DRAFT DOCUMENT

ING PLATE G10

OGRESS REPORT

CONTENTS

CHAPTER FOUR

ABBREVIATIONS

ABET	Adult Based Education and Training
ATIC	AIDS Training and Information Centre
BPA	Beijing Platform of Action
CBO	Community Based Organisations
CEDAW	Convention on the Elimination of Discrimination Against Women
CGE	Commission on Gender Equality
COLTS	Culture of Learning and Teaching Services
CUBP	Clinic Upgrading and Building Programme
GAD	Gender and Development
GAP	Gender Action Plan
GETT	Gender Equity Task Team
GFP	Gender Focal Points
GMS	Gender Management System
INDS	Intergrated National Disability Strategy
JSC	Joint Standing Committee
MTEF	Medium Term Expenditure Framework
NCPS	National Crime Prevention Strategy
NGO	Non-Governmental Organisation

EXECUTIVE SUMMARY

Overview

The objective of this report is to provide an account of South Africa's Progress in fulfiling its commitments to the Beijing Platform of Action. Particularly it looks at South Africa's progress in establishing a Gender Machinery

Process adopted in Preparing the Report

The report charts a process punctuated by activities aimed at building effective mechanisms for accelerating programme delivery. Thus, the document highlights action geared at:

Establishing a better understanding of the goals and objectives of the National Gender Programme;

Establishing networks and structures that will accelerate delivery for both

Within this context of transformation many accomplishments have been made. This reality has enabled gender specialists and policy makers to centre gender in evolving national priorities. It is this historical imperative that lends South Africa the opportunity of laying the foundation of engendering national programmes.

The first five years of the democratic government witnessed the creation of an enabling environment for overall transformation and gender equality. The policies and legislations have been adopted and passed. These support the development of an enabling environment. Key gains directly relating to the gender program have been the development of comprehensive machinery, development of key programmes with respect violence against women and women's partnership against HIV/AIDS.

Challenges for an Evolving Program

The accomplishments made in the first five years have now become the challenges for the coming years. The policies adopted in the first years must now be converted into real and meaningful programmes. This means that there are very specific challenges experienced in integrating the Gender Programme in the activities of the government departments. Not least because the Gender Action Plan is evolving whist the departments have established and clearly defined core activities which did not integrate gender concerns from the onset.

This report suggests that the achievements of the last five years in creating an infrastructure for advancing gender equality may be encumbered by both financial and human resource limitations. Additionally, it points to the urgency for enhancing the capacity of Gender Focal Points in the different departments to guide the process of engendering the core functions of their line departments.

Finally the report notes that the rise in gender based violence, poverty, joblessness and the dramatic rise in the rate of infection of HIV/AIDS in the country pose serious threats to the governments achievements in the last five years.

WAY FOWARD

This report has given South Africa the ability to lay a foundation for a participatory evaluation process. More importantly, it has been instrumental in advancing the development of a National Gender Plan.

CHAPTER ONE

1. INTRODUCTION

In September 1995 South Africa participated for the first time in the UN series of World Conferences on Women at the Fourth World Conference on Women held in Beijing China. At this Conference the South African Government committed itself to the Beijing Platform of Action (BPA). The Platform compels the South African Government to report on its progress in addressing the 12 critical areas of concern outlined in the BPA. Consequently this report documents progress made in each critical area of concern. The focus of the report is on the processes engaged in in institutionalising a Gender Action Plan within government departments, the legislature, and organs of civil society.

The gains which this report alludes to address women specific concerns e.g. the Maintenance Act and the legislation pertaining to reproductive rights and gender based violence. The challenges which the report points to refer to engendering governance, that is mainstreaming gender within the day to day activities of government departments, the legislature, government agencies and programmes.

Progress made by South Africa must be viewed within the context of its own national transformation goals. Transformation objectives have defined national priorities over the past five years. Because gender transformation is integral to national transformation the national gender programme has had much to gain from integrating gender transformation into this very active process.

1.1 Background to the report

This report documents attempts to create state mechanisms for advancing gender equality. It examines the ability of these structures to promote gender sensitive policy and programme delivery.

Responding to the specific concerns of the Beijing Platform of Action (BPA), the report directly addresses South Africa's performance in the 12 critical areas of the BPA. In this report, gender is defined in terms of *social relations and processes embodied in the variety of institutions, which underpin day to day life*.

