



women, children &
people with disabilities

Department:
Women, Children and People with Disabilities
REPUBLIC OF SOUTH AFRICA

SOUTH AFRICA'S BEIJING +20 REPORT

PROGRESS MADE ON THE IMPLEMENTATION OF THE BEIJING DECLARATION AND PLATFORM
FOR ACTION AND THE OUTCOMES DOCUMENT OF THE 23RD SPECIAL SESSION OF THE
GENERAL ASSEMBLY IN 2000



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WOMEN'S CHARTER OF 1954

17 April 1954 Johannesburg,

Preamble: We, the women of South Africa, wives and mothers, working women and housewives, African, Indians, European and Coloured, hereby declare our aim of striving for the removal of all laws, regulations, conventions and customs that discriminate against us as women, and that deprive us in any way of our inherent right to the advantages, responsibilities and opportunities that society offers to any one section of the population.

A Single Society: We women do not form a society separate from the men. There is only one society, and it is made up of both women and men. As women we share the problems and anxieties of our men, and join hands with them to remove social evils and obstacles to progress.

Test of Civilisation: The level of civilisation which any society has reached can be measured by the degree of freedom that its members enjoy. The status of women is a test of civilisation. Measured by that standard, South Africa must be considered low in the scale of civilised nations.

Women's Lot: We women share with our menfolk the cares and anxieties imposed by poverty and its evils. As wives and mothers, it falls upon us to make small wages stretch a long way. It is we who feel the cries of our children when they are hungry and sick. It is our lot to keep and care for the homes that are too small, broken and dirty to be kept clean. We know the burden of looking after children and land when our husbands are away in the mines, on the farms, and in the towns earning our daily bread.

We know what it is to keep family life going in pondokkies and shanties, or in overcrowded one-room apartments. We know the bitterness of children taken to lawless ways, of daughters becoming unmarried mothers whilst still at school, of boys and girls growing up without education, training or jobs at a living wage.

Poor and Rich: These are evils that need not exist. They exist because the society in which we live is divided into poor and rich, into non-European and European. They exist because there are privileges for the few, discrimination and harsh treatment for the many. We women have stood and will stand shoulder to shoulder with our menfolk in a common struggle against poverty, race and class discrimination, and the evils of the colourbar.

National Liberation: As members of the National Liberatory movements and Trade Unions, in and through our various organisations, we march forward with our men in the struggle for liberation and the defence of the working people. We pledge ourselves to keep high the banner of equality, fraternity and liberty. As women there rests upon us also the burden of removing from our society all the social differences developed in past times between men and women, which have the effect of keeping our sex in a position of inferiority and subordination.

Equality for Women: We resolve to struggle for the removal of laws and customs that deny African women the right to own, inherit or alienate property. We resolve to work for a change in the

laws of marriage such as are found amongst our African, Malay and Indian people, which have the effect of placing wives in the position of legal subjection to husbands, and giving husbands the power to dispose of wives' property and earnings, and dictate to them in all matters affecting them and their children.

We recognise that the women are treated as minors by these marriage and property laws because of ancient and revered traditions and customs which had their origin in the antiquity of the people and no doubt served purposes of great value in bygone times.

There was a time in the African society when every woman reaching marriageable stage was assured of a husband, home, land and security.

Then husbands and wives with their children belonged to families and clans that supplied most of their own material needs and were largely self-sufficient. Men and women were partners in a compact and closely integrated family unit.

Women who Labour: Those conditions have gone. The tribal and kinship society to which they belonged has been destroyed as a result of the loss of tribal land, migration of men away from the tribal home, the growth of towns and industries, and the rise of a great body of wage-earners on the farms and in the urban areas, who depend wholly or mainly on wages for a livelihood.

Thousands of African women, like Indians, Coloured and European women, are employed today in factories, homes, offices, shops, on farms, in professions as nurses, teachers and the like. As unmarried women, widows or divorcees they have to fend for themselves, often without the assistance of a male relative. Many of them are responsible not only for their own livelihood but also that of their children.

Large numbers of women today are in fact the sole breadwinners and heads of their families.

Forever Minors: Nevertheless, the laws and practices derived from an earlier and different state of society are still applied to them. They are responsible for their own person and their children. Yet the law seeks to enforce upon them the status of a minor.

Not only are African, Coloured and Indian women denied political rights, but they are also in many parts of the Union denied the same status as men in such matters as the right to enter into contracts, to own and dispose of property, and to exercise guardianship over their children.

Obstacle to Progress: The law has lagged behind the development of society; it no longer corresponds to the actual social and economic position of women. The law has become an obstacle to progress of the women, and therefore a brake on the whole of society.

This intolerable condition would not be allowed to continue were it not for the refusal of a large section of our menfolk to concede to

us women the rights and privileges which they demand for themselves.

We shall teach the men that they cannot hope to liberate themselves from the evils of discrimination and prejudice as long as they fail to extend to women complete and unqualified equality in law and in practice.

Need for Education. We also recognise that large numbers of our womenfolk continue to be bound by traditional practices and conventions, and fail to realise that these have become obsolete and a brake on progress. It is our duty and privilege to enlist all women in our struggle for emancipation and to bring to them all realisation of the intimate relationship that exists between their status of inferiority as women and the inferior status to which their people are subjected by discriminatory laws and colour prejudices.

It is our intention to carry out a nation-wide programme of education that will bring home to the men and women of all national groups the realisation that freedom cannot be won for any one section or for the people as a whole as long as we women are kept in bondage.

An Appeal. We women appeal to all progressive organisations, to members of the great National Liberatory movements, to the trade unions and working class organisations, to the churches, educational and welfare organisations, to all progressive men and women who have the interests of the people at heart, to join with us in this great and noble endeavour.

Our Aims

We declare the following aims:

This organisation is formed for the purpose of uniting women in common action for the removal of all political, legal, economic and social disabilities. We shall strive for women to obtain:

1. The right to vote and to be elected to all State bodies, without restriction or discrimination.
2. The right to full opportunities for employment with equal pay and possibilities of promotion in all spheres of work.
3. Equal rights with men in relation to property, marriage and children, and for the removal of all laws and customs that deny women such equal rights.
4. For the development of every child through free compulsory education for all; for the protection of mother and child through maternity homes, welfare clinics, creches and nursery schools, in countryside and towns; through proper homes for all, and through the provision of water, light, transport, sanitation, and other amenities of modern civilisation.
5. For the removal of all laws that restrict free movement, that prevent or hinder the right of free association and activity in democratic organisations, and the right to participate in the work of these organisations.
6. To build and strengthen women's sections in the National Liberatory movements, the organisation of women in trade unions, and through the peoples' varied organisation.
7. To cooperate with all other organisations that have similar aims in South Africa as well as throughout the world.
8. To strive for permanent peace throughout the world.

The Charter was adopted at the Founding Conference of the Federation of South African Women. It expressed the philosophy and aims of the newly established Federation of South African Women (FSAW) and was included in the final report of the conference

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INTRODUCTION

This report on the progress made by South Africa in implementing the Beijing Platform for Action is a response to the request made by the United Nations (UN) Commission for Africa (ECA). In 2015 the UN Commission on the Status of Women (CSW) will carry out a review and appraisal of the implementation of the Beijing Declaration and Platform for Action that was adopted at the 4th World Conference on Women, held in Beijing, China in September 1995, as well as the Outcome Document of the 23rd Special Session of the UN General Assembly held in 2000.

South Africa participated in the 4th World Conference of Women in 1995, and signed the Beijing Declaration and Platform for Action in the same year. In line with resolution E/RES/2013/18 of the UN Economic and Social Council (ECOSOC), South Africa is committed to undertake a comprehensive national-level review of the progress made and challenges encountered in implementing the Platform for Action for the achievement of gender equality and empowerment of women. It is envisaged that this national-level review will contribute in understanding and engagement of how gender equality and the empowerment of women can be strengthened in a Post-2015 Development Agenda.

BACKGROUND

South Africa became a constitutional democracy in 1994 and was founded on the rule of law, the advancement of human rights and the principles of non-racialism and non-sexism. The Constitution of the Republic of South Africa, 1996 (Act 108 of 1996) has been guided by a range of international and human rights instruments, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Beijing Declaration and its Platform for Action.

The Bill of Rights in the Constitution ensures the foundation for a non-racist, non-sexist, and human rights-based society where race, class, gender, sexual orientation, disability, diversity, age, social security and protection from harm are, among others, primary considerations. It forms the bedrock of the developmental state – especially with respect to legislation, governance, sustainable development considerations, and democratic institutions of the State.

Since the dawn of democracy in South Africa in 1994, the Government of the Republic of South Africa has committed to a determined human rights framework. In the same year, the Women's Charter for Effective Equality was adopted and launched on 9th August 1994, National Women's Day, by the Women's Coalition; this charter was to form the basis for all political, legal and legislative strategies, as well as a source for the writing of the Constitution of South Africa. This Charter gave expression to the common experiences, visions and aspirations of South African women, providing the platform for women to voice out their call for respect and recognition of their human dignity, rights and change in their status and material conditions in a future South Africa.

In line with this, South Africa participated in the UN 4th World Conference for Women in Beijing, China in September 1995, and ratified CEDAW without reservation in December of the same year.

The empowerment of women in South Africa is about dealing with the legacy of apartheid and about the transformation of society, particularly the transformation of power relations between women, men, institutions and laws. It is also about addressing gender oppression, patriarchy, sexism, racism, ageism, and structural oppression, and creating a conducive environment which enables women to take control of their lives. Black women suffered triple oppression (race, gender and class / culture) , especially those married under customary law, who were regarded as minors by the Black Administration Act 1927 and placed under the tutelage of their husbands.

Since 1913, women have played a significant role towards their emancipation and liberation in South Africa. Women of all races demonstrated against having to carry passes through major campaigns. The first, in 1913, was in Bloemfontein and stands out not only because it was such an early outbreak of women's resistance characterized by

strength and militancy and was so costly to the personal lives of participants, but it also set the tone for later anti-pass action by militant African women. The second episode was in 1930 in Potchefstroom, a small white-dominated town where officials tried to bully the women to comply with the particular labour needs of the town. In this case the grievance of the women was against lodgers' permits. The third campaign was masterminded in Johannesburg from 1954-1956, culminating in the well-known and famous historic Women's March in 1956, where 20 000 women marched to the Union Buildings in Pretoria, the bastion of Apartheid.

On 17 January 1954 the Founding Conference of the Federation of South African Women adopted the Women's Charter, a year before the historic Freedom Charter of 1955 was adopted. The Women's Charter, which turns 60 years this year, outlines the aspirations of women for the national liberation, emancipation, including political participation, and equality for women.

We declare the following aims:

This organisation is formed for the purpose of uniting women in common action for the removal of all political, legal, economic and social disabilities. We shall strive for women to obtain:

1. The right to vote and to be elected to all State bodies, without restriction or discrimination.
2. The right to full opportunities for employment with equal pay and possibilities of promotion in all spheres of work.
3. Equal rights with men in relation to property, marriage and children, and for the removal of all laws and customs that deny women such equal rights.
4. For the development of every child through free compulsory education for all; for the protection of mother and child through maternity homes, welfare clinics, creches and nursery schools, in countryside and towns; through proper homes for all, and through the provision of water, light, transport, sanitation, and other amenities of modern civilisation.
5. For the removal of all laws that restrict free movement, that prevent or hinder the right of free association and activity in democratic organisations, and the right to participate in the work of these organisations.
6. To build and strengthen women's sections in the National Liberatory movements, the organisation of women in trade unions, and through the peoples' varied organisation.
7. To cooperate with all other organisations that have similar aims in South Africa as well as throughout the world.
8. To strive for permanent peace throughout the world.

As extracted from the
Women's Charter of 1954

It is within this context that we analyse the progress made in achieving gender equality and the empowerment of women in South Africa: 60 years after the adoption of the Women's Charter of 1954; 20 years after the adoption of the Women's Charter for Effective Equality of 1994; 20 years after the advent of democracy in South Africa; and the upcoming 20 years after the country signed the Beijing Declaration and Platform for Action and ratified CEDAW.



The words of the Women's Charter carved into the stone stairway in the Amphitheatre leading to the entrance into the Union Building

It therefore serves as an ideal opportunity to reflect on South Africa's progress in achieving women empowerment and gender equality in the context of critical areas highlighted in the 1994 Women's Charter for Effective Equality that was informed in many ways by the Women's Charter of 1954, and which are in congruence with the 12 critical areas identified in the Beijing Platform for Action of 1995. Specific and special focus is on women's human rights towards elimination of all forms of discrimination against women through social and economic empowerment of women as contained in articles within the Women's Charter for Effective Equality: (i) equality; (ii) law and the administrative justice; (iii) economy; (iv) education and training; (v) development, infrastructure and environment; (vi) social services; (vii) political and civil society; (viii) family life and partnerships; (ix) custom, culture and religion; (x) violence against women; (xi) health and (xii) media. These are transposed against the critical areas in the Platform for Action: (a) women and poverty; (b) education and training of women; (c) women and health; (d) violence against women; (e) women and armed conflict; (f) women and the economy; (g) women in power and decision-making; (h) institutional mechanisms for the advancement of women; (i) human rights for women; (j) women and the media; (k) women and the environment; and (l) the girl-child.

In alignment with the five national priorities of Government for the next five years, the women's sector will focus on the following:

- Job creation, decent work and sustainable livelihoods for women, including funding mechanisms for increasing opportunities for women's economic empowerment;
- Education for women and girls with a focus on science and technology;
- Women's health especially decreasing maternal mortality and the negative impact of HIV and AIDS on women and girls;
- Addressing the growing scourge of gender based violence; and
- Rural women's development, land reform, food security and sustainable development for women and girls.

OVERVIEW

The report indicates that there are major shifts in the status and conditions of women and that to some degree there is a narrowing of the gender gap, while there is the widening of the inequality gap in general between the haves and have-nots. There is a particular highlight with regard to de jure equality or equality in the eyes of the law, where law reform has seen to the removal of various discriminatory laws and enactment of laws that foster an enabling environment for the advancement of women and the achievement of gender equality. With regard to de facto equality, significant progress has been made but there is still much to be done especially with the full and effective implementation of laws, policies and strategies.

Significant change is particularly noted in areas such as legal status, attitudes, women's involvement in decision-making, especially at the political level, in employment, education, ownership of homes and businesses, the justice system, and economic participation. However the pace of change appears to be rather slow, and trends indicate a very gradual achievement towards real non-sexism and substantive gender equality.

SECTION ONE

OVERVIEW ANALYSIS OF ACHIEVEMENTS AND CHALLENGES

1.1 MAJOR ACHIEVEMENTS

There are several major gains made and milestones reached in the progress toward women's empowerment and gender equality in the country. Major achievements for South Africa in this regard are demonstrated by the sound human rights based legislative framework in the country; the institutional mechanisms and arrangements that have been put in place to promote women's human rights and dignity, empowerment and gender equality; and the remarkable achievements in the representation of women in political and decision-making positions both in the public and private sectors.

1.1.1 Legislative framework that supports gender equality and women's empowerment

South Africa has made significant legislative reforms and developed policies and programmes based on the Constitution (Act 108 of 1996) and its Bill of Rights which seek to promote and protect women's rights in the home, in the community and in the workplace. The promulgation of the Equality Act of 2000 sought to translate the legislative processes relating to the empowerment of women in all decision making processes and development into practical measures.

Since the dawn of democracy in 1994, South Africa worked towards reviewing old Apartheid laws and developing new democratic legislation in line with the new Constitution. The promotion of equality and non-discrimination was among those issues that received attention. Section 9 (3) of the Constitution prohibits discrimination on a number of grounds including race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability religion, conscience, belief, culture, language and birth.

Some of the formal sector specific laws and reforms cover the following issues: (i) criminal justice on violence to address public and private gender violence, including against marginalized sectors such as the lesbian, gay, bisexual, transgender and intersex community, and against trafficking in women and girls; (ii) customary marriages; (iii) succession under customary law; (iv) employment and conditions of service including entrepreneurship, small business development, cooperative formations as well as informal trading and equity in access to government procurements and tenders; (v) housing, access to land and ownership, including farms and enabling emerging farmers; (vi) access to finance; (vii) traditional, religious and cultural leadership and practices; (viii) education; (ix) access to credit and business support; (x) social security; (xi) local governance; (xii) health and health care services including sexual and reproductive health and rights and HIV and AIDs prevention, treatment, care and support; and (xiii) job creation and related poverty alleviation measures.

The law prohibits gender and related forms of discrimination. Avenues such as the South African Human Rights Commission (SAHRC); the Commission for Gender Equality (CGE); Equality Courts; the Commission for Conciliation, Mediation and Arbitration (CCMA); the Office of the Public Protector; Sexual Offences Courts; Family Courts; Land Commission; and the Land Claims Courts are available for challenging discrimination and obtaining recourse. Laws such as the Promotion of Administrative Justice Act (PAJA) and the Promotion of Access to Information Act seek to promote accountability which facilitates any challenge against discriminatory decisions in areas such as public sector appointments, service delivery and regulatory measures.

One of the key successes on women empowerment and gender equality has been the creation of an enabling environment through favourable laws, policies and encouraging informal policy pronouncements. One of the key policy instruments in this regard is the National Policy Framework for Women's Empowerment and Gender Equality

(2000) adopted by the South African Government. This Gender Policy Framework sets the tone in the country for gender mainstreaming across all sectors of society while at the same adopting an approach for women's empowerment and gender equality. It furthermore outlines a National Gender Machinery to support gender transformation as well as priorities and structural arrangements towards women's empowerment and gender equality in the country.

1.1.2 Institutional mechanisms for the promotion of women empowerment and gender equality

Since the 1990s South Africa's gender equality and women's empowerment agenda has been driven by the centrality placed during the transition period to the women's movement, which sought to determine and shape the nature of the gender machinery. In this regard, South Africa benefited from international experience and comparative analysis provided by the 4th World Conference on Women held in Beijing, China in 1995. In addition, the country also sought to learn from the experience of other countries through a comparative analysis of the Ugandan, Canadian and Australian women's / gender machineries which all had Offices on the Status of Women at the national levels.

In line with Strategic Objective H1 of the Beijing Platform for Action, South Africa established its Office on the Status of Women in the Presidency in 1997 with the mandate to drive the gender agenda in the country. This structure was replicated in all 9 provinces in the country and located at the Premier's Offices, with the same mandate. However, through successive evolution of administrative changes in the country over past two decades, the mandate devolved to a self-standing Ministry for Women, Children and People with Disabilities and its concomitant Department with the same mandate. Changes also took place within some provincial levels which affected the location and authority of these offices. Following the National Elections of May 2014, the President announced that the Ministry for Women will be based in the Presidency with the oversight mandate of monitoring for the socio-economic empowerment and human rights of women.

The South African National Gender Machinery established in the country following the adoption of the National Gender Policy Framework of 2000 was regarded as an international best practice. The NGM, as it came to be known, operated at its peak between the years 2003-2005, but its effectiveness gradually waned over the years. This newly formed Ministry for Women is looking at reenergising this structure given the new and authoritative impetus to the gender agenda in the country.

Institutional mechanisms were also established at the National Parliamentary and Provincial Legislative levels, where a Women's Caucus and multi-party oversight parliamentary committees were created on women's empowerment and gender equality.

The Constitution of South Africa also calls for the establishment of a statutory, independent body, the Commission for Gender Equality, to be established and which will provide oversight and act as a watchdog over the women's empowerment and gender equality mandate. This structure was established following the promulgation of the Gender Equality Act in 1996.

1.1.3 Representation of women in political and decision making positions

Since the democratic elections in 1994, South Africa has seen a number of women taking up leadership positions in areas previously dominated by men. One of the success stories of our democracy is that of the representation of women in political and decision-making positions. Involving women in governance processes constitutes one of South Africa's globally acclaimed success stories.

The election of Dr Nkosazana Dlamini-Zuma in July 2012 as the first women in Africa *to* chair the African Union Commission; the appointment of Dr. Pumice Mlambo-Ngcuka, former Deputy President of the country, as the Under-Secretary-General and Executive Director of UN Women; and the positioning of other South African women such as

Ms. Geraldine Frazer-Moleketi, Special Gender Envoy to the African Development Bank; Ms Rashida Manjoo, Special Rapporteur on Violence against women, its causes and consequences; and Judge Navi Pillay as the High Commissioner for Human Rights and formerly as a judge in the International Criminal Court (ICC) is an indication of the impact that women in decision-making have in winning the trust and confidence of citizens in South Africa, on the continent and internationally.

