COSATU

DISCUSSION DOCUMENT: COMMISSIONS

GENDER CONFERENCE
27 - 29 March 2012

DISCUSSION DOCUMENT

REFLECTION ON GENDER MACHINERIES

Commission 2

27 – 29 MARCH 2012

COSATU

NATIONAL GENDER MACHINERY

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1.0 Introduction

COSATU, along with other alliance partners, was very instrumental in the creation of national gender machinery that was put in place by the democratic state after 1994. COSATU was part of a very important meeting held in 1995 to discuss national gender machinery which was held at the World Trade Centre. This meeting concluded on a Commission for Gender Equality, the Office of the Status of Women and the mainstreaming of gender in society.

2.0 Background

The South African women's conference held in Amsterdam from 13-18 January 1990 and tagged, "Malibongwe Women's Conference" was a pivotal point in South African women's history. This conference was able to discuss the preferred role of women in South African politics and society. The conference analysed the challenges faced by women and proposed a number of resolutions to address with women's emancipation as well as gender equality.

These focused on working women; education, health, culture, family, women's unity, natal violence and repression. "The subsequent programme of action gave the notion of a struggle for 'non-sexism' greater prominence, and recognised that national liberation did 'not automatically guarantee the emancipation of women.'"

This was a pioneered the discussions on the establishment of national gender machinery in line with global democratic practice and the mainstreaming of gender across society and its institutions in order to avoid the "ghettoisation" or marginalization of women and women's issues in South African society. These discussions were initiated by the Women's National Coalition (WNC).

As the negotiations for South Africa's transition to democracy started two to three years before democracy, women found themselves marginalized once again. They quickly formed the Women National Coalition which was able to push for women's inclusion in the negotiations processes as well s to fight for women's issues to find their way onto the negotiations' agenda.

The Women National Coalition was able to do this very effectively as it had established a "Negotiations Monitoring Team which provided reports and information to Women National Coalition member organisations". Through this coalition, a "Women's Charter for Effective Equality" was developed built on the back of the "Women's Charter" that was developed in 1954 by the Federation of South African Women (FEDSAW).

The coalition continued to exist and to provide leadership and to draw on the resolutions of the Amsterdam Women's Conference. This ensured that an even broader consultation took place amongst women back home in South Africa to strengthen the Amsterdam resolutions and to put a plan in place for the implementation of new WNC resolutions, hence the constitution was able to include women's concerns including the inclusion of a Commission for Gender Equality amongst the institutions referred to in Chapter 9 of the South African constitution. The Presidency was also given the mandate of being in charge of the gender programme and in this office the Office of the Status of Women was located.

UN WOMEN

United Nations Entity for Gender Equality
and the Empowerment of Women

3.0 The Office on the Status of Women

The Office on the Status of Women (OSW) was established in 1996 and was located in the Presidency.

The broad mandate of the OSW could be summarised through the following text:

- To ensure that government lives up to its constitutional and political mandate as well as its international commitments of making a non-sexist, equitable and equal society a reality;
- To develop and advance national policy on women's emancipation and gender equality;
- To advise the Presidency on all matters pertaining to women's emancipation and gender equality;
- To liaise with relevant international institutions on behalf of South Africa;
- To work with Ministeries, Departments, provinces and all publicly funded institutions on the mainstreaming of gender in all policies, practices and programmes;
- To develop key indicators for measuring national progress towards the attainment of women's emancipation and gender equality;
- To co-ordinate education and training on gender issues;
- To facilitate the implementation of awareness and consciousness programmes on gender;
- To advocate for the empowerment of women and gender equality
- To consult and liaise with civil society on gender issues;
- To initiate and promote cross-sectoral action on cross-cutting issues such as the girl-child, GBV as well as HIV and AIDS;
- To provide a framework for the effective implementation of the gender programme at the national, provincial and local government levels.

Adapted from: www.afdevinfo.com

From the list above, it is clear that the OSW had a huge task to undertake. It ably executed the task of developing a framework policy on gender and women's empowerment. It instituted the mainstreaming of gender through the gender focal persons. It also ably reported on the implementation of international conventions as ratified by the South African government e.g. the Convention for the Elimination of all forms of Discrimination Against Women (CEDAW) and the AU's Solemn Declaration on Gender Equality in Africa amongst others.

3.1 Challenges of the OSW

a. One of the most undermining factors that the Office on the Status of Women had during its tenure was understaffing. The OSW report of 2008-2009 to parliament reflects this clearly. "Given this challenges the

Office is unable to fast track the 50% representation of women in senior management level; the establishment of Gender Framework Policy's in Departments, conduct monitoring and evaluation effectively and provide technical assistance to departments necessary for mainstreaming gender".

There is no indication that this matter of Monitoring & Evaluation was ever dealt with prior to the demise of the National Office of Status of Women shortly after this report was submitted to Parliament. A key complaint of the OSW was the lack of research capacity thus making a mockery of the commitment to monitor and evaluate programme implementation.

b. In addition to the lack of human resources, this office also had insufficient resources namely: office space and lack of finances to effectively drive the programmes. It must be noted that this office was able to represent South Africa effectively in international forums and report on work done under such difficult conditions.

c. The level of the Manager in the OSW was that of a Director making it impossible to call Director-Generals to account, by virtue of the seniority of Director-Generals and government protocol. This is probably one of the key motivations for the successor of the OSW namely: the Department of Ministry of Women Children and people living with Disabilities.

d. The OSW had managed to get a buy-in from government to ensure the appointment of gender focal persons in government departments and at all levels of government; but the office could not ensure that all government departments and all levels of government were adhering to this recommendation. OSW offices were established in the offices of provincial premiers; but these were not present in all nine provinces. Whilst the Office of Status for Women has collapsed nationally, it still exists in some of the provincial premier's offices.

e. Another challenge that the OSW experienced was the poor co-ordination between the OSW, the Joint Monitoring Committee on the Improvement of the Quality of Life and Status of Women and the Commission for Gender Equality. The OSW had proposed the idea of a Plan of Action to support co-ordination and networking of all gender machinery.

f. The OSW was concerned also about its lack of strategies and mechanisms or guidance for working with civil society, business and labour. This was also glaring when it came to the OSW interaction with local government. Noting the importance of local government and/ or the role that local government is supposed to play in our people's lives.

4.0 The SA National Framework Policy for Women's Empowerment and Gender Equality

The National Framework Policy for Women's Empowerment and Gender Equality, popularly known as Gender Framework Policy (GFP) was adopted in 2000. The GFP deliberately chose a "basic needs" approach as its foundation. This was in spite of the fact that South Africa is considered to be a middle-income country.

Whilst this may be true, the majority of people in South Africa, mainly women live in abject poverty or in fear of poverty. This approach is still relevant today when we consider the current economic crisis that started in 2008 where South Africa lost over 1 million jobs. The Minister of Economic Development said that the global economic collapse in the second half of 2008 had resulted in the loss of 1.1 million jobs in South Africa, with a further 739 000 people joining the ranks of discouraged work-seekers (between the last quarter of 2008 and the second quarter of 2010) and where 4 in 5 jobs lost were women's jobs.

The Gender Framework Policy was not merely an academic exercise; but it emerged from a very lengthy and hopefully meaningful consultative process which started in 1990. This consultative process identified the challenges of the country as follows:

a. Gender power relations- that the transformation of society needs to embrace the transformation of gender relations in order to ensure genuine gender equality.

b. Poverty and Inequality- because of apartheid historical reasons women continue to be the most highly affected by poverty. Most black women still reside in the rural localities or in the former Bantustans which were characterized by under development and poverty. Even in the urban areas, black women are found in townships where poverty is a way of life.

c. HIV and AIDS- in South Africa an estimated 5.2 million people are living with HIV and AIDS and of this number an estimated 59% of these are women. This presents gender dynamic challenges for the state in addressing the HIV and AIDS pandemic.

d. Gender Based Violence- Violence against women remains a serious problem in South Africa, despite numerous attempts to address through public education programmes and national campaigns. For example, femicide statistics place the murder of women in South Africa at 8.8% per 100 000; whereas rape occurs every 17 minutes. Access to basic needs- women's access to basic needs is impaired by unequal power relations between men and women relegating women ton the margins in terms of access to basic needs.

e. Access to basic resources- women's access to basic resources sucgh as water and fuel is limited by the fact that women do not have access over these resources and that in the rural area where women are concentrated; there is poor infrastructure that promotes access to these basic resources.

f. Access to employment- many women cannot access skills for professional employment. In recent years there has been a decline of women employment in semi-skilled and unskilled employment due to the economic crisis where 4 out of 5 jobs lost in the economy were women's jobs.

g. Access to land- women's access to land is challenged by patriarchal cultural practices where men obstruct women's access to land.

h. Access to science and technology- women have inadequate access to science and technology stemming from traditional beliefs about women's role in society. This prevents unimpeded access to science and technology which would ensure women's productivity and a rise in the quality of national production and productivity.

i. Access to political power- there are more women in political leadership and decision making. There is a need to ensure that this translates to improved standards of living and status of women more broadly.

j. Administrative justice- women still continue to face poor access to justice due to their lack of knowledge about the legal provisions as well as through a macho culture in government institutions.

k. National Gender Machinery- the comprehensive range of national gender machinery needs to be resourced by skilled personnel and other necessary resources in order to be able to deliver on its mandate.

The Gender Framework Policy proposed measures, processes and mechanisms to indicate progress towards gender equality. These included legislation and policies; establishment of a focal point for women parliamentarians; gender mainstreaming across all levels of government; the development of provincial gender action plans and the monitoring of policy implementation.

The Gender Framework Policy proposed that the following skills and outputs were required to achieve the national goal of gender equality:

PROGRAMME AREAS	SKILLS REQUIRED	OUTPUTS
Policy	- Gender based analysis; - Policy formulation; - Programme design; - Programme planning.	- Gender sensitive programme; - Clear sectoral policies; - Plans of action.
Gender Mainstreaming	- Statistical analysis; - Gender based analysis; - Training skills; - Research skills; - Planning	- Disaggregated data; - Integration of gender into day to day activities of departments; - Clear gender planning programmes.
Co-ordination and Planning	- Strategic planning; - Communication skills; - Quantitative and qualitative evaluation skills; - Co-ordination.	- Management information system; - Consensus about the role of the gender programme.
Advocacy	- Social and Economic skills; - Research/analytical skills; - Planning; - Training; - Monitoring and evaluation	-Common understanding of gender and its role in transformation.
Liaison Networking	- Communication; - Grasp of stakeholders' interests; - Organisational skills; - Report writing .	- Clear communication with NGOs and international agencies.
Capacity Building	- Management skills; - Training; - Facilitation skills; - Analytical skills; - Insight into social situation.	- Training modules; - Best practices; - Skilled cadre of gender people; - General awareness of all government officials about the goals, objectives and strategies of the gender programme.

Source: South Africa's National Policy Framework for Women's Empowerment and Gender Equality, P 45

The Gender Framework Policy also reflects on the legislation that had been passed by 2000 that included a reversal of a long history of women's oppression, discrimination and marginalization. These pieces of legislation were drawn up in line with the 1996 Constitution which rejected oppression of any person by another; which rejected also the marginalization and discrimination of any person on any basis such as gender or sexual orientation; but also strongly advocated for a rights culture which included the right to equality and the right to protection inter alia, other rights as contained in Chapter 2 of the Constitution.

These pieces of legislation included issues of the protection of women within the family; protection of women in society; employment of women; women's access to property; women's access to education, training and development; issues of equality and issues of public participation.

Since then more legislation has been introduced. All the legislation seeks to be in line with the constitution.

Some of the significant amongst these is the promulgation of the Sexual Offences Act which extended and clarified the definition of rape and the Civil Union Act which allows for same sex marriages.The Gender Framework Policy adopted a vision, "of a society in which women and men are able to realize their full potential and to participate as equal partners in creating a just and prosperous society for all."

The principles underlying the vision were:

"a. Equality between men and women

b. Recognition of differences and inequalities among women

c. Women's rights are human rights

d. Customary, cultural and religious practices are subject to the right to equality

e. Public and private are not separate spheres of life

f. Entitlement to the right of integrity and security of person

g. Affirmative action programmes for women

h. Economic empowerment for women

i. Mainstreaming gender equality

j. Partnerships between government and civil society" (p.21, GFP, OSW, 2000)

The Gender Framework Policy also detailed a framework for implementation of the policy which included:

a. Institutional Framework and Mechanisms e.g. Beijing Platform of Action and the National Gender Machinery which would include constitutional prescriptions (including CGE); the OSW and departmental Gender Focal Persons; other Chapter 9 institutions; Women's Organisations in Civil Society; Provincial and Local Government Gender Machinery.

b. The Gender Framework Policy also focused its attention on integrated co-ordination of gender machinery and the process for gender mainstreaming. The OSW would be the apex and chair of the co-ordinating structure. (This may need to be revamped in line with the new structure of the National Ministry of Women Children and Disabled Persons.

c. Education, training and research were seen as critical aspects of implementation of the GFP.

d. Ongoing monitoring and evaluation would be an important pillar of the implementation process (including gender audits) This was seen as critical in measuring the levels of success and the levels of the gender programme's impact for women impact and for the whole society in general. Short-term indicators e.g. policy development, capacity building, gender sensitive recruitment and discipline, increased access to leadership and management, data collection were identified. Long-term indicators such as increased representivity of women in sectors, leadership and management; economic empowerment and poverty reduction; protection from violence; positive images in the media were also identified.

e. The issue of adequate resourcing of the national gender programme was also raised in the framework policy.

f. The success of the policy was dependent on support of the leadership; effective co-ordination, networking and monitoring (focus on the bigger picture) and changing attitudes, values and behaviour.

5.0   The Commission on Gender Equality (CGE)

The Commission for Gender Equality (CGE) is an independent state institution established in terms of Chapter 9 of the constitution, Act no. 108 of 1996 of the RSA. The powers and functions of the CGE are outlined in the Commission on Gender Equality Act, 1996(Act No.39 of 1996). Its constitutional mandate is contained sections 119 of the 1993 Constitution, section 187 of the 1996 Constitution.

The CGE has been charged with broad mandate to promote respect for gender equality, and to make recommendations to Parliament on any legislation affecting the status of women in South Africa. The CGE has the power to monitor, investigate, research, educate, lobby, advise and report on issues concerning gender equality and to create a society free from gender discrimination and any other forms of oppression where people shall have the opportunities and means to realize their potential regardless of gender, race, class, religion, disability or geographic location.

The Constitution made a provision for the establishment of the Commission for Gender Equality "to promote gender equality and to advise and to make recommendations to Parliament or any other legislature with regard to any laws or proposed legislation which affects gender equality and the status of women". The Commission on Gender Equality Act, in line with the Constitution, clarifies the independent status of the CGE.

Commision on Gender Equality
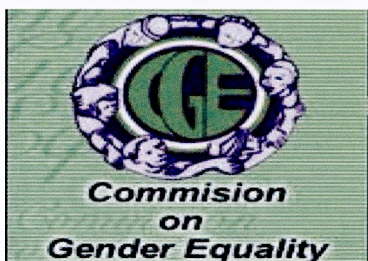
The tasks of the CGE have, amongst other are as follows:-

"a. To monitor, evaluate and make recommendations on all policies and practices of organisations, bodies and institutions in South Africa to ensure that they promote gender equality in their work;

b. To develop, conduct and manage information and education programmes, to enable the public to promote gender equality as well as to understand the role of the Commission;

c. To evaluate any bill or proposed legislation likely to affect gender equality, or the status of women, and make recommendations accordingly to Parliament or the appropriate provincial legislatures;

d. To recommend to Parliament or the provincial legislatures the adoption of new legislation for promotion of gender equality and the status of women;

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

f. To conduct or commission research to further the objectives of the Commission"

In terms of its mandate as contained in the Promotion of Equality Act of 2000, the CGE also has been empowered through section 20 of the Act to take up equality court cases on behalf of vulnerable individuals or groups and to assist people who wish to institute legal proceedings through the equality court. This Act also empowers the CGE to demand information from any state institution or person relating to the achievement of equality.

National Gender Machinery

Before the establishment of the CGE, there were rich and complex deliberations that took place around the country. In that debate, South Africans tried to look at the best mechanisms, institutions and processes that would promote the quality of life, status of women and promote gender equality in the future society. The CGE and indeed the entire National Gender Machinery resulted from these deliberations. After careful comparative analysis, it was decided that South Africa needed a complex but connective nerve-tissue of structures which are aimed at addressing historic and structural inequalities and marginalization of women in society.

The National Gender Machinery is based on the need to balance mainstreaming of gender equality processes, ensuring that society broadly takes on the responsibility of redressing women's oppression and patriarchal domination as well as building gender equality. It is against this background that today in South Africa, we have structures located in government, headed by the Department of Women, Children and People with Disabilities, supplemented by remaining provincial structures from the previous Office on the Status of Women, with Gender Focal Points at departmental and some municipal levels.

Structure of the CGE

The CGE is lead by 12 Commissioners, selected by Parliament and appointed by the President. These commissioners in turn appoint a Chief Executive Officer to staff and manage the structure and programmes of the CGE. The chairperson is appointed by the President and the deputy chairperson elected by the commissioners. The CGE currently has its head office situated at Constitution Hill, Braamfontein, and Nine Provincial Offices, and staffed by a researcher, legal officer and outreach officer, supported by two administrative staff.

Adhoc Committee Review of Chapter 9

In 2006 Parliament released a committee report overseen by the Adhoc Committee on the first ever Review of the Chapter 9 and related Institutions that are at the core of consolidating, growing and sustaining the hard-fought democracy; its purpose was to assess the extent to which society had been transformed and human rights entrenched through the work of the Chapter 9 institutions; aimed to identify the effectiveness and relevance of the chapter 9 institutions , individually and collectively and to strengthen them further to ensure that they achieve their objectives as institutions.

The committee was chaired by the late Kader Asmal. Therefore it was called the "Asmal Review" and generated considerable debate on the effectiveness of Chapter 9 institutions with the CGE receiving substantive criticism as a result. The following were the findings and recommendations from the committee:-

- Financial matters and budget allocations: noting the budget discrepancies in chapter 9, budget processes in different departments with resulting misperceptions of accountability to these departments, the committee recommended that budgets should be contained in a separate programme in parliament's budget vote.

- Appointments of commissioners with regard to selection criteria and enhancing public involvement in appointment processes, staggering appointments for greater continuity to be done by chairpersons or relevant parliamentary committee. The ministers not to be involved.

- There was no relationship between parliament and chapter 9, therefore proposal was on the creation of a unit on Constitutional Institutions and other statutory bodies, to be housed and chaired by the speaker. The capacitation of portfolio committees on engagement with the chapter 9.

- Chapter 9 are urban based and there should be innovative ideas by chapter 9 on outreach and accessibility particularly to people living in rural areas.

- Single human rights body – the committee noted that the multiplicity of chapter 9 resulted in an uneven spread of resources and capacity. Therefore recommended for a call for an **umbrella human rights body**, to be called **"South African Human Rights Body".** Which mean the incorporation of Human Rights Commission (HRC), Commission For Gender (CGE) Equality, Commission for Religion and Language(CRL) and Youth Commission.

To comprise of commissioners for the areas of gender, children and youth and people with disabilities. The recommendation was a task team of three chapter 9 Heads and six National Assembly

members be established to lead this process and report to the National Assembly within 12 months.

The CGE brings with it a significant location within the National Gender Machinery and set of powers that enable it to obtain any information necessary for it to execute its monitoring mandate and to advise public and private on policy reform or implementation weaknesses. COSATU as a trade union movement to take up the ongoing struggle against gender inequalities must continue to raise its voice on dissatisfaction and strongly oppose the call made by the Adhoc committee on the establishment of the Umbrella Human Rights Body. As this approach is gender blind, and viewed one of the most patriarchal mind and reactionary that would widen the scope of inequalities that the Commission for Gender Equality collectively with civil society and the South Africans have worked very hard for its eradication.

6.0   Mainstreaming of Gender and Gender Focal Persons

The major motivation for instituting gender focal persons resides in the need for gender mainstreaming, i.e. to ensure that gender concerns and gender sensitivity are infused into all programmes of government. The Gender Framework Policy as developed by the OSW gave several responsibilities to government departments, Parliament and the Cabinet. For the gender policy to be effectively implemented and monitored, gender focal persons became critical. The tasks of the gender focal persons were identified as follows in the Gender Focal Poiints:

"a. To ensure that each department implements the national gender policy;

b. To ensure that gender issues are routinely considered in departmental strategic planning exercises;

c. To ensure that departments reflect gender considerations in their business plans and routinely report on them;

d. To review departmental policy and planning in line with the National Gender Policy Framework;

e. To review all policies, projects and programmes for their gender implications;

f. To ensure that departments provide and use gender aggregated data in their work;

g. To co-ordinate gender training and education of all staff within departments so as to ensure that gender is integrated into all aspects of the work;

h. To monitor and evaluate departmental projects and programmes to assess whether they are consistent with national gender policy."

It is recommended, therefore that more research needs to be conducted on the whole issue of gender mainstreaming and gender focal persons so that data on the initiative can be publicly available and more reliable knowledge on the question of gender mainstreaming and gender focal persons is more readily available.

7.0   Gender Machinery in Parliament

Initially Parliament set a Joint Monitoring Committee on the Improvement of the Quality of Life and Status of Women whose task was:

"a. Monitor and evaluate progress with regard to the improvement in the quality of life and status of women in South Africa, with specific reference to Government's commitment;

    i.   to the Beijing platform of action;

    ii.   regard to the implementation of the Convention on the Elimination of all forms of Discrimination Against Women; and

    iii.   to any other applicable international instruments.

b. May make recommendations to both or either of the Houses, or any joint or House Committee

This committee was established during an interesting time of the Beijing Platform of Action, the establishment of national gender machinery and the development of gender-conscious policies. Many of the products such as the policy and the gender machinery were influenced by this committee.