The reporting period coincides with the beginning of the second term of South Africa's democratic government. The two terms have very specific foci. The priority in the first term (1994-1999) was the development of an enabling environment conducive to advancing national transformation goals with gender transformation at the centre of this process.

The priority for the current term of government is the implementation and conversion of policies passed (1994-1999) into meaningful programmes that will effect the intended changes envisaged in the new policies and legislation. Therefore in this term, delivery is the ultimate objective.

The South African government committed itself to both the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Beijing Platform of Action (BPA). To enable government to meet its obligations towards the Beijing Platform of Action, a National Machinery was established.

As an interim measure to activating the structures of the National Machinery the Department of Welfare and Population Development was appointed Caretaker of the National Gender Programme. It was in this capacity that the department initiated a process whereby each government department made commitments tioWmen5.3(n)Flada

Given the fact that the South African Gender Programme is at its inception, the focus is programme design and programme implementation, the report does not assess the actual impact of government programmes as these are too new for a reliable impact analysis. Instead the report documents a mechanisms for arriving at indicators to assess progress. Such an evaluation will be possible once the programmes have been underway for at least five years.

The report further highlights a number of key constraints encountered by government in meeting its commitment towards gender equality. Some of the key limitations are that:

the institutional infrastructure and systems which have been put in place are still new and fragile; and

T r h i

Recognition of Customary Marriages Act, 1998 (Act 120 of 1998)
Labour Relations Act of 1995 (Act 66 of 1995), specifically the Maternity Provisions and the Broadcasting Code
Basic Conditions of Employment Act of 1997 (Act 75 of 1997)

The establishment of an intergrated approach to stemming the tide of gender based violence

Strengthening of efforts to place women in decision making at levels of government, the judiciary and the private sector.

In looking at South Africa's Central National priorities one notes that 3 out of the 8 relate to specific concerns. One emphasises gender equality, and the remaining four priorities; i.e. poverty eradication, skills development, job creation for women and the strengthening of a National Machinery have specific significance for women.

It is significant that these national priorities which were selected with the participation of women but independent of the gender programme correlate with five of the 12 critical areas of the BPA. These 5 national priority areas, in addition to the advancement of Institutional Mechanisms and Women and Decision Making, are the priority areas for the South African Gender Programme.

1.5 South Africa's National Priorities in the Beijing Platform

Out of the 12 critical areas South African programmes emphasise the following:

Women and Violence

Women and Poverty

Women and Health

Women and Education

Women Economic Empowerment

Institutional Mechanisms

Women and Decision Making

CHAPTER TWO

2.1 Gender issues in post apartheid transformation

The purpose of this chapter is to explain the context in which the Gender Programme functions and to outline the components and functions of the national machinery. In addition this chapter contextualises some of the constraints encountered by the OSW in its work and documents mechanisms which have

Gender inequality underpins other dimensions of inequality including class,
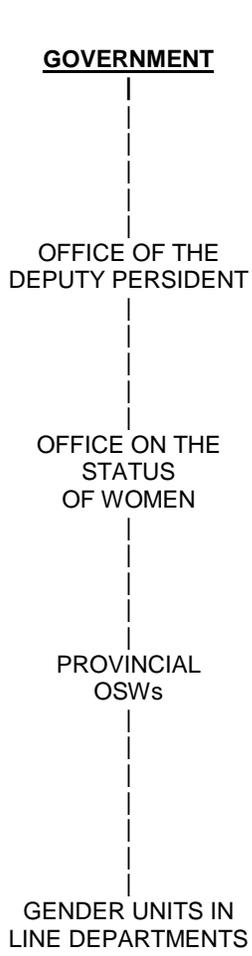
CIVIL SOCIETY

GOVERNMENT   **PARLIAMENT**

PORTFOLIO COMMITTEES
(incl. ADHOC COMMITTEE ON IMPROVING THE
QUALITY OF LIFE ABD STATUS OF WOMEN)

OFFICE OF THE
DEPUTY PERSIDENT

OFFICE ON THE
STATUS
OF WOMEN

PROVINCIAL
OSWs

GENDER UNITS IN
LINE DEPARTMENTS

The legislature – in the national assembly there is a multiparty Parliamentary Women's Group and a full parliamentary committee titled Committee on Improving the Quality of Life and Status of Women. This committee is responsible for monitoring government's implementation of the National and International Commitment to Gender.

