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SALGA

South African Local Government Association, Free State

GENDER ACTION PLAN
FOR
MUNICIPALITIES IN THE FREE STATE

Summary

This action plan follows the launch of the study, *At the Coalface, Gender and Local Government* which took place on 22 March 2007, and was organised in collaboration the South African Local Government Association (SALGA) Gauteng.

The study found that at 40 percent South Africa has the second highest proportion of women in local government in the Southern African Development Community (SADC), with Namibia having the highest levels of women's representation. A key conclusion of this study is that gender needs to be systematically mainstreamed into the work of local government so that this sphere of government can become a vehicle for achieving gender equality where it matters most, on the ground.

Following the launch Gender Links in partnership with SALGA Gauteng convened a roundtable meeting to review the existing Gender Policy Framework for Local Government and plan for effective gender mainstreaming in governance processes at the sphere of local government. The Gender Policy Framework for Local Government was launched in August 2007.

In November 2007 provincial representatives from SALGA joined a Training of Training workshop to develop the Gender Action Plan Manual for South Africa that is being used to roll out gender action plans in all provinces from April to July 2008. This plan was developed at the first such workshop from 21-23 April 2008, attended by 44 representatives from 21 of the 25 Municipalities in the province, as well as representatives from SALGA and the dplg. It should be noted that as this is a provincial plan, it will require further fine tuning to suit the specific needs and circumstances of each municipality.

SALGA Free State and participants from the municipalities represented committed to establishing a technical team to refine the plan so that it can be submitted to politicians and adopted and implemented in their municipalities.

Background and demographics of the region

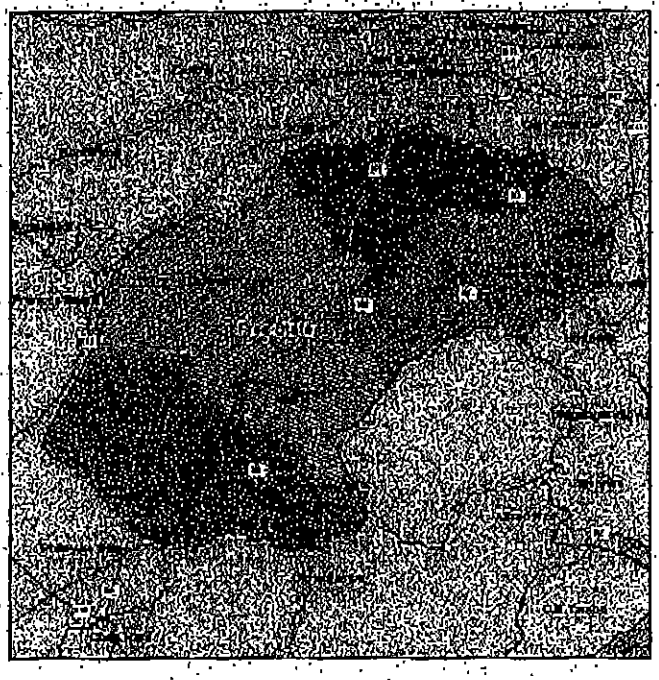
The Free State, which is a landlocked province, is one of nine provinces in South Africa and is centrally located in terms of the geographic distribution of South Africa. It represents 10.6% of the total land area of South Africa and covers an area of 129 480 km2. It is bordered by six other provinces, the Northern Cape, Eastern Cape, North-West, Mpumalanga, KwaZulu-Natal and Gauteng Province and also shares a border with Lesotho. The province is high-lying, with almost all land being above 1000m. Its capital is Bloemfontein, which is also South Africa's judicial capital.

With a pleasant climate and rich soil the province has a thriving agricultural industry and is known locally as South Africa's breadbasket because it produces over 70% of the country's grain with more than thirty thousand farms. Mineral deposits are plentiful, with gold and diamonds being of particular importance, mostly found in the north and west of the province.

