



a world class African city

Women Development Strategy
for the City of Johannesburg

A City of opportunity

| Contents | page |
|---|------|
| Background and introduction | 2 |
| The strategy | 6 |
| <i>Economic empowerment</i> | 6 |
| <i>Promoting women's safety</i> | 12 |
| <i>Improving women's health</i> | 14 |
| <i>Reducing HIV and AIDS and mitigating it's impact</i> | 15 |
| <i>Promoting women's arts, culture, heritage and sports</i> | 18 |
| <i>Promoting women in sport</i> | 18 |
| <i>Housing</i> | 19 |
| <i>Infrastructure and services</i> | 21 |
| <i>Transport</i> | 23 |
| <i>FIFA World Cup 2010</i> | 23 |
| <i>Targeting vulnerable groups of women</i> | 24 |
| Institutional arrangements and key roleplayers | 28 |
| Policy implications | 31 |
| Legal and constitutional implications of the strategy | 31 |
| Financial implications | 32 |
| Other departments/directorates consulted | 32 |
| CoJ Women's Development Implementation Plan | 34 |



A woman is the full circle. Within her is the power to create, nurture, and transform. A woman knows that nothing can come to fruition without light. Let us call upon women's voices and women's hearts to guide us in this age of planetary transformation.

~ Diane Mariechild



Women Development Strategy for the City of Johannesburg

Background and introduction

The City of Johannesburg is committed to playing a more proactive and supportive role in promoting the inclusion and development of women in the city. The City's Human Development Strategy provides the strategic framework for women's development in particular through addressing gender and generational inequalities through the "Championing Rights and Opportunities" component of the 'Joburg Triangle' (see figure 1 below). In accordance with this framework, the City of Johannesburg remains committed and is intent on increasing the range of activities that empower women and that ensure increased representation of women in city activities.



Figure 1: The 'Joburg Triangle'
(Source: Human Development Strategy)

The promotion of women development is not new to the City of Johannesburg. There have been a range of programmes, projects and activities performed by different departments and units since the democratic Council came into being in 2000 and all these have made a meaningful impact on women's development and empowerment. However, these initiatives have remained fragmented along departmental/institutional lines and, consequently, the monitoring of these programmes and the assessment of their impact has also remained fragmented. Whilst the Human Development Strategy (which was approved in December 2004) provides the overarching citywide framework for consolidating women's development issues, the women development strategy binds existing and new initiatives that address women's development issues in the city, particularly dealing with the nexus of the 'triple oppression' (i.e. that of race, class and gender) of South African women.

The Human Development Strategy has also provided the context for the Women's Health Implementation Plan (June 2005 to November 2010) and the Women's Safety Implementation Plan (June 2005 to November 2010). These Plans contain a number of projects¹ that have been identified for promoting women's health and safety issues over the next five years.

A number of initiatives in this regard have been started over the past year that needs to be sustained and fully implemented going forward whilst some programmes/projects have yet to be started (primarily because of budget availability). Similarly, the Office of the Speaker, the Community Economic Development Department, the previous Social Development Department (now the Community Development Department), the Health Department and some of the Municipal-owned Entities (MoEs) have all been involved in various women promotion and women development initiatives over the past

term of office. Many of these initiatives have been done in collaboration with and implemented in the City's Regions. In addition, programmes for skills development and support to emerging women entrepreneurs need to be more strongly supported, and the development of a new-generation Expanded Public Works Programme (EPWP) to extend the range of training beyond current offerings will be co-facilitated and integrated. The City has also engaged in a number of IDP outreach consultations and women's dialogue both at a regional and citywide level during the previous term of office and a wealth of information has been gleaned from this process.

The City of Johannesburg is faced with many challenges. To achieve a society free of racism and sexism the City must undergo a paradigm shift with regard to how resources are allocated and how people relate to each other. The challenges facing the City also relate to national priorities. All of these priorities have compelling gender dimensions, which need to be addressed if the City is to advance towards gender equality.

The citywide women dialogue held during 2005 confirmed that the City should continue to play a leading role in the empowerment and capacity building of its women citizens. It is a sad reality that unemployment, lack of access to economic opportunities, poverty, illiteracy and lack of skills exacerbate the problem of women vulnerability.

Access to basic resources such as water and fuel has improved since 1994 but women's control over these resources is still not satisfactory. The lack of infrastructure in informal settlement areas still acts as a barrier for women to gain easy access to basic resources. Many poor women also lack access to quality primary health care and reproductive health services. The scourge of HIV and AIDS disproportionately affects women compared to men and this is fuelled by the power imbalances between the sexes. As described in the Beijing+5 Report 2, science and technology, as fundamental components of development, are transforming patterns of production, contributing to the creation of jobs and new ways of working, and promoting the establishment of a knowledge-based society, but women do not optimally benefit from this. Furthermore, the lack of authentic gender disaggregated data continues to make planning and monitoring of women development initiatives in the city a challenge.

Whilst initiatives to promote women's development have been institutionally fragmented in the past, there is now an opportunity for the City to ensure that women's development issues are co-ordinated and orchestrated within a single department to work together with other city departments that have a responsibility for contributing to women's development. After the local government elections of 1 March 2006, the City of Johannesburg began to concretely give effect to a process of institutional re-organisation that began in late 2005. The new local government term of office has provided the City with the opportunity to examine the efficacy of the institutional model of the previous term of office (2000 to 2005) and introduce improvements with a view to enhancing service delivery as well as to ensure greater alignment between functions in order to foster more seamless local government in the city.

1. Projects identified in the Women's Health Implementation Plan include: a) Provision of comprehensive antenatal care at all fixed health facilities in the city b) Improving access to Choice on Termination of Pregnancy (CTOP) services c) Improving access to voluntary counselling and testing (VCT) by ensuring provision of rapid on-site testing at all fixed health facilities in the City, Implementing the prevention of Maternal to Child Transmission (PMTCT) programmes at all health facilities providing comprehensive antenatal care services and d) Improving screening coverage for cervical cancer.

Projects identified in the Women's Safety Implementation Plan include: Safety improvements at transport termini, parks and other vulnerable public areas b) Developing and implementing a lighting master plan for the city c) Developing a safety awareness programme for school-going teenage girls to mitigate against abductions, date rape and falling victims to drugs d) The Informal Businesses Against Crime initiative e) Improving women's awareness of safe houses and f) Women's Safety Assessment Focus Group.

Background and introduction *continued*

Within this context, the Community Development Department has come into being by incorporating the previous Social Development Department (now the Community Services Directorate); the Arts, Culture and Heritage Services (now the Arts, Culture and Heritage Directorate); the Human Development Portfolio (now the Human Development Implementation Directorate); and the two Municipally Owned Entities: the Johannesburg Civic Theatre and the Roodepoort Civic Theatre.

The Community Development Department Sector Plan (July 2006 to November 2010) provides the platform for a multifaceted approach to sustain and improve programmes aimed at providing support to those most in need (e.g. women). Women development is a strong focus of the new Department's mandate and the implementation of a Women Development Programme in line with the Human Development Strategy will be key during this new term of office.

Objectives and principles of the strategy

The Women Development Strategy will enable the City of Johannesburg to:

- Promote women's self-empowerment.
- Improve women's economic status through involvement in skills development programmes.
- Minimise (in the short to medium term) the exposure of women to poverty and unemployment and eradicate it altogether in the long term.
- Ensure that women take their rightful place in society as equals.
- Reduce the vulnerability of women to socio-economic exigencies.
- Improve women's health by promoting good access to basic health and reproductive health services.

The following principles inform the strategy:

- **Community Participation:** Women should be encouraged to meaningfully participate in their socio-economic empowerment. This should entail the process of planning, implementation, monitoring, evaluation and review of programmes.
- **Openness and Transparency:** Programmes should be coordinated and implemented in an accountable and clear administrative process.
- **Effectiveness and Efficiency:** All people involved in the programmes should always strive to produce the best quality output with the bare minimum resources.

The Women Development Strategy will directly give effect to the following key Mayoral Priorities for the current term of office:

- Health and community development
- Economic growth and job creation
- Safe, clean and green city
- HIV and AIDS
- Infrastructure and Services

Proposed beneficiaries and target groups

The Women Development Strategy is aimed at all women of Johannesburg, but more especially women who have been socially and economically disadvantaged historically and women who have been unfairly prejudiced in our society because of gender stereotypes.



The strategy

Without a concerted effort to empower women to take charge of their own development through addressing skills, improving access to job opportunities and resources and addressing gender imbalances, women's development and empowerment will continue to be a 'moving target'.

Given that women comprise over 50% of the population of Johannesburg, the City must proactively devise more innovative initiatives for engaging women in their own development to improve the quality of their lives. Women should be actively involved in the definition, design, development, implementation and gender-impact evaluation of policies related to economic and social changes.

This strategy seeks to consolidate past women development initiatives as well as initiate more innovative ones through a cohesive framework that brings together all the interventions in the different sectors of work that have a bearing on women's development. For effective implementation, these in turn need to be mainstreamed within those sector areas of work.

Process

In line with the principles of ensuring community participation, openness and transparency, effectiveness and efficiency, the Community Development Department held consultations in each of the 11 regions of the city in August 2006. Over 1 600 women participated in the workshops.

The workshops aimed to:

- consult with participants in all of the Regions on the draft Women Development Strategy developed by the Community Development Department; and
- incorporate the suggestions made by the workshop participants into a region specific action plan identifying key objectives, actions, responsibility and timeframes.

At these sessions the MMC for Community Development Cllr Nandi Mayathula-Khoza, delivered the opening address. The Regional Manager gave a presentation of the Draft Women Development Strategy highlighting the main features.

Following the presentations the women discussed actions to be taken in the following thematic areas: Economic Development; Health; HIV and AIDS; Public Safety; the Environment; Arts and Culture; Sports; Transport; Housing; Infrastructure and Services; World Cup 2010, and Institutional Arrangements.

Each group proposed an action plan including the objectives, actions to be taken, responsibility for the actions and timeframes, which have been consolidated into an overall action plan for the City.

Economic empowerment

Women in Johannesburg constitute the majority of the poor and unemployed. There is a high level of female-headed households, and these households are generally poorer than male-headed households.