Statutory Body – the Commission on Gender Equality (CGE) is a statutory body, independent of government but funded by it, which monitors the implementation of government policy and commitments as well as having a public education and investigative roles.

Civil Society – the above structures liase and consult with organs of Civil Society composed of NGO's, business and church organisations.

 2.2.2 The goals of the National Machinery

The National Machinery has three main goals. These are to:

Develop programmes of action, which will result in equality for women as participants, decision-makers and beneficiaries in the political, civil, social, economic and cultural spheres of life.

Prioritise the needs of those women who benefited least from the system of Apartheid.

Transform all national, provincial and local institutions by mainstreaming and integrating issues of women empowerment and gender equality into their work. These include institutions of government, independent statutory organisations, the private sector, the public sector, the labour movement and organs of civil society.

In pursuit of these broad goals, the National Machinery has the following specific objectives:

To promote South Africa's constitutional and international commitments to women's empowerment, gender equality, women's human rights and social justice.

To transform the laws, policies, procedures, consultative processes, budgetary allocations and priorities of all institutions to take account of the needs and aspirations of all women, and particularly those who were most disadvantaged by the previous dispensation.

To ensure that all statutory, government, public and private institutions develop policies, structures and practices which

To address women's empowerment and redress gender inequality in their transformation goals.

To develop a national policy for gender equality and ensure that all levels of government and civil society implement the policy.

To co-ordinate the implementation of gender equality policies and monitor and evaluate their impact and effectiveness.

To set appropriate priorities, targets time frames and performance indicators.

To conduct a gender analysis of existing policy.

To raise awareness about gender issues and to advocate for gender sensitivity and gender equality

2.2.3 Functions of individual structures of the National Machinery

The functions assigned to the National Machinery are assigned to enhance their individual competitive advantage to promote synergy and enhance advancement towards gender equality.

2.2.3.1 The Office on the Status of Women

The Office on the Status of Women (OSW) – was established in 1997. Its principal function being to co-ordinate and facilitate the implementation of the national gender programme in government. The national OSW co-ordinates the work of the Gender Desks in line departments, and of provincial OSWs as part of

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Advice and brief the President on all matters pertaining to the empowerment of women;
Liase between non-governmental organisations which deal with

GENDER FOCAL POINTS IN GOVERNMENT DEPARTMENTS

Key functions of the GFP are:

To evaluate any ill or proposed legislation likely to affect gender equality or the status of women and make recommendations accordingly to parliament or the appropriate provincial legislatures;

To recommend to parliament or the provincial legislatures the adoption of new legislation which would promote gender equality and the status of women;

To investigate any gender related issue on its own accord, or on receipt of a complaint and attempt to resolve any dispute or rectify any act or omission by mediation, conciliation and negotiation;

To liase closely with institutions, bodies or authorities with similar objectives to the CGE, in order to foster common policies and practices and promote co-ordination and co-operation in relation to the handling of complaints in case of overlapping jurisdiction;
To liase and interact with any organisation which actively promotes gender equality, as well as with other sectors of civil society to further the objectives of the Commission;

To monitor compliance with international conventions, covenants and charters, acceded to or ratified by the Republic of South Africa, and related to the objectives of the Commission;

To prepare and submit reports to parliament to any such convention, covenant or charter related to the objectives of the Commission;

To conduct or commission research to further the objectives of the Commission;

To consider recommendations, suggestions and requests concerning the promotion of gender equality.

Source: CGE

Figure 3

CHAPTER 3

ACTIVATION OF THE GENDER MACHINERY AND IMPLEMENTATION OF GENDER MAINSTREMING

3.1 Mechanisms for Implementing the National Gender Program

The period April 1994 through June 1999 will describe the recorded history of the South African Gender Program as a period characterised by the establishment and development of the national gender program. It was also a period of active programs for the purposes of devising an integrated national program. Thus, it was a phase of ongoing strategic planning. This planning was executed through extensive planning and consultation with a wide range of stakeholders. This consultation was geared to ensuring a co-ordinated program that would enhance delivery. In structuring the program, the emphasis on ensuring that the mechanisms established would permit ongoing public review of program.

