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Representation of women in senior management positions: Department of Environmental Affairs and Tourism

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Ministry
Public Service and Administration
Republic of South Africa

HEAD OF DEPARTMENT'S 8-PRINCIPLE ACTION PLAN FOR PROMOTING WOMEN'S EMPOWERMENT AND GENDER EQUALITY WITHIN THE PUBLIC SERVICE WORKPLACE

THE MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION ENCOURAGES ALL HEADS OF GOVERNMENT DEPARTMENTS TO INCLUDE THE FOLLOWING 8 PRINCIPLES IN THEIR DEPARTMENTAL ACTION PLANS TOWARDS ACHIEVING WOMEN'S EMPOWERMENT AND GENDER EQUALITY WITHIN THE PUBLIC SERVICE WORKPLACE.

1. TRANSFORMATION FOR NON-SEXISM

Promoting and protecting human dignity and human rights of women, including the rights of women with disabilities.

2. ESTABLISHING A POLICY ENVIRONMENT

The full implementation of national policies and implementation guidelines on women's empowerment and gender equality through the development of departmental and sector- specific guidelines and standard operating procedures.

3. MEETING EQUITY TARGETS

Ensuring women's full participation in decision-making through the employment of 50% women at all levels of the SMS

4. CREATING AN ENABLING ENVIRONMENT

Putting in place departmental and sector Gender Management Systems, adequate Institutional Mechanisms and dedicated Gender Units

5. GENDER MAINSTREAMING

Incorporating gender perspectives into all work of the Department

6. EMPOWERMENT

Capacity development for women's advancement and gender equality

7. PROVIDING ADEQUATE RESOURCES

Availing adequate human, physical and financial resources for advancing gender equality

8. ACCOUNTABILITY, MONITORING AND EVALUATION

Ensuring full responsibility, ownership for and reporting on advancing gender equality within the Public Service

