



NATIONAL GENDER SUMMIT

Date: 9-11 April 2014

Reflecting on 20 years of democracy in South Africa:
Celebrating gains and strategising on challenges to
attaining gender equality

In Association with



Summit Programme of Action

**National Gender Summit 2014: Reflecting on 20 years of democracy in South Africa
Celebrating gains and strategizing on challenges to attaining gender equality
Summit Programme of Action: Adopted 6 August 2014**

Issues	Action	Responsibility	Timeframe
<p>1. Strengthening and ensuring the effectiveness of the national gender machinery</p>	<p>1. Convene a high-level engagement between NGM stakeholders to:</p> <ul style="list-style-type: none"> i. Assess the changed macro-organisation of the state, and re-position gender equality structures and programmatic interventions within this context, reviewing and streamlining mandates. Assess and develop programme and strategies on mechanisms, funding and interventions required to strengthen individual components of NGM, including provincial and local components Assess and develop recommendations on strengthening Women's Ministry's monitoring and oversight role and powers, as a transversal department, to ensure state compliance with gender equality obligations iv. Develop mechanism to enable effective civil society access and participation v. Develop mechanisms and indicators to periodically assess the effectiveness of the NGM <p>2. Strengthen the oversight and transversal function of the Women's Ministry, and coordinate monitoring and reporting functions with National Planning Commission on M&E, and DPSA.</p>	<p>Women's Ministry with CGE and Parliament to convene, draw in Department of Performance M&E and National Planning Commission, CSOs, and provincial and municipal stakeholders</p> <p>Women's Ministry, National Planning Commission and DPSA</p>	<p>From October 2014</p> <p>From October 2014</p>

	<p>3. Streamline the Women's Ministry to function within an outcome-based approach and align its outcomes to those that unlock funding from Treasury</p> <p>4. Review and revise POA, structures and responsibilities of all organs of state to escalate responsibility and accelerate responses to attain gender equality. Place on agenda of all Cabinet Lekgotlas for ongoing reporting and accountability.</p>	<p>Women's Ministry</p> <p>Presidency, through NPC on M&E</p>	<p>From October 2014</p> <p>From October 2014</p>
2.Strengthening gender mainstreaming and gender budgeting	<p>1. Develop a standardized gender monitoring framework for departments to monitor and report on gender transformation within their departments, and their implementation of gender mainstreaming and budgeting, through the collection of qualitative and quantitative gender-disaggregated data. Cost and ensure allocation of adequate financial resources.</p> <p>2. Develop guidelines and standard monitoring tool to guide gender mainstreaming and budgeting, with indicators incorporated in departmental M&E frameworks.</p> <p>3. Review structure and location of and develop KPAs for Gender Focal Persons, positioned at an appropriate level of influence and authority, and at least at Director level, to clarify roles and responsibilities, and ensure accountability, and integrate this in their performance management.</p> <p>4. Initiate training on gender mainstreaming and budgeting for all departmental and municipal line managers, through targeted, SAQA-accredited programme, implemented throughout the year</p> <p>5.Include gender mainstreaming in HODs and all SMS level performance assessment, ensuring that this is conducted at</p>	<p>DPSA and Treasury, Stats SA</p> <p>DPSA, WOMEN'S MINISTRY, Treasury, M&E Commission, plus CSOs</p> <p>WOMEN'S MINISTRY and DPSA</p> <p>WOMEN'S MINISTRY with DPSA, National School of Government and CSOs</p> <p>WOMEN'S MINISTRY, through Cabinet, DPSA</p>	<p>From October 2014</p> <p>By December 2014</p> <p>By December 2014</p> <p>By March 2015</p> <p>October 2014</p>