Success in the representation of women is also noted at the country level. Currently, women are heading portfolios such as the Commissioner of Police; the Public Protector; CEO of the Johannesburg Stock Exchange; the Independent Electoral Commission; Governor of the Reserve Bank, the South African Law Reform Commission and others. Previously women have held the office of Deputy President that is Ms Phumzile Mlambo-Ngcuka from 2005-2008 and Ms Baleka Mbete from 2008-2009 respectively. At the National Parliament level, the first speaker of the National Assembly was a woman, Ms. Frene Ginwala, followed by Ms. Baleka Mbete in 2004-2009 and following the 2014 Elections the Speaker is once again a woman, Ms. Baleka Mbete. We have also had women as deputy Speakers in the National Assembly during the 20 year period. Women are heading key opposition political parties in the country.

South Africa is also proud of the strides it has made in the representation of women ministers in Cabinet. As at June 2014, women ministers comprise 43% of the Cabinet, and women deputy ministers make up 45.9% of the total number of deputy ministers. There is a 41% representation of women in the National Assembly.

Women Ministers hold important portfolios such as: Basic Education; Small Business Development; Defence; Environmental Affairs; Water Affairs and Sanitation; Home Affairs; International Relations and Cooperation; Labour; Energy; Science and Technology; Social Development; and the women's agenda. In fact under the stewardship of the Minister for Science and Technology, who is a woman, South Africa has won the bid for the Square Kilometer Array (SKA) project.

Prior to 1994, South Africa had only one woman (White) Judge, whilst today women judges make up almost 28% of the Judiciary. Women are making inroads into business leadership and heading up global giants in the country such as the head of the ABSA bank. Women own conglomerates in the country with some business women being millionaires. Women also can be found as Chairpersons of corporate boards in the country, while others are entering and leading in previously male dominated territories, for example, the head of the Paleontology Department in the University of Cape Town is a woman, and the South African Airways (SAA) now has women pilots, some flying international bound flights. Women are in the defence force, navy and air force in South Africa. In fact women make up almost 40% of the Senior Management Service in the public service and overall women comprise more than 50% of employees in the Public Service.

A "board-ready women" database was launched in South Africa, in partnership between the Business & Professional Women South Africa (BPWSA) and Government, through the Department of Trade and Industry. It is the first database of its kind in South Africa of trained senior businesswomen - from which both the public and private sector can access potential non-executive board members. Women represent a significant part of the work force and of the customer base of most companies. Yet, with a few notable exceptions, their representation on boards is lacking. Broadening the gender diversity of boards not only helps increase the size of the candidate pool and therefore the quality of potential board members, but it also helps broaden the perspectives and experience of an entire team. A well-functioning board of directors needs diversity of experience and perspectives. If everybody thinks the same, then there is no need for a board; one individual would suffice. The team has also pioneered unique Women on Boards Director Development programme - the only one of its kind in South Africa. The programme is distinctively packaged to incorporate all areas of skills development such as corporate governance, legislation, finance, fraud detection, personal risk, media, leadership, presentations, understanding the JSE, and much more. Furthermore, it is the sole training programme in South Africa certified and created specifically to increase female leadership within South Africa. Currently 20 senior businesswomen have signed up for the training. Graduates from this programme are placed on the Women on Boards database as potential non-executive board members. Ideally these women will be

placed onto boards of smaller companies or growing ones where they will be given an opportunity to learn the ropes, with less risk.

1.2 MAJOR CHALLENGES

Major gaps are discerned between policy and practice with the need for strengthening of the enforcement of laws and policies in the country. There is a clear gap between compliance requirements and measures implemented. Although the law prohibits gender and related forms of discrimination, women continue to experience systemic gender discrimination and inequality in all aspects of life and during all phases of their lifecycle, the worst being as girl children and elderly women.

Gaps that undermine women's enjoyment of de jure gender equality in their day to day lives include that of little to no disaggregated data seeking to measure the impact of laws, policies and programmes on everyday conduct and service provision. Men continue to use their accumulated social power to determine access to resources and opportunities while women's accumulated social disadvantages trap them in systemic inequality. Patriarchal attitudes and related gender bias persist in society and its institutions and practices, including courts, work places, schools, churches and religious institutions and traditional and cultural practices. Despite the progressive laws in the country, women continue to be discriminated against with regard to access to life opportunities and resources.

Some of the laws also remain ambivalent or are inadequate to tackle systemic and structural discrimination and inequality such as in gender based violence, proprietary rights in marriage, particularly in respect of customary marriages concluded prior to 15 November 2000, hidden employment discrimination, land rights and access and economic inequalities. There is also some resistance to aspects of women's leadership, participation and representation.

One of the worst forms of the manifestations of patriarchy and stereotyped perceptions is its manifestation in gender based violence, which has become a scourge in the country in the past two decades. There is still a level of tolerance of certain levels of domestic violence, and rape has become an ultimate weapon against women, including in girl babies of just a few months, even leading to mutilations and gruesome killings and murders.

1.2.1 Violence against women and girls

There is recognition of the progress made in addressing gender based violence in South Africa through the promulgation of several pieces of legislation that impacts positively on the safety, security and lives of women, girls and children in general. Despite this, the country is plagued by the increasing number of incidents and reported cases of violence perpetrated against women and girls. Violence, especially sexual violence, against women and girls continues unabated.

In the country's presentation on the 2nd, 3rd and 4th periodic report to the United Nations CEDAW in January 2011, the concluding observations of the Committee stressed that the country must begin to really address root causes and stereotypes to eradicate and eliminate violent practices against women and children. In addition it was highlighted that there is a huge gap between policy and the effective implementation and monitoring and evaluation of these policies and legislation.

The CEDAW Committee expressed serious concern about the persistence of patriarchal attitudes and deep-rooted stereotypes concerning women's roles and responsibilities that discriminate against women and which continues to perpetuate their subordination within the family and society. The Committee also expressed serious concern about the persistence of entrenched harmful cultural norms and practices, including Ukuthwala, abduction, forced and early marriages of girls, and the killing of witches. The Committee also expressed serious concern at the "inordinately high prevalence of sexual violence against women and girls and widespread domestic violence.....and that such

violence appears to be socially normalised, legitimized and accompanied by a culture of silence and impunity.... Concerned with the low levels of prosecution and convictionsalso concerned that social support services, including shelters, are inadequate due to inappropriate budgetary allocations".¹

As a consequence, in order to give impetus to the issue which has already been identified as a national priority, a National Council against Gender Based Violence has been established and launched in December 2012. The establishment of such a Council is in recognition of the need to have stronger political leadership and a meaningful participation of all sectors of civil society in the coordination, monitoring and evaluation of multi-sectoral national response to gender based violence and violence against women and girls.

South Africa also adopted a 365 Days National Plan of Action on ending Gender Based Violence in 2007. However its effectiveness and efficacy in addressing the scourge of gender based violence in the country was hugely constrained by challenges of funding and coordination. It was an unfunded mandate to be implemented through an integrated and multi-sectoral approach under the lead of the Sexual Offences and Crimes Unit (SOCA) in the National Prosecuting Authority. The only finances for the programmes came from the different key departments in the Inter-Departmental Team mandated to implement the plan of action. When the team was formed, it was particularly mandated to develop the anti-rape strategy.

However, the team was ineffectual in effectively implementing the plan of action as it lacked the necessary resources – both human capacity and dedicated finances – to undertake its tasks. It had conducted a number of research undertakings using interdepartmental resources and donor funding from developmental partners. While some successes are recorded, the effectiveness was called into question especially in the ability to eradicate, prevent and eliminate gender based violence. In addition, it is not an institutionalised structure to create the necessary permanency and accountability.

As such, the country needed to adopt a more authoritative and forceful mechanism to address the issue of gender based violence, with the proper authority and necessary resources for this process. Thus the proposal of the National Council against Gender Based Violence is seen as a significant and strategic intervention in this regard. It comprises members representing government; private sector and business, civil society and relevant NGOs, FBOS and CSOs. Its mandate is to prevent and eliminate gender based violence and monitor impact in this regard.

1.2.2 Gender-based violence against the LGBTI communities

In South Africa lesbian women remain extremely vulnerable to attack at every level of society. Notably black lesbians are the subject of much violence in townships and some urban settings in South Africa. Such violence is being precipitated by culturally sanctioned homophobia and hate-speech, known often as "corrective rape" and most often resulting in physical, mental and emotional harm inflicted on such women (and mostly by men) and even death. Consequently these women face issues such as disempowerment, stigmatization, rejection, ignorance and isolation. Some reasons for the continued marginalization of lesbians and the LGBTI community in general include the perception that homosexuality is un-African or that lesbians and gays cannot be afforded the same constitutional protections and rights provided to the rest of society. It also includes the perception that homosexuality should be criminalized and religious and cultural intolerance resulting from what is "correct behavior" or not.² The Government has established a Task Team to look into the matter with a view to enacting a "Hate Crimes" legislation that will seek to promote and protect all people against such and other hate crimes.

¹ Concluding observations of the Committee on the Elimination of Discrimination against Women: United Nations CEDAW Committee, CEDAW/c/zaf/co/4, page 6

² Human Sciences Research Council (HSRC): 2010: THE COUNTRY WE WANT TO LIVE IN – hate crimes and homophobia in the lives of Black lesbian South Africans: Paper 1 by the Policy Analysis and capacity Enhancement Research Programme, Pretoria

1.2.3 Inadequate Socio-Economic Empowerment for Women

Overall reduced gender disparities in access to employment and in employment were the mainstay for the greater part of the 20 years. However the latest figures released by Stats SA shows that women constitute a greater percentage of the unemployed than do men. There still exists gender bias skewed towards preference for male workers in the workplace. Many employers do not pay attention to the removal of gender discrimination in the workplace and in employment practices. Employment policies and conditions relating to pregnancy and parenting are in some cases still below the legal requirements in the country as well as below the standards stipulated in ILO Convention 156 and 183. There are also wage differentials in earnings between men and women in the private sector. Domestic workers, while protected in law in the country and through the ILO Convention on Domestic Work, are still subjected to several discriminatory practices, which forces them to remain in poverty.

There are several gender gaps in education and skills development in the country, particularly in areas of literacy and scarce skills. One of the greatest contributing factors to girls delayed and or interrupted educational empowerment is that of teenage pregnancy. Its rate remains unacceptable high resulting in many girls dropping out of school and as well remaining in a life of continue poverty.

The majority of women continue to experience lack of access to clean drinking water, proper sanitation and adequate energy sources, keeping them constrained to a life of indignity and increased hardships. Over the past few months several protests across the country relating to lack of water and sanitation is indicative of the difficulties communities, especially women are faced with. Women have become so frustrated that they are also involved in some of the violence during these protests, even resulting in baring their naked bottoms on a main highway to highlight the plight of lack of access to sanitation.

South Africa has put in place legislation guiding the socio-economic upliftment of its people, with special emphasis on that of women. Policies and programmatic measures have also been introduced, however the poor implementation of these in some areas, or the lack of monitoring of these measures, or poor local governance have resulted in anomalies between different municipalities and delivery of basic services.

1.2.4 Poverty of Women

Overall there has been an increase in women's participation in the economy, including in women taking up employment opportunities. However, the majority of women continue to experience poverty, unemployment and inequality in the country, and which has been exacerbated by the global fiscal crises over the past few years. In South Africa, more women than men are poor; in fact women are the poorest of the poor. Poverty is higher in female headed households than in male headed households with those headed by females having a 60% chance of being poor. Unemployment among women is higher than for men.

Government's anti-poverty measures include job creation for example the Expanded Public Works Programme, small and micro-business development, cooperative establishment, access to funds such as the President's Job Fund, the Independent Development Corporation (IDC), South African Enterprise Development (SEDA), the Isivande Women's Fund, South African Women Entrepreneurship Network (SAWEN), etc. In addition other anti-poverty measures include government's social assistance and social security measures through various social grants, unemployment insurance fund (UIF) benefits, and housing assistance especially in the form of subsidies and RDP housing provision.

1.2.5 Inadequate Policy implementation of institutional mechanisms and gender mainstreaming

Overall there is mostly an implementation of a combination of human rights and a basic needs approach to gender transformation in the country with most of its policies and programmes pointing to a leaning towards a basic needs approach. This meant that at times there was very little attention paid to the international compliance framework on women's human rights.

Although Government adopted *South Africa's National Policy Framework for Women's Empowerment and Gender Equality in 2000*, implementation against this Framework has not been fully successful. Being just a framework, it was not prescriptive and not enforceable but rather it outlined standards and norms for the national gender programme. However the National Gender Framework itself adopted an approach to gender transformation that seeks to combine the mainstreaming of gender in all government policies, processes and decisions together with the empowerment of women, largely involving the implementation of special positive measures to advance women and dislodge patterns of systemic gender inequality in pursuit of equality.

At the implementation level, there is a general failure to systematically implement both gender mainstreaming and women empowerment. In general, decision makers and implementers appear to be more comfortable with equity aspects of gender equality, as it relates to the "numbers issue", where success sometimes is judged on a numbers only basis. Sometimes the agenda is narrowed to the issue of placing women in decision-making positions and occupational categories where they were historically excluded.

South Africa adopted a sophisticated rights-based legislation with explicit reference to gender equality: "an important challenge remains in making these rights accessible to all women by the provision of information and the development of the knowledge and skills that women require to avail themselves of the mechanisms inherent in the legal remedies" (pg. v). However, the country's 2nd, 3rd and 4th combined Periodic Report on the Progress made in implementing CEDAW (2009) noted that progress on achieving gender equality in the country has been hampered by "the lack of monitoring and enforcement mechanisms, and the need for this to happen within an organized and well-coordinated framework" (pg. 43).

Furthermore, the Government's "Towards a 15 Year Review" (2009) argued that "while these institutional arrangements for driving the issues of gender equality tend to be acknowledged internationally as best practice, closer to home one finds challenges in their operation. Chief among these is the matter of entrenched negative attitudes towards gender equality, lack of understanding and accountability to address this coherently, and inadequate mechanisms and resourcing, financially and in terms of human capacity, for effective implementation. Related to this is a problem of policy frameworks without legal status and therefore not legally binding. These challenges apply particularly to the national gender machinery. Also, local government still needs to replicate the institutional structures, strengthening the accountability of municipal managers for driving the issues of women, gender equality and gender mainstreaming at grassroots level."

At the private sector level there is no piece of enforceable legislation, barring that of the Employment Equity Act which ensures that issues of gender equality in the workplace is achieved. What the Act requires is compliance in terms of representativity of women but does not extend sufficiently far enough to cover parity for women especially in decision-making positions, nor does it effectively promote an enabling environment for women in the workplace through implementation of appropriate policies and interventions.

It is also noted that; although "a number of policy guidelines, legislative frameworks and institutions doing credible work on women matters exist in South Africa [the] lack of coordination of these efforts render them ineffective or only partially beneficial". An analysis of the current situation also reveals that gender programmes in Government Departments are often not properly institutionalized in terms of location, level of authority, influence, accountability, integration, allocation of resources and perceived importance. There is disparity in levels of appointment and location

– and therefore authority – of gender focal persons, impacting on the extent to which they can effect gender mainstreaming in government processes.

The gender focal persons are not strategically positioned to serve as the interface between the community and the formal channels through which the gender concerns of women and men should be directed. Such an employee should hold a position of authority in order to ensure internal and external influence and integration towards an effective influence at national, provincial and local government levels, through policy, planning, programmes, budgets and service delivery.

Many municipalities do not have a gender unit that is responsible for mainstreaming gender issues in policies, programmes, initiatives and services for inclusion of women as recipients of and / or contributors to its core business. Research reveals that gender programmes at local government level either do not exist or are highly limited. When they do exist they are ineffectively situated in terms of location and influence, or limited to women's empowerment measures and awareness-raising events.

South Africa adopted the gender mainstreaming approach for women's empowerment and gender equality following the 4th World Conference for Women. However, to date several challenges still exist in the actual implementation of mainstreaming principles into the day to day work of Government. Assessments in the country reveal that there is a general lack of understanding of the concept of gender mainstreaming and a lack of know-how, insufficient gender analysis skills and gender responsive budgeting skills.

1.3 LEGISLATIVE FRAMEWORK PROMOTING WOMEN'S EMPOWERMENT AND GENDER EQUALITY

Since the onset of democracy in 1994, the South African legal framework has been overhauled significantly with a view to aligning laws with the Constitution, particularly the equality, human dignity and other human rights provisions in the Constitution. The Constitution has been the main enabler in this regard, particularly through its statement of founding values, which include human dignity, non-sexism and the achievement of equality (Section 1). The constitutional subjection of cultural and religious freedom to the rest of the Constitution (Sections 211, 15(b) and 39(3)), which obviously includes the equality clause, has also served as a key enabler for law reform aimed at promoting the empowerment of women and gender equality. Another key enabler has been the constitutional provision incorporating international law to develop domestic law where there are gaps and empowering the courts to develop the law (including statutory, common and customary) law.

One of the key legislative changes since the dawn of democracy is the abolition of minority status for African women married under customary law. The key laws, enacted since the dawn of democracy, that have contributed to an enabling environment for women empowerment and the achievement of gender equality include: (i) Employment Equity Act of 1998; (ii) Promotion of Equality and Prevention of Unfair Discrimination Act of 2000; (iii) Broad Based Black Economic Empowerment Act of 2004; (iv) Preferential Procurement Policy Framework Act of 2000; (v) Basic Conditions of Employment Act, as amended; (vi) South African Schools Act; (vii) Recognition of Customary Marriages Act; (viii) Land Reform and redistribution legislation; (ix) Termination of Pregnancy Act; (x) Maintenance Act; (xi) Housing legislation; (xii) Promotion of Administrative Justice Act; (xiii) Sexual Offences Act; and (xiv) Prevention of Trafficking in Persons Act, among others.

The Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000 provides the framework for implementing section 9 of the Constitution. It seeks to promote achievement of equality and prevent and prohibit unfair discrimination on the grounds of, inter alia, gender, sex, and pregnancy. This Equality Act also broadly defines discrimination as 'any act or omission, including a policy, law, rule, practice, condition, or situation which directly or indirectly (a) imposes burdens, obligations or disadvantage on; or (b) withholds benefits, opportunities or advantages from, any person on one or more of the prohibited grounds. In specific reference to discrimination against women, section 8 of the Equality Act provides a range of prohibited practices that constitute discrimination on the basis of

gender. Furthermore, the South African Human Rights Commission (SAHRC) is mandated under Section 25, Chapter 2 of the Equality Act to investigate and report on allegations of abuse.

The Protection from Harassment Act 17 of 2011 is aimed at protection of victims of harassment (including sexual harassment), in order to put into effect the right of all people in South Africa to be free from all forms of violence from either public or private sources. Harassment in this regard means directly or indirectly engaging in conduct that causes harm or inspires the reasonable belief that harm may be caused to the complainant or a related person by unreasonably-(a) following, watching, pursuing or accosting of the complainant or a related person, or loitering outside of or near the building or place where the complainant or a related person resides, works, carries on business, studies or happens to be; (b) engaging in verbal, electronic or any other communication aimed at the complainant or a related person, by any means, whether or not conversation ensues; or (c) sending, delivering or causing the delivery of letters, telegrams, packages, facsimiles, electronic mail or other objects to the complainant or a related person or leaving it where it will be found by or given to, or brought to the attention of, the complainant or a related person. In this regard, no longer will you be able to send someone an anonymous SMS with some kind of sexual innuendo or constantly bully a classmate at school without facing legal consequences.

The Prevention and Combating of Trafficking in Person Act 7 of 2013 gives South Africa, for the first time, a single statute that tackles human trafficking holistically and comprehensively by providing a maximum penalty of R100-million or life imprisonment or both in the case of a conviction. The legislation was signed in recognition of South Africa being aware of it being a source, transit route and final destination of trafficked victims.

Prior to the signing of this law, an interim measures were put in place were several pieces of legislation were used to address the problem of trafficking in persons which could not prohibit all forms of trafficking. The legislations used included the Sexual Offences Act 32 of 2007(SOA) which prohibits sex trafficking of children and adults and the Basic Conditions of Labor Act of 1997 prohibits forced labour. The SOA prescribes punishments of up to 20 years' imprisonment for sex trafficking offenses, penalties which are sufficiently stringent and commensurate with penalties prescribed for other serious offenses, such as rape. Penalties of up to three years' imprisonment for forced labour in the 1997 Labor Act are not sufficiently stringent. Effective in 2011, Children Act 38 of 2005 and its Amendment Act prescribes penalties of five years to life imprisonment or fines for the use, procurement, or offer of a child for slavery, commercial sexual exploitation, or to commit crimes. The Prevention of Organized Crime Act 121 of 1998 was often used in combination with the SOA to add additional charges and stiffer penalties against offenders.

The Prevention and Combating of Trafficking in Persons Act 7 2013 also have the effect of domesticating the UN Protocol to Prevent, Suppress, and Punish Trafficking in Persons. In a nutshell, the law seeks to fulfill four main objectives: to provide for an offence of trafficking in persons and other offences associated with trafficking in persons to prevent and combat the trafficking in persons within or across the borders of the Republic; to provide for measures to protect and assist victims of trafficking in persons; and to provide for the establishment of the Intersectoral Committee on Prevention and Combating of Trafficking in Persons.