Women in all of the city's regions highlighted job creation and poverty eradication as critical issues. They cited the need for training and exposure to employment opportunities in a wide range of sectors

including, among others, agriculture, mining and construction. Access to information on all areas of business and business support featured prominently in all of the consultations.

Poverty

The Community Development Department's programme to alleviate household poverty through safeguarding and supporting poor and/or vulnerable households has particular relevance for women. This programme aims to improve access by poor and vulnerable households to social support mechanisms and safety nets provided by the City, and where possible reduce household dependence on City-provided social support over the longer term. It also aims to ensure that 100% of qualifying citizens are knowledgeable about and have access to social grants and increase the number of City-run and supported poverty alleviation programmes. What is missing in present plans is any disaggregation of existing or future targets by gender. Such data is essential for ensuring that women are equally targeted by and benefit from such programmes.

Expanded Public Works Programme (EPWP)

The Johannesburg-based EPWP is already up and running. The Johannesburg Roads Agency (JRA) and City Parks already have programmes in place that begin to give meaning to the EPWP. In addition, the HDS stresses the importance of the social, environmental and cultural elements of this programme. Therefore, the intervention through the HDS will need to ensure that the Women Development Strategy is promoted in the work done by the existing EPWP steering committee, the Community Development Department, Economic Development Department and the Health Department.

The City's EPWP programme is founded on four sectors:

- **Infrastructure** – by increasing the labour intensity of public infrastructure projects;
- **Environment and culture** – by creating work opportunities in public environmental programmes;
- **Social** – by creating work opportunities in public social programmes; and
- **Economic** – by developing small businesses and cooperatives.

The Social Sector Plan of the Expanded Public Works Programme is composed of three sub-programmes namely, Community Health Worker, Early Childhood Development and Home Community Based Care programmes. The HCBC programme would also be used to kick-start small enterprises that would provide support services, for example, catering, laundromats, crèches, and hygiene services. Clearly, women have a key role to play in these initiatives. However, the role of women in the EPWPs Infrastructure programme needs to be augmented by increasing women involvement in public infrastructure projects. Women have the potential of excelling in various management capacities with regards to infrastructure development programmes and projects. This is a key emphasis of the Women Development Strategy.

Women, because of gender stereotypes and because of their biological make-up are often more adversely affected than men by poor environmental quality since there is a direct correlation between health status and the quality of the environment. Consequently, the promotion and involvement of women in public environmental programmes needs to be enhanced through the EPWP.

Such programmes need to ensure that they will contribute both to the EPWP and to the Women Development Strategy by providing work opportunities and skills development for women in our community. These initiatives need to be appropriately backed-up with the following:

- Career guidance for women during the EPWP employment and mentorship for entering the formal job market after the EPWP contract has ended.
- Skills development plans for women contractors to enable them to secure better jobs after the contract.
- Ensuring that main contractors are committed to train new and semi-skilled women sub-contractors providing for quality control and promoting a 30% Black Economic Empowerment (BEE) strategy.
- Promoting managerial opportunities for women through the EPWP.

It is important that all training provided by the EPWP should be quality assured and augmented.

Support for women entrepreneurs and women self-empowerment

Women economic empowerment needs to be further enhanced by encouraging the development of small businesses and cooperatives through a cogent **women entrepreneurship programme**. It is critical that this programme targets women in the informal sector. The Accelerated and Shared Growth Initiative for South Africa (Asgisa) declares, with regard to women, that the focus of support to women entrepreneurs should be on expanding and accelerating access to economic opportunities including skills development and finance.

Many women in the informal economy run small businesses (such as 'spaza' shops) but many of these underperform as businesses due to a lack of institutional support. As a consequence of the importance attributed to assisting women entrepreneurs, it is important for the city to have a programme that is innovative, high impact and sustainable with the ultimate aim of ensuring that women working in the informal economy are able to enter into the formal economy.

Support for women entrepreneurs is consistent with the City's economic development goal of diversification of the local economy so that it rests on a broad base of economic sectors, including through the increase in the rate of formation of new businesses. The sector plans over the next five years to facilitate the development of contractors into sustainable small business in the construction and materials supply sector; develop and operationalise a regional equity fund; facilitate access to commercial and industrial property and support the development of emerging industries through the City's own targeted procurement.

Such support is also consistent with the Skills Development Programme of the Community Development Department that includes:

- facilitate training of SMMEs and co-operatives on tendering/procurement; and
- business skills training for those in the 'second economy'/survivalist economy.



It is suggested that a programme to support women's development include the following:

- an appropriate/applicable entrepreneurial education programme (it is suggested that links be made to the Entrepreneurial Institute who are developing such a programme targeting women entrepreneurs);
- human resource training;
- access to credit and procurement opportunities;
- women's cooperatives;
- mentoring and business support for women-led SMMEs;
- establish a women's business forum where women can meet to network and share ideas and best business practices;
- participation in creative industries;
- supporting women and information communications technologies (ICTs); and
- information on all policies and programmes available to women should be widely advertised to ensure inclusion of all women in all regions.

International experience has also demonstrated that providing or facilitating **access to credit** is critical to the success of businesses in the informal economy. These programmes have been especially successful with women entrepreneurs. As such the City would like to be able to roll out (or to facilitate the roll out) of a number of programmes that target women in small businesses in the informal economy.



The strategy *continued*

In view of the above, it is suggested that a **programme for women entrepreneurs** do the following:

- Outline a programme plan for an innovative programme focused on entrepreneurial education including marketing and computer education (this component would include a scan of existing programmes, if any).
- Outline a programme plan for an innovative programme on access to credit.
- Provide women with information on how to access funding from Khula, Usubomvu.
- Outline a programme plan for an innovative programme on women's cooperatives.

Using the Labour Market Intelligence Database (LMID) to promote women's access to employment opportunities

The regional workshops identified the need to conduct a skills and market survey/audit that will provide statistics on the skills women have and the availability of employment matched to such skills. This should also include gender-disaggregated statistics on women in managerial and key positions.

The Labour Market Intelligence Database (LMID), currently being developed by the Economic Development Department (EDD), introduces the idea of facilitating the flow of information for job seekers through a database. This resource would assist job seekers, particularly those entering the job market for the first time, to access information about real jobs placement. It is suggested that this database be gender-disaggregated to ensure that the Skills Development Unit of the EDD is in a position to monitor the enskillment of women as well as being able to evaluate the impact of interventions on promoting the economic empowerment of women in Johannesburg.

The regional workshops suggested that the City establish learnership and mentorship programmes and include the details of women who have completed such programmes in the LMID.

All this needs to be supported by an appropriate programme implementation plan for the LMID. This resource should be widely advertised and be accessible at community centres and libraries.

All of the above components for women's skills development and economic empowerment also need to be incorporated into a City Skills Development Strategy and Implementation Plan to be developed by the Economic Development Department.

Procurement

The economic development sector plan has as one of its long-term goals the equitable sharing of the value gains from economic growth and geographic spread of economic activities through, among others, increasing the City's spend to specific targeted firms owned by specific categories of Historically Disadvantaged Individuals (HDI) (BEE, women, disabled, youth etc). Actions include expanding and widely marketing the current BEE database and expanding and continuously refining the City's own targeted procurement.

The following specific recommendations are made in regard to ensuring that women, especially from the most disadvantaged backgrounds, benefit from City tender processes:

- Set a target of 20% of City of Johannesburg procurement to go to women.
- Adapt and monitor procurement systems to ensure that they are user friendly and accessible to women.
- Provide women with information and training on how to access tenders.
- Involve the business sector, especially financial institutions, in all existing and proposed programmes.

Waste management

Women in the Regions identified environmental care as an area where business opportunities may exist for women in collaboration with the City. Environmental issues such as waste removal and dumping sites affect the quality of life of women in all regions. Overcrowding of land and lack of cemeteries were other concerns noted by women in the regions.

Key recommendations in this regard include:

- Conduct workshops and inform communities of available business ventures and opportunities.
- Implement a plan within the City whereby unemployed women are remunerated for work done to clean and maintain community areas.
- Identify designated places for the disposal of refuse and supply dustbins in all public spaces within the City. Refuse collection times should be regular and consistent and more dustbins should be provided.
- Conduct environmental awareness campaigns to educate communities on the importance of maintaining a clean environment.
- Rotate garbage-dumping sites and use empty spaces for community gardens for growing vegetables.
- Establish waste recycling projects.
- Conduct an assessment of the cemeteries in the City and implement a plan to build more where gaps exist.

Early Childhood Development (ECD)

Studies around the globe show that ECD is key not only to the development of children but also to enabling women to participate effectively in the economy. When children are well cared for by public institutions (which also need to be affordable) women are freed to participate in mainstream economic activity. ECD facilities also open job and business opportunities for women. The City's Community Development Department plans to enhance the quality of ECD through the provision of institutional support to ECD facilities across the City. This will include:

- Common ground established between key City departmental roleplayers² on a more developmental approach to ECD.
- Roll-out of an enrichment programme to equip poorly resourced NGO or state-owned ECD facilities³.
- Training of ECD caregivers by accredited service providers to augment their ECD skills and competencies.
- Linking compliant ECD centers to Province for subsidy and support.
- Assisting non-compliant⁴ ECD facilities with acquiring a health permit.
- Upgrading of ECD facilities as per the City's Capital Funding Model.
- Annual ECD facility audits.

2. Environmental Health, Development Planning and Urban Management Department, Community Development Department, Emergency Management Services.

3. This support would be identified in the vulnerability index and will include provision of books, edu-toys, and art and music resources.

4. Both in terms of a) having a Health Certificate and b) being registered with Province.

Promoting women's safety

Whilst crime in Johannesburg has stabilised over the last five years, contact crimes (muggings, assault, domestic violence and rape) remain unacceptably high and women bear the brunt of these crimes. A study by the CSVR found that 31% of gang rapes take place in parks, stretches of veld and parking areas (CSV 2005).

Lack of street lighting and street names contribute greatly to women not feeling safe in the City. Streets that are not named make it difficult for emergency services to respond to emergency calls. Crime hotspots such as transport termini, vendor shacks and unused and dilapidated buildings and open areas where grass is uncut are also a concern for women.