The Free State a population of 2.95 million (mid- 2006 estimate), with just of 50.6% being women. Although the Free State is the third largest province in South Africa, it has the second smallest population and the second lowest population density, at 6.18% of the national population. According to the Labour Force Survey of September 2007, the unemployment rate is 24.3%, 30.8% women compared to 19.2% men are unemployed.

The population profile consists of 85% African, 9.8% White and 4.8% Coloured. Sesotho is the most dominant mother tongue (64.4%), followed by Afrikaans (11.9%), Xhosa (9.1%), Setswana (6%), Zulu (5%) and English (2%).

District municipalities
The Free State is divided into five district municipalities (districts). These are again subdivided into three to five local municipalities each, for a total of 20 local municipalities.



The five districts with their local municipalities are:

- Northern Free State District in the north
  - Metsimaholo Local Municipality
  - Mafube Local Municipality
  - Ngwathe Local Municipality
  - Moqhaka Local Municipality
- Thabo Mofutsanyane District in the east
  - Phumelela Local Municipality
  - Nketoana Local Municipality
  - Maluti Phofung Local Municipality
  - Dihlabeng Local Municipality
  - Setsoto Local Municipality
- Motheo Districts in the south-east

- Mangaung Local Municipality
- Mantsopa Local Municipality
- Naledi Local Municipality
- Xhariep District in the south
  - Mohokare Local Municipality
  - Kopanong Local Municipality
  - Letsemeng Local Municipality
- Lejweleputswa District in the north-west
  - Masilonyana Local Municipality
  - Matjabeng Local Municipality
  - Nala Local Municipality
  - Tswelopele Local Municipality
  - Tokologo Local Municipality

Representation of women in municipalities in the Free State

COUNCILS	Total Clirs	Total women	% F	PR total	PR F	%	Ward total	Ward F	%
Xhariep District council	14	7	[illegible]	14	7	50%	0		
Letsemeng Local Council	10	3	[illegible]	5	2	40%	5	1	20%
Kopanong Local Council	14	7	[illegible]	7	3	43%	7	4	57%
Mohokare Local Council	10	3	[illegible]	5	1	20%	5	2	40%
Motheo District council	42	19	[illegible]	42	19	45%	0		
Naledi Local Council	8	3	[illegible]	4	1	25%	4	2	50%
Mangaung Local Council	89	39	[illegible]	44	22	50%	45	17	38%
Mantsopa Local Council	16	7	[illegible]	8	4	50%	8	3	38%
Lejweleputswa District council	37	12	[illegible]	37	12	32%	0		
Masilonyana Local Council	20	8	[illegible]	10	5	50%	10	3	30%
Tokologo Local Council	8	2	[illegible]	4	1	25%	4	1	25%
Tswelopele Local Council	14	7	[illegible]	7	3	43%	7	4	57%
Matjhabeng Local Council	72	25	[illegible]	36	17	47%	36	8	22%
Nala Local Council	24	9	[illegible]	12	5	42%	12	4	33%
[illegible]bo Mofutsanyane District council	34	14	[illegible]	34	14	41%	0		
Setsoto Local Council	33	13	[illegible]	16	7	44%	17	6	35%
Dihlabeng Local Council	37	14	[illegible]	18	6	33%	19	8	42%
Nketoana Local Council	18	6	[illegible]	9	2	22%	9	4	44%
Maluti a Phofung Local Council	68	29	[illegible]	34	15	44%	34	14	41%
Phumelela Local Council	14	3	[illegible]	7	1	14%	7	2	29%
Fezile Dabi District council	31	13	[illegible]	31	13	42%	0		
Moqhaka Local Council	50	19	[illegible]	25	9	36%	25	10	40%
Ngwathe Local Council	38	15	[illegible]	19	8	42%	19	7	37%
Metsimaholo Local Council	36	11	[illegible]	18	4	22%	18	7	39%
Mafube Local Council	17	4	[illegible]	8	3	38%	9	1	11%
TOTAL	**754**	**292**	[illegible]	**455**	**184**	**40%**	**300**	**108**	**36%**

These figures are based on the outcome of the local government elections in 2006 and may have changed due to by-elections.

