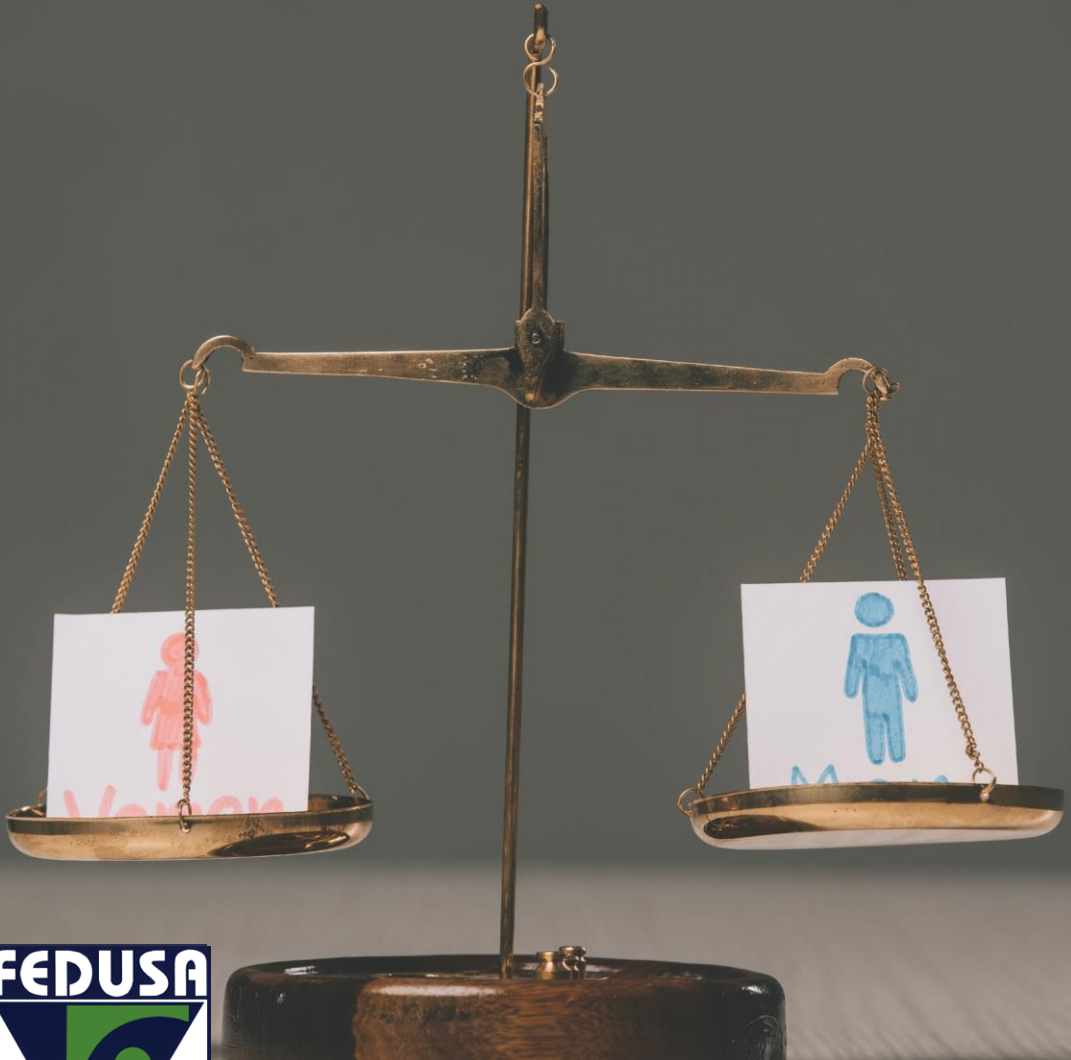


FEDUSA Gender Policy

**“SEXUAL HARASSMENT IS A LETHAL BARRIER TO
ADVANCEMENT, BECAUSE IT ROBS PEOPLE OF THEIR
DIGNITY, AFFECTING THEIR PERFORMANCE AT WORK”**



RATIFY AND IMPLEMENT C190 NOW

Contents

ABBREVIATIONS	2
GLOSSARY OF TERMS	3
FOREWORD BY THE FEDUSA DEPUTY PRESIDENT	5
FOREWORD BY THE FEDUSA VICE PRESIDENT : SOCIAL JUSTICE AND GENDER	6
1. PREAMBLE	7
2. BACKGROUND	8
3. RATIONALE	10
4. GENDER EQUALITY GUIDING PRINCIPLES	14
4.1. Equal Pay for Work of Equal Value	14
4.2. Equality of Opportunity and Treatment	15
4.3. Participation	15
4.4. Zero Tolerance for Sexual Harassment	15
4.5. Dignity, Integrity and an End to Gender-Based Violence	16
4.6. Diversity	16
5. POLICY MISSION STATEMENT	17
6. PURPOSE OF GENDER POLICY	17
7. POLICY OBJECTIVES	17
7.1. Immediate Term Objectives	17
7.2. Intermediate Term Objectives	18
7.3. Long Term Objectives	18
8. POLICY PRIORITY AREAS	19
8.1. Staffing	19
8.2. Substance	20
8.2.1 Key actions	20
8.3. Structure	20
8.3.1 Key Actions	21
9. SEXUAL HARASSMENT	21
9.1. Procedure to Handle Sexual Harassment	21
10. MONITORING AND EVALUATION	22
ANNEX	0

ABBREVIATIONS

CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
DWCP	Decent Work Country Program
FEDUSA	Federation of Unions of South Africa
ILO	International Labour Organization
ITUC	International Trade Union Confederation
MANCOM	Management Committee
NEDLAC	National Economic Development Labour Council
NEC	National Executive Committee
PGA	Participatory Gender Audit
SADC	Southern Africa Development Community
SATUCC	Southern Africa Trade Union Coordination Council

GLOSSARY OF TERMS

Affirmative Action: also termed positive measures to counter sex discrimination comprises special, usually temporary, measures to redress the effects of past or continuing discrimination in order to establish de facto equality of opportunity and treatment between men and women.

Care work: the work of looking after the physical, psychological, emotional and developmental needs of one or more other people – care recipients are generally identified as infants, school-age children, people who are ill, persons with a disability, and elderly people.

Equal remuneration: It means that rates and types of remuneration should be based not on an employee's sex (other personal attributes) but on an objective evaluation of the work performed.

Gender: refers to the socially constructed differences and relations between males and females. These vary widely among societies and cultures and change over time.

Gender analysis: is a tool to diagnose the differences between women and men regarding their specific activities, conditions, needs, access to and control over resources, and their access to development benefits and decision making. It studies the links between these and other factors in the larger social, economic, political and environmental context.

Gender Balance: means the equal number of women and men to ensure that there is sex-balanced representation. In particular the presence of a critical mass of women in decision making positions in trade unions is key to promoting gender equality in the world of work.

Gender Budgeting: it is part of the gender mainstreaming strategy. Gender budgeting focuses on a gender-based analysis and an equality-oriented evaluation of the distribution of resources. It seeks to achieve a gender-equal distribution of resources.

Glass Ceiling: invisible and artificial barriers that militate against women's access to top decision-making and managerial positions, arising chiefly from a persistent masculine bias in organizational culture.

Gender equality: refers to the enjoyment of equal rights, opportunities and treatment by men and women and by boys and girls in all spheres of life. It asserts that people's rights, responsibilities, social status and access to resources do not depend on whether they are born male or female.

Gender equity: means fairness of treatment for women and men, according to their respective needs and interests. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities.

Gender mainstreaming: this is a global strategy for promoting gender equality. It is a means to achieve gender equality which is a process of assessing the implications for women and men of any planned action, including legislation, policies or programs in any

area and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.

Gender Parity: is the ratio between women and men in access to participation and opportunity such as educational opportunities, non-discriminatory gender practices in recruitment, retention and pay.

Gender Roles: they are the particular economic, social roles and responsibilities considered appropriate for women and men in a given society. These are learned behaviors in the society, community or other social group.

