

1. SUBMISSION ON GENDER POLICY

Among the papers for the ANC Conference is a paper on gender - it provides

- a framework for analysing policy from a gender perspective. The paper raises the fact that a gender analysis makes explicit the way in which society is organised - the roles and relationships between men and women which, for example, sees women as responsible for much of the work of caring, cleaning and cooking for male partners, for the young, the old, the disabled. Thenjiwe Mtintso makes the point that 'you can escape racism by going home and shutting the door. You can't escape from gender discrimination in the same way because it is about power relations that actually start in the home with the way in which girls and boys are socialised.'

This analysis also makes explicit then the layers of power that exist in society. Class and race in South Africa are gendered in the same way that gender is raced and classed. Gender oppression (and powerlessness) is mediated by race, class, rural/urban location, age, disability, sexual orientation, and other realities. A simplistic notion of gender = 'white women and race' as black men - black women, particularly black working class women, fall through the crack.

The intersection of apartheid, capitalism, and patriarchy has resulted in the majority of the homeless, the landless, the unemployed, the poorest and the most violated being black, working class or poor rural women.

The ANC has a clear commitment to eradicating poverty, to ensure redistribution, growth and development. Our yardstick for evaluating our collective success or failure is improvement in the quality of life and status of the poorest and most powerless. As the ANC in government we have considerable power to effect the policy commitments of the ANC.

One of the key points the Gender Policy Paper makes is that this perspective needs to be integrated into all other policy papers. This submission takes that as the starting point and attempts to initiate that process by raising some of the policy gaps raised by ministerial submissions to CEDAW and to the policy conference. It was put together under severe time constraints and is far from a cohesive or comprehensive submission. It is intended rather to stimulate further thought on other gaps and move ministerial submissions and the ANC policy department as a whole to ensure policy development that integrates a gender perspective. This submission looks briefly at some, not all of the ministries and some of the issues and gaps quite unevenly - important areas, for example trade and industry, are not covered by this submission.

We recognise and respect the fact that there are ministries already engaged in policy that integrates a gender perspective and we have not covered these positives which are to a large extent contained in the CEDAW report .

" Oliver Tambo made the point that the struggle to conquer oppression in our country is the weaker for the traditionalist, conservative and primitive restraints imposed on women by man-dominated structures within our movement, as also because of the equally traditionalist attitudes of submission and surrender on the part of women.

A further challenge to us as an organisation is to critique our internal policies and practices in terms of how they reinforce these unequal relations of power. In this regard, issues of responsibility for developing a strong women's movement, quotas, targets, parental rights, childcare, sexual harassment, beating women, disregarding responsibility for maintenance of children, hours of meetings, safe transport, relegating women to secretaries or tea-girls, definitions of leadership, nation and citizen and so on which do not question age-old assumptions, will need scrutiny.

SR MMM, | 1 T e

The Reconstruction and Development Programme and Ready To Govern

both talk about the need to empower women and the need to build a non-sexist, non-racist democratic South Africa.

ANC policy needs to go further and specifically integrate a gendered analysis. The Constitution guarantees equality. The Convention for the Elimination of all forms of Discrimination Against Women (CEDAW) and the Beijing Platform of Action set out clear and precise goals for governments in terms of minimum standards to ensure gender equality in the economic, political, social and personal arenas. There is also a draft Women's National Empowerment Programme framework. The South African Law Commission is going to produce a comprehensive scan of all discriminatory legislation that needs to be amended, repealed and drafted at the national level. There is a need to ensure a similar process at provincial and especially at local levels, of regulations that impact negatively on the poor and on women

3. POLICY ENVIRONMENT

In many areas and on issues we are now confronted with, the ANC does not have clear policy. In this vacuum, it is easy for divisions to develop within the ANC on what policies should be adopted, and how these policies should be implemented.

A national gender framework could go a long way to assisting the development of a coherent, integrated policy

4. POLICY FORMULATION

Whilst there are many structures within parliament, government, and civil society who focus on these issues, responsibility for ensuring a coherent framework and integration into the nitty-gritty of policy has to be driven by the 3

ANC Policy Unit. This Unit can be guided for example. by the NEC Sub-Committee on Gender

Large numbers of organisations institutions and government structures are creating and proposing policies - Which are useful to draw on in our own policy formulation.

The Women's Budget, for example, has completed a gender analysis of 16 budget votes and will have completed all votes by the next budget, as well as

cross cutting areas like taxation, public sector employment, budget reform, developing gender-sensitive economics and so on.