This committee has gone through a transition. Today its equivalent is known as the Portfolio Committee on Women Children and Disabled Persons, which is aligned to the new Ministry of Women Children and Disabled Persons.

8.0 National Ministry of Women Children and Disabled Persons

The call for this Ministry began in 2004. There was perceptible consensus within the ANC Women's League on the Ministry. The Alliance was not fully drawn by the ANCWL on this Ministry so there was no real Alliance position. In the end the Women's Ministry was established but as a stand alone; but to be joined together with Children and Disabled Persons.

The Ministry is still relatively new. COSATU should be seeking to work together with it. A proposed COSATU agenda on collaboration with this Ministry should seek to:

a. Review the National Gender Policy Framework. The policy has been in place since 2000, but it may need to be aligned with current realities.

b. Build a consultative forum that allows for co-ordination of the gender programme, Gender Advocacy Program and the implementation of the gender policy in government and society at large.

c. Lobby for research which looks at how far the gender policy has come covering; gender audit as well as the improvement of the lives and the status of women in society.

d. Lobby for a co-ordinating structure for all gender machinery to ensure effective implementation of the gender policy, Gender advocacy Program and the gender programme.

9.0 Conclusion and Recommendations

This paper has attempted to trace the genesis of South Africa's National Gender Machinery from the mid nineties to the present time. In this reflection it has been compelled to scan through the Office of Status of Women, the Gender Policy Framework, the gender focal persons and gender mainstreaming, the CGE, the Parliamentary Gender Machinery as well as the Ministry of Women Children and Disabled Persons. In this reflection it has become evident that:

a. **There is need to review the Gender Policy Framework**

i. In the wake of the Ministry of Women Children and Disabled Persons: should this structure not be the one that plays the role of co-ordination previously envisaged by the National OSW?

ii. The development of the Gender Action Plan: should this not be undertaken jointly with the national gender machinery, provincial gender machinery, local gender machinery and civil society organisations?

iii. What should the role of current provincial OSW offices be? What are COSATU suggestions for the integration of these offices into the integrated national gender machinery?

b. **CGE**

Recommendations for strengthening the Commission for Gender Equality are proposed as follows:

i. The ad hoc Committee on the Review of Chapter 9 and Associated Institutions found that Commissioners did not understand the mandate given to them as the CGE through the Constitution, the CGE Act and the Promotion of Equality Act. This suggests a need to ensure that commissioners appointed understand their role through an orientation program for new Commissioners.

ii. The CGE should develop comprehensive institutional, governance and financial measures to promote transparency within the CGE and to reduce potential for friction. These should incorporate a code of conduct for Commissioners.

iii. The appointment of Commissioners should be done speedily to ensure that the CGE functions optimally at all times. The remuneration of Commissioners should be in line with the remuneration of other Chapter 9 institutions. Parliament's Remunerations Advisory Committee should develop a proposal that will ensure standardization and equal treatment of the officials of Chapter 9 institutions.

iv. Rejection and recall the consolidation for the Chapter 9 institutions as it would minimize the voice of the most marginalized group and premature for especially for a country that has a high rate of inequalities.

c. Gender Mainstreaming and gender focal persons

i. Review of the gender mainstreaming strategy with the aim of strengthening it and to assess the impact of the strategy on women's lives and their status in society.

ii. Ongoing education, training and support of gender focal persons at all levels of government.

d. Ministry of Women, Children and Disabled Persons

Woman Minister with members of the National Gender Coordinating Committee attending NGC at COSATU HOUSE (she was accompanied by her advisor sitting next to her)

This Ministry must conduct a policy review- in consultation with national gender machinery, gender focal persons and civil society.

ii. The Ministry must be at the forefront of co-ordinating national gender machinery and ensuring that civil society plays a significant role in the implementation of the Gender Framework Policy.

e. Portfolio Committee

i.   Liaise and network with civil society, national gender machinery

ii.   Conduct research on recommendations to parliament

iii.   Ensure that the Ministry is accountable to Parliament

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COSATU

THE PROGRESSIVE
WOMENS MOVEMENT

THE PROGRESSIVE WOMENS MOVEMENT

Introduction

The Progressive Women's Movement of South Africa (PWMSA) was launched officially in Bloemfontein in 2006 to co-incide with the fifty-year anniversary of the 1956 historical women's march to highlight women's opposition to the pass laws. COSATU, along with the other alliance partners, had been discussing the concept of a women's movement for a number of years before this historic launch. It stood to reason, therefore, that when the PWMSA was launched the alliance partners would second co-convenors to the PWMSA.

COSATU 9th Congress adopted a resolution in support for the formation of the big giant movement that would serve the interest of the working class and poor women. The congress urged gender structures more especially at the provincial level to be at the driving force and develop clear programmes that talk to poor women struggles in the society.

Background

South African women became a noticeable section of the struggle for SA liberation from as early as the land struggles that followed the enactment of the 1913 Land Act. They had organized themselves into the Bantu Women's League under the leadership of Charlotte Maxeke. Later women formed the Federation of South African Women (FEDSAW) and from these early starts women were recognized as a powerful force. This recognition compelled the liberation movement, the African National Congress (ANC), to open its doors to women who had previously been excluded from membership. Soon after this the ANC Women's League (ANCWL) was formed and thus began a new chapter in South African politics.

South African women from different backgrounds under the leadership of the ANCWL had taken the decision to form a women's movement in Amsterdam before the unbanning of the political organizations. After the unbanning of the political parties and the start of South Africa's negotiations for a transition to democracy; women found themselves excluded from this process.

The Women's National Coalition was formed, which fought for the inclusion of women in the negotiations. The Coalition was able to ensure the inclusion of women and to develop a document called a "Women's Charter for Effective Equality". This Charter was developed from the 1954 Women's Charter. The Women's Charter for Effective Equality was able to find its way into the South African constitution through effective lobbying by the Coalition. Once the new SA constitution was adopted the Women's National Coalition gradually went into decline.

The ANCWL lobbied its alliance partners on the idea of a women's movement that will take up issues of women in South Africa. This idea brought about a flurry of resolutions and a few papers from different alliance organizations and not least the affiliates of COSATU.

The vision that was emerging from these discussions that were within alliance partners and with alliance partners was a picture of an organic organization and not necessarily a rigid structure. The partners also felt that it should be an all-encompassing structure i.e. more inclusive to accommodate women from different walks of life who would be united through a minimum platform of action. The Base Document towards the

formation of the Women's Movement described the character of the proposed women's movement as follows:

- Organic-not a formal structure;

- Issue based –e.g. focus on issues that affect women based on the programme and challenges that face women at a specific time;

- Committed to transforming South Africa into a non-racial, non-sexist, democratic, united and a prosperous South Africa;

- Work with organisations that have a liberation movement background and those from the disciplined left;

- A home for Women who are committed to fighting poverty and those who have committed themselves to working towards a better life for all;

- Committed to fighting for women's rights

- Working class bias

The objectives of the movement in section 2 of the Founding Document clearly articulate all the issues raised in the Base Document above, but of course including more comprehensive ideas about the type of issues the organisation intends to tackle. There is one exception notably on the organic nature of the organisation that is not as well articulated in the objectives.

The organisation was then officially launched in Mangaung (then Bloemfontein) on 08 August 2006.

Brief History of the PWM

The first task that the Movement identified for itself was that of submitting a Memorandum to the President then, Mr Thabo Mbeki. The main thrust of this memorandum was to acknowledge major and substantive advances beneficial to women, which the democratic state had put in place such as:

- Improved access to decisionmaking platforms and authority for women;

- Improved access to natural resources (i.e. land and clean water) and to basic public services

- Improved legislative and policy environment for women;

- Establishment of gender machinery;

The second task of this declaration was to identify areas that still needed government attention the better to improve the situation of women, to empower women and to promote genuine equality between the sexes. These were identified, inter alia (amongst others), as follows:

- The patriarchal system and its brutal effects on women

- The interplay of gender and poverty

- Poor access to productive resources such as land and finance

- The ongoing exploitation of working class women in the economy

- Silence over women's unpaid work

- Obstacles to women's enjoyment of the fruits of liberation

- Health issues for women especially vulnerability to HIV &v AIDS

- Poor access to education & skills development for women

- Women's vulnerability to crime- GBV; rape & human trafficking

The PWMSA also adopted a Platform for Action which would be a minimum platform around which the activities of the PWMSA would be crafted and women would be united. The platform, as far as minimum platforms go, was very commendable. It focused on the following areas:

- **Economic Empowerment**
  - The platform would focus on raising the awareness of financial institutions on women's financial needs so that they could improve their productive role in the economic context
  - The program also aimed to motivate businesses to invest in rural areas so that those areas that have an overflow of poor women could be developed and hopefully be able to absorb the women into economic activities
  - It also sought to seek out opportunities that would involve women economically

- **Education and Skills Drive**
  - To introduce what was termed a "skills revolution" in the education, training and development of women
  - To begin working on a long-term goal of ensuring that an institution to develop the skills levels of women is established for ongoing education, training and development

- **Gender Based Violence**
  - Address the scourge of GBV at home and in society including rape and violence against children
  - Work towards elimination of human trafficking and support for state initiatives on human trafficking

- **Patriarchy**
  - Identified the House of Traditional Leaders and their wives as a udsful partnership in addressing patriarchy
  - Challenge the oppression of women by men and social institutions

- **Communication**
  - Record women's history and promote women writers, poets and educators
  - Build women's skills in gender sensitive communication through a range on interventions

The PWMSA has held a number of workshops to develop and refine its strategy and programmes as well as to build women's capacity on international issues.

It has also commissioned a study on "Assessing the Skills Revolution among Women in South Africa" . This study has been exploratory yet informative regarding the tasks that the PWMSA needs to take up in relation to women's skills development and education needs.

Challenges of the PWMSA

Organic nature

The PWMSA's vision of being an organic organisation and "not a formal structure" has not been realized. The PMWSA from the onset was set up with a founding document outlining very formal procedures for would-be members of the organisation, in addition it speaks to the structure of the movement, which is somewhat non-organic. It also speaks to the decision making process, some of its sections do not indicate an organic nature; but a fairly formal structure which has distinct characteristics of a formal structure. The PWMSA was intended to be organic "not a formal structure"; but it ended up being a formal structure.

Platform of action

Platform of action as developed in Mangaung had of necessity to be minimal in order to be able to draw as many people as possible and for the content of it, it is quite commendable. In terms of the program on the economy; it does not seem to have been exploited to the fullest especially when it comes to the issues of the working class which comprises the working poor and the masses of unemployed women, some of whom are able to access the social security system (grants).

There is a need for the PWMSA to go beyond sensitizing financial institutions to begin building women's financial institutions that can cater for the working class women to assist working class women to access micro finance for developing their income generating activities. These could be in the form of state-supported finance co-operatives and co-operative banks that can be tailored at the scores of working class women who could benefit from such institutions.

An additional tactic could also be to mobilize funds for collectives of women to invest in rural communities as opposed to only relying on big business to do that noting their obsession with big profits as witnessed at Shoprite which allow the CEO to earn over 600 million per annum. On Education and skills drive- there should be a variety of levels to allow women to develop from ABET and primary levels right through to tertiary levels regarded on where they started when they joined the skills revolution.

The idea of an institution needs to be pursued with vigour by the PWMSA. On Gender Based Violence the PWMSA seems to have applied itself thoroughly to the issue at hand reflecting on the use of a multi-faceted approach. This can be interpreted to mean empowering women; educating men and women; communication with and education of communities incorporating the use of SABC as the public broadcaster; collaboration between community and various government departments; attention to the impacts of Gender Based Violence on the health and general well-being of women and children. On patriarchy it seems strange that only the traditional leaders have been targeted.

The fight against patriarchy could involve the identified group, religious leaders and political leaders and

indeed the whole society. The PWMSA must seek to influence and change whole communities if this aspect is to benefit grassroots women. On communication the PWMSA touches on a very important issue, however, there is a need to communicate on an ongoing basis on all the programs of the PWMSA and to lift the national profile of the PWMSA. This will also add to the public education element. This can be done in ordinary press releases, events and linkages with the public broadcaster for more in-depth communication and education programs.

Working class bias

The PWMSA may have had as one of its objectives an idea of having a working class bias. This, however, is debatable when one looks at the issues that have found prominence within the PWMSA, including the way in which the organisation has been covered by Top Billing as suggested by SADTU's website. This may not necessarily be the fault of the PWMSA; but that of the organisations affiliated to the PWMSA who are themselves representatives of the working class including COSATU. They may be relegating their responsibility of putting a working class agenda firmly on the agenda of the PWMSA.

The organisation is perceived as an organisation whose agenda is leaning more towards an elitist agenda. There is a need to understand why the PWMSA is perceived to be an organisation of the elite and to check how that perception can be corrected.

Voices of women are suppressed

The PWMSA has been called to reflect on this in its meetings, as one provincial representation lamented that if you are not ANCWL you feel that your input is immaterial. This also becomes clear when one attends workshops of the PWMSA. In at least one PWMSA workshop an impression was created that genuine deliberations on issues are not encouraged.

There is a very militaristic style of handling discussions. This can only weaken the PWMSA and make a mockery of the high ideals on which its formation was based. There is a need to open up for debates the better to strengthen the organisation and its positions. The notion that only certain views will be accepted must be discouraged, if the PWMSA is to grow.

There is also the dearth of youth (young women) in PWMSA activities. This is very critical in the context of backlashes that are often experienced by the women's movement across the globe. There is a need to pay attention to issues of continuity. If the organisation is to live beyond its current leadership; spaces for participation must be opened up and voices of women from all walks of life must be encouraged.

Funding

The PWMSA is not very well-funded if the limited programs that the PWMSA has been able to host is anything to go by. Current funding levels militate against building depth and capacity within the organisation as well as having the desired societal impact. Clearly women need to develop creative ideas on how to generate or mobilize funds for the PWMSA. This is critical for the sustainability of the organisation as well.

Conclusions and Recommendations

COSATU as a founding member of the PWMSA has an abiding interest in the sustainability of the PWMSA. This needs committed deliberation by COSATU and the Alliance on how the PWMSA can be improved for the benefit of all its members.

The organisation needs to consider abandoning the concept of being organic. Is this concept practical? What have been the challenges of retaining an organic nature? A formal structure seems to be working well (with a few challenges that can be corrected if there is genuine commitment to women's emancipation and gender equality), even though a formal structure is not what the organisation committed itself to.

The participation of the SACP and COSATU alongside many other grassroots organisations within the PWMSA should have been a guarantee that the PWMSA will have a working class bias. This has not been the case. It is a good time for COSATU (as well as other alliance partners and the entire PWMSA membership) to reflect on what its role should be in the PWMSA in order to ensure the strengthening of the working class bias within the PWMSA. Perhaps the PWMSA does need to discuss further the need for having this (working class) bias within its ranks in order to understand why this was an important commitment at the launch of the PWMSA.

The platform of action is minimal; but could be flexible enough to accommodate the interests of all its members in particular the poor working class women's interest. This is particularly critical in the light of the PWMSA's commitment to improving the lives of the most disadvantaged namely working class, poor and rural women.

The PWMSA as a collective needs to look at how it promotes genuine participation in its ranks for the poor, rural and working class women as well as young women within its ranks. Possibly more effort needs to be put to draw in disabled women as well. Genuine participation and care for members must be exercised so that other women do not feel voiceless, marginalised or immaterial. This is critical for the unity of women as a disadvantaged sub structure of society. COSATU as a key member of the PWMSA needs to make inputs into how this could be changed.

What can the PWMSA do to improve its financial resource base? What are COSATU's suggestions for the improvement of the finance base of the PWMSA?

COSATU

PWMSA

Appendices

Appendices

PWMSA Achievements

> ➢ **The inaugural conference held on the 6th – 8th August 2006**

At the highly participatory 2006 launching conference, PWMSA was tasked with implementing a minimum Platform of Action that would mitigate the debilitating effects of patriarchy on women. Economic development and growth, education and skills revolution, crime as it affects women and the girl-child, patriarchy and communication were identified as the key areas for the PWMSA programmes to be pursued.

The Base document and the founding document: The inaugural conference emerged with very important documents which were adopted at the inaugural conference namely, the **Base Document, the Founding Document, the Declaration and other resolutions that were consolidated into the five core focus areas. These documents** outlined the history, character structure and focus areas as indicated above.

The **Base Document** reflects the rich history of South African women's struggles as earlier presented i.e. the contribution of women to the liberation struggle in general, through their actions of passive resistance, demonstrations, campaigns and marches (19560 against unjust laws and other social ills thus fighting for their rights against apartheid and against all kinds of gender oppression.

It also reflects the organized manner in which they operated through formalized women's formations as reflected earlier (ANC WL, FEDSAW, WNC, etc). The founding document reflects on this history which the ANC WL and its alliance partners draws lessons from these experiences and actions with the view to sustain them as a legacy to be carried over through the establishment of the South African women's movement established to serve as a platform to unite women in their diversity by bringing them together from different backgrounds, through a minimum platform. This was also aimed at preventing the history of past injustices and discrimination from repeating itself so as to protect the future generations from such evils going forward.

The Founding Document serves as a constitutional framework reflecting its declaration of intent, objectives, membership, structural setting and its terms, operational levels, financial powers and dues, disciplinary codes, indemnity and conditions for dissolution. It also reflects the organized manner in which they operated through formalized women's formations as reflected earlier (ANC WL, FEDSAW, WNC, etc).

The declaration that reflected the following aspiration of SA women;

- Uniting women in their diversity, through a minimum platform to fight against unfair political and socio economic conditions and striving for fair practices of the exercising power including the distribution of resources,

- Deepening democracy through fighting patriarchy that prevail in most social institutions such as the family as an institution, government and its organs, church, including labour organizations, etc.

- Working towards ensuring that women benefit from the transformation agenda in particular affirmative action programmes of government and other social spheres such as the private sector,

- Defend the gains made through selfless sacrifices of both the sung and the unsung heroines of the struggle.

Leadership structure at national level: After protracted debates and engagement the conference emerged with a national steering committee comprised of the national convenor Ms Baleka Mbethe and Co-convenor Ms Noluthando Mayende Sibiya whose nominations was facilitated rather than elected through a coordinated mandate process determined by each organization interested to be part of PWMSA, based on sectoral representation. Hereafter membership was open to any women's organization or formation that shares the ideals, values and principles of PWMSA.

Provincial Structures and leadership: After the 2006 inaugural conference in Bloemfontein, provinces launched provincial structures (between 20) through coordinated launches which emerged with programme priorities based on the PWMSA key focus areas as and well facilitated leadership. (See attached annexure).

> **PWMSA Initiated the following plans to operationalize PWMSA structures to achieve the Bloemfontein mandate**

Strategic planning Meeting: Subsequent to the establishment of structures at national and provincial level a strategic planning meeting was held (20...) whose outcomes were consolidated into a report now utilized as a guide to implementation of PWMSA Programmes at all levels. This document demonstrates the importance of forward planning which must be in keeping with the PWMSA minimum programme priorities at all times, as follows.

The report highlights the following regarding PWMSA strategic planning of programmes at all levels;

- It is the bases of programme priorities and is informed by the situation analysis of the socio economic status of women at that level,

- Entails programme priorities in terms of who and what should be done and when as mandated by the launching conference of that level,

- Determine role stipulations and time lines which serve the purpose of alignment which clearly distinguishes between the political and beuorocratic line functions.

- It proposes that provincial programmes must be aligned to national programmes which are in turn informed by the PWMSA key focus areas, (without limiting it to it),

- Sets targets for programme deliverables and timeframes,

- Steering Committee's led by the Provincial leadership to strategize and mobilize resources to realize the objectives as set out by the launch at each level.

The meeting confirmed that PWMSA priorities, based on the minimum programme and the conference position that located its interventions mainly (but not limited to) at three levels, with patriarchy and communication cutting across the rest, namely;

> Social Transformation, in particular Gender Based Violence by embarking on a multi stakeholder and multi faceted programme to fight domestic violence through action oriented drive.

> Economic development through empowerment initiative's support and partnership collaborations,

> **Education and Training i.e. embarking on a skills revolution in the training and development of women and**

> These include mobilization society and women to fight patriarchy and to contribute towards transformation of gender relations, through network participation partnership,

> Communication.

These were agreed upon as the bases for programme implementation at all levels as pronounce by the conference.

To this end PWMSA has embarked on several initiatives that targets women as beneficiaries of development and in ensuring that their constitutional rights are protected. It has undertaken a variety of strategies to improve the socio economic status of women including linking working class women in communities to opportunities of empowerment through the following programmes, (to name but a few);

Launching of PWMSA Structures in the districts: After the 2006 launch, the movement's initial plan was to implement programmes and establish structures at National level down to district level. However the experiences of women on the ground resulted to a greater need for a bottom-up approach since most of the PWMSA work emerged at district level. In order for the movement to effectively touch the lives of ordinary women, the task of establishing the structures provincially and down to the districts had to be a priority.

Four provinces (Gauteng, Eastern Cape, Mpumalanga and Northern Cape) formed part of the first group that was able to launch districts in their provinces. As the years progressed, more provinces (Western Cape, Limpopo, North West, Free State and KZN) have responded to the call for the Movement to be launched). To date, the Progressive Women's movement has been successful in **launching districts (26) in most provinces** nationally (out of 52 districts). The work of launching the outstanding (26) districts in ongoing (FS, KZN, WC).