As shown in the table, the Free State has a total of 754 councillors, 292 or 38.7% are women. This figure is slightly lower than the national figure of 40% women councillors.

PRIORITY ACTION AREAS

Further to the detailed gender action plan attached, below are short and medium term priority action areas identified by the workshop delegates.

Short term (April- December 2008)

Adoption of the plan and popularisation at municipal level

- Submit this plan to SALGA PEC (Provincial Executive Committee) for approval and introduce the plan to SALGA working group members for political buy-in.
- Establish a technical team comprising officials from the 25 municipalities to refine the plan so that it can be submitted to politicians.
- Submit this plan to council at next sitting of the council for approval and recommend that it be submitted to IDP Unit for the next IDP review (after September 2008) for incorporation into their plan.

Work place

- Develop, adopt and implement Sexual Harassment Policy.
- Prioritise gender in municipalities and empower women to understand these issues.

Gender management system

- The gender forum should be resuscitated by June 2008. This forum should consist of the following stakeholders: GFP, CBO, FBO, DoJ, DCS, DoL, Municipalities, SAPS, Defence force, CGE, OSW, Youth commission.
- Develop, adopt and implement a gender policy.
- Establish a gender unit and a gender committee and fill key posts.
- Develop a gender machinery organisational chart.
- Skills training for gender machinery.
- Review all policies for gender mainstreaming purposes.
- Consultation should happen through women's forums - women councillors to lead section 80 committees

Governance

- Establish a multi-party women's caucus through the Speaker.

Resource allocation

- Conduct a gender analysis of the municipal and departmental budgets

Public participation

- Conduct men's workshops to sensitise them to gender issues and bring them on board in promoting gender equality in the Municipality and community.

Basic service delivery

- All data collected by the Municipality should be disaggregated by sex to ensure that all planning and budgeting is gender sensitive.

Gender violence

- Audit of gender based violence in each Municipality.
- All municipalities to participate in the Take back the night campaign during the Sixteen Days campaign.

HIV and AIDS and Gender

- The HIV and AIDS policy framework, which was adopted in May 2007, should be publicised in all 25 municipalities and all should participate in workshops on this framework.

Economic empowerment

- Needs of women considered and incorporated into the IDP's, LED strategies and budgets.
- Prioritise women's economic empowerment and participation in the business sector, where they are poorly represented, and empower women entrepreneurs through business skills development and support.
- Group unemployed women together and train them to start their own businesses: facilitate skills development, access to information, finance and business support.

Medium to long term (2009-2010)

Governance

- Increase the level of women's participation in all areas of decision-making in municipalities to 50% by 2010, in line with the SADC Protocol on Gender and Development and the AU Protocol.

Economic empowerment

- Promote the equal rights of women to land tenure.
- Address the high levels of poverty that affect women disproportionately.
- World Cup 2010 – assist women to do research on the opportunities available, eg. what visitors will eat so that they are catering for their needs.
- Assist women to start business for 2010, eg. Bed and breakfasts, park and ride, knitting, jerseys, produce curios etc.

Workplace

- Increase the representation of women in all employment categories.