6. POLICY IMPLEMENTATION

There is a need to remove old unconstitutional statutes and replace them with new ones. In addition, issues outlined in sections 3. and 4. above contribute

(to the problems of policy implementation.

the transformation of institutions (ANC's structures, all levels of government, financial institutions, the media and so on) is critical to the transformation of broader society. Another critical factor is the reprioritisation of existing resources.

bureaucracy - and the transformation of institutions (ANC's structures, all levels of government, financial institutions, the media and so on) is critical to the transformation of broader society. Another critical factor is the reprioritisation of existing resources.

6. POLICY EVALUATION, STRATEGIC OBJECTIVE & PROPOSALS

6.1 ECONOMIC POLICY

The economy is not neutral - it reflects the values and priorities of society. Traditionally it has ignored the contribution to the economy of sectors such as subsistence farming, the informal sector, unpaid labour of women in caring for the youth, the aged, the disabled, fetching and carrying wood and water, cooking and cleaning and so on.

There has been a recognition in the work of some departments, for example Welfare, CSS, Health and others, that ignoring the contribution of certain sectors will not ensure sustainable people centered policies.

GEAR needs to be examined in relation to its gendered implications and in how to ensure it gives effect to meeting RDP objectives, e.g. the implications for women workers - who are often in the most vulnerable sectors of employment - need to be examined in order to ensure that they are not

negatively affected, for example the loss of jobs in the clothing and textile - sector.

Amongst some of the issues which need examining from a gendered perspective are:

the national debt, taxation, the reform of the budget process, the gendered impact of development strategies for example, the development corridors,

AROTOAAIWIA AR PASI W F P w0 e o

globalisation, trade liberalisation and the EPZ's in the region, SMMEs and other trade and industry policy, the adequate resourcing of structures

entrusted with ensuring gender equality through policy development and so on.

6.2 BUDGET

Resources are essential in order to give effect to policy commitments. The national government, provinces and local government need to actively reprioritise in terms of these policy commitments.

Departments need to examine the gender implications of the following three types of spending to ensure gender equity. One, specially targeted programmes, for example, women's health programmes, two, programmes aimed at changes within Departments, for example, equal opportunity

- programmes, and three, the rest of the spending, which is often seen as

/N 200\231J"r f~ma|nstream pr OgLamrni\201S:(ihEibDi\201CDtSpEni\201mg) e AR SRR IS TR
D BTN

Many projects critical to the empowerment of women are currently funded by outside funding which is not sustainable in the long term.

6.3 WORK A

Women workers share many concerns with their male counterparts. However, all women share certain very specific gender concerns with regards to work. The sectors in which women are employed, the extent to which women are underemployed, and the specific inequalities women face as workers (or workers face as women). Women in South Africa participate in a wide variety of work, both paid and unpaid, in both the formal and informal sectors. All types of work that women do needs to be taken into account in policy planning.

The following is an indication of possible areas for policy review, though it is not all encompassing:

Legislation: Two of the most contentious issues in the BCEA - family leave and maternity leave are issues which disproportionately and significantly affect women. The dispute in the BCEA over four months paid maternity leave or three months unpaid leave, and three days per year family leave underscores the importance of developing an employment framework that does not use a male model as the norm of a worker. At present, maternity has

been passed to yet another task team. The ANC needs clear policy and effective implementation on this issue.

The Occupational Equity Green Paper needs to reflect the ways that race, gender and class have intersected in South Africa. The ANC needs to examine whether or not there is a need for anti-discrimination legislation

Wage gap: There continues to exist a wage gap between men and women.

Women and men do different jobs in South Africa. Women, .are concentrated in social services, working mostly as domestic workers, teachers, and nurses. There is no comparable worth legislation which requires women to be paid

the same as men for doing comparable work. Even when men and women do the same job, women are often paid less because of outright discrimination. This unfair practice is even justified by myths that women do not really need

the income as they are not the sole breadwinner in the family. This is an important area for policy consideration.

Informal labour sector: There is a need for more gender sensitive research in this area to inform policy and decisions being taken.

Unemployment: Women make up a significantly larger proportion of the unemployed population than do men. The policy of the right to work must be pursued and the ANC must be vigilant of government job creation programmes.

Discrimination against & abuse of women farm workers: Women farm workers on (overwhelmingly white) commercial farms are subject to multiple forms of subjugation. These include: extremely low wages ; women farm workers make up the bulk of seasonal and casual workers so they don't have a steady income; women on farms are dependent on both the farmer-land owner and on their relationship to a man as the contract for work and housing is signed with her husband or father; and recent evidence indicates that women farm workers are subject to serious levels of sexual harassment and sexual abuse.