The gender program was initiated by the preparation of a Framework, which emphasised Gender and Development (GAD). GAD was selected since its key characteristic is that it is relational and focuses on gender relations, particularly the balance of power while at the same time aiming at improving the quality of life for both men and women. Gender Mainstreaming was adopted as a strategy that would promote the integration of gender considerations into government's programmes and projects.

	TITLE	TIME FRAME	KEY PLAYERS
PHASE 1	Conceptualisation of audit	Dec '97- April 98	• National Office on the Status of Women (SOW) • Gender Specialist
PHASE 2	Development of process and Instrument	April '98-Oct '98	• National OSW • Gender Specialist
PHASE 3	Training and Consultation	Oct '98-May 99	• National OSW • Provincial OSW • National Gender Focal Points (GFPs) • Gender Specialist
PHASE 4	Data Collection	June '99-Sept '99	• National OSW • Provincial OSW • National Task Team • GFPs
PHASE 5	Synthesis and Analysis of Data	Oct '99 – Dec '99	• National OSW • Provincial OSW • National Task Team • National Working Committee
PHASE 6	Long term implementation	Jan 2000- Dec 2005	• National OSW • Provincial OSW • National Task Team • National Technical Committee • GFPs

OUTPUTS

As reflected in the table the gender audit is an ongoing process. Information gleaned through this process will assist South Africa determine national priorities craft a national action plan and devise strategies to advance gender equality.

The gender audit is a key mechanism for advancing programming and thus accelerating South Africa's performance under its national and internationally defined objectives. Within the 12 critical areas of concern, the principal area of concern for South Africa has been the development solid institutional mechanisms. Without these mechanisms, program delivery will not be effective. Thus, the emphasis has been the development of strong gender structures at the national and provincial levels. Developing these structures entailed determining the presence of Gender Focal Points and Offices on the Status of Women at the provincial levels. A key activity for establishing the OSW was arriving at a set of uniform functions for all OSWs. More importantly, it was important to ensure that all OSWs approached co-ordination from the same point of view.

3.3 Process Adopted

In preparing the Framework for implementing the national gender program in 1997, it was accepted that at the initial stage of the gender program, the critical concern would be attention to process for the promotion conceptual and methodological approaches to the national gender program. This was done to ensure that there is wide participation in the design and implementation of the program as possible. Nowhere was this more true than in the gender auditing process. The initial framework of the gender audit was developed by the OSW. However, over a six-month period the instrument was perfected and finalised in consultation with Gender Focal Points as well as with South African gender specialists and a demographer.

3.4 Identification and Development of a National Gender Management System

To ensure a broader ownership of the gender program, the OSW established a network of structures at the national and provincial levels to ensure wider participation in planning and implementation of not only the gender audit but also the broader gender management program. It was identified earlier on in the process that for the sustainability of the programme there is need to identify an effective and sustainable gender management system. The key elements of this system is reflected in Diagram 2. Though this diagram was received much later from the Commonwealth Secretariat, it was important to note that the audit process emphasised a review of all four characteristics of the Gender Management system as defined in this diagram.

Enabling Environment
* political will
* adequate human and financial
  resources
* legislative and administrative
  framework
* women in decision making positions
  at all levels

> Provide quality control of all OSW programmes to ensure technical accuracy; and
>
> Oversee the synthesis and analysis of data.

Time Frame - Membership on this committee is for a period of three years.

Accountability – Committee reports to the OSW.

3.5.2 National Task Team

Membership – The National Task Team is composed of Gender Focal Points

Terms of reference:

Develop a co-ordination, evaluation and monitoring system for the National Gender Programme;

Develop a National Gender Action Plan for both tiers of government (Provinces and National);

Draft a national progress report on gender for the period of April 94-December 99;

Develop reporting guidelines;

Draft reports on progress made on South Africa's compliance with international instruments (Beijing +5 Commonwealth);

Develop a National Gender Management Strategy (NGMS)

Mentor designated National Ministries and Provinces for the National Gender Audit data collection phase (June – 30 October 1999);

Participate in the development of a coding system for the analysis and synthesis of data; and

Assist National and Provincial OSWs in tasks that will accelerate the auditing and reporting process.

Time frame – Seconded officials will serve on this working committee until December 30, 1999. After this period they revert back to their status of being

> Facilitate internal and external co-ordination of the Gender audit;
>
> Recommend long-term gender mainstreaming strategies flowing from the findings of the audit;
>
> Identify obstacles and risks which will hinder implementation of the project;
>
> Devise strategies foe overcoming defined risks and obstacles; and
>
> The Technical and Task Team Committees will propose the final report format.

