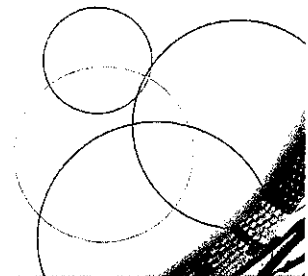


# OVERVIEW OF THE GENDER CHIEF DIRECTORATE

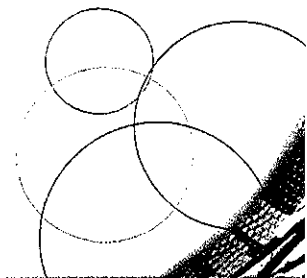
## PRESENTATION TO THE PORTFOLIO COMMITTEE ON THE DEPARTMENT OF WOMEN IN THE PRESIDENCY

27 October 2015



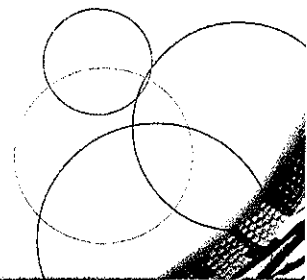
# CONTENTS

- Mandate, Purpose and Functions
- Status of APP deliverables
- Status of Ops Plan Priorities
- Women Empowerment
- Gender Mainstreaming
- Status of Structure
- Staffing
- 2015/16 Budget



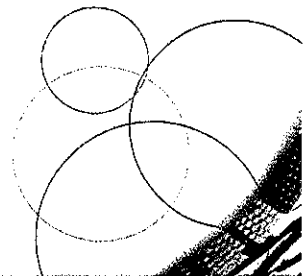
# MANDATE, PURPOSE AND FUNCTIONS

- **Mainstream gender into the programmes of the Department through implementation of the DSD Women's Empowerment and Gender Equality Policy and the Gender Mainstreaming Guidelines**
- **Capacitate officials within DSD on gender sensitization, gender mainstreaming and other gender related training**
- **Monitor progress on women's empowerment and gender equality within the Department**
- **Commemorate days of national and international importance**
- **Contribute to country reports as per international reporting obligations**



# MANDATE, PURPOSE AND FUNCTIONS

- The Beijing Platform for Action calls for the placement of the Gender Focal Points to the highest level of decision making in institutions. Therefore the mandate is derived from the National Policy Framework on Women's Empowerment ,Strategic Framework for Gender Equality(2006-2015) and the DSD Women's Empowerment Policy



# STATUS OF APP DELIVERABLES

## High Level Output

Number of DSD officials capacitated on gender mainstreaming

## Progress

Seventy two (72) interns were capacitated in the first quarter in 2015

Three workshops will be held for sixty (60) Senior Male Managers in the second quarter of 2015



# STATUS OF OPS PLAN PRIORITIES

## High Level Output

Review the DSD Women's Empowerment and Gender Policy and the Gender Mainstreaming Guidelines as well as consolidate the Strategy for Women with the Gender Focal Point Strategy to develop a National Strategy for Women Empowerment and Gender Equality

Monitoring of Women Empowerment and Gender Equality

## Progress

The call for proposals was sent out on 31 July with the deadline set for 31 August

Developed two monitoring tools to mainstream gender into the work of the department (internally and externally)



# STATUS OF OPS PLAN PRIORITIES

## High Level Output

## Progress

Commemorative Days

Dialogues were held with female officials with DSD, NDA and SASSA and a report compiled to be presented to the Minister on 17 August 2015 at the Women's Day Celebration

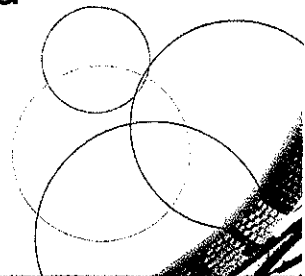
DSD reports as per international reporting obligations (as requested by Ministry of Women)

Contributions to the CEDAW and Beijing +20 report submitted to Ministry of Women in first quarter of 2015



# HOW DOES THE DEPARTMENT PROMOTE AND EMPOWER WOMEN GENERALLY

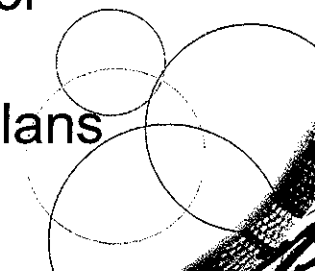
- During the 2014/15 financial year, the Gender Chief Directorate conducted women empowerment workshops on women's legal rights awareness (203 women participated in the workshop that focused on marriage, inheritance, maintenance, child custody and domestic violence) and business management. With regard to DSD services (595 rural women participated).
- During the current financial year, a monitoring tool has been developed to monitor the integration of gender in policies, programmes and legislation of the Department. The Gender Chief Directorate, during the current financial year, also facilitated the 'Take a Girl Child' to work day which included disabled girl children.





