

## Gender Mainstreaming COLA

Presentation 22<sup>nd</sup> October 2015  
MC Tshisikule



- SA past History
- **Gender Terms: Gender equality and Gender equity**
- Gender equality: women, men, girls and boys need to be afforded equal opportunities to enjoy their full human rights and to reach their full potential.
- Women and men, **girls and boys are not discriminated** against on the basis of their sex, gender, sexual orientation or any of the listed grounds in the law, and they are treated with equal human dignity and freedoms.



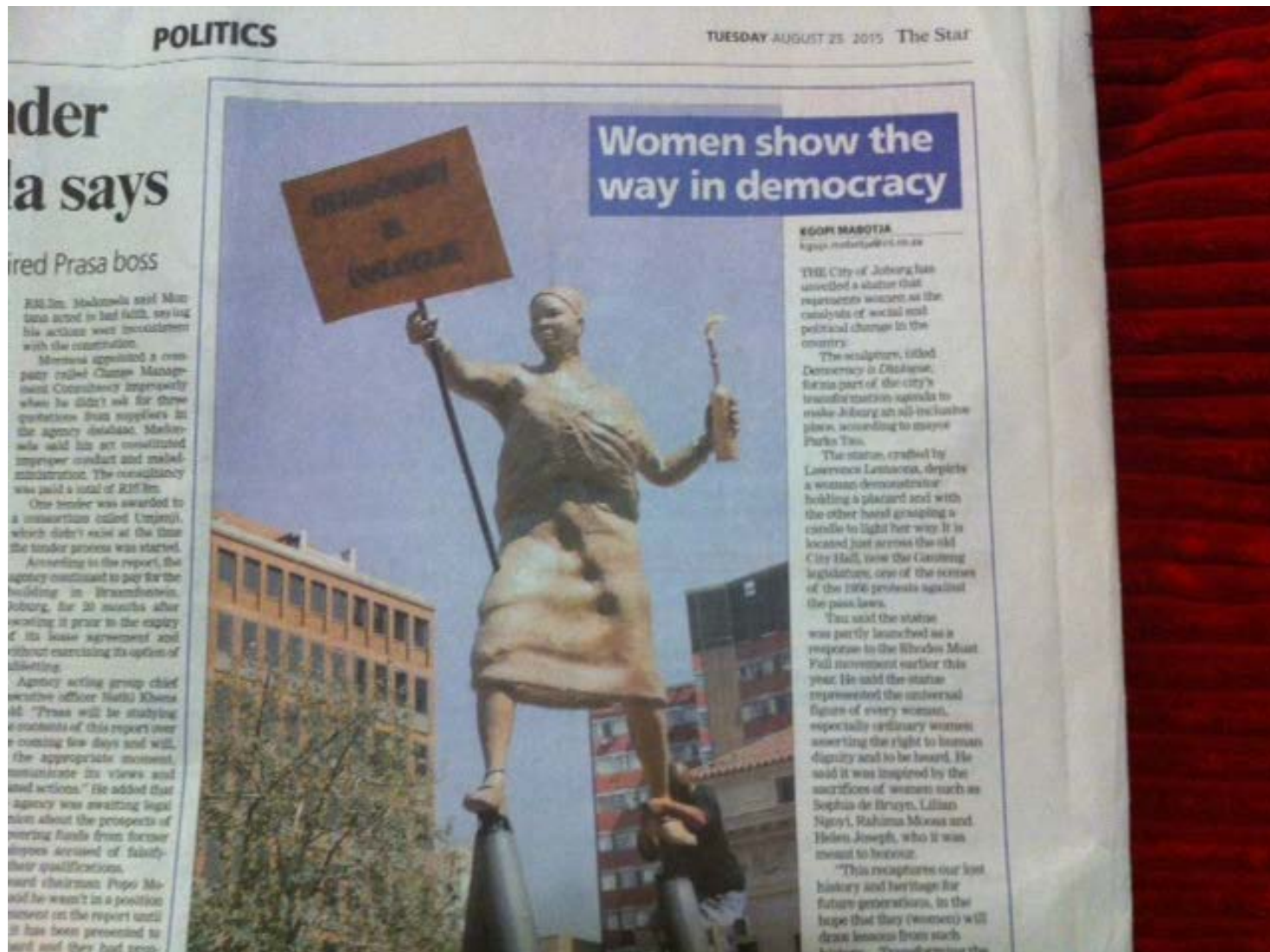
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# Democracy is dialogue!