Working towards the realization of the minimum programme

> **Social Transformation in particular fighting the scourge of Gender Based Violence;** Embarking on a multi stakeholder and multi faceted programme to fight domestic violence through action oriented drive.

Establishment of Gender Based Violence Forums: In response to the high level of crimes committed against women and the girl child, PWMSA undertook integrate the establishment of districts with that of establishing Gender Based Violence Forums (here after referred to as GBV Forums) at district levels, These forums are comprised of civil society political organizations involved in the GBV work in the area including the support by the relevant government departments and institutions at various levels.
The objective for these forums is to ensure that PWMSA is able to effectively and strategically address the issues of GBV through consolidated efforts based on the principle of unity in diversity. These forums have been responding to cases of gross violation of women's rights including all forms of abuse such as rape, issues of Ukuthwala, human trafficking and other GBV related cases in their respective communities.

Therefore they should be understood to be platforms for social transformation given the patriarchal nature of SA society.

They are created to allow women themselves come together to share experiences, and strategies on preventative means and effective interventions, solutions to curb GBV, informed by community dynamics including education and training.

They are aimed at creating aware raising awareness about the scourge as well as empowering community members in particular women themselves to strategize on how to proactively deal with GBV using both preventative and responsive approaches such as,

- Capacitate the community members with knowledge so as to address Gender Based Violence,

- Encourage community members to speak out where they witness GBV and encourage victims to report based on fairly established grounds,

- Identify remedial assistance and advocacy for survivors,

- Engagement through information dissemination on legislative protection and dialogue on legislative efforts of state, government, and sectoral initiatives of CBO, NGO's, political organizations, and civil society formations, including that of men's organizations who want to contribute to the vision of gender equality through their own efforts.

- Responding to current development including initiating advocacy campaigns for justice through courts system for victims including mobilizing for victim empowerment.

- Facilitate discussions through community mobilization through dialogue with all stakeholder including,

During the launches of these forums, topics under discussion cover the predisposing factors to GBV signs and symptoms, available help in the immediate vicinity, statutory frameworks that provide support and relief. They emerge with programme priorities on GBV to be carried out and accounted to the provincial steering committee.

To date GBV Forums have been launched in most districts countrywide. In partnership with the Department of Social Development, PWMSA has been able to identify cases of GBV in the communities and have had access to resources available from the department to get involved in processes to apprehend perpetrators.

Following this process will be the establishment of Gender Based Violence Forums at Provincial and National level so as to strategically coordinate the fight against gender based violence both from the preventative and support approach based on the Public, Private, Partnership approach. (See attached schedule)

Provincial initiatives and activities under the GBV Focus area

1. **The PWMSA Eastern Cape Chapter Launch of GBV Forums:** The province launched the Amatole District and the GBV Forum in 2010.

   EC; Responding to the high prevalence of UKUTHWALA; The Eastern Cape Chapter, in partnership with the Department of Social Development and Women's Ministry, Women Caucus, Traditional Leaders, parents and the children, held a meeting to discuss the issue of Ukuthwala in the province.

This meeting resulted in the development of an integrated programme.

All the above mentioned stakeholders are working together in the province to restore dignity to the practice and prevent it from becoming opportunistic and abusive. This programme is not solely designed for the Eastern Cape Province but adaptable anywhere where this practice is not conducted accordingly.

2. **PWMSA FS; Launch of GBV Forums:** The province has launched the district and the GBV Forum in District of Xhariep and Thabo Mofutsanyane on the 4th June 2011.

   Programme on Human Trafficking: Partnership identified for August 2010 included a programme on human trafficking undertaken in, due to the alarming rates of sex work industry mushrooming in the province. The programme was undertaken on the 20 July 2011. It entailed activities such as road block embarked upon in consultation with the department of police and other department.

FS GBV Workshop: A workshop was held on the 20 of September 2011 in Dewetsdorp. The focus of the workshop was on the GBV violations and protections.

   FS; Empowerment programme for victims of abuse:

   PWSA has continued to hold workshop and campaigns on GBV nationally, e.g. In 2011, the Free State province held a provincial workshop at Mangaung at Tshepong Centre, aimed at empowering teenagers with practical skills on living beyond abuse e.g., counseling, etc.

   PWMSA GP; Launch of GBV Forums: GBV Forums has been launched in Tshwane districts of GP including the recent launches of the Johannesburg chapter (JHB) launched its GBV Forum on the 21 August 2011. This was in partnership with the GP MEC for community safety Ms Faith Mazibuko. The launch emerged with a strong commitment for partnership on issues of GBV prevention.

The west rand launch of the GBV Forum took place on the 22 September 2011 at the Judas Klass hall in partnership with the Zivikele Training Center. As a result of this structure fifty women received training on trauma counseling.

   GP: The Province also launched the provincial GBV Forum in consultation with the office of the premier and facilitated pledges from strategic partners to raised funds in order to make the structure functional.

   GP: Taxi ranks attack on women in particular in GP: In addition to the work done by the forums at grassroots level, PWMSA has also supported protest and campaign organized by the ANC WL in partnership with the Department of Women, children and Persons with Disability (DWCPD) in response to the continued abuse of women's rights by people especially taxi drivers in the streets and in taxi ranks, in particular the Noord Street MTN Taxi.

A petition was presented to the Gauteng MEC for Community Safety and Liaison. Thereafter, there was a workshop organized for Taxi owners and drivers to sensitize them on violence against women, and they were also trained on Customer Care.

PWMSA KZN; Launch of GBV Forums: GBV Forums. The national office supported with facilitation of the gender based violence workshop which took place on the 29th of August in **uMgungundlovu district launched (already launched)**. The focus of the workshop was focusing on women's and

children's rights to protection and the enabling laws such as domestic violence act, child maintenance.

KZN: Workshops focusing on domestic violence: The KZN chapter held a provincial workshop at EThekwini District on GBV focusing on domestic violence and poverty alleviation amongst women.

KZN: Prayer meeting: A provincial prayer day was held at the Msunduza district (Pietermaritzburg) dedicated on violence against women and the girl child. More than 500 women attended the prayer, which received media coverage by the SABC, allowing the message to reach and impact a bigger audience.

KZN: GBV Workshop: A workshops were also held on women and children's rights in UMgungundlovu in partnership with the department of justice (26 Aug 2011) where communities were educated on how to pursue civil cases and claims.

PWMSA LIMPOPO; Launch of GBV Forums: Launch of district and GBV Forum: On the 13 August both the Vhembe and the Capricorn districts were launched respectively. Later launched in Sekhukhune. The launch emerged with the programme priorities, district leadership structure and a committee on the GBV.

LIMPOPO; Community orientation on GBV: During the period 2010 and 2011, the Limpopo province held GBV workshops at the Capricorn and Vhembe districts, where the communities were orientated on the GBV and empowered with knowledge on institutions and resources available to them looking at different types of GBVs and places of assistance available to the community members.

Limpopo Chapter; Responded to the high prevalence of HIV in the province led a protest against the ever increasing rates of new infections of HIV/AIDS. About 10000 concerned members of community filled the Seshego stadium in support of this initiative. The aim was to sensitize the community as a whole on the HIV/AIDS epidemic.

PWMSA Mpumalanga: Whilst this province has established its district structures, however it must still embark on the launch of GBV Forums.

MP Workshop on GBV: a workshop on both gender based violence and awareness raised on cooperatives was held at the kwaggafontein municipality on the 22 September 2011. Twenty women participated from various women cooperatives initiatives.

PWMSA Northern Cape; Launch of districts: This province has already launched its five districts (Namaqua, Joe Fawulo, Siyanda, and Pikley Ka Seme). However it must still launch its GBV Forums, so that communities can use this vehicle to rally its sectors to curb GBV working in partnership with organizations already dealing with this scourge including Government structures such as the SAPS and CPF structures.

PWMSA **Northern Cape: GBV Workshop:** A workshop on gender based violence was held in Tlhokomela Multipurpose center on the 21 September this 2011.

PWMSA North West; Launched Districts: This province has launched GBV Forums in three districts namely

NW; GBV Workshop; On the 4th of September 2011 a gender based violence activity in Bojanala district municipality. This was in partnership with the counselor and MMC Ms Zodwa Thlapi on special projects. She impressed upon women to support each other, including those women in decision making structures. Women from the various organizations and political parties attended in

their numbers. The meeting was presented with the following presentations;

The consumer rights by the department of Economic Development and Environmental affairs and Tourism (DEDT) Ms Maiden Dichabe. She highlighted the following regarding the protection of consumer through the National Credit Act (NCA),

PWMSA Western Cape, Launched district: The Western Cape Province has only launched one **GBV Forum and structure in the West Coast District and the Southern Cape.** With the support of the sector participation in particular the faith based, **Community meetings in the different rural towns and villages have been undertaken to engage them on GBV.** PWMSA programmes in particular the GBV Forum hosted workshops on open opportunities of self reliance for women in this district.

WC Workshop focusing on the link between economic status of women and self reliance; A workshop was held in the WC Central Karoo district. The programme (which took place on the 30 November this year) targeted at the community around the farm, focusing on link between women economic participation and development and the prevalence of domestic violence.

o   National initiatives on GBV partnerships with relevant stakeholders

PEACE AND SECURITY

Sustainable development and growth cannot thrive alongside war, unrest and anarchy and gross violation of human's rights in particular women's rights in the form of gender based violence that manifest itself through domestic violence, rape, Homophobic attacks, etc. Whilst South Africa is not at war, symptoms of unrest continue to manifest in communities with violence against women being the most common including sporadic attack on foreign national in the form of xenophobia, etc.

For this reason PWMSA hosted a summit on peace and security on from the 20-22 May 2011. This platform provided an opportunity for the women to deepen their understanding on matters of peace and security, as well as maximize consensus among the participants on the fact that women – as much they are victims of conflicts –have a role to play in negotiating peace and security before, during and after conflict situations at home and abroad (as outlined by UN Security Council's Resolution 1325).

 The principal objective of the summit was to explore ways in which women could maximize their participation in peace and security processes and work alongside government to create an environment that is conducive to promote growth and development. One hundred and fifty women representing a wide range of non-governmental organizations from the nine provinces, government departments, the United Nations and guests from the continent (South Sudan, the Democratic Republic, and Zimbabwe) attended.

The Summit acknowledged that while South Africa is not at war, its incidence of rape and crimes committed against women are extremely high and require urgent attention. Furthermore, the seemingly sporadic acts of violence require attention and mediation that cannot necessarily be provided by law enforcement agencies.

Among other imperatives, the following programmes were proposed:

•   Establish a task team to develop, together with government, a road map for South Africa (on Peace

and Security).

- Develop a programme, "Women for Peace in Communities" whose first programme is to conduct training of women in conflict resolution skills.

- Work hand in hand with the women of the Sudan on the programme of Women for Peace in Communities.

In situations of conflict, women emerge the worst off as a result of gender imbalances. PWMSA is of the opinion that without Peace and security, all the efforts made to date, of achieving a better life for all through promotion of growth and development, would be in vain.

As a result of the summit, the Movement has taken an initiative to form partnership with conflict resolution institutions such as the African Centre for the Constructive Resolution of Disputes and the Centre for Conflict Resolution with an aim to provide a platform for women to engage in peace keeping processes.

Training on Basic Mediation Skills: In August 2011, 20 women, representative of all the nine provinces, were capacitated with basic Mediation skills to enable them to participate and support peace keeping efforts and missions. The training program comprised of the following:

- Conflict Trends: The African Context

- Understanding and analyzing Conflict

- Procedural and Consideration of the Mediation process

In continuing to involve women on the subject of peace and security, the movement has recently entered into an agreement with the above mentioned institutions to implement this mediation training provincially, logistics have been finalized and all the provinces will receive training on mediation. It is envisaged that the skills developed will not be confined at community level or to South Africa for that matter, but will most likely be exported to other parts of Africa and the World, as ACCORD is responsible for quality control and their work extends beyond the borders of the Republic.

Formalize Partnership with POWA: Negotiations are underway between PWMSA and POWA to train women on Domestic Violence and the Domestic Violence Act, as well as the practicalities of claiming maintenance. The training will also include skills on how to identify GBV cases, especially in the homes amongst children.

- o **Participation in consultative initiatives by PWMSA partnership such as civil society, strategic partners and government initiatives:**

PWMSA Supported and participated on the decision for the establishment of the Women Ministry: One of the major achievement of the PWMSA, in its response to establishing improved access to decision making platforms of authority, was the Movement's support of the establishment of a Women's Ministry in May 2010. The South African Women in Dialogue SAWID and the ANC Women's League were the front runners in this regard; however, the PWMSA participated in the consolidation of the founding work which saw the establishment of the Ministry.

- o PWMSA Participation in the National Gender Machinery under the department of Women Children and Persons with Disability (DWCPD)

Preparations for the 56th Session of the UN CSW: PWMSA Participates in the National Gender Machinery (NGM) structures of government which allows civil society formations dealing with women, children persons with disability and gender issues to enable them to reflect on policy implementation and on regarding the said focus area. This includes other organizations and stakeholders such as SAWID, SONKE JUSTICE, POWA PAC, CGE, and Government departments, including provinces, such as SAPS, DIRCO, Department of Social Development, labour organizations, etc.

The Ministry of Women, children and persons with disability is the department responsible to facilitate engagements by these civil society formations on issues such as the annual women's day mostly celebrated annually around august month particularly on the 9th of August, UN CSW Sessions, The Rural Women Summit held in May in Limpopo, The CORP 17 Provincial and Regional consultative meetings which was a inter- Ministerial effort between the other ministries, namely DIRCO, Water and environment, Energy, Social Development, Education and Rural Development.

In the last meeting held the Minister Lulu Xingwana reported to the meeting about the current developments around the Preparations for the 56th Session of the United Nations Commission on the Status of Women (UN CSW) to be held this year (2012).

Her brief which could be summarized as follows;

She made the meeting aware of the current priority theme for this year (2012) as the priority theme, the review theme which is the theme of the previous year which will be under review and the emerging issues and the theme for the following (2013) as follows;

Priority theme: "The empowerment of rural women and their role in poverty and hunger eradication, development, and current challenges",

Review theme: "Financing for gender equality and the empowerment of women" (agreed conclusions for the 55th Session),

Emerging issues: "Engaging young women and men, girls and boys to advance gender equality",

2013 Theme: "Eradication and prevention of Violence against women and children"

The minister indicated the work that has been submitted with reflections on challenges, best practices in the country report informed by the outcome of internal consultative meeting with the women within the country such as the following;

- The national consultative conference held in August 2011 IN Birchwood,

- The Rural Women Summit held in May in Limpopo,

- The CORP 17 Provincial and Regional consultative meetings which was a inter- Ministerial effort between the other ministries, namely DIRCO, Water and environment, Energy, Social Development, Education and Rural Development.

All these outcomes raised a variety of issues pertaining to women development and rights, to mention.

2011 Women's Day Celebrations: PWMSA also participated in the preparations toward the women's day celebrations as indicated earlier. PWMSA together with other stakeholders participated in the preparations leading up to the celebrations for the women's day in 2011, which took place in the Limpopo province.

PWMSA committed itself and delivered on their tasks which was to

PWMSA Commitments;

- Be part of the planning meetings some of which took place in Polokwane,

- Mobilization of women from all provinces other provinces particularly for the National Consultative conference on climate change that was held in Polokwane in Limpopo,

- Assist to identify service providers of transport and conferencing,

- Mobilize women from all provinces to attend,

- Facilitate the top leadership to be available especially for the gala dinner on the 7th in particular the National Convenor and for the Media briefings.

ANC WL GBV Stakeholder Consultative Forum: The PWMSA participates in stakeholders Forums' Consultative Planning meeting for the 2010 Sixteen Days of Activism. This platform is used to consolidate stakeholders activities for sixteen days in order to synegize programmes building up to the last day and consolidated into a calendar.

Stakeholders (including PWMSA) committed themselves to the following actions;

- That programmes may be held back to back to each other, as long as we are aware of it to support each other as much as possible,

- Collaborate on sectoral interventions where necessary in response to current developments

(PWMSA & CIFISA to visit the school where a girl child committed suicide as a result of being told to bring parents after she was fond in possession of condoms,

- Deploy their leadership to strategic events to ensure the unity, collaboration and commitment.

- To mobilize their members (including transporting) in support of all National event namely;

The ANC WL President Mme Angie Motshega impressed upon all to only focus on activities that pertain to gender based violence. The Need to establish legal advice community centers, full scale roll out of TCC, focus to include rural women(Traditional leaders intervention) older persons, and avoid one size fits all approach, and link GBV to service delivery through IDP Budgets of Municipalities. Highlight the conspiracy of silence by majority of men, Develop handbook on GBV, Mobilize women to support each others efforts through the development of a calendar of programmes to avoid duplication and management of limited resources however maintaining a Back to Back approach.

Other Partners Formed on Programme with the following partners

- Department of International, Relations and Cooperation (DICO),

- UN Women

- Eskom

- Department of Women, Children and Persons with Disabilities (DWPD)

> **Economic Empowerment and Skills Drive** development through empowerment initiative's support and partnership collaborations and embarking on a skills revolution in the training and development of women.

PWMSA Commissioned HSRC Research on the impact of skills development on women in SA: Under these two focus areas PWMSA committed itself to embarking on an education and Training programmes through skills drive by working towards fighting for space in the training and development of women. This includes facilitating the establishment of an institution to address skills requirements and training for women.

In 2010 the PWMSA commissioned the HSRC to conduct a study to identify gaps in the skilling of women by various institutions in the country, particularly under the skills revolution programme. The study looked at the following, how women at all levels have benefited from different kinds of training and whether or not they have been able to use the acquired skills to improve the quality of their lives. The role played by government SETAs in this regard was investigated. The final report has been produced and available upon request, and the findings have been presented to government decision makers who have been requested to address the identified gaps.

The negotiations on how to take the process forward are continuous.

This include investigating the extent of skills revolution meaning complete change in ways of thinking and methods of work so that it transforms society from being unskilled and unemployed to being skilled and employed including being self employed. This resonates with the principle of life- long learning and the nature of opportunities available to women in SA and to what extent has women benefitted from the skills development and education that comes with the transformation agenda. It include researching the factors that contribute to impede women's access to skills training, intended to improve their access and chances (in relation to their male counterparts) to economic participation, including improving workers quality of life as well as their life, work mobility and employment prospects. The research focused on the empirical research assessing the impact of implementation of policies such as 1998 Skills Development Act (SDA), informed by the National Skills Development Strategy (NSDS) targeted at various grouping including, women in provinces, practitioners in the selected SETA's (agriculture, education, mineral, wholesale, retail, training and development, women's formations such as women in mining, literature review on various reports finding etc.

The research outcomes presented to the NWC and National Steering Committee on the (2010) as follows;

It outlined and confirmed that

- The majority (80%) of SA workforce in particular women are still unskilled, semiskilled and comprise the majority who are unemployed especially among the historically disadvantage population,

- Women are not adequately integrated into the skills development network,

- They are still overly represented in unpaid, low paid and reproductive work,

- Their participation in opportunities for skills training and development is low,

- This include a high prevalence of racial disparities that still persist despite the progressive legislative protection and enabling environment created by government,

- Gender imbalances in the workplace have negative impact on the economy and to the effort to improve people's lives.

Key Findings

- ○ The study has proved that generally there has been low level skills revolution in SA, however high level skills revolution has not been achieved especially in the sectors specified above,

- ○ Whilst those who are charged with implementing interventions aimed at achieving skills revolution, in particular to improve and advance women's status, this understanding is not translated into concrete and actual benefit for women, particularly the poor, African, rural who come from previously disadvantage background. They turn to struggle to progress from the informal (low level) secondary market to the formal (high level) primary market,

- ○ Beneficiation from the skills revolution. Women have testified to have participated and benefitted from a variety of skills training. They include among others agriculture, sewing, writing, home based care, ICT, Sports, business, design, technology, etc.

- ○ The low level skills level that has been achieved, however it has not benefitted the majority of women.

Challenges

- Competition between women and young women,

- Non accredited certificates,

- Cooperatives initiatives with very difficult conditions for support by government,

- Unemployment, etc.

Recommendations

The following strategies could be explored to address inhibiting factors to women access to skills training,

- Audit of skills needs in order to identify women specific training particularly for the rural and marginalized women,

- Women specific training Target

- Inclusion of women in all sector specific training,

- Studies focusing on the examination of conditions that enables success to for women in various sectors,

- Link training to market needs to ensure that relevant training is offered,

- Monitor work place compliance in relation to skills training and the provision of developmental opportunities,

- Women representation in decision making structures particularly boards of skills training SETA's.

PWMSA has involved the department of higher learning with the aim of taking forward some of the recommendations reflected in the research outcomes.

NEMISA ICT Training: 221 women were trained in ICT in all nine Provinces. The curriculum included basic computer literacy in Microsoft word, excel, PowerPoint and desktop publishing. NEMISA (National Electronic

Media Institute of South Africa), a parastatal which is an institution of education and learning, specializing in ITC and production and technical skills in the television, radio and broadcasting industries, trained the selected candidates. Provinces identified the candidates and funds for the training were sourced from the Department of Communications.

PWMSA on cooperatives drive in partnership with the DTI: In a mission to encourage women participation in the economy, PWMSA has initiated and formed a partnership with the Department of Trade and Industry on the Cooperatives drive. This partnership entails the following intervention programmes facilitated through mobilization of communities in particular women;

PWMSA and DTI would facilitate the following programmes that would benefit women at grassroots level

- DTI in partnership with PWMSA would provide guidance in respect of compliance with the SEDA Act by the WOC.