Time Frame - Membership on this committee was for three years.

Accountability- Members of this committee are accountability to the Presidency through the OSW.

3.5.5 Provincial Task Team

Membership – Membership on this committee is of senior provincial government officials other than Gender Focal Points.

Terms of reference:

Assist the provincial OSW develop a database;

Review the instrument for application in the Province;
Oversee data collection, analysis and synthesis of data;

Design the provincial report;

Monitor progress made in accomplishing the objective of the gender programme;

Facilitate internal and external co-ordination of the provincial gender programme;

Time frame – Members of the task team will serve for a three-year term effective immediately.

Accountability – Members of the task team report directly to the Director General Office through the Provincial OSW.

3.6 Gender Audit and Capacity Building

Because the South African gender programme is in its infancy by virtue of the fact that there was no gender programme prior to April 1994, the gender audit was conceived not only as a research project but also as a mechanism for gender sensitisation within and outside the programme. The educational process is ongoing and is aimed at assisting government officials to gain a better understanding of gender, the National gender Programme and its relationship to the national transformation process. Not only was this process directed at senior government official, it was also aimed at National Gender Focal Points and Provincial OSWs to ensure that programme staff are able to articulate and defend the programme to their senior managers. For senior managers, the objective was to ensure that they understand the centrality of gender transformation to overall transformation. More importantly, the aim was to effect better communication between Gender Focal Points and their senior managers.

3.7 Outputs of the Gender Audit

Although the gender audit has not been finalised there are some distinct outputs that can be gleaned from this process. These are:

   Clear enabling indicators pertaining to government and community support
    have been established

   Active discussion around the gender programme is now underway;

   General awareness that the gender audit is mandatory and thus the
    gender program is part of government's core functions,

   Findings affirmed that funding to gender programming is inconsistent. T
   This has led to the establishment of a joint working committee between
    the OSW and Finance that will look at government spending and provide
    guidelines on how to integrate gender into government budgeting process.
    Resulted in a dynamic discourse around the scope of work contained under
    the national gender program

   A general awareness on the need for a National Gender Action Plan

The importance of using clearly defined indicators has now been adopted.

Training of gender Focal Points

3.8 Challenges and Constraints

Some critical lessons ca be learnt from the processes of establishing a national machinery thus far. These are:

First – The need to have structures of the National Machinery replicated at all levels of governance.

Second – The challenges of mainstreaming gender interests in the core business of the line departments. Whilst the structures of the National Machinery are new and evolving, the various departments are quite established. Thus their core functions have been defined without incorporating gender issues. Given this, the Departments have to rely on the guidance of the Gender Focal Points in incorporating gender issues in their work. However a key constraint is the lack of gender based analysis.

Third – A third constraint regards sufficient financial and human resources for the Gender Machinery. Both the OSW located in the executive, and the Commission on Gender Equality have cited this as a key constraint to mainstreaming gender.

Nonetheless, different departments have been innovative in establishing their arms of the machinery. The Department of Justice has taken the idea of gender units further and has started a process of establishing gender desks in all magistrates' courts. The Department of Land Affairs has a multi-level strategy for gender transformation including a Gender Forum which deals with gender

CHAPTER 4

4. PROGRAMMES, POLICIES AND BEST PRACTICES

The purpose of this chapter is to provide an overview of South Africa's performance under the twelve critical areas of the Beijing Platform of Action. In so doing the focus will be to highlight policies adopted, legislation passed and evolving best practices.

Women and Poverty

Women and Education

Women and Health

Violence against Women

Women and Peace

Women and the Economy

approach. Examples of some government programs that address poverty are illustrated in table two.

Table 2: Women and Poverty
Critical   Successful
Area

Women and Poverty	i. Extensive study on poverty	- consultations with stake holders - partnerships between Civil Society and government - development of poverty fund	# engendering poverty programs # engendering national indicators # rooting the integrated approach to gender programs
	ii. Batho Pele (Service Delivery)	- road shows to promote Batho Pele - marketing of the initiative in the media - consultations with stake holders - standards set at all levels for implementing services	# provision of adequate infrastructures especially in rural areas # provision of financial and human resources # to recruit skills to guide and implement strategies + service standards set and implemented inconsistently across government + the need for alternate forms of service providers which include women as service providers
	iii. Adult Basic Education Training (ABET)		# management of the programme needs improvement + imeprogramlimty,
	iv. primary schools nutrition programme v. the Child Support Grant	- aims to reach children (under) living in poverty, particularly in rural areas	

The South Africa Schools Act (SASA) of 1996 provides for equal education for boys and girls. Additionally, it facilitates for the access to schooling for young mothers and pregnant young women.

