

Gender Mainstreaming in Rand Water: *A Journey of Transformation*



blue drop
CERTIFICATION
drinking water quality
REGULATION



RAND WATER
KIND MILEK



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Group HR Executive



Journey of Transformation



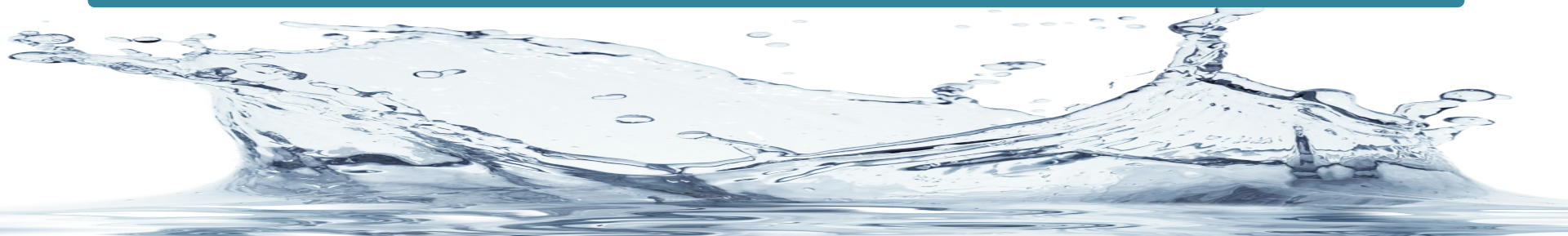
- **Definition**
- **Rand Water Gender Mix**
- **Location**
- **Activities / Campaigns**
 - Internal
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- **Quo Vadis**



Definition

Gender mainstreaming involves the incorporation of gender considerations into all policies, programmes and practices so that at every stage, an analysis is made of the effects for women and men. There is no area of work, which is gender-neutral.

Source: Commission on Gender Equality.





**LOOKING THROUGH THE
GENDER LENS**

“Women have
talent and
intelligence but,
due to *social*
constraints and
prejudices, it is still a
long distance away
from the goal of
gender equality.”