Poor service and treatment by police officials who do not know how to handle gender-based violence (GBV) cases is one of the major complaints of women who have survived GBV and who lack trust in the police. There is a need for greater awareness around GBV and the availability of facilities and resources that address this scourge.

The Women's Safety Implementation Plan (June 2005 to November 2010)

The *Women's Safety Implementation Plan* (June 2005 to November 2010) is specifically aimed at ensuring that the City addresses the issue of women's insecurity by means of a targeted and visible impact response. The aim of the Plan is to create and maintain a city environment in which women feel safe and secure at all times. This plan falls within the broader ambit of the *Joburg City Safety Strategy*, which in turn supports the *Human Development Strategy*.

Many of the city's women residents are susceptible to crime because many commute on foot or utilise public transport facilities (a particular concern raised by women relates to their safety on public transport facilities and at bus, train and taxi ranks, with one in three women feeling unsafe). Many poor women are burdened by financial and physical factors that undermine their security. The women safety programme aims to improve and mitigate risks in the spatial, physical and social environment.

It is crucial that the following key programme deliverables identified in the *Women's Safety Implementation Plan* (June 2005 to November 2010) be carried through in the Women Development Strategy Implementation Plan.

- Safety improvements at transport termini, parks and other vulnerable public areas (this includes applying the Crime Prevention through Environmental Design (CPTED) guidelines that has recently been developed by the City). Other crime hotspots include street vendor shacks, unused and dilapidated building and areas where grass is uncut.
- Naming of all streets clearly so that police and other emergency services can reach residents in the event of emergencies.
- Developing and implementing a lighting master plan for the city (this would initially be piloted in the Joubert Park precinct as it has been identified as a 'hotspot' for crimes against women). The master lighting plan should include a regular maintenance and monitoring plan including mechanisms whereby community members can report damaged or non-working lights.
- Developing a safety awareness programme for school-going teenage girls.
- Informal Businesses against Crime (using hawkers to promote a safer-street environment for women) with an initial target of two designated zones implementing the initiative.



- Convening an annual Women's Safety Assessment Focus Group.
- With partners, facilitate an integrated rape response capacity (linking immediate medical care, PEP, counselling, ongoing victim support).
- One safe house for abused women identified in each of the City's regions to serve as a main port of call facility after an audit of safe houses is undertaken. The results of the audit would be made available to every safe house in the City for referral purposes and networking among safe houses.
- Compile a database of existing services and facilities available to survivors of GBV, publish a directory of services and ensure that it is widely distributed within the communities. Information should be shared and distributed through community forums.
- Make use of existing and establish new community policing forums (CPF) and provide members of these forums with uniforms so that they are easily recognisable within the communities.
- Establish day care centres for the elderly to ensure their safety.

The City continues to play a role in helping abused women through its Victim Empowerment Programme but this programme needs to be deepened and augmented. Amongst other things, the programme objectives are as follows:

- Ensure a sustainable programme on victim empowerment.
- Ensure intersectoral collaboration and sustain abuse task teams.
- Facilitate integration and co-ordination.
- Reduce the reported cases of family violence and abuse.
- Ensure an effective support system for victims.
- Establish a holistic awareness/education programme.
- Link Service providers with community structures.



The strategy *continued*

- Establish gender units and family counselling services at people centres.
- Work in partnership with and support NGOs and CBOs in raising awareness on GBV especially the Sixteen Days of Activism Campaign, youth and men should be targeted.
- Women should receive education on restraining orders and how these are enforced. They should also receive information on the ICD (independent complaints directorate) so that they are aware of who they can report ineffective and corrupt police to.

Improving women's health

Many women were unjustly deprived of proper health care through the inequitable provision of health services during apartheid. Poor access to health care has been exacerbated by other inequalities related to gender and generational issues, spatial location and low socio-economic status. The City of Johannesburg has made tremendous strides in initiating Health Promotion Forums; improving access to HIV testing services (including access to Voluntary Counselling and Testing (VCT) and improved provision of maternal health services. However, remaining backlogs include: provision of comprehensive antenatal care at all health facilities to reduce the maternal mortality rate; enabling greater access to Choice of Termination of Pregnancy (CTOP) and further access to HIV testing and access to VCT services; as well as optimising access to cervical cancer screening services.

Women in all the City's regions see lack of facilities and poor service as the most important issues that need to be addressed by the City of Johannesburg. Women want more clinics, especially in areas where there are none and where they have to travel long distances to get to clinics. Increasing the number of staff members at health facilities and ensuring that they are properly trained, monitored and evaluated on a regular basis are seen as essential actions that need to take place to address the needs of women in the City.

The Women's Health Programme Implementation Plan

The Women's Health Programme Implementation Plan (June 2005 to November 2010) is the City Health Department's recognition of its role in advancing human development through the ongoing improvement in service provision to the women of the city. The Implementation Plan not only gives effect to the City Health Department's existing initiatives, but also to that of the National Department of Health's commitment of ensuring that services that constitute the core of primary health care, are 100% accessible to all women.

Many poor women are burdened by socio-economic and locational factors that undermine their health. A targeted improvement in the provision of health services for women would provide a boost to women's rights and economic security, as these are unattainable without good access to basic health and reproductive health services.

In order to ensure the continued implementation of the Women's Health Implementation Plan (May 2005 to November 2010) it is vital that all its respective programme components are also incorporated into a broader Women Development Implementation Plan. These programme components are as follows:

- Provision of comprehensive antenatal care at all fixed health facilities in the city.
- Improve access to Choice on Termination of Pregnancy (CTOP) services.



- Improve cervical cancer screening coverage (by 5% annually). Increase awareness on cervical cancer and the cervical cancer-screening programme offered by the City.
- Implement one Youth Friendly Service per Region to improve access to Health Services for youth and young women.

Further recommendations on improving women's health as highlighted by the consultation process include:

- Increase staff at health facilities. Train and make use of volunteers from the communities where possible (staff should also be rotated to avoid favouritism).
- Conduct a feasibility study on increasing the operating hours of health facilities to accommodate all patients.
- Develop a system whereby staff are monitored and evaluated on a regular basis, including customer satisfaction surveys.
- Develop a comprehensive health care plan for women to access a range of health services including scans, physiotherapy, counselling, dentists etc.
- Provide health education to communities, especially on:
 - The importance of good nutrition and healthy lifestyle,
 - Teenage pregnancies.

Reducing HIV and AIDS and mitigating its impact

Through its normal clinic activities the City does collect some provisional and untested data on HIV infection. A sample of totals from each of the eleven regions for the four month period July to October 2004 showed a 30,4% prevalence rate amongst pregnant women attending antenatal clinics across the City. This is consistent within confidence limits of the Sero-Prevalence Survey results for Gauteng for 2003. The data also suggests that of those residents voluntarily testing for HIV at City Clinics, some 35,5% were HIV positive. This figure rises to 54% in Region 11. Most worryingly, 47,2% of new TB cases tested for HIV in the City were positive during this period, with some regions being much higher (http://www.joburg-archive.co.za/2006/pdfs/final_term/Chapter14.pdf).

According to the City of Johannesburg HIV and AIDS strategy, it is expected that the average life expectancy will decline by 20 years, from 61 to 41; but for men this will be 15 years and for women 25 years.

The majority of women are unable to negotiate safe sex, even with their permanent sexual partner. The high, but under-reported levels of rape and violence in the City contribute to the particular vulnerability to HIV and AIDS infection for women.

The HIV and AIDS infection rate among sex workers is especially high. For example a survey conducted among sex workers in Hillbrow in 1997 found that 45% were HIV positive. A worrying trend is that an increasing number of young women and girls are reported to resort to sex work, as observed in Region 9.

It is estimated that between 26% to 70% of hospital occupancy is related to HIV and AIDS (Van de Heever, 2000.) The burden of care falls disproportionately on women.

Orphanhood is also soaring, with an estimated 76 058 orphans in 2000. A significant number of elderly women, especially in poor and low-income communities, face a diminishing prospect of being cared for



The strategy *continued*

by their children and grandchildren. The provision of adequate treatment and care for people living with HIV and AIDS would reduce the burden of care on elderly women.

The City health sector has an extensive HIV programme that can be enriched through ensuring that a gender perspective informs it and that women are actively involved in its implementation.

Prevention

Measures in the health sector plan to ensure reduced rates of new HIV infection include:

- With other City departments, conduct a two yearly Johannesburg specific HIV and AIDS and STI prevalence, awareness and impact investigation; use the information to determine a) targeting of prevention campaigns b) demand for household infrastructure and c) scale of the City social package.
- Expand the ongoing programme of information provision and community mobilisation, with a special focus on peer education campaigns; in hostels; informal settlements; commercial sex workers and youth.
- Increase access to and promote VCT and PMTC. The existing programmes for improved access to VCT and PMTCT should be coupled with awareness campaigns on where women can access these services as well as training of nurses who provide the services especially with regard to the patients' right to confidentiality. An audit should be done on a yearly basis to establish which clinics offer VCT and PMTCT and to assess the City's progress in meeting its objective.
- Improve identification of and care for infants at risk of HIV and AIDS through facilities.
- Improve integration between TB screening and VCT services, by ensuring referral.