- Information sessions on Cooperatives Registration by DTI;

- Pre-Information workshops coordinated by PWMSA facilitated by DTI at district municipality level,

- PWMSA and DTI would facilitate the process for co-operatives to access support grants such as the Cooperatives Incentives Scheme Fund (CIS Fund)

- PWMSA and DTI would Facilitate the participation of co-operatives in the market access,

- DTI would Facilitate training for established co-operatives as per future   agreement by the Parties;

To date, PWMSA has run Cooperatives workshop in all the nine provinces, and have collated data on 265 Cooperatives. 143 Cooperatives of these cooperatives have been registered and the rest are awaiting documentation for finalization of their registration process. These 265 cooperatives are in sectors such as:

- Construction and Infrastructure

- Agriculture and Farming

- Environment and Climate Change

- Hospitality management

- Manufacturing, Sewing, Baking,

- Arts and Craft (Culture)

- General Social Development projects, Home based care, Early Childhood Development (ECD),

- Skills Training and Development, etc

PWMSA has played an instrumental role in educating communities, particularly women, on the cooperatives concept and how they can benefit from these structures. As per workshops conducted in the provinces, PWMSA has identified a huge skills gap which has informed the negotiations between the Movement and educational institutions to further equip women with skills to manage and sustain their businesses.

The above mentioned partnership also provides an opportunity for these cooperatives to access the DTI's

Cooperatives Incentive Scheme, which is funding through the form of implements, machines, and any other tolls that are necessary to enhance capacity for cooperatives. After the pre information process has been conducted(which is to equip women with information on Cooperatives and how they are formed) PWMSA facilitates the process of applications for the CIS by ensuring that the applicants meet the criteria for this funding, as well as assisting them ensure that they have all the required documents. This has been a detailed exercise, taking place in all the provinces, facilitated by the provincial organizers and the National office.

All provinces have benefitted from these programmes, however not all districts have been reached as this depended on the provincial readiness. However the national office has been proactive in supporting through coordination and facilitation, especially in provinces where capacity was lacking to take these down to women in order for them to benefit from this government empowerment opportunity.

1 EC: The programme on cooperatives training took place on the 31 August in the O. R Tambo District. The participants (32) were presented with the DTI Pre- Information basic understanding on cooperatives as indicated under the N.C section of this report. This was followed by the brief input on the PWMSA background.

EC: A workshop on DTI Pre information including giving information about the CIS Funding was held on the 17 October 2011 at the Buffalo city district in the Amahlathi Municipality in Frankford near East London.

2. FS: On the 25 – 27 October 2011 and on the 21 September 2011 undertaken separately (Motheo District in Bloemfontein and Soutpan and in Welkom and Qwaqwa in the Thabo Mofutsanyane District), a series of face to face meeting were undertaken, to try and solicit responses from the public on the DTI CIS Funding. This was done by including the

FS: Also facilitation of the DTI Cooperative registration runs by the Free State DTI resource person in Soutpan,

3   GP: The province coordinated workshops on DTI CIS Funding for women led cooperatives respectively.

4. KZN: **Cooperatives Training Workshop:** A workshop on cooperatives training was run by the provincial organizer in September this year held in the ILembe district municipality. The workshop also covered the facilitation of applications forms for the DTI CIS funding.

5. LIMPOPO: Pre- Registration workshop on Cooperatives by DTI was held at the Sekhukhune District in Nov 2011.

6. MPUMALANGA: **MP:** The cooperatives training workshop in Mpumalanga (on the 24 August) took the same shape of programme agenda as indicated in the NC. Also facilitated by the Ddti Ms Pertunia Digomo

MP: On the 16 Nov 2011a workshop on Cooperative Pre- Registration and CIS Application WAS hosted and facilitated DEDET in Ehlanzeni District.

MP: Cooperatives training: PWMSA in partnership with DTI facilitated a session on the aforementioned activity on the 17 of September 2011 at the Emalahleni district municipality. Thirty seven women from various cooperatives turned out to benefit from this session.

7. NC: NC: The PWMSA partnership with DTI continues to gain momentum in that the Cooperatives Training focusing on Pre- Information has reached at least one district per province. The NC session took place on the 17 August this year in Colesburg . It was attended by about 46 women from the various municipality of the Pixley Ka Seme district (Noupoort, Hanover, De Aar and Colesburg).

8. NW: In Northwest Ngaka Modiri District hosted an activity to mobilize communities (Through the local radio station) to access the DTI CIS Funding was undertaken before and leading up to the 19 October 2011,

NW: Cooperatives Registration: on the 16 September this year, the province supported women to register their cooperatives through the NW department of economic development. 12 cooperatives were sent to register their cooperatives and will be followed up with basic information.

9. WC: **30 October 2011** Economic Development Forum on Cooperative Pre information, CIS Application and Registration took place in **the** West Coast in Malmasbury.

WC: On the 7th Nov 2011 Economic Development Forum the same event took place in the Cape Metro district.

Mobilization for CIS Funding Continued with support from PWMSA External Partners

Due to low outputs on mobilization of communities for the DTI Cooperatives Incentive Scheme (CIS) Funding by provinces. The national office had to seek the intervention of external partners in particular Mam Sbongile Masangwane assisted by the Coordinators of SANACO (South African National Apex body of Cooperatives Organizations), They supported the national office in driving this programme through a roll out in the following areas;

GP, Sedebeng, Johannesburg, Ekurhuleni and Tshwane

EC, OR Tambo, Buffalo City,

PWMSA/ USASSA: WOMEN IN ICT project: PWMSA is currently in negotiations with USSA for an income generating ICT programme which is intended to sustain women and alleviate poverty. Whilst negotiations are still underway, PWMSA was able to propose a pilot project where USASSA and PWM would be working together to test practicality and sustainability of the partnership by piloting the programme in Limpopo. To date, 5 PWMSA women from Babirwa are currently managing a fully equipped ICT Hub and the outcomes have been reported as positive. The ongoing negotiations are aimed at implementing the project nationally.

Women and Climate Change In collaboration with the Department of International Relations and Cooperation (DIRCO), PWMSA hosted a national summit on women and climate change in Polokwane. About 300 women from the nine provinces assembled in Polokwane, Limpopo, to lend their voices to the negotiations that the South African delegation will take to COP 17 in December 2011. The gathering covered the following:

Concept of Climate Change: Climate changed patterns has become a worrying factor for everyone concern. The need to protect the environment for future generations has become a priority for all government.

- Implications for future generations if environmental degradation is not addressed.

- Projects aimed at greening the environment.

Four commissions looked at various aspects of the impact of climate change on women. Resolutions aimed at meeting the challenges of climate change were presented to the Ministers at the gathering (International Relations and Cooperation, Environmental Affairs, Energy, Women, Children & Persons with Disabilities, Health, Monitoring and Evaluation).

The resolutions requested the following from the South African government:

- Government should support coordinated programmes for capacity building and skills training in communities geared at awareness raising (on climate change);

- Government should work with women to facilitate and support ecology friendly projects;

- Government should mobilize other regional bodies and international governments to ensure effective, pro-poor and engendered policies.

And to the individuals charged with negotiating at the world forum on behalf of South Africa:

- Gender, and the role of women, must be highlighted and included as a critical element of adaptation and mitigation plans.

- There should be international climate change responsive standards for multinational manufacturers, especially those developing products targeting women and children. (Women noted that some diapers and sanitary towels are made of materials that cannot be burned and are therefore not biodegradable.)

- There should be international environmentally friendly mining standards. Mining licenses should be distributed based on these standards and fines imposed if they are not met.

As a follow up programme to the summit held in Polokwane, PWMSA in partnership with the Department of International Relations held provincial summits and campaigns on awareness of the Climate Change factor, its affects and future implications and sustainability approaches.

This was followed by the 9th August 2011 women's day celebrations

o **Building the movement through network and partnerships:**

Gauteng Women's Initiatives (GWI) Media Launch: Gauteng Women's Initiatives: PWMSA participated in the launch of the Gauteng Women's Initiatives (GWI 7, 14 July) from the time of planning stage up to the to the launch which took place on the 30 August 2011. Gauteng Women's Initiatives is a registered NPO organization, initiated by the former MEC for Health Ms Qedani Mahlangu who identified the need to support women initiatives as they have vast experience in the domestic skills sector such as cleaning, catering, laundry, sewing garden' and agriculture, etc. The sector initiatives on agriculture were entered into partnership with the department of agriculture for further support and empowerment.

The planned launch culminated in a two programmes sessions that took place on the same day; namely an electronic interview in morning live (SABC 2) followed by the Gala Dinner at the Westhoven.

Women from the cooperative initiatives from the various regions, NISA Institute, Age In Action, Department of Agriculture and 20 women from Gauteng mobilized through the PWMSA.

 Through this project 200 cooperatives that have been supported specializing in the production of hospitality material and garments, provide this service to some hospitals around Gauteng.

Skills Conference of the National Skills Authority by the department of higher education: On the 4-5 October 2011 PWMSA was invited to partake in the launch of the National Skills Development Strategy (NSDS) by the Minister of Higher Education Dr Blade Nzimande.

The meeting was briefed about the background to the framework for the National Skills Development Strategy (NSDS) which is said to be born out of the 1999 Skills development Act and is informed by the experience of underutilization of public training institutions, unclear and undefined national skills priorities, under spending and high levels of unemployment and severe skills shortage. The strategy therefore seeks to respond to these challenges reflected above and must serve to play a catalyst role in addressing them.

The strategic NSDS Framework as follows;

- He indicated that the NSDS seeks to respond to the pressing challenges that are impacting on the ability of the economy to expand and provide the desired outcomes in terms of both the economic growth and creating employment opportunities, including reducing inequalities.

- Its objective is to creating high quality and relevant education and training and skills development opportunities, including workplace learning to, enable effective and inclusive economic participation by all South African and in the economic. Its strategic vision is the development of a skilled and capable workforce.

- Its goal is to establish a credible institutional mechanisms for skills planning,

- Increase access to occupationally directed programmes

- Support of small enterprise, cooperative business and non profit organizations.

- Encourage and support worker initiated NGO's and community training initiatives.

The conference highlighted the need to;

- Addressing the continued skills shortages through the following;

- National skills development strategic priorities include skills support for industrial policy plan, rural development, development, green economy, education, health, worker education, training layoffs, etc.

- Targeted skills intervention interventions include the following target applicants; Department of higher education, NGO's, Cooperatives. This includes grants categories including for cooperatives, capacity building, training layoffs, etc.

Civil Society consultative Indaba on the National Sports and Recreation Plan (NSP) for the departments of Sport, Arts and Recreation: The department of Sport, Art and Culture convened a civil society consultative assembly on the 21 November this year. The department has embarked on several consultations have been embarked upon to solicit public opinion on the National Sports and Recreation Plan (NSP), preceded by nine provincial consultative indaba's. Now has targeted its focus to the civil society bodies and organizations to express themselves for their view on the plan. The national sports and recreation plan reflects on the following

It entails the following elements;

- Creation of platform for talents identification through continued talent search and development,

- Talent identification and selection, through recreation or mass participation,

- Talent development and placement,

○ Parallel to this will be the development of scientific support, competition opportunities and the provision of sports infrastructure through sport facilities and academics.

Provincial initiatives and programme on economic development and skills drive:

FS Peace and security: The province assisted to plan and mobilizes for the ACCORD training in partnership with PWMSA was held on the 26 August 2011,

FS: Entrepreneurship Workshop: The PWMSA participated in the meeting coordinated by the department of public works where the department of trade and industry and ABSA were also represented. The meeting was informed of new services now available and how they can be accessed.

FS: Meeting with women in construction: Meeting with women in construction was held in on the 2nd of Septembers, where women will be put in programmes to be mentored.

FS: Partnerships: The province participated in the partnerships programmes on the following; **the African Peer Review Mechanism:** where a platform for engagement on strategies to assist women through capacity building opportunities.

PWMSA GP; ICT Training in partnership with BYTES and MICT SETA: The PWMSA GP has entered into a partnership with a company called Bytes People Solutions for a learnership programme to train young women in ICT. This is an End User Computing NQF Level 3 Learnership. Bytes People Solutions through PWMSA received funding from the MICT SETA to conduct the training. This programme comprises of a 4month period of just theory, followed by an 8 months of practicals.

The programme has been made available to young women in the Gauteng province, and there is a criterion they need to comply with, in order to qualify for the learnership.

Career opportunities available for these learners during the workplace phase are: Project Administration, Office Administration and Reception or Secretarial work.

The employment opportunities have been provided by the various municipalities who are hosting the training. Where possible, Bytes have also assisted with placement of the students.

The programme was launched on the 19th August 2011. To date the programme has trained 30 young women in the Tshwane District (2 August 2011); 36 at Ekurhuleni district (26 September 2011). The province is looking forward to an incremental rolling out of the programme to other districts ofl the province.

GP Establishment of a Food Bank Project: This initiative which is partnership with the Food Bank of SA was initiated by the province in response to the dire need to support communities to address challenges of poverty that impact grossly the most vulnerable, the majority of who are women, children, and those affected by HIV, including the care givers. This bank operating in the Tshwane District has identified local CBO's and NGO's and utilizes them as distribution points to support the services they provide in the above mentioned sectors including those involved in the ECD.

PWMSA KZN and WC Economic Empowerment Business Management course: In 2009, twenty two small business owners were trained in KwaZulu Natal and the Western Cape on how to better run their businesses. The selection process was confined to women who already run their own small businesses. The curriculum covered financial management, business development, marketing and sales. In the period between 2010 and 2011, follow up programmes have been done with these above mentioned 27 women

small businesses. This was a monitoring and evaluation process done in a form of Focus Group discussions with the beneficiaries. The process provided a platform for sharing of experiences, identifying the skills development gaps and unpacking on different ways to improve business and accessing the market. PWMSA assisted with funding for implements to enhance productivity of all these twenty two small businesses.

NC Partnerships: The province participated in the partnerships programmes of the Provincial gender machinery meeting on the 21 of July 2011; Planning meeting organized by the NC Premier and the national youth convention organized by NYDA.

NW: **Partnerships: Partnership with Mvula Trust on women cooperatives   adopts a river project:** The PWMSA has partnered with the aforementioned partner to involve women in a project that deals with water harvesting called adopt a river. This is part of contributing to the climate change in particular clean environment. This was held on the 21 September this year.

NW: Ceasing a job creating opportunity provided by stats SA: The province has ceased the opportunity to contribute towards the mobilization of women to be part of the numerators for the 2011 census survey whereby they will be trained as managers. The province wish to continue with this mobilization on an annual base.

PWMSA WC; lease agreement for a farm for women empowerment: In a continued drive to pursue economic development for women, the PWMSA Western Cape Chapter has, in 2011, established a centre for women, on a 600 hectare farm in Laingsburg, Karoo, where PWMSA has been granted a period of 8 yrs to access for any economic development project in order to benefit ordinary women. This farm is currently being developed to be en empowerment centre for local women where they will be skilled in agriculture and a variety of other skills, including the hospitality and management sector.

> ➤ Patriarchy and Communication

PWMSA continues to highlight the impact that patriarchy has on our society. It has responded to invitations to unpack this notion both in concrete expressions as in marching against patriarchal tendencies, media engagement by PWMSA leadership and also through facilitating discussions in workshops such as in COSATU affiliates on topical issues such as **"Unpacking Patriarchy and it's challenges in Society "** ,**"**Gender Power Relations" **(NEHAWU and SADTU respectively).**

and have done so also through. is Hani Brigade workshop to facilitate a session on Gender Power Relations and patriarchy. Chris Hani Brigade is a block course programme intended to capacitate trade union leaders on the gender issues and gender tools of analysis in order to appreciate the contribution of both men and women towards the work place gender transformation.

> o **Building Partnerships and Growing the Movement**

PWMSA continues to draw women from different groupings to discuss activities and programmes that bring women together. The steering committee comprising of national NGO's and other organisations met in July 2009 and January 2010. The call that was made by all present was for the following:

- Continuation of the establishment of district structures to enable PWMSA to reach the women and where they operate;

- Follow up on the establishment and strengthening of PAWO (Pan African Women's Organisation);

- Get a progress report on the establishment of the Women's Ministry;

NGOs that attend the meetings include representatives from the children's sector, Malibongwe Women Development, lawyers, SAWID, Jewish Guild, Moslem women, artists, African People's Convention Women League, United Democratic Movement Women's League, SACC, Ministry of Women, Children and persons with Disability, ANC women's league, Rural Women's Movement, CGE, Landbank, the Disabled, COSATU, SACP, Positive Women's Network, SANCO, SANGOCO, SA Girl Alliance, including practioners in special fields of practice.

The methodology to encourage activism is to establish dialogues and programmes at the district level because this is where the women are and where the activity is at.

This is significant because the lower we go, the closer to the women we get. Much work remains to be done to spur activity at district level.

Our efforts towards collaboration with other institutions include:

- Department of International Relations and Cooperation: In collaboration with the Department of International Relations and Cooperation and the Department of Women, Children and Persons with Disabilities, PWMSA is seeking to establish and cement partnerships with other women formations outside the borders of the Republic with the objective of sharing lessons and promoting the inclusion of women in socio-political, cultural and economic activities.

In the year under review meetings were held with women from Nigeria and the Democratic Republic of Congo. The main objective was to share lessons and models for influencing policy and civil society participation in governance and in influencing policy and programmes. In addition, PWMSA participated at the IBSA forum and presented a paper on gender based violence, making recommendations which made part of the recommendations to the Heads of State.

In so far as it is possible, when holding workshops an attempt is made to create synergy between the work of NGOs and government. Government agencies and the private sector are invited to disseminate information about how NGOs, NPOs and community members can access their products and assistance. For instance, the North West invited ABSA to give information about their cooperatives loan scheme and entrepreneurship banking. The workshops are sometimes held in collaboration with such partners.

While not all provinces invite different stakeholders to interact with local NPOs and NGOs, sharing of lessons among provinces is key to growth of programmes and standardizations of intervention

Active Citizenship: During this quarter PWMSA participated extensively in local government voter preparation education through engagement with women, including young women on the importance of casting their vote. The gatherings ranged in size from small groups (+50) to large groups of about 200 participants.

During information sharing, voter education and speak out sessions women expressed the following

Their frustration on how members of the community were not accessing government services. Older women in the townships of Phillipe, Khayelitsha and Gugulethu in the Western Cape were particularly concerned about ARVs, support for foster families, assistance with running crèches, crime and other social maladies. They felt that while ARVs were easily accessible for adults, the same could not be said for children. Foster homes were not getting enough money to provide adequately for the children under their care and crèches were no longer being provided with food for the children.

On the other hand, young women in QwaQwa, Free State were concerned about skills and lack of mentorship by older women. They were not sure why they should vote when politicians do not provide a decent livelihood for their citizens. A resolution was taken to establish a young women's desk, which would develop and implement programmes as conceptualized by young women themselves under the guidance and mentorship by older women.

Food security and economic development was a talking point for the women of Thlabane in the North West. While extracting wealth from the communities, the local mining houses were perceived not to be offering much to the women of the North West in terms of job creation and development.

Prayer meetings were used as a strategy to bring women together to address matters concern to the communities.

Continental Consultative Dialogue on: The impact of climate change on women held on the19-21 November 2011: PWMSA was invited to attend the Continental Consultative Conference on the impact of climate change on women, organized by the Department of International Relations and Cooperation (DIRCO) and other ministries of energy, education, etc. It was attended by women from the various countries including women from Nigeria, Kenya, Burundi, Bakinafaso, Senegal, Coidivoir, Uganda, Egypt, Malawi, Zimbabwe, Tanzania, Cameroon, Morocco, Ruanda, etc.

- Its objectives were to build solidarity by facilitating discussions among women by sharing their experiences on the impact of climate change.

o Staff issues and support:

Appointments: Appointment of office staff namely the executive director, national organizer including the provincial coordinators at a later stage.

Induction workshop: Induction workshop for provincial organizers was held on the 29 -30 July 2011.

PWMSA held an induction workshop for the provincial organizers with the aim of capacitating them carry out the work of the organization, through effective and standardized implementation of programmes. This included allowing them to reflect on their expectations and experience informed by their provincial dynamics.

The workshop attended by the following participants and resource persons: provincial organizers, including the National Organizer (NW, FS, GP, NC, MP, KZN, WC) NWC members, alliance partners (COSATU) and strategic partners DTI, POWA, DED, Co-facilitated by the CEO and the NWC members.

The participants in the workshop were presented with a variety of expert practitioners in various fields shared useful insights related to the background to PWMSA, building partnerships and organizing. It included issues around procurement and presentations on GBV by POWA, The New Growth Path by Department of Economic Development, and DTI on The DTI Support programmes.

COSATU

Gender and Collective Bargaining/Bargaining a Agenda for Gender

COMMISSION 3

Gender and Collective Bargaining

Towards a clear Cosatu position on gender and collective bargaining

Resolutions adopted at the past three Cosatu Congresses (8th, 9th and 10th) have made limited reference to gender and collective bargaining. The references are as follows:-

- The Gender resolution adopted in the 8th Congress stated that "Affiliates should define gender issues for collective bargaining and strategies to achieve them." (clause 5)

- In the 9th Congress, the Federation reaffirmed and elaborated on the 2003 resolution on a quota for women's representation. The new resolution included a statement that "Resources should be allocated to build capacity of women and enable gender structures to carry out their work" (clause 8), but there was no specific reference to women and trade union organising or collective bargaining.

- The opening statement of the gender resolution adopted in the 10th Congress reaffirmed the previous resolutions and went on to resolve to "Encourage affiliates to elect women to leadership levels in office bearer and national structural positions. This should include women representation in bargaining forums." (clause a, first bullet point).