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DETAILED ACION PLAN FOR MUNICIPALITIES IN THE FREE STATE

STRATEGIC OBJECTIVE	ACTION	WHO	TIMEFRAME		BASELINE	TARGETS/ INDICATORS	BUDGET
			ST	MT			
1. MUNICIPAL TRANSFORMATION AND ORGANISATIONAL DEVLOPMENT							
Selection, recruitment and employment (FRAMEWORK Page 16-18)							
To increase the representation of women employed in the municipality.	Explicitly prioritise gender equity in performance plans.	Corporate Support Services (CSS), Municipal Manager (MM)	Dec 08		No steps have yet been taken to prioritise gender equity in performance plans	All Senior Managers to prioritise gender equity in performance plans	
	Address gender imbalances in departments – increase number of women employed overall as well as increase the number of women in senior and management positions and address the departments where the greatest imbalances exist.	Head of Human Resources Dept.	June 08		Women are still in the minority in management positions, but progress in noted in junior positions. E.g: Fezile Dabi District Municipality there are 10% of women in Management. In Fezile Dabi & Metsimaholo LM: Women adequately represented in all sections except in Public Works & Project Management. They however occupy low-level positions.	Municipality to adhere to the 50/50 target. To largely target public works and technical services. Target is 50%.	R 60 000 (Mainly for reasonable accommodation)
	Include women's targets as a non-negotiable component of senior manager's contract.	Mayor & MM	June 08		Municipal Manager is responsible for ensuring that targets are met. This indicator has not been included in their contracts.	Start lobbying now so that when the MM renews contracts in November the gender component is added.	
	Align the Work Place Skills Plan to the Employment Equity Plan.	HR Development Unit.	June 08		The plans already exist. HRD carries out regular surveys and prompts people to attend		150 000 per municipal

STRATEGIC OBJECTIVE	ACTION	WHO	TIMEFRAME ST	TIMEFRAME MT	BASELINE	TARGETS/INDICATORS	BUDGET
					training in areas of need e.g management, finance. Women do take advantage of the training.		ity
	Obtain buy-in and support of the unions for increased gender equity in the employment profile of the municipality.	Labour Relations Unit	On-going		Unions have been consulted.	Appointments, Bargaining Council Minutes	No Budget allocation
Recruitment and selection							
To ensure that the recruitment and selection process offers equal opportunity to women.	Develop comprehensive employment equity plans.	HR Management & Trade Unions (On Monitoring)	On-going		Each Municipality has an employment equity plan, more work needs to be done to ensure that it is implemented.	Implementation of the Employment Equity Plans. Establishment of effective Monitoring Mechanisms.	
	Ensure 50% target of women as outlined in regional commitments.	HR Management	June 08		50% representation	Amending the HR policy to embrace the 50% target	R 2 000 000 (Per municipality)
	Incorporate gender into structure system policies and processes.	Gender Focal Point (GFP)/CSS	Nov 08		- Gender has been incorporated into some Policies e.g procurement, work place development etc. - The internal Gender Forum recently disbanded. (This was a good forum and it is necessary). The External Gender Forum still exists. - There are special programmes units	Gender sensitive structure systems and policies	R + 1 mil per municipality.

STRATEGIC OBJECTIVE	ACTION	WHO	TIMEFRAME ST	MT	BASELINE	TARGETS/INDICATORS	BUDGET
Career pathing and skills development							
To educate and train women employees, who have previously been disadvantaged, by implementing capacity-building and mentoring programmes so that they may be empowered to perform their job functions and map their intended career paths	Undertake a skills/ qualification audit and assessment of all municipal employees and councillors.	HRD LocalGov Leadership Development Academy (LOGOLA), SALGA	Ongoing		A skills audit been has been done by SALGA, DPLG and Municipality. These enable women to be prioritised for development programmes.	Results of the skills audit report which are available from SALGA and DPLG. Municipalities to publicise their audit results.	
	Devise and implement a range of capacity-building options for employees and councillors.	HRD, SALGA, DPLG	On-going		Capacity building options - Access to Bursaries; - Short Term Accredited Course. - LOGOLA has a special programme for Councillors. - SALGA has induction and development courses for Councillors.	- Number of bursaries awarded. - Number of women attending training courses.	
	Mentoring new councillors and employees.	SALGA (For Councillors) HRD (Staff)	On going		- Councillors do receive mentoring. - Mentoring Programme needed for Staff.	- Number of female councillors receiving mentorship. - Existence of a mentorship programme for staff	
	Provide Information to councillors, CBOs and community members.	HR			This is not being done	Skills development bulletins/ websites with information published therein	
	Develop e-governance systems.	IT Services		Dec 09	Some Municipalities have developed systems but these have to be replicated in municipalities with fewer resources.	Mass access to ICT.	