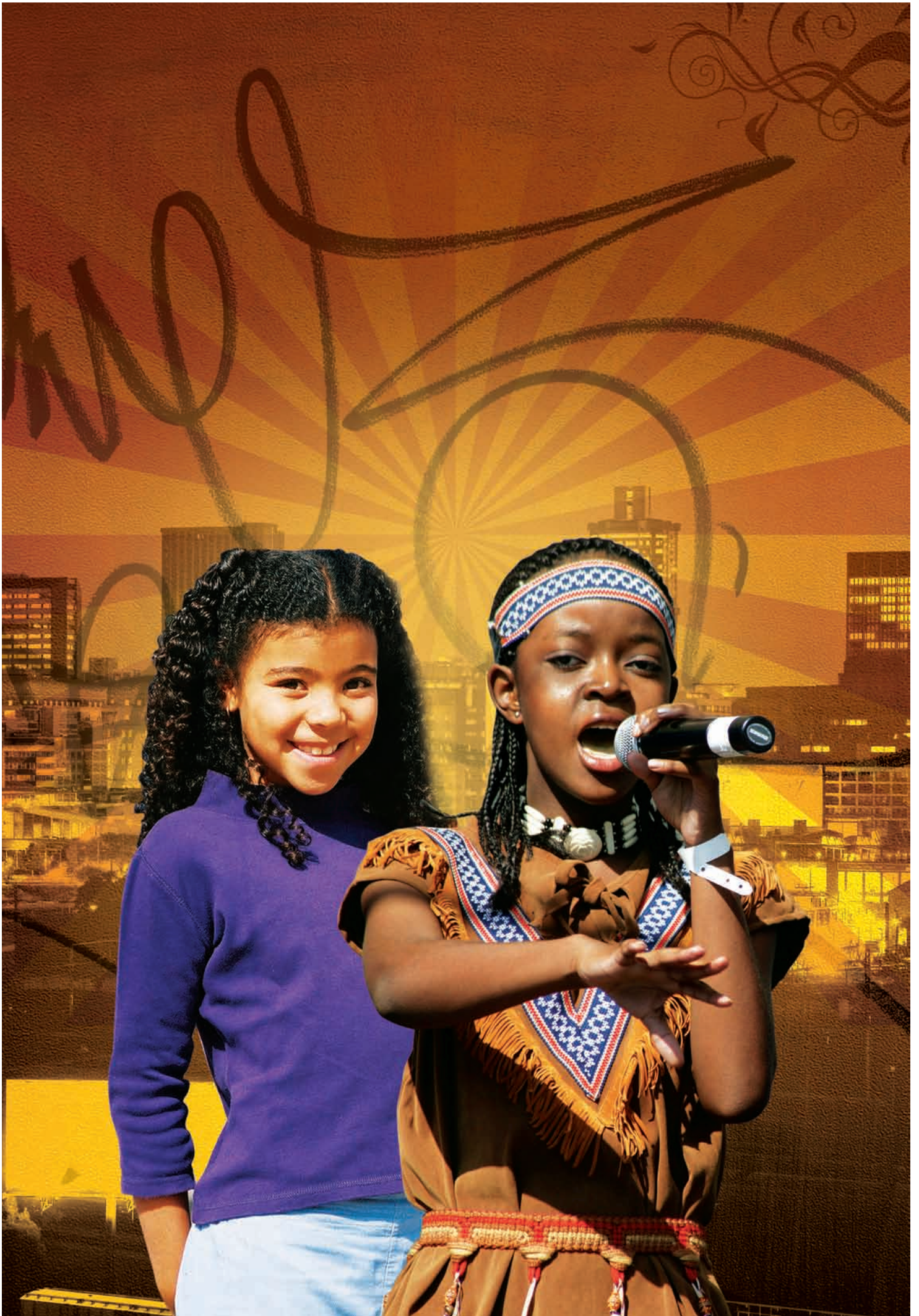
Additional recommendations from the regional consultations include:

- An assessment of the education and awareness campaigns should be done to establish the effectiveness of these programmes. An HIV and AIDS forum should be set up to develop a more targeted awareness raising approach which will involve the entire community including traditional healers and leaders as well as church leaders as they can play a key role in changing attitudes. Education material should be available in all 11 languages.
- Promote the female condom.
- VCT services should be available on weekends so that working women can also access the service.
- An audit should be done to establish what facilities and services are available to people with HIV and AIDS. More facilities should be provided and where there are none, mobile clinics should be provided. All clinics should provide information on where women can access treatment.
- Nurses should receive training on how to treat PLWA and especially around issues of confidentiality. There should be a feedback system whereby patients can report of the service they receive through feedback cards or suggestion boxes.

Medical care and ART roll out support

Measures to support roll out of ARVs in the City so that there is citywide access to comprehensive HIV and AIDS support services include:

- Develop and roll out an integrated package of support to promote adherence to ART Protocols.
- Ensure availability and marketing of access to PEP at all clinics including traditional healers.
- Work in partnership with NGOs, CBOs etc to increase education and awareness in the community on the links between GBV and HIV and AIDS. The involvement of men is essential to this process.



HIV and AIDS community care and capacity development programme

Measures to strengthen the capacity of communities to manage the impact of HIV and AIDS include:

- Expand the Jozi Ihlomile and other community outreach programmes that identify people/households in need and provide HBC, referral services etc.
- With other departments, scale up nutrition programme such as the Food Bank.
- Training programmes and technical support for households affected by AIDS.
- Ensure that AIDS affected households benefit from the revised social package.
- Scale up PWA support to ensure 100% access in all wards.

Additional recommendations from the regional consultations on mitigating the impact of HIV and AIDS include:

- Support groups and programmes should be set up for people infected and affected by HIV and AIDS.
- There is a need to review the policy that grants are cancelled once CD4 count increases. The policy should be coupled with a nutrition and treatment programme where PLWA have access to food parcels and treatment.
- The grants process needs to speed up.

Promoting women's arts, culture, heritage and sports

Citywide data on the level, quality and usage of community services is difficult to obtain. There are still historical disparities, with many services concentrated in the northern suburbs. Poor residential areas need social facilities to promote civic life – sports and recreation areas, parks with grass and trees, properly maintained. Where they are established, they should be safe for women and children.

Community facilities tend to address traditional male needs for sport and recreation, like soccer or rugby. Generally less investment in facilities for activities commonly associated with women and girls such as netball or dance.

It is important for service delivery excellence in terms of access to arts, culture and heritage resources to be extended to women and that women participate and are involved in the conservation, showcasing and celebration of artistic expression and heritage.

The promotion of arts, culture and heritage for the benefit of women should include the following (many of which are areas the City is already engaged in):

- The provision of Arts, Culture and Heritage infrastructure.
- Development of new markets and audiences for Arts, Culture and Heritage with greater advocacy for women.
- Creation of awareness and appreciation of the arts, culture and heritage especially amongst women who have been deprived of this appreciation in the past.

Promoting women in sport

Women need to be a key target group in sport development as it is also a means of restoring their dignity. Legislation has enshrined and institutionalised the promotion of women, specifically previously



marginalised women, in the participation as well as the administration of sport. The **Women in Sport programme** is a structured programme vigorously promoting the participation of women in traditional as well as non-traditional sport. The Sport and Recreation Directorate of the City has classified women as marginalised and vulnerable and has fully embraced the Women in Sport programme as one of its flagship programmes. It has also prioritised the training and empowerment of women in as far as technical, administrative and managerial skills are concerned. This particular programme targets women across all age group and has a mass-based approach to girl children to ensure that a culture of participation is inculcated from a very early age. On the other end of the development continuum the programme provides for the channelling of talented women into the academy system of the various sporting federations.

The volunteer training programme that the Unit will be embarking will have a definite bias towards women. The training programmes that will be embarked upon will be accredited and will be accompanied with practical experiential on-the-job training that will render women employable in the sport and recreation industry.

Further recommendations from the regional consultations on promoting the role of women in sport include:

- Review all existing programmes and policies (e.g. skills development programme, public spaces programme, public arts programmes, cultural life programme, heritage programme, theatres support for the arts programme and sports development programme) and adapt to ensure that needs of women and girls are taken into account. Emphasis should also be placed on involving women with disabilities.
- Conduct an audit on the available arts, culture and sports facilities and programmes for women and girls. This should be done in conjunction with a needs assessment. Identified gaps in facilities and needs should be addressed. Ensure that the transport needs of women and girls are taken into account.
- Compile a database of existing facilities and programmes available to women and girls, publish a directory of facilities and ensure that that it is widely distributed within the communities. Information should be shared and distributed through community forums. This information should be available in all 11 languages.
- Review and standardise tariffs charged for the use of facilities to ensure that they are affordable to all women.
- Develop a facilities maintenance plan to ensure regular maintenance of all facilities. Identify community members who can become caretakers of facilities.
- Establish women's sports forums which will be involved in sports management and administration.
- Assist communities with forming community sports clubs. Work in partnership with NGOs and CBOs that deal with arts, culture and sports.
- Arrange sports and cultural events during women's month.

Housing

Although men and women are theoretically both eligible for housing and land subsidy support, these services are invariably registered in the names of men. Lack of adequate housing is a major cause of stress in poor people's lives.



The strategy *continued*

In 1996, one out of four households lived in informal settlements i.e. 225 000 households. This had been reduced to one in five in 2001. The census data shows that there are no major variations between the conditions of male and female-headed households. A slightly higher proportion of women lived in backyards (mostly domestic workers.)

Hostels present a particular challenge, which has gender dimensions. A focus group discussion with women living in Dube hostel found that service provision in the hostel is sub-standard. Showers and toilets were only accessible to men. Women were forced to use the bushes, which is both degrading and added to their vulnerability. The women also complained about lack of refuse removal and the fact that blocked sewerage pipes had not been repaired for months. In a study on social exclusion in the City, women in hostels had the highest level of distrust towards public officials.

Women's needs are often not taken into account in the design of human settlements and location of housing. The different roles of men and women within the gender division of labour have implications for house design, site layout, zoning and regulatory frameworks. Women contractors need to be considered during the building of houses. Lack of access to finance and unemployment contribute to the high number of homeless women.

Women in the City site corruption and inefficiency in allocating and processing title deeds as areas that need to be addressed. Women should be involved in developing housing policies and information on these policies and procedures should be widely disseminated to communities.

The City's housing plan is highly relevant for women. It includes a programme to upgrade hostels into 5 000 affordable units for families and the development of 100 000 well-located and good quality housing units at different income levels. These targets are not, however, disaggregated by gender. There is need to ensure that women's needs and concerns are fully integrated into housing plans.