Masculinities: refers to patterns of conduct linked to men's place in a given set of gender roles and relations. The plural is used because patterns of masculinity vary over time, place and culture.

Matriarchy: a system of domination by women in which they govern – the mother is the head of the family, and descent is reckoned in the female line, the children belonging to the mother's clan.

Patriarchy: a system of domination by men and subordination of women and also which a male ruling class and race can have authority over everyone else.

Sex: refers to biological identity of males and females, as manifest primarily by our physical characteristics.

Sex disaggregated data: producing gender statistics entails collecting data that is separated into women and men. Gender statistics are defined as statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life.

Sexual harassment: any unwelcome sexual advances or verbal or physical conduct of a sexual nature, acceptance of which is explicitly or implicitly made a condition for favourable decisions affecting one's employment, or which has the purpose or effect of unreasonably interfering with the individual's work performance or creating an intimidating, hostile, abusive or offensive working environment.

Social dialogue: All types of negotiation, consultation or simply exchange of information between or among representatives of governments, employers and workers, on issues of common interest relating to economic and social policy.

Women's empowerment: it is a social process involving change at the level of individuals, organizations, communities and society as a whole.

Work-life balance: refers not only to caring for dependent relatives, but also to "extracurricular" responsibilities or important life priorities.



This is a moment in FEDUSA's life that signifies a fundamental commitment to gender equality and equity, and women's empowerment. FEDUSA, recognizes the centrality of promoting gender equality in the workplace because it has positive impact on productivity and also workers irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity.

Women workers' rights constitute an integral part of the values, principles and objectives core to the promotion of social justice and decent work – fairly paid, productive work carried out in conditions of freedom, equity, security and dignity. This Gender Policy responds to the evolving roles of women and men in society. Perceptions of the traditional share of paid labour and unpaid family or care work have been, and are still, undergoing profound changes. In this regard, the application of relevant ILO Conventions will be critical.

Women are the majority of workers in FEDUSA and its Affiliates they must be facilitated to enable them fulfil their various responsibilities harmoniously and without discrimination. This will also apply to men as well as women with responsibilities for dependent children or other members of their immediate family and are intended to facilitate their employment without discrimination resulting from such family responsibilities.

The importance of leadership and accountability should not be underestimated. The Policy cannot succeed without leadership. Commitment at the highest level and the quality of monitoring progress influence outcomes. Therefore, FEDUSA leadership on the Policy will be key through the allocation of adequate resources both financial and human.

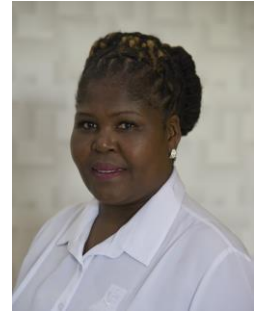
This Policy is the “game changer” for achieving gender equality, equity and empower women.

!Forward with Gender Parity Forward!

Martíe Keyter

FEDUSA Deputy President

Former FEDUSA Vice President Social Justice & Gender Vice President:
ITUC & Member: ITUC Women's Committee



It has been an eventful 20 years journey towards total women's emancipation and gender parity since the Federation of Unions of South Africa (FEDUSA) was founded from the amalgamation of FEDSAL (the Federation of South African Labour Unions) and FORCE (the Federation of Organization's Representing Civil Employees) on 1 April 1997.

Some of the events, like the election of Mary Maletle as the first woman president of FEDUSA as the start of this journey were deeply inspiring. Some like the slow pace of gender parity improvements and general women empowerment of women in the union federation has been a daunting reminder of the enormous amount of work that still needs to be done in this area. The rise of patriarchal violent behaviour against women and children in recent times in our country is deeply disturbing. A point in case of the perpetrators, is Mduzuzi Manana, the Deputy Minister of Higher Education and Training, that remains a travesty of the poor reflection on those in leadership positions in our country, especially so, during Women's Month, 2017.

Although there have been many formal discussions on gender parity and women emancipation within FEDUSA structures over the period, I consider the Gender Policy Framework adopted by the union's federation's Congress in 2008 as the real watershed moment. The commitment and hard work that was put into the Framework by our structures culminated in the milestone adoption of a final Gender Policy by Congress in November last year (2016).

However, these achievements are not licence to relax and lower ourselves as women and indeed men of FEDUSA. The reasons are not difficult to find: women remain poorly represented in the National Executive Committee (NEC) and the National Office Bearers (NOBs), our governing bodies, and on the leadership structures of our affiliates.

A mere 11.5% of NEC members are women while their representation is equally low within the NOBs at only 16.6% and within affiliates' leadership structures and in most of FEDUSA management fora.

The need to strength and implement gender parity programmes in this state of affairs within FEDUSA, starting with the resolutions of our sixth National Congress in November 2016, can never be over- emphasized. Beyond the confines of our organizations, we need not only speak out unequivocally against gender based violence in our society, but we certainly need to moved much farther and become actively involved in fighting against this scourge.

1. PREAMBLE

Gender equality and equity is a basic human right and a development issue. Gender equality refers to the enjoyment of equal rights, opportunities and treatment by men and women and by boys and girls in all spheres of life. Gender equity means fairness of treatment for women and men, according to their respective needs and interests. Peace, prosperity and social justice depend on the achievement of substantive equality between women and men. The Federation of Unions of South Africa (FEDUSA) recognizes that despite numerous pieces of adopted legislation and ratified conventions, which enforce equality and non-discrimination, severe forms of discrimination and inequality still exists in families, societies, the workplace, trade unions and within organizations in general. These inequalities are perpetuated by patriarchy, which supports women's subordination on the one hand and male supremacy on the other and other factors such as certain cultural norms and practices, religion, the negative impact of globalization, poverty, HIV/ AIDS/STIs/Tuberculosis violence against women and children, and emerging issues such as the COVID-19 pandemic . In South Africa, women suffer triple oppression as a result of race, gender and socio-economic status.

FEDUSA further recognizes that the socialization of both women and men has resulted in the perpetuation of certain stereotypes and practices that have negative impact on gender equality at all levels within trade unions and in the workplace. Negative aspects of gender discrimination and inequality include occupational segregation, lack of equal pay for work of equal value, violence and sexual harassment, lower paying jobs and the lack of recognition of women and men with family responsibilities. These aspects require trade unions to take necessary steps to transform their culture, structures, policies and programs. Women in FEDUSA and its Affiliates form the majority of workers however, they are over-represented in lower paid sectors – the “sticky floor” and under-represented in leadership and decision making because of the “glass ceiling” effect.

Gender equality is integral to the International Labour Organization (ILO) vision of Decent Work for all women and men, and is a fundamental principle in the effort to achieve its four strategic objectives:

- Strengthening fundamental principles and rights to work: relevant conventions to the South African context are reviewed for ratification, including those relating to labour market governance, gender and social security. Strengthening enforcement of such conventions.
- Promotion of employment creation: decent work at the centre of economic and social policies, improving labour market information systems, increasing employment, addressing non-standard work, addressing wages and income support, strengthening enterprise development, supporting skills development.
- Strengthening and broadening social protection coverage: social security and health reform, strengthening workplace occupational health and safety, strengthening unions and employer organizations response to HIV/AIDS.
- Strengthening tripartism – plus social dialogue; strengthening institutional capacity of NEDLAC, bargaining councils,

and dispute resolution bodies.

FEDUSA thus commits itself and Affiliates to overcome gender discrimination and inequity suffered by both women and men in the workplace, based on compliance of international, regional, sub regional and national Labour standards.

Therefore, fighting discrimination on the ground of gender is an explicit objective of FEDUSA. The Federation aims to not only fight against gender discrimination, but to also mainstream gender sensitivity in its own work, leadership and operational structures. The achievement of gender equality and women's leadership development within the federation is critical so that both women and men can equally participate and benefit from the Federation policies, structures, programs and activities.

BACKGROUND

FEDUSA is the second largest trade union federation in South Africa. It is a politically a non-aligned trade union federation in South Africa and represents a diverse membership from a variety of sectors and industries. FEDUSA is a progressive trade union and its commitment to the realization of gender equality, resulted in the Federation taking the first step to conduct a Participatory Gender Audit, to assess its current state of gender mainstreaming, and to make recommendations for future policy and program shifts toward the achievement of gender equality.