The Civil Union Act 17 of 2006 provides for the solemnization and registration of same-sex marriages. South Africa is the fifth country in the world and the first in Africa to recognize same sex marriages. The legalized rights of lesbian women to adoption as parents, the extension of partner benefits and the right to marriage is provided for within the Civil Union Act. Therefore, same-sex couples are entitled to the same rights and benefits as heterosexual spouses.

The Employment Equity Act and the Basic Conditions of Employment Act, including its amendments, have contributed enormously to the reduction of direct discrimination in the workplace, although residual systemic discrimination and inequality persist, particularly for black women. The South African Schools Act on the other hand has reduced discrimination against the girl child. Pregnancy discrimination in the workplace and at school is one of the examples where gender discrimination is being curtailed.

Over and above the legislative measures discussed above, the advancement of women's rights in South Africa has been promoted by more other several pieces of legislation that provide the building blocks for women empowerment and gender equality. The table below provides a list of some legislation with a brief summary of their respective objectives as they protect women where ever they find themselves in the country.

Summary of legislation relevant to women's rights and empowerment

Legislation	Brief summary of legislation
Choice of Termination of Pregnancy Act 92 of 1996	Provides for the circumstances and conditions under which pregnancy may be terminated.
Criminal Law (Sexual Offences and Related Matters) Amendment Act 32 of 2007	Seeks to protect women and children by criminalising a wide range of acts of sexual abuse and exploitation.
Domestic Violence Act 116 of 1998	Seeks to afford the victims of domestic violence the maximum protection from domestic abuse that the law can provide
Children's Act 38 of 2005	Provides a broad framework for the protection of children's rights including those of the girl child.
Employment Equity Act 55 of 1998	Seeks to promote equal opportunity and fair treatment in employment through the promotion of affirmative action and the elimination of unfair discrimination.
Basic Conditions of Employment Act 75 of 1997	Protects labour rights including those that are specific to women workers.
Preferential Procurement Policy Framework Act 5 of 2000	Provides a framework for preferential treatment of historically disadvantaged groups (such as women) in procurement transactions. The Act provides specific targets for women and people with disabilities.
Recognition of Customary Marriages Act 120 of 1998	Recognises and protects women in customary marriages, including those in polygamous marriages
Maintenance Act 99 of 1998	Protects children (including the girl child) during the dissolution of the marriage, or of children borne out of wedlock, or to absentee fathers.

South Africa is currently engaging with the proposed Women Empowerment and Gender Equality Bill, envisaged as a powerful tool to advance the objectives of gender equality and women empowerment in the country. This Bill will seek to enforce compliance on the empowerment of women by the public and private sectors as well as society in general. The Bill calls for the progressive realisation of at least 50% representation of women in decision making structures across all levels in public and private sectors and in society in general.

Court Jurisprudence

Jurisprudence from the Courts, particularly from the Constitutional Court, has also contributed to the emergence of an enabling environment for women's empowerment and gender equality. One of the ground breaking decisions of the courts that contributed immensely to an environment that is conducive to the achievement of gender equality was the abolition of the *cautionary rule* in rape cases which treated women with caution on account of a belief that they had a tendency to lie about rape.

The Constitutional Court has been particularly instrumental with regard to transforming and aligning customary law, and to a limited extent Muslim marriage law, with the Constitution and international human rights norms.

SECTION TWO

PROGRESS IN THE IMPLEMENTATION OF THE CRITICAL AREAS OF CONCERN OF THE PLATFORM FOR ACTION

2.1 WOMEN AND POVERTY

The laws and policies that South Africa has put in place to address poverty in women are two-fold: these include addressing women in abject poverty to meet the human rights need as well as measures that are used to empower women for entrepreneurship, employment opportunities and for their economic independence and sustainability.

There are various ways in which poverty can be measured; however, the use of an absolute measure that conceptualises poverty as lacking the income to purchase a minimum basket of food and non-food items was adopted in the discussion of MDG1 by South Africa. Several international poverty thresholds have been adopted, with one dollar per person per day being one that reflects the most extreme condition of poverty.

With each passing year South Africa has seen visible improvements in the life circumstances of its citizens. Whilst there still seem to be so much doom and gloom, statistics indicate that as far as poverty is concerned the country has made a lot of progress and yet we are aware that the levels of poverty among vulnerable groups such as children and women, which is higher than the poverty levels for the general population, still remain a major challenge.ⁱ

South African, more importantly, has a policy that provides for strategies addressing the vulnerable groups. Halving the share of the population earning less than \$1.25 (PPP) per person per day is already achieved, while the share of those experiencing hunger has also been halved, at least in terms of self-reported hunger. Despite this progress, there are disturbing trends in terms of the differentiation of poverty outcomes according to generation and gender: in particular, youth and women remain disproportionately vulnerable to all forms of poverty.

The poverty narrative and how South Africa is addressing it would therefore not be complete without discussing the unique impact of a targeted social wage on the triple challenge of poverty, unemployment and inequality. Social wages in South Africa are packaged in different targeted forms. In the list of these are the following: free primary health care; no-fee paying schools; social grants, (such as old age pensions, and child support grants) and RDP housing; provision of basic and free basic services in the form of reticulated water; electricity; sanitation and sewerage as well as solid waste management to households and in particular those categorised as indigent. In this regard and since 2001 the indigent household is entitled to a monthly free six kilolitres of water, fifty kwh of electricity, R50 worth of sanitation, sewerage and refuse removal.

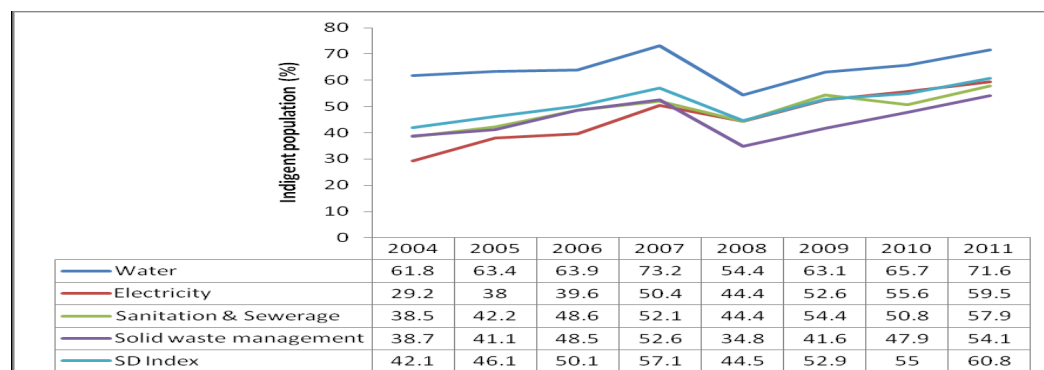


Figure on Access to Free Basic Services for Indigent Households

The figure on Access to Free Basic Services for Indigent Households above indicates that for all four services outlined above, a significant improvement has been made from 2004 to 2011. The proportion of indigent households with access to free water, electricity, sanitation and sewerage as well as solid waste management increased by the following percentage points 9.8, 30.3, 19.4 and 15.4 respectively from 2004 to 2011. These basic services illustrate the extent to which the poor in South Africa access different types of services and have their living conditions cushioned against debilitating vicissitudes of poverty.

South Africa has done a lot to improve the living conditions of all citizens as indicated, however the Living Conditions Survey 2008/2009 showed that females had a higher poverty headcount (27.3%) than males (25.2%) during the survey period when using the food poverty line. The table below indicates that the poverty headcount for females was 2.1% higher than that of males. A similar pattern is observed when using the upper-bound poverty line, yielding 54.1% for females and 50.4% for males. The percentage difference for male and for females using the upper-bound poverty line was higher at 3.7%.

Poverty indicators by sex

Sex	Food poverty line (R305)			Lower-bound poverty line (R416)			Upper-bound poverty line (R577)		
	P0	P1	P2	P0	P1	P2	P0	P1	P2
Male	25.2	8.1	3.6	37.3	14.3	7.2	50.4	22.7	12.3
Female	27.3	8.8	3.9	40.4	15.5	7.8	54.1	24.5	13.8
RSA	26.3	8.5	3.8	38.9	15.0	7.5	52.3	23.6	13.3

The poverty gap for males was also lower than that of females, indicating that males living below the poverty line were closer to the poverty line as compared to females living below the same poverty line. The severity of poverty estimates further highlighted this pattern in gender poverty.

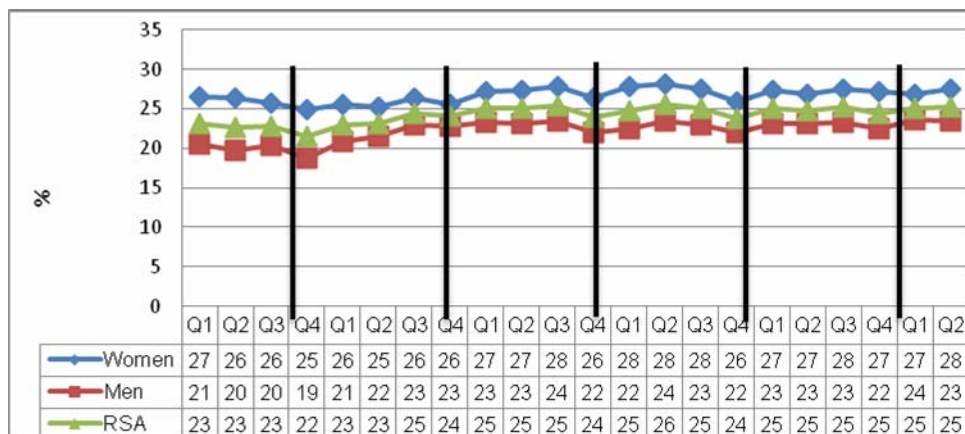
Percentage share of poverty by sex

Sex	Food poverty line (R305) (%)	Lower-bound poverty line (R416) (%)	Upper-bound poverty line (R577) (%)	RSA (%)
Male	46.2	46.2	46.4	48.2
Female	53.8	53.8	53.6	51.8
RSA	100.0	100.0	100.0	100.0

In general, the total number of females in the country is estimated to be greater than that of males by roughly 3.6%. However, looking at the poverty shares using the upper-bound poverty line, the proportion of the female population living below the poverty line exceeded that of males by 7.2% during the period September 2008 to August 2009; while the proportion of the female population living below the food poverty line exceeded that of males by 7 and 6%.³

The low rate of participation of women in employment is another reason why majority of women are living in poverty although this trend is improving according to the Quarterly Labour Force Survey of 2013 as indicated below.

³ Stats SA, 2012: Living Conditions survey, 2008/2009



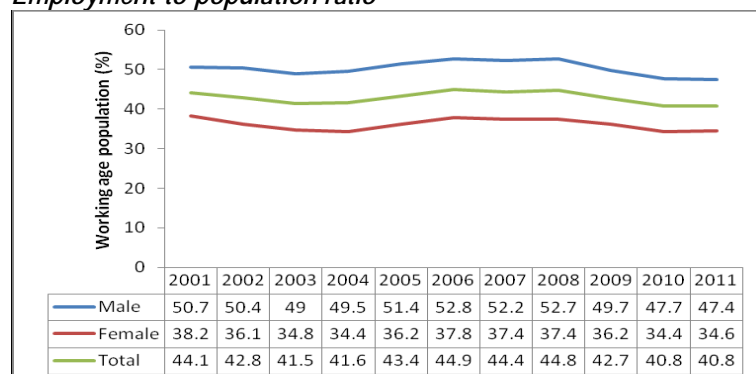
The pattern of higher unemployment rate among women than men is maintained over time. Moreover, many women are doing unpaid work such as being care givers in the home, which is not recognised as employment. Women are also commonly found in particular informal sectors such as street hawking which is not considered as employment in statistics.

Employment grew by approximately 5.6 million between 1994 and 2013, or by 60%. While there has been a large increase in the number of people employed, this has been offset by a larger increase in the number of people looking for work. The reasons for this include population growth, increasing urbanisation (which in turn was partly a result of the dismantling of the homeland system and the removal of the pass laws) and increasing numbers of women looking for work, due to advances in gender equality. Considerable progress has been made in ensuring greater equality in employment in terms of race and gender, although challenges persist. In 1994, just 34% of working-age Africans was employed and only 26% of African women. In contrast, 66% whites and 51% Coloured and Asians were employed. By 2013, African employment had climbed to 43%, and 38% of African women had paid work.

An ongoing concern is the disparity between men and women in earned income. In 2001, the average annual income of households headed by women was R27 864, compared with R63 626 for households headed by men. By 2011, despite an increase in the average income for females, households headed by women still earned less than 50% of households headed by men. The median earnings for a white man were six times as high as for an African woman. The disparity was mostly not a result of unequal pay for the same kinds of work, although that remained a factor. The main reason for pay differentials was that Africans, and especially African women, were more likely to be employed in lower-level jobs. As a result of this disparity in employment, the average income for females remains far less than their male counterparts' salaries. Inequalities in access to work and pay are also reflected in household incomes.

The figure below indicates the proportion of a country's working-age population that is employed, which remained around 41-45%. The trend shows a slight decrease between 2008 and 2009 which may be attributed to the global financial crisis mentioned earlier. The ratio is higher for males compared to females indicating better employment prospects for males as opposed to females. For both males and females, the ratio declines between 2008 and 2009.

Employment-to-population ratio



Labour Force Survey (2001 - 2007); Quarterly Labour Force Survey (2008 - 2011), Statistics South Africa

The goal to half extreme poverty has effectively been comfortably dealt with but there is deep concern that relative inequality remains high. This is so in part because of the high unemployment rate and the low labour force participation rate in our country.

The Expanded Public Works Programme (EPWP) is one of many programmes contributing towards supporting employment generation. It provides short-term job opportunities for the unemployed (to unskilled unemployed people in particular). In addition, the aim of the EPWP is to provide training for participants. Due to the short nature of most EPWP projects, this training has generally been at a basic level. Most EPWP work opportunities result from using more labour-intensive construction and maintenance methods in public infrastructure projects. Further upscaling the EPWP resulted in more than 3 million work opportunities being created between 2009 and the end of March 2013. This included the introduction of the Community Works Programme (CWP) in 2009, with funding for employment creation projects prioritised by communities.

The employment created through the EPWP programmes is still small compared with the number of unskilled unemployed people. Nevertheless, public employment programmes are crucial income-supporting programmes. Both the EPWP and the CWP have been successful in targeting women, the youth and people with disabilities. In addition to providing income, the opportunity to work provides dignity and meaning in the lives of participants in public works programmes. Generally, besides accessing income, public works programmes help reduce the negative effects of unemployment, which include social isolation, erosion of self-esteem, drug and alcohol abuse, as well as a loss of knowledge, skills and habits associated with having a job.

2.2 EDUCATION AND TRAINING OF WOMEN

In 2009, the South African Government emphasized improving access to: Early Childhood Development (ECD), Grade R, Higher Education (HE), Further Education and Training (FET) and to people with disabilities while at the same time giving attention to the provision of quality education. This is demonstrated by the separation of the Department of Education into two departments, namely the Department of Basic Education (DBE) and the Department of Higher Education and Training (DHET) in 2009

In 2011, 99.0% of 7 to 13-year old children attended primary schooling. The Adjusted Net Enrolment Rate (ANER) increased from 96.7% in 2002 to 99.0% in 2011. The differences in ANER of males and females have decreased since 2002 and are currently less than 0.5 percentage points.

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Male	96.5	97.0	97.8	97.9	98.0	98.1	98.0	98.8	99.0	98.9
Female	96.8	97.9	98.5	98.2	98.4	98.8	98.3	99.0	99.1	99.2
National	96.7	97.4	98.2	98.1	98.2	98.5	98.1	98.9	99.1	99.0

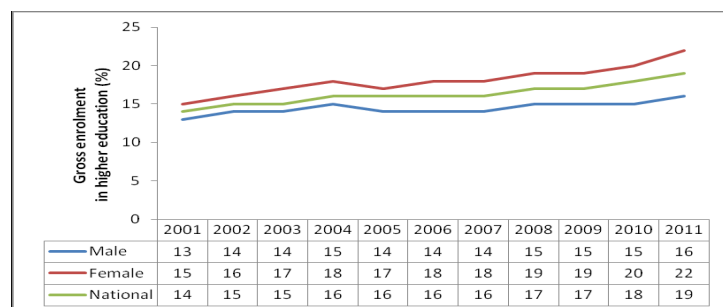
The MDG target of universal access for children of primary school age has been achieved and the focus has now expanded to include access to ECD.

Enrolment in Grade R (a pre-school year at primary school) has more than doubled, increasing from 300 000 to 705 000 between 2003 and 2011, nearly reaching the level of universal access. By 2012, 87.8% learners in Grade 1 in public schools had attended Grade R. This is a remarkable achievement, indicative of South Africa's investment in the foundation phase of education. Even though there has been a steady increase in the percentage of learners enrolled in Grade R in public schools between 2002 (39.3%) and 2011 (84.8%) universal enrolment in Grade R may not be achieved by 2014.

Government introduced no-fee schools to make it easier for the poor to send their children to school and make education accessible to all. In 2011, approximately 61% of children attending school did not pay tuition fees and 10% indicated that they were paying tuition fees between R1 and R100. This is an increase from 59% in 2010. Schooling is becoming more accessible to almost all children of school going age. This is also confirmed by the percentage of 7 to 15 year of children who are attending educational institutions, approximately 99% in 2011. In addition the reason for not attending educational institutions as a result of lack of money for fees has significantly decreased from almost 39% in 2002 to 27% in 2011

School nutrition programme is also supporting poor children where approximately 9 million children are benefitting from the school feeding scheme and this has ensured that learners no longer have to study on an empty stomach.

The country's Strategic Plan for Higher Education and Training 2010–2015 highlights the importance of tertiary education in relation to Government's development agenda. Higher education is aimed at providing access to tertiary institutions to at least 20% of learners who successfully complete Grade 12. When comparing males and females, a slightly different scenario is observed. Over the ten year period 2001 to 2011, females made more gains than males as they improved their participation rate by 7 percentage points from 15% to 22% as indicated in the Figure below, when compared to the 3% gain observed for males.



Gross enrolment rate in higher education by sex

Poverty is one of the challenges in young women accessing higher education and training in South Africa. To promote access to higher education by young women and men from poor and working class families with the potential to achieve academically, the National Student Financial Aid Scheme (NSFAS) was introduced. This is a category of students who would not be able to pursue higher education without financial assistance. The amount disbursed to students as loans and bursaries through NSFAS has increased from R3.5 billion in 2009 to R7.4 billion in 2012. Since 2012, NSFAS provides 100% bursary allocations for all students with family joint income of under R122 000.00 per annum.

South Africa has nearly achieved universal literacy for youth aged 15 to 24 with an overall literacy rate of 92.7% in 2011. Literacy rates were higher for female youth than male youth for the period 2002 to 2011. This contrasts with the adult literacy rate where fewer women are literate than men, indicating the gender based generational shift that

took place during the past 20 years in relation to literacy. The youth literacy rate for females increased from 88.4% in 2002 to 94.6% in 2011 and for males from 83.3% in 2002 to 90.7% in 2011

Youth functional literacy rate for youth aged 15 to 24 by sex (2002-2011)

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Male	83.3	84.7	84.9	86.6	87.3	87.6	88.5	88.9	90.4	90.7
Female	88.4	89.7	90.5	90.9	91.4	92.5	92.0	93.1	94.6	94.6
National	85.9	87.3	87.8	88.8	89.4	90.1	90.3	91.0	92.5	92.7

The table below indicates the highest level of education amongst those aged 20 years and older in a population group of black African according to the Census 2011. The table indicates that more females (8.7%) had higher education as compared to males (7.9%).

Highest level of education amongst those aged 20 years and older for Black Africa

	No schooling	Some primary education	Completed Primary education	Some Secondary education	Completed grade 10/Standard 10	Higher
Male %	8.7	13.9	4.9	36.4	28.2	7.9
Female %	12.1	13.8	4.8	36.3	26.1	8.7
Total %	10.5	13.9	4.9	35.3	27.1	8.3

The percentage of people of age 20 years and older that received no formal education has decreased steadily between 1996 and 2011. In 1996, 17.0% of males had no formal education. This decreased to 15.5% in 2001 and further to 7.2% in 2012. For females, the percentage with no formal education decreased from 20.9% in 1996 to 20.0% in 2001 and 9, 9% in 2011. This finding also indicate that women have always been more likely than men to have no education with a slight narrowing of the gap between these two group toward 2011.