6.4 LAND

In drafting new legislation around land tenure, the Department of Land has tried to provide independent access to land to those who have worked as labour tenants, and to prevent employers from throwing them off the land. Labour legislation such as the Basic Conditions of Employment Act, the

Labour Relations Act, and the Unemployment Insurance Act have been extended to cover farm workers.

These have potentially very powerful implications for improving the lives of men and women. It is critical that information about the existence and

significance of the legislation and institutional mechanisms are made accessible to both men and women.

6.5 SOCIAL SECURITY

The Ministry of Welfare is committed to the development of a comprehensive social security system and will need the support and involvement of government as a whole to ensure its development and success. The ANC needs to monitor this critical area.

needs-to-be removed: : : A AR

- 200\224Fquality of employment-benefits_Existing discrimination-on any-grounds - S

Until all South Africans have sustainable income, welfare benefits such as the old age pension will continue to serve as a small but significant mechanism for redistribution.

Some of the related issues that must be taken up by the ANC include:

Pensioners: Issues of access and security from violence and harassment that pensioners experience in walking great distances before or after collecting

their pension, need to be considered. .

Grants for People with Disabilities: The specific oppression encountered by disabled women need to be taken account of in planning. Discrimination

~ preventing access to employment needs to be addressed.

The child support grant: Significant progress is being made in this area. The ANC needs clear policy in this area.

LS

. .n-.....nat".â\200\230

primarily responsible for the care-taking of children, it is women who bear the responsibility for foster children and severely disabled children. The current allocation of Care dependency grants and foster care grants are insufficient to cover the real costs of child rearing. This forces women to make up the difference, and once again their unpaid labour goes unrecognised.

>

6.6 HEALTH

The Health Ministry is making significant changes to health policy and practice that reflect an integrated gender analysis. ANC health policy was

one of our well developed policy areas and some of the key issues now confront...g the ANC are:

Access to Health Care: Issues include: the need in rural areas, transport, times of clinics, mobile units, provisions for disabled people, access to effective and well managed sanitation facilities.

Facilities: Issues include: Upgrading, access to services such as reproductive health care including abortion and tests for cervical cancer.

Quality of Care: This is an issue which needs to be addressed by both

doctors and nurses, male and female. There is also a need to sensitise and train health care workers.

Domestic violence as a health issue: Many health care workers are not trained to assess when injuries are caused as a result of domestic violence.

Other health care workers deliberately ignore the causes of injury because they don't want to intervene in family matters.

ANC policy developed in this regard would need to encourage appropriate medical training and intervention in cases of domestic violence as well as

200\234Care-dependency & fostercare grants: Since women in South Africa are

making domestic violence a public issue

Reproductive Health Care: A comprehensive approach is being put in place by the Ministry and ANC policy could be guided by this.

HIV and AIDS: More women than men are infected with HIV in South Africa.

One of the most important areas for the ANC to consider in order to stop the spread of HIV and AIDS is the empowerment of women so that they are able to negotiate safe sex with their partners. Women may have access to

condoms, but may not be able to introduce them into their sexual relationship because of the threat of violence.

Cervical cancer: Cervical Cancer is one of the leading cause of death by cancer amongst black women in all of Africa. Ironically, cervical cancer is 100% curable if detected early - yet because black women are amongst the most impoverished, and have the least access to health care, the cancer is not detected and the extent of the disease is only detected once it has

- lecomiesiaial w ST A

6.7 EDUCATION

Women and girls have the right to education. Unfortunately, the reality is that there remains significant inequalities in education in terms of race and gender. For example, 20% of African women over the age of 20 have no

formal education, compared to 14% of African men (Women's Budget, 1906:16).

Education and training, including curriculum development should

acknowledge and accommodate the diversity of women's needs and experiences.

ANC Education policy needs to take into account a woman's entire life span and must include early childhood development, adult basic and continuing

education, primary, secondary and tertiary education and skills training.

-Some of the issues include:

Gender equity: Issues of the levels of employment that women are located in, in relation to men, as well as access to non-traditional education/courses, for example technical drawing skills, needs to be considered.

Abuse of girls in education: sexual harassment and abuse of schoolgirls: There is a need for the ANC to encourage the development of a sexual harassment policy in every school. There are no reliable statistics on the amount of sexual abuse and sexual harassment (both by teachers/principals and fellow students) in schools, but anecdotal evidence indicates the prevalence of such abuse is extremely high. Both boys and girls are victims

of sexual abuse and harassment, although the prevalence is likely higher among girls.