New statue  
representing:

“Women as  
catalysts of  
social and  
political  
change in  
the country!”

Statue at the  
Beyers  
Naudé  
heritage  
square  
(24 August 2015)

## **From the perspective of the National Gender Policy Framework gender mainstreaming implies:**

- Infusing a gender perspective into all policies, programmes and action plans at all levels of government;
- Applying an analytical lens that integrates the concerns of men and women in a crosscutting way, but highlights women's empowerment.
- Reducing inequality on the basis of sexism, race, disability, age, sexual orientation, class, and geography (urban-rural); and
- Eliminating all barriers that limit women's full participation in society and the economy as equals with men.

- More structural attention for gender/diversity aspects in curriculum and organisational aspects of the Agricultural Training Institutes
- GM COLA started: Nov
- In view of the relevance of the Gender Mainstreaming topic, the Director Sectoral Colleges DAFF, Mr Sevilile Nompuzolo urged all Colleges to participate in the GM COLA early 2014.



## 1. Workshops held :

- In December 2013 a workshop was held with matrons and wardens of the ATIs

## Points raised:

- ATIs infrastructure not gender friendly
- Sexual harassment at all levels
- More attention for gender aspects required at ATI policy as well as implementation level.

- Start-up workshop  
Gender  
Mainstreaming COLA:  
March 2014 at  
Elsenburg
- DAFF presence
- Representation of 7  
ATIs
- Most participants are  
new to the topic
- Request for gender  
audit of the ATIs
- COLA coordinator:  
Principal  
Madzivhandila:  
Ms Musandiwa  
Catherine Tshisikule



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## 2. Gender audit development

- Strategy for participatory development of ATI Gender Audit (Co-creation)
- November 2014: preparation of questionnaire for gender audit of ATI by participants of the ATIs
- Questions developed based on organisational assessment tool
- Methods for data collection defined
- Schedule for implementation made



# Assessment Categories

	Gender sensitivity of the ATI
	Total Score Gender Sensitivity
1	Gender sensitivity of the ATI in its linkage to the external environment
2	Gender sensitivity of the internal organisation of the ATI
3	Gender sensitivity of the ATI related to its products/services

# Example audit format

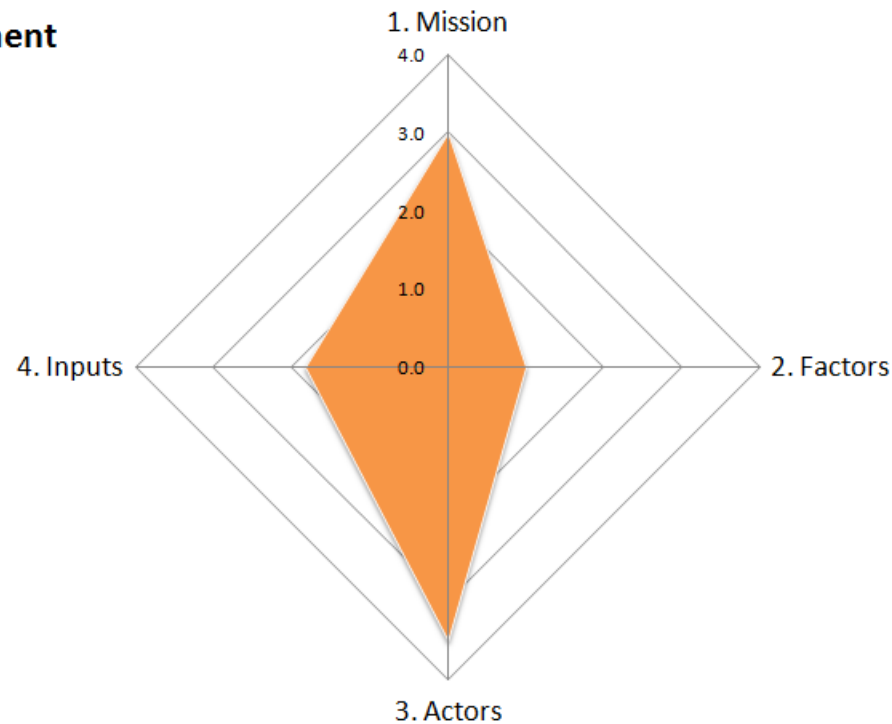
Level 1	Level 2	Level 3	Score (1 - 4)
1. Agricultural Training Institute: gender sensitivity per Category	2. Components IOM	3. Indicators	
1 Gender sensitivity of the ATI in its linkage to the external environment	1. Mission	1. The mission indicates clearly the target group of the College/ATI	3
Total average		2. The Mission accommodates explicit attention for gender aspects (either for services and/or for target group)	1
2.4		3. The Mission indicates the objectives (and or beneficiaries) of College/ATI services	4
		Average	2.7
	2. Factors	4. The Policy of the College/ATI is aligned to the National Policy Framework for gender equality within the Public Service	1
		5. The gender guidelines the College/ATI used in awarding tenders are compliant with the BBBEE score card	1
		6. The Policies and Roles of the College/ATI includes the commemoration/highlighting of gender related (Int)National events	1
		7. The College/ATI has an explicit Strategy to deal with Gender and Diversity imbalances in the environment in which it operates	1
		Average	1.0
	3. Actors	8. Access of gender sensitive information on College/ATI for prospective students (program, number of male/female students etc)	4
		9. The College/ATI is aligning its policies and practices in order to prepare women for the labour market	4
		Average	4.0
	4. Inputs	10. What is the ratio of male and female staff members	2
		11. There is parity review on appointment of women in position of responsibility	3