The department of Education has also established gender equity structures. These include:

A gender sub-directorate established in 1996 to address gender equity functions.

The Gender Co-ordinating Committee made up of Gender Focal Points (GFP) from 10 Departments of Education was set up in 1998

In April 1999 the Gender Equity Directorate was set up in the National Department of Education.

Table 3: Women and Education

Critical Area	Successful Programmes and Projects	(#) Challenges (+) Lessons learnt	Commitment to further action
Education and training of women	i. Curriculum 2005 ii. Culture of Learning, Teaching and Service (COLTS) (more than 50% are women) iii. Students and Youth Programmes (targeting 60% enrolment of women)	# lack of capacity affects delivery + members of structures require training on gender sensitisation and mainstreaming	- reduction of high rate of illiteracy - "Tirisano" – Minister of Education's Call to action to build a South African Education System for the 21st century. - Equity in the Classroom Project
Human Rights of Women	i. Constitutional and Human Rights education are incorporated into curriculum 2005		- increase capacity

4.3 Women and Health

Health has emerged as a National Priority Area of Concern for South Africa. The South African Government Programmes to address the concern are illustrated in the following table.

Table 4: Women and Health

Critical Area	Successful Programmes and Projects	Strategies and Accomplish-ments	(#) Challenges (+) Lessons learnt	Commitment to further action
Women and Health	i. school health promotion programme - policy on HIV/AIDS		# lack of resources + need to bring school governing bodies on board	- strengthen awareness programmes
	ii. the Clinic Upgrading and Building Programme (CUBP)	- addressing the poverty and inequality through the construction of new clinics in previously underserved areas - clinics built in the poorest magistrational districts	# lengthy delays in the tendering process # achieving community consensus on sites for clinics # delays in resource allocation	- clean out administrative bottle necks to increase output - increase delivery
	iii. free health care policy	- provision of free health care for pregnant women and children under six - provision of free primary health care for all patients	- insufficient consultation with health personnel - increased pressure on health care givers	- advocacy for acceleration of clinic building programmes - allocate more health care staff in rural/outlying areas in the public sector - address behaviour of health personnel and launch of Patient's Chatter
	iv. AIDS training and Information Centre (ATIC)	- provide training for AIDS counsellors - provide counselling and support services for infected persons	# no ATIC in rural areas # nebulous response to a growing pandemic	- establish ATIC in rural areas - review impact

4.4 Violence Against Women

Violence against women has been identified as one of the five National Priority areas of concern of the South African government.

Towards this end the South African government has committed itself to a strong proactive and intergrated programme aimed at the elimination of violence against women.

The South African government initiated the development of the SADC

	and Projects	ts		
violence against women	ii. improvement of service benefits to women in the Public Service	- clustering of departments into sectors to facilitate the emergence of an intergrated response to violence against women - forging a strong partnership with Civil Society - capacity building	- getting a buy-in from service providers - construction of lasting partnerships between organs of civil society and government - insufficient human resources and other resources including infrastructure	
	iii. Victim empowerment	- intersectoral guidelines on handling victims of sexual offences - changing the profile of service providers - education and training of service providers e.g. police and social workers - awareness raising through outreach initiatives including campaigns - improve user friendliness of courts through infrastructure such as separate waiting rooms - specialist service providers such as sexual offences court - draft victim charter and policy guidelines on victim empowerment	- creating an intersectoral intergrated approach to victim empowerment - distributing resourcesences	

violence   iii. Law Reform   - various
against   amendments to
women

Areas	Programmes and Projects	and Accomplishments		to Further action
violence against women	iv. Institutional transformation	- development of National Action Plan on human rights and integrating the eradication of gender violence - establishment of a National Co-ordinating Committee on gender violence - involving women in decision making - integration of gender issues including the challenge of gender violence in mainstream government services - establishment of Joint Management Centres on crime - development and implementation of specific gender policies which deal with violence against women - mobilising all government levels including parastatals and Civil Society in the pursuit of gender equality	- effective implementation of sustained human rights strategies that integrate gender equality and the eradication of gender violence - capacity building to ensure understanding of gender analysis - capacity building for women including leader development - integrating gender policies in mainstream planning , policy development and implementation	- establishing and maintaining intersectoral partnerships that integrate gender transformation in mainstream transformation - full integration of gender violence content in NCPS programmes - education and training for all critical role players

The Women's Budget Initiative (WBI) in South Africa was introduced in March 1996. It is proving to be one of the best practices in engendering women's participation in economic structures and decision making.