Pregnant and parenting students: 28% of female drop-outs are as a result of pregnancy. The ANC needs to consider creating policies and practices that

sy o
eI e e S &
R, 2o GRS) SRR 25

Safety & Security: Women should feel secure that they will not lose their homes, and should be able to feel physically safe in their homes. Women on farms - either as workers or as partners of workers - are in a tenuous position as they have no rights to their dwellings and are often forced off the land especially if old or ill and left destitute with no home. In addition, women are often faced with sexual harassment and assault which they are forced to endure if they want to keep their homes on farms.

When developing an ANC policy, women's rights to be secure in their dwelling and to be free from forced removals need to be considered. In addition, the ANC needs to ensure that housing - both by the state and by private sources is habitable - especially since the majority of men and women have no recourse to legal support.

Local Authorities: The ANC needs to assess the extent to which government authorities should be allowed to apply for subsidies for the construction of rental housing.

6.9 WATER

Major improvements have been made with regards to access to water, but the majority of people - especially those in informal settlements - still have little access to water, which, in addition, is often in a contaminated environment.

In addition, women are largely responsible for collecting water - this is often a dangerous activity as women and girls in rural areas walk distances to collect water before the family rises and often put themselves at risk of violence (outside toilets similarly expose women and girls to this danger).

Fetching water also occupies a great deal of women's time such that they have less time to participate in other activities, including child rearing or paid employment.

The ANC when developing policy in this area needs to include the need for the development of mechanisms to assess how far we have come in

addressing the needs of our population with regards to water, including the cost and availability of water and ways in which clean, water can be made available to all.

6.10 LAND

A major factor in women's inability to overcome poverty is lack of access and rights to land. Many rural African women face the legal difficulty that they cannot hold title to land. South Africa is embarking on a land reform program which in part hopes to remedy gender disadvantages of rural women.

Redistribution: The ANC needs to ensure that the land reform program specifically reaches out to women, and takes women's needs into account -

for example, the land redistribution program is intended to benefit the poorest persons in both rural and urban areas. However, because women traditionally

; A s AT SRR b
wrh s R G SRR Y

have not owned land in South Africa, there must be special outreach to ensure that they are aware of and take up their right to land ownership.

Land Tenure Reform: Among other things land tenure reform aims to improve the security of all South Africans and to accommodate diverse forms of land tenure, including, communal tenure. Unfortunately, without political intervention, women will not benefit from land tenure reform – for example, traditional land is in men's names, and even when women are involved in

tenant farming, their husbands are usually identified as the tenants and will thus be the beneficiaries of this legislation. . .

In providing for labour security, the ANC must find ways to ensure that women as well as men benefit from this legislation.

Restitution: A major barrier for women in this program is that the land being claimed was mostly officially owned by men, and proof of ownership is a

prerequisite for land to be restored. The ANC must work to find creative . _solutionsto-ensurethatthis program-does not leave-women out entirely. -

Even though the ANC has a commitment to ensure that this program does not leave women out entirely, the result of the apartheid state. In order to rectify the inequality of the past, black women must not be marginalised once again.

result of the apartheid state. In order to rectify the inequality of the past, black women must not be marginalised once again.

Property rights balanced against socio-economic rights: The Constitution is clear that the right to property must be balanced with the right to equitable access to land, and socio-economic rights. The ANC has contextualised the right to property within the rights of black people to get redress for past

inequalities. Encouraging land ownership for women must be a central theme in any redistributive land policies.

Women's Land Rights within Land Affairs: Women's Land Rights within Land Affairs has recently been established to develop policy guidelines to facilitate

women's participation in land reform. The ANC could draw on their work to further develop gender sensitive policy on land.

6.11 TRANSPORT

The government has inherited an inefficient, urban-biased transport system from the old apartheid government. Immobility serves to seriously curb

opportunities for women. When developing policy, the following are a few issues of importance:

Urban bias: The Urban Transport Fund reflects the old apartheid mentality which favored the urban system and white suburbs – steps should be taken to redistribute and reallocate funding and resources to correct this imbalance.

Affordability: Subsidies are allocated mainly within the white owned commuter transport systems. Consideration should be given to the issue of the poor as commuters and whether or not to extend the subsidy system so that it covers

other forms of transport, and to make off-peak transport affordable and

available.

: SR ok l O; |
Lo dp S G e B Sl Sy e i Mo A
] *- g > a Jn AR T3 o Mol i S e 2 e - â\200\230_;" e S5 rd ey - 34 o,
\$ foiond BT RSE R BN IR Rt For o EREUSCRC I AR Re- DS Âf) &

" Facilities: The facilities at interchanges need addressing, for example, toilets are often dirty and without paper, there are no facilities for pregnant women or women with new-born babies. In many cases there are no proper or safe seating arrangements or shelters from wind and rain and no effective lighting.