According to the Development Indicators released at the end of 2010 by the Presidency, South Africa's adult literacy rate is showing a steady increase in literacy of her people, with women showing the same positive upward trend. Females are becoming more literate.

Adult literacy

Rated years	2002	2003	2004	2005	2006	2007	2008
Total literacy rate	70.7	72.6	73.3	74.2	74.4	74.1	76.5
Female literacy arte	69.4	70.3	71.8	72.1	73.2	74.2	74.7

The Kha Ri Gude Literacy Programme has been successful in reducing the percentage of illiteracy of the population aged 20 years and older that have had no education, with almost 3 million illiterate adult learners having been enrolled between 2008 and 2012. The majority of learners in this programme are women.

The South African Government has also introduced a number of innovative programmes that seek to improve women's vocational choices with special attention given to accelerating their participation in science and technology. These programmes are a response to the 2001 National Census that revealed that for the population aged 20 years and older, there were twice as many women as men in the social sciences, whilst there were ten times as many men as women in the engineering and pure and life sciences. Thus in 2003, the Science, Engineering and Technology for Women Sub-Committee was established to advise Government on issues relating to women within science and technology. Since 2003, awards and fellowships worth millions of South African rands have been awarded to women in the field of science and technology.

One of the positive spin-offs of this process has been assistance provided by the Department of Science and Technology in the production of a television series on Women in Science that was screened on national television in South Africa. This series served both to educate young girls on careers in science, engineering and technology but

also highlighted the impact of women scientists in South Africa. The winners of the different categories in the Women in Science Awards also featured in a supplement to a weekly South African newspaper.

Trend in Mathematics and Science Study is an international assessment of mathematics and science for Grade 4 and Grade 8 learners. Country results are benchmarked at 5 levels and in South Africa the majority of learners fall in the lowest level, scoring less than 400 points. However, it is important to note that significant improvements in learner performance in these subjects were recorded from 2003 to 2011. South Africa, Botswana and Honduras, administered the assessments at the Grade 9 level. All three countries continued to demonstrate low performances at this level, for both mathematics and science. Mathematics results from 2002 to 2011 indicate that the number of mathematics learners scoring above the low benchmark of 400 more than doubled, from 10.5% to 24.5%. This improvement was observed for both male and female learners.

The Girls Education Movement (GEM) was initiated in 2002 to address issues of gender and culture, and encourage girls to participate in science and technology areas. Gem's Techno-girl programme provides girls with career guidance and life skills support, particularly in mathematics and technology. The target group comprises secondary school female learners or tertiary school entrants between the ages 15 to 20, drawn from the rural areas. Annually during school vacations, the GEM camp is held in which life skills education is offered, in addition to raising awareness on the participation, retention and achievement of girls in mathematics, science and technology. An Information Technology Academy in Tombo, a rural village in the Eastern Cape Province, has also been established.

According to the MDG Report 2013, the country allocated 20% of the country's budget to education. This currently represents the largest sectoral allocation in the country's budget and amounts to 6% of the GDP. Public spending on primary and secondary schooling represents 4% of the Gross National Product (GNP) which compares well with the average of 3.1% for developing countries and 2.9% in sub-Saharan Africa (Department of Basic Education, 2012).

There has been a transformation of the post-school education and training system since the demise of apartheid with the sector education and training authorities (SETAs) established. These have the aim of linking skills development more closely to the needs of economic sectors and providing opportunities for experiential learning through learnerships. The number of unemployed people completing learnerships reached over 22 000 per annum in 2013, but there have been challenges in placing learners in experiential learning and sustainable employment. In order to address these challenges, government policy has recently been changed to require these institutions to spend more on substantive courses leading to occupational, vocational and professional qualifications at public colleges and universities, particularly universities of technology. There is also room to further improve relations between training institutions and industry.

Artisan training by state owned enterprises (SOEs) has received a further boost in recent years through the Infrastructure Plan under the Presidential Infrastructure Coordination Commission. Between 2011 and 2013 the SOEs trained 4 740 artisans. Both SOEs and the private sector have been constrained by the lack of adequate, sustainable, guaranteed funding from the SETAs and the National Skills Fund, as well as the lack of a single artisan learner administration and grant disbursement system across the SETAs. Government has recently addressed these blockages by directing SETAs, in new grant regulations, to use 80 percent of their discretionary grants for pivotal programmes, of which artisan training is a major part. To address the problem of unemployed and unskilled youth, the National Senior Certificate for adults was registered. The National Certificate Vocational system was introduced in 2011. These are significant milestones in developing alternative avenues for skills development.

By 2012, women made up 58% of all students enrolled in university programmes. More black students than ever before are enrolled in higher education institutions, comprising 81% of all students in 2012, indicating the changing face of higher education institutions. Notwithstanding this progress, participation rates remain skewed in favour of white and Indian students, with only 16% African and 14% Coloured people of university-going age enrolled in higher education institutions, as opposed to 55% and 47% white and Indian young people respectively. Overall, African and female students are under-represented in science, engineering, technology, business and commerce programmes, which are critical skills needed in the economy.

University enrolment has almost doubled, increasing from 495 356 students (universities, technikons and teachers' training colleges) in 1994 to 953 373 students (public universities and universities of technology) in 2012. Between 1994 and 2012, approximately 1 million university beneficiaries received National Student Funding Assistance Scheme loans and bursaries worth approximately R30 billion.

Obstacles, gaps and challenges

The MDG report 2013 indicated that despite the solid policy changes made by the government, there are still many challenges: these include distances travelled by children participating in Early Child Development programmes, transport costs, poor learner performance in national and international assessments, utilization of the teacher labour force, poor policy implementation and understanding enablers of learning in the context of living conditions and arrangements of households and families.

Lack of infrastructure and equipment, particularly at historically disadvantaged schools and universities is also being gradually addressed since 1994. More recently, decisions have been taken to establish new universities in Mpumalanga and the Northern Cape, which will improve access to higher education. Going forward, increased funding of universities needs to translate into better graduation rates, while still promoting research.

In basic education facilities, 84 468 new classrooms and 21 774 ablution facilities have been built. 8 765 schools have been provided with water and 6 434 schools have been provided with electrical connections. Some 2 761 new schools have been constructed.

The improvements in access have resulted from a number of interventions. The burden of school fees for poor households has been reduced by introducing no-fee schools. By 2012, 78% learners in 80% of public schools (close to 20 000 schools) benefited from the no-fee policy. By providing children with meals at school, the National School Nutrition Programme has contributed to regular and punctual attendance by learners and enabled them to attend school without being hungry. By 2012, about 9 million learners in 20 905 primary and secondary schools – virtually all the learners from poor households – were receiving a government-funded school lunch.

A major challenge in the primary and secondary education sector concerning girls is the teenage pregnancy issue, a situation that poses a threat to the retention of girls in school, with a high drop-out rate among the 14-17 year age group. Teenage pregnancy is particularly prevalent in poor and mostly rural provinces. Table below shows learner pregnancy rates from 2004 to 2008.

Learner pregnancy rates, 2004-2008

Year	No of pregnant learners/1000 registered	No of learners captured
2004	51.42	8058
2005	55.69	9691
2006	56.34	9031
2007	59.51	16336
2008	62.81	16320
Total	58.22	59436

To address the challenge of teenage pregnancy, learners are being educated on the prevention of pregnancy and interventions have been put in place to ensure that pregnant learners are not discriminated against, and that their prompt return to the schooling system post pregnancy is ensured. Pursuant to the Constitution and the Schools Act, discrimination on the basis of pregnancy is prohibited. The country has adopted the Measures for the Prevention and Management of Learner Pregnancy in 2007.

2.3 WOMEN AND HEALTH

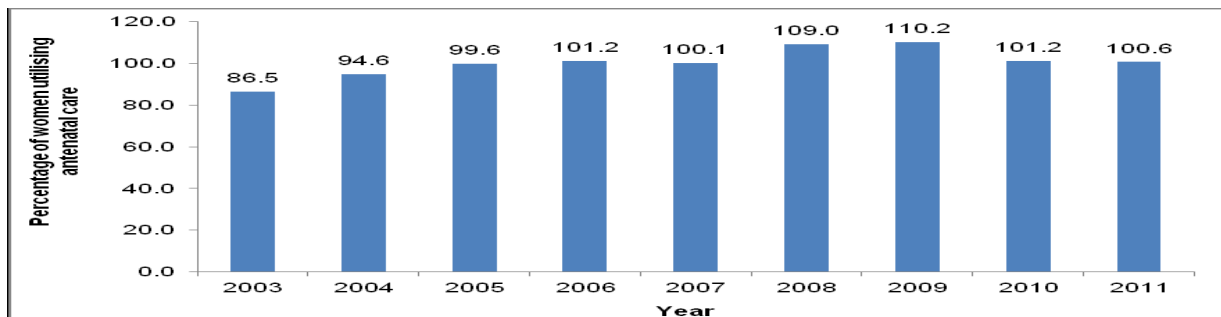
The country acknowledges that it is currently experiencing a quadruple burden of disease (high maternal and child mortality, high incidence of HIV and AIDS, and tuberculosis, non-communicable diseases such as heart problems and diabetes, and injury and violence). Maternal mortality and HIV and AIDS directly affect women.

Access to healthcare was also facilitated by the introduction of a massive infrastructure programme that saw more than 1 500 health facility infrastructure projects being completed following the advent of democracy. This includes building new facilities and revitalisation of existing facilities which facilitated access to healthcare within a 5km radius of where people lived. Primary healthcare delivered through the district health system became a cornerstone of healthcare policy in the country with all user fees for primary healthcare services, including for pregnant women, children under six years of age and people with disabilities are abolished. Access to primary healthcare services, measured in terms of visits per year, increased from 67 million in 1998 to 129 million by the end of March 2013.

A National Health Insurance (NHI) is an important step towards ensuring universal access to quality healthcare, with a strong focus on primary healthcare. The success of the insurance hinges on improving the quality of care in the public sector and reducing the spiraling costs of private healthcare. The Department of Health is currently piloting the NHI in 11 pilot districts in country since 2012.

Several initiatives are aimed at improving reproductive and maternal health as a national concern, including revised ART guidelines, expanded provider-initiated HIV counseling and testing for antenatal patients, increases in maternal and perinatal audits and launching the Campaign on Accelerated Reduction of Maternal Mortality in Africa (CARMMA) in 2012 to improve maternal health as a national concern. CARMMA consists of a series of interventions at community and health facility level. In South Africa these have included the provision of dedicated obstetric ambulances to facilitate the swift transfer of pregnant women experiencing complications, training and continuing supervision of health providers in maternal care, and more effective clinical decision-making.

The use of Antenatal care (ANC) is remarkably high, with over 100% of women utilizing antenatal care from 2006 and the use of antenatal care during pregnancy continues to be high in the country. The figure below indicate the percentage of women who attended an antenatal care facility at least once during pregnancy between 2003-2011



Percentage of women who attended an antenatal care facility at least once during pregnancy, 2003–2011, District Health Information System, Department of Health

The South African delivery rate in facilities was 83.5% in 2007/08, increased and stabilized for three years, and then increased again to 90.1% in 2011/12 and this assisted very well in prevention of maternal mortality. The Annual Health Statistics 2012 reported that the facility MMR was 179.2 per 100,000 nationally for the period 2008-2010. This cannot be interpreted as a downward trend as different sources are used, and the DHIS still shows some underreporting and gaps in reporting.

The provision of safe termination of pregnancy is part of the reproductive health services offered by the state, and has resulted in a dramatic decrease in the number of deaths and complications from unsafe abortions. This service is

provided in terms of the Choice on Termination of Pregnancy Act, 1996 (Act 92 of 1996) and the Choice on Termination of Pregnancy Amendment Act, 2008 (Act 1 of 2008). Whilst these laws can be applauded for upholding women's rights, involvement in terminations of pregnancy may be unacceptable to some medical practitioners on religious or moral grounds. The difficult balance between patient autonomy and practitioner's beliefs is a longstanding topic of ethical debate.

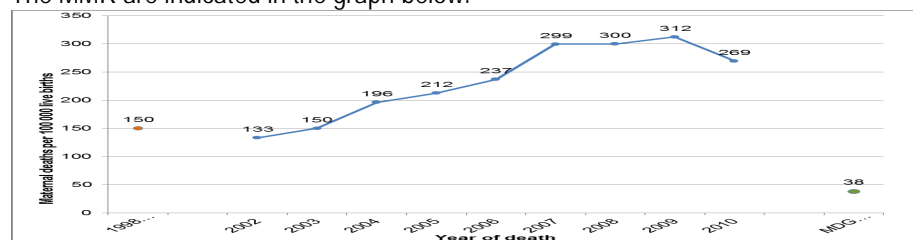
According to Annual Health Statistic 2012, the cervical cancer is the second most prevalent cancer among women, comprising 22.8% of all cancers in this group. Screening for cervical cancer by means of Papanicolaou (Pap) smear became part of the package of care offered free of charge to all women in South Africa in 1996, and in 2001 a national cervical screening programme was launched. According to national policy, every asymptomatic woman aged 30 years or older should be screened three times in succession at 10-year intervals, utilizing cervical Pap smears. There has been a steady increase in the cervical cancer screening coverage nationally, from 36.1% in 2007/08 to 55.0% in 2011/12, though the goal of 70% screening nationally has not been achieved. Government further introduced the human papilloma virus (HPV) vaccine in March 2014 to reduce the incidence of cervical cancer.

Contraceptive use is an aspect of and promotes reproductive health since contraceptive use mitigates against unwanted and high risk pregnancies. High risk pregnancies are detrimental to women's health and can exacerbate maternal mortality in a population. As the contraceptive prevalence rate can only be retrieved from surveys, the couple year protection rate is used as a proxy for the contraceptive prevalence rate. The couple year protection rate for the country has increased marginally from 30.0% in 2007/08 to 32.7% in 2011/12 but is still below the target of 33%.

In April 2010, the healthcare sector initiated the HIV Counselling and Testing campaign to mobilize all South Africans to be tested for HIV. The campaign resulted in more than 20.2 million South Africans being tested between April 2010 and June 2012, compared with only 2 million people being tested annually before. This indicates an increase in health-seeking behavior among South Africans and has facilitated better access treatment, care and support. The number of patients receiving antiretroviral therapy (ART) in South Africa increased from 47 500 in 2004 to 1.79 million in 2011. A total of 1.09 million (61%) of people accessing ART in 2011 were women. The most vulnerable population benefitted from the treatment programme. Access to ART in the public sector subsequently grew to over 2.4 million patients by the end of June 2013. The Prevention of Mother-to-Child Transmission (of HIV) Programme has also been highly successful, with transmission rates decreasing from 8.5 percent in 2008 to 2.7 percent in 2011. In total, more than 100 000 babies were protected from HIV during this period.

As a result of the impact of HIV and AIDS, South Africa's maternal mortality ratio (MMR) worsened during the first decade of democracy. However, MMR began decreasing steadily in the second decade, as a result of government's interventions, including the massive HIV Counseling and Testing campaign, initiation of ART for all pregnant women living with HIV with a CD4 count of less than 350, and provision of treatment to all other pregnant women living with AIDS at 14 weeks of pregnancy. In 2010, South Africa's population-based MMR was 269 per 100 000 and the facility-based MMR was 146.7 per 100 000

The MMR are indicated in the graph below:



The Medical Research Council (MRC) has conducted systematic studies of mother and baby pairs to periodically monitor the effectiveness of the PMTCT Programme in reducing perinatal transmission of HIV from mothers to

infants, measured at 4-8 weeks after infant birth. In 2008, the MRC found the mother to child transmission rate to be on average 8.5% nationally. In 2010, the MRC PMTCT study found that 31.4% babies were exposed to HIV, but the mother to child transmission rate had decreased substantially to 3.5%. In a follow up study in 2011, 32.2% babies were found to have been exposed to HIV, and the transmission rate had decreased further, to 2.67%. The MRC study concluded that since 2010, there was an additional 23% (95% CI 22-28%) reduction in mother-to-child transmission following implementation of Option A PMTCT regimens (MTCT 3.5% in 2010 versus 2.7% in 2011).

The South African National Health and Nutrition Examination Survey (SANHANES), conducted by the Human Sciences Research Council in 2013 found that vitamin A deficiency among children less than five years of age decreased from 63.6% in 2005 to 43.6% in 2012.

South Africa entered into partnership with other countries such as Cuba, Iran and Tunisia and recruited and placed doctors in remote areas, bringing stability in health provision in these areas. By 2013, the number of new medical students accepted annually had increased to over 1 400. Key steps taken to improve the supply of healthcare providers over the last 20 years include mandatory community service for healthcare professionals and improving remuneration levels for certain professional categories. As at January 2014, a total of 44 000 community service health professionals have been placed in remote, rural and underserved areas since the introduction of community service in 1998. A special group of senior professional nurses were trained on Nurse Initiated Management of Anti-Retroviral Therapy (NIMART) to help the country with the massive roll out of ARTs. Government increased the number of professional nurses trained on NIMART from 250 in 2009 to 23 000 in 2013.

Under the stewardship of a transformed South African National AIDS Council (SANAC), national strategic plans for HIV and AIDS, sexually transmitted infections (STIs) and tuberculosis (TB) for 2007–2011 and 2012–2017 were produced. SANAC also enhanced the rapport and collaboration between government and civil society. SANAC was restructured in 2007. The transformation encompassed 19 sectors, of which 17 were civil-society formations. The other two sectors were government and the business sector.

2.4 VIOLENCE AGAINST WOMEN

The laws that South Africa has put in place to address violence include the Domestic Violence Act 116 of 1998 and Criminal Law (Sexual Offences and Related Matters) Amendment Act 32 of 2007 among others. The Domestic violence Act was enacted to afford the victims of domestic violence the maximum protection from domestic abuse that the law can provide. The Act defines domestic violence in broad terms to include physical, threatened violence, stalking; sexual, emotional, verbal and psychological abuse, economic abuse, etc. The main strength of the legislation lies in protection orders against perpetrators and the possibility of imprisonment of recidivist offenders.

There are often unintended consequences of the law which impact negatively on women. For example, the Domestic Violence Act 1998 is one of the milestones of law reform aimed at protecting women against domestic violence. However, the Act has many implementation challenges. One of the major deficiencies of the act is the absence of built-in measures to address the underlying causes and influencing factors in domestic violence situations and recidivism. In many instances victims continue to endure abuse despite having secured protection orders. In some of these cases the abuse can progress to murder or "intimate femicide".

The Criminal law Amendment (Sexual Offences and Related Matters) Act 32 of 2007 seeks to protect women and children by, inter alia, criminalizing a wide range of acts of sexual abuse and exploitation. It repeals the common law offence of rape and replaces it with a new expanded statutory offence of rape, applicable to all forms of sexual penetration without consent, irrespective of gender. It also repeals the common law offence of indecent assault and replaces it with a new offence of sexual assault, which contains a wider range of acts of sexual violation without consent. Moreover, the Act targets for punishment sexual predators that prey on children and people with disabilities. It criminalizes sexual exploitation or grooming of children and people with disabilities, exposure or display of child pornography or pornography to children and the creation of child pornography.

Other legislations in place include the following:

- The Criminal Procedure Act 51 of 1997
- Criminal Procedure Second Amendment Act 75 of 1995: Deals with, among other things, bail guidelines that cover violence against women
- Film and Publications Act 65 of 1996: provides for the establishment of the Film and Publication Board whose role includes combating child pornography and the negative stereotyping and representation of women
- Criminal Procedure Second Amendment Act 85 of 1997: tightens bail provisions relating to serious crimes, including violence against women.
- The Firearms Control Act 60 of 2000: Enables the State to remove illegally possessed fire arms from society, control supply, possession, storage and transportation and use of firearm and to detect and punish the negligence and criminal use of firearms.
- Criminal Law (Sentences) Amendment Act, 38 Of 2007: to provide that certain circumstances shall not constitute substantial and compelling circumstances justifying the imposition of a lesser sentence when a sentence must be imposed in respect of the offence of rape;

Acknowledging the scourge of gender based violence, South Africa has since 1994 introduced several interventions to address gender-based violence and sexual offences against vulnerable groups, in particular women and children. These interventions included the following:

- Specialised courts dedicated to sexual offences;
- Thuthuzela Care Centres to help prevent secondary trauma for victims of these crimes;
- Introducing specialised police units (such as family violence, child protection and sexual offences units);
- Resourcing and establishing victim-friendly rooms at police service points;
- Empowering prosecutors, police officers, magistrates and doctors with specialized skills; and
- Keeping dangerous sexual offenders under long-term supervision on release from prison.

