



Women exhibiting their products at various places e.g Shopping Malls



CAPRICORN
DISTRICT MUNICIPALITY



CAPRICORN DISTRICT MUNICIPALITY
PRESENTERS NAME: NALEDI MASIPA
CATEGORY: LOCAL GOVERNMENT COE

COUNTRY SADC GENDER PROTOCOL SUMMIT

DATE: 23 APRIL 2013

VENUE: KGOTLA LECTURE ROOM

GENDER EQUALITY BY 2015, YES WE MUST!

BRIEF DESCRIPTION OF COUNCIL

- CDM is in the centre of Limpopo with 45 900, no. of people in urban, & 766 528 in rural. The council is having 5 local municipalities.
- 1 261 463 Population: 627 882 males & 526 791 females.
- 49 councillors: 24 females & 25 males
- 532 employees: 189 females & 343 males
- The council has been part of the COE for 3 years
- The council covered 10 stages



KEY GENDER AND SERVICE DELIVERY CHALLENGES

- **Waste Removal**

Lack of formal disposal system, 61% of the households use their own refuse dump



- **Electricity**

Electricity Cost is high: an average of 39.5% still relies on firewood for cooking & heating & electricity for heating.



- **Roads**

Poorly designed & not maintained with specific attention to storm water drainage

- **Water**

No tap water in the yards Communities still fetch water from far

10.8% backlog of water



Sanitation

- Usage of own pit toilets & backlog of about 34.9%

GENDER CHAMPIONS

Yes, the council have 2
Gender Champions

Cllr Thabo Vilankulu:
Member of the Mayoral
Committee: Ensure women
issues are considered in
council meetings



Ms Mavis Matlala, Senior
Manager Strategic Services:
Ensuring implementation of
EE Plan

Ensure gender balance
sensitivity



HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

- Developed the District Gender Policy (emphasised in 2012 summit)

- **Specific campaigns**

365 days plan to fight violence.

50/50 campaigns

Popularisation of SADC Protocol on GAD

Take Back the night Campaign

- **Innovation**

GBV & HIV/AIDS Roadshows

Development of Gender Sensitive Attendance Register

Cascading of COE to local municipalities

- **Participation by women in Council**

Women cllrs at 49%

50/50 representation: portfolio committees

50/50 representation at snr management

Traditional leadership: women at 40%

- **Public participation**

Council Public Participation e.g Mphakane

Women & Economic 's Faire

Calendar Days commemorations




GENDER EQUALITY BY 2015, YES WE MUST!

HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

Environmental Management

Promotion of greenery projects at ECD Centres

Ways of saving water through usage of tyres in gardens

Support of VEP Centres

Score card and standard attendance register as monitoring tools

The signing of Statement of Commitment by Gender Links

- **Community initiatives**

Placement of US Peace Corps Volunteers to assist care Home Based Care & Drop in Centre

Women volunteer on waste collection

- **Employment practices**

Fair interview panel representative

Review of selection & recruitment policy

Review of leave management policy



HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

- **Gender specific programmes**

Showcasing of women entrepreneurs

Implementation of EE Plan (50/50 @ snr management)

Youth Health Campaigns & distribution of dignity packs

Implementation of Employment Equity Plan

Wellness Program with dedicated person

- **Budgets**

R1,000 000

- **Monitoring and evaluation**

Quarterly Reports

GL Scorecard for creation of baseline

SALGA Gender Audit Report

Standard Attendance Register



CAPRICORN DISTRICT MUNICIPALITY		CONTRIBUTION TOWARDS THE EMPLOYMENT EQUITY PLAN						
NAME	ORGANISATION / DEPARTMENT	1	2	3	4	5	6	7

1. Name 2. Position 3. Title 4. Date 5. Status 6. Frequency 7. Amount 8. Other Notes 9. Signature
 10. Date

HOW IS YOUR COUNCIL CONTRIBUTING TOWARDS ACHIEVING THE 28 TARGETS OF THE SADC PROTOCOL?

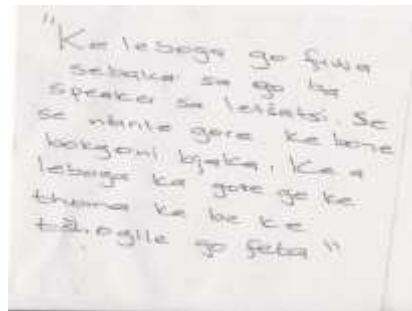
PROTOCOL TARGET	COUNCIL ACTIONS
Art 12 – 13 Governance (Representation & Participation)	<p>Representation:</p> <ul style="list-style-type: none"> 50/50 Mayoral Committee 50/50 Snr Management level 50/50 chairs of Portfolio committees Management: 25% females & 75% males <p>Public Participation</p> <ul style="list-style-type: none"> • Council Outreach Programmes • Public Participation meetings> • calendar days commemoration • GBV & HIV/AIDS Roadshows • Debriefing sessions for HIV infected and affected people.
Art 14 : Education & Training:	<p>Internal & External Bursary Programme</p> <p>185 employees were trained on different fields: 56 females & 44 males</p>

HOW IS YOUR COUNCIL CONTRIBUTING TOWARDS ACHIEVING THE 28 TARGETS OF THE SADC PROTOCOL?

PROTOCOL TARGET	COUNCIL ACTIONS
Art 26 : Health	Dignitary packs distribution for young women Development of Sexual Harassment Policy
Article 15 – 19 : Productive Resources & Economic Empowerment	Promotion of Women in Business Exhibition Women & Economic Information Sessions

IMPACT

- Implementation of the developed Action Plan
- Awareness Campaigns: 67 campaigns on water safety
- 50/50 representation at senior management level
- 65.1% of households have access to Ventilated Improved Pit Latrines
- 89.2% have access to piped (tap) water



CHANGING LIVES

- **Water**

A girl who used to fetch water from far using wheelbarrow is telling the story that she is happy and easy for her because she fetches water just in front of her home



- **Sanitation**

The women says she is happy on the new type(ventilated Improve Pit toilets

- **Community work programme promotion**

Promotion of water safety
Economic Empowerment



WAYFORWARD

- Emphasis on the utilization of standard attendance register
- The District is embarking on of rural road asset management to assist infrastructure management & maintenance & also Road Classification Project
- Cascading of COE processes to the remaining 3 Local municipalities
- Embark on more campaigns in that regard
- Development of Policies & Action Plans for Local Municipalities
- Utilization of Gender Links Score Card

THANK YOU

PICTURES FOR NEXT STEPS



- The District will embark on developing Rural Road Asset Management for management & maintenance of roads

- The installation of more storm water drainages in communities



- Address the backlog of 10.8% piped water (taps) 200m away from dwelling houses

- No more utilization of pit toilet rather the Ventilated Improved Pit Latrines and still to address the backlog of 34.9%

- Cascade the Campaign of Take Back the Night to Local Municipalities

- Distribution of more information brochures on GBV & HIV/AIDS

- Popularization of SADC Protocol into communities





GENDER EQUALITY BY 2015, YES WE MUST!