If public transport is to be accessible and a viable option as an alternative to motorcars, then these issues need to be scrutinised.

Safety: More money needs to be allocated to traffic law enforcement. Currently, resources are directed at traditionally white areas and more resources, funds and personnel need to be allocated to townships.

Women in rural areas: It is important for the ANC to consider formulating a policy on developing roads and an efficient transport system in rural areas.

6.12 THE MILITARY

o "â\200\231he#\N(Jâ\200\224whenforrnuiatnngpoi|cynmhemllî~\201arrneedsimevrslti~\201he rof e of_â\200\234â\200\224â\200\234:'f A

the military in the present and future South Africa in relation to the priorities

set out by the government - this budget is still excessively high when seen in the context of the widespread poverty in SA.

The military has been and remains a traditionally male place of employment. Women in-the military have been placed into positions that are administrative or linked to human resources or health care. Many women already in the military find it to be an alienating and often dangerous place. - this danger is not a result of combat, but from the men within the institution. The cases of

sexual harassment, rape, verbal and physical abuse of women who try to enter thi. field are only beginning to surface.

The ANC needs to ensure that a sexual harassment policy is drawn up, along

_with a code of conduct that includes verbal harassment and violence against women.

Practices contrary to the constitution such as the exclusion of lesbian, gay and bisexual people from the military as well as separate training for women and men are issues which need addressing.

6.13 _FRISONS

The following are potential areas for policy consideration:

Sentencing: There is a need to examine gender patterns of sentencing for the same crimes. Anecdotal evidence suggests that men who Kill their wives often seem to get away with â\200\230mitigating circumstancesâ\200\231.

Legislation: The Correctional Services Act of 1959 needs to be amended to include issues such as nutrition and health care, punishment, community service and vocational training for prisoners - specifically women prisoners.

S ile

2t Mï¬\201t PROR s e {u, SEEAESEABBE LA s ia&iii1 54 :

The Parole and Release Bill - which deals with the length of time that prisoners have to remain incarcerated - is coming up for discussion in Parliament. Issues that need to be addressed include: the representativeness of the parole board and general constitution of the board; how the increase in the amount of time spent in prison will affect women if the new regulation is accepted (that 2/3 of a sentence must be spent in prison); and the impact of increased prison time on the rest of society.

Conditions for women in prisons: In addition, to harsher sentences and public ridicule, women also suffer discrimination within the prison system. Women prisoners are confined to stereotypically female activities such as laundry, cleaning and domestic work. In addition, women are not allowed outside for sports and outdoor activities within the prison area. Limiting women's activities in prison is a problem and does not help to rehabilitate the women within the system. In addition, the situation whereby more money is spent on male than female prisoners needs to be investigated and appropriate action taken. ANC policy needs to be informed by these realities - -

6.14 HOME AFFAIRS

The Department of Home Affairs has traditionally been the location of oppression for many South Africans. As Home Affairs is transformed into a democratic institution the ANC must ensure that Home Affairs not only ceases to perpetrate racism, but also sexism, homophobia and xenophobia. The following areas, amongst others, need to be addressed:

Migration: Research needs to be commissioned on the impact of migrants on social and economic life and certain processes such as the 343 days to register once you enter the country rule that is unrealistic and leads to people not registering their presence in the country must be evaluated.

Translation & interpretation: The stubborn refusal by many officials to speak in any language other than Afrikaans must be addressed, as should the need for translation and interpretation services. These are particularly difficult for people from foreign countries who need to communicate with the Department.

Permanent Residency: The fee for permanent residency is high and prevents many women from legally entering the country - and this is especially difficult

for women who have partners or husbands who are living and working in South Africa.

Births & Deaths: The registration of births and deaths needs to be reviewed. Making people (and these are, more often than not, women) travel to Home Affairs offices to register births and deaths means that, in reality, less people register because they cannot access transport or because they live in areas where the birth and death of their children goes completely unnoticed and they are not aware of the procedure they are supposed to follow. A logical

policy would allow parents to register the births and deaths of their children at the clinics or hospitals they attend.

Customary Marriage: In customary law women are regarded as minors and all decisions concerning property are made by the husband, kraal head or senior male relative. In addition, on dissolution of the marriage, anything the women acquired during the marriage is the property of her husband. This means that women are afraid to leave their marriages as they will be left with nothing.