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STRATEGIC OBJECTIVE	ACTION	WHO	TIMEFRAME ST	TIMEFRAME MT	BASELINE	TARGETS INDICATORS	BUDGET
	Increase the number of learnerships available for women.	HRM, SITA	On going		There are of....number learnerships available for women currently	50% representation women on the number of learners the municipality can accommodate at the time.	
Work environment							
To facilitate women's equal participation in the workplace by providing support for parents because parenting responsibilities have and continue to be the main responsibility of women	Provide childcare facilities for municipal employees.	SocDev; LED and Tourism Unit.		2010	There are no childcare facilities currently available.	78 private care centres in a District Municipality.	R 5 mil for start up per municipality.
	Provide flexible work arrangements for parents.	HRM.		June 09	Only Councillors work flexi time.	- Amendment of working place policy to allow flexi-time as well working from home. - Provision of resources to work from home.	R 50 000 per municipality (start up budget)
	Municipality to enforce provisions in the Maintenance Act relating to garnishee orders.	Finance unit	Ongoing		This issue is dealt with within Legal Parameters.	Number of garnishee orders complied with	None
	Conduct awareness programmes on parenting responsibilities.	SocDev unit		2009	There are no such programmes currently	Needs assessment conducted to determine need for this.	To be determined by the outcomes of needs assessment.
	Support and expand crèches.	SocDev unit	On going	2012	About 78 private crèches in a District.	Establishment of Municipally Funded Crèches - at least one per District Municipality	R 3.5 Mil per municipality
To adapt and implement a	Adapt and implement a	HRM &	On-	Jan 09	There is no sexual	- Implementation of the	100 000

STRATEGIC OBJECTIVE	ACTION	WHO	TIMEFRAME ST	TIMEFRAME MT	BASELINE	TARGETS/ INDICATORS	BUDGET
sexual harassment policy in the municipality.	sexual harassment policy.	Labour Relations Unit	Going		harassment policy in existence (But the Municipal Structures Act has a code of conduct that prohibits Sexual Harassment).	- Sexual harassment policy - Number of reported cases and their resolution.	per municipality (For development of policy)
To ensure the safety of women who work late at night.	Provide security for women nightshift workers.	Public safety unit	On-going		- Body Guards for Councillors for major functions. - There is no provision for Officials.	- A policy on after hours safety - Provision of transport support when working after hours.	R 156 000 (per municipality)
Institutional transformation- effective participation (FRAMEWORK p19-20)							
To increase participation by women because their concerns are often sidelined or overshadowed by political party concerns.	Establish a multi party women's caucus (see also GMS).	Speaker		Jan 09	There is no multi party women's caucus. One was formed previously under the leadership of a councillor who left.	Multiparty women's caucus established.	R 500 000 per district municipality
	Network with other local, national and provincial women's caucuses.	Speaker		March 09	No networking been done with other women's caucuses in the past five years.	- External links established - Inter-provincial women's caucus seminars.	R 1 mil per district municipality
To empower women councillors to articulate what are regarded as "women's issues."	Conduct a skills audit.				Has there been a skills audit? What kinds of skills exist?	Data on the specific needs of councillors	
	Training needs identified by women councillors eg gender, public speaking and assertiveness.				What training has already been done?	What is the target % increase in level of participation? How will this be measured? Target number of courses attended by councillors?	
To gain empower men on gender issues and mobilise	Gender training workshops for male and female	GFP		Aug 2008	No training provided yet.	50 Councillors to be targeted in each District.	R 50 000

