



By 2030 eThekweni will be Africa's most caring and liveable city



SABPP EEDT AWARDS 2018

SABPP AWARDS FINALIST: GENDER DIVERSITY



OVERVIEW



- ☐ EThekweni Municipality is a Category A municipality found in the South African province of KwaZulu-Natal. Based in the city of Durban, EThekweni Municipality is the largest municipality in the province and the third largest city in the country. EThekweni Municipality has a workforce of 27618 employees with 23993 employees being permanent
- ☐ Vision: By 2030 eThekweni Municipality will enjoy the reputation of being Africa's most caring and liveable City, where all citizens live in harmony.
- ☐ Mission: The purpose of eThekweni Municipality is to facilitate and ensure the provision of infrastructure, services and support for the people of eThekweni. In this way, it creates an enabling environment for all citizens to realise their full potential and access opportunities, thus enabling them to contribute to a vibrant and sustainable economy with full employment, creating a better quality of life for all.
- ☐ Core Values:
 - Sustainability
 - Economically successful city
 - Caring city
 - Smart city
 - Poverty reduction and Democratic & Equal city

EMPLOYMENT EQUITY CHARTER

eThekweni Municipality is committed to transformation, Implementation of Affirmative Action measures, Promote equal opportunities, empowering all its employees and ensuring that employment equity is fully integrated within the eThekweni Municipalities strategic objectives.

We undertake that we shall:

- ☐ Eliminate employment barriers for the designated groups identified in the Employment Equity Act
- ☐ Remedy past discrimination in employment opportunities and prevent future barriers;
- ☐ Improve access and distribution throughout all occupations and at all levels;
- ☐ Foster a climate of equity in the organization

We as eThekweni Municipality solemnly pledge to transform, Promote gender equity and continue to be a non-discriminatory and non-sexist organisation.

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GENDER EQUITY VISION

- The eThekweni Municipality shall work towards the attainment of Gender Equality
- so that men and women within the organisation and living within the municipal area have equal opportunities to participate and benefit in all development processes



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PURPOSE

- The importance of growing and nurturing women leadership in eThekweni Municipality has
- been identified as a crucial priority given the focus on women in terms of eThekweni's 5 year
- Employment Equity Plan.



WOMEN STRATEGIC OBJECTIVES

To empower young females through mentoring and coaching

To provide a platform for women to discuss issues openly

To create an environment that supports growth for females

To encourage women to play a part in community and social responsibility initiatives

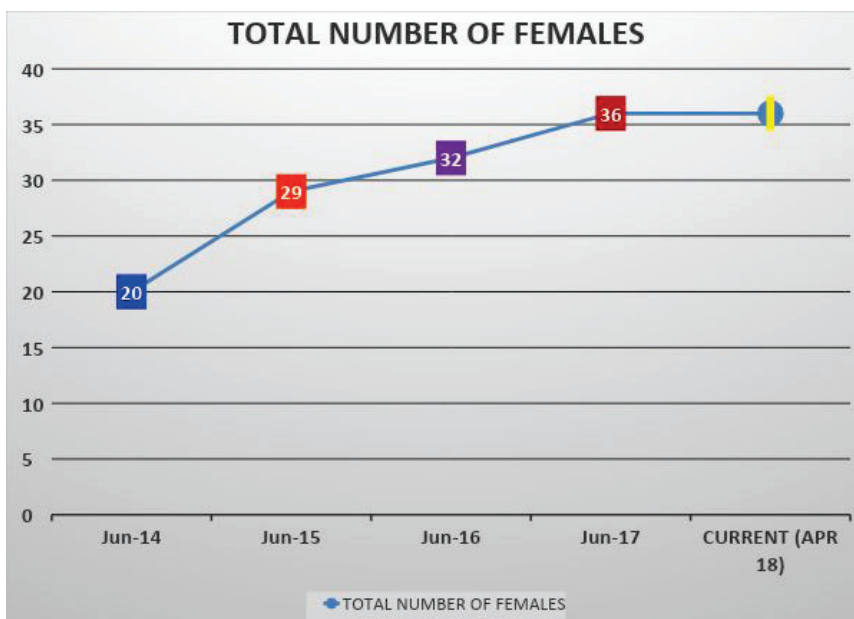
To align women development with current policies

To encourage leadership to commit to inclusiveness, wellbeing and diversity

To establish frameworks for managing inclusiveness and diversity

To monitor and evaluate the effectiveness of all initiatives related to women inclusion

- IDP & SDBIP: Plan 5 , Creating a Platform for Growth, Empowerment and Skills Development
 - The number of people from employment equity target groups employed in the three highest levels of management in compliance with a municipality's approved employment equity plan: FEMALE TOP, SENIOR & MIDDLE