Pratibha Patil





Rand Water Gender Mix



Percentage Males vs Females – Board, Top & Senior Management Levels





Location



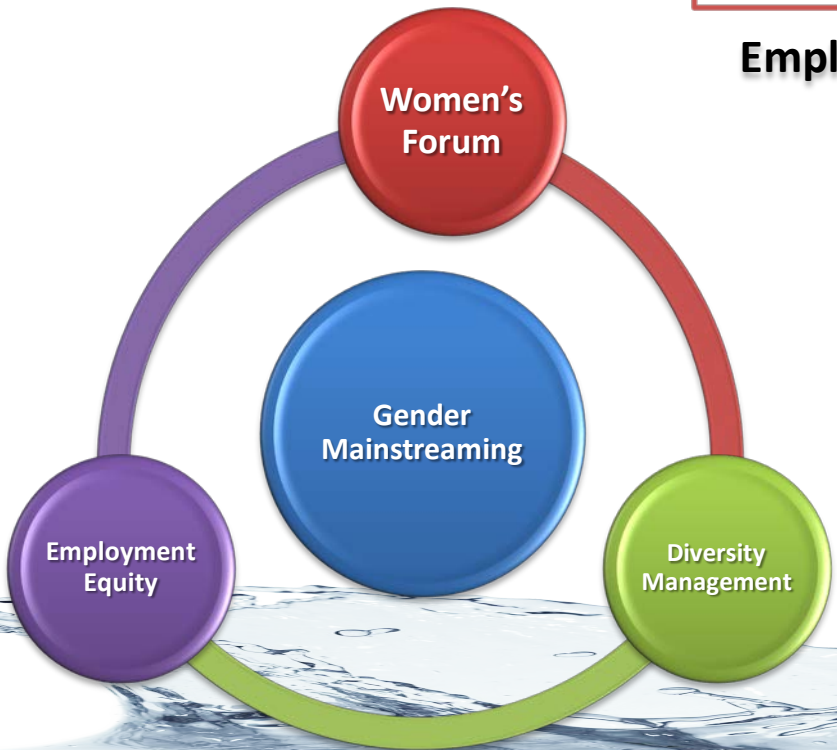
Chief Executive

Group HR Executive

Employee Relations Manager

Participation Cooperation & Partnership Manager

STRATEGIC HUMAN CAPITAL PORTFOLIO

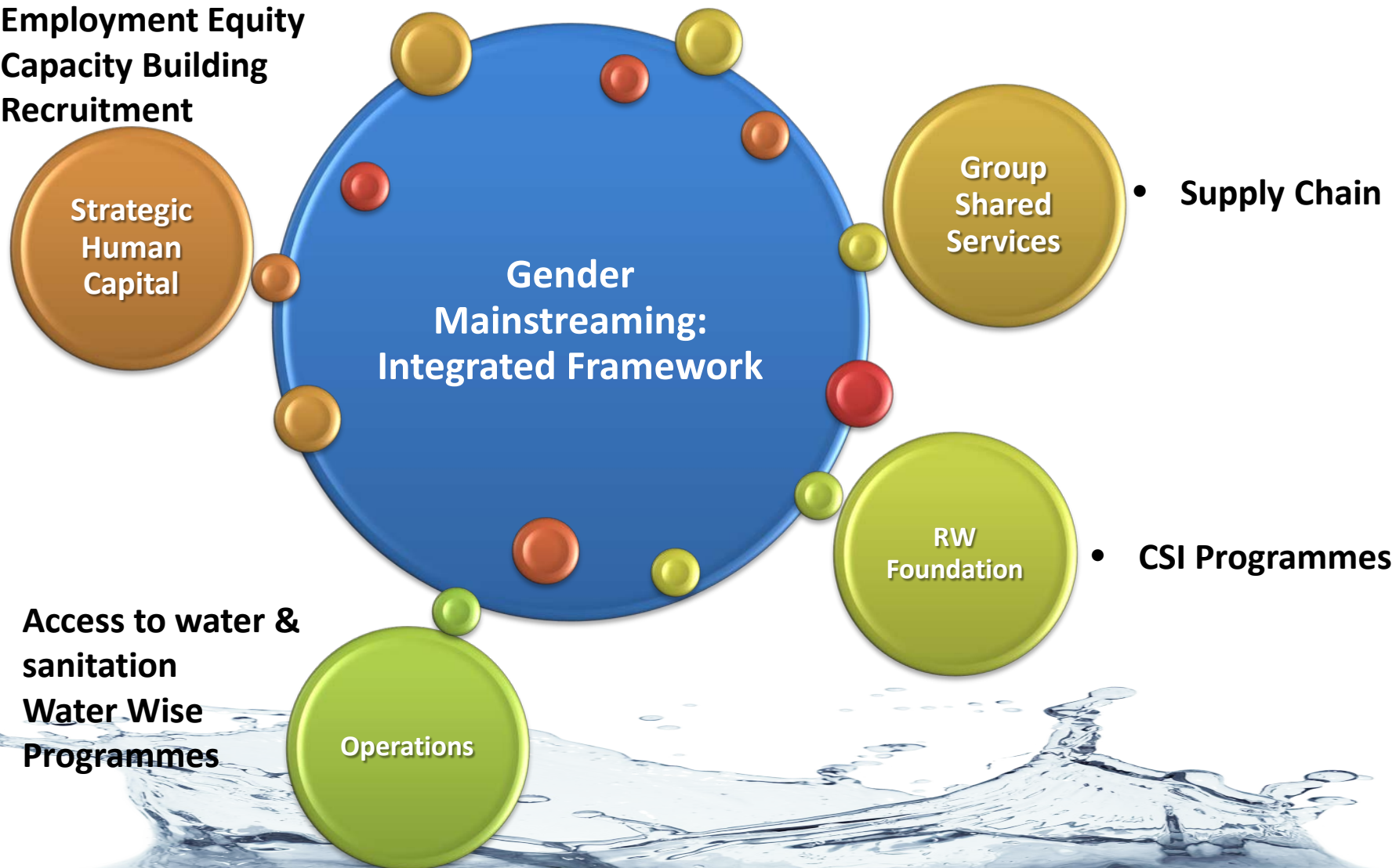


Participation Cooperation & Partnership Manager



Integrated Framework

- Employment Equity
- Capacity Building
- Recruitment





INTERNAL Activities/ Campaigns



☐ ***Awareness / Advocacy***

- Campaigns
- Women's Forum Meetings
- Women's Day Celebrations

☐ ***Policies***

☐ ***Women Representation in Capacity Building Programmes***



INTERNAL Awareness / Advocacy - Campaigns



- **Diversity Management and Inclusion Sessions**
 - Cultural, Generational and **Gender** Diversity
- **Employment Equity Sessions**
 - Employment Equity Act
 - National **Gender** Policy Framework





INTERNAL: Awareness / Advocacy - Women's Forum Meetings



- ❑ **Representative of women from all Rand Water Sites across all levels.**
- ❑ **Objectives:**
 - To create a platform for women to discuss matters of common interest.
 - To promote equality of opportunity for women in all aspects of work life.
 - To increase women involvement and enhance communication.
 - To provide mechanisms for overcoming barriers of previous cultural and gender separation.
 - To serve as an advisory body to the organisation by preparing recommendations for management consideration and influence decision-making.
 - To promote and support the implementation of Government's national agenda for women



INTERNAL: Awareness / Advocacy - Women's Day Event 2014





INTERNAL Policies



Rand Water has a number of policies, which bears testimony to its consideration and sensitivity to gender issues and respect for human rights.