Area	Programmes and Projects	accomplishments		further action
Women and the economy	i. improvement of service benefits to women			
	ii. development			

4.6 The Women in decision making in South Africa

A stark lesson which emerges out of the South African experience is that the system of Proportional Representation in Parliament is an enabling factor for increasing the number of women in government. Women have more space within their parties to push for more proportional representation in party lists. The high proportion of women MPs in South Africa is largely the result of the African National Congress (ANC) policy of adopting one-third quota for its election lists. Other parties felt bound to include women. Consequently South Africa ranks among countries that have the largest compliment of women parliamentarians in the world with a total of 30%. There has been a steady increase in the number of women Ministers and Deputy Ministers in the South African Cabinet since the first democratic elections. Post the 1999 elections, Cabinet consists of 8 women Ministers out of a total of 27 Ministers, and 8 Deputy Ministers out of a total of 13 Deputy Ministers.

 4.6.1 Key and Strategic Ministries headed by women

Women head the following ministries in the current government:

    Foreign Affairs
    Minerals and Energy

4.6.3 Office-bearers in Parliament

Women are also senior office bearers in Parliament – The Speaker, Deputy Speaker and Chairperson of the National Council of Provinces and Chairs of Parliamentary Committees in the National Assembly and National Council of Provinces are women.

However, the picture at the provincial and local government levels is not so good. Only two provinces, Gauteng and Northern Cape, have at least three Members of the Executive Council (MECs), the rest have less. There are only two women who are mayors of big metro cities. They preside in Pretoria and Cape Town.

4.6.4 Multi-Party Women's Caucus

The women's caucus comprises women from various political parties in parliament. It deals with general legislative issues as these impact on gender equality. The caucus serves as the broader forum from which policy legislation are reviewed, prioritised and promoted to ensure that gender equality is advanced.

Additionally, the caucus networks with women parliamentarians in all provinces, in the subregion, the continent and internationally on matters of common concern to women.

4.6.5 Foreign Representation

This is another area where women are beginning to play a significant role. Women head more than 10% of South Africa's diplomatic missions. They are accredited missions in Venezuela, Switzerland, Malaysia, Austria, New York, USA, UK, France, India, Botswana, and Mozambique. These are some of the senior and most strategic missions.

4.6.6 Chairs of Parliamentary Committees

The following are Portfolio Committees headed by women in Parliament:

Defence
Home Affairs
Environmental Affairs and Tourism
Sport and Recreation
Housing
Water Affairs and Forestry
Joint Standing Committee (JSC) on Finance
JSC on Improvement of Quality of Life of Women
JSC Disability , Youth and Children
JSC Intelligence

4.6.7 National Commissions

Women chair the three national commissions, these are:

    The Independent Electoral Commissions
    The Commissions for Gender Equality
    The National Youth Commission

Additionally, women serve as commissioners on the following national commissions:

    Human Rights Commission
    Public Service Commission
    Judicial Service Commission

Support on finance for Women's Budget initiative
Recognition of 8 August as National Women's day
Introduction of separate taxation for married men and women
Provisions for ownership by women in land and housing legislation
The women's lobby in parliament influenced the passing of the Termination of
Pregnancy Act as well as the inclusion of gender consideration in the criteria
in the Films and Publications Act , the Maintenance and the Domestic
Violence Acts of 1998.

4.6.11 Transformation within Parliament for women

After women entered parliament in critical numbers for he first time in1994, it
became apparent that changes had to be made in the very structures of
parliament to enable them to operate effectively. Some of these changes are
that:

Recess has been aligned with school holidays
There has been an increase in the basic infrastructural facilities for women
including those with disabilities.
A crèche for children of women parliamentarians has been established
A more relaxed dress code has been introduced
Gender sensitive language has been used in the drafting of legislation
 Parliamentary sessions now commence earlier and close earlier than before
1994, to allow more quality time for members of parliament and their children.