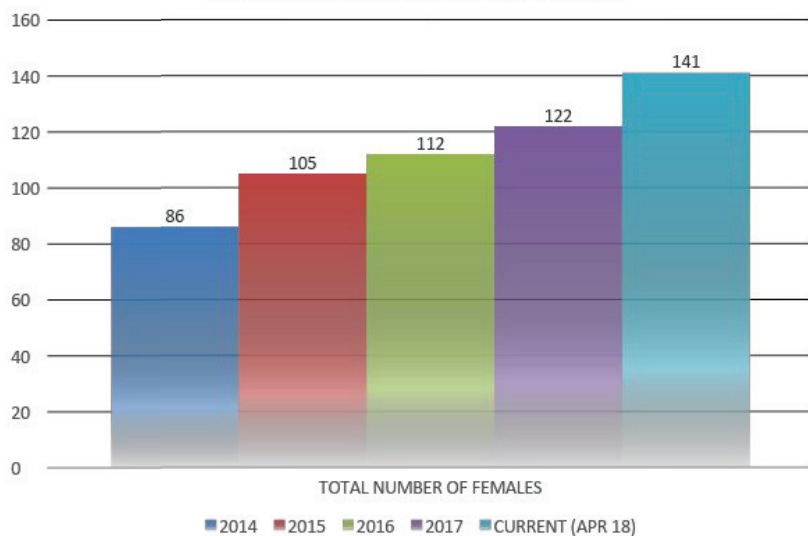


COMMENTS

As at June 2014 the total females made up 20% of the workforce at this level. Currently the total females make up 31% of the workforce at this level. This indicates an increase of 11% from 2014 to date.

FEMALE REPRESENTATION 02 SENIOR MANAGEMENT PROGRESS YEAR TO DATE

TOTAL NUMBER OF FEMALES

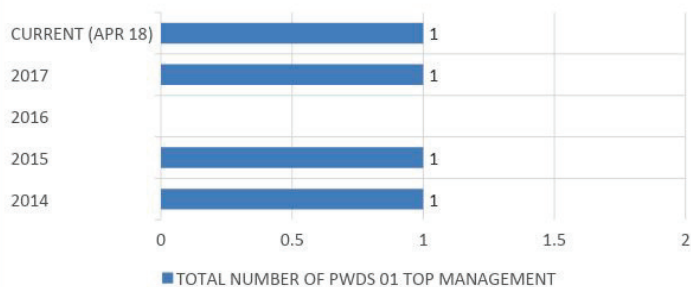


COMMENTS

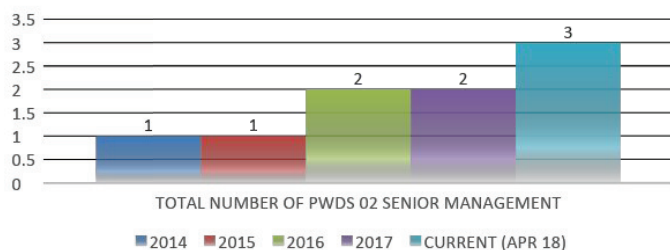
As at June 2014 the total females made up 26% of the workforce at this level. Currently the total females make up 36% of the workforce at this level. This indicates an increase of 10% from 2014 to date.

PWD REPRESENTATION PROGRESS YEAR TO DATE

TOTAL NUMBER OF PWDS 01 TOP MANAGEMENT



**TOTAL NUMBER OF PWDS
02 SENIOR MANAGEMENT**



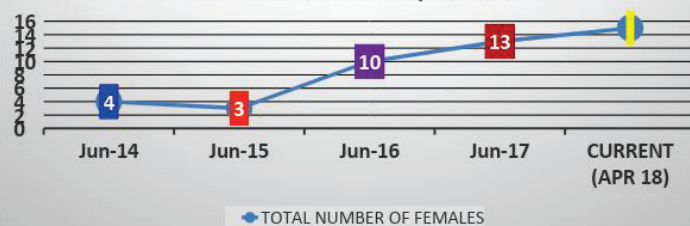
COMMENTS 01 TOP MANAGEMENT

As at June 2014 the total PWDS made up 1.02% of the workforce at this level. Currently the total PWDS make up 0.83% of the workforce at this level. This indicates a decrease of 0.19% from 2014 to date

COMMENTS 02 SENIOR MANAGEMENT

As at June 2014 the total PWDS made up 0.30% of the workforce at this level. Currently the total PWDS make up 0.77% of the workforce at this level. This indicates an increase of 0.47% from 2014 to date

**TOTAL NUMBER OF PWDS
03 PROFESSIONALLY QUALIFIED**



COMMENTS 03 PROFESSIONALLY QUALIFIED

As at June 2014 the total PWDS made up 0.55% of the workforce at this level. Currently the total PWDS make up 1.67% of the workforce at this level. This indicates an increase of 1.12% from 2014 to date