<p>October 2014</p> <p>WOMEN'S MINISTRY with DPSA, CGE</p>	<p>WOMEN'S MINISTRY and Treasury</p>	<p>regular intervals to ensure departmental implementation of gender mainstreaming responsibilities.</p> <p>6. Develop clarity on roles and mandates of Women's Ministry and DPSA regarding monitoring of state gender mainstreaming, and implementation of forthcoming WEGE obligations in this regard.</p> <p>7. Review state gender mainstreaming structures and resources to assess their adequacy and efficacy, develop strategies to address shortcomings, and ensure compliance.</p>	<p>3. Ensuring effective implementation of key gender equality legislation</p>
<p>From January 2015</p> <p>With immediate effect</p> <p>October 2014</p> <p>For FY 2015/16</p> <p>From October 2014</p>	<p>DOJ&CD, DOJ, DSD, WOMEN'S MINISTRY, DoE, DCS, CSOS</p> <p>Civil society organizations DOJ&CD plus Women's Ministry</p> <p>DOJ&CD plus COGTA, House of Traditional Leaders</p> <p>WOMEN'S MINISTRY, through Cabinet, DPSA</p> <p>Cabinet; Treasury</p> <p>Department of Health, with</p>	<p>1. Develop and implement targeted, SAQA-accredited training programme on key gender legislation for SAPS, courts (Constitutional and high courts, magistrates and officials), and traditional leaders, implemented throughout the year</p> <p>2. Develop and initiate public awareness interventions on key gender equality legislation, for women, men and children</p> <p>3. Work with traditional leaders to coordinate and implement rural outreach and awareness programmes on legislation protecting gender equality rights</p> <p>4. Include effective implementation of legislation within KPAs of HODs and Ministers, and hold them accountable for shortcomings.</p> <p>5. Cost and allocate sufficient resources for the full implementation of existing and forthcoming gender legislation.</p> <p>6. Initiate education for government officials, including teachers, health care workers and social workers, on gender equality</p>	<p>With immediate effect</p> <p>October 2014</p> <p>For FY 2015/16</p> <p>From October 2014</p>

	<p>legislation and the rights of women, and marginalized and vulnerable groups, including women with disabilities, widows, sex workers, women on farms, immigrant women etc</p> <p>7. Monitor departmental and other relevant state organs tasked with implementation of legislation, and hold officials to account for failing to provide information requested.</p> <p>8. Initiate community education, awareness and outreach interventions on citizen rights and responsibilities, to ensure the promotion of Constitutional rights and values and gender equality in particular</p> <p>9. Strengthen public participation – and women’s participation in particular – in the development of new gender equality legislation</p>	<p>WOMEN’S MINISTRY, DSD, DoE</p> <p>CGE , NPA and civil society</p> <p>NGM – in conjunction with CBOs</p> <p>Lead departments, Parliament</p>	<p>With immediate effect</p> <p>With immediate effect</p> <p>With immediate effect</p>
4. Creating an enabling environment for civil society and strengthening its role in the national gender machinery	<p>1. Develop policy framework and criteria for funding for civil society organizations, in consultation with CSOs and in partnership with international aid agencies (ODAs)</p> <p>2. Develop an emergency funding mechanism for CBOs</p> <p>3. Develop mechanism for civil society’s effective and substantive participation in NGM processes</p> <p>4. Develop a training and empowerment programme for CBOs dealing with gender equality issues.</p>	<p>WOMEN’S MINISTRY lead by NGM, with CSOs</p> <p>DSD with CSOs</p> <p>NGM with CSOs</p> <p>NGM with CSOs</p>	<p>By July 2015</p> <p>With immediate effect</p> <p>October 2014</p> <p>October 2014</p>
5. Leveraging international and regional instruments	<p>1. Monitor and ensure full implementation of CEDAW articles</p> <p>2. Develop reporting template, guidelines and action plan</p>	<p>WOMEN’S MINISTRY, CGE and CSOs, SALGA</p> <p>DIRCO, DoJ&CD, WOMEN’S</p>	<p>By December 2015</p> <p>By December 2014</p>

