

health

Department of Health
NORTHERN CAPE

This is to confirm that this policy has been reviewed according to the agreed time-frame.

Policy on Gender

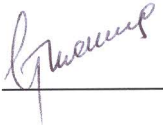
Version control

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Review Date : After 3 years but not later than 5 years from the publishing date

Responsible Manager : Gender Focal Manager

Approved by Head of Department  Date 01/08/2015

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1. Policy Aim

- 1.1. This policy aims to establish an institutional framework to guide the process of developing policies, procedures and practices which will serve to promote gender equality and opportunities for both men and women in all spheres and structures of the Northern Cape Department of Health.

2. Policy Scope

- 2.1. This policy is applicable to all employees of the Northern Cape Department of Health.

3. Policy Statement

- 3.1. Recognising that equality is enshrined in the Constitution of South Africa, this Gender policy defines Northern Cape Department of Health's explicit commitments to support gender equality and the principles expressed in the Constitution of South Africa. It is the policy of the Northern Cape Department of Health that it will:
- 3.1.1. Promote Women's rights are human rights as explicitly internationally and nationally recognised as human rights;
 - 3.1.2. Address customary, cultural and religious practices that create barriers to the realization of gender equality;
 - 3.1.3. Support affirmative action programs targeting empowering Women, Men, will be developed and implemented;
 - 3.1.4. Monitor changing policies and practices which have hitherto hindered Women and Men 's access to basic needs, the economy and decision making;
 - 3.1.5. There is an understanding that women are not a homogenous group, and that this principle will inform all policies and programmes that will lead to the implementation of Gender equality and equity;
 - 3.1.6. Analyse distinctions according to race, class, sexuality, disability, age and other variables will not be overlooked or taken for granted. However, similarities will also be used to strengthen initiatives designed to reverse past gender discrimination and disparities;

3.1.7. Appropriate training to improve knowledge, skills and attitudes in gender analysis and gender equality will, as far as is practicably possible, be provided to all policy makers, strategic and operational managers.

3.1.8. Female, Male, and people living with disabilities as employees will have equal and fair access to opportunities that arises in the department.

3.1.9. It will ensure that all decision-making and all practices in the NCDoh are informed by gender considerations which impact proactively on future practices.

4. Policy Implementation

4.1. To ensure that the policy is effectively implemented and applied to achieve expected results, as outlined in the departmental human resource plan.

5. Roles and Responsibilities

5.1. The **Gender Focal Manager** shall:

5.1.1. Be responsible for advocacy roles both on policy guidelines and for gender equality in the Department of Health and its programme;

5.1.2. Support the Executive Management with information and expertise in carrying out their responsibilities and functions regarding the implementation of the policy guidelines.

5.1.3. Monitor the overall implementation and impact of the gender policy and guidelines.

5.1.4. Establish the Departmental Workplace Provincial Gender Forum, Departmental Women's and Men's forums and District Gender Co-ordinators' Forum.

5.1.5. Engage and coordinate across all programme units with gender sensitive tools and techniques such gender analysis frameworks, collection of age/sex disaggregated data and results-focused design and evaluation.

5.2. The **Program Managers** shall:

5.2.1. Ensure the implementation of this policy as it pertains to health systems, health service standards, health programs and to build the understanding and commitment of employees in the promotion of gender equality.

5.3. The **Human Resource Manager** shall:

5.3.1. Ensure the implementation of the policy as it applies to internal procedures within the Department of Health, building on the understanding and commitment of health officials to promote gender equality in the process of managing health services.

5.3.2. Implement the Employment Equity Gender targets as presented in the Employment Equity Plan.

5.3.3. Ensure that key organizational policies, systems and practices including but not limited to budgeting, human resource recruitment process, training and management, and decision making support women's rights and gender equality.

6. Review and Distribution

6.1. The **Deputy Director for Gender** is the responsible manager for this for this policy and for ensuring it is reviewed and updated.

6.2. This Policy will be reviewed after three (3) years but not later than 5 years from the publishing date. If necessary an updated version will be issued, if not a formal cover letter will be issued (providing a date indicating that the policy was reviewed).

6.3. The Director for Policy and Planning will distribute updated versions to:

- Member of the Executive Council for Health
- Head of Department of Health
- All Chief Directors, Directors and Deputy Directors

7. Acknowledgements & Sources

7.1. Constitution of the Republic of South Africa Act No 108 of 1996

7.2. Employment Equity Act No 55 of 1998

7.3. Basic Condition of. Employment Act No 75 of 1997

7.4. Promotion of Equality and Prevention of Unfair Discrimination Act No 4 of 2000

7.5. South Africa's National Policy Framework for Women's Empowerment and Gender Equality. 2000

7.6. World Health Organization Gender Policy. 2000

7.7. Choice of Termination of Pregnancy Act No 92 Of 1998

7.8. Sterilization Act No 44 of 1998

7.9. Occupational Health & Safety Act No 85 of 1993

7.10. Domestic Violence Act No 116 of 1998

7.11. Divorce Courts Amendment Act No 65 Of 1997

7.12. Maintenance Act No 99 of 1998

7.13 Convention on the elimination of all forms of Discrimination Against Women CEDAW
-1996

7.14. The Beijing Declaration and its Platform for Action -1995