- Gender Mainstreaming Policy
- Sexual Harassment Policy
- Protection of Employees During Pregnancy and After the Birth of a Child Policy
- Disciplinary Code and Grievance Procedure.

Policies &
Procedures



INTERNAL

Women Representation in Capacity Building Programmes



- **Women representation in**
 - Bursaries
 - Learnerships
 - ABET and Technical Programmes
 - Leadership Development and Management Advancement Programmes





INTERNAL

Women Representation in Capacity Building Programmes



Skills Development Project (Females) 2013/2014

	Employed (18.1)				Unemployed (18.2)				
	Female				Female				
	A	C	I	W	A	C	I	W	
Internal Bursaries	48	2	6	3	0	0	0	0	
External Bursaries	0	0	0	0	24	0	2	0	
ABET	10	0	0	0	0	0	0	0	
Apprenticeship	0	0		0	10	0	0	0	
Graduates / Interns	0	0	0	0	19	0	1	0	
Learnerships	12				6	1	0	0	
Grand Total	70	2	6	3	59	1	3	0	



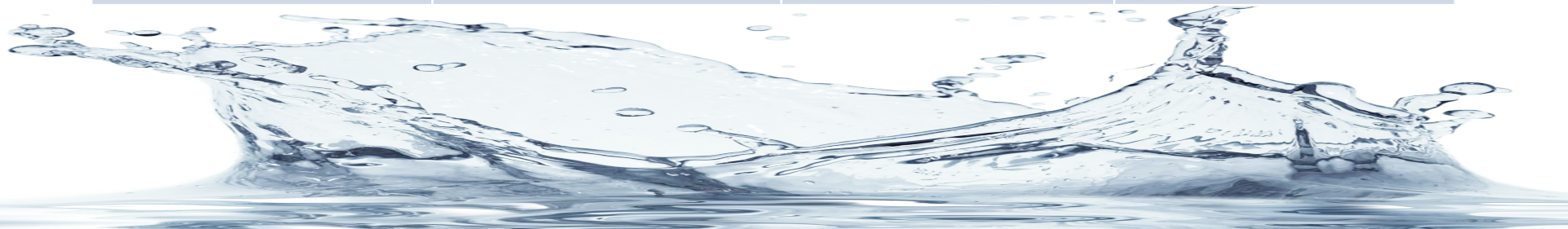
INTERNAL

Women Representation in Capacity Building Programmes



Functional Training Females 2013/2014

Females	Permanent employees	Temporary employees	Grand Total
African	621	29	650
Coloured	33	1	34
Indian	34	1	35
White	71	0	71
Grand Total	759	31	790





INTERNAL

Women Representation in Capacity Building Programmes



Functional Training Females 2014/2015

Females	Permanent employees	Temporary employees	Grand Total
African	1007	21	1028
Coloured	26		26
Indian	24	1	25
White	117		117
Grand Total	1174	22	1196



INTERNAL Women Representation in Capacity Building Programmes



Leadership Development Training Female 2013/2014

Females	A	C	I	W
MAP	11	2	2	0
NMP	13	0	1	2
GMP	3	1	0	0
EDP	1	0	0	0
Grand Total	28	3	3	2

