gender Equality is not included in the performance agreement of senior managers, which requires them to report on the progress of Gender Equality in their departments, the re-organisation of planning processes, budgets and programmes, among other things, will remain idealistic thinking.



Understanding of Gender Mainstreaming

- Adoption and acknowledgement of the principle of gender mainstreaming – this point speaks specifically to government departments. An understanding of gender mainstreaming, including the practical tools for its application, as well as its methodology is required to integrate and include Gender Equality issues in the day-to-day operations of government.
- The perception – especially prevalent in the government sector – that gender is a woman's issue.
- The perception that Gender Equality only speaks to affirmative action and employment equity issues.

Approach

- A culture of Human Rights to be inculcated in all government programmes.

National and Provincial Gender Machinery (Gender Management System)

- Tenuous links between government, the NGO sector and civil society organisations. There is a shortage of structured communication channels between government and non-governmental organisations. This makes provincial coordination of Gender Equality issues ineffective – and, in the majority of instances, impossible.
- Misunderstanding of the role and responsibilities of the OSW among the external Gender Sector. Civil society and the NGO Sector perceive the OSW as an office which must give effect to projects on a grassroots level.
- The OSW is not project orientated. Rather, it gives strategic direction to provincial departments and plays an important coordination role.
- It does, however, form strategic working relationships with provincial gender machinery partners, such as NGO partners.
- The external Gender Sector is fragmented. The presence of a strong women's movement can go a long way towards advancing the provincial gender machinery's agenda.

Local Government

- Replication of Gender Desks on a Local Government Level will go a long way towards addressing the needs of the poorest of the poor.



CARRYING THE PROCESS FORWARD

In giving effect to its vision and mandate the OSW faces certain key challenges. In meeting these key challenges a concerted effort from all spheres of government, business, NGOs and community organisations will be required. Of particular importance will be administrative and political support, effective coordination, networking and monitoring as well as changing attitudes, values and behaviour.

The involvement of all spheres of government is crucial if the needs of the most vulnerable are to be addressed in a transformative and responsive manner. The replication of Gender Desks on a Local Government level as well as building the capacity of Local Government to engender integrated planning processes will ensure that Integrated Development Plans generate equality of benefit and opportunity for the most marginalised.

In conclusion, a structured provincial but particularly national gender machinery, where strategic gender-based stakeholders engage on a regular basis has to be a priority if the issue of Gender Equality is to be sustained on the highest political agenda of the country.