- and format for narrative report on process.

- Teams existing of two Representatives of own ATI, two persons of neighbouring ATI and one resource person (DAFF staff or Gender specialist) were to execute the gender audit at the ATI
- Duration: two days
- Period: January – April 2015 (+ 1 in June)
- 9 ATIs have been audited

# Score per topic visualised

## 1. External environment



## April 2015 workshop:

- Analysis of the gender audit results per ATI, by the audit teams themselves
- Formulation of conclusions and recommendations

# Gender audit analysis





# Gender audit analysis



# Gender audit analysis



## Main process conclusions:

- ATIs were collaborative, cautious, new to the topic, sometimes relevant staff not available.  
Time was limited to carry out the audit (2 days)
- Audit teams: own preparation not always optimal (new to do assessment) + challenge to stay objective



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# Content conclusions

- Non-availability of gender/diversity awareness
- No separate budget for gender mainstreaming promotion/activities
- Underrepresentation of female staff at senior level e.g. Principals and Departments
- Staff retention measures not adequate in general and notably for female staff
- Absence of Gender policy/framework
- Curriculum not gender sensitive
- Infrastructure not gender sensitive

# Summary of scoring

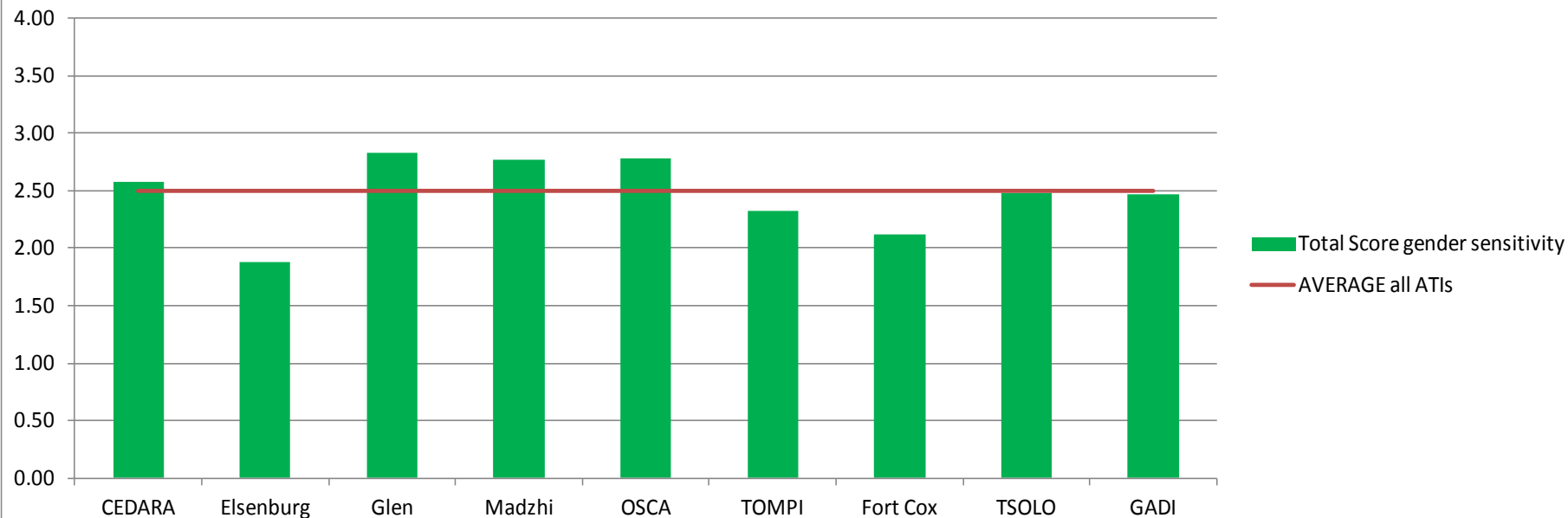
	Gender sensitivity of the ATI	Average all ATI's (scale 0-4)
	Total Score Gender Sensitivity	2.50
1	Gender sensitivity of the ATI in its linkage to the external environment	2.46
2	Gender sensitivity of the internal organisation of the ATI	2.59
3	Gender sensitivity of the ATI related to its products/services	2.32



# Overview final score

Gender Sensitivity of ATI	AVERAGE all ATIs	CEDARA	Elsenburg	Glen	Madzhi	OSCA	TOMPI	Fort Cox	TSOLO	GADI