INTERNAL VS EXTERNAL PROMOTIONS AND ENGAGEMENTS IN LINE WITH EE



PROMOTIONS – 01 JULY 2017 – 25 APRIL 2018			
GRADE	MALES	FEMALES	TOTAL
TK 19 >	2	2	4
OTK 16 - 18	11	6	17
TK 14 -15	22	23	45
TK 09 - 13	127	129	256
TK 04 - 08	97	128	225
TK 02 -03	0	0	0
TOTAL	259	288	547

NEW ENGAGEMENTS – 01 JULY 2017 – 25 APRIL 2018				
GRADE	MALES	FEMALES	TOTAL	PWD
TK 19 >	1	0	1	0
TK 16 - 18	8	13	21	0
TK 14 -15	15	26	41	0
TK 09 - 13	192	219	411	3
TK 04 - 08	284	364	648	10
TK 02 -03	98	139	237	12
TOTAL	598	761	1359	25



PROGRAMMES / INITIATIVES



PROGRAMME / INITIATIVES

Women Development Programmes	Annual IWD Conference	Women's Day Celebration	Coaching & Mentoring	Women Working Group	Power Speaking Workshops for females	Annual Men's Seminar
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PURPOSE

Women Empowerment & Development. Ensure Education on inclusiveness and diversity is implemented	To cover various topics through discussions regarding the advocating of Gender Equity as well as to share success stories of high performing women	To celebrate Women's agenda as part of the City's Women development strategy as well as to engage and network with other Women	To improve, enhance and acquire current or new skills and expertise in order to improve the performance of the job .	Discuss, Implement & monitor strategic objectives for women	Women Empowerment	To encourage men in leadership positions within the city to engage in gender diversity dialogue
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PROGRAMME / INITIATIVES

Annual Youth Seminar

Women in Leadership Sessions

Women in Engineering Seminars

Exposing Youth Through Engineering Take a Boy or Girl Child to Work

Commitment by top management i.e. identify positions to be strictly filled by female



PURPOSE

Provide Education and training as well as empower youth

Develop a Women Inclusion culture

Empower and Develop women through Education and training

To inspire, engage, expose and prepare middle school to take the coursework needed to support the growing demand for highly skilled and technology-savvy workers for major industries

To ensure that there is a diverse workforce at management levels and to ensure that Employment Equity is implemented

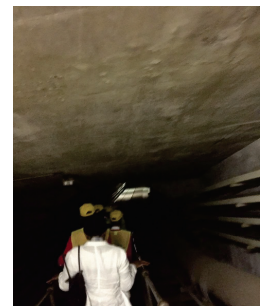
PROGRAMMES / INITIATIVES WOMEN IN LEADERSHIP SEMINAR

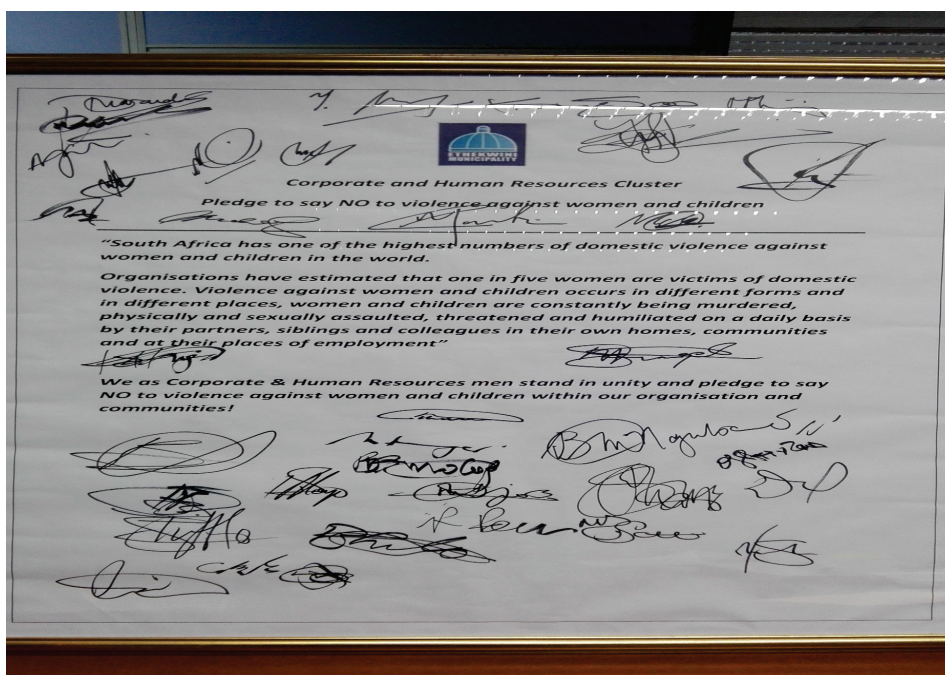


PROGRAMMES / INITIATIVES MEN'S SEMINAR



PROGRAMMES / INITIATIVES EXPOSING YOUTH THROUGH ENGINEERING TAKE A BOY OR GIRL CHILD TO WORK







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THANK YOU!