Recommendations from consultation process:

- Involve women in the development of housing policies to ensure that their needs are taken into account and that such policies are based on principles of equality. Ensure that the needs of PLWA and PWD are taken into account.
- Ensure that women access at least half of all new housing units.
- Educate women in the community on the process of how to access housing and housing subsidies. Material developed should be in all 11 languages and should be simple and easy to understand.
- Ensure that there are women in ward committees to assist women with their housing concerns. Housing lists should be placed at people centres.
- Women should be considered when awarding construction contracts. A certain percentage of contracts should be awarded to women-owned companies. Women should be represented on the tender board.
- Develop a monitoring system to ensure that RDP houses are allocated to the rightful beneficiaries and to address corruption in this sector. Regular audits of officials should take place. Allocation of housing should not be based on political party affiliation.
- Provide clear specifications for standards and proper monitoring and evaluation to ensure that houses meet set standards for quality assurance.



Infrastructure and services

The provision of basic services such as water, electricity and sanitation reduces the burden of domestic work and frees women to engage in other activities, community affairs or to have more leisure time. The equitable provision of basic services makes home-based economic activities more efficient.

There is a need for more women to be involved in ward committees to ensure that the service needs of women are addressed and that information is filtered down to the communities.

Women and electricity

Electricity and the lack of it, have major implications for women, both with regard to security, and fuel for cooking, heating, etc. Most of the tasks for which energy is used daily in the household such as cooking, washing, etc are generally regarded as a woman's duty. Electricity is the safest fuel. It saves women the time of collecting fuel outside the home. It can assist in small-scale, home-based income generation projects, e.g. sewing, bread baking. Improved lighting contributes to improved security. Local government is responsible for the provision of electricity to households, schools and clinics in its area.

Electricity is only profitable for the municipality if consumers pay their bills. This has led to some informal settlements not being electrified. The use of pre-payment metres has helped to resolve the problem, but sometimes consumers find ways of bypassing the metres. Studies show that the level of skill required for this means that the culprits are often not the poorest or least educated citizens (Annecke 1997:20). In general, electricity take up has not been as high as expected because it is still an expensive form of energy for the poorest sectors of society.



The strategy *continued*

Access to affordable electricity is a concern for many women in the city. Regular disruptions to electricity without prior notification of such disruptions have a negative impact on the lives of women. Illegal connections put women and children's lives at risk.

The City has an extensive plan to extend a differentiated package of service to all areas to ensure that all city dwellers have at least a basic level of service.

Recommendations from consultation process:

- Conduct an assessment of the electricity needs within each region and develop a plan to address the needs.
- Develop a system of notifying the communities of electricity disruptions when these are planned. The system should also track and deal with complaints received from community members.
- Involve SAPS in a plan to stop illegal electricity connections. Open a toll free line where community members can report illegal connections. Conduct awareness campaigns around the use of electricity and the dangers and consequences of illegal connections.

Women and water and sanitation

The role of local government in providing water to all is most crucial. There has been a remarkable progress in providing water to the informal settlements within City of Johannesburg's communities. Women and young girls in the informal settlements have saved a lot of time as water taps were replaced with water pumps. The location of water taps, including the total numbers thereof, has demonstrated that the City has been sensitive to needs of women. This needs to be sustained.

Sanitation refers to "the principles and practices relating to the collection, removal or disposal of human excreta, household waste water and refuse as they impact upon people and the environment. Good sanitation includes appropriate health and hygiene awareness and behaviour, and acceptable, affordable and sustainable sanitation services.

Some of the health problems associated with poor sanitation include: diarrhoea and dysentery; typhoid; bilharzia; cholera; malaria; worms; eye infections and skin diseases; and increased risk from bacteria, infections and disease for people with reduced immune systems due to HIV and AIDS. In most cases it is women who are adversely affected or who have to take care of the sick.

Provision of common sanitary facilities in informal settlements needs to be looked with gender lens as these would result in loss of privacy and dignity, exposure and increased risk to personal safety.

Some areas in the City are still making use of the bucket system. Providing affordable water and sanitation services and regular and correct billing for such services are sited as key actions that need to take place in the City.

Over the next five years the City plans to eliminate all backlogs in access to basic services.

Recommendations from regional consultations:

- Conduct a needs assessment of services within the communities to develop a plan to ensure that all communities have access to clean water and sanitation services.
- Develop a maintenance system to ensure that all components of the service including meters and pipes etc. function properly and that damages are repaired on a regular basis.



- Implement a system to ensure that all billing is correct.
- Ward committees, which should include women, should be visible and proactive in addressing the needs to the community.

Transport

The multiple roles of women mean they must often take several short trips in a day, often on routes that are poorly serviced and dangerous. Women often require travel outside peak hours and to alternative destinations than men. For example domestic workers need to get to the suburbs at the very moment that men need to get to the City for work.

Black women and men constitute 86% of those going on foot to work or school, compared to 62% of white women and men driving a private car to work or school. More African women use public transport e.g. bus and train than private transport as either a driver or passenger. One in three residents walk; one in four residents use mini buses; one in five drives; one in eight is a passenger; one in ten uses a bus or train.

Access to safe, convenient and affordable transport services is seen as a big challenge for women in the City. Taxis, which are often unlicensed, unroadworthy and overloaded, have set routes, which result in women having to walk long distances to access them.

The transport sector plan sets a number of relevant goals, including improved access by residents to employment, education, recreation and markets through strategic transport infrastructure and operations well aligned with the City Spatial Development Framework. However, the activities do not reflect an awareness of gender dynamics.

Additional recommendations from the regional consultations on promoting women's access to transport are as follows:

- Conduct an assessment of the transport needs of women in all regions.
- Develop a plan to address the transport needs of children and women with disabilities to ensure that it is accessible and affordable.
- Re-introduce the metro bus service and allocate them to designated routes in all regions. Ensure that transport routes address the needs of women.
- Introduce skills development programmes for women to participate in the transport sector.
- Law enforcement agencies to address the high levels of unlicensed and unroadworthy taxis as well as unlicensed drivers. Penalties for non-compliance with the law should be stringent.
- Develop a plan to build more transport terminals and shelters at designated stopping places.

FIFA World Cup 2010

The FIFA World Cup 2010 has the potential to provide women with many opportunities. Among the key programme achievements of the Community Development Department over the next five years are to "establish key partnerships with communities and civil society organisations to ensure a social legacy from 2010". Empowering women to benefit from this global event clearly falls within this remit. However, lack of information and skills are key issues that need to be addressed for women to benefit.



Recommendations from the regional consultation process are as follows:

- Conduct research on the World Cup 2010 and how women can be involved. Liaise with women from previous host countries (e.g. Germany) to learn from their experience.
- Develop a Women's 2010 programme including ways in which women can become involved in business ventures in a range of sectors including transport, construction, security, cleaning, tourism (including bed and breakfasts, crafts, ethno tourism, catering and entertainment). Creating opportunities in the transport sector (taxis and shuttle services) as well as security and emergency services (including more women police, private security guards etc) open the possibility of challenging gender stereotypes in these male dominated occupations. The programme should include ways of sustaining projects post 2010. All relevant departments and stakeholders, including women from all regions, should be involved.
- Conduct a skills audit to establish which skills exist and where skills development programmes are required. Women with available skills can be used to assist with training and mentoring programmes. Create a database of jobs, available and potential skills.
- Educate women and raise awareness around 2010 and how they can be involved by involving women in local organising committees. Include information on the City of Joburg website.
- Encourage sports bodies to embark on development programmes and clinics for women leading up to 2010.
- Create opportunities for women in sports management bodies.
- Safety forums should be established which should include women from communities.

Targeting vulnerable groups of women

There are also categories of women who might be vulnerable to marginalisation and social exclusion and/or may have specific needs. Whilst it should be noted that not all women with special needs are necessary vulnerable, vulnerability is the outcome of the interplay of various factors that collectively undermine the capacity of people to cope with shocks and stresses in the external environment and to participate equally in the development process. The following special categories⁵ of women have been identified as vulnerable and the Women Development Implementation Plan has to ensure that these categories are effectively targeted through appropriate programme responses that address the issues highlighted below:

Illiterate and poorly-literate women

A programme to assist women who are poorly literate or illiterate will focus on the following:

- Promoting a culture of reading amongst illiterate or poorly literate women by enhancing literacy skills.
- Increasing a number of women enrolled as learners in libraries and to provide them with necessary support.
- Running coherent ABET and life skills programmes for women.
- Exposing women to Information Technology by establishing Computer Based Literacy/Numeracy Centres.
- Introducing a programme in libraries that will assist women learners to develop reading and comprehensive skills.

5. Van Donk, M: (2004) "Women in the City of Johannesburg" – Study Commissioned by the Office of the City Manager.



Elderly women

The impact of HIV and AIDS at a household-level is resulting in a significant number of elderly women – especially in poor and low-income communities – being faced with a diminished prospect of being cared for by their children and grandchildren as they grow old. Elderly women often become the main caregiver in affected households.

The provision of adequate treatment and care for people living with HIV and AIDS, regardless of age, sex, income or place of residence, would help to reduce the burden of care on elderly women. Other support measures aimed at ensuring the education, nutrition and well being of orphans would also help alleviate the care-giving responsibilities of affected older women. In addition, specific support interventions for elderly women such as income generating activities or urban agriculture projects could target their involvement.

Female and girl-headed households

Poverty and inequality affecting female-headed households is a multi-dimensional reality and translates in restricted access to land, housing, basic services and employment opportunities. Furthermore, female-headed households may be more vulnerable to exploitation and criminal attacks. A study⁶ done for the City of Johannesburg in 2006 has revealed that female-headed households are larger, poorer and face

6. University of Johannesburg (2006): *Preliminary Study of Urban Poverty, Households and Livelihoods in Johannesburg*, Centre for Social Development in Africa.

The strategy *continued*

greater food insecurity than other households. The extent to which female-headed households benefit from the city's social package is not known. More information is needed but the study reveals that it is apparent that special policy and programmatic interventions may be needed to support such households, especially where there are young children in these households.

HIV and AIDS is also leading to an increasing number of orphans in the city, many of whom are not taken in by relatives or neighbours either because of the stigma associated with HIV and AIDS or because these households simply cannot afford to cater for additional family members. Institutional orphan-care is also not sufficiently accessible or may not be appropriate. Instead children end up looking after themselves and their siblings. Whereas all child-headed households need support and care, in terms of the Women Development Strategy girl-headed households need to be targeted. The burden of care on these girls often means that they are unable to complete their schooling.