- A later bullet point in the same clause stated that "Affiliates' national structures should set policy guidelines around recruitment of women organisers, aiming to increase the number of women organisers to at least one third." The important link between collective bargaining and organising was therefore made in this resolution. The resolution continued in clause g) to state that "Collective bargaining and employment equity promotion should be sued to ensure gender equality in the workplace."

While these statements of intent were important, they have been insufficient to provide clear guidelines to ensure that the collective bargaining content and processes of affiliates are gender sensitive and empower women.

The purpose of this Commission then, is to develop guidelines which will be taken to the 11th Cosatu Congress in the form of a resolution.

The discussion will focus on three areas:-

- Identifying gender issues for collective bargaining

- The organising efforts required to win the issues at the bargaining table

- Women's empowerment in the collective bargaining process itself

Identifying gender issues for collective bargaining

What gives collective bargaining issue gender content? The gender content can be found in the issue of workplace equity OR in reproductive (societal) equity and rights. The categories do overlap with each other.

Examples of workplace gender equity issues are:-

- Equal pay for work of equal value, and grading policies

- Training and promotion policies

- Sexual harassment policies and procedures

- Health and safety rights, with special reference to women workers

Examples of reproductive equity and rights that can be bargained are:-

- Maternity Protection and the right to full pay

- Breast-feeding policy

- Paternal leave and family responsibility leave

- Child care subsidies and/or provision

- Reproductive health and wellness (women and men)

- HIV & AIDS policies

- Safe, subsidised transport to and from work

Provincial gender Leadership attending training on Collective Bargaining 2010

The organising effort to ensure we win our demand

No collective bargaining demand can be won if the constituency does not own the demand. First and foremost it must be a demand that the membership, or at least a section of membership, has expressed as something that they want. But this is not nearly enough. If the demand is simply put on the bargaining table, without a process of membership discussion and education, it is most likely to be lost.

There is a good chance it will simply drop off the table, as the negotiations hot up, and pressure is put on the union negotiating team to narrow down the demands. Demands that appear to benefit women only, especially where they are a minority of the membership, are most vulnerable to being dropped. That is, unless the constituency is strongly organised to defend and advance the demand.

Organising to defend and advance a gender demand, or set of gender demands, requires membership education and agitation. The importance of the demand/s may not be well understood, so verbal explanations in general meetings and written explanations through pamphlets or reports, are important tools. Printed or hand written posters can also be useful in popularising the demand/s.These of course are general organising tools, and they apply to all demands. But they are especially needed to keep gender demands alive.

As part of organising around gender demands, having at least one leadership figure as a champion of the demands is helpful. **Motivation** and **leadership** on the issue from a male comrade is often particularly effective. On the other hand, if a woman takes on the role of champion, it can also be an effective learning and empowerment experience for her.

The presence of women organisers in the process is also important. Women organisers can be the educators and communicators, and role models to the shop stewards. This is not to say that male organisers cannot play this role. But an all-male choir of union officials will not get very far in taking the women membership along with demands which are seen to be of special interest to women!

The organising process remains important throughout the negotiations. It is especially important at the point of having to seek new mandates or revise demands. Organising, through general meetings, deep discussion, and honest collective assessments of strengths and power, is critical at the point of declaring a dispute and also at the point of seeking a mandate on whether to go on strike in support of the demand/s.

Women's empowerment in the collective bargaining process

Having a clear set of demands, and organising around these demands, is the first step towards winning the demands. But it is not enough. There needs to be a plan for how to negotiate the issue at the negotiating table.

If the demand is particularly complicated, then it is helpful for the shop stewards committee and the negotiators in particular, to meet to discuss their understanding of the issues, and to decide on how the demand should be motivated in the negotiations.

Because the issues are sometimes quite new to the negotiators, motivations can get very mixed up e.g. a (male) negotiator confusing access to free pap smears with maternity leave! If the matter is going to be taken seriously by the union negotiating team as well as by management, then there must be no room for such comical errors.

Being part of a negotiating team can be a very empowering process. But it can also be very disempowering; especially if the team practice is that there is only one spokesperson. At the start of the negotiations, the best practice is for items to be divided up amongst the team, with each item being motivated by a different team member. This is a perfect opportunity for women members of the team to practice putting an argument across. And if there are no women members of the team, then in line with Cosatu's resolutions on women quotas at all levels, steps should be taken to correct this!

The participation of women in negotiations often breaks down at the point of a strike, and intense settlement negotiations. This is also often the point at which gender related demands are dropped. Democratic mandating and decision making often gets sacrificed during a strike, in favour of semi-secret plotting, in places and at times that are often excluding of women (e.g. late night pub talk).

The negotiating process itself is often excluding too. How often have you heard of final negotiating sessions that run for 20 hours, around the clock, and where the women negotiators have had to excuse themselves mid-stream in order to go home to attend to their children? These are union cultural practices that we have to guard against. Women comrades have an important role to play in ensuring that principles of full membership involvement, mandating, and accountability, are retained no matter what the pressures are.

Summary

In sum, if we are to make gains for women at the bargaining table, then we need:-

- Clear demands

- Good organising strategies to support the demand/s, preferably with the involvement of women organisers and leaders

- Good preparation and planning on how to present and negotiate the demand/s, with women as active participants in the negotiating team

COSATU

A Reflection on Sexual Harassment in the Workplace

DISCUSSION PAPER FOR COSATU GENDER CONFERENCE

A Reflection on Sexual Harassment in the Workplace

Introduction

Trade unions have the obligation to sensitise and educate members on sexual harassment including raising awareness on the nature and scope of the problems involved, handling and taking preventative measures and to establish grievance procedures to deal with it. Policies should be drawn in consultations between the employers and relevant trade unions and should form part of the collective bargaining agreements. As such, the issue of sexual harassment in the workplace has been always at the core of debates and discussions amongst COSATU and its affiliates. Indeed, the federation and its affiliates have committed themselves to preventing and addressing sexual harassment in the unions[1]

Sexual Harassment and Sexual conduct has been a very sensitive issue in COSATU. It is surfaced formally in 1989 during a women's national seminar on Sexual Harassment. The 1989 COSATU congress viewed the sexual harassment resolution submitted by the Transport & General Workers Union (T&GWU) now known as SATAWU as controversial and rejected it. In 1994 COSATU congress, there was serious allegations of sexual harassment by delegates; the Congress therefore took a decision to develop a code of conduct on sexual harassment that will guide unions. The Sexual **Harassment Education Project (SHEP)** was therefore established by the Federation in 1994 to address the problem of sexual harassment in the workplace.

SHEP's **Core objective (s):** Promote the prevention of sexual harassment in the workplace; Conduct research to combat the scourge of sexual harassment; Awareness, education and training workshops; advocate and lobby for access to justice for victims of sexual harassment in the workplace; influence policy and promote effective implementation of relevant programmes; input to legislative review and/or reform. However, SHEP focus has evolved overtime to cover <u>all</u> sectors of the economy; and to 'nip the problem in the bud'

Like anywhere else in the world, South Africa's labour force has been highly feminized, with more young women workers, who are more vulnerable to sexual harassment entering the labour market. What this simply means is that there is a need for transformation in terms of the laws and working conditions of the historically masculine workplace so as to suit the needs of the current workforce comprising predominantly of women.

For instance, both the South African Labour Relations Act (LRA) 66 of 1995 and Employment Equity Act 55 of 1998 Code of Good Practice have been amended to accommodate working women with regard to sexual harassment problems that they are prone to in the workplace. Likewise, in May 1995, COSATU and its affiliates adopted the Sexual Harassment Code of Conduct and Procedures to encourage the development of workplace policies by its affiliate members.

The aim of this paper is to reflect on the extent to which affiliates have taken forward or developed sexual harassment policies to ensure a safe working environment for women workers, and also to reflect on the project itself. First, the paper shall outline the basic tenets of sexual harassment in the workplace as a reminder to what has been discussed before and to also seek updates on current information pertaining to the subject. Second, the paper shall make an audit of affiliates in terms of development of Sexual Harassment policies.

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[1]   Refer to COSATU Sexual Harassment Code of Conduct (Adopted at EXCO May 1995)

The paper shall also present some statistics if any of cases that have been reported so far since the adoption of a Code of Good conduct on Sexual Harassment. Clearly, there is little or no data at all about cases and disciplinary hearings on Sexual Harassment in the workplace recorded so far. This paper seeks to address that gap. Finally, recommendations will be provided that are meant to contribute towards the adoption of a resolution on sexual harassment in the forthcoming gender conference.

What is Sexual Harassment?

The question of what constitutes sexual harassment (SH) has always been a contested terrain as the phenomenon is so complex and fraught with a lot of biases and myths. Whilst perpetrators have their own views of Sexual Harassment on the one hand, victims on the other hand have a different perspective. Simply defined, sexual harassment is any repeated unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature. It is an abuse of power, privilege, and control that make the victim feel intimidated or degraded and is a barrier to equal rights and a form of sex discrimination. It could be manifested in the form of unwelcome attention or outright violent behavior. This could be either one or a combination of the following:

- Degrading comments, jokes or questions about appearance and deliberate verbal abuse

- Unwanted physical contact, touching or patting

- Unwanted persistent sexual advances

- Use of pornographic pictures at the workplace

- Sexual assault, fondling and its worst form; rape

- Transactional sex for a job or favourable working conditions

Types of Sexual Harassment

1. Same sex harassment

It is important to note that not only people of the opposite sex perpetrate SH but also people of the same sex could be culprits too!

2. Non-employee Harassment

This is Sexual harassment by a non-employee, e.g. customers or visitors to the workplace and is common amongst those working in retail, restaurants, domestic or entertainment industries. However, this is not justifiable or explicable behavior

3. Third-Party Harassment

This is the type of behavior found offensive by some employees whereas others appreciate it; for example workers discussing about their sex lives in a group in the presence of others who feel uncomfortable.

Why is Sexual Harassment an issue in the workplace?

Women are the most targeted and victims because of the inequalities and power relations in the labour market. Despite laws on discrimination, women remain confined in poorly paid, low-skilled or low-status jobs, while men predominate in better-paid, authoritative positions and supervisory jobs. Where women are in higher positions of authority, harassment can be used as a weapon to undermine authority of women supervisors and managers.

Sexual Harassment affects all women regardless of age, marital status, physical appearance, background or professional status. It also cuts across racial and class lines. According to International Confederation of Trade Free Trade Unions (ICFTU), young women under 30, and unmarried, widowed, divorced or separated especially with dependents are high-risk groups. However, SH does not affect women only as some men also feel they are victims. Sexual Harassment threatens the health and safety of women workers in the workplace.

The division of labour in the workplace could be one of the major reasons why men see women as not equal partners in the workplace. Most positions of authority or so-called 'hard' tasks like finance or economics in the workplace are occupied by men and women are usually allocated what is regarded as the "soft' issues like personal assistants, cleaning or catering.

It is even worse for those working in male dominated sectors like mines, engineering or transport. Some men would even offer to undertake some so –called 'masculine' obligations or assignments in exchange for sexual favours. Those in authority always manipulate women and restrain their access to workplace rights such as job promotions or salary increments, job security unless they gain sexual favours.

The big question is whether women are being given enough support when they report or have they really been empowered to address and report cases of Sexual Harassment especially when they are made to believe that they are benefiting from their bosses' favours.

Why sexual harassment is not reported in the workplace

Despite efforts made by unions and protective role played by national legislation in curbing SH it is still worrying that this problem still persists in the workplace and goes unreported. Below are some of the reasons cited for failure to report:

- Lack of faith in chain of command
- Labeled as a non-team player
- Perpetrator rather than victim
- Peer pressure
- Not worth the risk (promotions, awards, career)
- Fear of reprisal

Considering the above, it would be useful for affiliates to reflect on how much effort they have invested in SH empowerment programmes to break the silence. Again, it is fundamental to assess the input and resource committed by union leadership towards this issue.

How to deal with Sexual Harassment in the workplace

COSATU has worked closely with the Sexual Harassment Education project to seek for solutions to the sexual harassment that occur in the workplace and trade unions. Below are some of the suggestions that have been provided to educate women workers on how to deal with such a problem and are outlined below:

- Make use of existing legislation and policies

- Express your disapproval

- Confront the harasser

- Use an intermediary to confront the harasser

- Write a letter to the harasser

- Maintain a log or diary of incidents

- Request sexual harassment training for the unit

- Report the incident eg. rape is a criminal offense

Sexual Harassment Education Project

Vision

SHEP seeks to contribute towards the improvement of the quality of lives of all South Africans through the promotion of a 'hostile-free' workplace and a conducive, 'safe and caring' environment in the country; prevent the indignity, impairment and violation of one's inalienable human rights to work and/or learn; realize gradual gender equality and socio-economic empowerment; and ensure eventual sustainable eradication of abject poverty for all in the country.

Track record [among others]

The following are the programmes and campaigns which SHEP engaged on:-

- **Project (s) and Programme (s) which the project engaged on**

  1. The SHEP-Boy Child Project (2006-2009)[2]
  2. The 'After School and Holiday Programme' (2006-on-going)
  3. Sexual harassment awareness, education and training workshops[3]
  4. Book on Case Studies: *"Out of the Dense Forest and Seeing the Future":* Impact and effects of sexual harassment in the workplace and in schools in South Africa; prevention and empowerment strategies; and the way-forward (2009-on-going)
  - **Policy development/review:** Sexual Harassment Policy in the workplace, schools and educational institutions of higher learning]; NEDLAC Code of Good Practice on the Handling of Sexual Harassment

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2   The SHEP: Boy-Child Project is an important, unique and timely pilot Project at this time; targeting the boy child and assisting in his early developmental stages.

3

Cases in the Workplace; South African Council of Professional Ethics; and recommendations; The Draft' Bill (s) to prevent sexual harassment in the workplace and in schools, vocational training centres and tertiary institutions throughout the country

- **Action Plan (s):** Proposal for the re-engineering and re-conceptualization of the education system; and the adoption of a comprehensive and innovative National Action Plan: 'Safe Caring and Child Friendly Schools Programme'

- **Strategies**: Simple, practical, innovative and unique; and mindful of the 'local context': Re: target the cause (source): The SHEP: Boy-Child (pilot) Project and the innovative and comprehensive intervention: The 'After School and Holiday Programme' as noted above

- **Publications:** Study: Report on the State of Sexual Harassment in the Workplace – South Africa (2003). Booklet: Stop Sexual Harassment at School; Sexual Harassment in the workplace (1997); Looking for a Job (2004).

- **Material:** Sexual Harassment Video, Training Modules and posters

- **Domestic Workers**: training on sexual harassment

- **Labour Brokers**: made submission on challenges posed by labour brokers

Challenges

- Since 2004 to-date, SHEP has had its fare share of pertinent challenges, mainly experienced in the NGO sector. However Currently, SHEP is allocated an office in a <u>comradely spirit</u> by the Leadership of SACCAWU at its Head Office in Braamfontein.

- Available office space is inadequate to accommodate SHEP services users, there is no privacy to calm victims and prepare them for cases.

- The project that is supposed to run by six people as per its organogram when it was formed is now operated by one person an Acting Director with no Board of Directors as most of them resigned.

- Exacerbated by lack of funding

Recommendations

- COSATU and its affiliates need to resuscitate the Sexual Harassment Education Programme to cater for new entrants in the labour market especially targeting young women.

- Constant updates and training of shop stewards to empower them to undertake such obligations should be done continuously acknowledging the fact that society is dynamic.

- A toolkit should be developed as the first empowerment tool for new entrants into the labour market

to raise awareness on Sexual Harassment to potential victims and perpetrators.

- Enough human (Sexual Harassment Trainers & Sexual Harassment Education officers) and financial resources should be committed towards the SHEP project for it to remain functional and relevant to women workers.

- There is need for a comprehensive research to gather current information in terms of existing or amended laws and identify major areas for policy advocacy. The research should also assess the extent to which affiliates have handled and dealt with Sexual Harassment matters and seek ways for interventions.

- The issue of the 50% women component in the disciplinary committees of companies or unions needs to be revisited.

- COSATU and its Affiliates to initiate and facilitate a Strategic Planning Meeting to coordinate and streamline the activities of SHEP and provide with clear guidelines.

- Facilitate funding to promote and support educational and training workshops.

- Facilitate monitoring and evaluation of projects and programmes on the ground.

- Provide adequate human capacity and support.

- Broaden and strengthen the constitution of SHEP Board of Directors (diversity, capacity and pertinent skills and/or experience among other traits) and increase capacity effectiveness through strategic organizational structure, management and leadership skills, and shared interest.

- Identify core business and expertise; and differentiate organizational behavior challenges and highlight best practice and find resolve.

Conclusion

Against the above mentioned background, it is the hope of this paper to assess and map the progress undertaken by COSATU and its affiliates so far to address the problem of Sexual Harassment in the workplace including supporting of women victims. Of importance is the need to have empirical evidence through statistics recorded by unions for any Sexual Harassment cases that have been perpetrated on employees or union members in the workplace. It is also important to take note of any disciplinary measures or disciplinary hearings that have occurred so far.

There seemed to have been a great silence with regard to Sexual Harassment issue and it would be helpful to establish the reasons for such. Could it be because of the amended laws that have criminalized Sexual Harassment or is it because of progressive policies and code of good practice set up by unions or women workplace empowerment programmes or intimidation by perpetrators or those in authority?

All these questions can only be answered through soliciting empirical data and views from affiliates through shop steward committees. To also simply respond to some of the afore-mentioned questions, an audit of the affiliates in terms of possession of a Sexual Harassment policy is ideal.

In line with the COSATU Sexual Harassment Code of Conduct of 1995, the federation is mandated to "ensure

that affiliates negotiate a sexual harassment code and procedure with employers to show its commitment to fighting the problem in the workplace". Against this background, it is important to assess the progress in terms of policy development by affiliates in relation to their trades/ sectors.

The problem of sexual harassment in the workplace and unions is a daily reality that should not be awarded a break as perpetrators always devise new strategies to evade the course of the law and legislations that have been established to deal with the issue. With more young women entering the labour market and for unions to be able to attract them, their protection against sexual harassment would be one of the key strategies.

The lull period taken by COSATU and its affiliates in terms of implementing Sexual Harassment programmes in the recent years, seems as if it is not a matter of concern and could create opportunities for perpetrators to satisfy their ego.

This absence of advocacy and education empowerment programmes on Sexual Harassment means several women are suffering silently and that many cases have gone unreported. It is a plausible move that South Africa's legislation has been amended and adjusted to criminalise sexual harassment. But, it is the obligation of trade unions and other civil society organisations to monitor implementation of such laws and rights in the workplace.

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COSATU

Gender Based Violence

Gender Based Violence

Introduction

Gender based violence is a scourge of society that is prevalent in many families, communities, societies and cultures across the globe. Gender-based violence affects mostly women and girls, but it does affect men and boys to a lesser extent. Those affected either experience violence directly and/ or have to deal with the consequences of some form of gender based violence in their lifetime.

Gender based violence manifests itself in different and varying forms and it involves a wide variety of perpetrators from intimate partners and family members, to strangers and institutional role players such as police, teachers, officials of the court system and soldiers.

The most pervasive and destructive form of gender based violence experienced by women and girls is that perpetrated by intimate partners and/ or family members. There is a growing perception that globally nearly one out of every three women has experienced psychological, physical or sexual violence during their lifetime. "Among women aged between 15 and 44, acts of violence cause more death and disability than cancer, malaria, traffic accidents and war combined."

In the South African context the picture is even bleaker as the country has the highest rate of reported cases of violence against women. "South Africa also has one of the highest rates of violence against women globally, with over 53 008 cases of rape reported to police in 2000 and 123 women reporting rape or attempted rape per 100 000 Population" (United Nations, 2003)

While gender based violence is a universal problem, it is worse in less developed countries. According to Dr. Nata Duvvury in "Keeping Gender on the Agenda" a recent study in Uganda and Bangladesh reported that more than 80% and 94% of women surveyed respectively had experienced physical, sexual or psychological violence at some point in their marriage/intimate relationship. Gender based violence is often exacerbated by conditions of war and is increasingly being used as an important feature of conflict situations.

Widespread rape has been documented in the conflict zones of the DRC, Bosnia and Rwanda, leaving a legacy of violence long after peace treaties have been signed. The violent history of South Africa can thus be blamed for the legacy of violence particularly aimed at women and girls.
Another disturbing feature of gender based violence is that some research studies have found a strong connection between the socio-economic status of households and the risk of gender based violence, particularly intimate partner violence. Gender based violence in poor households implies costs for women and their families in terms of access to security, the ability to generate sustainable livelihoods and in terms of their general wellbeing.

Families affected by domestic violence are more often than not found in communities with high levels of crime and tension creating challenges for the safety of women and their children in those families and communities. Gender based violence has very close links to poverty and overall development – downturns in the economy, such as the current economic recession, and increasing poverty can actually trigger an increase in violence.

It is very important to note that gender based violence has a serious impact on productivity, health and well-

being. It also tends to be transmitted across generations and continues to contribute to increased poverty and to under-development. Gender based violence spurns both immediate and long-term results, which jointly exacerbate the symbiotic link between gender based violence, poverty, and development. Ultimately it wreaks high costs for all societies, in particular developing countries by obstructing full participation of women in development, undermining the goals of development and hindering progress towards the Millennium Development Goals (MDGs).

Poverty reduction measures that do not take into account and address underlying gender dynamics within communities run the risk of being undermined by gender based violence and thus fail to register the intended positive economic and social results.