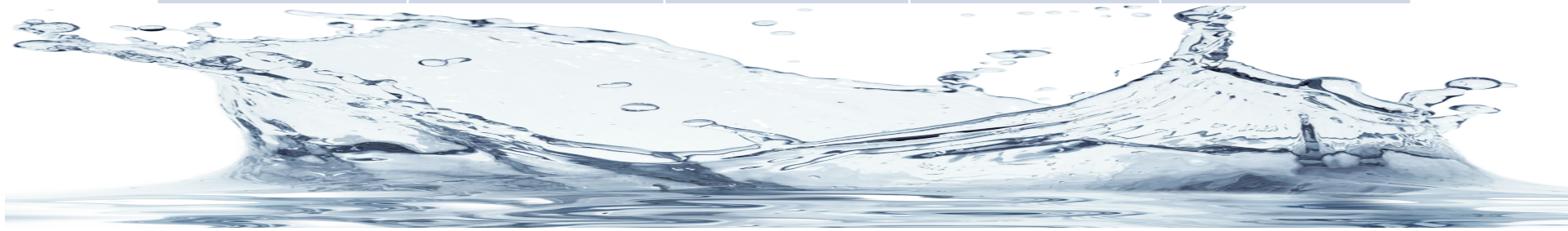


INTERNAL Women Representation in Capacity Building Programmes



Leadership Development Training (Female) In progress 2014/2015

Females	A	C	I	W
MAP	17	0	0	2
NMP	15	0	0	1
Grand Total	32	0	0	3





EXTERNAL Activities / Campaigns



- ❑ ***Community Engagement***
 - Awareness/Information Sharing
 - Community Projects





EXTERNAL

Community Engagement – Awareness / Information-Sharing



- **Rand Water - Water Wise Programme:**
Training provided to female prisoners at the Sun City Prison twice a year on vegetable gardening practices and water conservation.





EXTERNAL Community Engagement – Community Projects



- Partnership with UWESO Consulting since 2013
- 60 Female Learners from disadvantaged communities from Grades 9 to 12
- Structured job shadowing programme during school holidays in the **disciplines** of science, technology, engineering, and mathematics (STEM)





EXTERNAL Community Engagement – Community Projects



Programme Benefits

For the girl child:

- it provides girls with first hand insider information into what their career of interest involves;
- it provides girls with the opportunity to understand the benefits and challenges of positions in those careers;
- it motivates girls to develop a personal action plan to study further to secure a job of interest;
- it helps girls gain valuable insight that can assist them in determining where their interest lies;
- it provides girls with an understanding of Mathematics as a prerequisite to pursue studies in most critical careers;
- it enables girls to learn and observe team work on the job;
- it enables girls to examine how education and training relates to success on the job;
- it enables girls to understand that education is key to getting in-demand jobs;

For the Job Shadowing Partners:

- it contributes towards the achievement of BBBEE scorecard compliance;
- it provides companies with a platform to build corporate reputation and branding;
- it provides companies with a pool of girls whom they can motivate and support to pursue studies in careers where they experience critical skills shortages;
- it provides companies with a pool of talented girls they can offer employment to after completion of grade 12;
- it provides companies with an avenue to participate in the development of human capital to enhance economic growth;
- it provides companies the opportunity to partner with Government to address socio economic challenges;



EXTERNAL

Community Engagement – Community Projects: TechnoGirl Programme





EXTERNAL

Community Engagement – Community Projects: CSI Projects



CSI is focused on water- and non-water related CSI. The latter is focused on helping marginalised sectors of the community including the aged, the disabled, people with special needs and the empowerment of women.





EXTERNAL

Community Engagement: CSI Projects



■ Bantu Bonke Hydroponics Farming Cooperative

Implemented in the Bantubonke Community within the Sedibeng District Municipality, the project is aimed at eradicating poverty within the community of Bantubonke through sustainable job creation, food production (*a 20 tunnel hydroponics fresh produce facility*), and entrepreneurship development.

Number of female beneficiaries = 13





The Bantu Bonke Hydroponics Community Cooperative



Production Infrastructure
Cucumber production



Production Infrastructure
Spinach production





The Bantu Bonke Hydroponics Community Cooperative



Drip Irrigation Watering System - Water Saving Method.



Planting Method-Grow Bag System





The Bantu Bonke Hydroponics Community Cooperative



PROJECT TUNNEL PRODUCTION





The Bantu Bonke Hydroponics Community Cooperative



PROJECT PRODUCE PACKAGING



RAND WATER
FOUNDATION





The Bantu Bonke Hydroponics Community Cooperative



***PRODUCE
DELIVERY &
MARKET SUPPLY***





EXTERNAL

Community Engagement: CSI Projects



■ Clearing of Alien Vegetation

The project aims at controlling the spread of invasive alien species using labour intensive approach. A one-stop shop for the management of invasive plants optimizing co-operative governance, partnerships, transformation and skills development of local communities.

Number of female beneficiaries = 106





EXTERNAL

Community Engagement: CSI Projects



■ Non-Government Organisations Support

Above and beyond the long term developmental projects, the Foundation continues to ensure an overall community empowerment through among others, support of the NGOs sector. The Foundation has supported a total number of 16 NGOs at total value of R 2 mil.

Number of female beneficiaries = 356





EXTERNAL

Community Engagement: CSI Projects



Adopt a Learner Study Support Grant:

Rand Water Foundation is currently supporting a total number of ten **(10) girl learners** studying at Jeppe Girls High School.