The Inter-Departmental Management Team (IDMI) established in 2005 is a multi-disciplinary expert team, responsible to design and implement programmes aimed at addressing gender-based violence. Its programmes were integrated in the objectives of the National Crime Prevention Strategy, which, with evolution of crime approaches, resulted in the adoption of the Justice Crime Prevention Strategy. This strategy has several components including programmes to address sexual violence as a priority; interdepartmental initiatives to improve criminal justice processes; education and awareness programmes; partnership with civil society; and victim empowerment.

In a bid to integrate gender equality and prioritize violence against women in the prosecution of crime, the Sexual Offences and Community Affairs (SOCA) Unit was established within the National Prosecuting Authority in 1999. SOCA focuses primarily on sexual offences, domestic violence, trafficking in persons, enforcement of child maintenance, managing of young offenders and other issues involving the victimization of women and children. Their role is to formulate policy, build capacity, increase sensitization and provide scientific and functional training of officials who prosecute these crimes. It also facilitates research and training for prosecuting sexual offences, domestic violence and maintenance cases, and managing young offenders; as well as developing and implementing community awareness programmes and plans for the participation of NGOs in these processes and procedures. Since 2008, SOCA has organized an annual Sexual Offences Indaba, a conference that brings together stakeholders that are involved in the prevention and management of sexual offences.

The SOCA unit established Thuthuzela Care Centres for rape victims and victims of sexual and domestic violence. These centres which are 24-hour one-stop centres assist victims of rape by offering a victim-friendly environment that helps eliminate secondary victimization. At these centres rape victims have access to all services such as the police, counseling, doctors, court preparation and prosecution. The number of Thuthuzela Care Centres(TTCs) in the

country has increased from 10 in 2007-2008, 17 in 2008-2009, 28 in 2009-2010, and about 35 fully operational sites during 2011- 2012 year. Table below indicates the activities of the TTCs over the period of four financial years.

Activities of TTCs 2008/2009- 2011/2012 year

Year	2008/2009	2009/2010	2010/2011	2011/2012
Matters reported at TCC site	10 213	13 756	20 496	28 557
Cases received at court	2 912	6410	9 716	10 949
Cases finalized	596	1 088	1 761	2 180
% of conviction rate	61.2	64.45	63	60.7

Within the judiciary, the Sexual Offences Courts have been introduced in 1993 to particularly in responding to and preventing the increasing figures of rape cases reported in the country. The prosecution of these cases reached its huge success as it maintained the conviction rate of up to 80% over a period of a year, and by the end of 2005, there were 74 Sexual Offences Courts countrywide. Even though these courts recorded considerable success, they were reduced to only fifty (50) in 2008-2009 due to concerns over the proliferation of specialized courts being better resourced than mainstream courts and latter demised. A Task Team was set up in June 2012 to look at the reestablishment of the Sexual Offences Courts and already 57 Regional courts has been identified for upgrading and equipment with modern technology to operate as Sexual Offences Courts. It is believed that these sexual offences courts will help address the growing challenge of sexual offences in the country, particularly rape and sexual crimes against vulnerable groups such as the LGBTI community. To date several of these courts have been re-opened and are operational.

These dedicated services use intermediaries, audio-visual equipment and specialised training, among other measures. A strategy to address gender-based and sexual orientation-based violence against lesbian, gay, bisexual, transgender and intersex people is being developed. More work still needs to be done on the National Register for Sex Offenders. While the national register is not open to the public, employers in the public or private sectors, such as schools, crèches and hospitals, are accorded the right to check whether a job applicant is fit to work with children or mentally disabled people.

The National Council Against Gender-Based Violence (NCAGBV) established in 2011, has been mandated to provide high-level strategic guidance and coherence of strategies across sectors to address the high levels of gender based violence and integrates, strengthen and mobilise structures of society for the reduction of gender-based violence through the implementation of coherent strategies. The action will include addressing violence against the LGBTI community. The members of the Council are representatives from government and civil society organizations that are working on areas of gender based violence.

2.5 WOMEN AND ARMED CONFLICT

During the 2011/2012 financial year, there was an increase in the number and percentage of female employees in the Defense Force. The number of females increased from 21 822 in 2011/12 to 22 195 in 2012/13, whilst female representation increased from 27.8% in 2011/12 to 28.2% in 2012/13. Women also form part of all deployment although no disaggregated information is available.

South Africa, through the South African National Defense Force (SANDF), continues to be the major African troop contributor and important role player in peace keeping missions in the region and the continent. An average of 2 208 members of the SANDF were deployed in five external operations. These operations were conducted in the

Democratic Republic of the Congo (DRC) in support of the UN Mission, Sudan in support of the UN/AU hybrid mission, Mozambique in support of the government effort to combat piracy in the Mozambique channel, disaster relief in the flood-affected areas of Central Mozambique, and capacity building and military training assistance in the Central African Republic (CAR) during the 2011/12 fiscal year.

The SANDF is also deployed for the border safeguarding and are able to apprehend illegal immigrants, arrest criminals, recover stolen cars, weapons, livestock, copper cables and confiscates drugs. The Anti-Rhino Poaching Operations in the Kruger National Park forms part of the border safeguarding operations that are being executed along the RSA/Mozambique border within the Kruger National Park. The deployment of the SANDF resulted in a number of poachers arrested as well as the confiscation of hunting rifles, including AK47 assault rifle.

Contributing to peace, stability and post conflict transition in Africa has been integral to South Africa's post-apartheid policy. Since 1994, the country has earned a reputation for being an accomplished mediator, with successive presidents playing key roles in negotiating settlements elsewhere in Africa.

South Africa's involvement with the AU has primarily focused on the following:

- Promoting the AU as a continental institution of governance and development;
- Helping to establish and strengthen the AU Commission to implement decisions by the AU Assembly and the AU Council;
- Hosting the Pan African Parliament (an institution of the AU) since 2005, NEPAD Agency and APRM Secretariat since 2001, and the African Commission on Nuclear Energy (AFCON);
- Contributing to the establishment of the AU Peace and Security Council, which deploys peacekeeping missions, among other activities;
- Contributing to the establishment of the Economic, Social and Cultural Council, which has become a vehicle for civil society to present its position on major issues; and
- Contributing to capacity building by training diplomats as well as other civil servants from the continent.

South Africa mediated in Madagascar after a 2009 coup, helping to secure an agreement to lead Madagascar out of crisis. This culminated in Madagascar holding a referendum in 2010 and elections in October 2013. Closer to home, South Africa was the SADC mandated facilitator in Zimbabwe. Its efforts contributed to the country adopting a new constitution in March 2013, laying the basis for credible elections, which were held in July 2013.

In 2013, South Africa contributed troops, together with the Republic of Malawi and the United Republic of Tanzania, to the SADC led Intervention Brigade in the Eastern DRC under the UN mandated peace mission (MONUSCO) to end the military attacks and violation of human rights perpetrated by the M23 rebels against the civilian population. This intervention resulted in the M23 renouncing the rebellion and agreeing to enter into negotiations with the DRC government. South Africa also contributed to conflict resolution on the continent through its role as a member of the AU ad hoc high-level committee on the resolution of the Libyan crisis and as a member of the AU high-level panel.

The urgency of addressing moral decay and instilling positive values is underlined by the recent spate of terrible violence and sexual offences against women, children and the elderly. It is also underlined by the increasing tendency to turn to violence during public protests against failures or the perceived failure by government to deliver services. The popularisation of the Moral Regeneration Movement's Charter of Values must receive attention. It is critical to inculcate good values in young people, in particular, including respect, human dignity and equality, sound family and community values, honesty, integrity, loyalty, justice, fairness and peaceful co-existence. There is also a need for local government to work with civil-society organisations, faith-based organisations and traditional leaders to strengthen participation so that problems can be addressed without resorting to violent protest.

Xenophobia has also reared its ugly head in post-apartheid South Africa, as illustrated by periodic violent attacks on foreign nationals. Sixty-two people were killed, 34 percent of them South Africans, when xenophobia first broke out in

May 2008. Between 2011 and 2012, 260 foreign nationals were killed in violence linked to xenophobia and 250 were injured in 2012 alone.

2.6 WOMEN AND THE ECONOMY

South Africa's economic growth improved dramatically with the transition to democracy and has been reasonably robust and stable throughout the democratic era. It grew for 40 quarters between the fourth quarter of 1998 and the third quarter of 2008, and has grown steadily from the third quarter of 2009 to the third quarter of 2013 – that is, for 17 quarters so far.

In 2013, the unemployment rate was approximately 25%. The unemployment rate has increased between 1994 and 2013, despite the large growth in employment over the period, which could be ascribed to the high number of people entering the labour market as well as the high number of people being counted in the labour market. The number of people entering the labour market has increased both due to population growth and due to the ending of apartheid. More people began actively seeking work, particularly in urban areas, as the restrictions placed on black people, especially women, were removed.

There has since 1994 been a broad and comprehensive legislative framework developed which is aimed at transforming and reforming the economy whilst dismantling the effects of the apartheid legacy. Many of them have been in place before 2009 and are implemented and reviewed where necessary, such as the Employment Equity Act 55 of 1998; Basic Conditions of Employment Act 75 of 1997; Labour Relations Act 66 of 1995, and the Broad Based Black Economic Empowerment Act, the Preferential Procurement Policy Framework Act, the Cooperatives Act, among others.

The National Empowerment Fund (NEF) was established by Act No 105 of 1998, as a driver and a thought-leader in promoting and facilitating black economic participation through the provision of financial and non-financial support to black empowered businesses, as well as by promoting a culture of savings and investment among black people with a vision to become the leading provider of innovative transformation solutions for an economically inclusive South Africa.

The NEF's role is to support Broad-Based Black Economic Empowerment (BB-BEE). As the debate concerning what constitutes meaningful and sustainable BB-BEE evolves, the NEF anticipates future funding and investment requirements to help black individuals, communities and businesses achieve each element of the Codes of Good Practice. These include a focus on preferential procurement, broadening the reach of black equity ownership, transformation in management and staff and preventing the dilution of black shareholding. Together with affirmative procurement in both the public and private sectors, this has resulted in a large increase in the number of small and medium sized black-owned companies operating in a range of industries, such as construction, private security, catering and transport.

The Black Economic Empowerment Act 53 of 2003, including related regulations (the Codes and Sector Codes) are aimed at the following among others:

- Increasing the extent to which communities, workers, cooperatives and other collective enterprises own and manage existing and new enterprises and increasing their access to economic activities, infrastructure and skills training;
- Increasing the extent to which black women own and manage existing and new enterprises, and increasing their access to economic activities, infrastructure and skills training.

In 2007 the Codes of Good Practice were published to assist and advise both the public and private sectors in their implementation of the objectives of the BBBEE Act. The Codes also provide principles and guidelines that would

facilitate and accelerate the implementation of broad-based empowerment in a meaningful and sustainable manner. The Preferential Procurement Policy Framework Act 5 of 2000 provides a framework for preferential treatment of historically disadvantaged groups (such as women and people with disabilities) in procurement transactions.

South Africa recognises that public procurement can serve as an important policy instrument for advancing marginalised groups, such as women-owned businesses. Study findings show that public procurement constitutes 10-15% of GDP in developed countries and up to 20% in developing countries. In South Africa it is estimated that around 38% of businesses are owned by women⁴, and that the country has made use of preferential procurement policies to create greater opportunities for women to promote their access and visibility in public procurement spending. However, women-owned businesses still face various barriers in accessing government procurement and supply chains.

In South Africa, women-owned businesses are still underrepresented in public procurement when compared to their male counterparts, and are unlikely to account for more than 25% of procurement spend⁵ in the country. Over the 2011/12 financial year, the study undertaken by the Business Women's Association of South Africa indicates that women-owned businesses were recipients of R16.56 billion in government procurement spending out of a total of R183.3 billion in the research sample (which represents only 30% of total procurement spend in this year), thus accounting for only 9% of the total procurement spend in the sample studied.

The National Industrial Policy Framework was published in 2007, followed by a series of rolling three-year implementation plans known as the IPAP. Since then, the automotive, clothing and textiles, film and television, business-process services, and metals and engineering industries have registered some progress

Over the past two decades, South Africa's core industrial policy goals have been as follows:

- Target labour-intensive sectors and enhance the competitiveness of capital-intensive sectors.
- Ensure that our rich natural resources are increasingly used in local industry so as to ensure that they stimulate employment creation and value added.
- Promote competition by limiting the abuse of dominant market power and encouraging smaller and emergent enterprise and new forms of ownership, including through broad-based black economic empowerment (B-BBEE).
- Strengthen industrial finance as central to catalysing new industries and activities so as to diversify the economy and deepen industrialisation.
- Strengthen trade relationships with fast growing developing economies, notably in the context of BRICS, while contributing to development in the African region.
- Enhance technology and innovation.
- Increase skills development and target it to meet emerging skill needs

The establishment and success of small, medium and micro enterprises (SMMEs), including survivalists and co-operatives, is globally recognised as critical to address the challenges of job creation, poverty alleviation, socio-economic conditions and equality for all. This is especially the case in South Africa where the role of SMMEs is vital to drive economic growth, employment, innovation and competitiveness. It is estimated that South Africa has some 5.9 million SMMEs which generate 40% of its gross domestic product and 60% of employment in the country. Women enterprises are largely represented in SMMEs.

Government has implemented various approaches to supporting SMMEs which include; measures to reduce the tax compliance burden, providing dedicated credit facilities, establishing support and extension agencies and incubators, and diversifying procurement towards emerging enterprises where possible. In 2012, the various national small

⁴ Wits Business School Journal, 2011 – as quoted in the research study by the Business Women's Association of South Africa (BWASA), 2013: "The Current Status of Policies, Practices, Measures and Barriers regarding Women-Owned Businesses in Government Procurement".

⁵ Ibid

business finance agencies (Khula, samaf and the IDC's small business activities) were consolidated into the Small Enterprise Financing Agency (sefa), which was housed in the Industrial Development Corporation (IDC). This was initiated after the adoption of the New Growth Path (NGP) in 2010 which identified enterprise development as a key priority. Resultant policies aim to promote small business and entrepreneurship by improving access to and efficiency of government funding and making more resources available to SMMEs. Small Enterprise Financing Agency's mandate is to foster the establishment, survival and growth of SMMEs and contribute towards poverty alleviation and job creation.

South Africa has put on measures to encourage women to start their own business and also form cooperatives which will further open employment opportunities to other women. Several initiatives are in place to assist women who want to start their own business.

The Small Enterprise Development Agency (SEDA) is an agency of the South African Department of Trade and Industry (the dti). SEDA was established in December 2004, through the National Small Business Amendment Act, Act 29 of 2004 with the mandate to:

- Implement National Government's small business strategy;
- Design and implement a standard and common national delivery network that must uniformly apply throughout the Republic in respect of small enterprise development; and
- Integrating all government funded small enterprise support agencies across all tiers of government.

SEDA's mission is to develop, support and promote small enterprises throughout the country, ensuring their growth and sustainability in co-ordination and partnership with various role players, including global partners, who make international best practices available to local entrepreneurs.

Isivande Women's Fund (IWF) is an exclusive fund that aims to accelerate women's economic empowerment by providing more affordable, usable and responsive finance than is currently available. The IWF targets formally registered, 60% women-owned and/or managed enterprises that have been in existence and operating for two or more years with a loan range of R30 000 to R2 million.

The B'avumile skills development programme is a women's empowerment initiative aimed at enhancing talent in the arts and crafts and textiles and clothing sectors among women. It consists of a formal training programme to develop women enterprises' expertise in production of marketable goods and creation of formal enterprises in the creative and clothing and textiles industry. This initiative provides the country with an opportunity to fast-track rural women's economic empowerment, as well as grows number of women owned enterprises that are integrated into the economic mainstream.

Technology for Women in Business (TWIB) is an initiative aimed at enhancing the accessibility of Science and Technology in particular in Small, Medium and Macro Enterprises (SMMEs). This programme was initiated in 1998, with the emphasis on the application of science and technology solutions to achieve business growth in women-led enterprises and consequently move women-led enterprises from the side-lines towards the mainstream economy.

The objectives of TWIB are facilitating focused action by women entrepreneurs at all levels; reating successful role models; unlocking solutions to progressive approaches to doing business in a global economy; and exploiting partnerships with government, corporates and women focused organisations.

The TWIB programme also holds annual awards ceremony to recognize and reward women entrepreneurs who have successfully used appropriate technologies to improve the performance of their businesses. The national programme focuses on female entrepreneurs at all levels of business, from SMMEs. It aims to accelerate business growth through partnerships, education, mentoring and training.

Many women's enterprises are established as cooperative supported by the Co-operative Incentive Scheme (CIS). This is a 100% grant for registered primary co-operatives (a primary co-operative consists of five or more members). The objective of the CIS is to improve the viability and competitiveness of co-operative enterprises by lowering their cost of doing business through an incentive that supports Broad-Based Black Economic Empowerment. The objectives are as follows:

- Promote co-operatives through the provision of a matching grant;
- Improve the viability and competitiveness of co-operative enterprises by lowering the cost of doing business;
- Assist co-operatives to acquire their start up requirements;
- Build an initial asset base for emerging co-operatives to enable them to leverage other support; and
- Provide an incentive that supports broad-based black economic empowerment.

Visit to women owned/managed enterprises has proved that there are different levels at which these women entrepreneurs operate their businesses, each facing different challenges. The Women who have less educational backgrounds tend to continually seek government support in understanding how to run a business yet these women can support their businesses with the income generated from the business itself so they need to be given training in this regard. The monitoring visits also identified overall that those women entrepreneurs with a savvy business background, usually need marketing support for their businesses to take them into higher level of wealth creation.

It was also identified that the level at which these women entrepreneurs aspire to grow their businesses also differs. It was found in the main that most of the women use their businesses as a means of income generation to feed their families. However, some of the women are seeking ways to make the business grow and spread to other parts of the country. They wish to also seek other measures to process their products in-house. This means that training is required as well as access to resources which would expand their businesses.

2.7 WOMEN IN POWER AND DECISION-MAKING

South Africa has made great strides in ensuring women's involvement in political and decision-making processes. At the legislative level, the Electoral Act 73 of 1998 requires every registered party and candidate to respect the rights of women and to communicate freely with parties and candidates, facilitate full and equal participation of women in political activities, ensure free access for women to all public meetings, marches, demonstrations, rallies and other public events and take all possible steps to ensure that women are free to engage in political activities. The Local Government Municipal Structures Act 117 of 1998 makes provision for the equal representation of women and men in political party lists and ward committees.

The Traditional Leadership and Governance Framework Act 41 of 2003 require at least 30% of members of the National House of Traditional Leaders to be women. The Act provides for measures for parity of representation between female and male traditional leaders in district and local municipalities, and is, explicit about the promotion of gender equality and non-sexism. Subsection 3 of the preamble to the Act states. 'A traditional community must transform and adapt to customary law and customs relevant to the application of this Act so as to comply with the relevant principles contained in the Bill of Rights in the Constitution; in particular by preventing unfair discrimination; promoting equality; and seeking to progressively advance gender representation in the succession to traditional leadership positions'. The Institution of Traditional Leadership has established a Portfolio Committee on Gender, Youth, Children and People with Disabilities that helps to monitor cultural practices and customs that undermine gender equality. It also keeps the gender debate going within the Traditional Leadership Institution.

At the political level, the African National Congress (ANC) is the only political organization that has adopted the 50/50 quota at a party level in 2007. This has resulted in a number of women participating in Parliament from the ruling party.

Women in Cabinet

There has been a steady growth in the representation of women at Cabinet level since the first democratic elections held in 1994. South Africa reached the target of 30% representation of women in political decision-making positions in line with the SADC target in 2003. In 2005 South Africa adopted the 50% gender parity principle in line with the AU Commission target, and in 2008 with the SADC Protocol on Gender and Development. The representation of women in Cabinet level following the 2014 general election stands at 43%.

The table below highlights the trends in the pattern of representation of women Cabinet Ministers from 1994 to 2014

Women Cabinet Ministers from 1994 to 2014

	1994	1996	2003	2004	2009	2014
No. of Women Ministers	3	4	9	12	14	15
No. of Male Ministers	24	21	18	16	20	20
Total No. of Ministers in Cabinet	27	25	27	28	34	35
% representation of Women Ministers	11%	16%	33.3%	42.8%	41%	42.85%

Women Deputy Ministers

The representation of women Deputy Ministers currently is 45.9%. The table 5 below highlights the trends in the pattern of representation of women Deputy Ministers from 1994 to 2014.

Women Deputy Ministers from 1994 to 2014

	1994	1996	2003	2004	2009	2014
No. of Women Deputy Ministers	3	8	8	10	11	17
No. of Male Deputy Ministers	9	5	8	10	17	20
Total No. of Deputy Ministers in Cabinet	12	13	16	20	28	37
% representation of Women Deputy Ministers	25%	62%	50%	50%	39%	45.9%

It is also important to note that following the 2014 elections, the country has seen increase in appointment of persons with disabilities in Cabinet, with Ministers at 2, 8% and Deputy Ministers at 5, 4%. This has exceeded the 2% employment of people with disabilities that government set itself.