The FEDUSA Participatory Gender Audit (PGA) (2014) is the first of its kind conducted within the Organized Labour Constituency in South Africa, as part of a multi-pronged approach to addressing gender equality in South Africa. FEDUSA is pioneering this social audit tool as a means toward the achievement of gender equality within the Federation and amongst its affiliates.

The idea of conducting a Gender Audit of FEDUSA first began in the 2008 FEDUSA Congress, when delegates adopted the FEDUSA Gender Policy Framework. The organization has since undertaken a series of sensitization and capacity building efforts to heighten the need and importance of such a process for the organization. In November 2013, the ILO conducted training on Participatory Gender Audit Facilitators, leading to the subsequent approval of the FEDUSA (National Executive Committee) NEC to conduct the audit. The official mandate to conduct the Participatory Gender Audit was through approval at a FEDUSA's MANCOM Meeting in 2014.

The intention of the PGA was unanimously seen as a self-evaluation process for FEDUSA as an organization in itself, and as a union federation as far as gender mainstreaming and gender equality promotion is concerned.

The objectives of the PGA were as follows:

- 1) To develop a plan for the implementation of gender mainstreaming within the Federation.
- 2) To promote learning at the individual and organizational level on gender equality and gender mainstreaming.

- 3) To provide conceptual clarity on gender concepts, gender mainstreaming and gender equality.
- 4) To assist in establishing a baseline; identifying good practices, as well as gaps and challenges in gender mainstreaming.
- 5) To make clear recommendations to address these gaps and challenges.

FEDUSA has some good practices on gender mainstreaming. The Deputy General Secretary for Operations is introducing and encouraging the use of electronic medium and social networks for the purpose of sensitization around gender issues. The FEDUSA webpage currently shows a gender-sensitive banner on the homepage. FEDUSA took a resolution in 2008 requesting Affiliates to provide information on the gender profile of their unions' membership.

The FEDUSA structure responsible for gender issues is the Social Justice, Gender and Youth Committee, which is largely female. Participation of men in the Social Justice, Gender and Youth Committee and gender-specific activities, is very little. This, coupled with the poor representation of women on the NEC and other structures, often leads to a lack of support in discussing and deciding on the matters tabled. There is no specific gender focal point, gender equality activities fall within the scope of the Vice President for Social Justice, the Social Justice, Gender and Youth Committee and the FEDUSA Parliamentary Office, all of whom have many other areas of focus apart from gender equality.

There is limited representation of women in the FEDUSA National Executive Committee (NEC), and its sub structures. Approximately 11.5% of the NEC is made up of women. Within the National Office Bearers, women representation constitutes 16.6%. The composition of affiliates top leadership structures remains male dominated, and as a result men are nominated in majority to FEDUSA decision making structures.

Attempts to promote a more positive perception of the committee due to its previous identification as the "lesser important Women's Committee" resulted in the change of name of the committee (former Equity Forum) to the Social Justice, Gender and Youth Committee. The FEDUSA Congress in 2008 has taken a resolution on the establishment of gender focal points in provinces. A few of these positions have been filled though. There is a lack of capacity on gender equality and gender mainstreaming amongst the focal points. These focal points do not participate in the Social Justice, Gender and Youth Committee. Staff development/qualification is limited within the organization, particularly at the junior staff level.

Gender expertise within FEDUSA is concentrated at senior level with the Vice President for Social Justice, Gender and Youth Committee and at an operational level within the Parliamentary Office. There is limited expertise and competence on gender equality within FEDUSA. Across all levels of FEDUSA, the concept of gender mainstreaming and its implementation is not well understood. The organization has approached gender equality through a focus on gender specific activities (training activities and workshops), there is no gender mainstreaming within the other training activities and programmes of FEDUSA. Most gender-related training activities are funded through external funding (technical cooperation projects). This represents a risk for the sustainability of gender equality

and mainstreaming for the organization.

FEDUSA participates in the Development Chamber at the National Economic Development and Labour Council (NEDLAC) which is a social dialogue institution. However, the various chambers are limited in their contribution to South African efforts for gender equality. Representatives from FEDUSA and its affiliates at NEDLAC require proper capacity building on gender equality and gender mainstreaming, to enhance FEDUSA's participation in such Forum.

FEDUSA works with lots of NGO's on a variety of issues such as health, sex-workers and environment to name a few. The main partner organizations are: ILO; Labour Research Service (Labour Rights for Women Campaign); Women's Legal Centre; Sex Workers Education and Advocacy Task Force (SWEAT) and World Wild Fund (WWF). FEDUSA can benefit from broadening its networks and partners to undertake collaborative activities, fund raising and networking to contribute to enhancing the visibility of gender issues in trade unions but also participate in the wider women's movement nationally, regionally and globally.

Data relating to key Labour indicators and figures used in documents and policies are not sex- disaggregated. There are no gender analyses in technical documents. Gender equality and/or gender mainstreaming is not treated as a central issue and not discussed in detail in documents. There are few gender specific documents produced by FEDUSA, which are limitedly used by the Social Justice, Gender and Youth Committee with little dissemination within FEDUSA.

The use of gender sensitive language in FEDUSA's is very limited. Generic and neutral terms are widely used; references to women are made in topics traditionally related to them, such as domestic work. Materials and content of the decent work campaign have no images or messages highlighting gender equality as an integral part of the Decent Work agenda.

There is no dedicated post to communications. The current media and communication functions are shared between the two Deputy General Secretaries (Operations and Corporate Services). Webpage contents are extremely limited as far as gender-specific content or gender-mainstreaming within current content. FEDUSA's gender-specific content is found on separate social media (Tumblr and Blog pages), linked to the website. The hits on the FEDUSA Facebook page appear to be limited to the FEDUSA Management Committee members and Secretariat. Gender issues on the electronic media are on the FEDUSA blog posts and articles – the Web page, and the Tumblr blog. Gender-related articles appear on the Tumblr blog but not on the main website. This may create a perception that gender-related content is not a major priority for FEDUSA.

Because there is no institutional strategy for the promotion of gender equality and/or gender mainstreaming within FEDUSA, there is no common vision, goal or objective for gender equality and mainstreaming. In the absence of an organizational strategy for gender mainstreaming, mechanisms for strategic monitoring and evaluation are not in place. There is no strategic report that consolidates information about impact and outcomes of gender based activities although there is an awareness of such need amongst management. The Gender Policy is a very positive step for FEDUSA to realize its commitment to gender equality and equity and to empower women.

RATIONALE

As the world undergoes deep changes and global challenges which affect both women and men, urgent and transformative action is needed in order to translate commitments into reality. There is no place for gender discrimination and other violations of fundamental human rights. The concept of a human rights- based approach to development has gained importance and, is becoming increasingly recognized that sound development must be based on a clear assessment of the contribution of women and men. In this regard, the adoption on 21 June 2019, of Convention 190 on “Violence and Harassment”, is further testament of the importance of transformation needed in the workplace against violations of fundamental human rights. C190 establishes the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment. It is the first international law to do so.

Countries, whether high or low income, cannot any longer afford to lose out on the development potential of gender equality. Evidence shows that gender discrimination and inequality has a negative impact on productivity in the workplace and overall development. Women represent half the resources and half the potential in any society. This potential remains unrealized when women are constrained by inequality and discrimination. Ambitious policies that succeed in transforming gender norms and relationships in society and at work, hence addressing structural inequality, are required. Women are now entering the Labour market and are a majority in some sectors like the service industry. So issues of women workers rights become important. The International Labour Organization (ILO), has designated specific Conventions that aim to promote gender equality; Equal Remuneration Convention, 1951 (No. 100), Discrimination (Employment and Occupation) Convention, 1958 (No. 111), Workers with Family Responsibilities, 1981 (No. 156), and Maternity Protection Convention, 2000 (No. 183). They are designed to cure women’s disadvantage and promote gender equality. The South African Constitution is very progressive and sets a very high standard but the reality of the world of work especially for women does not match.