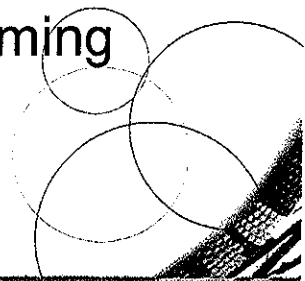
## HOW DOES THE DEPARTMENT DEAL WITH GENDER MAINSTREAMING IN THE DEPARTMENT (I.E WITHIN POLICIES AND PROGRAMMES)

- The Gender Chief Directorate developed a Gender Mainstreaming Guidelines. This document is currently under review and once piloted, will offer practical guidelines for mainstreaming gender in all DSD programmes.
- Capacity building on gender mainstreaming for DSD officials will continue on a regular basis.
- The Gender Chief Directorate is active in all component of the Government Capacity Building and Support Programme [GCBS] project to ensure that gender is mainstreamed in all the project activities. Some of these activities include the Induction Manual for Social Workers, Child Protection Capacity Building Policy, Child Protection Induction Manual and the Provincial Implementation Plans for the HIV Strategy.



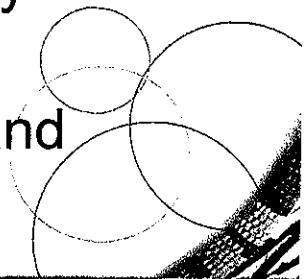
## HOW DOES THE DEPARTMENT DEAL WITH GENDER MAINSTREAMING IN THE DEPARTMENT (I.E WITHIN POLICIES AND PROGRAMMES (CONT.))

- Concerted efforts have been made to mainstream gender into the planning, coordination, budget, policies and programmes of the Department. Recent initiatives include the review of the Older Person's Act, review of the Children's Act, recommendations on the ECD audit report.
- In addition, the Gender Chief Directorate has undertaken research and can provide reports on the DSD Gender Needs Analysis and an Evaluation of the effectiveness of the gender mainstreaming initiatives within DSD. A gender responsive budget audit was also conducted. The research revealed that there is still a lack of understanding of gender and gender mainstreaming. The lack of gender mainstreaming skills persists as a result of apathy towards the concept.



## HOW DOES THE DEPARTMENT DEAL WITH GENDER MAINSTREAMING IN THE DEPARTMENT (I.E WITHIN POLICIES AND PROGRAMMES (CONT.))

- The Chief Directorate is in the process of establishing a gender forum whose responsibility will be to provide strategic guidance on gender issues in the department this will be launched in August 2015 to coincide with women's month.
- Activities worked on include the Annual Women with Disabilities Conference, launch of the Rise Young Women's Clubs and the Pink Drive campaign aimed at promoting Breast Cancer awareness.
- Input to policy and legislation development/review (Child Protection Framework, policies on Working Hours, Bereavement, Training, Wellness Management, Labour Relations, and Employment Equity Policies, amongst others)
- Observation of the Public Service Women's Management Week and submission of reports to DPSA



# STATUS OF STRUCTURE

- In April 2015, the Gender Directorate was upgraded to a Chief Directorate and is located within the Strategy and Organisational Transformation Branch.
- On 18 and 19 August 2015, the Chief Directorate will be undertaking a positioning exercise to determine how the Chief Directorate will effectively make an impact in dealing with gender issues towards women empowerment and gender equality in all the work of the DSD and its stakeholders.
- The positioning workshop will also propose a proper structure that will enable the Chief Directorate to meet its mandate.



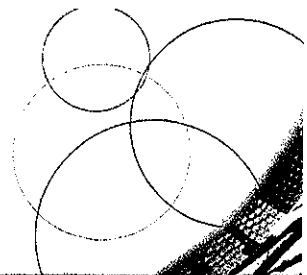
# STAFFING

Post	# funded posts	Filled	Vacant
Chief Director (1 post transferred from DWCPD)	1	1	0
Director	1	1	0
Deputy Director	2	2	0
Assistant Director	1	1	0
Administrative Assistant (2 new posts)	2	1	1
<b>TOTAL</b>	<b>7</b>	<b>6</b>	<b>1</b>



# 2015/16 BUDGET ('000)

DIR GFP	Total (ENE)
Compensation of Employees	3 097 000
Goods & Services	2 197 000
<b>TOTAL:</b>	<b>5304 000</b>



Ke ya leboga

Ke a leboha

Ke a leboga

Ngiyabonga

Ndiyabulela

Ngiyathokoza

Ngiyabonga

Inkomu

Ndi khou livhuha

Dankie

thank you



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