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STRATEGIC OBJECTIVE	ACTION	WHO	TIMEFRAME ST	TIMEFRAME MT	BASELINE	TARGETS/ INDICATORS	BUDGET
their support.	councillors and officials.						
	Gender dialogues with male Councillors and officials.	GFP		Sept 2008	No dialogues with male councillors have been held	- One gender dialogue month - Two sessions per annum. - 70 per session for Each District Municipality	R 150 000
Capacity building							
To ensure that training is done to educate all employees and community groups on gender.	Facilitate skills training for members of gender machinery.	GFP		March 09	Training was carried out five years ago. Nothing is current being done.	- One training session for Community per Annum. - One Training Session for Staff per Annum.	3 mil per District
	Liaise with service providers to provide training programmes.	HRD	On-Going		Nothing is currently being done.	Relevant Training programmes that raise awareness on gender.	R 2 mil per district municipality.
	Facilitate training programmes among councillors, officials and community groups.	GFP		Aug 2010.	There are no training programmes currently.	- One session for Councillors per annum. 75 Councillors per session per District. - Two Sessions for Officials per Annum. Targeting 150 Officials per district.	5 million
	Assess impact of training.	HRD & GFP		Dec 2011	Nothing has been done so far.	- Monitoring Tools - Assessment Report	100 000 per district
Representation (FRAMEWORK p 20-21)							
To increase the representation of women councillors in the 2009 elections and to raise	Public commitment to achieving parity between male and female councillors by 2010.	Multi-Party Women's Caucus.	Immediately		40% Nationally ; 38% for the Free State What is the % of women councillors in the	50% women's representation in council?	Political Parties to Budget for this.

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STRATEGIC OBJECTIVE	ACTION	WHO	TIMEFRAME ST	TIMEFRAME MT	BASELINE	TARGETS/INDICATORS	BUDGET
awareness.							
					municipality?		
To increase the proportion of women ward councillors.	Political parties and ward committees to be encouraged to support female candidates at the ward level.	Multi Party Women's Caucus.	On-Going		Nationally 43/47 PR/Ward split. In the PS 40% of women councillors are PR and 36% ward councillors. What are the figures in the Municipality?	50/ 50 ward/PR split	Political Parties to Budget for this.
To ensure that women are equally represented in leadership positions in the Municipality.	The municipality to make a commitment to equal representation of women and men in all leadership positions.	Mayor & MM	Ongoing		MM: 8 % Nationally Committees: Not Known	50% women in leadership positions?	
Communication (FRAMEWORK Page 22)							
To ensure that the municipality publications do not perpetuate gender stereotypes.	Review of municipality publicity from a gender perspective; developing materials that challenge stereotypes.	Comms Unit / GFP	Ongoing		No review of municipality's publications been done. No particular focus paid to gender issues. Publicity material is predominantly gender neutral.	Gender aware publicity materials.	Communications to incorporate this is in their budget.
II. BASIC SERVICE DELIVERY (Framework p 23-27)							
Water and sanitation							
To ensure that women, who are disproportionately affected by inadequate service delivery, are provided with affordable access to basic services	Provide affordable services to poor households.	Technical services, the dplg, LG&H	Start July 2008	June 2009	Water and electricity are provided R180 000 has already been budget for provision of these services	- 70% increase in access to affordable services - Indigent register to be gender sensitive	R305 000
	Ensure that women are consulted prior to the provision of services.	Ward clirs/Office of the mayor/ IDP unit		July 2009	Public participation has taken place in the form of meetings, ward meetings and community meetings	Rural women and farming communities are to be targeted	R70 000
	Amend services to meet the needs of women.	MM/ Technical	3 months		60% of services are in urban areas and 20% in rural areas.	60% in rural areas by end of financial year	R30 000