Women in Parliament

The table below indicates the representation of women members of parliament and provincial legislature over the five elective periods 1994-2014.

	1994	1999	2004	2009	2014
% women in Parliament	27.8	30	32.8	43.3	41
% women in Provincial Legislature	23.5	27.7	31.7	41.5	37

Women in Local Government Level

The Local Government level is showing steady progress in the representation of women. Following the 2011 Local Government Elections, the representation of females on Local Government Councils is at 38.4% compared to 28.2% in 2000. The table below indicates the trends in the representation of women members of local government councils per major local government elections

Women members of local government councils 2000-2011

	2000	2009	2011
	%	%	%
Proportional representation	38%	42.4%	43.3%
Ward	17%	36.6%	32.9%
Overall	28.2%	39.7%	38.4%

According to the South African Local Government Association (SALGA), the number of women councillors increased from 29% to 42% between 1994 and 2006 due to its 50/50 campaign that contributed significantly to this increase. As the country continues to advocate for equity, women in local government levels have organised themselves and have formed the SALGA Women's Commission. The table below summarizes gender and local government election results over four municipal elections.

Gender and local government election results 1995-2011

Year	% Women ward	% women PR	% women overall
1995	11	28	19
2000	17	38	29
2006	37	42	40
2011	33	43	38

Source: Gender Links 2011

Table above highlights the steady progress made over the first three local government elections, with women's representation increasing from 19% in 1995 to 29% in 2000. Following the adoption by the ANC of the 50/50 quota at a party level in 2006, this figure rose dramatically to 40% in the 2005 Local Government Elections. There is however a slight decline in the representation of women in ward seats to 33% in 2011, as well as a corresponding overall 2 percentage point decline of women representation.

Women in Foreign Service

Diplomatic appointments of women have equally increased dramatically. In 2001, only 8 women, constituting 17.4% of the total number, were serving as Heads of Missions abroad. This number increased to 24.2% in 2005. In 2008, women accounted for 26% of appointed Ambassadors, High Commissioners and Consul-Generals, increasing to 29.13% in August 2012.

Participation of women in the Judiciary

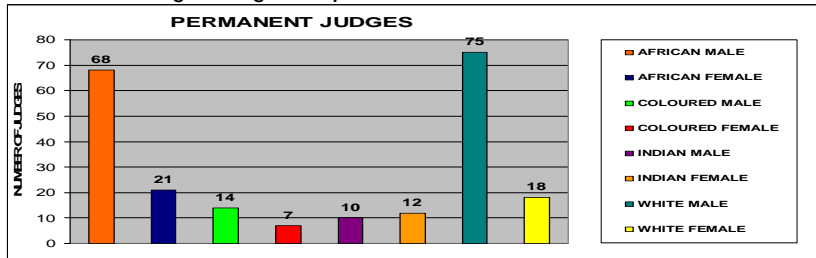
South Africa has also taken steps to ensure that women are represented equally in the judiciary and law enforcement organs. The path towards this feat has been long and arduous. Women were first allowed to enter legal practice in South Africa in 1923. From this year, it took seventy years before the country saw the first woman judge (a white woman) who was appointed to the judiciary in 1993. The first black woman judge joined the judiciary in 1994 following the end of apartheid.

Since then, the entry of women into the judiciary has been somewhat accelerated. In 2005, women constituted about 28 (i.e. 13.52%) of the 207 judges in the country, one of whom was a Deputy Judge President. By 2008, the number of women judges had risen to 30% of the total number of judges in the country.

During the Conference of Women Judges held on 13 August 2012 in the Eastern Cape, the Minister for Women, Children and People with Disabilities, indicated that there "should be as many, if not more, women judges as men given that women made up 52% of the population in SA and that it was "reasonable to demand" that their representation be increased to 50-50 gender parity in the judiciary".

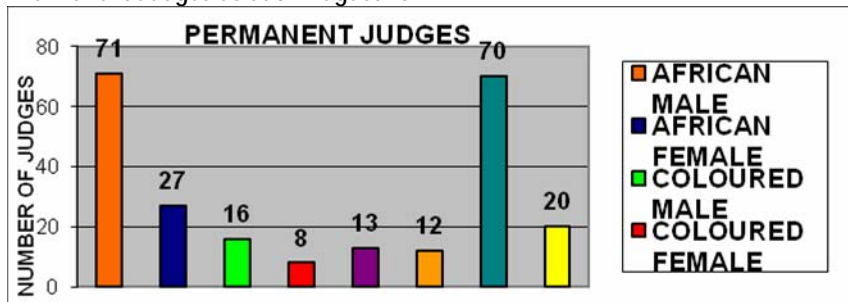
The figure below highlights the numbers of women Permanent Judges as at August-September 2010 following the President's appointment of a number of women judges in seats of various Courts.

Permanent Judges: August-September 2010



The figure below indicates graphical representation of changes in Permanent Judges that took place from 2010 to 31 August 2012 in South Africa.

Permanent Judges as at 31 August 2012



The trends are indicating a gradual increase in the number of black females from 21 to 27 over a two year period.

Women Magistrates

At present there are approximately 40% women magistrates in South Africa, with most of them located as Regional Court Presidents (i.e. 50%). Overall women magistrates exceed the 30% mark in all categories of the Magistracy. The two tables below shows a summary of permanent women Magistrates as at 31 August 2012 according to population groupings and October 2013 according to gender representation.

Women Magistrates as at 31 August 2012

Post Class	African		Coloured		Indian		White		Total	%
	Male	Female	Male	Female	Male	Female	Male	Female		
Regional Court President	3	1		1				1	6	50%
Regional Magistrate	74	42	13	8	8	17	109	36	307	33.55%
Chief Magistrate	6	3	1	1	1	2	3	2	19	42.11%
Senior Magistrate	41	9	2	2	1	3	22	18	98	32.65%
Magistrate	317	211	61	42	52	67	334	190	1274	40.03%
Grand Total	441	266	77	64	62	89	468	247	1704	39.08%

The status of Magistrates representation according to gender as at October 2013

Post Class	Total Males	Total Females	Total
Regional Court President	5	4	9
Regional Magistrate	212	112	324
Chief Magistrate	9	9	18
Senior Magistrate	70	40	110
Magistrate	742	508	1250
Percentages	61	39	100
Grand Total	1038	673	1711

Women in the Public Sector

The Public Service comprises a Senior Management Service (SMS) which is made up of four categories ranging from levels 13 at the entry level to SMS i.e. Director; to level 16, at the topmost level i.e. Directors-General or Heads of Departments, also commonly known as Accounting Officers.

Currently there is 39.8% representation of women in the SMS level in the Public Service. Table below shows the trends in representation from 2005 to 2012. Since 2005, the trends show an increase at an average of 1 percentage point per year.

Percentage of representation of women in sms level: 2005-2012

YEARS	PERCENTAGE REPRESENTATION OF WOMEN IN SMS LEVELS
December 2005	30%
December 2008	34.3%
March 2009	34.8%
March 2010	36%
March 2011	37%
March 2012	38.1%
March 2014	39.8%

Representation of SMS levels by gender in March 2014

Level	No of women	No of Males	Total No	% of women
13: Directors	2691	3912	6603	40.7
14: Chief Directors	777	1234	2011	38.6
15: Deputy Directors-General	226	376	602	37.5
16 Directors-General	40	112	152	26.3
Grand Total	3734	5634	9368	39.8

Women in decision-making positions are concentrated at the lowest end of the economic ladder, as depicted by the highest number of women at the Director level (level 13) at 40.7% and tapering to level 16 which is the most senior level in the public service at 26.3%.

Out of the 9 368 SMS positions filled as at 31 March 2014, 3 734 (39.8%) were filled by women and 5 634 (60.2%) were filled by men.

Level	Male				Female				Male Total	Female Total	Total
	White	Asian	Coloured	African	White	Asian	Coloured	African			
13	601	222	316	2773	374	174	200	1943	3,912	2,691	6,603
14	157	86	131	860	107	49	69	552	1,234	777	2,011
15	56	35	35	250	29	18	20	159	376	226	602
16	15	5	8	84	5	0	4	31	112	40	152
Grand-Total	829	348	490	3967	515	241	293	2685	5,634	3,734	9,368
Percentage									60.2%	39.8%	100%

Representation of Women in the Private sector

The representation of women in decision-making positions such as corporate boards and as Chairpersons of Boards or CEOs of corporate companies in South Africa is obtained from the South African Women in Leadership Census conducted annually since 2004 by the Businesswomen's Association (BWA). In 2012, the 8th Women in Leadership Census Survey provide a comprehensive analysis of women on boards, and in executive management of companies in the private sector in South Africa., especially Johannesburg Stock Exchange listed companies.

Women in Corporate Position: 2008- 2012

Representation of Women in Corporate Positions	2008	2009	2010	2011	2012
Chief Executive Officers / Managing Directors	3.9%	3.6%	4.5%	4.4%	3.6
Chairpersons	3.9%	5.8%	6.0%	5.3%	5.5
Directorships	14.3%	14.6%	16.6%	15.8%	17.1
Executive Managers	25.3%	18.6%	19.3%	21.6%	21.4

During November 2010 and February 2011 respectively, the CGE held public hearings with selected government departments and private sector companies on measures they have put in place to ensure a 50/50 representation of women in decision making positions as well as achieving the 2% target in employment of persons with disabilities. The selection was based on the finding from the South African Women in Leadership Census and the “worse performing” companies were selected. The major findings of the public hearings included that the private sector companies are resistant to implement measures to achieve gender equality. Instead they rather opt to pay a fine as sanctions in line with the Employment Equity Act.

2.8 INSTITUTIONAL MECHANISMS FOR THE ADVANCEMENT OF WOMEN

The institutions that were established for advancing women’s empowerment and gender equality were designed especially to protect, promote and enhance the rights of citizens, with the expectation to particularly assist women to vindicate their rights, promote development and improve the quality of life generally, but in particular for poor, marginalized, rural and previously disenfranchised women, in line with the Constitution of the Republic of South Africa.

In South Africa, the term “national gender machinery” refers to “an integrated package” of structures located at various levels of state, civil society and within the statutory bodies. The South African National Policy Framework, adopted by Cabinet in 2000, specifically vests the responsibility for women’s empowerment and gender equality with the Minister in the Presidency, while placing the responsibility for gender mainstreaming as a strategy for realising gender equality in all members of Cabinet, government entities, the private sector and civil society, and at all levels of decision-making. This National Policy Framework outlines the mandates, structure and functions of the facilitative components of the NGM for women’s empowerment. The NGM is primarily a facilitative mechanism for women’s empowerment, and its role is therefore accordingly that of advisory and technical assistance to facilitate compliance by the mainstream structures. According to the National Gender Policy Framework, the facilitative structures include:

- **Parliament:** The Joint Committee on the Improvement of the Quality of Life and Status of Women, Women’s Caucuses, Women’s Empowerment Unit;
- **Government:** Cabinet, the National Office on the Status of Women (OSW) in the Presidency, Provincial OSWs in Premiers’ Offices, Gender Units and Gender Focal Points (GFP) in line departments (at best in the Offices of the Directors-General), gender units / GFPs in local government structures;
- **Independent bodies:** The Constitutional Court, other courts, and all Chapter 9 bodies, including the Commission on Gender Equality (CGE);
- **Civil society:** non-governmental organisations, religious bodies, CONTROLESA and SALGA. Civil society is recognized as an important component of the NGM especially in the role of monitoring implementation.

The specific format of the institutionalized web of structures was thus developed based on extensive consultation both inside and outside of the country, drawing on good practice examples. It was argued that “the more complex and far reaching the web, the more likely that society will be truly transformed.”⁶ South Africa’s gender machinery therefore evolved over time as a network of structures, each with a specific mandate, together with roles, powers and functions. Such a mechanism was established in 2001 and since 2002 has met frequently, typically once in two

⁶ Report of the Australia / Uganda Mission to South Africa, March 1996, p5

months. The NGM was convened by the National OSW as the secretariat to the machinery. For some years, NGM meetings were chaired jointly by the OSW, the Joint Monitoring Committee and the CGE. Civil society's participation in the sessions and joint activities of the NGM has fluctuated with a huge wave of participation between 2003 -2004 but has gradually declined over the years. A few NGOs continue to participate and work closely with the NGM despite the several challenges experienced within the machinery.

During the past decade, various quota systems and equity measures and mechanisms, aimed at measuring the levels of participation of women in the economy and decision-making have been introduced. Government's commitment towards equity, equality and the provision of development opportunities for the vulnerable groups in general, and women in particular (including the girl child and women and girls with disabilities), was underscored by the establishment of the Ministry of Women, Children and People with Disabilities on 10th May 2009. His Excellency President Jacob Zuma announced the new Cabinet for the electoral period 2009 to 2014 and pronounced on the establishment of a Ministry for Women, Children and People with Disabilities. The intention was to emphasise the need for equity and access to development opportunities for the vulnerable groups in society. The establishment of such a Ministry and its concomitant Department was meant to achieve better alignment between the structures, the electoral mandate and the developmental challenges that need to receive immediate attention from Government and the different sectors of society. The creation of this Ministry was heralded as one of the major victories for women in the country in their quest for emancipation, non-discrimination, non-sexism, advancement and development.

The Department of Women, Children and People with Disabilities encountered challenges of inadequate resources - financial and human - resulting in failure to meet the expectation of women in the country. In this regard, following the National Election in May 2014, His Excellency President Zuma announced that this Ministry will become the Ministry for Women located in the Presidency. The Women's Ministry will champion the achievement of women's socio-economic empowerment and women's rights. This is a clear indication that the mandate on women empowerment and gender equality will receive better attention and support when it is located in the highest office in the land and be more authoritative over accountability by stakeholders in meeting the empowerment of women and the achievement of gender equality in the country.

2.9 HUMAN RIGHTS OF WOMEN

The Constitution of the Republic of South Africa is based on a vision of a South Africa built on a culture of reverence for human rights and an identity founded on the values of non-sexism, non-racialism and equality. The Constitution aims to build an overarching national identity through common citizenship and equality before the law. Over the past 20 years, the state has been transformed to be in line with the constitutional imperatives of a non-racial, non-sexist, equitable and democratic South Africa. A fundamental right recognised in the Constitution is that of the mother tongue. Instead of just Afrikaans and English, South Africa now recognises 11 official languages, and has put in place policy and legislation to promote and develop these languages to ensure people continue to be provided the opportunity to communicate in their language of choice.

The country has also made a number of key commitments at the sub-regional, continental and international levels on promoting women's empowerment and achieving gender equality. These include, among others, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (ratified in 1995), the Beijing Declaration and its Platform for Action (signed in 1995), the Millennium Declaration and its Development Goals (MDGs) (adopted in 2000); African Union Heads of States' Solemn Declaration on Gender Equality in Africa (ratified in 2004); the African Women's Protocol (ratified in 2004); and the SADC Protocol on Gender and Development.

In general terms, South Africa is a dualist state. Pursuant to section 231(4) of the Constitution, an international agreement becomes law in South Africa upon its enactment into national legislation. Although most of the international agreement that South Africa entered into has not been enacted into law as such, most of its provisions have already been incorporated into a number of national statutes. The courts are also obliged to consider international law when interpreting the Bill of Rights.

South African courts, in accordance with the Constitution, have established the practice of using international human rights treaties as interpretative guidelines when interpreting the Bill of Rights. In *Bhe and Others v Magistrate, Khayelitsha and Others* 2005(1) SA 580 (CC), the Constitutional Court observed that a number of international instruments, to which South Africa is a party, including the African Women's Protocol, underscored the need to protect the rights of women, and to abolish all laws that discriminate against them. In *Gumede v President of the Republic of South Africa and Others* (2008) ZACC 23, the Constitutional Court cited articles 2, 6, and 7 of the African Women's Protocol to support its position that the eradication of all laws and practices that discriminate against women was not only a constitutional obligation but that it was also an obligation that flowed from international instruments to which South Africa is signatory.

In section one of this report, we highlighted other legislations that have been put in place to ensure that human rights that include women's rights are protected. This will not be explained again, however, other areas of human rights violations that are not written about will be included here.

The Constitution of South Africa (section 34) guarantees everyone's right to access the courts in pursuit of justice. South African women are guaranteed equal protection before the law. In this regard, section 9(1) of the Constitution provides that 'everyone is equal before the law and has the right to equal protection and benefit of the law'.

The courts have made groundbreaking decisions that have seen women taking key leadership positions within traditional governance settings. In *Shilubana & Others v Nwamitwa* (2008) ZACC 9, the Constitutional Court held that tribal chiefs have the power to develop customary law to allow the appointment of a woman as a tribal chief on the ground that a customary practice which prohibited women from being chiefs was discriminatory and contrary to the Constitution.

As such, both men and women have the right to institute legal proceedings and to enter into contract in their own name. Prior to 1993, women needed the marital power of their husbands to enter into contracts. This requirement was abolished upon the enactment of the General Law Fourth Amendment Act.

Another fundamental change with regard to equality before the law in civil matters has been the recognition of the full legal status of women under customary law. The Recognition of Customary Marriages Act provides for the equal status and capacity of women in customary marriages. In particular, section 6 of the Act provides that "a wife in a customary marriage has, on the basis of equality with her husband and subject to the matrimonial system governing the marriage, full status and capacity, including the capacity to acquire assets and to dispose of them, to enter into contracts and to litigate, in addition to any rights and powers that she may have at customary law".

In order to ensure that this guarantee translates into a tangible right for women, Legal Aid South Africa, an autonomous statutory body, renders or makes available legal representation to indigent persons at state expense. It provides legal aid services at all criminal courts in the country through its 64 justice centres, 64 satellite offices and 13 High Court units, established throughout the country. Legal Aid South Africa has designated women as one of its special focus groups. In this regard, it takes proactive steps to reach and meet the legal representation needs of women who cannot afford to access the courts. It also engages in specialist or impact litigation through the provision of legal representation in cases with a special focus on women. In 2010, a toll-free legal aid advice line was established to facilitate access to telephonic general advice services. In 2012, government introduced the Legal Practice Bill in Parliament, which was passed by the National Assembly in 2013. The bill allows for the provision of free legal services by candidate legal practitioners as part of their practical training. Furthermore, the bill enjoins legal practitioners, juristic entities and justice centres to charge fees that are in accordance with a determined fee structure.

South African laws grant equal rights between women and men in respect of acquisition, transmission and changing of citizenship. The South African Citizenship Act 88 of 1995 (which repealed the South African Citizenship Act 44 of

1949) provides that marriage does not affect citizenship in the sense that a married person is capable of acquiring or losing citizenship in all respects as if he or she were unmarried, and that no person can acquire or lose citizenship by reason merely of a marriage contracted by him or her.

The minimum age for consent to marriage in South Africa is 18 years for both men and women, and this has been extended to customary marriages through the Recognition of Customary Marriages Act.

The Marriage Act provides for the registration of civil marriages. The registration of a marriage serves as a *prima facie* proof of the existence of the marriage, although non-registration does not affect the validity of the marriage. The Department of Home Affairs keeps the marriage register, which is signed by the marriage officer, the parties, and two competent witnesses.

The Civil Union Act provides for the registration of same sex relationships. In this regard, section 12 of the Act provides that prospective civil union partners must individually and in writing declare their willingness to enter the civil union with one another by signing the prescribed document in the presence of two witnesses.

Customary marriages are registered pursuant to Section 4 of the Recognition of Customary Marriages Act. In this regard, it is stipulated that the spouses in a customary marriage have a duty to ensure that their marriage is registered. However, the failure to register a customary marriage does not affect the validity of the marriage.

Polygamous marriages are recognised in South Africa through the Recognition of Customary Marriages Act. As already indicated above, women in polygamous marriages are afforded full and equal protection of the law. They have equal status with their spouses, the capacity to acquire assets and dispose of them, enter into contracts and litigate, and the right to all legal entitlements upon the dissolution of the marriage.

The Traditional Courts Bill, which was intended to affirm the recognition of the traditional justice system and its values and to regulate the role of traditional leadership in the administration of justice, faced strong opposition from a range of civil society groups and ordinary citizens, especially women in rural areas, resulting in its withdrawal in December 2012. The proposed bill would have violated several of the human rights of women under traditional courts in the jurisdiction of traditional leaders.

2.10 WOMEN AND THE MEDIA

The South African government has developed progressive legislations and regulatory frameworks to ensure meaningful participation of women in the media. A legislative framework has been put in place, which considers the under-served areas as priority areas, and makes an effort to ensure significant ownership of and involvement, by previously disadvantaged groups including women.