The Economic Cost of Gender Based Violence (GBV)

Gender based violence generates additional costs for households and communities, often results in urgent spending for transport to and for accessing health services the police, courts and any other assistance required by the victims. In Uganda, it is reported that an average out of pocket expense for services related to an incident of intimate partner violence was $5 which is equal to three quarters of the average weekly household income. Incidents of violence need to be addressed as they also drain household incomes as both women and men often miss paid work and household work is neglected as a result.

This drain on the meager resources of poor families has a direct impact on the ability of families to provide sufficient food. The impact of Gender Based Violence on women and men's ability to work and the fear of desertion (which often becomes a reality) by the male partner can often mean that household members can go hungry if daily food purchases are not made, and children are subjected to the care of extended family members or neighbours.

Another impact is its negative effect on the health of women who often exhibit post traumatic stress disorder. Women who suffer from post traumatic stress disorder are no different from soldiers living with the same condition. Their ability to work is affected by this condition, putting a strain on household income.

These costs are reflected at the community and national levels. In 1993 the Colombian government spent 0,6 percent of GDP on helping survivors deal with stresses; in Uganda the government spent 2,5 million US$ on responding to intimate partner violence; *in South Africa it is estimated that the costs of responding to Gender Based Violence (including post exposure prophylaxis) will be at 15,5 million* US$ and in the UK it is estimated that GBV costs the state 3.1 bn US$ and employers 1,3 bn US$. It becomes urgent, therefore, for countries to begin to reduce the costs of Gender Based Violence once they can calculate the unnecessary costs of it on the national income.

In the final analysis, Gender Based Violence leads to negative impacts on economic productivity, increases absenteeism from work and often contributes to lower earnings by survivors. In cases where generic humane factors do not work in mitigating the impact, here is an economic argument for why countries need to increase efforts towards prevention. Each dollar in lost earnings will lead in turn to a further decline in Gross Domestic Product (GDP) through multiplier effects.

The immediate impact of Gender Based Violence is quite debilitating financially for the poor and can be a serious financial drain. This is particularly critical in financially-strapped countries, further contributing to the

scourge of poverty. It has other serious long term effects which cannot be adequately or easily calculated such as, "the reduced physical and mental health of women, increased child malnutrition, restricted education of girls and boys, weakened social capital of communities and overall reduction in well-being of women, families and communities."

In addition, it contributes to lowered participation of women in trade unions, community development forums and in leadership which reduces their role as agents of development and this has disastrous implications for realising safer communities and sustainable livelihoods.

Gender Based Violence and its impact on achieving the MDGs

Another long term consequence of gender based violence is the inability of countries in the achievement of the Millenium Development Goals (MDGs). It therefore, becomes critical to address it, which is a fundamental manifestation of gender inequalities in order to promote real gender equality and to empower women. Gender based violence also has direct implications for the levels of progress that can be registered on all the other MDGs.

A study conducted in India indicates that violence based on gender has a direct impact in the lack of adequate nutrition for women and their children. Girls' access to education is also negatively affected. A USAID project aimed at skilling girls in non-traditional skills such as car mechanics, bricklaying and welding collapsed as a result of gender based violence. Research somewhere has indicated that in the least-developed countries, in sub-Saharan Africa, 45 percent of girls are not enrolled in classes, and of those who are, nearly 40 percent will drop out before completing fifth grade.

Gender based violence also has direct impacts on child mortality and maternal health. Research conducted on women attending the antenatal clinic in Soweto indicates that, "The finding that 21.8 percent of women seeking antenatal care experienced multiple assaults by a male partner in the last 12 months strongly suggests that violence during pregnancy is sufficiently common to warrant development of violence-related interventions for antenatal care in South Africa.

South Africa has the **highest rate** for **HIV & AIDS** prevalence in the **world**. In addition it also has one of the highest rates of **gender based violence**. A study among women in antenatal clinics in South Africa found that women reporting violence were 50% more likely to be HIV positive.

Women's role in environmental sustainability programs is also undermined by violence based on gender; because women play an important role in agriculture and they depend on forests for their livelihoods. When they are affected by gender based violence, their sustainable livelihoods and their work in sustainable environment programs is limited. Goals pertaining to development are severely impacted on by violence where women are expected to play a role.

Femicide

Whilst it is difficult to gather reliable data from SAPS, the Medical Research Council has data where out of 3798 women murders in 1999, "where relationship status could be established, 50.3% of the women were killed by an intimate partner. We estimate that 1349 women were murdered by an intimate partner nationally in 1999." ("A National Study of Femicide in South Africa" MRC, 1999). The study also indicates that a woman is killed by an intimate partner every 6 hours in South Africa.

Rates of intimate femicide by race for women 14 years & older

White	2.8 per 100 000
Coloured	18.3 per 100 000
Indian	7.5 per 100 000
African	8.9 per 100 000
Overall	8.8 per 100 000

Source: MRC, 1999

Abrahams, Jewkes and Matthews in their study entitled, "Guns and gender-based violence in South Africa" (2010) indicate that "Of the teenage and adult women killed in South Africa in 1999, 1 147 (33.3%) died from gunshot injuries (30.6%) killed by an intimate partner. We estimate the rate of females killed by shooting to be 7.5/100 000 population." They further indicate that guns and gun ownership are a typically male phenomenon in South Africa.

In South Africa we have no official database of statistics on the extent of anti-gay hate crimes. This presents problems for researchers and the broader community in understanding the leves and developing useful responses to this. The only data available is from news reports. One gets a sense that this is increasing; but there is as yet no empirical or reliable data that gives facts and figures about this scourge.

Media reports refer to "corrective rape" and killings, specifically of lesbians. Researchers argue that this is due to the fact that the police do not make a distinction between anti-gay violence and violence in general. The only statistics and other empirical data that were available on violence against gays and lesbians were from the New South Wales government in Australia and the data indicates:

- "Over half (56%) of the respondents experienced homophobic abuse, harassment or violence in the past 12 months

- 85% reported these experiences at some time in their lives

- The three most common experiences were: verbal abuse; harassment such as spitting, offensive gestures, being followed and threatened; attempted and/ or physical attack

- Young respondents (16-19 years) reported more incidents and greater impacts of the abuse and violence

- The report also highlighted the complex experience of homophobia compounded by racism that is encountered by sub-groups within the Gay Lesbian Bi-sexual Transgender and Intersexual (LGBTI) communities, particularly Aboriginal people and those from Middle Eastern and Asian backgrounds."

Theron, in his study entitled, "Anti-gay Violence and Discrimination: The need for legislation against anti-gay hate crimes in the socio-politically changing South Africa" (1994) indicates that anti-gay hate crimes do indeed represent a serious problem in South African society. He further recommended legislation that allows for keeping of statistics on anti-gay hate crimes.

This is an area that South Africans still need to address within the context of gender based violence as most literature seems to focus on heterosexual manifestations of violence. In addition there has been no real in-roads to protecting this sector of our society in their own homes against physical abuse from their own intimate partners.

Interventions that have worked in addressing Gender Based Violence and Violence against Lesbian Gay Bisexual Transgender and Intersexual (LGBTIs)

The reported interventions that have been useful include:

- Education and training of health professionals; education professionals; social or community development professionals; safety and security professionals as well as judiciary professionals on violence based on gender and against gays, lesbians and transgendered people.

- Integrated or multi-agency or multi-departmental responses to gender based violence i.e. health, education, social or community development, safety and security as well as the judicial system in dealing with both violence; domestic and on gay and lesbian communities.

- Programs that integrate socio-economic issues and income-generating opportunities for vulnerable/ dependant working class women. International research indicates that methods that work have integrated addressing structural inequalities, prevention of violence, victim support and improved women's knowledge of justice instruments and access to justice.

- Involvement of men in responses to gender based violence through education and training as well as the institution of community programs/ plans to prevent, identify and how to address it.

- Integrated approaches that involve collaboration between the state and civil society organisations such as NGOs, Community Based Organisation, trade unions etc. in dealing with domestic and violence against gays, lesbians and transgendered people.

- Research into ignored areas such as prejudice and violence against gay, lesbian and transgendered people.

The Proposed National Council against Gender Based Violence

The South African Government through the National Women's Ministry has introduced a discussion paper on a Council for Gender Based Violence. This could be an important council for South Africa. **COSATU needs to apply its mind to the proposed structure** and make **inputs** on whether the **structure is necessary and why it is necessary**; if so how the structure needs to be structured; into the terms of reference and take an active interest in the day business of the council.

Recommendations

COSATU and its unions to develop a comprehensive campaign on Gender Based Violence and violence against Lesbian, Gay, Bisexual, Transgender and Intersexual communities which will include:

- Mobilisation of COSATU members

- Education of COSATU members

- Community mobilisation

- Awareness raising through various media

- Ensure involvement of men at all levels of the campaign

- Work with civil society organisations

- Lobby for the education and training of government officials on dealing with gender based violence and violence against LGBTIs.

- Work towards socio-economic equality to reduce economic dependency and vulnerability to Gender Based Violence

- Support the proposed Council by Department of Women,Children,People living with Disabilities on Gender Based Violence and urge government to:

  ➢ Involve COSATU and other civil society organisations in the setting up and all phases of this structure's life

  ➢ Conduct community indabas to discuss the role of this Council in the run-up to the setting up of the structure.

  ➢ Provide public education on the role and function of the structure

  ➢ Develop comprehensive terms of reference for this structure jointly with all civil society structures

  ➢ Ensure that the element of participatory democracy as enshrined in our constitution is respected in the process of setting up this structure and throughout its life span

Conclusion

There a is number of factors contributing to Gender Based Violence and Violence against Lesbian, Gay, Bisexual, Transgender and Intersexual such as; poverty and the variability of the capitalist economy; cultural beliefs on women's position in society and prejudice against LGBTIs;problematic interpretations of religious texts that allow for persistent gender inequalities. Therefore concerted effort by progressive forces will stem the tide of Gender Based Violence.

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(Please refer also to the section on "gender-based violence and the impact on the achievement of MDGs" p.3 of this article)

COSATU

HIV and AIDS

DISCUSSION DOCUMENT on HIV and AIDS, TB and STI for Gender Conference March 2012

Background

It is a known factor that HIV and AIDS is one of the major challenges facing South Africa today. Of the 48 million South Africans estimated in the last census, **5, 700 000** are estimated to be HIV infected (UNAIDS/WHO 2008) with a prevalence rate (15-49 yrs) of 18, 1%. **Most of these are women (3, 200 000) in urban and rural informal environments** (SA National HIV Prevalence, HIV Incidence, Behaviour Communication, Survey 2005) and **334 000** are children. South African HIV epidemic is both generalized and concentrated. The knowledge of the epidemic and modes of transmission are important to inform all interventions in a mainstreamed fashion to address both internal and external responses to HIV and AIDS.

It is again a known factor that South Africa is one of the 22 High Burden Countries that contribute approximately 80% of the total global burden of all TB cases, the seventh highest TB incidence in the world. Unfortunately the incidence of tuberculosis has increased during the past ten years, in parallel to the increase in the estimated prevalence of HIV in the adult population. This has resulted in increasing recognition of the problems posed to public health by TB. Generally TB control is facing major challenges. Co-infection with Mycobacterium Tuberculosis and HIV (TB/HIV), and multi-drug-resistant (MDR) and extensively drug resistant (XDR) tuberculosis in all regions, make prevention and control activities more complex and demanding.

Of importance to the conference is that TB and HIV infections are so connected that the term "co-epidemic" or "dual epidemic" is used to describe their relationship. TB speeds up progress of HIV and HIV speeds up the progress of TB. These two diseases represent a deadly combination, since they are more destructive together than either disease is alone. Tackling HIV should therefore include tackling tuberculosis, while preventing tuberculosis should include prevention and management of HIV.

National Strategic Plan 2012-2016

The NSP 2012 – 2016 is driven by a long-term vision for the country with respect to the HIV and TB epidemics. It has adapted the three zeros advocated by UNAIDS to suit the local context. The South African vision is:

- zero new HIV and TB infections

- zero new infections due to vertical transmission

- zero preventable deaths associated with HIV and TB

- **zero discrimination associated with HIV, STIs and TB.**

STRATEGIC OBJECTIVE 1: ADDRESSING SOCIAL AND STRUCTURAL DRIVERS OF HIV, STI AND TB PREVENTION, CARE AND IMPACT

Strategic Objective 1 (SO 1) is focused specifically on addressing the structural, social, economic and behavioural factors that drive the HIV and TB epidemics. The sub-objectives are:

- mainstreaming HIV and TB and its gender- and rights-based dimensions into the core mandates of all government department and all other sectors of the South African National AIDS Council (SANAC)

- addressing social, cultural, economic and behavioural drivers of HIV, STIs and TB, including the challenges posed by socialisation practices; living in informal settlements, as well as rural and hard-to-reach areas; migration and mobility; and alcohol and substance abuse

- implementing interventions to address gender norms and gender-based violence

- mitigating the impact of HIV, STIs and TB on orphans, vulnerable children and youths

- reducing the vulnerability of young people to HIV infection by retaining them in schools, and increasing access to post-school education and work opportunities

- reducing HIV- and TB-related stigma and discrimination

- strengthening community systems to expand access to services

- supporting efforts aimed at poverty alleviation and enhancing food-security programmes.

Strategic Objective 2 (SO 2) is focused on primary strategies to prevent sexual and vertical transmission of HIV and STIs, and to prevent TB infection and disease, using a combination of prevention approaches.

Combination prevention is a mix of biomedical, behavioural, social and structural interventions that will have the greatest impact on reducing transmission and mitigating susceptibility and vulnerability to HIV, STIs and TB. Different combinations of interventions will be designed for the different key populations.

The following sub-objectives are included for HIV, STI and TB prevention:

- Maximising opportunities for testing and screening to ensure that everyone in South Africa is tested for HIV and screened for TB at least annually, and appropriately enrolled in wellness and treatment, care and support programmes.

- Increasing access to a package of sexual and reproductive health (SRH) services, including those for people living with HIV and young people, and conducting prevention activities in non-traditional outlets. The package includes medical male circumcision (for adults and neonates), an emphasis on dual protection, the provision of both male and female condoms, the termination of pregnancy and the provision of contraception.

- Reducing transmission of HIV from mother to child to less than 2% at six weeks after birth and less than 5% at 18 months of age by 2016. This includes strengthening the management, leadership and coordination of the prevention of mother to child HIV transmission (PMTCT) programme and ensuring its integration with maternal- and child health programmes. TB screening will be integrated into the PMTCT programme. In addition, screening and treatment of syphilis will be strengthened to eliminate neonatal syphilis.

- Implementing a comprehensive national social and behavioural change communication strategy with a focus on key populations. This aims to increase the demand and uptake of services, promote healthy behaviours, and address norms and behaviours that put people at risk for HIV, STIs and TB.

- Preparing for the potential implementation of future innovative, scientifically proven HIV, STI and TB prevention strategies, such as pre-exposure prophylaxis (PrEP), new TB vaccines and microbicides.

- Preventing TB infection and disease through intensified TB case finding, TB infection control, workplace/occupational health policies on TB and HIV, isoniazid preventive therapy (IPT), immunisation, prevention of multidrug-resistant TB (MDR-TB), and reducing TB-related stigma, alcohol consumption and smoking.

- Addressing sexual abuse and improving services for survivors of sexual assault.

STRATEGIC OBJECTIVE 3: SUSTAINING HEALTH AND WELLNESS

The primary focus of Strategic Objective 3 (SO 3) is to achieve significant reduction in deaths and disability as a result of HIV and TB. This will be accomplished by universal access to affordable and good quality diagnosis, treatment and care.

The sub-objectives of SO 3 are:

- Reducing disability and death resulting from HIV and TB. This includes annual testing/screening for HIV and TB, particularly for key populations; improved contact tracing; early diagnosis and rapid enrolment into treatment; increased access to high-quality drugs; improved access to treatment for children, adolescents and youth; early initiation of all HIV-positive TB patients on ART; strengthened implementation of a patient-centred pre-ART package; early referral of all patients with complications; appropriate screening and treatment for cryptococcal infection; and strengthened screening and treatment of pregnant women for syphilis.

- Ensuring that people living with HIV and TB remain within the healthcare system, are adherent to treatment and maintain optimal health. The means to achieve this include the establishment of ward-based public healthcare (PHC) teams and regular communication using all appropriate media.

- Ensuring that systems and services remain responsive to the needs of people living with HIV and TB. This includes integrating HIV and TB care with an effcient chronic-care delivery system; expanding of operating hours of service delivery points; ensuring a continuum of care across service delivery points; strengthening quality standards; and adequate monitoring of drug resistance

STRATEGIC OBJECTIVE 4: ENSURING PROTECTION OF HUMAN RIGHTS AND IMPROVING ACCESS TO JUSTICE

South Africa's response to HIV, STIs and TB is based on the understanding that the public interest is best served when the rights of those living with HIV, STIs and/or TB are respected, protected and promoted. The NSP 2012 – 2016 recognises the need to continuously assess barriers to access to services and instances of stigma and discrimination and provides the framework for addressing such issues.

It aims to ensure that rights are not violated when interventions are implemented, and that discrimination on the basis of HIV and TB is not only reduced, but ultimately eliminated.

It has the following sub-objectives:

- ensuring that rights are not violated when the interventions under the other three strategic objectives are implemented, and that functioning mechanisms for monitoring abuses and vindicating rights are established

- reducing HIV and TB discrimination, especially in the workplace

- reducing unfair discrimination in access to social services.

Recommendations

- It is recommended that the conference develop targeted gender interventions, which are identified in respect of each of these sub-objectives, and to be implemented in the federation including the affiliates. These interventions must have a strong provincial and local implementation plan.

- The conference must also identify integration of the communities.

Gender and HIV and AIDS

The fact that South African HIV & AIDS statistics still reflect that more women are infected by the virus more than their male counterparts is a clear indication of the fact that HIV & AIDS remains a gender and development issue. Gender refers to the social constructs of what a woman and a man is expected of in society and as such constructs do shape the behavior of men and women differently. There are some of societal gender constructs that have predisposed women more to the epidemic than men.

1.1 Gender inequalities, HIV & AIDS

South Africa is one country experiencing a lot of inequalities inherited from the apartheid system. Such inequalities have even seen women and men unequally enjoying their economic and social rights enshrined in the country's constitution. Most women in South Africa continue to occupy lower economic positions in society as compared to most men thereby increasing their dependence on men. Women who economically depend on men have the greater part of their decisions influenced by men .Such women are less likely to negotiate safer sex even in instances where they are quite aware that their partners have been exposed to the virus.

Overreliance on men further predisposes women to physical, emotional and sexual abuse by men. Men are regarded as masculine in most societies and gender based violence perpetrated by men is usually regarded as "normal" to such an existent that women victims are not expected to seek legal action against them. The same is also true for female rape victims who could have refused to consent to sex because of knowledge of their partner's HIV positive status. Such gender related societal constructs further increases women's chances of contracting the virus.

1.2 The Care of HIV & AIDS Infected & Affected (AIDS Patients & Orphans)

Women do not only bear the greatest burden of the disease through infection but they are also responsible for the care of the infected and affected members(orphans).In most cases when there is a sick family member ,most societies expect a female member of the family to take the responsibility of caring for them. Such a mindset has actually forced some female workers to drop out of employment following the exhaustion of their leave days in order to take care of their loved ones. Considering the chronic nature of HIV & AIDS, in this scenario the girl child in a family is expected to miss school or completely drop out of school inorder to take care of the sick parent as "the care of the sick" is regarded as the duty of females in most cultures.

1.3 Education &HIV & AIDS

The fact that educating the girl child is still not given much of a priority in some societies as compared to educating a boy child limits the girl child's autonomy. In economically challenged families, a boy is given first preference interms of accessing education as compared to the girl child. Research has also proven that women who are educated often postpone marriage and child bearing time and the reverse is equally true. Research has also shown an interrelation between age at first sex and contraction of the virus. Girls in societies where education is withheld from them are often given to marriage at earlier age and they are also given to marriage to older men who already have a sexual history. That alone exposes them to the virus

as they are also unable to negotiate safer sex.Most of such cultures do not promote sexual communication amongst couples leaving the women to be passive when it comes to issues of sex and HIV.Although strides have been made in South Africa in terms of ensuring that the girl child accesses education , one cannot rule out the fact that there is still a lot that has to be done to make the education system more inclusive.

1.4 Culture, HIV & AIDS

Polygamy is one of the cultural HIV risky practices that is found in South African cultures. Polygamy on its own exposes more women to the virus more than men. Arranged marriages are also a form of cultural practice in South Africa that predispose more women to the epidemic more than their male counterparts.

1.5 Issues for Discussion

- Bridging the gap between the "right to choose" enshrined in the bill of rights and preserving cultural practices like "arranged marriages & polygamy.

- Involvement of traditional leadership to challenge cultural practices that expose women to HIV & AIDS.

- Policies and strategies in place in the country aimed at promotion and access of education by "girl child"

- Strategies that can be engaged to prevent the loss of jobs by women as a result of "caring for the terminally ill" in families for example the extension of family responsibility leave.

- How to strike a balance between the female workers' right to confidentiality & to handle an employer who requests to know the workers' reason for exhausting family responsibility leave"

- Mechanisms that can be employed in order to improve women's' ability to seek legal action against abusive perpetrators.

COSATU

COMMISSION 4
DEVELOPING CADRES
FOR POLITICAL CONSCIOUSNESS

GENDER, POLITICS AND TRADE UNIONS

Introduction

This paper is written to reflect on the political theory that dominates the progressive labour movement in South Africa and to devise ways of deepening gender consciousness within the labour movement. The purpose of the paper is to explore our theoretical approach to understanding women's oppression and unequal gender relations. In addition, the paper will also reflect on building a gender conscious cadreship. It will conclude by proposing recommendations for advancing the struggle for the emancipation of women and gender equality in trade unions and in society.