Total Score gender sensitivity	2.50	2.58	1.88	2.83	2.77	2.78	2.33	2.12	2.48	2.47
1 Gender sensitivity of the ATI in its linkage to the external environment	2.46	2.33	2.13	2.83	2.57	2.42	2.69	2.25	2.31	2.73
2. Gender sensitivity of the internal organisation of the ATI	2.59	3.19	1.58	3.06	3.31	3.44	2.13	2.06	2.44	2.58
3. Gender sensitivity of the ATI related to its products/services.	2.32	2.22	1.92	2.60	2.43	2.50	2.17	2.04	2.69	2.08

## Total score Gender Sensitivity





# Mainstreaming in QA

- Joint workshop  
Gender  
Mainstreaming and  
Quality Assurance
- Integration of gender  
in Quality Assurance  
handbook and QA  
score card
- Development of  
Gender policy chapter  
as part of the Quality  
Assurance policy, to  
be tailored by ATI for  
own situation

**Quality Policy ATI**

**Gender mainstreamed**

**Quality Assurance instruments**

**Quality Score Card (for monitoring and action)**

**Gender mainstreamed**

**Quality Assurance Handbook**

**Gender mainstreamed**

**Gender audit**

**Short version to be made**



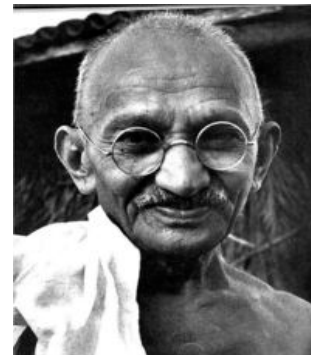




- ATIs to pick up the recommendations
- Adjust the Gender Policy document (part of the QA) to own situation
- Appoint gender focal point or committee to address imbalances
- Monitor progress and learn lessons!

- To call woman the weaker sex is a libel; it is man's injustice to woman. If by strength is meant brute strength, then, indeed, is woman less brute than man. If by strength is meant moral power, then woman is immeasurably man's superior. Has she not greater intuition, is she not more self-sacrificing, has she not greater powers of endurance, has she not greater courage? Without her, man could not be. If nonviolence is the law of our being, the future is with woman. Who can make a more effective appeal to the heart than woman?"

- Mahatma Gandhi





- Thank you

Ndo livhuwa

- Masha