6. Accelerating the attainment of 50/50 and partnerships	<p>1. Initiate more substantive women's economic empowerment initiatives.</p> <p>9. Undertake training of CSOs on international instruments.</p> <p>8. Popularise SA country CEDAW reports and CEDAW Country reports and SADC Gender and Development Protocol</p> <p>7. Participate actively in Beijing +20 review and formulation of post 2015 agenda, to ensure stand-alone MDG goal for women.</p> <p>6. Initiate training for government officials, including judiciary, on CEDAW, in partnership with UN Women and CEDAW Committee</p> <p>5. Ensure domestication of international obligations, remove SA reservations on AU Protocol and take cognizance of Article 31</p> <p>4. Initiated legislative reform to decriminalise sex work.</p> <p>3. Ratify key international conventions, such as ILO Conventions on the Rights of Migrant Workers and their Families, and Maternity Protection; Ratification of UN Covenant on Economic and Social Rights</p> <p>for departments responsible for implementing international and regional protocols, to ensure timeless and substantive reporting.</p>	<p>MINISTRY, SALGA</p> <p>DIRCO</p> <p>DIRCO</p> <p>DIRCO</p> <p>WOMEN'S MINISTRY, DOJ&CD, with UN Women and CEDAW Committee, SALGA</p> <p>NGM</p> <p>NGM and SALGA, CGE</p> <p>NGM plus CSOs</p> <p>Private sector, Dept for Economic Development, Municipalities,</p>	<p>By July 2015</p> <p>From October 2014</p> <p>By July 2015</p> <p>From October 2014</p> <p>With immediate effect</p> <p>With immediate effect</p> <p>With immediate effect</p> <p>From October 2014</p> <p>With immediate effect</p> <p>From October 2014</p> <p>With immediate effect</p>
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<p>women's representation and participation</p>	<p>2. Initiate socialization initiatives for men and women at community level on gender equality and transformation.</p> <p>3. Advocate for 50/50 quota system for all political parties to ensure compliance, through support for WEGE Bill and legislative reform to Electoral Act and Municipal Electoral Act.</p> <p>4. Initiate review of electoral system to ensure parity in women's representation at ward level.</p> <p>5. Monitor and evaluate the implementation of WEGE Act to ensure compliance with 50/50 principle</p> <p>7. Engage with the media to challenge their trivialization of women in political leadership, and call for allocation of space for women's voices and issues</p> <p>8. Engage with private sector to ensure compliance with EE legislation, and the promotion of gender transformation in the workplace. Enforce compliance.</p>	<p>Business Chambers, Dept of Labour, DTI</p> <p>NGM</p> <p>WOMEN'S MINISTRY, CGE, Department of Home Affairs, Parliament</p> <p>IEC and WOMEN'S MINISTRY</p> <p>CGE and WOMEN'S MINISTRY, DPSA and Department of Labour</p> <p>NGM, SABC</p> <p>WOMEN'S MINISTRY, Department of Labour, CGE</p>	<p>With immediate effect</p> <p>By December 2015</p> <p>By December 2015</p> <p>Once promulgated</p> <p>With immediate effect</p> <p>From January 2015</p>
<p>7. Accelerating state response to GBV, and working towards eradicating this scourge</p>	<p>1. Engage with GBV Council to strengthen and support it in the development of the National Strategic Plan</p> <p>2. Establish voluntary register for survivors of GBV to ensure ongoing provision of health and other social development services, drawing on international best practices</p> <p>3. Initiate training programmes and guidelines for police officers, health workers and social workers on providing</p>	<p>CGE, CSOs</p> <p>DoH, DSD, SAPS, DoJ&CD and CSOs</p> <p>SAHRC, SAPS, DoH, DSD, with CSOs</p>	<p>From October 2014</p> <p>From October 2014</p> <p>From October 2014</p>