Many such households are unable to access social security or housing subsidies because they are too young to be account holders. Whereas the City's existing social package policy (i.e. the Special Cases Policy) makes provision for AIDS orphans to access financial support for basic services, even if they are not account holders themselves, this may still not be realised as one of the requirements is that the applicant requires an ID.

Foreign migrant women

Foreign migrant women, especially those with refugee status or who are living in the city without legal status are faced with a myriad of problems such as access to housing and shelter, access to employment, and access to services such as health care, education and community services. In addition, access to information on HIV and AIDS, HIV prevention services and treatment are also constrained due to language barriers.

Other areas of difficulty for foreign female migrants relates to access to benefits for those with young children, whose South African peers qualify for the Child Support Grant. If these women attain permanent residency status, they are entitled to social security but many are not aware of this or know how to go about accessing such grants.

It is clear therefore, that such areas of difficulties experienced by foreign migrant women needs to be addressed. The proposed City of Johannesburg Helpdesk for migrants will clearly be an important intervention on the part of the City which foreign migrant women can make use of.

Women with disability

There are more women than men who are disabled in Johannesburg. A high proportion of women, particularly poor women, have visual problems. Where these problems lack from a lack of Vitamin C intake, a nutritional intervention supplementing this vitamin intake should be embarked upon through a city food programme targeting poor women who have visual problems.

Cataracts are also a common problem faced by poor women. Whilst it is an operable condition, it is out of reach of the majority of women using public health care. Non-intervention can result in blindness, which leads to increased household and public expenditure on appropriate support measures and alterations.



The above are two tangible areas in which the city can intervene to address disability related to blindness amongst its poor women residents and an effective communication strategy needs to be effected as part of the Women Development Implementation Plan.

Targeted measures for access to other city information, such as brochures in Braille or the use of community radio stations will be considered for the City Social Package Programme and for the promoting access to social grants. Such special measures can make a crucial difference to the quality of life of women with disability and to their sense of inclusion in the broader community.

Domestic workers

According to Census 2001, there are 93 973 women working in private households in the city. The overwhelming majority are African women, for whom domestic work provides the main source of employment. For a large number of women, domestic work has become one of the few occupations they can enter without matric or other educational qualifications as many have been deprived of access to education under apartheid.

With the extension of employment legislation to domestic workers, their economic vulnerability has been addressed to some extent. However, power-relations embedded in employer-employee relation are potentially more severe in the relationship between African women, with relatively low levels of education and coming from a poor community, and middle-class families. As a result, exploitation (unfair pay), abuse (including sexual abuse) or unfair dismissal by employers often go under- or unreported.

The City realises that it needs to be pragmatic about the role it can play with regards to addressing the plight of some of these domestic workers. Whilst labour issues are essentially the responsibility of the Department of Labour, as part of the City's Women Development Strategy, an information campaign targeting domestic workers and alerting them to their rights and obligations as well as useful resource numbers to call should they need help, will be developed.

Sex workers

It is estimated that there is between 5 000 and 10 000 sex workers in Hillbrow alone. The vast majority of these workers come from rural areas of South Africa as well as from neighbouring countries in the hope of finding employment and escaping poverty. Foreign sex workers tend to work from the street, at lower rates and often vulnerable to consenting to sex without a condom.

There is also evidence that a growing number of girls drop out of school and engage in sex work (this is most evident in Region 9 (now part of Region "F"). Besides poverty and unemployment, the burden of family responsibilities due to family disintegration is leading these young women to become involved in sex work. A programme for rehabilitating and reintegrating young sex workers into their communities would be looked into as part of the Women Development Strategy.

Although sex work has been decriminalised, ill-treatment by public officials, especially the police and health workers is a common experience. Many sex workers tend to avoid going to the clinic for fear of refusal, verbal abuse and humiliation. An awareness campaign targeting police and health workers on the rights of the sex worker will be developed as part of the Women Development Implementation Plan. Mobile clinics (similar to the ones piloted by the Reproductive Health Research Unit (RHRU) targeting inner city hostels known to function as brothels, should be investigated by the City Health Department.



Institutional arrangements and key roleplayers

The implementation of the Women's Development Strategy will be co-ordinated by the Community Development Department in collaboration with all departmental/MoE roleplayers. Since the Strategy is cross-cutting by its very nature, it is suggested that reporting of progress on its implementation (at a technical level) be done through the Human Development Technical Task Team (HDTTT). Implementation of the Strategy will be done through the Regions.

The active participation of other internal departments is therefore essential for the success of the strategy and necessitates the ongoing involvement of virtually all Council functions. Specifically:

- Community Development
- Health
- Development Planning and Urban Management
- Transportation
- Environment
- Housing
- Finance
- Economic Development
- Johannesburg Development Agency
- Johannesburg Roads Agency
- Johannesburg and Roodepoort Civic Theatres
- Public Liaison
- City Power
- City Parks
- Joburg Water
- Pikitup
- JOSHCO

Key external role players will include:

- National Department of Labour
- Provincial Department of Social Development
- Provincial Department of Sports, Recreation, Arts and Culture
- The private sector
- The NGO/CBO sector

Women's Learning Forum

It is proposed that a Women's Learning Forum be constituted as part of the Women's Development Strategy to meet on a bi-annual basis. The Forum would serve as a platform where women and women's organisations share their rich and diverse experiences. It should also discuss programmatic and best practice models. This forum should have representatives of the City of Johannesburg, particularly from the Departments of Community Development, Health, JMPD, Emergency Management Services, Environment and the relevant UACs.





Institutional arrangements and key roleplayers *continued*

Further recommendations from public consultation process:

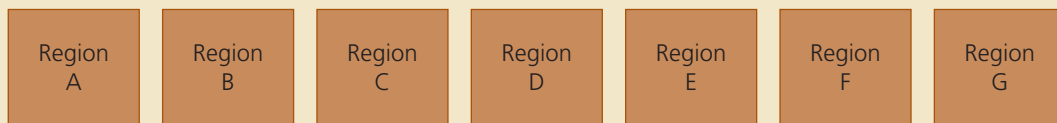
The City of Johannesburg's governance sector plan places strong emphasis on ward system development as well as public participation and improvement. There is need for the Women's Development Strategy to be firmly rooted at ward level; coordinated at regional level reporting to the interdepartmental Women's Development Committee established in the City of Johannesburg. The bi-annual Women's Learning Forum would provide the opportunity for all the different structures to meet twice a year. In summary these structures would consist of:

- Each ward committee have a Women's Development sub-committee that is chaired by a member of the ward committee and brings together key stakeholders in the community. This sub-committee would meet monthly.
- Regional managers convene quarterly meetings of representatives of the Ward Women Development Committees.
- City of Johannesburg Women's Development Committee convenes meetings twice a year (dovetail to the Women's Learning Forums) of the Regional Women's Development Committees. These could coincide with 9 August (Women's Day) and 8 March (International Women's Day).
- The main functions will be to ensure that strategy is implemented and that monitoring and evaluation is done on a regular basis.
- The City scorecard should include key performance indicators around the strategy to ensure accountability.
- Each region should implement its action plan within the broader framework of the strategy.
- The strategy should be distributed widely to ensure that all women in the community are aware of it and how they may benefit.

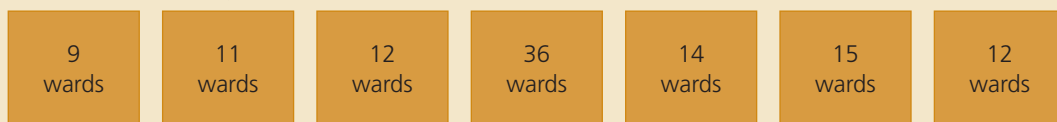
Women's learning forum

City of Johannesburg Women Development Committees

Regional Women Development Committees



Ward Women Development Committees



Policy implications

The Women's Development Strategy is in line with addressing gender and inter-generational inequities as per the City of Johannesburg's *Human Development Strategy*. It is also conceptualised within the City of Johannesburg's Growth and Development Strategy and Integrated Development Plan (November 2006).

Legal and constitutional implications of the strategy

The Constitution entrenches non-sexism and non-racism in the Bill of Rights. It recognises primarily, that human rights are inalienable; they apply to all human beings. South Africans understand that the enjoyment of human rights is the most basic requirement and standard for the enjoyment of all human life. To this end South Africa has enacted legislation and ratified international and regional instruments aimed at the protection and promotion of women's rights as human rights. These rights fall into two broad categories: socio-economic rights as well as political and civil rights. Socio-economic rights refer to rights dealing with basic necessities such as housing, health, water and food. Political and civil rights refers to the rights of individuals to citizenship, language, culture, religion and basic freedom of movement and expression.

The right to dignity; the right to equality; the right to life; the right to bodily and psychological integrity and the right to privacy are all principles enshrined in the Constitution that applies equally to all, women included.

The Constitution's decree of conveying additional power and responsibility to municipalities to, "ensure the provision of services to communities in a sustainable manner", "promote social and economic development", "promote a safe and healthy environment", and "promote the involvement of communities and community organisations in matters of local government" also applies to all, women included. The Women Development Strategy also gives effect to the rights of women as enshrined in the Bill of Rights, which recognises that all women in this country receive formal recognition as equal citizens.

Section 27(1)(c) of the Constitution (Act 108 of 1996) provides for the right of access, to appropriate social assistance to those unable to support themselves and their dependants. This is further attenuated in the Social Assistance Act of 2004.

The National Health Act of 2003 is one of those legislative measures contemplated by the Constitution, which also covers Constitutional issues as: Everyone's right to an environment that is not harmful to health or well-being and the right to emergency medical treatment.



Financial implications

The City currently does not have a dedicated budget for women's development. With the Women's Development Strategy being so cross-cutting and with responsibility for implementation resting with other roleplayers (line departments and MoEs) it is crucial that each department/MoE does appropriate budgeting in support of the Women's Development Strategy. The Community Department will need to ensure that appropriate co-ordination for overseeing implementation is in place with the respective departments/MoEs and with the Regions.