The sections of the paper are as follows:

1. The origins of women's oppression

2. Capitalism, racism and patriarchy in South Africa

3. Unpaid reproductive labour and household power relations

4. Gender and waged labour

5. Lessons from socialist experiences of challenging gender inequality and women's oppression

6. Key contradictions and challenges in trade union gender struggles

7. Developing gender conscious cadreship and spaces for women's activism

8. Action for change

The Origins of Women's Oppression

This paper takes on board Engels (1884) and later Reed's (1979) theory that early (pre-class) communal societies were in fact matriarchal societies. In summary, both Engels and Reed argue that the evolution of society was characterised by a decline from matriarchal societies where ownership was communal and production processes were quite simple. During this time women's subsistence and reproductive labour were a source of livelihood and power. As the new societies evolved they were characterised by: the emergence of classes and private property, and later the location of power in the state. This was made possible by the new and complex modes of production which allowed for the production of more surplus and the appropriation of this surplus by a new emerging class of men who (because of their position as traders) managed to usurp the surplus for themselves and thus introduced private property. The institution of marriage was introduced at this time to regulate who is a legitimate heir to the accumulated private property.

Once private property, marriage and the patriarchal family was established, there emerged sexism alongside racism and class inequalities and other forms of discrimination and subjugation.

The important point is that patriarchy and women's oppression are not natural, but socially created and bound up with the emergence of class societies and private property.

Free State march against racism at Rietz University in support of the four women racially insulted by students

Capitalism, Racism and Patriarchy in South Africa

South Africa is a capitalist society with a capitalist economic system. The systems of capitalism, racism and patriarchy are *mutually reinforcing*. Capitalism is characterised by huge societal inequality which arises from the fact that the capitalist class owns all the factories, energy sources, resources, etc. on which everyone depends in order to live. In this scenario, every person is held to ransom by the capitalist class which has appropriated the earth's resources as private property. The working class is the class that is compelled to sell their labour to survive, under conditions and wages set by the capitalists. Capitalists make profits by paying workers less than the value of what they produce so the relationship is one of exploitation and class struggle. The system of capitalism is maintained by force (through organised violence of the state – for example, the police, jails, army). It is only by creating a new economic and social alternative to capitalism that the working class can free itself and the whole of society. This struggle for an alternative society must also lead to an overhaul of the oppressive gender relations within our society.

The COSATU National Gender Committee Discussion Paper on *Gender: A Struggle within the Struggle (2001)* discussed how Apartheid capitalism entrenched and deepened patriarchy in South Africa:

The colonial system in South Africa, as throughout the continent, intensified the gender oppression found in pre-colonial systems. The combination of colonial and customary oppression denied women basic social and

economic rights in the family and the community. Many women were barred from living in cities, owning land, family planning, inheriting, borrowing money or participating in political and social struggles. The system led to widespread abuse of women, both inside and outside the family. African women were confronted by triple oppression – oppression on the basis of their race, gender and class.

Apartheid laws set out limited and impoverished roles for African women. In particular, as they enforced migrant labour, they defined the role of African women in society and the economy. Restrictions were placed on women working and living in urban areas through pass laws. Black working class women bore the brunt of apartheid, capitalist and patriarchal oppression. Apartheid capitalism also benefited from women's oppression in that large numbers of African women worked as domestic workers and cleaners under extremely exploitative conditions. Furthermore, women's unpaid labour in the rural areas enabled bosses to pay extremely low wages to migrant workers.

"The following quote from an SACP 10th Congress (1998) document demonstrates how the capitalist system benefited from and reproduced patriarchal relations in South Africa:

"...the specific capitalist growth path in our country involved the appropriation of

existing patriarchal customs and traditions, and their articulation into the reproduction of the capitalist system. This articulation saw the vast exacerbation of the coercive features of pre-existing patriarchy. In particular, the brunt of the reproduction of a massive army of reserve cheap labour was borne by the unpaid (and hidden) labour and effort of millions of women. The reproduction functions often carried (at least to some extent) by society at large in other developed economies (by way of pensions, public education, health-care and housing, and municipal water and power infrastructure) has been borne, at huge personal cost, by millions of black women in our country."

South African Communist Party (SACP), 1998

Women in all societies do not enjoy **genuine and substantive equality** with men. In fact all human societies across the globe are characterised by inequality between men and women. This oppression of women includes the following features:

- Subordination of women to male authority, in the family and the community

- Limited decision making power

- Limitations on mobility

- Objectification of women as a form of property

- Violence, rape and the threat of violence

- Sexual division of labour in which women are confined to:

    - child rearing and personal services for adult males in the household

    - Specific types of wage work related to the household role (cleaning, domestic work) low in status and pay

    (Orr, Presentation to Gauteng Political School, 2011)

In the South African context, women's position in society remains appallingly low for the following reasons:

Women continue to experience a disproportionate amount of gender based violence (GBV) in the form of rape, assault and femicide. Whilst this may be attributed to South Africa's violent past, it is clear that more urgent action needs to be taken to protect women and children from it. According to an ISS report (2011):

"On average seven women were murdered every day in South Africa between March 2010 and March 2011, according to the police crime statistics released in September 2011. At least half of these murders will have been at the hands of intimate partners. During that same period the police recorded 89 956 cases of common assault against women (247 cases a day) and 56 272 cases of rape (154 a day). Recent research by the Medical Research Council and Genderlinks shows that more than half of the women in Gauteng have experienced some sort of violence at the hands of their intimate partners and about 80% of men disclose having perpetrated such violence."

The poor provision of health facilities and services means that women's health needs are not adequately accommodated; but also it means that the burden of caring for the sick and dying in households across the nation, often falls to women.

The high illiteracy rates which result from apartheid era planning also mean that the majority of those who are illiterate are women. In addition, the low education levels of women means that they are unemployable more often than their male counterparts. This, therefore, affects their livelihoods.

Unpaid Reproductive Labour and Household power relations

Every day workers return to the workplace fit to work – they are rested, fed, clothed and nurtured. Whose labour is this? This is the hidden household labour (mostly of women) which enables capitalists to pay lower wages and maximise profits. Unpaid reproductive labour is largely invisible, unrecognised and not counted, and yet it contributes significantly to the economy, society and families.

Unpaid reproductive labour has a strong class and racial dimension. Reproductive labour is not the same in a Sandton household as it is in Khayelitsha, for instance. In Sandton, the domestic worker takes care of the children, walks the dogs, operates the washing machine and vacuum cleaner. While in Alexandra and Khayelitsha the mothers and daughters of the household sweep, clean, cook and care for children, the sick and the elderly. In a patriarchal society, women are also expected to take care of the needs of their partners and husbands.

As if women's challenges in the labour market were not enough, the majority of women, especially black women, still have to juggle paid employment and unpaid reproductive labour or domestic chores such as cooking and taking care of children. The shortage and/ or inadequacy of childcare facilities in our communities and the sexual division of labour in the home as well exacerbates the pressure that is put to bear on women. Maternity leave is not universal and pay provision for maternity leave is also inadequate in most cases, whilst in some cases even the legislated time frame is not complied with.

Lenin saw the family as an instrument of control and oppression of women and he condemned it as 'domestic slavery' and 'humiliating subjugation' of women in the household. He had the following to say about reproductive labour:

"Notwithstanding all the laws emancipating woman, she continues to be a domestic slave, because petty housework crushes, strangles, stultifies and degrades her, chains her to the kitchen and the nursery..." (Lenin, 1919)

In almost all households whether capitalist or socialist, women continue to experience unequal power

relations. The socialisation process of children includes the internalisation of conservative gender roles in the family. In capitalist societies the children also learn from an early age to conform to capitalism.

The family becomes a shock absorber of the oppressive society, where people experience inequality, poverty and discrimination resulting in domestic violence, child abuse and negative family experiences. In capitalist society especially, nuclear families become isolated and reduced to mere units of consumption for the ever-burgeoning capitalist industry.

Women still remain in gender-stereotyped jobs that are low-paid and under-skilled, like home-based care, cleaning and retail. The type of paid work where women predominate is closely related to the household division of labour.

Gender and waged labour

In South Africa the labour market is still divided in terms of race and gender, with an unequal sexual division of labour. In this gendered labour market, women are largely associated with subservience, tasks associated with domesticity, serving and servicing. Men, on the other hand are seen as more suited to jobs which include the handling of machinery and technology. Labour market segmentation refers to different types of jobs in different industries with different levels of income, security, status and levels of organisation. In South Africa this is closely related to race, class and gender (COSATU Gender Policy, 2000).

These jobs are also valued differently in terms of the remuneration of both men and women with men taking a larger chunk of income. The ILO, "Global Employment Trends" (2004:3) indicates that, *"Women have a smaller likelihood of being in regular wage and salaried employment than men. Also, the female share of contributing family workers exceeds the male rate in almost all economies where data are available. In economies with a high share of agriculture, women work more often in this sector than men. Women's share of employment in the services sector also exceeds that of men. Additionally, women are more likely to earn less than men for the same type of work, even in traditionally female occupations."*

In South Africa there have been massive job losses in sectors where women predominate (retail, clothing and textiles), and in industries where women are heavily reliant on benefitting from remittances (mining and construction). At the same time there is an increase in casualisation & labour flexibility to the benefit of employers. This tends to affect women more. As the research into labour broking in Grabouw by the Center for Rural Legal Studies (CLRS) indicates that,

"*While there has been an increase in the employment of women, the jobs available to them are poor quality and insecure, which makes women more vulnerable to exploitation. While agricultural production offers women the opportunity to enter into paid employment, casual employment does not allow women to access benefits and minimum wages.*" [1]

Privatisation and public sector cutbacks represent yet other threats to gender equality in terms of women's employment and the *increase* of the burden of unpaid labour that is undertaken by women, by shifting the provision of social services and basic needs from the state to women. In the South African context class, race and gender are mutually determining, subjecting black women in particular to the most severe forms of hardship and exploitation.

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[1]   Centre for Rural Legal Studies (CRLS), "Going for Broke: A Case Study of Labour Brokerage on Fruit Farms in Grabouw" (2009)

Lessons from Socialist Experiences of Challenging Gender Inequality and Women's Oppression

*The fortunes of women in socialist countries have been **uneven** between countries and uneven during different epochs within the same countries, indicating that a socialist overthrow of capitalism does not guarantee women their rights. In fact, these experiences underline the need to undertake a conscious struggle to transform gender relations, rather than assuming that this will automatically be solved as part of the class struggle.*

In Communist USSR, for example, women did have more freedom than their Western counterparts in terms of access to free health care and education and access to employment in occupations that were considered traditional 'men's jobs'. In 1918, during Lenin's time the Bolshevik Code on Marriage and the Family Code was introduced. This granted women the right to divorce, without the bureaucratic processes that accompany divorce proceedings in Western countries till today. In addition to this women could have all possible fathers contributing to a child's upbringing in the days when there were no DNA tests to establish paternity. This reflected quite a radical stance on ensuring that men take parental responsibility.

Some of these gains were eroded when Stalin came into power. His argument was that the plan of rapidly industrialising the Soviet Union required stable families and rapid reproduction of the workforce. The Family Code introduced by the Bolsheviks had also legalised abortion and homosexuality in addition to making divorce easier. Under Stalin a propaganda campaign was introduced which appealed to the soviets for social stability, conservative family values and the 'glory of worker motherhood'.

In this context women's organisation was viewed as unpatriotic. In the Soviet Union of Stalin, therefore, massive gains for women and progress towards gender equality were usurped for 'the greater good'. This bears relevance today, for example, to what extent do we utilise "the greater good" debate to suppress women's emancipation and gender equality?[2]

The recognition of reproductive labour, however, was maintained in the USSR in the form of public child-care facilities, public kitchen and laundry facilities. This was n extremely important part of ensuring that reproductive labour became a social responsibility rather than falling on the shoulders of women. Nevertheless, even with these provisions, women still remained disproportionately responsible for child-rearing activities.

Education, as mentioned above, was used to facilitate women's entry into waged work as well as other policies such as equal pay and equality in the workplace. Even with these advances, women still had a burden of fulfilling multiple roles. They were defined as workers and mothers, while men were defined solely as workers.[3]

In China there were interesting contradictions that related to economic requirements and demand for labour, and to shifts in ideology. The Chinese also reversed some of their gains, introducing slogans such as "Housework is Glorious too" and "Let's be Pretty". A "positive" cult of the housewife was fostered and women were urged to seek fulfilment through raising a socialist family. Some socialist ideologies denied the fact that men benefit from women's oppression and play a role in perpetuating it.[4]

Thomas Sankara, an African revolutionary and President of Burkina Faso challenged this idea in a Woman's Day speech: *"Comrades, only the revolutionary transformation of society can create conditions for your liberation. You are dominated by both imperialism and men. In every male languishes the soul*

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2   Nzimande, F "Women emancipation and gender equality- points to ponder in the 21ˢᵗ century" 2012
3   Orr, Socialism and Gender- presentation to COSATU Gauteng November 2011
4   Ibid.

of a feudal lord, a male chauvinist, which must be destroyed. This is why you must eagerly embrace the most advanced revolutionary slogans to make your liberation real and advance toward it more rapidly." (1987:29-30)

Sankara was also quoted as saying women hold up the other half of the sky. His achievements as an African President who led Burkina Faso include:

• The banning of female genital mutilation, forced marriages and polygamy

• Appointing women into high office within the government and the military

• Encouraging women to work outside the home

• Encouraging women to get an education even while they are pregnant

• Promoting contraception

• Challenging stereotypes by encouraging men to do work that is considered to be 'women's work' such as going to market and cooking

• Recognising AIDS as a major threat to Africa and her development[5]

These three short cases indicate clearly that socialist countries made tremendous strides on gender equality, especially regarding socialising reproductive activities, education and development and drawing women into waged work. They also indicate that class struggle will not automatically resolve women's oppression.

There is a need for conscious gender struggles by women and gender activists. The struggle to transform interpersonal, gender power relations between women and men must still be addressed even post socialism and/or as part of a socialist struggle. The phrase *"The personal is political"* which became a rallying cry of feminists in the 1970's therefore becomes relevant even within a socialist context. **This indicates that women must of necessity organise themselves to struggle against patriarchy. They cannot rely on state interventions alone to ensure that their burden is lightened** or removed.

Key contradictions and challenges in trade union gender struggles[6]

The gender struggle within trade unions is "a struggle within the struggle". It is therefore characterised by advances and setbacks, struggles and silences, activism and suppression.

COSATU as a federation has committed itself to advancing gender equality and it has made progress in developing policies to address this, however the implementation of these policies is dismally weak. The numbers of women in leadership have increased, but at a very slow rate. Campaigns and programmes of the federation have not adequately addressed the crisis of the living conditions and experiences of South African working class women.

COSATU adopted a comprehensive Gender Policy in 2000, which was a collation of existing resolutions taken by the Federation since its launch in 1985. Important progress has been made by the federation in the development of policies and resolutions to advance gender equality. However, Congress after Congress has been presented with Secretariat Reports lamenting the lack of progress on gender issues and the lack of

5   www.wikipedia.com , 22 Feb 2012
6   This section is extracted from a NALEDI report produced for the ALRN (African Labour Research Network) on Gender and Trade Unions published in 2010.

implementation of resolutions. Despite the very public and open acknowledgement of this failure, very little has been done to address this state of affairs.

Gendered change in organisations is difficult because it requires that women and men, and unions as a whole undo and unlearn practices and values that have become entrenched. Without attention to this level of change, resolutions are bound to fail. In fact, one of the weaknesses of the approach to gender issues is the tendency to focus more on policy and resolutions than on action and struggles around implementation. A delegate to the COSATU Gender Conference in 2009 referred to this as *"resolutionary politics"*. There is an assumption that getting the policy right is more than half the battle and beyond that implementation should be a mere formality – but the reality is in fact the opposite. Implementation is often where the struggle begins. This is precisely because this is a struggle that is fundamentally about challenging power relations in organisations and in society (NALEDI, 2006:144).

COSATU remains a male dominated trade union federation, both in terms of gender representation in leadership as well as in the approaches, attitudes and beliefs of its leadership. While many leaders have learnt to speak the language of gender equality, in reality they continue to hold extremely conservative ideas on gender relations. The conduct of many leaders in relation to women on a personal and political level is more often than not sexist and patriarchal in nature. Of course, trade unions and their leaders are products of this society, and patriarchal ideas and systems continue to dominate all over the world. However, trade unions, particularly those in the COSATU-fold, have made an explicit commitment to transforming and challenging oppressive relations in society. Therefore they must begin to operate as agents of change rather than as perpetuators of unequal gender relations.

One of the key problems in COSATU is the bureaucratisation of gender. Important struggles become trapped in paper work and processes and thus lose their vibrance, dynamism and ability to mobilise. But also, these struggles are taken forward within male-dominated union structures.

Often, in such male-dominated union environments, male leaders who are resistant to taking forward gender struggles learn to use *"gender-speak"* to prevent real change (NALEDI, 2006:145). Leaders are aware of what words and jargon to use, but they often resist taking any action, including resisting making union resources available for programmes and activities that advance gender equality.

Another problem that has emerged is that the concept of gender is often misused in a way that undermines its potential for genuine change. For instance, unions may talk about gender in ways that portrays women and men as having equal problems and status as gendered beings, rather than acknowledging the unequal power position between them.

Unions have correctly identified the need to combine an approach which gives specific and focused attention to gender through separate budgets, structures and policies with an approach that 'integrates' and 'mainstreams' gender into the life of trade unions. These concepts are often misused, however. The following is an attempt to define a progressive approach towards mainstreaming gender:

> *"Mainstreaming is about women and gender at the centre, as part of the mainstream. The mainstream is where decisions are made and where power and control lies. This is largely dominated by men. Mainstreaming is about moving away from an approach that marginalises women. This means a shift away from seeing women as the problem (for example, seeing women as lacking skills, confidence and therefore requiring capacity so that they can be included). The new approach recognises*

that it is social systems and structures that create inequalities between women and men through inequalities in resources, power and decision-making and therefore there is a need to change this. The understanding is that it is unequal power relations between women and men that keeps women marginalised rather than blaming the capacity of women. Mainstreaming implies that the 'mainstream' itself must be challenged and changed. Mainstreaming is more than integration because it is not only about including women in existing projects and programmes, but about rethinking priorities and transforming how things are done. This means that mainstreaming is about re-evaluating policies, structures and processes rather than only including women in them. The mainstreaming approach assumes that everything we do is influenced by the sexist, unequal, oppressive society we live in, and therefore all actions should be geared towards challenging this. Mainstreaming is a process rather than a goal."[7]

A fundamental challenge for gender activists and trade union leaders is to address the patriarchal nature of our organisations. Trade unions remain male-dominated in culture, practices and leadership. As pointed out by one of the research participants in a study conducted by NALEDI: *"The advancement of the demand for increased representation of women in leadership without corresponding organisational change often leads to the inclusion of women in unchanged structures."[8]*

Thus, while COSATU has developed a clear and comprehensive gender policy (which is a synthesis of the many good resolutions on gender since COSATU's establishment) little has been achieved in practice in terms of translating policy into meaningful change.

Gender democracy is inextricably linked to worker control and democracy in unions.

Engendering trade unions and organising can have a profound effect on union democracy and participation, as the following quote suggests: *"The active involvement of the whole membership is the only real source of strength any union can count on."* (Gallin and Horn, 2005).

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Developing a Conscious Cadreship

A key aspect of women's oppression is the silencing of dissent. This is achieved through suppression and control. The key to challenging and fighting this is to develop a gender conscious cadreship. But cadreship alone is not enough, this must be linked to a programme of revolutionary action and campaigns. Consciousness is developed through engagement with theory and practice (activism).

Unfortunately the conceptualisation of (male) leadership around the development of "politically conscious cadres" is both gender-blind and in many instances blatantly sexist and patronising. It assumes that women are not politically conscious and at the same time it advocates "capacitating women" around political theory that itself is completely gender-blind but certainly not gender neutral. Thus, once again women are seen as "the problem", where they are viewed as "lacking in skills and capacity" and needing to be "trained" so that they can be included in existing (unchanged) structures. This is problematic on two levels; it blames women for the fact that they have been excluded from leadership structures and political education programmes, whilst at the same time it proposes to "fix the problem" by training women to fit into the very same male-dominated and exclusive structures and programmes. (In other words 'let's train women to think, talk and act like male leaders'!)

The focus should be on transforming the organisation and its approach to gender issues, rather than merely inserting women into male-dominated and oriented structures.

Another dimension to the challenge is that there is less and less attention being paid to the need to build gender conscious cadreship and activists. This is in a context where there is a low level of consciousness amongst women and men about what constitutes sexism and how to challenge it. Part of the problem is that sexist practices are 'naturalised' and therefore appear hidden. Thus, there are numerous workplace (and union) examples of sexism and gender discrimination that go unchallenged because they have been 'normalised'. For instance, women are expected to take responsibility for 'balancing' work and family life with no support from their partners, society or the employer and this goes unchallenged. Unequal pay between women and men remains rife because women and men's jobs are valued differently and this is largely not questioned.

This is also because sexism and gender stereotypes are deeply internalised. This leads to a sense of paralysis about changing oppressive practices because they are so deeply entrenched. The contradictions of unequal gender relations and women's oppression manifest in the economy, society and households, between bosses and workers, fathers and daughters, husbands and wives, comrades and friends.