<p>From January 2015</p> <p>From January 2015</p> <p>By July 2015</p> <p>With immediate effect</p> <p>From January 2015</p> <p>By August 2015</p> <p>By August 2015</p> <p>With immediate effect</p> <p>With immediate effect</p>	<p>DOBE, DOHE, DOJ&CD, SAPS, GBV Council</p> <p>DSD, NPA, Doh</p> <p>DOBE, WOMEN'S MINISTRY, CSOS, traditional leadership, COGTA, DSD</p> <p>WOMEN'S MINISTRY, DSD</p> <p>WOMEN'S MINISTRY, DSD, CSOS</p> <p>WOMEN'S MINISTRY, CSOS, DSD, Doh</p> <p>DSD, WOMEN'S MINISTRY, CSOS</p> <p>CRL, WOMEN'S MINISTRY, CGE, CSOS, House of Traditional Leaders, COGTA, religious leaders</p>	<p>comprehensive response to and care for women and child survivors of GBV, including women in all their diversities, and diverse roles/realities</p> <p>4. Include GBV in curriculum at basic and tertiary education, and in teacher, SAPS training and judiciary curriculum</p> <p>5. Develop comprehensive policy on funding for CSOs responding to GBV, recognizing diversity of organisations serving different community groups</p> <p>6. Initiate gender sensitization, sex- and age-specific programmes to socialize boys and girls from an early age to prevent VAW</p> <p>7. Research causes of GBV, assess and implement context-appropriate, best practices and models to prevent GBV.</p> <p>8. Conduct impact analysis studies on GBV interventions</p> <p>9. Conduct mapping and coordinated analysis of GBV response services to identify duplication of and gaps in programmes and interventions</p> <p>10. Implement comprehensive approaches to GBV awareness and training interventions at community level.</p> <p>11. Partner with traditional and religious authorities , and provide training to leaders, to implement awareness and prevention strategies and campaigns</p>	
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	<p>12. Convene high-level meeting with GBV stakeholders to eradicate duplication of functions, undertake quality assessment of GBV services and initiate M&E mechanisms in the sector.</p> <p>13. Convene meeting with SAPS to call for disaggregated statistics on forms of GBV, and de-link reduction of GBV cases from performance assessment processes.</p> <p>14. Initiate review of relevant GBV legislation (SOA, Children’s Act..) to identify gaps, overlaps and conflicts</p> <p>15. Monitor conviction rate and strengthen punitive measures, ensuring enforcement of minimum sentencing for GBV cases</p> <p>16. Develop and cost coordinated action plan to drive and monitor state GBV interventions</p>	<p>National GBV Council</p> <p>CGE</p> <p>DoJ&CD</p> <p>DoJ&CD, WOMEN’S MINISTRY, CGE and CSOs</p> <p>National Council on GBV, NGM, Treasury, Department of Performance M&E</p>	<p>October 2014</p> <p>October 2014</p> <p>By January 2015</p> <p>With immediate effect</p> <p>January 2015</p>
<p>8. Accelerating women’s economic empowerment and addressing the gendered implications and impact of poverty</p>	<p>1. Initiate funding and mentorship models for women entrepreneurs to access finance and markets, with agreed indicators to track economic advancement of women.</p> <p>2. Revise economic policy to integrate, recognize and support informal traders</p> <p>3. Initiate legislative reform and supporting advocacy interventions to fast-track women’s access to and</p>	<p>Department of Small Business Development, Department of Economic Development, and WOMEN’S MINISTRY, DTI, CSOs</p> <p>Department of Economic Development, Municipalities</p> <p>CGE, DoJ&CD, Department of Land Affairs, WOMEN’S MINISTRY, Dept</p>	<p>By July 2015</p> <p>By July 2015</p> <p>October 2014</p>