Other departments/directorates consulted

The intersectoral nature of this strategy and the associated programmes necessitates the ongoing involvement of virtually all Council functions. Relevant departments/MoEs and all the Regions were consulted by the Community Development Department who have all provided input in the writing up of this report.

- Health
- Community Development
- Development Planning and Urban Management
- Transportation
- Housing
- Economic Development
- Communications and Marketing
- City Safety Programme
- JMPD
- City Power
- Pikitup
- Joburg Water
- Metrobus
- Johannesburg Roads Agency
- Johannesburg Fresh Produce Market
- City Parks
- Johannesburg Civic Theatre and Roodepoort Civic Theatre
- 2010
- Johannesburg Metro Trading Company
- Johannesburg Property Company





CoJ Women's Development Implementation Plan

| Strategic objectives | Actions |
|--|---|
| <p><i>Economic empowerment</i></p> <p>Poverty</p> <p>Improve access by poor and vulnerable households including female-headed households to social support mechanisms and safety nets provided by the City, and where possible reduce household dependence on City-provided social support over the longer term</p> | <p>Gender disaggregated statistics on vulnerable households and accessing of social support mechanisms.</p> <hr/> <p>City Social Package programme</p> <p>Vulnerable group support programme – Social Package and support will be accessible to the aged; female-headed households.</p> <hr/> <p>Continue to render a free emergency service to pregnant women, children under the age of six years and patients living on a property valued less than R20 000 (based on valuation roll prior to June 2008) except if they have medical aid.</p> |
| <p>Promote access to and uptake of social grants for all women and men</p> | <p>Access to Social Grants programme</p> <p>Work with Gauteng Provincial Government and the National Social Security Agency, as required, to create one-window opportunities for accessing social grants, inter alia by ensuring that all households benefiting from the City's Social Package know about and can access social grants if they are eligible; keep gender disaggregated statistics and analyse these to ensure that eligible women and men benefit.</p> |
| <p>Either directly, or through the conduit of civil society institutions and community groups, run additional non-financial poverty-alleviation projects to assist poor and vulnerable households and communities, especially female-headed households and vulnerable women</p> | <p>Vulnerable Households Support programme</p> <p>In a targeted manner, assist special categories of vulnerable households to gain greater security; ensure that women-headed households and vulnerable women are targeted. Mount awareness campaigns directed at these targets.</p> |



| Strategic objectives | Actions |
|--|--|
| <p><i>Economic empowerment continued</i></p> <p>Job creation</p> <p>Addressing inequalities through the championing of rights and opportunities</p> | <p><i>Expanded Public Works Programme (EPWP)</i></p> <ul style="list-style-type: none"> • Ensure that women benefit from job creation opportunities. Service provider contracts to specify appointing a certain percentage of unemployed women. • Skills development plan for women contractors to enable them to secure better jobs after the contract. • Career guidance for women during the EPWP employment and mentorship for entering the formal job market after the EPWP contract has ended. |
| <p>Using the Labour Market Database to promote women's access to employment opportunities</p> | <p><i>LMID</i></p> <ul style="list-style-type: none"> • Gender disaggregated database; ensuring that women have equal access to job opportunities. • Including details of women who have completed learner ship and mentorship programmes in the LMID. |
| <p>Support for women entrepreneurs</p> <p>Address economic inequality by enabling women and men previously denied of opportunities because of skills gaps to participate in economic activity and/or start and grow their businesses. <i>(Also refer to Economic Development Sector Plan)</i></p> | <p><i>Skills Development programme</i></p> <ul style="list-style-type: none"> • Make links with entrepreneurship targeted institutions/agencies e.g. SEDA, GEP who are developing such a programme targeting women entrepreneurs. • Mentoring and business support for women-led SMMEs; Establish a women's business forum where women can meet to network and share ideas and best business practices. • Information on all skills development programmes advertised to ensure inclusion of all women in all regions and implementing awareness programme e.g. Entrepreneurship Day for Women/Entrepreneurship Faire for Women. • Ensure that a greater number of women access computer-based literacy and numeracy training in public libraries and relevant people's centres. <p><i>Informal trading</i></p> <ul style="list-style-type: none"> • Facilitate the development of informal trading with applicable regulatory environment, and with particular regard to the needs of women who predominate in the survivalist sector. |

CoJ Women's Development Implementation Plan *continued*

| Strategic objectives | Actions |
|---|--|
| <p><i>Economic empowerment continued</i> Support for women entrepreneurs <i>continued</i></p> | <p><i>Access to credit</i></p> <ul style="list-style-type: none"> • Outline an innovative programme for a Community Bank (taking into consideration the lessons learned from access Grameen Bank in Bangladesh) to credit. • Provide women with information on how to access funding from relevant funding/entrepreneurship linked institutions/agencies such as Khula, Usubomvu. |
| <p>Procurement Increasing the City's spend to specific targeted firms owned by specific categories of HDI (BEE, women, disabled, youth etc)</p> | <ul style="list-style-type: none"> • Expand and continuously refine the City's own targeted procurement and set a target of 30% women-owned enterprises by 2010; ensure these requirements are written into tender documents. • Evaluate and monitor targets set for women procurement and where necessary amend existing procurement processes. • Provide women with information and training on how to access tenders. • Monitor City's compliance to employing more women (including women with disability) in senior management positions. |
| <p>Early childhood development</p> | <ul style="list-style-type: none"> • Implement a rolling ECD training programme for care-givers, ensuring that participation in this training programme is adequately recognised. • Undertake an annual census of all ECD facilities in the city and grade all facilities on the basis of a 'vulnerability index' (measuring adherence to standards, quality of care etc). • Come up with a more developmental approach to ECD. |



| Strategic objectives | Actions |
|--|---|
| <p><i>Women's safety</i></p> <p>Reduce the per capita incidence of social crime and the impact of these crimes on individuals and communities, with a special focus on ensuring a safer environment for women.</p> | <p><i>Flagship project: Reclaiming spaces</i></p> <ul style="list-style-type: none"> • Following on from the Take Back the Night campaign, to select (with the assistance of the community) two areas in each region that have become unsafe and apply an integrated strategy to reclaiming this space. • Informal Businesses against Crime (using hawkers to promote a safer-street environment for women) with an initial target of two streets with designated trading zones on a pilot basis. <p><i>Safety measures</i></p> <ul style="list-style-type: none"> • Safety improvements at transport termini, parks, street vendor shacks, unused, dilapidated buildings, areas where grass is uncut, and other vulnerable public areas (this includes applying the Crime Prevention through Environmental Design (CPTED) guidelines that has recently been developed by the City). JOSHCO to address safety measures for women residing in housing projects. • Developing and implementing a lighting master plan for the city (this would initially be piloted in the Joubert Park precinct as it has been identified as a 'hotspot' for crimes against women). • The master lighting plan should include a regular maintenance and monitoring plan including an awareness campaign on the effects of illegal connections (and enlisting of women in the community to help fight this) as well as knowledge of the People Centres where community members can report damaged or non-working lights. • Secure public toilets and cemeteries that have recently become hotspots for crime and ensure that they are disability-friendly. • Work with Telkom to investigate the feasibility of installing vandal-proof public phones in identified public open spaces (such as parks) that can be used in emergencies. • Name all streets clearly so that police and other emergency services can reach residents in the event of emergencies. |

| Strategic objectives | Actions |
|--|--|
| <p><i>Women's safety continued</i></p> | <p><i>Campaigns</i></p> <ul style="list-style-type: none"> • Developing a safety awareness programme for school-going teenage girls (JOSHCO to concentrate on teenage girls in housing estate). • Work in partnership with and support NGOs and CBOs in raising awareness on GBV especially the 16 day/ 365 day Campaign. • Analysing the independent survey of residents who think Johannesburg is safer by gender and acting on recommendations made in the Women's Safety Assessment Focus Group. <p><i>Services</i></p> <ul style="list-style-type: none"> • Compile a database of existing services and facilities available to survivors of GBV, publish a directory of services and ensure that it is widely distributed within the communities. • With partners, facilitate an integrated rape response capacity (linking immediate medical care, PEP, counselling, ongoing victim support). • JOSHCO to form partnerships with service providers to address rape and domestic violence and to arrange counselling for victims. • Establish day care centres for the elderly to ensure their safety using the best practice model at Kilnerton in Naledi and building on the lunch clubs. • One safe house for abused women be identified in each of the City's regions to serve as a main port of call facility after an audit of safe houses is undertaken. The results of the audit would be made available to every safe house in the City for referral purposes and networking among safe houses. • Information shared and distributed through community policing forums (CPF). • JOSHCO will look at forming partnership with CPF in order to enhance the existing safety programme. |

| Strategic objectives | Actions |
|--|---|
| <p><i>Improving women's health</i> Improve reproductive and women's health, specifically to reduce maternal mortality from potentially preventable causes</p> | <ul style="list-style-type: none"> • Provision of comprehensive antenatal care at all fixed health facilities in the city. • Improve access to Choice on Termination of Pregnancy (CTOP) services. • Improve cervical cancer screening coverage (by 5% annually). Increase awareness on cervical cancer and the cervical cancer-screening programme offered by the City. • Implement one Youth Friendly Service per Region to improve access to Health Services for youth and young women. • Increase staff at health facilities to improve accessibility. • To improve accessibility to Primary Health Care services. • To conduct a customer satisfaction survey. • Provide health education to communities, especially on the importance of good nutrition and healthy lifestyle. • Conduct health education on teenage pregnancy. |
| <p><i>Reducing HIV and AIDS and mitigating its impact</i> Prevention In partnership with communities, civil society and other spheres of government, help to prevent the spread of HIV and AIDS through gender-aware community mobilisation, information, condom provision, etc</p> | <ul style="list-style-type: none"> • With other City departments, conduct a two-yearly Johannesburg-specific HIV and AIDS and STI prevalence, awareness and impact investigation disaggregated by gender; use the information to determine a) targeting of prevention campaigns b) demand for household infrastructure and c) scale of the City social package. • Expand the ongoing programme of information provision and community mobilisation, with a special focus on peer education campaigns; in hostels; informal settlements; commercial sex workers and youth. • Increase access to and promote VCT by ensuring provision of rapid on-site testing at all fixed health facilities of the City. The existing programmes for improved access to VCT and PMTCT should be coupled with awareness campaigns on where women can access these services as well as training of nurses who provide the services especially with regard to the patients' right to confidentiality. An audit should be done on a yearly basis to establish which clinics offer VCT and PMTCT and to assess the City's progress in meeting its objective. VCT services should be available on weekends so that working women can also access the service. |