The protection and promotion of equality between women and men are recognized as fundamental concepts in the major international human rights instruments. The Convention on Elimination of all Forms of Discrimination against Women (CEDAW) (1979) makes the case for gender equality and women’s empowerment. Through empowerment, women become aware of unequal power relations, gain control over their lives and acquire a greater voice to overcome inequality in their home, work place and community. CEDAW calls for equality of outcome and not just equality of opportunity. This means that all necessary steps must be taken to equip women with skills and knowledge so that they can fully enjoy equality.

The adoption of the Beijing Platform for Action in 1995, set out a bold agenda for advancing gender equality and women’s empowerment. In 2015, the adoption by the United Nations of the 2030 Agenda for Sustainable Development reaffirmed the

universal consensus on the crucial importance of gender equality and its contribution to the achievement of the 17 Sustainable Development Goals. Accordingly, all the new goals articulate gender-responsive targets and, among them, Goal 5, “Achieve gender equality and empower all women and girls”, remains a stand-alone priority. In this way, the new UN development blueprint places gender equality and women’s economic empowerment at the core of this transformative sustainable development agenda, aiming to reduce poverty (Goal 1) and inequalities (Goal 10) and to promote inclusive and sustainable economic growth, full and productive employment and decent work for all (Goal 8).

The African Union Protocol on Human and Peoples Rights on the Rights of Women in Africa and the Unions Declaration on 50/50 gender parity in decision making are commitments by member states to eliminate gender inequality. Recognizing that women have been left out in the margins, thus perpetuating gender equality, the African Heads of State and Government declared 2015 as the Year of Women Empowerment and Development towards Africa’s Agenda 2063, as one of the seven aspirations of this Agenda 2063. The Declaration specifies that all transformative development must benefit women and men, girls and boys alike.

The Southern Africa Development Community (SADC) in 2008, signed a Gender Protocol. The Protocol is a unique sub-regional instrument that brings African and global goals on gender equality and enhances these through targets and time frameworks. The over-arching objective is 50/50 gender parity. In 2015, a monitoring and evaluation framework was included to the Protocol, a commitment for Member States to ensure progress monitoring of targets through the regular collection, analysis and dissemination of quantitative and qualitative data on the implementation.

FEDUSA is a member of the Southern Africa Trade Union Co-ordination Council (SATUCC) which is the only tripartite structure of SADC. SATUCC acknowledges that while some trade unions across SADC have made some commendation strides in promoting gender equality and equity within union structures and their work over the past decade, there are still some major gaps in achieving gender equality and equity. Unions are far from implementing the SADC Gender Protocol that target 30% women in decision making. This demands that SADC trade unions should increasingly improve and direct their organizing and training capacities and efforts to strongly campaign against gender discrimination to promote and bring about gender equality and mainstreaming. In this regard, it is imperative to more systemically address the gender imbalances within not only, SATUCC structures, but also within affiliates.

FEDUSA is also a member of the International Trade Union Confederation (ITUC). The ITUC recognizes that gender equality is a key human rights goal and component of social justice. ITUC commits to the achievement of gender equality in all its endeavors, and deplores the continuing reality of deep and pervasive discrimination against women in all areas of economic and social activity and recognizes the equal contribution of women and men to society, to economic life and to the trade union movement.

South Africa has a very progress Constitution (1996) that recognizes, protects and promotes gender equality and the empowerment as fundamental human rights. The equality clause, Section 9, calls for the right to equal protection and benefits of

the law and expressly forbids unfair gender-based discrimination. The Constitution is intended to be transformative, in nature, with the promotion of gender equality and the empowerment of women being a central part of its quest for a society based on equal enjoyment of all human rights, freedoms and opportunities. Thus, it is imperative to have a detailed understanding and analysis of the specific and distinct needs of women. Unless these specific needs and disadvantages are addressed, through the kind of legislative, affirmative or corrective or other measures provided for in the section 9 (2) of the Constitution and in other legal frameworks, it will be impossible to level the playing field for the achievement of effective gender equality.

As a signatory to the International Labour Organization (ILO) Conventions, (see page 5) South Africa is obliged to implement good practices in labour standards such as the Decent Work Agenda whose primary goal is to *promote opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity*. Four ILO Conventions have been designated as key instruments for achieving gender equality in the world of work:

- Equal Remuneration Convention, 1951 (No.100);
- Discrimination (Employment and Occupation) Convention, 1958 (No.111);
- Workers with Family Responsibilities Convention, 1981 (No. 156)
- Maternity Protection Convention, 2000(No.183)

FEDUSA is signatory to the Decent Work Country Programme (DWCP) for South Africa, signed by parties to NEDLAC. Among the priorities and outcomes is; *strengthening fundamental principles and rights at work: relevant conventions to the South African context are reviewed for ratification, including those relating to Labour market governance, gender and social security. Strengthening enforcement of such conventions*. Strategies for the achievement of the DWCP priorities include: (i) advocating for the ratification of the Convention 189 Maternity Protection, (ii) addressing Gender Based Violence in the workplace and in communities, (iii) women's leadership development programs, and (iv) gender mainstreaming for gender equality, through capacities and conducting of Gender Audits within the Organized Labour Constituency.

FEDUSA aims to abide to the ILO Code of Good Practice to implement the objectives of the DWCP. Evidence from around the world, including the report on the status of women in South African Economy (2015), highlight that women are disadvantaged relative to their male counterparts due to the unequal playing field. Studies on Labour market earnings/wages are considered key to understanding women's position within the Labour market. Women maybe disadvantaged due to the interruption of their Labour market participation due to pregnancy and child bearing; thus, for example, a woman may be identical to a man in all respects but due to leaving the Labour market to have children, women may have less experience and lower wages. Such differences between women and men, require specific measures in compliance with the ILO (2004) Resolution on Gender Equality, Pay equity and Maternity Protection, which links maternity protection to no-discrimination by calling all governments to ratify and apply Convention No. 100 and calling on all the social partners to contribute actively to the elimination of gender discrimination and the promotion

of gender equality.

In addition, FEDUSA in recognition and implementation of the ILO Code of Good Practice on the right to equal treatment and non-discrimination seeks to secure LGBTI rights in the workplace. These are fundamental rights enshrined in the South African constitution of 1995, and further enshrined after a 2005 ruling by the Constitutional Court and subsequent approval in the National Assembly, there is full marriage equality. As outlined in Section 3, there are several laws and codes of practice that aim to give practical effect to LGBT workers' rights in the country. However, as elsewhere, challenges for LGBT persons persist, in the workplace and elsewhere. A majority of LGBTI workers choose to conceal their sexual orientation and gender identity in the workplace, which causes stress and can have negative consequences on productivity and career progression. Moreover, persons with alternative gender identities and sexual orientation frequently face incidents of prejudice, exclusion, and persecution globally, for example as targets of hate crimes.

Furthermore, according to the South African status report, there are important differences between race groups too. The median wages for white women in 2013 are higher than all other groups except white men and five times the median wage for African women. Not only are the African women the race-gender group with the lowest median wage in 2013, they also experience the largest within-race gender gap. Such differences between women of different races points to the importance of ensuring that policies aim at empowering women are appropriately nuanced to deal with the differing challenges face by each of these groups in the context of potentially widely differing resources and networks. One of the reasons for the differences in the distribution of wages for women and men relates to differences in the distribution of the employed across different occupations and industries. However, there are a variety of factors correlated with low pay in South Africa, particularly given the country's long history of exclusionary policies. Hence, investment in African women's training, skills development and leadership development are key strategies in addressing race differences and within-race gender gaps in wages.

In 2014, FEDUSA progressively conducted a Participatory Gender Audit that highlighted good practices and proposed recommendations for performance improvements and concrete actions for follow-up by the federation. The Audit report contains the main findings of the assessment, highlights the good practices and proposes recommendations for performance improvements and concrete actions to follow-up by the federation.

The proposed FEDUSA gender policy is one of the follow-up actions recommended by the audit exercise and is an expression of FEDUSA's commitment to promoting equal opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity.