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STRATEGIC OBJECTIVE	ACTION	WHO	TIMEFRAME ST	TIMEFRAME MT	BASELINE	TARGETS INDICATORS	BUDGET
		services	after consult ation – Nov 08				
	Ensure that women are employed in the construction and maintenance of these services.	Project Manager/C ommunity liaison officer/cont ractor	1 month		30% women are currently being employed for this purpose / 70% men	50% men/ 50% women thus employ 20% more women	None required for recruitme nt
	Involve women in the management and maintenance of these services and facilities.	Director technical services		12 mnths	30% women/70% men are currently being involved in this role	50% men/50% women thus employ 20% more women	None required
	Ensure that all relevant data is disaggregated according to gender.	Corporate services	6 months		There is no business plan and no data is available currently	Business plan and a database with disaggregated data	R300 000
Housing							
To ensure that women have equal access to housing	Conduct a gender audit of housing; set parity targets; monitor these using gender disaggregated data	Housing officers/ CDW's/ DLG&H/ building inspectors/ CS	6 months		There are no stats on the proportion of women who own their own municipality-provided houses at this time.	Gender disaggregated data on housing.	None required
	Review the criteria for getting houses	DLG&H/ Housing dept		Mar 2009	Housing policies have not been reviewed	Increase women ownership by 50%	
To ensure that women's needs are taken into account because they are mostly affected by inadequate housing	Incorporate the needs of women into the residential design.	DLG&H/ planning dept	6 months		No consultation process exists in residential design?	One on one interview /suggestion boxes/questionnaire survey	R150 000
	Identify unsatisfactory living environments and	Ward clirs/ Dept of		12 mnths	No assessment of living environments has been done	One on one interview/suggestion	

STRATEGIC OBJECTIVE	ACTION	WHO	TIMEFRAME		BASELINE	TARGETS/ INDICATORS	BUDGET
			ST	MT			
	formulate recommendations for their improvement.	DLG&H/ building inspectors/ Environ Health Practitioners				boxes/questionnaire survey	
To promote the equal rights of women to land tenure	Increase the range of housing options available to poor households.	Dept of land affairs/ DLG&H /municipalities		12 mnths	Previously there was no land tenure for women and this still exists in some areas under chiefs	10 women in the next year	
	Facilitate women's increased access to secure tenure.	Dept of land affairs		12 mnths	The Land tenure act governs access to land tenure	10 women in the next year	
	Permit low-impact economic activities to be undertaken from dwelling units.	Town planning dept	6 months	Ongoing	This is governed by the by-laws	Compliance with by laws	R200 000
To ensure women's equal access to housing subsidies.	Educate women on housing policies and subsidies.	DLG&H/Municipal Manager	6 months	Ongoing	The Dept of local govt and housing ahs material that can be used regarding policies and subsidies	More enquiries from women	
	Conduct surveys to produce gender disaggregated data.	Outsourced consultants	3 months		There are no stats on housing subsidies	Gender disaggregated data and statistics	R400 000
	Audit housing plans.	Town planning dept/housing section	3 months		Audits have been done in the past?	Annual Audits	None
To adapt housing policies so that they are gender sensitive	Review current policies and change them to make them gender sensitive.	Corporate services	6 months		Policy review has taken place	Council to resolve on policy	R300 000

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STRATEGIC OBJECTIVE	ACTION	WHO	TIMEFRAME ST	TIMEFRAME MT	BASELINE	TARGETS/INDICATORS	BUDGET
	To ensure newly built houses are within close proximity of safer and secured early childhood centres, entertainment and amusement parks.	Town planning dept/ DLG&H	3 months			Construction of amusement parks/recreation centres	R10 000 000
Electricity							
To ensure that women who most affected by lack of access to electricity receive affordable access	Provide affordable services to poor households.	Dept of minerals and energy/ Technical services/ Eskom		12 mnths	Infrastructure in place but lack of finances to install	150 house hold connections for this financial year	
	Increase the number of female-headed households using electricity.	DME/ Eskom/ Technical services		12 mnths	75 female-headed households per municipality have access electricity	55 households	
Transport							
To ensure that public transport is made safer and accessible for women and children.	Collect gender disaggregated data to establish who uses public transport, whose needs are being met and whose are not.	DoT/ Community services	6 months		There are no statistics and data for public transport users	Statistical data	
	Secure taxi and bus stations and stopping points to make travelling safe for all people, especially women and children.	Community services/bu sinesses		12 mnths	Public transport spots are not secure	Secure pubic transport spots in 2 years	R2 000 000
	Make by laws that promote accessibility of pubic transport for women,	Community services			There are no by laws	By laws on accessibility of public transport	