The Independent Communications Authority of South Africa (ICASA) Act, 2000 (Act 13 of 2000), which is a significant tool in the empowerment of women and promotion of other disadvantaged groups is an important piece of legislation towards meaningful participation of women in media. The law enables the Authority to promote and encourage the ownership and control of telecommunication and broadcasting services by people from historically disadvantaged groups including women.

Section 5 (9) (b) of the Electronic Communications Act (Act 36 of 2006) stipulates that the Authority must, in granting a licence— (b) promote the empowerment of historically disadvantaged persons including women and the youth and people with disabilities, in accordance with the requirements of the ICT charter.

The South African Gender Baseline Study released in 2010¹ found that only 19% of news sources were women, and black women made up only 7% of that total. The voices which have predominated within the South African media are male voices. In looking at the situation of media practitioners, the Gender and Media Baseline Study found that women, especially black women were still heavily underrepresented in South African news-rooms. They were best

represented as television presenters and worst presented in the print categories and as for radio reporters, the trend is moving towards parity.

The study on the Understanding of What is Happening in ICT in South Africa found that there is little difference between the number of males and females who own mobile phones, with about 86% of males and 82% of females stating that they owned at least one mobile phone. However, more males (59%) than females (44%) stated that they have a mobile phone capable of browsing the internet, and more males use the mobile phone to browse the internet (33%) and to access Facebook (29%) than women (at 23% and 22% respectively)¹.

More females (46%) than males (43%) stated that they own a desktop computer. However, more males (39%) than females (29%) stated that they own a laptop. The study also found that a higher percentage of males (36%) than females (23%) use a computer. Meanwhile, among computer users, females are more likely (64.6%) than males (59%) to use a computer at home, and more females (31%) than males (28%) use computers at internet cafes. More males (48%) than females (30%), among the computer users, use a computer at work.

More males (40%) than females (29%) stated that they use the internet. Among internet users, there are more males (72%) than females (57%) who first used the internet on a computer, while there are more females (43%) than males (28%) who first used the internet on a mobile phone.

It was also found that most males (71%) and most females (70.9%) were found to have primarily accessed the internet via the mobile phone in the previous 12 months. More males use the internet at work (45%) and at home (46%) than females (at 38% and 25% respectively). Meanwhile, more females access the internet via a commercial internet access facility (36%) and place of education (22%) than male (at 30% and 20% respectively).

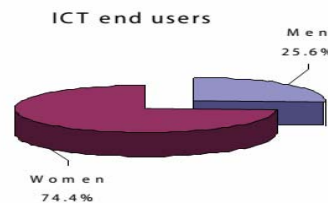
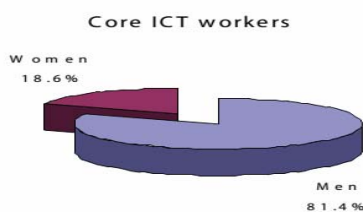
South Africa's Information Communications Technology (ICT) industry is slowly transforming to be more welcoming and accessible to women. Over the past few years, a number of senior female executives have moved up the ranks, but the numbers, compared to male counterparts are still low.

Statistics released by the Institute of Information Technology Professionals (IITPSA) state that 56% of global ICT professional jobs are held by women, but in South Africa – where women comprise 55% of the country's entire workforce – only 20% of the ICT workforce are women.

Women in the ICT workforce

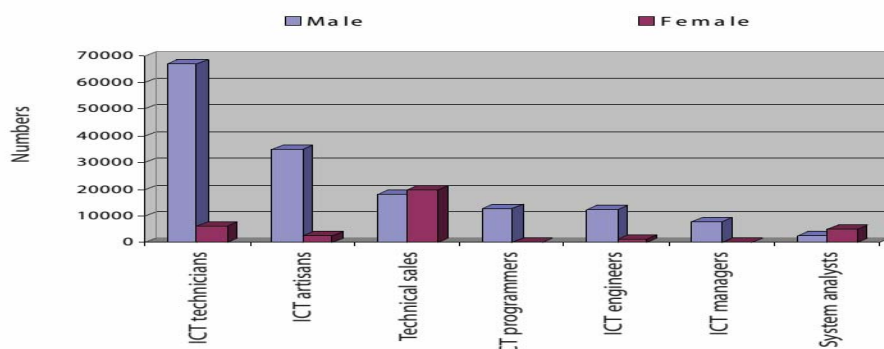
The status of women and men in the ICT sector is reflected in the results from two recent surveys: 1) the Labour Force Surveys and 2) the dti/ISETT SETA skills audit (2005). These two surveys differ radically in terms of the conclusions reached on size, composition and available skills levels in the ICT sector. The Labour Force Surveys consistently show that ICT work is not engendered, with marked differences between men and women core ICT workers.

The charts below show gender in the ICT workforce



Core ICT Occupations by Gender

Although 44.2% of women core ICT workers had higher education and training qualifications in 2005, very few women, compared to men, were employed as ICT managers, engineers, programmers, technicians and artisans. Women make up the majority in ICT technical sales and systems analyst occupations, as shown in Figure 8.9. The ICT manager component by gender, however, does not reflect all ICT managers, as there are no separate codes for all ICT managers (except for computing service managers) in the LFS. ICT managers were only calculated according to the manager: professional ratio to determine the total high-level core ICT component in the ICT workforce



It has been reported that more than 68% of South African women have enrolled in the ICT related courses at tertiary institutions in the last few years. Most tertiary institutions' science and technology faculties are also dominated by female students these days.

The South African Broadcasting Act, 1999 (Act 4 of 1999), provides that the public service delivered by the South African public broadcaster shall strive for a broad range of services, targeting women and the previously disadvantaged groups. As a result, policies have been put in place to give guidance on how matters of discrimination and stereotyping are to be dealt with. Arising out of this, the public broadcaster must strive to ensure that when judged, its programming does not:

- Promote violence against women
- Depict women as passive victims of violence and abuse
- Degrade women and undermine their role and position in the society
- Reinforce gender oppression and stereotypes

The implementation of this legislation is monitored through ICASA. Through the Films and Publication Act, 1996 (Act 65 of 1996), that it is a legal transgression to distribute publications or films which advocate hatred based on race, gender, ethnicity or religion and which incite others to harmful practices. Furthermore, to ensure that women and girls are not portrayed or depicted adversely through advertising in the media, the Advertising Authority (ASA) has been set up to monitor all complains.

When taking media coverage on issues affecting women into account, it is interesting to note that stories on empowerment of women are generally covered in a balanced to positive manner. This comes as no surprise, when considering that government's track record on the promotion of women empowerment and gender equality has surpassed expectations.

On the other hand, media has managed to expose and heighten awareness on the issue of violence against women. In this section results from public perception research on issues affecting South African women are explored.

Media coverage on gender equality and women empowerment appears to be seasonal and event driven, increasing during Women's Month (August) each year and dropping in the subsequent months. From February 2013, reporting on issues affecting women has shifted from that of empowerment to issues of violence against women, i.e. rape. This was further fuelled by high profile cases of violence against women and children.

The tone of coverage on government pertaining to women empowerment varies depending on the issue. The appointment of leading South African women to international institutions and organisations has been covered extensively by the media and the coverage on these appointments has generally been positive and complimentary.

The media continue to play a pivotal role in profiling issues of violence against women and calling on the criminal justice system to take stringent action against perpetrators¹.

2.11 WOMEN AND THE ENVIRONMENT

The environment is a key factor in developing a sustainable economy and ensuring that all socio-economic elements of this field of study and work accommodate the inclusivity of women. This is done through actively involving women in environmental decision making at all levels; integrating gender concerns and perspectives in policies and programmes for sustainable development as well as through strengthening or establishing mechanisms at national, regional and international levels to assess the impact of development and environmental policies that are specific to woman.ⁱⁱ

The South African Constitution stipulates that everyone has the rightⁱⁱⁱ: (a) To an environment that is not harmful to their health or well-being; and (b) To have the environment protected, for the benefit of present and future generations, through reasonable legislative and other measures that: (i) prevent pollution and ecological degradation; (ii) Promote conservation; and (iii) Secure ecologically sustainable development and use of natural resources while promoting justifiable economic and social development. This affirms South Africa's position on the importance using its natural resources in a sustainable manner.

The most impoverished communities in South Africa are most vulnerable to issues surrounding their environment, for example climate changes caused by un-sustainable means of resources management. Women in particular from the rural areas are considered to be most vulnerable to harsh impacts of climate change because of their high levels of poverty and underdevelopment, as a result their capacity to adapt to, and recover from, climate change related impacts is limited to a very large extent. In many cases women in these areas are still directly dependent on ecosystem services as the basis for their survival and livelihoods.

Addressing these issues requires vigorous interventions such as those envisaged by initiatives undertaken by the Conference of Parties (COP), the resolutions undertaken within these structures can be used to drive this transformation by raising local, national and international awareness of climate change issues, to create and encourage political support for climate protection, and to catalyse the conversion to the green economy. To this end, the country has set up a multi departmental team to ensure that the country implements resolutions with identified timeframes.

For instance^{iv}: "a number of important climate change related interventions were instigated as a direct consequence of hosting the 2010 FIFA World CupTM in Durban; these included reforestation projects with mitigation, adaptation and social upliftment co-benefits, as well as urban greening initiatives and awareness raising. Hosting the United Nations Framework Convention on Climate Change COP 17/CMP 7 negotiations has extended these efforts, providing the opportunity to increase awareness of climate change and the climate protection work that is being done by eThekweni Municipality. It has also catalysed the development of novel approaches such as the CEBA concept." There are other programmes that government has taken it upon themselves to implement and these are^v:

- i. **Working for Water**-The programme is globally recognised as one of the most outstanding environmental conservation initiatives on the continent. It enjoys sustained political support for its job creation efforts and the fight against poverty. WfW considers the development of people as an essential element of environmental conservation. Short-term contract jobs created through the clearing activities are undertaken, with the emphasis on endeavouring to recruit women (the target is 60%), youth (20%) and disabled (5%).

Creating an enabling environment for skills training, it is investing in the development of communities wherever it works. Implementing HIV and Aids projects and other socio- development initiatives are important objectives. Since its inception in 1995, the programme has cleared more than one million hectares of invasive alien plants providing jobs and training to approximately 20 000 people from among the most marginalized sectors of society per annum. Of these, 52% are women.

- ii. **Working for Land (WfL) project-** Working for Land in partnership with Land care Programme, communal farmers and community leaders to prevent and continuously control natural resources so as to mitigate bush encroachment/thickening and loss of top soil. This would create employment opportunities and socio-economic benefits for the local residents and thus making the necessary contribution to the Expanded Public Works Programme (EPWP). The Special Public Works Programme requirements of 60% women, 20% youth and 2% disability should strictly be adhered to.
- iii. **Working for Wetlands-** The programme is implemented by the South African National Biodiversity Institute (SANBI) on behalf of the departments of Environmental Affairs (DEA); Agriculture, Forestry and Fisheries (DAFF) and Water Affairs (DWA). It forms part of the government's Expanded Public Works Programme, which seeks to draw unemployed people into the productive sector of the economy.
- iv. **Working on Fire-** Working on Fire (WoF) was launched in September 2003 as part of the South African Government's initiative to create jobs and to alleviate poverty. Today WoF employs more than 5000 young men and women who have been fully trained as veld and forest fire fighters and are stationed in more than 200 teams throughout South Africa. WoF addresses the prevention and control of wild land fires to enhance the sustainability and protection of life, poverty and the environment through the implementation of Integrated Fire Management (IFM) practices 85% of whom are youth, 37% are women (the highest level in any comparable fire service in the world).

There are other programmes^{vi} that involve women and the environment to name some like; Rhino Dialogues South Africa, Green Cars, Green Fund, Climate Action Now, as well as donor funded projects^{vii}. The socio-economic development of any country leans strongly on the need to conserve its natural resources and to this regard South Africa has been working towards bolstering this sector and ensuring our natural resources are seen as a scarce and therefore valuable resource for development.

2.12 THE GIRL-CHILD

Issues of the girl-child have been mainstreamed throughout Section 2 of this report. This section highlights some other measures in place for the girl-child and young women in the country.

Information and Communication Technologies (ICTs) such as radio, internet, telephone, television, computers and mobile phones can facilitate communication, processing and transmission of information, and have the potential to improve the quality of lives of young women. The reality however is that in many of the technology sectors, and particularly in the ICT sector, much has to be done to encourage girls and women to pursue a career in this direction.

There were research undertakings that focused on the lack of understanding of young women's capabilities for their development through the use of ICTs especially:

- How ICTs have the potential to develop young women.
- How poverty can be addressed through the use of ICT-enabled projects.
- If political arrangements, cultural and social barriers would hinder women in accessing communication technologies.

- If mere provision of low cost technologies, good ICT infrastructure and access to the technologies may not necessarily empower women.

The ICT services and information are seen as tools to develop young women in the country. Government put in place projects that support young girls in the country to provide them with opportunities to use ICTs for their empowerment. There is growing realisation that women with access to ICT services increase their ability to generate income and plays a role to empower other women, especially young women who are more open to the use of technologies.

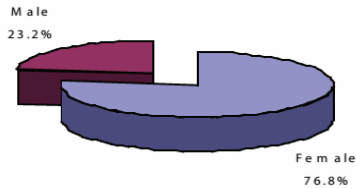


Figure 6.2 Ratio of men to women who graduate in information processing at FET colleges, 2005

The pie-graph above indicates that more young women graduate in information processing at Further Education and Training Colleges in South Africa, yet fewer women than men actually have leadership or ownership positions in the ICT fields.

Government Intervention Measures

i. Mathematics and Science Camps for Girls

There are a number of initiatives – often ad hoc and not always consistently implemented – to build girl learners' mathematics and science abilities, and to encourage their entry into SET fields. More often than not, the initiatives take the form of girls' camps to create an environment that allows for intensive engagement with science and maths concepts. Such Girls' camps are run by Government especially the education and science and technology departments in partnership with the Chemical Industries Education and Training Authority (CHIETA). The education sector camps are often implemented in partnership with initiatives such as Technology for Women in Business (TWIB) and UNICEF's Global Girls Education Programme. Activities under the Girls' Education Movement (GEM), a programme designed to targeted young girls in South Africa, is also undertaken by Government.

ii. SAASTA Programmes for Young Learners

The South African Agency for Science and Technology Advancement (SAASTA) implements a number of projects on behalf of other agencies, including the national Department of Science and Technology. One of these is a Primary Science Day, which is devoted to promoting science in primary schools and is intended to address directly the weak international ranking of South African mathematics and sciences, especially in younger learners.

The second initiative of SAASTA, with similar aims, is the National Science Week event which, amongst others, aims to excite youth about science from an early age and to encourage them to develop an interest in studying mathematics and science subjects. National Science Week is typically implemented at provincial level. Some of the key activities include interactive exhibitions, science shows, workshops, theatres, and career information sessions hosted at provincial venues throughout the week. Schools are encouraged to take their learners on excursions to participate in the National Science Week activities.

iii. The Dinaledi Initiative

In 2001, a National Strategy for Mathematics, Science and Technology in the country called Dinaledi was launched by Government. Dinaledi is an initiative to develop the mathematics and science skills base in the country, through a programme that is implemented at both national and provincial levels. The overall aim is to double the number of successful passes in higher grade mathematics and sciences at the Grade 12 level by 2008. It seeks to produce, by 2008, at least 50 000 mathematics and science graduates at the Senior Certificate level. Girls have been the chief beneficiaries of these Dinaledi schools.

iv. ICTs in Education

Government has initiated policy processes to promote the use of ICTs in education. In 2003, it published the Draft White Paper on e-Education in which it highlighted the value of ICTs for teaching and learning, and set the policy goal that every learner in the general (GET) and further education and training (FET) bands will be ICT literate by 2013. The policy paper also established a framework for the provision of computers in schools for the purposes of teaching and learning.

Support/Empowerment Interventions by the Private Sector

i. Businesswomen's Association of South Africa (BWASA)

The Businesswomen's Association of South Africa is the largest association of business and professional women in South Africa, with corporate sponsorship for its activities. The Association undertakes various activities to support women in industry, although no particular emphasis is given to women in ICTs. Some of its activities include:

- The annual Women in Corporate Leadership census, which assesses the status of women in companies listed on the Johannesburg Stock Exchange;
- The Businesswomen of Tomorrow (BOT) Initiative which was launched in June 2006. This initiative targets disadvantaged Grade 8 – 12 girls who will be invited to attend training in business and life skills. The BOT initiative will have a strong industry focus with emphasis on entrepreneurship development;
- A Career Day is planned for later in 2006, which will emphasise areas where women are under-represented, e.g. Science, Engineering and Technology; and
- A mentoring programme, with women role models in industry volunteering their time, is planned as a next phase.

ii. Women in IT (WITT)

The Women in IT programme was launched in September 2005 as a networking initiative between women IT students, tertiary institutions, South African IT professionals and corporates. Microsoft SA heads the initiative, with support from various South African ICT companies such as Bytes Technologies, Futurex and Vodacom. Its activities consist of the creation of formal and informal networks as well as a bursary and mentoring scheme for financially disadvantaged women studying IT. In its first year (2006), WITT awarded a R20 000 bursary (each) to two young women in their final year of undergraduate study. WITT intends to offer the bursary on an annual basis. Microsoft also runs an internal Women in IT Forum which is active in four areas – a parenting forum, development training for women IT employees, workshops on assertiveness training and conflict resolution for women employees, support for the national Bring a Girl Child to Work, and a network within the company for non-IT related community outreach.

To date, the career development support for WITT members is mainly encapsulated in its mentorship programme. The WITT website includes a database of women mentors in the IT industry, including an overview of their core skills and what they can offer as mentors. WITT's efforts are quite small scale and targeted. For its life-span, it has however shown a capacity to deliver rapidly on its objectives.

iii. Vodacom, South Africa - Graduate Programme for Females in Technology

Vodacom (Pty) Ltd is the operating company responsible for the construction and maintenance of Vodacom's GSM cellular network. Vodacom had no specific programme for women and therefore introduced a three-year Graduate Programme for Females in Technology (GPFT) in April 2006. The GPFT programme is designed to develop aptitude on a wide range of technical skills, engineering know-how and business acumen which to support Vodacom's mobile

telecommunication systems. The ultimate goal is to increase the number of females in the core business positions to ensure that Vodacom meets the requirements of the ICT Charter and Employment Equity.

The group of 10 female candidates who were selected to this graduate programme have completed either a Bachelor of Science (B.Sc) or Bachelor of Commerce (B.Com) degree in Mathematics, Science, Engineering or Information Technology, and are interested in working in the telecommunications sector.

iv. Computer Science Corporation (CSC), South Africa

The Computer Science Corporation (CSC) launched a bursary programme five years ago, which currently funds the studies of 12 students, of which 7 are women. It provides hands-on work experience during university holidays. In addition to its external bursary programme, CSC provides 10 graduates with an eight-month IT internship through the ISETT SETA Learnership programme. The programme gives these previously unemployed students with the opportunity to hone their technical skills and to acquire business skills

v. Cape IT initiative - CITI

CITI is a Cape-Town based industry body that acts as a regional trade association, networking body and a promotion agency for the ICT industry in the Western Cape Province. This includes ICT cluster marketing, networking and business development. Since 2000, CITI has operated a business incubator for the ICT industry called the Bandwidth Barn. This presently consists of 65 companies. Six of these companies are owned or run solely by women. Recently, CITI has called on women ICT achievers to participate in a schools outreach programme in which they were asked to talk to female Grade 8 – 12 learners in selected schools. The idea is to raise the prominence of women role models for the ICT industry with schoolgirls. CITI launched a new initiative in June 2006, in which it will mentor and nurture one female ICT entrepreneur with an existing ICT business.

vi. The Innovation Hub - Blue IQ (Gauteng Province)

The Innovation Hub is part of the Gauteng Province's Blue IQ initiative to create a 'smart' province. It is the only internationally benchmarked science-park in Southern Africa, and is located in Pretoria. Companies operate in a selected group of technology-led and research-based sectors – these include ICT, biosciences, electronics, and advanced materials and manufacturing. The Innovation Hub houses the maxim Business Incubator, which presently has 10 small high-tech companies. Of these, only one, is totally owned by women and one partially owned by a woman. The companies are focused on skills competency assessment and e-learning respectively.

DATA AND STATISTICS

A set of national indicators to monitor progress in gender equality has been established. The national indicators are guided by nationally adopted legislation and policy documents. The key document defining the central goal of gender equality is the Constitution of the Republic of South Africa, 1996. This includes all other all other Legislations that promote women empowerment and gender equality.

The responsibility of collecting data is not located within one entity. There are different sources of data for monitoring gender equality which include; Administrative data, surveys and census. Even within government, there are many other sources. In particular, many government agencies have administrative data that are analyzed to determine issues regarding access of women, men, girls and boys to the various services delivered by government. For example, the agriculture sector is expected to provide information on access to farms by rural women.