<p>With immediate effect</p> <p>October 2014</p> <p>From October 2014</p> <p>With immediate effect</p> <p>From October 2014</p> <p>From October 2014</p>	<p>of Agriculture</p> <p>Department of Economic Development, WOMEN'S MINISTRY, Department of Housing, CSOs</p> <p>DOBE, CSOs, SAHRC</p> <p>DOL, SAHRC, Department of Housing, Department of Economic Development, DoJ&CD, COGTA, Dept of Rural Development & Land reform, Department of Human Settlements</p> <p>National Planning Commission, with WOMEN'S MINISTRY, CGE and CSOs,</p> <p>WOMEN'S MINISTRY, DSD, Department of Economic Development, DTI</p> <p>CGE and CSOs</p>	<p>ownership of land</p> <p>4. Revise and extend women's economic empowerment training and support interventions to include rural women and women with disabilities, drawing on best practice.</p> <p>5. Strengthen school awareness campaigns aimed at curbing drug abuse, bullying, teenage pregnancy and crime in schools, to prevent drop-out and undermining of education.</p> <p>6. Monitor access to labour rights and basic services and housing/provision of shelter for women farm workers and domestic workers</p> <p>7. Ensure that women are included in the formulation and review of economic policy, and that fundamentals of economic policy-making address issues of gender, class and race.</p> <p>8. Research and develop strategy to respond to needs of women living in poverty in urban areas</p> <p>9. Call for the inclusion of women in the formal economy in SA's GDP, by factoring in women's unpaid care work</p>
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	10. Develop an integrated food security programme for rural women.	Department of Rural Development and Land Reform, WOMEN'S MINISTRY, municipalities, DTI, Department of Agriculture	January 2015
9. Accelerating recognition of, respect for and realization of rights of LGBTI persons and sex workers	1. Develop and implement an awareness and outreach strategy to change mindsets in the home and in communities in relation to gender diversity: gender identity and sexual orientation	Gender activists; CGE, WOMEN'S MINISTRY, CSOs, traditional and religious leaders, teachers, media, DoBE, DHET, COGTA	With immediate effect
	2. Develop forums to create awareness and support efforts against discrimination and abuse of LGBTI people and sex workers.	CSOs, WOMEN'S MINISTRY	With immediate effect
	3. Create spaces for dialogue to foster understanding on gender, gender norms and gender identify and sexual orientation	WOMEN'S MINISTRY, CGE, CSOs, DoBE, DoHE	With immediate effect
	4. Eradicate discriminatory practice in bureaucratic forms and mechanisms that perpetuate exclusion of transgendered and intersex people.	All government departments, but DHA, DoH and SAPS in particular, with CSOs	October 2014
	5. Initiate training for civil servants, health care workers, traditional and religious leaders, and police officers on LGBTI and sex work issues to eradicate stigma and abuse	DoH, DoJ&CD, SAPS, DHA, DPSA, CRL, House of Traditional Leaders, Religious leaders	With immediate effect
	6. Train and monitor implementation of SAPS code of conduct and guidelines viz arrest of LGBTI people and sex workers	SAPS	With immediate effect
	7. Monitor implementation of codes of conduct by SAPS and investigation of GBV cases against LGBTI people and sex workers, and leverage enforcement and accountability for non-compliance	CGE, CSOs, DoJ&CD	With immediate effect

With immediate effect	SAPS, CSOs, CGE, SAHRC, PansALB	8. Fast track legislative and policy formulation processes to address hate crimes, and hate speech, and ensure litigation on such cases	
From October 2014	CRL, CoGTA, HTL, Department of Arts and Culture, CSOs, religious leaders	1. Initiate dialogue to identify and reclaim positive traditional and religious practices that are congruent to the constitution, and identify and define harmful practices	10. Eradicating harmful and discriminatory practices
With immediate effect	CRL, CoGTA, HTL, SAPS, DoJ&CD, DSD, religious leaders	2. Establish and monitor referral mechanism and response interventions to respond to and support victims of harmful traditional and religious practices.	
From January 2015	CRL, HTL, CGE, SAHRC	3. Take active steps to eradicate harmful practices, and monitor and evaluate interventions in this regard.	
With immediate effect	CRL, DoJ, NPA, SAPS, Contralasa	4. Train SAPS officers, traditional and religious leaders and CSOs to recognize, report and respond to harmful practices, and ensure their investigation and prosecution.	
From October 2014	DoJ&CD, SAHRC, CGE	5. Eradicate discrepancies in legislation in relation to marriageable age, to conform with universal age of 18, and raise awareness on this.	
From October 2014	CoGTA, CONTRALESA, HTL, CRL	6. Initiate training, awareness and partnership interventions on gender equality, ukuthwala and sexual offences, for traditional and religious leaders, capacitating them to intervene practically.	
With immediate effect	SAHRC, CGE, CSOs	7. Initiate awareness interventions for communities on laws and policies that promote gender equality, to promote respect for our democracy and Constitution.	