The policy will facilitate the work of the Federation and its Affiliates in advancing gender equality in the world of work and specifically all its structures, policies, programmes and activities. This will be achieved through the strategy of gender mainstreaming that will systematically address the specific concerns of women and men, or through targeted interventions that

enable women and men to participate in and benefit equally from all FEDUSA resources and interventions. Mutually reinforcing action to promote gender equality will also take place in staffing, substance and structure of the organization.

In this regard, FEDUSA and its Affiliates shall:

- Invest more effort in ensuring that gender issues are included and addressed in social dialogue.
- Address gender issues not only in collective bargaining, but traditional collective bargaining issues, (terms and conditions of employment such as wages, hours of work, working conditions and grievance procedures shall be addressed from a gender perspective.)
- Ensure gender sensitive collective bargaining will be an important way to promote gender equality in FEDUSA as it is a principle means of determining terms and conditions of employment including all aspects of gender equality in the world of work.
- Ensure equal pay, overtime, hours of work, leave, maternity and paternity and family responsibilities, health and the working environment and equality of opportunity and rights and dignity at work are all issues for collective bargaining with the potential for promoting gender equality in the workplace.
- Continue to promote women's leadership and access to career development, promotion, skills acquisition and vocational training as a means to empower women. Empowerment is a social process involving change at the level of individuals, organizations, communities and society as whole. Women's empowerment entails a process of change in which patriarchal relations are challenged, so that men's traditional complimentary package of resources and services are provided to women so as to ensure that gender equality goals are met.

GENDER EQUALITY GUIDING PRINCIPLES

The policy elaborates a set of principles guided by international standards, ILO Conventions (see page 5) and the Constitution of South Africa to eliminate gender inequality and discrimination, and empower women. The policy recognizes that equality between women and men is a fundamental FEDUSA value, a FEDUSA objective and a driver for development. FEDUSA, further recognizes that the concept of gender implicitly embodies a culture which entails cooperation and interdependence between women and men. As such, the key principles of this policy are as follows:

4.1. Equal Pay for Work of Equal Value

The principle of equal pay for work of equal value addresses discriminatory structural gender biases in Labour markets which lead to horizontal and vertical occupational segregation by sex. It means that rates and types of remuneration should not be based on an employee's sex (or other personal attributes) but an objective evaluation of the work performed. FEDUSA and its Affiliates, identify

that differences in skills and qualifications, seniority, and sectors of employment, interrupted career paths all have an influence for gender differentials in pay, gender discrimination is a more important factor. Because pay structures and job classifications systems are biased, the jobs done by most women tend to be classified at lower levels. Women are highly concentrated in “sticky floor” jobs which are usually poorly paid. At the same time, the cost of employing a woman are perceived to be higher than those of employing a man. Further, discrimination operates in access to promotion which affects pay, and fringe benefits. FEDUSA and its Affiliates shall comply with the Code of Good Practice on Equal Pay for Work of Equal Value.

4.2. Equality of Opportunity and Treatment

Equality of opportunity and equality of treatment are two complementary aspects of equality in employment and occupation that FEDUSA and its Affiliates shall follow. Equal opportunity means having an equal chance to apply for a particular job to be employed, to attend educational or training opportunities, to be eligible to attain certain qualifications and to be considered for promotion in all occupations or positions, including those dominated by one sex or the other or race. Equal treatment refers to equal entitlements to pay, working conditions, security of employment, reconciliation between work and family life, and social protection. Promotion of equality in employment is a step beyond the prohibition or elimination of discrimination to a more proactive, positive approach. It requires continuous effort, including the implementation of concrete, adequately resourced measures and regular monitoring and evaluation. Promotion of equality shall also entail taking Affirmative Action to remedy historical disadvantages of women.

4.3. Participation

Both women and men have the right to access information and participate in decision making processes that affect their lives, well-being and enjoyment of other human rights. Thus, FEDUSA will pursue an inclusive approach to foster equal participation of women and men. Women and men shall be accorded equal opportunity to participate in FEDUSA and its Affiliates decision making processes, structure and all development activities that guarantee success in the transformation of FEDUSA and its Affiliates, and society. This will be done to promote democracy, equality and equity between women and men in the world of work. FEDUSA and its Affiliates will also undertake specific activities for all workers with special needs to join and participate. Women's equal participation in decision-making is not only a demand for simple justice or democracy but can also be seen as a necessary condition for women's interests to be taken into account. Without the active participation of women and the incorporation of women's perspective at all levels of decision-making, the goals of equality, development and peace cannot be achieved. Equal participation is in line with ITUC policies.

4.4. Zero Tolerance for Sexual Harassment

Sexual harassment is considered to be a violation of human rights, a form of discrimination and health issue. Sexual harassment is a manifestation or is embedded in power relations emanating from the masculinity socialization. FEDUSA and its Affiliate seek zero tolerance because it offends the dignity and personal integrity of workers and calls into question their individual integrity and well-being. It also undermines their right to equal opportunity and treatment. It should be prevented in the work place; where it occurs despite all efforts, it should be punished and the victims protected. FEDUSA and its Affiliates shall put in place a grievance procedure on how to deal with sexual harassment. FEDUSA and its Affiliates shall raise awareness among staff and members as an important element in the fight against sexual harassment because victims are often unaware of their rights and are afraid of retaliation or losing their jobs.

4.5. Dignity, Integrity and an End to Gender-Based Violence

Discrimination at work may be compounded by physical or psychological violence which may be gender-based. FEDUSA and its Affiliates recognize that there is a close connection between violence at work and risky work, gender, youth and certain high-risk occupational sectors. Gender-based violence is a very complex issues, rooted in gendered power relationships in the economy, the Labour market, the employment relationship, organizational culture and societal cultural factors. FEDUSA and its Affiliates, will institute measures to combat gender-based violence to include amongst others; regulations and disciplinary measures; disseminating information about positive examples of innovative legislation, guidance and practice; collective agreements; awareness raising and training, and putting in place procedures to improve the reporting of violent incidents in conditions of safety and confidentiality.

4.6. Diversity

Diversity in the workplace refers to the differences between workers, such as sex/gender, race/ethnicity, age, physical and mental ability, socio-economic class, language, religion, sex orientation, family/marital status, HIV status and so on. These differences may be visible or invisible, and they influence each person's values, beliefs, attitudes, behavior and life. FEDUSA and its Affiliates believe that a diversity approach to the workforce is founded on the premise that harnessing these differences will create a productive environment in which everyone feels that they are valued and their talents and skills are being used optimally. Thus, diversity is good for productivity and will contribute to meeting the organization's goals. Building and maintaining a diverse workforce with more than token representation of under-represented groups and equitable treatment of all, can in itself

embody the principles of equality and non- discrimination, helping to diffuse prejudices and stereotypes and showing that a society free of discrimination is possible, effective and desirable. Diversity shall be promoted in the work place as it is stipulated in the Bill of Rights Section 2.

POLICY MISSION STATEMENT

To build a strong democratic gender sensitive Federation and its Affiliates with an enabling gender conscious Labour environment and movement that promotes gender equality and equity and empowers women.

PURPOSE OF GENDER POLICY

The main purpose of the policy is to establish a clear vision and commitment to guide the process of gender mainstreaming and women's empowerment in FEDUSA and its affiliates through the development of policies, procedures and practices that would serve to ensure that equal rights and opportunities for women and men in all spheres and structures exist; in the work place, community and the family at large.

POLICY OBJECTIVES

FEDUSA and its affiliates will aim to eliminate inequalities and promote equality between women and men and to combat discrimination based on sex, racial or ethnic origin. The Policy will address the concerns that gender issues are often not sufficiently dealt with in collective bargaining because women are under-represented in trade union decision making structures and negotiating teams at all levels. Equality clauses are often missing or very limited. The Policy will also seek to give value and recognition to the different natures, roles and needs of women and men to promote equality in employment and equity. The Policy will take a dual approach to achieve its objectives; mainstreaming gender and taking specific measures to counter sex discrimination to redress the effects of past or continuing discrimination in order to establish a level playing field of opportunity and treatment between women and men.