Religious Marriages: There are three types of religious marriages that are not recognized by the legal system (Islamic, Hindu and Jewish.) Islamic and Hindu marriages are not recognised by our legal system. The SALT is investigating the possibility of recognising Islamic marriages - although this may infringe on both the Constitution and CEDAW. Jewish marriages are recognised by the legal system - but Orthodox Jewish law requires a religious divorce that can only be initiated by the man in the relationship. The Divorce

Amendment Act has gone a long way to addressing this power imbalance, but a firm policy needs to be taken.

Islamic and Hindu marriages are not recognised by our legal system. The SALT is investigating the possibility of recognising Islamic marriages - although this may infringe on both the Constitution and CEDAW. Jewish marriages are recognised by the legal system - but Orthodox Jewish law requires a religious divorce that can only be initiated by the man in the relationship. The Divorce Amendment Act has gone a long way to addressing this power imbalance, but a firm policy needs to be taken.

Marriage age & age for lawful sexual intercourse: An issue that needs examining is the different ages at which girls and boys can contract into marriage and consent to sexual intercourse.

v~

6.15 FOREIGN AFFAIRS

There are both internal and external issues needing consideration, these include:

Within our own system:

Selection & Placement: Women are traditionally placed at lower levels within the service, mainly as secretaries or administrators. There is very little recognition of the skills and experiences of women within the field - only 7 out of 60 ambassadorial posts are filled by women. The situation reflects the male domination of personnel assessment committees. An affirmative action policy for the foreign service needs to be developed that will empower black women. In addition, personnel assessment and any other committees dealing with personnel need to be representative in terms of gender as well as race.

Training: Only 30% of all people trained from 1995 - 1997 were women. Men are targeted for training through the Foreign Affairs Training Institute. The ANC must consider how to transform the institute.

In terms of South Africa's relationship with foreign countries:

W

Human Rights Abuses: By signing CEDAW and the Beijing Platform of Action

R 0 e B }w? "s,) 'i Las B &3 =
PRI L 7 3 5 RS TR A

and by including extensive rights for women in our constitution, we are committed to the rights of women in our country and around the world. The ANC needs to discuss and consider the way in which the government should deal with countries guilty of human rights abuses, specifically countries who

do not recognise the human rights of women, and who continue to exploit and oppress women.

SADC Aid: The ANC needs to consider developing a policy on foreign aid to

SADC countries - with a specific focus on ensuring that women in SADC countries are able to access such foreign aid..

2

Host Countries: The ANC needs to consider develop a policy on how to appropriately respond to the gender prejudices of host countries.

6.16 THE MEDIA & COMMUNICATION

Thg me&}fsnrespons@leĩ-\\202ferâ\\200\\224penzpetuatng my
ths-and-stereotypes-of women

ĩ-\\202nâ\\200\\234thmdloâ\\200\\224lnĩ-\\202ewspaper%ndmagazmesâ\\200\\224teievreronĩ-\\20landĩ-\\202gdvgrtmngâ\\200\\224â\\200\\224w---â\\200\\224-â\\200\\224---â\\200\\224_w_

The following are certain key areas:

Stereotyping: Transformation of the media includes removing stereotyping

and sexist language and images (e.g. chairman). Media and journalist training institutes or courses need to redefine what is â\\200\\230news.â\\200\\231

Independent Broadcasting Authority (IBA): The IBA is responsible for, amongst other things, the licensing of broadcasters. This is a critical area and the ANC needs to assist and support the IBA in developing a policy on empowering women as broadcasters, and as listeners. Policies on advertising and the stereotyping of women need to be researched.

Communication: Communication policy and implementation between government and civil society depends to a large extent on making -communication units in departments more effective. There is a need for the effective dissemination of government policies, legislation and structures in an accessible manner that is understandable to the majority of civil society. People need to know what their rights are in the Constitution, legislation and policy and how they access these in terms of the institution or mechanisms that are in place.

6.17 WOMEN IN THE PUBLIC AND PRIVATE SECTORS

The integration of women into public and private sectors is critical factor to democratisation.

Women in Public sector:

The decisions taken by the ANC on a quota resulted in 25% of members of parliament being women. Unfortunately, this has not carried through to local

government elections or the provinces, nor is it reflected in the National Council of Provinces.

National Parliament: A recent study done identified some of the obstacles to women's participation. Issues such as conflict between work and domestic responsibilities, alienation, lack of transformation of the old all male institutions, lack of skills and the attitude of men within the institution were raised as critical areas affecting their work and disillusionment. Judiciary: Of

the total 186 judges in the country - 156 are white men, 20 are black men, 7 are white women and three are black women. This situation needs to be actively addressed.

