

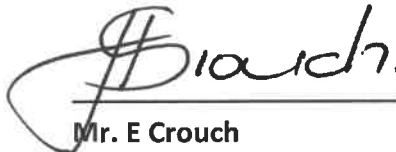


Policy on Gender Equity

Version control

Version : 02
Publishing Date : February 2022
Review Date : No sooner than 18 Months and no later than 3 years after the publishing date
Responsible Manager: Senior Manager for Corporate Services

Recommended :


Mr. E Crouch

7-2-2022
Date

Approved by the Head of Department:


Mr. MP Dichaba

10.03.2022
Date

Table of Contents

1. Policy Aim 3

2. Legislative Framework..... 3

3. Policy Scope 4

4. Policy Statement 4

5. Roles and Responsibilities 4

6. Review and Distribution 5



1. Policy Aim

- 1.1. The Policy has been drafted with the intention of providing a gendered implementation framework pursuant to the constitutional mandate as well as serve as a guiding tool with which the Department will be able to cater for the different needs of men and women, taking into consideration the need to accelerate women empowerment interventions and initiatives especially women in traffic and women in the transport industry.
- 1.2. The Policy will further serve as a guideline for the implementation of the Departments' commitment to women empowerment and gender¹ equity in compliance with the broader national, regional and international obligation.

2. Legislative Framework

- 2.1. The Constitution of the Republic of South Africa, Act 108 of 1996
- 2.2. Skills Development Act 97 of 1998
- 2.3. The White Paper on the Transformation of the Public Service, 1995
- 2.4. Labour Relations Act 66 of 1995) (as amended)
- 2.5. The White Paper on Transforming the Public Service Delivery, 1997
- 2.6. The White Paper on Affirmative Action in the Public Service, 1998
- 2.7. Employment Equity Act 55 of 1998
- 2.8. Basic Conditions of Employment Act 75 of 1997
- 2.9. Public Service Act, (Act 103 of 1994) (as amended)
- 2.10. Public Service Regulations, 2001
- 2.11. Further Education and Training Act 98 of 1998 (as amended)
- 2.12. Domestic Violence Act 116 of 1998
- 2.13. Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000
- 2.14. The Women's Charter for Effective Equality (1993)
- 2.15. Protocol to the African Chapter on Human and People's Rights on the Rights of Women in Africa

¹ Gender refers to the economic, social and cultural attributes and opportunities associated with being male and female. It is a set of qualities and behavioural patterns that society requires of a female and male. Gender should report to the Office of the Head of Department directly, specifically for the HODs * Principles.



- 2.16. South African National Policy Framework and Women Empowerment and Gender Equality (2000)

3. Policy Scope

- 3.1. This Policy applies to all Department of Transport, Safety and Liaison (DTSL) employees, structures, bodies and organisations that operate within the parameters of the DTSL.
- 3.2. This scope further applies to the internal operation of the DTSL as employer as well as the external activity of the DTSL as a service agency of the government.

4. Policy Statement

Recognizing that equality of all persons is enshrined in the Constitution of South Africa it is the policy of the Department of Transport, Safety and Liaison that:

- 4.1. All decision-making and all practices in the Department are informed by gender considerations which impact proactively on future practices.
- 4.2. Special measures, inclusive of training and development are implemented to ensure equal access and opportunity to advance women employees in order to achieve equality.
- 4.3. The distinction according to race, class, sexuality, disability, age and other variables will not be overlooked or taken for granted. Ultimately, the aim of the gender equity policy will be to achieve gender equity for all.
- 4.4. Training to improve knowledge, skills and attitudes in gender analysis and gender equality will be provided to all policy makers as well as strategic and operational managers.

5. Roles and Responsibilities

- 5.1. ***The gender focal desk is responsible for:***
- 5.1.1. Advocacy roles both on policy guidelines and for gender equity in the Department.
- 5.1.2. Supporting senior management with information on policy guidelines.
- 5.1.3. Monitoring of the overall implementation and impact of the Gender Equity Policy.
- 5.1.4. The establishment of the departmental:



- 5.1.4.1. Workplace Gender Managers Forum
- 5.1.4.2. Workplace District Gender Coordinators Forums
- 5.1.4.3. Workplace Women's Forum
- 5.1.4.4. Workplace Men's Forum

5.2. ***The Senior Manager for Corporate Services is responsible for:***

- 5.2.1. Monitoring and evaluating the implementation of the Gender Equity Policy and other gender related projects and programmes

5.3. ***Each Directorate Head is responsible for:***

- 5.3.1. Appointing a representative who will serve on the Gender Forum and that person shall be responsible for the monitoring of the mainstreaming of gender within her or his directorates' area of responsibility.
- 5.3.2. The implementation of the Gender Equity Policy with its own control measures which must be administered efficiently and effectively.
- 5.3.3. The allocation of the necessary resources in any form (e.g., training, finances, time and awareness) for the promotion and implementation of gender mainstreaming within the directorate.

6. Review and Distribution

- 6.1. The senior manager for Corporate Services is responsible for this policy and for ensuring that it is reviewed and updated.
- 6.2. This Policy will be reviewed no sooner than 18 Months and no later than 3 years after the publishing date.
- 6.3. If necessary, an updated version will be issued. If not a formal cover letter will be issued to supplement the cover of this Policy (identifying a revised publication date).
- 6.4. The senior manager for Policy & Planning will distribute updated versions to:
 - Member of the Executive Council



- Head of Department
- All senior managers who will in turn distribute to their staff as appropriate.