In this regard, the Policy will promote a gender equality environment and develop women's leadership through the following specific objectives:

7.1. Immediate Term Objectives

By end of 2017:

- (i) FEDUSA and its Affiliates shall undertake affirmative action to achieve 30% women in leadership and decision making positions.
- (ii) FEDUSA secretariat shall strengthen gender capacities for its staff and at least 50% of Affiliates.
- (iii) FEDUSA and its Affiliates shall promote the active participation of at least 30% men in awareness raising activities on gender issues.
- (iv) FEDUSA and at least 30% Affiliates shall have gender sensitive; policies, programs and collective bargaining from a gender perspective.
- (v) FEDUSA and at least 30% Affiliates shall have systematic use of gender analysis and planning tools in project design, implementation, monitoring and evaluation.
- (vi) FEDUSA and its affiliates shall strengthen monitoring and evaluation of gender equality and women's empowerment efforts.
- (vii) FEDUSA and its affiliates shall strengthen provincial structures for gender equality and mainstreaming.
- (viii) Strengthen linkage and synergy between the Social Justice, Gender and Youth Committee and the Parliamentary Office.
- (ix) FEDUSA and affiliates shall constitute gender champions to integrate knowledge sharing
- (x) FEDUSA and affiliates shall review official workplace forms of FEDUSA and affiliates to ensure inclusivity and promoting equity.
- (xi) FEDUSA and affiliates shall review of code of conducts at workplace level to be spearheaded by the various affiliates and the employers in their sector
- (xii) FEDUSA and affiliates shall campaign for the ratification of C190 through the #C190Can.
- (xiii) FEDUSA and affiliates shall develop a standalone C190 policy and standards inclusive of penalties for non-compliance.
- (xiv) FEDUSA and affiliates shall form committees that focuses on mainstreaming and knowledge sharing on issues of LGBTQIA, intersectionality and HIV/AIDS

7.2. Intermediate Term Objectives

By end of 2019:

- (i) FEDUSA secretariat shall promote inter-union learning on gender mainstreaming with at least 1/3 of Affiliates.
- (ii) FEDUSA and its affiliates shall be compliant with international, regional, sub regional and national standards for 50/50 gender balance to increase women's voice and representation in all union activities.
- (iii) FEDUSA and at least 30% Affiliates shall institutionalize gender sensitive budgeting to allocate adequate resources for gender equality and gender mainstreaming for the Gender.
- (iv) FEDUSA and its Affiliates shall strengthen NEC and its sub structures and within National Office Bearers structures awareness on gender equality.

- (v) FEDUSA and its Affiliates shall increase visibility of gender issues in the workplace.

7.3. Long Term Objectives

By end of 2021:

- (i) FEDUSA and its Affiliates shall demonstrate commitment to gender equality and mainstreaming.
- (ii) FEDUSA and its affiliates shall have gender sensitive reports.
- (iii) All Affiliates shall achieve gender parity in NEC and its sub structures and within the National Office Bearers structures

POLICY PRIORITY AREAS

Equality between women and men must be ensured in all areas, including employment, leadership, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favor of the underrepresented sex. In this regard, affirmative action shall be employed to tackle specific problems such as the persistent underrepresentation of women in leadership and decision making and pay gap. Furthermore, a gender equality enabling environment in FEDUSA and its affiliates' policies, programs and structures shall be provided to ensure gender mainstreaming.

.1. Staffing

Promotion of gender equality between women and men in FEDUSA and its affiliates, members and staff employed by FEDUSA, in decision-making, staffing and human resources, and organizational culture shall be crucial in implementing the Gender Policy.

.1.1 Key actions

Promoting affirmative actions to put women and men on an equal footing because of the historical inequalities arising from race, gender and other disadvantaging factors.

Enhancing capacities for women's leadership and young women's development programs (including training, coaching and mentoring) in order to enhance their participation in decision making (on-going).

Providing and facilitate training and learning opportunities for FEDUSA and Affiliates on gender equality and women's empowerment.

Promoting changes in attitudes and behavior through awareness raising activities, including appropriate activities to mark; Women's Day (9 August) and the 16 Days of Activism on Violence Against Women (25th November to 1st December).

Regular training programs for staff on Sexual Harassment, amongst other programs addressing power abuse issues and promote the dignity and personal integrity of workers (on-going).

Exchanging good practices in FEDUSA and its Affiliates, through mutual learning programs such as training, mentoring, coaching.

Implementing Participatory Gender Audits (PGAs) in Affiliates; Enhancing capacities for women's leadership and young women's development programs (including training, coaching and mentoring) in order to enhance their participation in decision making (on-going).

Implementing national, sub regional, regional and international standards for gender parity.

Reviewing official workplace forms of FEDUSA and affiliates to ensure inclusivity and promoting equity.

Review of code of conducts at workplace level to be spearheaded by the various affiliates and the employers in their sector.

.2. Substance

FEDUSA and its affiliates, shall demonstrate commitment to gender equality through gender analysis and mainstreaming to be conducted in all technical work, operational activities and support services including knowledge management.

.2.1 Key actions

- Promoting gender equality in the implementation of all aspects of the FEDUSA and its Affiliates, particularly with a view to increasing women's participation in decision-making;
- Campaign for the ratification of C190 through the #C190Can.
- Develop a standalone C190 policy and standards inclusive of penalties for non-compliance.
- Taking initiatives to encourage the inclusion of gender equality issues in social and employment agendas. (on-going)
- Providing information and training to help make collective bargaining more responsive to gender issues.(on-going)
- Enhancing the application of ILO Conventions on; Maternity Protection C183, Equal Remuneration (1951), Discrimination (Employment and Occupation) (1958) and, Workers with Family Responsibilities (1981).
- Enhancing capacities for women's leadership and young women's development programs (including training, coaching and mentoring) in order to enhance their participation in decision making (on-going).
- promoting and constituting male gender champions to integrate knowledge sharing.
- Promoting the participation of key groups, i.e. FEDUSA's Leadership, Provincial Gender Focal Points, affiliates, and women and men, in gender training.
- Strengthening capacities for gender budgeting and monitoring for the; Social Justice, Gender and Youth Committee, Training and Education Committee and the Public Sector Committees.
- Raising Awareness on gender issues: through gender sensitive information, language, products and images, HIV/AIDS and the Decent Work Campaign.
- Strengthening FEDUSA and Affiliates' gender input in social partner engagements.
- Enhancing collaboration and partnerships nationally, regionally and globally to fund raise, network and raise the visibility of gender issues in trade unions to contribute to the broader women's movement.
- Exploring further opportunities for capacity building on gender mainstreaming through distance learning platforms such as the ILO Turin Centre and women NGOs.
- Actively promoting utilization of gender mainstreaming guidelines and checklists.

.2. Structure

FEDUSA and its Affiliates will strengthen institutional arrangements to promote accountability for mainstreaming gender and mechanisms for mainstreaming gender into programming, implementation, monitoring and evaluation. Accountability for gender mainstreaming will be the responsibility of the General Secretary. However, specific individuals shall be assigned roles and responsibilities with clearly defined terms of reference.

.2.1 Key Actions

- Periodic monitoring reports on the implementation of the Gender Policy and the Social Justice, Gender and Youth Committee.
- Institutionalizing annual conventions to review progress and planning to implement the Gender Policy.
- Establishing a sub-committee of the Social Justice, Gender and Youth Committee dedicated to Gender Equality and Gender Mainstreaming alone.
- Application of gender guidelines in project design, implementation and monitoring.
- Appointing/strengthening Gender Focal Points with clear terms of reference and ensure participation in Social Justice, Gender and Youth Committee at national, provincial, regional and all other levels.
- Formation of a committee that focuses on mainstreaming and knowledge sharing on issues of LGBTQIA, intersectionality and HIV/AIDS at FEDUSA and its affiliates.
- Strengthening capacity for gender equality and mainstreaming at provincial and regional levels.
- Organizing and awareness raising activities for NEC, sub structures, national office bearers' structures.
- Facilitating popularization of relevant legal instruments to support the realization of gender parity.
- Strengthening collaboration and information sharing between the Social Justice, Gender and Youth Committee.
- Establish gender desks in all FEDUSA Affiliates for the purpose of implementing and giving effect to the Gender Policy.