	<p>8. Ensure SAPS record and document local harmful practices, and document instances of ukuthwala in particular.</p> <p>9. Initiate review of additional harmful cultural and religious communities to identify and eradicate harmful practices</p>	<p>SAPS</p> <p>CRL, SAHRC, CGE</p>	<p>With immediate effect</p> <p>From October 2014</p>
<p>11. Enabling the attainment of health rights and access to services for women</p>	<p>1. Initiate training programmes and accountability measures for health care workers to transform attitudes, incorporating themes of gender equality and human rights, and philosophies of care and ubuntu.</p> <p>2. Ensure human rights and gender equality are at the centre of South Africa's HIV and AIDS response, and ensure accountability in this regard.</p> <p>3. Monitor implementation of health services to ensure realisation of and access to women and girl's, and LGBTI people's sexual and reproductive health rights and services, and full access to and enjoyment of health rights and care.</p> <p>4. Ensure accountability for delivery of health care services by health professionals and health care workers, and initiate disciplinary measures and other sanctions for violations of health and human rights.</p> <p>5. Initiate public education and awareness interventions on issues of sexual and reproductive rights, and women's health rights generally.</p>	<p>DoH</p> <p>DoH, SANAC, NGOs</p> <p>DoH, WOMEN'S MINISTRY, CGE, CSOs</p> <p>DoH</p> <p>DoH; CGE; CSOs</p>	<p>With immediate effect</p> <p>With immediate effect</p> <p>With immediate effect</p> <p>With immediate effect</p> <p>FY 2015/16</p>

With immediate effect	DOH, National Planning Commission, NGOs	6. Engender National Health Insurance policy process and legislation	
With immediate effect	CSOs	1. Monitor gender budgeting in climate finance. 2. Develop disaster management plans to mitigate impact of climate change, and ensure gender risks are clearly articulated, and addressed and costed. 3. Commission a study of the impacts of climate change on women, drawing on comparative global studies. 4. Ensure the development of national climate response policy that includes women and vulnerable groups, and ensure implementation of and accountability for existing policies 5. Initiate awareness campaigns for women on climate change.	12. Responding to gendered implications of climate change
With immediate effect	Department of Environmental Affairs, Municipalities		
With immediate effect	Department of Environmental Affairs, CSOs		
With immediate effect	Department of Environmental Affairs, CSOs		
With immediate effect	Department of Environmental Affairs, CSOs		
With immediate effect	Research institutions, municipalities, government departments, CSOs	1. Embed critical analysis in all disciplines, including research, development planning and gender activism, to promote common understanding of the challenges faced. 2. Facilitate mobilising and organizing at community level through intergenerational dialogues, use of social media platforms and concerted efforts to ensure much needed platforms for education, awareness and consciousness-raising on feminism and development. 3. Initiate consciousness-raising on how patriarchal power affects men and women, initiate mass outreach on gender	13. Mobilising, strengthening and connecting women's movements
With immediate effect	NGM and CSOs		
With immediate effect	NGM and CSOs, with traditional and religious leaders		

	<p>inequality, and extend this into all communities, particularly the most marginalized</p> <p>4. Initiate consciousness-raising interventions on feminist values of responsibility and accountability, support and assistance, organizing and mobilizing, through dialogue, collaboration, partnerships and regional caucus.</p> <p>5. Advocate for more radical women’s activism to respond to injustice, inequality and violations of rights, and demand recourse.</p> <p>6. Challenge, investigate, monitor and demand accountability for individual cases of gender injustice.</p> <p>7. Convene regular gender equality summits to support reflection, mobilizing and action.</p> <p>8. Map NGOs and CBOS dealing with gender equality issues, to compile a national database of such entities</p>	<p>NGM and CSOs, with traditional and religious leaders</p> <p>NGM and CSOs</p> <p>CGE, SAHRC, NGM</p> <p>NGM</p> <p>Women’s Ministry, CGE, CSOs</p>	<p>With immediate effect</p> <p>With immediate effect</p> <p>With immediate effect</p> <p>Periodically</p> <p>With immediate effect</p>
14. Working with men for gender transformation and gender justice	<p>1. Adopt gender equitable roles and interventions, and integrate issues of gender in everyday lives at the family and community level to promote positive notions of masculinity in young boys.</p> <p>2. Engage with the media to profile positive notions of masculinity that inculcate healthy values in young boys and men.</p> <p>3. Include men in the gender mainstreaming discourse, to build their understanding and support for such interventions, engage men in dialogue, and support men’s forums at community level.</p> <p>4. Draw traditional leaders into gender awareness interventions,</p>	<p>NGM</p> <p>NGM, SABC</p> <p>NGM and CSOs</p> <p>NGM, HTL, CONTRALESA</p>	<p>With immediate effect</p> <p>With immediate effect</p> <p>With immediate effect</p> <p>With immediate effect</p>