STRATEGIC OBJECTIVE	ACTION	WHO	TIMEFRAME ST	TIMEFRAME MT	BASELINE	TARGETS/ INDICATORS	BUDGET
	children and PWD						
	Provide proper policing.	SAPS/ Community services		18 mnths	Current policing is SAPS foot patrols and metro police	Zero tolerance for crime at transport spots	R200 000
	Pedestrian safety, especially in townships.	Community services		12 mnths	There are no current statistics on pedestrian safety	Police statistics. Zero tolerance for pedestrian deaths	R1 000 000
	Develop guidelines and bylaws with regard to taxi's and taxi ranks and get buy in to the taxi recapitalisation programme	Community services			There are no by-laws	By laws relating to taxi operations	
To empower women to participate in the male-dominated taxi industry.	Train women to drive and own taxi's and get women on taxi associations.	Taxi association /Dept of transport/ Community services		18 mnths – ongoing	There are some female taxi owners and drivers.	30% increase in women taxi owners and drivers	
Health							
To ensure that primary health care facilities and services are more easily accessible for women.	Increase the number of mobile clinics and the equal distribution of these.	DoH/Soc Dev		12 mnths	There are 10 mobile clinics which service farming and rural communities	50% increase in the number of mobile clinics, and increase in the number of patients reached	R2 000 000
	Create "one stop" centres for women's health including family planning activities, AIDS hospice centre, terminal disease centre, counselling services and primary care clinic.	DoH/Soc Dev		12 mnths	There "one stop" centres in the municipalities	8 centres are to be created	R20 000 000
To promote the fair and efficient treatment of young women who access	Implementing batho pele principle; quality checks and monitoring.	DoH		18 mnths	Is there any monitoring and evaluation of these services? none	Who will monitor this? Dept of health/municipality	R1 000 000 per financial

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STRATEGIC OBJECTIVE	ACTION	WHO	TIMEFRAME ST	TIMEFRAME MT	BASELINE	TARGETS/INDICATORS	BUDGET
reproductive health services.							year
To address the health problems that arise from the fact that women and children predominate among the poorest of the poor and are at risk as a result of poor nutrition.	Implement food security and nutrition programme.	SocDev/ DoH		18 mnths	Previous programmes have addressed practical the practical needs of women such as soup kitchens and food parcels	- 0% children with malnutrition - Data on scavenging/children's state of health	R500 000
Environmental health							
To involve women, as key stewards of the environment, in environmental preservation projects or making business ventures from the environment.	Involve women in the management and disposal of waste, recycling and water safety projects.	Dept of environ affairs/ forestry/ land affairs	6 months		There are recycling projects within the municipality	Cleaner environment How will this be measured?	R50 000
To consult women on solutions to waste removal problems as they are primarily responsible for waste disposal.	Consult women in finding alternative solutions for waste removal.	Dept of environ affairs/ forestry/ land affairs	6 months		Women have been consulted on solutions to waste removal problems	Reduction in waste How will this be measured?	
Social development							
To educate women in poor communities on social grants and how to access to these.	Work in partnership with women's groups to increase awareness of social grants, distribution of the book and education programmes.	Soc Dev/parlia mentary constituenc y offices/ community services	6 months		There have been workshops with women's groups	30% increase in the number of women accessing grants	
To challenge the belief that childcare is the sole responsibility of women and	Conduct awareness programmes on parenting responsibilities for men and	SocDev/ men's forum/		12 mnths	The moral regeneration project have produced awareness programmes	Change of mindset/attitude How will this be measured?	R500 000