4.6.12 The South African Government's International Commitments :

Amongst the South African Government international agreement which impact
directly on women are the following:

South Africa signed and ratified CEDAW, (15 December 1995) and
Convention on the Rights of the Child (16June 1995)
South Africa adopted the Beijing Platform of Action
South Africa is now a party to 26 human rights conventions, four of which
were ratified last year on the 10 December 1998, International Human rights
Day.

 In addition, South Africa has developed the National Plan of Action in the
protection and promotion of Human Rights, in compliance with the Vienna
Declaration (1993). This plan was lodged with the UN in December 1998. In
January 1996, South Africa acceded to Conventions on the Status of Refugees
of 1951, the Protocol Relating to the Status of Refugees of 1967 and the
Organisation of African Unity Convention governing specific aspects of the
refugee issue in Africa of 1969. This protection extends to women who flee
countries due to war or famine.

Table 7: Women and Decision Making

Critical Area	Successful Programmes and Projects	Strategies and Accomplishments	Challenges	Commitment to further action
Women in decision making	i. Portfolio Committee on the Quality of Life and Status of Women	- monitoring progress in the improvement of the quality of life and status of women		
	ii. Affirmative Action Programme	- recruitment from outside the public service - secondments - training and develrom		
	iii. Establishment of the Gender Equity Task Team (GETT)			

Table 8: Institutional Mechanisms for the advancement of women

Critical Area	Successful Programmes and Projects	Strategies and Accomplishments	Challenges	Commitment to further action
Institutional mechanisms for the advancement of women	i. Gender management system: National Machinery	- governments commitments	- no uniformity with the establishment of units (Desk/forum/Committee) to deal with gender issues in departments	
	ii. Gender Focal Points	- commitment by national an provincial administration	- Gender Focal Points appointed at varying levels within departments - changing of Gender Focal Points midstream of the audit	
	iii. Gender Audit	- National Task Team to develop audit questionnaire - Technical Committee - training of Gender Focal Points provincial OSWs to administer the audit - questionnaire administered in most national departments and provincial administrations	- lack of internal commitment - capacity - changing of GFPs - lack of understanding in administering the audit even after training given - lack of understanding of the process by HODs - internal capacity/skills to do the analysis of the audit	

4.8 Women and Human Rights

Women and men have equal rights with regard to acquisition, change and retention of nationality. Additionally, marriage to a non- citizen or change of nationality by a husband does not affect a woman's nationality. Importantly, birth determines citizenship, not marriage. Additionally, the following clauses and laws guarantee women's rights as human rights:

The Equality Clause in the Bill of Rights
Provisions for affirmative action, including legislative and other arrangements to protect or advance those who have been disadvantaged
The clause on freedom and security of the person which provides for the right to make decisions concerning reproduction and control over one's body
Clause guaranteeing legal and other measures to promote land reform and equitable access to natural resources to redress past effects of racial discrimination
The Statement that in conflicts between the Constitution and the Customary Law, the Constitution will take precedence
Constitutional provision for socio-economic rights to housing, health care, food, water and social security.
Bill of Rights provision to basic and further education.

4.9 Women and the media
Practices have been adopted to address the number of women in the media and to engage with negative stereotypes of women. The range of programmes available to women in this sector remains very narrow, as women are not afforded access to a broad range of technologies in this sector.

Table 9: Women and the Media
Critical

CHAPTER 5

Conclusion

This report, together with the initial outcomes of the Gender Audit point to major achievements of the South African government in meeting its obligation to the BPA. One of these is the establishment of cohesive machinery to improve the status of women in South Africa and to engender governance. An important case study in this regard has been the Women's Budget Initiative that seeks to engender national budgets.

Whilst the establishment of the gender machinery has opened opportunities for women in South Africa, there is a need to strengthen this machinery both at national and provincial level by providing resources, both financial and human, which will enable the different components of the machinery to be functional. In addition it is critical that the structures of the OSW be represented at local government level. At present the OSW works on an adhoc basis with SALGA.

The structure of the machinery is still new, therefore it is difficult to assess their impact at this point. However, it is important that the OSW has devised a mechanism for monitoring the impact of the National Gender Machinery from the onset.