The ANC needs to consider developing policy on issues such as:

- < the quotas or targets

- < using government funding as a mechanism to encourage parties to include women candidates.

2004 - an education campaign to promote the understanding, acceptance and 2004

value of women in political life; o

<+ develop an understanding that gender does not simply equal women - a white woman mayor in Cape Town in the past would have been well resourced compared to a black male councillor in a rural area today. Therefore, policy toward equality in political life is about redressing power imbalances and must start from an analysis that incorporates race, class and gender.

Women in Private sector:

On the whole, women do not occupy decision making positions in the private sector. Women are clustered into administrative and support positions. The

ANC needs to take this into account when developing an effective affirmative action policy

6.18 CUSTOM, RELIGION AND TRADITION

2004 it is a sad fact that one of the few profoundly non-racial institutions of South

Africa is patriarchy...Indeed, it is so firmly rooted that it is frequently given a

cultural halo and identified with the customs and personalities of different

communities. Thus to challenge patriarchy, to dispute the idea that men

should be the dominant figures in the family and society, is to be seen not as

fighting against male privilege but as attempting to destroy African tradition

or subvert Afrikaner ideals or undermine civilised and decent British values.

' Men are exhorted to express their manhood as powerful as possible

which
some do by joining the police or army or vigilante groups and seeing
how

many youths they can shoot, whip, teargas, club or knife, or how many
houses

they can burn down or bulldoze, or how many people they can torture
into

helplessness. Patriarchy brutalises men and neutralises women across
the

colour line.â\200\235 : e

Albie Sachs, 1990

Tradition:

Some people say that some traditional customs and practices were not
always oppressive. In an article to the Sunday Argus, Nozizwe Madlala-
Routledge argues that while this may be true, we are living in the present

et et o gwhereipmnaï¬\201enyï¬\201a&pewaeedellraspects of our-society-and-customs-have â
\200\224

-been-distorted-and oppressive rules entrenched. Women are relegated to the
role of child minders, tillers of lands and preparers of food. Therefore, if
traditional systems are to remain in place, it is critical that the issue of

women's oppression and gender equality be honestly and openly addressed.

Issues such as witch hunting, female genital mutilation, prenuptial checking
of virginity, lobola, and polygamy are a few areas that need to be considered.

Religion..

There have been many attempts by people within religion to assert positive
and equal images and lessons for men and women that encourage the best

of our human potential - from liberation theology to â\200\230women under Muslim lawâ\200
\231
â\200\230i etc.

However, women are often absent from leadership positions in religious
organisations and are often excluded from many religious practices. While it
is important that religious choices are recognised and respected, women
must in practice be free to choose their religion - or whether or not they wish
to abide by the rules of any particular religion, particularly where these may
be seen as infringing on her right to equality. The ANC has a duty to promote

the rights of women to choose . It is critical that education about all religions
takes place in our schools and communities.

6.19 VIOLENCE

A recent Interpol report found that South Africa has the highest reported rate of violence against women of any country in the world. Gender violence cuts across all racial, cultural, ethnic, class and religious groupings.

The ANC needs to develop a clear policy and programme on this issue.

o~

Violence against women is not only a criminal justice issue, but a public health issue,

an economic issue, and an employment issue. It is therefore important that solutions to

the problem do not focus solely on legal reform, but also on education, non-legal

inter?/entlon and other avenues of social reform which address the roots of the

problem.

The following is a brief sampling of areas that need to be addressed:

Rape: The current common law of sexual offenses is inadequate to deal with sexual violence against women and violates the constitution. Problems with the current common law of rape include (but are not limited to) the cautionary rule which discriminates against women and the fact that rape only covers sexual acts involving penile penetration of a vagina

*i-\201eâ\200\224ANCmeedSâ\200\230tOT;on&dercommi-\202tmgrtsei-\201othe*passagerm R
comprel.znsive sexual assault legislation that recognises rape as a constitutional violation of women'â\200\231s equality and human rights.

Domestic violence: In 1992, Rape Crisis estimated that one in every three women was assaulted by their male partner. The Prevention of Family Violence Act, which came into effect on 1% December 1993, is inadequate to confront the epidemic of domestic violence in South Africa. The ANC needs to consider the adoption of comprehensive legislation addressing domestic violence. This legislation should ensure that women are adequately protected from domestic abuse and that domestic violence is treated with appropriate legal sanctions. In particular, police and judges throughout the country should be sens::sed to the issue of domestic violence and its effect on women's lives so that the law will have real meaning, and will be helpful to â\200\230women seeking safety and justice from the criminal justice system.