FEDUSA and its Affiliates will adhere to zero tolerance for sexual harassment. In this regard, it is critical that FEDUSA and its Affiliates shall have a policy that will serve as a guideline for sexual harassment and related issues. It is considered to be a violation of human rights, a form of discrimination, and a safety and health issue. Therefore, any worker, who considers that she or he has grounds to complain about treatment in employment should have the right to submit a grievance and have it dealt with through appropriate procedures without suffering any prejudice whatsoever. Because victims are often unaware of their rights and afraid of retaliation or losing their jobs, so awareness-raising will be an important element of the fight against sexual harassment and confidentiality in handling complaints. Thus, zero tolerance for sexual harassment seeks to:

- Promote the dignity and personal integrity of workers.
- Uphold the equal opportunity and treatment of individuals.
- Empower women and men on their rights to report and seek justice in event of any violation.

9.1. Procedure to Handle Sexual Harassment

FEDUSA and its Affiliates should constitute a Sexual Harassment Committee of both women and men composed of representatives of employees and management to supervise the system, review complaints, collect relevant information, make appropriate factual enquires, decide on the outcome and implement decisions.

Step 1: an individual with a complaint should lodge the complaint with any member of the committee.

Step 2: the member shall constitute a tribunal composed of the Sexual Harassment Committee who review the complaint and conduct an investigation.

Step 3: After the investigation, equipped with all factual enquiries, the committee shall decide on the outcomes and implement decisions based on a set of effective sanctions and accompanying enforcement procedures to be applied to the perpetrator.

MONITORING AND EVALUATION

FEDUSA and its Affiliates shall ensure on-going monitoring of the implementation of the Gender Policy and program shall be undertaken on a regular basis to ensure that the objectives and principles

as outlined in the policy are being met, and that the gender and gender-related work of the Federation and its Affiliates remain relevant to the new developments and approached to mainstreaming gender equality into all aspects of trade union work. Specifically;

FEDUSA and its Affiliates, shall monitor progress on gender equality and equity outputs, outcomes and impacts into all project and program monitoring and reporting processes,

FEDUSA and its Affiliates shall monitor progress on the application of gender justice priorities within their own structures, programs and projects,

FEDUSA Management Committee and its sub structures, in consultation with the Social Justice, Gender and Youth Committee shall monitor and report progress in the implementation of the Policy and achievement of set targets annually. These annual reports will be presented to the National Executive Committee at the end of every operational year, together with the annual narrative and financial reports.

FEDUSA and its Affiliates, shall undertake organizational audits on a yearly basis in line with the commitments undertaken in the Policy, the yearly audits are aligned with the FEDUSA Constitution. A mid- term evaluation/review shall be conducted on the implementation of the Policy after two years. Mid-term reports shall be presented to the National Executive Committee. By the end of 2021, an evaluation report will be presented before Congress by the Social Justice, Gender and Youth Committee.

FEDUSA and its Affiliates shall monitor gender inclusive language in all aspects of FEDUSA and its Affiliates work and content of gender-specific or related material it intends to publish, including of images and messages related to gender equality as a fundamental aspect of decent work. This will be done in consultation with the Social Justice, Gender and Youth Committee.

Every year the FEDUSA and its Affiliates reports on progress in achieving equality between men and women shall be presented at the FEDUSA national level through the publication of the Report on Progress on Equality between Women and Men. The report shall include documentation of good practices and lessons learned.

ANNEX

ACTIVITIES IMPLEMENTATION MATRIX

The matrix can only be revised after FEDUSA conducts an evaluation of the policy to determine what has been implemented and what is still outstanding and to include the merging issues. So basically, FEDUSA will be looking at the period 2022 – 2027 policy cycle.

PRIORITY AREA 1: STAFF				
OBJECTIVES	PROPOSED KEY ACTIONS	INDICATORS	OUTCOMES	RESPONSIBILITIES
1.1 Immediate Term Objectives i. By end of 2017, FEDUSA and its Affiliates shall undertake affirmative action to achieve 30% women in leadership and decision making positions	Promote affirmative actions to put women and men on an equal footing because of the historical inequalities arising from race, gender and other disadvantaging factors	Percentage increase of women in decision-making Availability and use of sex disaggregated data	Increased voice and representation of women in all structures and decision making positions	MANCOM
	Enhance capacities for women’s leadership and young women’s development programs ((including training, coaching and mentoring) in order to enhance their participation in decision making (on-going)	No. of women to who received training Substantive gender issues reflected in documents		Social Justice Gender and Youth Committee/Training and Education Committee/Parliamentary Office

<p>ii. By end of 2017, FEDUSA secretariat shall strengthen gender capacities for its staff and at least 50% of Affiliates</p>	<p>Providing and facilitating training and learning opportunities for FEDUSA and Affiliates on gender equality and women's empowerment</p>	<p>No. of Affiliates with Gender Policies</p> <p>No. of women and men who receive training</p>	<p>Increased gender capacity in FEDUSA and its Affiliates to implement the Gender Policy</p>	<p>Social Justice Gender and Youth Committee/Training and Education Committee/Parliamentary Office</p>
<p>iii. By end 2017, FEDUSA and its Affiliates shall promote the active participation of at least 30% men in awareness raising activities on gender issues</p>	<p>Promote changes in attitudes and behavior through awareness raising activities, including appropriate activities to mark; Women's Day (9 August) and the 16 Days of Activism on Violence Against Women (25th November to 1st December).</p>	<p>No. of male attendance at activities</p> <p>Percentage of men who play active roles during awareness activities</p>	<p>Increased advocacy on gender equality from women and men</p>	<p>Social Justice, Gender and Youth Committee/Training and Education Committee</p>
	<p>Regular training programs for staff on Sexual Harassment, amongst other programs addressing power abuse issues and promote the dignity and personal integrity of workers (on- going).</p>	<p>No. of training programs conducted</p> <p>No. of women and men who have attended awareness programs</p>		<p>Social Justice, Gender and Youth Committee/Training and Education Committee</p>

<p>1.2 Intermediate Term Objectives</p> <p>i. By end of 2019, FEDUSA secretariat shall promote inter-union learning on gender mainstreaming with at least 1/3 of Affiliates</p>	<p>Exchanging good practices in FEDUSA and its Affiliates, through mutual learning programs such as training, mentoring, coaching</p> <p>Implementing Participatory Gender Audits (PGAs) in Affiliates</p>	<p>No. of unions to undertake PGAs</p> <p>Availability of documentation on good practices</p>	<p>Improved baseline information on gender equality and mainstreaming</p>	<p>Social Justice, Gender and Youth Committee/Training and Education Committee</p>
<p>ii. By end of 2019, FEDUSA and its affiliates shall be compliant with international, regional, sub regional and national standards for 50/50 gender balance to increase women's voice and representation in all union activities</p>	<p>Enhancing capacities for women's leadership and young women's development programs ((including training, coaching and mentoring) in order to enhance their participation in decision making (on-going)</p>	<p>No. of women to attend a development program</p> <p>Substantive reference to gender issues in meetings and documents</p>	<p>Increased visibility of gender issues in FEDUSA and Affiliates</p>	<p>MANCOM, NEC and its sub structures</p>
<p>1.3 Long Term Objectives</p> <p>i. By end of 2021, FEDUSA and its Affiliates shall demonstrate commitment to gender equality and mainstreaming</p>	<p>Implementing national, sub regional, regional and international standards for gender parity</p>	<p>Gender parity in staffing at decision-making levels</p>	<p>Gender sensitive organization that promotes equality and equity and women's empowerment</p>	<p>General Secretary and NEC</p>