CoJ Women's Development Implementation Plan *continued*

| Strategic objectives | Actions |
|---|---|
| <p><i>Reducing HIV and AIDS and mitigating its impact continued</i></p> <p>Prevention <i>continued</i></p> | <ul style="list-style-type: none"> • Implement Prevention of Maternal to Child Transmission (PMTCT) programme at all health facilities providing comprehensive antenatal care services. • Training of Regional-based HIV and AIDS multi-sectoral forums. • An HIV and AIDS forum should be set up to develop a more targeted awareness raising approach which will involve the entire community including traditional healers and leaders as well as church leaders as they can play a key role in changing attitudes. • Education material should be available in four languages (English, Zulu, Sotho and Afrikaans). • Promote the female condom. |
| <p>Treatment</p> <p>Citywide access to comprehensive HIV and AIDS support services to ensure effective medical care for people infected and affected by HIV and AIDS, including survivors of gender violence</p> | <ul style="list-style-type: none"> • Develop and roll out an integrated package of support to promote adherence to ART Protocols. • An audit should be done to establish what facilities and services are available to people with HIV and AIDS. More facilities should be provided and where there are none, mobile clinics should be provided. All clinics should provide information on where women can access treatment. • Nurses should receive training on how to treat PLWA and especially around issues of confidentiality. There should be a feedback system whereby patients can report of the service they receive through feedback cards or suggestion boxes. • Ensure availability and marketing of access to PEP at all clinics including traditional healers. Work in partnership with NGOs, CBOs etc to increase education and awareness in the community on the links between GBV and HIV and AIDS. The involvement of men is essential to this process. |



| Strategic objectives | Actions |
|---|--|
| <p><i>Reducing HIV and AIDS and mitigating its impact continued</i></p> <p>Care</p> <p>Strengthen the capacity of communities to manage the impact of HIV and AIDS; provide a comprehensive package of support to HIV and AIDS affected and infected households to alleviate the burden of care that is shouldered by women in the majority of cases</p> | <ul style="list-style-type: none"> • Expand the Jozi Ihlomile and other community outreach programmes that identify people/households in need and provide HBC, referral services etc. • With other departments, scale up nutrition programme such as the Food Bank and ensure that this is well known. • Support provincial programme on providing a service to home-based terminally ill patients. • Market support groups and programmes for people infected and affected by HIV and AIDS. |
| <p><i>Arts and culture</i></p> <p>Improve the opportunities for citizen interaction, women and men, through attractive and accessible public spaces.</p> | <ul style="list-style-type: none"> • The provision of Arts, Culture and Heritage infrastructure. • Development of new markets and audiences for Arts, Culture and Heritage with greater advocacy for women. |
| <p>Steadily increase in percentage of residents, including an equal proportion of women, who have participated in or attended City of Johannesburg-led arts, culture or heritage initiative</p> | <ul style="list-style-type: none"> • Review of creative industries sector strategy to ensure optimal benefication for women. |

| Strategic objectives | Actions |
|---|---|
| <p><i>Sports</i></p> <p>Build citywide social cohesion through sports and recreation; improved accessibility to sports and recreation facilities and programmes for women</p> | <ul style="list-style-type: none"> • Conduct an audit on the available sports facilities and programmes for women and girls. This should be done in conjunction with a needs assessment. Identified gaps in facilities and needs should be addressed. Ensure that the transport needs of women and girls are taken into account. • Compile a database of existing facilities and programmes available to women and girls, publish a directory of facilities and ensure that it is widely distributed within the communities. Information should be shared and distributed through community forums in all 11 languages. • Women in Sports programme, flagship for the Sports and Recreation unit of the City. • Training and empowering of women in technical, administrative and managerial skills. • Establish women's sports forums which will be involved in sports management and administration. • Arrange sports and cultural events during women's month. |
| <p><i>Housing</i></p> <p>On a progressive basis, all women and men living in inadequate housing to access affordable, safe and decent accommodation</p> | <ul style="list-style-type: none"> • Contribute to the development of 100 000 housing units over the next five years. Ensure that women access at least half of all new housing units either as the primary registered beneficiary, or get to live in the housing unit. • Educate women in the community on access to housing and housing subsidies and to empower them on their rights and responsibilities as property owners. Materials utilised will be accessible in the various languages. • Women should be considered when awarding construction contracts. • Through a hostel upgrading programme that is sensitive to issues of affordability and quality living environments upgrade 5 000 units. |

| Strategic objectives | Actions |
|---|--|
| <p><i>Infrastructure and services</i></p> <p>Electricity</p> <p>Extend a differentiated package of service that is fit for the purpose affordable and reliable, in accordance with national policy commitments, and an agreed local definition of appropriate levels of service</p> | <ul style="list-style-type: none"> • Disaggregate assessment of the electricity needs by gender and develop a plan to address the needs. • Conduct a massive education and awareness campaign on usage of electricity; illegal connections; outages and how to report these. • Review indigent policy with a view to making electricity more accessible to poor households, as this has a major bearing on the improvement of the quality of life and status of women. |
| <p>Water and sanitation</p> | <ul style="list-style-type: none"> • Continue to conduct regular needs assessment of services within the communities to develop a plan to ensure that all communities have access to clean water and sanitation services.(See electricity.) • Continue to implement a maintenance system to ensure that all components of the service including meters and pipes etc function properly and that damages are repaired on a regular basis. • Through Project Phakama, develop a system to ensure that all billing is correct. |
| <p>Waste recycling and environmental health</p> <p>Sustainable management of the City waste streams through waste avoidance, reduction, recycling and reduced disposal in ways that take account of the needs of women with regards to mitigating environmental health concerns and that also empower women.</p> | <ul style="list-style-type: none"> • Put in place mechanisms to ensure that industries in Johannesburg comply to WHO air quality guidelines. • Conduct environmental awareness campaigns to educate communities on the importance three R's: Recycle, Reuse, Reduce. • Begin separation of waste at household level as part of the awareness campaign. • Implement a plan within the City whereby unemployed women are remunerated for work done to clean and maintain community areas. • Identify designated places for the disposal of refuse and supply dustbins in all public spaces within the City. Refuse collection times should be regular and consistent and more dustbins should be provided. • Rotate garbage dumping sites and use empty spaces for community gardens for growing vegetables; hydroponic gardening. • Establish waste recycling projects managed by women, building on the pilot project in Lone Hill. • JOSHCO to form partnership with Environmental Department to address the recycling of waste by women in housing projects. |

CoJ Women's Development Implementation Plan *continued*

| Strategic objectives | Actions |
|--|--|
| <p><i>Transport</i></p> <p>Improved access for women and men to employment, education, recreation and markets through strategic transport infrastructure and operations well aligned with the City's Spatial Development Framework</p> | <ul style="list-style-type: none"> • Conduct an assessment of the transport needs of women in all regions, as part of the restructuring of the transport industry in a way that provides regulated competition, a normalisation of the taxi industry and empowerment of commuters. • Within the context of the ITP Re-introduce the metro bus service and allocate them to designated routes in all regions. Ensure that transport routes address the needs of women. • Introduce skills development programmes for women to participate in the transport sector. • Develop a plan to build more transport terminals and shelters at designated stopping places as well as CCV cameras. • Implementation of the two major interventions identified in the Transport Safety Plan • Develop nodal economic strategies on the Gautrain⁴ route (include identification of specific economic projects with beneficiation for women). |
| <p><i>World Cup 2010</i></p> <p>Establish key partnerships with communities and civil society organisations to ensure a social legacy from 2010, inter alia by using the run up to the World Cup, by participating in activities for the Women's World Cup in 2007 and the Confederation Cup in 2009, to expand and institutionalise community-organised sporting activities as well as economic opportunities</p> | <ul style="list-style-type: none"> • Develop a database of businesses owned by women according to the different sectors and volunteers that may be utilised during the World Cup 2010. • Establish a Women's 2010 programme with targets for the involvement of women-owned businesses in a range of sectors including: <ul style="list-style-type: none"> – transport – construction – security – cleaning – tourism (including bed and breakfasts, crafts, ethno tourism, catering and entertainment) – ICTs – Marketing – Communication and broadcasting – Project management |

4. The anchor department of Gautrain is the Department of Planning (Land use), whilst the Department of Economic Development is responsible for leading the economic-related aspects of Gautrain. In this regard nodal economic strategies will be developed around specific nodes (areas) where the stations are to be located (Marlboro, Midrand, Modderfontein, Park Station, Rosebank and Sandton).

| Strategic objectives | Actions |
|--|--|
| <i>World Cup 2010 continued</i> | <ul style="list-style-type: none"> • Construction tenders to specify that tenders awarded to construction companies have a woman development component. • Monitor the creation of opportunities in the transport sector (taxi and shuttle services) as well as security and emergency services (including more women police, private security guards, etc) to open the possibility of challenging gender stereotypes in these male dominated occupations. The programme should include ways of sustaining projects post 2010. All relevant departments and stakeholders, including women from all regions, should be involved. • Working with the skills database developed by the EDU, women with available skills to be mainstreamed and can be used to assist with training and mentoring programmes. Areas of construction and security to be prioritised. Create a data base of jobs, available and potential skills. • Embark on by-laws marketing campaign to educate women and raise awareness around by-laws and 2010 and how they can (and can not) be involved, by involving women in local organising committees. Include information on the City of Joburg website. |
| <i>Promoting women's and children's rights</i> | <ul style="list-style-type: none"> • Conduct lifeskills and civic education programmes targeting women and children in particular. |

Human Development Directorate
Community Development Department
City of Johannesburg

011 407 7247
011 339 2870 Fax
mashuduf@joburg.org.za
www.joburg.org.za



a world class African city