Maintenance: The current maintenance system is failing to provide women with the resources needed to raise their children. Children have a right to be provided for by both parents, and the financial and emotional burden of child-

rearing should not fall solely to one parent. The ANC needs policy on the reformation of the maintenance system.

Prostitution, trafficking in women, and sex tourism: By ratifying the Beijing Platform for Action , the Department of Justice undertook to â\200\234review sexual

offenses legislation, to decriminalise where necessary, and to ensure greater protectiore-for women.â\200\235

Prostitution is currently a criminal offense, as is the selling of sexual services by a third party. This punishes and stigmatises women, girls and boys who

are forced into prostitution as a result of poverty and sexual violence in their

homes.

Economic self sufficiency is a key factor in reducing prostitution.

encourage pregnant and parenting students to continue their education.

Adult basic Education and Training: In 1995/6, adult basic education and training comprised only .5% of total education expenditures. This is an extremely important area for women because adult women have lower literacy rates than adult men and are often unable to finish school because of

other responsibilities. Adult basic education can help lessen the education gaps between men and women.

Curricula gender stereotyping: The National Education Policy calls for all learners to be able to choose the subjects they will study. There are however barriers which prevent girls from taking up subjects like science, mathematics, engineering, woodwork and technical drawing. Girls need encouragement and support to take advantage of the full range of vocational opportunities available. In addition, school subjects need to be scrutinized for gender and

race bias, and children need to learn about the accomplishments and lives of women as well as men.

Matriculation exams: Matriculation examination pass rates are particularly

worrying in the case of African girls. There are several possible explanations for the low matric passage rate for African girls including gender bias in the way teachers teach - focusing primarily on the male students; conditions in the home such as sexual or domestic violence which make it hard for girls to focus on school work; and the extra burdens required of girls at home such as housework and child-care which is not generally expected of boys.

ANC policy would need to identify the causes and develop appropriate policy and strategies.

Early childhood development: While there is increased commitment to early childhood education, there remains inadequate resources devoted to this extremely important area. It is well documented that investment in early childhood development reduces social and economic inequality. The presently high failure rates in Grade one can be improved drastically with an

- investment in the development of children under 5 years of age.

6.8 HOUSING

The following are some of the issues needing consideration:

Implementing the Constitution: Issues relating to rural housing and rural land allocation that favour men need to be addressed and brought in line with the constitution. Discrimination on the basis of sexual orientation, age and marital status is unconstitutional and must be removed.

Housing Allowances & Subsidies: Old apartheid subsidies need to be phased out. Issues that need examining are subsidies of migrancy hostels and the discriminatory housing allowance paid directly as part of the salaries of civil servants. In addition, in marriages the subsidy should not automatically be in the man's name but should be registered in the name of the woman as well.

women, for example deploying experienced detectives to investigate rape cases. :

Human Resources Policy: A human resources policy that would test for biased race, class and gender attitudes by potential employees is another important issue - especially when those potential employees will often be working with women in particularly sensitive situations.

6.20 SPORT

Sports policy needs to integrate women in sport with a focus on the empowerment of women and girls, not just in traditional areas, but in all sports (especially in rural and impoverished areas.)

Promotion of male dominated sports: With the explosion of South Africa into the international sports arena, focus on national, high profile sports such as

â\200\224cricket. rugby and soccerhas grown-â\200\224These are all male-dominated sports.â\200\224

Althoughr it is important to develop the sports that we compete In at a v international level, it is critical that we concentrate on redistributing resources so that women and youth, particularly in rural areas, are prioritised.

Traditionally â\200\234womenâ\200\231s sportsâ\200\235: The perception that women and men c an only participate in certain kinds of sports and the derogatory stereotypes that are associated with women or men who try to enter the â\200\230maleâ\200\231 or femaleâ\200\231 dominated sports world need to be challenged. In addition, sports in which women are predominantly active such as tennis, netball and hockey are

relegated to secondary status sports and no financial assistance, resources or even media coverage occurs.

Building up sport in impoverished areas: The money that is being made available to build up facilities and provide training in rural and impoverished areas is being spent on developing facilities and training for male dominated sports.

Legislation: There is still legislation that exists which discriminates against women - for example laws relating to wrestling and boxing exclude women.

These need to be amended to met with the requirements of the new constitution.

6.21 THE ENVIRONMENT

Because of the many critical areas that need attention in the country, the environment is an issue which does not get much coverage. The Department is however making advances in the field and is clearly committed to tackling-

issues relating to gender. There are however issues that relate to the environment which still need to be addressed.

The following are only a sampling of the areas needing consideration:

Fishing policy: The fisheries white paper is currently being discussed and