The COSATU National Gender Committee Discussion Paper on *Gender: A Struggle within the Struggle (2001)* highlighted the importance of:

"... the need to tackle gender relations at the personal level. Fundamental to this challenge is the transformation of individuals to become conscious gender activists. This means that men must begin to internalise their commitment to gender equality – starting in their own lives. It also means that women must refuse to be bullied and harassed by men, and that they must act on the power that they already have."

The point that is made here is that women have the power to act even where they are excluded from decision-making and leadership structures. They also have the power to organise to challenge their oppression.

A key challenge in developing conscious cadres is to provide and create space for women's activism and independent initiatives. Without this space, women and gender activists remain trapped in bureaucracy

dominated by hierarchical structures which exclude them. We need to look at the issues of autonomy and leadership when organising women workers:

> *"When women workers organise, the issues of autonomy and leadership are crucial. Autonomy... means... the acceptance of the necessary political space where independent and creative initiatives can develop, recognising the specific problems of women workers and focused on their needs and sensitivities.*
>
> *The issue of leadership is linked to the issue of autonomy. Successful organising means that women must be led by women and that there must be an opportunity to create a trained cadre of women leaders."*[9]

The September Commission pointed to the decline in women's activism, and that gender structures have become more bureaucratic and focused on reports and procedures, rather than dynamically leading campaigns and facilitating women's activism.

Why is the voice of women workers largely silent in unions? And this is in a context where women's oppression and unequal gender relations have worsened in many respects. For instance, it is disturbing to note that we have hardly advanced from the victories of the 1980s on maternity leave and pay. The campaign for childcare for workers is virtually invisible. Sexual harassment, sexual exploitation of workers and sexual violation of women in unions remains rife and in many instances is taken lightly by leadership.

In the context of such an onslaught against women workers, there is a need for a more concerted and conscious effort for women to stand together in solidarity. This requires spaces for women to join hands and support each other in shaking off the chains of oppression. Women's structures were historically spaces for consciousness raising, strategising and campaigning around gender issues. Gender structures need to assert and claim this role and organise women and gender activists in the struggle for liberation.

Conclusion and Recommendations

In taking forward our gender struggles, there is a need for us to prioritise the following:

- **An integrated (mainstreamed) *and* focused approach to gender**

  - This means that gender must be an integral part of all our theory and struggles, and taken up in all trade union work

  - And integration or mainstreaming gender work means not merely including or adding-on but rethinking priorities, budgets and the ways in which we

  - At the same time we need to make focused and conscious efforts to advance gender struggles, (using gender departments, structures, budgets and campaigns)

- **Building conscious gender activists**

  - This means that we need to develop consciousness amongst women around sexism and create support and solidarity around challenging internalised oppression

  - Simultaneously, we need to work at eliminating conservative attitudes and resistance to change amongst men (including amongst leadership)

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9   Gallin and Horn (2005) *Organizing Informal Women workers.*

- Whilst women should lead gender struggles because of their position in patriarchal societies, men are important allies who are also deeply affected by sexism

- **Revolutionary action**

  - Changing gender relations is not only about changing attitudes, it is also about taking action for change

  - We must dismantle structural inequality and challenge the material basis of women's oppression under capitalism (the sexual division of labour and unpaid reproductive labour)

  - We must transform gender power relations in workplaces, trade unions, households and relationships

  - We must democratise the state and advance progressive policies that improve the lives of black working class women and counter neo-liberalism

- **Transformation of unequal gender relations in the workplace**

  - Trade unions must take up campaigns and struggles to challenge the burden of unpaid labour that falls on women (for example through the living wage campaign, wage demands, demands for child-care)

  - This also links to Campaigns on Parental Rights Campaigns and Work and family life (working hours, maternity and paternity leave and pay, transport)

  - The campaign for equal pay for work of equal value requires major awareness-raising and support

  - Sexual harassment remains rife and is only effectively addressed with greater awareness and mechanisms for reporting cases

- **Organising women workers**

  - There is a need to put the resources and person power into organising vulnerable workers and sectors where women predominate, this requires new and creative organising strategies, but more importantly it means listening to workers needs and demands.

- **Dynamic, campaigning gender structures within trade unions**

  - Building on the success of the campaigns and struggles waged in the 1980s around parental rights and sexual harassment, unions must take up concrete campaigns affecting women workers

  - These campaigns must be dynamic and visible, focusing on building collective struggles for common demands

- **Building a movement of working class women and socialist gender activists**

  - There is a need for a progressive voice of women workers and socialists advancing gender struggles

- "Building the practices, processes and relations we want to see in our socialist future begins now, with how we relate to our union comrades – men and women – in the democratic structures of today's unions."[10]

COSATU's slogan *"an injury to one is an injury to all"* is the most appropriate rallying call for women's emancipation, gender equality and socialism.

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10   NALEDI: *Labour Pains (2006:212).*

COSATU

The 365 Days of Activism on
No Violence Against Women Campaign

The 365 Days of Activism on
No Violence Against Women Campaign

The Campaign Concept

The 365 Days of Activism Campaign is an effort to engender all programmes and campaigns and to ensure that they take into consideration the equity programmes namely Gender, Youth Development, People with Disabilities, Xenophobia, Homophobia and HIV/AIDS.

The aim of the campaign is to eliminate all forms of discrimination against women and to strengthen support for all efforts to mainstream developmental programmes.

The aim will be reached through:
- Education and skills development
- Development and strengthening strategic partnerships
- Advocacy and lobbying

The Campaign Target
The Campaign targets mainly people in the working age group in employment and those not formally employed.

The Campaign Duration and Intention
The campaign will take place all year long and will tease the gender implication of all identified campaigns in the COSATU Campaigns Document in addition to the gender specific campaigns. The campaigns will be supplemented with programmes. Further, this document must be understood to be complimenting the COSATU Campaigns Document and not a stand-alone document.

The Gender Concept

Gender refers to the different roles, rights, and responsibilities of men and women and the relations between them. Gender does not simply refer to women or men, but to the way their qualities, behaviours, and identities are determined through socialization.

Gender is generally associated with unequal power and access to information and resources. The different positions of women and men are influenced by historical, social, religious, economic and cultural realities. These relations and responsibilities can and do change over time. The use of the term gender also recognizes the intersection of women's experience of discrimination and violation of human rights not only on the basis of their gender but also from other power relations that result from race, ethnicity, caste, class, age, ability/disability, religion, and a multiplicity of other factors.

Recognizing this, a gender audit/analysis is a critical part of the gender programme. Gender audit/analysis refers to a systematic way of looking at the different impacts of development on women and men. Gender analysis requires separating data by sex and understanding how labour is divided and valued. Gender analysis must be done at all stages of the development process; one must always ask how a particular activity, decision, or plan will affect women differently from men.

Gender mainstreaming has been the primary methodology for integrating a gender approach into environment and development efforts. In practice, gender mainstreaming means being deliberate in giving visibility and support to both women's and men's contributions individually, rather than assuming that both groups will benefit equally from gender-neutral development interventions. Policies and programs that ignore the differential impact on gender groups are often gender-blind and potentially harmful for human development.

Some Interesting Statistics

The following statistics is presented as way of highlighting some concerns that he Campaigns should address. Some of the information is copied directly from the source documents and some information is extrapolated from the source documents quoted. The purpose of this information is to justify the campaigns that have been identified in this document.

Table 1: Mid-year estimates by population group and sex, 2011

POPULATION	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
African	19 472 038	79.4	20 734 237	79.5	40 206 275	79.5
Coloured	2 188 782	8.9	2 351 008	9	4 539 790	9
Indian/ Asian	626 690	2.6	648 177	2.5	1 274 867	2.5
White	2 227 526	9.1	2 338 299	9	4 565 825	9
TOTAL	24 515 036	100	26 071 721	100	50 586 757	100

Source: Mid-year population estimates July 2011

Notes:
- Women make up 52% of the overall population
- Men make up about 48% of the overall population

The Mid-year population estimates, 27 July 2011 indicates as follows:

Table 2.1: Population estimates by age and sex

Classification		Age	Population		
			Male	Female	Total
Youth		15-19	2 603 277	2 572 171	5 175 448
		20-24	2 461 985	2 438 390	4 900 375
		25-29	2 249 909	2 348 267	4 598 176
		30-34	2 021 186	2 019 565	4 040 751
		Sub Total	9 336 357	9 378 393	18 714 750
Non-Youth		35-39	1 744 715	1 855 452	3 600 167
		40-44	1 214 597	1 398 335	2 612 932
		45-49	1 010 273	1 234 309	2 244 582
		50-54	905 142	1 133 389	2 038 531
		55-59	745 049	928 220	1 673 269
		60-64	582 801	768 502	1 351 303
		Sub Total	5 387 577	7 113 038	13 520 784
TOTAL	9 336 357		10 146 895	20 066 053	

Source: Information extracted from the Mid-year Population Estimates, July 2011

The National Treasury, when analysing the youth unemployment in South Africa, provides us with the following statistics:

Table 2.2: The 'Intensity 'of unemployment by Age-group

Classification	Age	Unemployment Rate (%)
Youth	18-24	51
	25-29	33.8
	30-34	24.2
Non-Youth	35-39	20.1
	40-44	16.6
	50-54	26
	55-59	8.6
	60-64	4.2

Source: National Treasury, February 2011

Notes:
Some reasons why there is a high number of unemployed youth as per National Treasury Report:
- *Employers look for skills and experience; they regard unskilled, inexperienced jobseekers as a risky investment.*
- *Education is not a substitute for skills. Schooling is not a reliable signal of capabilities, and low school quality feeds into poor workplace learning capacity.*
- *Given the uncertainty about the potential of school leavers, employers consider entry-level wages to be too high relative to the risk of hiring these inexperienced workers.*

Table 3: Workforce Profile for all employers

POPULATION	Male %	Female %
African	14.2	1.3
Coloured	3.7	1.3
Indian/ Asian	5.6	9.3
White	54.5	3.5
Foreign	6.1	0.4

Source: Naledi Research Paper on Living Wage, June 2011

Table 4: Economically Active Population

POPULATION	Male %	Female %
African	39.2	34.2
Coloured	6.1	5.2
Indian/ Asian	1.9	1.1
White	6.7	5.5

Source: Naledi Research Paper on Living Wage, June 2011

Table 5: HIV prevalence and the number of people living with HIV, 2011

Year	Women 15-49	Adults 15-49	Total Population
2011	19.4	16.6	10.6

Source: Mid-year population estimates 2011

Table 6: People Living with Disabilities by race, gender

Race	Number			Percentage		
	Male	Female	Total	Male	Female	Total
African	1 082 043	974 696	1 854 376	5.1	5	5
Coloured	88 583	80 095	168 678	5.2	5.3	5.2
Indian/Asian	21 550	19 685	41 235	4.6	3.9	4.2
White	92 230	99 463	191 693	4	3.5	3.7
Total	**1 082 043**	**1 173 939**	**2 255 982**	**5.1**	**5**	**5**

Source: Census 2001: Prevalence of Disability in South Africa, 2005

Notes:
- Disabled women bear the brunt of discrimination and exclusion more acutely than men
- Women have a higher rate o disability than men

Gender and Equity Issues in the Workforce: Identified Campaigns to Address the Issues

1. The Living Wage Campaign

The Campaign for a Living Wage aims to: "Improve wage income and working conditions for workers." The essence of the Campaign in the 80's was to ensure that the workers are covered through minimum basic conditions and have the right to, through collective bargaining to improve the wages and working conditions at the workplace." (*Naledi Research Paper on Living Wage*, June 2011: p11)

A living wage seeks to move low income and unemployed workers out of poverty wages and create a sustainable income strategy that meets all basic needs, improve skills and employment opportunities and reduce income inequality.

A regulated minimum wage, although many fear would reduce employment levels, would in the long run guarantee higher employment rate. Employers will invest more in employees (in training and supporting and retaining workers) which will lead to skilled workers, higher productivity and in increased profits and ultimately demand for local products and employment growth.

The broader Living Wage Campaign will include the following:
- Improved labour legislation
- Improved market competition
- Access to decent housing, decent health system, quality education and skills development programmes (which also includes formalising the informal skills)
- Anti WALMART Campaign & Anti Labour Brokering Campaign

2. The Gender Based Violence Campaign

Women, especially black women, have been on the bottom rung of the ladder in terms of participation in the economic, social, and political life of the country. For many years black women have experienced triple oppression - discriminated against on the basis of their class, race and gender. Some practical challenges facing women because of these three forms of oppression relate to violence against and abuse of women, poverty and poor health status in general.

Acknowledging the fact that gender inequality hinders social and economic development, the current government has made great strides towards empowerment of women and gender equality is one of the critical elements of the transformation agenda in the country.

(HIV and AIDS and STI Strategic Plan for South Africa 2007-2011: p36)

1.1 Campaign Against Political Violence: This deals with efforts to increase the representation of women unionists and more so in elected positions (moving towards 50/50 gender representation). In addition to representation particular efforts need to be made to ensure that an enabling environment is created for the women to effectively participate in the political structures ad systems.

1.2 Campaign Against *Social Violence*: This section seeks to address issues of crime, service delivery in the public sector and environmental/climate change concerns.

1.2.1 Quality Public Service Campaign

The public service has proved to have some service shortcomings which result in poor service delivery. Some of the more notable shortcomings are inadequate resources and personnel, inefficiency and ineffectiveness, unprofessionalism and sometimes coupled with incompetent managers and fraud and corruption. Though there are these negatives, it needs to be mentioned that it a small number of civil servants that have put the put the public service into disrepute.

Poor public service affects communities and the economy of the country by forcing people to be less productive. More time is spent in queues for enquiry; there are constant conflicts between communities and public servants. Other sited challenges are that a bad public service compromises our government and community not trusting public servants and government.

1.2.2 Anti-Corruption Campaign

"South Africa is a relatively new democracy that emerged in 1994 after decades of struggle. During the years of struggle, South Africa was a fragmented country and the majority of its people were subjected to a corrupt political, social, economical and moral regime. In 1994 the Government that was elected democratically by the majority of people, embarked upon a programme to reconstruct and develop South Africa to the benefit of all its peoples. The programme of growth, reconstruction and development was fraught with obstacles and legacies created by the apartheid regime. One such obstacle was the prevalence of corruption. "

(Anti-Corruption Forum: http://www.nacf.org.za/government/index.html)

"Corruption takes many forms. In essence however, it is a relationship between private parties that seek to advance their private commercial interests and to enrich themselves by developing a privileged relationship to the public authorities. The most common 'hard' forms that this is in the form of private providers of goods and services. Secondly, corruption is often encountered in the relationship between, on the one hand, public regulatory and licensing authorities, and, on the other hand, private interests that, in order to advance their private commercial interests, seek licenses and regulatory 'support' from the state. The activities that fall under these headings are generally subject to criminal sanction. While dishonest activities of public servants or parastatal employees who abuse or misappropriate resources belonging to their institutions may also constitute theft or fraud and be punishable as such, that these are public resources subject to misappropriation will also define these as instances of "hard" corruption.

(Secretariat report to the 5th COSATU Central Committee 2011)

The Anti-corruption Campaign should focus on the following:

· Develop an Anti-Secrecy Bill Campaign to encourage whistle blowing

· Lobby government to conduct a full investigation into corruption and all the people who assist in bringing information must be protected and those who are implicated must be arrested and prosecuted.

· Lobby government and other responsible parties to blacklist and publicised in the media all companies found engaging in corrupt activities must be.

· Lobby the public service and municipalities to ensure that basic services are accessible to the communities all the time.

1.2.3 Climate Change Campaign

Climate change/ global warming is about the change in weather patterns resulting from gases cause by pollution which form layers around the earth and trap heat. These gases are a result of smoke from burnt items like fossil gas, coal and fumes from factories, cars, aeroplane etc.

The effects of Climate Change are food insecurity, reduced water supply, reduced soil quality and increased illnesses. Women are most affected by climate change as care givers and providers in the family. The scarcity and high cost of basic commodities will result in the poor living a poorer life as affordability would limit access.

Efforts must be made to ensure the impact of climate change on women is reduced. More efforts should be made to ensure that efforts are made to reduce production of gases that could compromise the quality of life of people (e.g. nuclear stations and coal burnt power stations etc.).

1.3 Campaign Against *Economic Violence:* This section seeks to address issues of labour brokering, casualization, equal pay for equal work, living wage, anti-privatisation, anti-corruption, 50/50 representation is all administrative positions in affiliate organisations COSATU and in community structures, address the increase of women in decision-making positions, recruitment of women in informal sector and to formalise women in informal workforce (e.g. waste recyclers at dumping sites waste pickers and others).

The Campaign Against Economic Violence will also address the disadvantaging local businesses by introducing unfair competition as in the case with WALMART in South Africa at the risk of reversing all gains that workers had fought for and obtained and forcing small local businesses to shut down.

1.4 *Campaign Against Sexual Violence*: This campaign will address issues of rape, sexual harassment, homophobia (inclusive of hate speech, corrective rape, physical violence *etc.*)

3. Youth Development Campaign

South Africa has an acute problem of youth unemployment that requires a multi-pronged strategy to raise employment and support inclusion and social cohesion. High youth unemployment means young people are not acquiring the skills or experience needed to drive the economy forward. This inhibits the country's economic development and imposes a larger burden on the state to provide social assistance.

[Confronting Youth Unemployment: policy options for South Africa (Discussion Paper); p5]

2.1 *Economic Access*: This deals with job creation and internships for unemployed youth to acquire the needed experience and advancement/ growth opportunities for young workers.

2.2 *Skills Development/ Capacity Building*: Continuous efforts must be made to develop young people in preparations for better opportunities in the workplace. Equally so, efforts must be made to improve existing skills for young workers and formalise the skill of those in the informal sector or informal traders.

2.3 *Creating a "Safe Space"* for young people to engage with all issues of governance at the Workplace, in communities and in the unions.

4. The Campaign for People with Disabilities

The Employment Equity Act 55 of 1998 defines persons with disabilities as "people who have a long-term or recurring physical or mental impairment which substantially limits their prospects of entry into, or advancement in employment." People with disabilities face several barriers in their everyday life and are thereby rendered unable to participate fully in society and reach their full potential.

They are one of the most disadvantaged groups in society, with less likelihood to obtain educational qualifications or to be employed. They face communication and transport barriers, and are likely to have lower or no incomes and fewer financial resources. All too often, persons with disabilities find themselves the poorest of the poor, living in abject poverty and in unfriendly, unsafe and unhealthy environments.

In addition to these challenges faced on a daily basis, public attitudes to disability often take the form of ignorance, stereotyping and prejudice, which have a negative impact on the lives of persons with disabilities.

(Job Access Strategic Framework on the Recruitment, Employment and Retention of People with Disability in Public Service; p9)

    3.1 *Economic Access*: This section seeks to ensure that municipalities meet the legislative requirement of people with disabilities constituting at least two percent (2%) of the workforce and where possible support income generating projects initiated and owned by people with disabilities.

    3.2 *Access to buildings and facilities*: All municipal buildings must be properly signed (clearly labelled and brailed) and must have wheelchair ramps to enable people with disabilities to move around with minimal assistance.

5. Campaign on Xenophobia

The disruption of services and support systems caused by conflict or unrest in their home countries means that many refugees have limited information about HIV and AIDS, and they are often not familiar with local services or systems in South Africa. In addition, while their legal status guarantees the right to access HIV-related information and services on the same level as South Africans, barriers such as language, cultural traditions and xenophobia often preclude their ability to access these services.

Therefore targeted programmes are necessary to ensure that refugees and asylum seekers have access to information and services- including prevention, care, support and treatment- as an integrated component of the national response to HIV and AIDS.

*(*HIV and AIDS and STI Strategic Plan for South Africa 2007-2011: *p41)*

6. Campaign on HIV/AIDS

HIV and AIDS is one of the main challenges facing South Africa today. It is estimated that of the 39.5 million people living with HIV worldwide in 2006, and that more than 63% are from sub-Saharan Africa. About 5.54 million people are estimated to be living with HIV in South Africa in 2005, with 18.8% of the adult population (15-49) affected.

Women are disproportionately affected; accounting for approximately 55% of HIV positive people. Women in the age group 25-29 are the worst affected with prevalence rates of up to 40%. For men the peak is reached at older ages, with an estimated 10% prevalence among men older than 50 years. HIV prevalence among younger women (<20 years) seems to be stabilizing, at about 16% for the past three years.

*(*HIV and AIDS and STI Strategic Plan for South Africa 2007-2011*p9)*

    The National Strategic Plan (2008-2011) is based upon a set of key Guiding Principles. These are set out in the document on p.xx. A selection of the key principles is:
        o *Supportive Leadership:* This refers to visible and vocal leadership
        o *Effective Communication:* Clear target messages must be sent out
        o *Effective Partnerships:* Multi-sectoral partnerships must e established at all levels
        o *Promoting social change and cohesion:* Social stereotypes must be challenged and stigma must be addressed and eliminated
        o *Sustainable programmes and funding:* evidence based and realistic programmes

must be developed and supported technically and financially

4.1 *Access to education and support services*: The Affiliates must lobby employers to establish multi- disciplinary coordinating structures to develop, implement and monitor HIV/AIDS programmes and services. This calls for partnerships with government, civil society, researchers etc.

Unions must also encourage the establishment of task teams (constituted by staff members from different ranks and departments to coordinate internal HIV support programmes).

4.2 *Access to treatment and care services*: This section should focus on the union advising the employer on medical aids that have reduced the price of treatment (e.g. PEP, ARVs *etc.*) and also about insurance programmes that cater for HIV positive employees / dependants. The affiliates should continuously engage service providers on providing such services at rates that can be met by all employees.

NOTES

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