PRIORITY AREA 2: SUBSTANCE

OBJECTIVES	KEY ACTIONS		OUTCOMES	RESPONSIBILITIES
<p>2.1 Immediate objectives</p> <p>i. By end of 2017, FEDUSA and at least 30% Affiliates shall have gender sensitive; policies, programs and collective bargaining from a gender perspective.</p>	<p>Promoting gender equality in the implementation of all aspects of the FEDUSA and its Affiliates, particularly with a view to increasing women's participation in decision-making</p>	<p>Guidelines and checklists developed</p>	<p>Increased gender sensitivity in policies, programs and collective bargaining</p>	<p>Social Justice, Gender and Youth Committee</p>
	<p>Taking initiatives to encourage the inclusion of gender equality issues in social and employment agendas</p> <p>Providing information and training to help make collective bargaining more responsive to gender issues</p>	<p>Indicators developed for policies//programs and collective bargaining</p> <p>Minutes of consultative meetings with women workers</p> <p>No. of women represented on negotiation teams</p> <p>Types of protection with regard to male roles in social reproduction to share more family responsibilities</p>		<p>Social Justice, Gender and Youth Committee/Parliamentary Office</p>

	<p>Ratification of ILO Convention on Maternity Protection (2000)</p> <p>Enhancing the application of ILO Conventions: Equal Remuneration (1951), Discrimination (Employment and Occupation) (1958), and Workers with Family Responsibilities (1981)</p>	No. of unions which have applied the Conventions		MANCOM
	Enhancing capacities for women's leadership and young women's development programs ((including training, coaching and mentoring) in order to enhance their participation in decision making (on-going)	Designed projects reflect gender differences and seek to empower women		<p>Social Justice, Gender and Youth Committee and Training and Education Committee/Parliamentary Office</p>
ii. By end 2017, FEDUSA and at least 30% affiliates shall have systematic use of gender analysis and planning tools in project design, implementation, monitoring and evaluation	Promoting the participation of key groups, i.e. FEDUSA's Leadership, Provincial Gender Focal Points, affiliates, and women and men, in gender training	<p>Gender analysis tools and techniques used in project design, implementation and, monitoring and evaluation</p> <p>No. of key groups who participate in gender training</p>	Increased capacity for gender analysis and mainstreaming	Social Justice, Gender and Youth / Training and Education Committees
2.2 intermediate objectives				

<p>i. By end 2019, FEDUSA and at least 30% Affiliates shall institutionalize gender sensitive budgeting to allocate adequate resources for gender equality and gender mainstreaming for the Gender Policy</p>	<p>Strengthening capacities for gender budgeting and monitoring for the Social Justice, Gender and Youth Committee, Training and Education Committee and the Public Sector Committees</p>	<p>Percentage of resources allocated to gender in administration/programs for the implementation of the Gender Policy</p>	<p>Increased equal access to resources and opportunities</p>	<p>MANCOM</p>
<p>ii. By end 2017, FEDUSA and its Affiliates shall increase visibility of gender issues in the workplace</p>	<p>Raising Awareness on gender issues: through gender sensitive information, language, products and images, HIV/AIDS and the Decent Work Campaign.</p>	<p>gender guidelines and checklists developed and utilized No. of awareness activities undertaken.</p>	<p></p>	<p>MANCOM</p>
<p></p>	<p>Strengthening FEDUSA and Affiliates' gender input in social partner engagements</p>	<p>No. of women and men who attend awareness activities Substantive gender issues reflected in FEDUSA and Affiliates' documents</p>	<p>Increased gender sensitivity in FEDUSA and its Affiliates</p>	<p>Social Justice, Gender and Youth & Training and Education Committees</p>

<p>Enhancing collaboration and partnerships nationally, regionally and globally to fund raise, network and raise the visibility of gender issues in trade unions to contribute to the broader</p>	<p>Written submissions to NEDLAC Percentage of funds raised as a result of collaborations and partnerships</p>	<p>Social Justice, Gender and Youth & Training and Education Committees</p>
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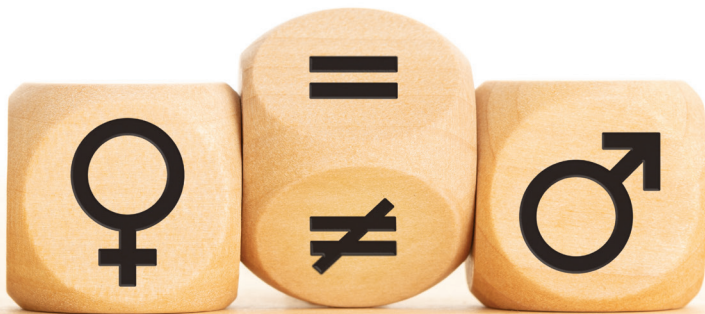
	women's movement			
	Exploring further opportunities for capacity building on gender mainstreaming through distance learning platforms such as the ILO Turin Centre and women NGOs	No. of women and men who participate in distance learning		Social Justice, Gender and Youth & Training and Education Committees
2.3 long Term objectives By end of 2021, FEDUSA and its affiliates shall have gender sensitive reports.	Actively promoting utilization of gender mainstreaming guidelines and checklists		Improved monitoring for gender mainstreaming	Social Justice, Gender and Youth Committee

PRIORITY AREA 3: STRUCTURE

OBJECTIVES	KEY ACTIONS	INDICATORS	OUTCOMES	RESPONSIBILITIES
3.1 Immediate Term Objectives i. By end of 2017, FEDUSA and its affiliates shall strengthen monitoring and evaluation of gender equality and women's empowerment efforts.	Periodic monitoring reports on the implementation of the Gender Policy Institutionalize annual conventions to review progress and planning to implement the Gender Policy	FEDUSA secretariat annual gender report is issued, reviewed and decided upon by the Social Justice, Gender and Youth Committee and the NEC Annual work plans developed	Increased accountability for gender equality and mainstreaming	Social Justice, Gender and Youth Committee/Provincial Focal Points
	Establishing a sub-committee of the Social Justice, Gender and Youth Committee dedicated to Gender	Written submissions to the Social Justice, Gender and		Social Justice, Gender and Youth Committee

	Equality and Gender Mainstreaming alone	Youth Committee		
	Application of gender guidelines in project design, implementation and monitoring	Percentage of FEDUSA and Affiliates' programs that have applied gender-sensitive outputs, outcomes and impact indicators		Gender Coordinator & Gender Focal Points
ii. By end of 2017, FEDUSA and its affiliates shall strengthen provincial and regional structures for gender equality and mainstreaming	Appointing/strengthening Gender Focal Points with clear terms of reference and ensure participation in Social Justice, Gender and Youth Committee at national, provincial, regional and all other levels	No. of Focal Gender Points appointed dedicated to gender mainstreaming	Increased accountability for gender mainstreaming to address gender inequalities and women's empowerment	MANCOM

	Strengthen capacity for gender equality and mainstreaming at provincial, regional and all other level	Action plans developed to implement the Gender Policy		Gender Coordinator & Gender Focal Points
iii. By end of 2017, strengthen linkage and synergy between Social Justice, Gender and Youth Committee and Parliamentary Office	Promoting collaborative activities and fund raising to raise the profile of gender in all FEDUSA platforms Strengthening information sharing as well as mentoring for young women in parliament	No. of joint activities undertaken Availability of minutes of meetings No. of young women mentored	Improved advocacy on gender issues of women in trade unions in parliament	Social justice, Gender and Youth Committee/Parliamentary Office
3.2 Intermediate Term objectives i. By end of 2019, FEDUSA and its Affiliates shall strengthen NEC and its sub structures and within National Office Bearers structures awareness on gender equality	Organizing and awareness raising activities for NEC, sub structures, national office bearers' structures.	No. of officials who attend awareness activities	Enhanced awareness for gender mainstreaming to facilitate implementation of the Gender Policy.	Social Justice, Gender and Youth Committee
3.3 Long Term Objectives i. By end of 2021, all Affiliates shall achieve gender parity in NEC and its sub structures and within the National Office Bearers structures.	Provide and facilitate popularization of relevant legal instruments to support the realization of gender parity	Briefs on legal instruments developed and disseminated	Enhanced implementation of the Gender Policy for the realization of gender equality and women's empowerment	Social Justice, Gender and Youth Committee



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