The learners are from the previously disadvantaged households, and they are identified in partnership with the Ruth First Jeppe Girls High School Trust.





Quo Vadis

- ☐ **Strengthening of Gender Unit**
- ☐ **Gender dialogues in new service areas**





Quod Vadis

Strengthening of the Gender Unit (Employee Relations and PCP)



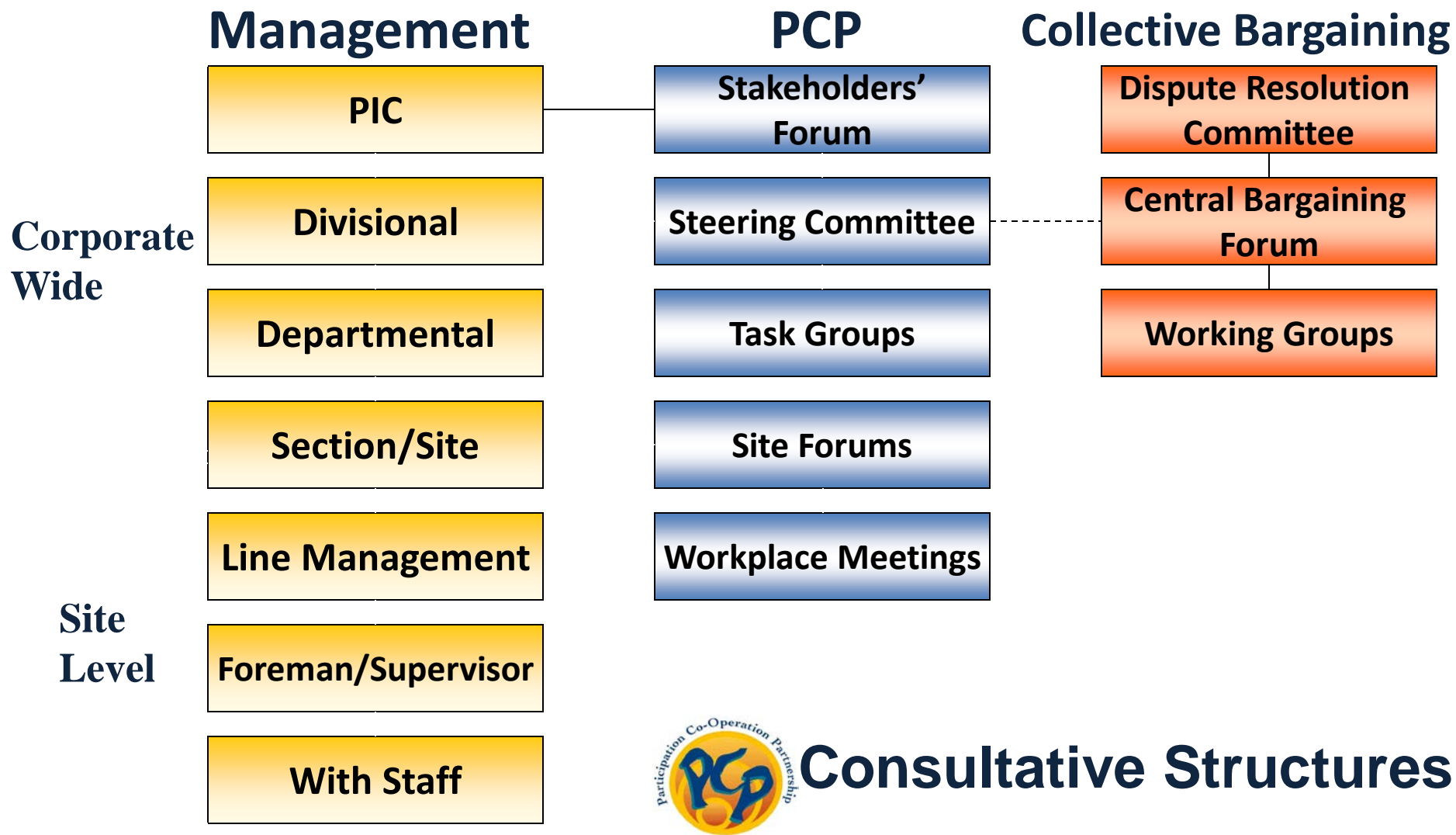
- **Women's Forum representation in:**
 - Consultative Forums
 - Employment Equity Forum
 - Policy Review Committee





Quod Vadis

Strengthening of the Gender Unit (Employee Relations and PCP)





RAND WATER
KAND MATEK



Thank you.

