



Province of the
EASTERN CAPE
PUBLIC WORKS & INFRASTRUCTURE



Progress Report on Women's Charter.

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BACKGROUND

- ❑ In November 2020 the National Parliament undertook a process of reviewing the Women's Charter
- ❑ DPWI heeded the call to ensure that its Women's Charter is also in line and is compliant
- ❑ Institutional Arrangements were made and mechanisms crafted emanating from the Provincial Gender Mainstreaming Strategy
- ❑ DPWI has set monitoring systems to ensure that Gender Mainstreaming systems are reviewed in line with the set targets of accommodating Women.

DPWI MILESTONES

- ❑ DPWI is committed in ensuring gender mainstreaming and has training programmes focusing on women empowerment.
- ❑ HRD Unit plays a central role in developing women empowerment programmes which responds to the Women's Charter.
- ❑ The transformation agenda is driven with deliberate inclusion of women in the Construction Sector and that SCM policy has 30% set-aside as a target for designated groups.
- ❑ This commitment was effected radically during the Covid-19 pandemic projects, and statistics confirm that indeed.
- ❑ This commitment has since been taken to another level through the department's commitment of availing land parcels for development. A 100% women owned company has secured a tender to build a shopping mall in Cala.

EMPLOYMENT EQUITY TARGETS

- ❑ The Department held its first quarter review session in August, and affirmed a 50/50 percent target for its SMS. This was to help address the failure to move with speed and adhere to the targets the department set for itself in previous financial years.
- ❑ For an example: In 2019/20 only 38% of the SMS Members were women
- ❑ In 2020/21 there was a slight improvement to 39%
- ❑ In 2021/22 DPWI attained 46% .
- ❑ The picture will change even further when we table our mid-term performance reviews as the Department is busy filling 18 SMS positions, and the 50/50 gender balance will be achieved.

CHALLENGES

- ❑ The limited resources/budget of the department considering the fact that the role and mandate of the department has been redefined to focus on infrastructure role out.
- ❑ Acute shortage of personnel in the SPU section
- ❑ Natural attrition and the Covid-19 fatalities which has adversely affected our staff compliment.

RECOMMENDATIONS

1. That there be collaboration between government departments to help each other achieve the set targets.
1. Cascade the Provincial Gender mainstreaming strategy implementation in LED municipality strategies
1. Forge public private partnerships to accelerate gender mainstreaming
1. Appoint women's charter champions across government departments.

THANK YOU