The collection and compilation of the set of Minimum set of Gender Indicators agreed by the UN Statistical Commission in 2013 has begun.

Sources of data

Statistics South Africa collects gender disaggregated data on a number of issues, including, economic activities, education, poverty, employment, health and other issues. Government departments collect different administrative data and also conduct surveys and research on different issues. Local and international NGOs conduct research on different gender specific research on areas in South Africa.

The main sources of statistics on household, demographic and labour statistics are the 2001 Census, the General Household Survey of 2011 and the 2011 Quarterly Labour Force Survey (QLFS) annual data. The Census attempted to cover all households. The two household surveys each cover approximately 30 000 households that are representative of all nine provinces. The Census was weighted to correct for under-count and both household surveys were weighted so as to make the results representative of the overall population of the country.

Another source of survey data is the Time Use Survey (TUS) conducted in the fourth quarter of 2010. This survey, the second national TUS to be conducted in the country, collected information on the daily activities of nearly 40 000 individuals from over 22 000 households around the country^{viii}. <http://www.statssa.gov.za/publications/Report-03-10-05/Report-03-10-052011.pdf>

The following are some of the examples of products that collect data on different indicators:

i. Gender Statistics

Statistics South Africa produces a large number of surveys, and the number has increased over time. Out of these surveys, the first gender report was published by Statistics South Africa (Stats SA) 1998. The 1998 publication titled, *Women and Men in South Africa* compared the life circumstances and living conditions of women and men in the country at the time.

The 1998 gender report was succeeded by another publication in 2002, titled '*Women and Men in South Africa: Five Years On*'. In 2013, just over ten years later, Stats SA has produced a third booklet in the series of gender reports; *Gender statistics in South Africa, 2011*. Gender statistics extend beyond disaggregation of indicators into the categories of female and male. Gender statistics focus on issues of particular relevance to women and men, girls and boys, and their different roles and positions in society. For example, this report includes information about collection of fuel and water, housework and childcare.

Gender analysis also extends beyond mere disaggregation in another way, namely that disaggregation into male and female needs to be combined with disaggregation by other characteristics. In the South African context,

disaggregation by population group remains important and many of the figures in this publication illustrate how population group and gender interact to place particular groups – often black African women – at a particular disadvantage. Similarly, geographical location is often a strong determinant of the situation and opportunities available to different women and men, girls and boys. In some cases, and where relevant, the publication presents the statistics in terms of different age groups of women and men, girls and boys.

ii. Quarterly Labour force Survey

The Quarterly Labour Force Survey (QLFS) is a household-based sample survey conducted by Statistics South Africa (Stats SA). It collects data on the labour market activities of individuals aged 15 to 64 years who live in South Africa. The survey is collected throughout the year with 4 quarterly reports published each year. The sample size for the QLFS is roughly 30 000 dwellings per quarter. The sample is designed to be representative at provincial level and within provinces at metro/non-metro level. Within the metros, the sample is further distributed by geography type. The four geography types are: urban formal, urban informal, farms, and tribal. This implies, for example, that within a metropolitan area, the sample is representative of the different geography types that may exist within that metro^{ix}. <http://beta2.statssa.gov.za/publications/P0211/P02114thQuarter2013.pdf>

iii. General Household survey:

The General Household Survey (GHS) is an annual household survey conducted by Stats SA since 2002. The survey measures, on a regular basis, the performance of programmes as well as the quality of service delivery in a number of key service sectors in the country.

The GHS covers six broad areas which are education, health, disability, social security, religious affiliation and observance, housing, energy, access and use of water, sanitation, environment, refuse removal, telecommunication, transport, household income, access to food and agriculture.

iv. The Social Profile of Vulnerable Groups in South Africa is an annually produced report by Statistics South Africa which analyze the changes in the situation of women and the elderly over time^x.

v. The South African Demographic and Health Survey (SADHS)

The findings of the South African Demographic and Health Survey (SADHS) enable the country to track the changes in the health status of the population, identify risk factors, access and utilisation of key health services over a period of time.

The results of the SADHS provide valuable information for addressing important areas such as antenatal care for mothers during pregnancy and assistance at the time of delivery, child health, infant feeding practices, and the prevalence and treatment of diarrhoeal disease among children. Information on adult health conditions, women's reproductive intentions, fertility levels, knowledge about contraception and use thereof are also included in the findings. However, the last survey of this nature was conducted in 2003. No recent survey was conducted^{xi}. www.doh.gov.za/ or www.mrc.ac.za/bod/bod.htm

Sources of data related to violence against women

The key South African population-based surveys that ask about victimisation and/or perpetration of Intimate Partner Violence have been conducted. These population-based studies are valid and have fewer identified methodological problems.

i. The Victims of Crime Survey (VOCS) is a South African countrywide household-based survey which includes data on Violence against Women. The survey is conducted by Statistics South Africa. Administrative data from police has been the only main source of crime statistics, which relies on the extent to which crime reporting

takes place. Those incidents which were not reported by victims remain largely unknown and unrecorded. Victimization survey was introduced since 1998 in South Africa as a complementary source of measuring crime in victim's point of view^{xii}. <http://www.statssa.gov.za/publications/P0341/P03412012.pdf>

ii. **South African Police Service (SAPS) Crime Statistics:** The SAPS statistics only capture reported crimes. However, this statistics are a useful indication of women's access to the criminal justice system. The SAPS crime statistics are published in an annual basis^{xiii}. There have been concerns over under reporting of cases on violence against women. http://www.saps.gov.za/resource_centre/publications/statistics/crimestats/2013/crime_stats.php

iii. **Data collection and compilation on Violence Against Women**

Data on the nine indicators on violence against women is collected in the country. While the data on violence against women is being collected, there is a still challenge with data quality and reliability. There is a need to develop Gender Based Violence (GBV) surveillance system to track GBV cases and also to strengthen data collection system. The following are the examples of data being collected on violence against women:

- **Administrative data** is collected by the police, the court, health and social departments or other service providers. This data and the statistics reflect cases where abuse has been reported or has otherwise come to the attention of the authorities. These indicators help monitor access to services and ultimately monitor the coverage of measures undertaken to respond to Violence against Women. For example, information on sexual offences is kept by the South African Police Service. The challenge with this data is that it is not disaggregated by type of sexual offence. Although SAPS does not have a separate crime category for domestic violence, police stations are supposed to keep a Domestic Violence Register in which to record domestic violence incidents. The courts keep records of protection orders applied for under the Domestic Violence Act.
- **Survey data** provides indicators on the scope, incidence and prevalence of Violence against Women and associated factors. Since some cases of Violence against Women are not reported to the police nor do they result in hospital emergency department visits, surveys are the only way to accurately measure prevalence and incidence of VAW.
- Population-based surveys, non-population based studies of Violence against Women and qualitative research have provided a wealth of information on factors associated with experience of Violence (whether victimization or perpetration).

SECTION FOUR

EMERGING PRIORITIES

4.1 Gender responsive budgeting

Since the advent of constitutional democracy, South Africa has implemented various measures that seek to ensure financing for women's empowerment at all levels of government. This has entailed the integration of gender considerations in the preparation and implementation of the national and other budgets to become responsive to the needs of women. The process also seeks to ensure that where possible, resources are deployed as a positive measure to equalize opportunities between men and women. As a result a substantial portion of the budget is increasingly being invested in services that advance women.

In 1995, the Gender and Economic Policy Group of the Joint Standing Committee on Finance and Fiscal was established to produce, in conjunction with NGOs, annual women's budgets. Since then, the Policy Group has issued research reports that have informed budgeting for women. The Financial Fiscal Commission, which advises government on the allocation of government money, has also been keen on gender budgeting. Over the years, the Commission's formula has favoured the more rural provinces. This bias has a positive impact on women, as the majority of rural people are women.

In 2012, the Financial Fiscal Commission had also undertaken an analysis of gender responsive budgeting at the local government level and released its findings to Parliament for submission for the 2013/14 Division of Revenue. The intention is that there must be a committed implementation for women's advancement, development and gender equality at this level, where most sustainable effects in this regard can be felt by women on the ground. The study's identified two sets of recommendations for attention of national and provincial governments, and the other that requires the attention of municipalities themselves.

The Commission recommends that National and provincial governments should:

- Run gender budgeting pilots in a few municipalities first and evaluate results before wider application. These pilots could be linked to ensuring gender disaggregated data for key conditional grants as part of the grant framework in the Division of Revenue Act;
- Ensure municipal IDPs institutionalise gender planning by sector (e.g. water and sanitation, LED etc.) and include gender disaggregated performance indicators and targets;
- Provide gender budgeting good practice guides and toolkits; and
- Provide guidelines for collecting sex-disaggregated data for budgeting processes and ensure that municipalities have the capacity to analyse budgets from a gender perspective.

While the local government should:

- Institutionalise gender-responsive budgeting process linked to IDPs;
- Build capacity for gender mainstreaming and GRB at local level;
- Ensure gender-responsive appropriations and budget allocations; and
- Ensure gender-sensitive public participation and consultations at local level.

While many challenges were experienced with respect to the full implementation of gender responsive budgeting in South Africa over the years, the initiative has found renewed energy in the country. Under the stewardship of the Minister of Women, Children and People with Disabilities, the country is currently in the process of consolidating gender-responsive budgeting interventions and processes which began in 1995. One of the envisaged tasks is that of forging an alliance with the Department of Finance to ensure integration of the principles of gender responsive budgeting in Government's planning and budgeting cycle.

Over the past 18 years some instances of good practices on gender responsive budgeting, amongst others, within government include:

- i. Department of Trade and Industry: is able to budget for women in trade broadly including SMME's;
- ii. Department of Health: is able to budget for maternal and child mortality and HIV and AIDS with a considerable annual increase in the budget. This has resulted in a reduction in mother-to-child transmission of HIV and AIDS from 8% in 2009 to 2.6% in 2012.
- iii. Department of Environmental Affairs: has set aside R800 million for green economy initiatives, a percentage of which is earmarked for women in businesses and entrepreneurs in environmental issues.
- iv. Department of Social Development: increased social grants for children of single mothers, which is alleviating child poverty by 17%. Social grants for the elderly are mostly taken up by women.

While these budgets are responding to women's needs they cannot be said to have been analysed in a systematic manner using gender responsive budgeting principles. Furthermore, the Department of Women, Children and People with Disabilities, working with a NGO, known as the Motsepe Foundation, have undertaken an analysis of the national budgets of four national departments namely the Department of Energy; Department of Health; Department of Agriculture, Forestry and Fisheries and the Department of Trade and Industry. These are departments that affect directly the lives of women particularly those in rural areas.

The Gender responsible budgeting work on gender-based violence has been mainly undertaken by civil society organizations that do this work as part of broader research and advocacy. The overall aim of the work is to promote improved implementation of key legislations such as the Domestic Violence Act and Sexual Offences Act. This has been done by researching and reporting on the resources allocated as well as on the experiences of women who attempt to access the services provided for in the different pieces of related legislation. The work has contributed to a growing knowledge base on facts and figures of the extent of the problem in South Africa.

4.2 National Development Plan and the Medium Term Strategic Framework 2014-2019

Women make up a large percentage of the poor, particularly in rural areas. The country is finalising its MTEF and also in line with the National Development Plan has identified that transformation of the economy should involve active participation of women. This includes the setting up of mechanisms to support women to be leaders in all sectors of society. Various programmes are also designed and current projects are being strengthened so that social, cultural, religious and educational barriers to women entering the job market are addressed. Over the next three years the government will be putting concrete measures in place to improve the coverage of antiretroviral treatment to all HIV-positive persons requiring such drugs. Effective microbicides will also be offered routinely to all women 16 years and older.

The following are measures, mechanisms and programmes that have been identified as key priorities for action for accelerating the implementation of the Beijing Declaration as well as the Platform for Action:

i. The Women Empowerment and Gender Equality (WEGE) Bill

The process towards the enactment of the WEGE Bill is advanced. The Bill seeks to:

- give effect to the letter and spirit of the Constitution, in particular— the promotion of equality, specifically gender equality
- facilitate compliance with the country's commitments to international
- align all aspects of the laws and the implementation of the laws relating to women empowerment and the appointment and representation of women in decision-making positions and structures;

- facilitate the development and implementation of plans and measures by designated public bodies and designated private bodies for the promotion of women empowerment and gender equality, and the submission of those plans and measures to the Minister for consideration, review and guidance;
- provide for the implementation of measures to achieve the progressive realisation of a minimum of 50% representation and meaningful participation of women in decision-making positions and structures including Boards by designated public bodies and designated private bodies,
- provide for the implementation of gender mainstreaming by designated public bodies and designated private bodies; and
- provide for the development and implementation of public education programmes by designated public bodies and designated private bodies on practices that unfairly discriminate on grounds of gender as contemplated in the applicable legislation and in international agreements in order to promote gender equality and social cohesion;
- address the pervasive discriminatory patriarchal attitudes and the lingering effects of apartheid faced by women in the education system, and to ensure that women's responsibilities are not the cause for drop out or exclusion.

ii. Development of rural women

In terms of addressing women's economic and rural development, Government has implemented several programmes. The Agricultural Women Empowerment programme includes the Agricultural Development Finance programme where a total number of 29538 community members of which 20 078 are women against a total number of 9460 men across all provinces benefited from the co-operatives initiatives as community projects.

The MAFISA programme benefited 7229, of which 744 were women, to an amount of R65 million. A total of R22 222 333, 00 was allocated for various projects under women's leadership. Land Care projects are responsible for empowering communities targeting women. A total number of 634 518 community members benefited from these programmes of which 411 167 were women as against a total number of 223 351 men. The Food Security measures included a total number of 43 200 community projects and 162 food production packs. A total number of 157 694 community members across the country of which 115 929 were women as against a remaining total number of 36 597 of men has benefited from these projects.

The Comprehensive and Agricultural Support Programme (CASP) benefited a total number of 165 679 community members of which 28 709 were women against a total number of 55 075 of men, from all nine provinces. In the Financial Assistance Land Administration (FALA) programme a total number of 34 women benefited with 18 women benefiting through the NCERA FARM projects. An amount of R21 261 000,00 for 23 projects were allocated in terms of entrepreneurship development and 21 of these projects were under on women's leadership and a total number of 212 women were beneficiaries of these projects.

Government will be up scaling programmes to develop women in rural areas such as subsidizing the sharing of ownership of commercial farms with farm workers as well as the one hector-one women programme. Disaggregation by gender shows that women have not benefited equally to men and the country will be strengthening.

iii. Women and Health

The 1995 Beijing Platform for Action emphasizes that women have the right to enjoy the highest attainable standard of physical and mental health (United Nations, 1995). The health status of men and women is different during various life stages. Although some of the variation can be ascribed to biological and physical differences, prevailing gender norms and values as well as socio-economic differences can play an important role in determining health and access to health care (United Nations, 2010). While the provision of basic services such as water and sanitation could lead to further declines in the prevalence of acute diseases, our ageing society is being faced by an increasing number of women in the older age groups, bringing with it far reaching implications for health. Women seem to be generally

more likely to suffer from chronic conditions or to contract acute illnesses than their male peers in the same age group.

Females across age groups seem to have a slightly higher prevalence of acute illness of injuries than their male peers in the corresponding age groups. The high prevalence of acute illness and injuries after the age of 60 years, for both men and women, is particularly noticeable. While females are about as likely as males to suffer from any chronic disease under the age of 17 years, their likelihood surpasses that of males in the other two age groups. A substantially larger proportion of females (56%) over the age of 60 years suffer from chronic conditions than males (44%). Due to women's greater longevity, a much greater proportion of the female population is comprised of frail women over the age of 75 who have a higher likelihood of suffering some chronic diseases.

Although Government has greatly improved access to affordable health care at public hospitals and clinics, the broader health care system still mirrors the large inequalities found in contemporary society. Males are generally more likely to be members of medical aid schemes than females. Access to medical aid is the highest for older persons and smallest amongst children. Membership remains rather exclusive and out of reach for the majority of South Africans. It is noticeable that the proportion of individuals with membership of medical aid schemes has decreased slightly between 2002 and 2006/7 before increasing to higher levels by 2009. In order to make an impact, the country is currently piloting the administration of the National Health Insurance Scheme. The scheme hopes to bridge the gap towards access to health care.

In addition, the Department of Health has committed to develop and monitor policies and guidelines, sets norms and standards for maternal and women's health and to monitor the implementation of these. Over the medium term, efforts to reduce maternal mortality will be based on the recommendations from the ministerial committees on maternal mortality and the South African campaign on the reduction of maternal mortality in Africa (CARMMA) strategy. Interventions will include the following: deploying obstetric ambulances, strengthening family planning services, establishing maternity waiting homes, establishing Kangaroo Mother Care facilities, taking essential steps in managing obstetric emergency (ESMOE) training for doctors and midwives, intensifying midwifery education and training, and strengthening infant feeding practices.

iv. Statistics on Gender Based Violence

Availability of gender-based violence statistics in South Africa is still insufficient. There have been a number of challenges that have been identified with regards to the administrative information on gender based violence.

With the establishment of the National Council on Gender Based Violence in 2012 the country has conducted first phase study on Violence against Women and will further finalise and reach consensus on the country's indicators for gender based violence. Also part of the plans to improve statistics on GBV the country will conduct a Study on Violence against Women (forms, prevalence and social norms that sustain VAW) and produce a Government Signature Publication and Action Framework on VAW.

v. Women and Education

The South African Constitution guarantees the right of all to a basic education. There is comprehensive legislative arm that provides bases for developing a nationally co-ordinated education and training system. Although access and participation particularly of appropriately aged learners has improve dramatically over the past 20 years, the country have targeted specific fields within the system where there is poor participation. The Science, Technology, Engineering and Mathematics (STEM) have been identified as priority sectors to target more girls and women. There has been a review of incentives to draw teachers in STEM subjects to public schools. More investments will be made on programmes that target girls and boys. The case study here is the Techno-girl Project. New strategies will be devised in the medium term to improve access to education and training for women.

The following are the country's priorities and recommendation to strengthen gender equality and the empowerment of women:

Five pillars are proposed to categorise the priorities and recommendations for the next agenda, which is aligned to that for the Post-2015 development agenda:

- **Pillar 1:** Structural Economic Transformation and inclusive growth which include strong, sustained and inclusive growth, agriculture, food security and nutrition, green growth, industrialization and value addition, economic infrastructure development and developing the service sector.
- **Pillar 2:** Science, technology and Innovation include enhancing technological capacities, enabling financial and regulatory environment; increasing support for research and development; technology at secondary school level and Optimal use of space and geospatial technologies.
- **Pillar 3:** People-centered development includes Eradicating poverty; Education for developing human capital; Providing universal, equitable access to quality healthcare; Gender equality and empowering women; Responding to population dynamics and development; Harnessing the strengths of Africa's youth and Expanding access to sustainable human settlements.
- **Pillar 4:** Environmental sustainability, natural resources management and disaster risk management include Better managing natural resources and biodiversity; Ensuring access to safe water and adequate sanitation for all; Climate change; Desertification, land degradation, soil erosion, flooding and drought and Disaster risk reduction and management
- **Pillar 5:** Finance and Partnerships which include finance; improve the mobilization of domestic resources; Foster innovative financing mechanisms; implement existing commitments, promote high quality, predictable external financing; Partnerships; mutually beneficial global partnerships; Partnership for trade and partnership for managing global commons

The implementation includes Peace and security; Good governance, transparency and fighting corruption, Enabling governance architecture; Human rights for all; macro-economic policy; Private sector development; a credible participatory process; Monitoring and evaluation; Traditional knowledge; Capacity development, etc.

ⁱ MDG Country report 2013. The South Africa I know, the Home I understand

ⁱⁱ Beijing +10 progress report on the implementation of the Beijing platform for action

ⁱⁱⁱ <http://www.gov.za/documents/constitution/1996/a108-96.pdf>

^{iv} COP17/CMP7, Durban, South Africa, 2011

^v <https://www.environment.gov.za/projectsprogrammes>

^{vi} <https://www.environment.gov.za/projectsprogrammes#land>

^{vii} <https://www.environment.gov.za/projectsprogrammes/donorfunded/about>

^{viii} <http://www.statssa.gov.za/publications/Report-03-10-05/Report-03-10-052011.pdf>

^{ix} <http://beta2.statssa.gov.za/publications/P0211/P02114thQuarter2013.pdf>

^x <http://www.statssa.gov.za/publications/Report-03-19-00/Report-03-19-002011.pdf>

^{xi} www.doh.gov.za/ or www.mrc.ac.za/bod/bod.htm

^{xii} <http://www.statssa.gov.za/publications/P0341/P03412012.pdf>

^{xiii} http://www.saps.gov.za/resource_centre/publications/statistics/crimestats/2013/crime_stats.php