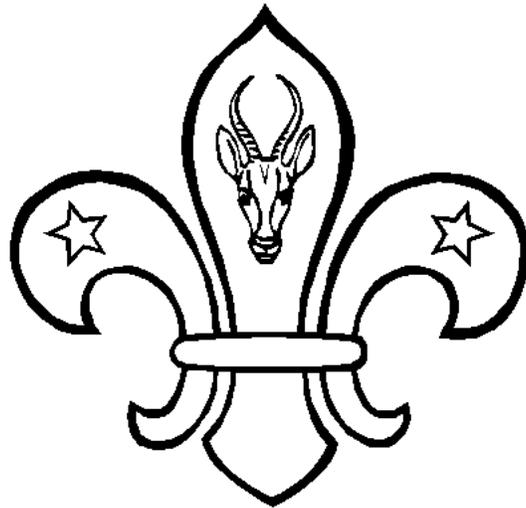


SOUTH AFRICAN SCOUT ASSOCIATION



Gender Policy

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PREAMBLE

The South African Scout Association (SASA) is in a process of transition and is currently developing systems and policies.

The Organisation is committed to Gender Equality and is aware of the National Commitment to issues regarding Gender equity in the Constitution and other legislation.

The SASA Strategy to Gender mainstreaming accentuates systematic integration of gender equality objectives into the organisational policies, programmes at all levels, resource allocation and practices.

The mainstreaming of gender equality goals in SASA presupposes transformation of the Organisation. Transformation means that gender is not just about programmes, policies and personnel balance but institutional culture. It is about caring, flexibility and empowerment, which affect behaviour, rules, programmes and impacts.

The South African Scout Association has established structures that will manage the process of integration and mainstreaming of gender related issues in the organisation.

1. INTRODUCTION

This document outlines the process on how the South African Scouts Association (SASA) will address gender related issues, in relation to the South African Transformation Agenda.

The document proposes practical steps, which are required to enable SASA to transform its policies and practices to integrate the concerns and the needs of women, into the mainstream policy formulation and implementation.

3. VISION STATEMENT

The South African Scout Association is the premier Youth Movement dedicated to the development of the youth of our country.

2. MISSION STATEMENT

To develop the spiritual, physical, intellectual and emotional capacities of all youth to realise their full potential as citizens of South Africa.

4. GUIDING PRINCIPLES AND VALUES

4.1. The SASA subscribes to The World Scout Movement's commitment to:

- "Fulfilment of its educational purpose, to contribute to the education of girls and boys, young women and men as equals and on the basis of the needs and the aspirations of each".
- "Principles of equal opportunities and equal, partnership between boys and girls, women and men, both within scouting and the society as a whole".
- "Reach, in societies where mixed gender relationship are a norm, a situation where gender equality is a reality in terms of youth programmes, adult resources, management and all other aspects of the Movement at all levels".

4.2. The South African Scout Association's is committed to the following values:

- "Inclusiveness – Participation without discrimination of gender, race, religion, disability, age and creed. Building a sense of belonging."
- "Transparency – Openness to all".
- "Good citizenship/Ubuntu – commitment to the democratic values of the Constitution of South Africa".
- Spirituality – Building a relationship with God.
- Integrity – Honesty, Accountability.

5. CONTEXT AND RATIONALE FOR THE GENDER POLICY

Annexure 1 illustrates visually the South African government gender policy commitment and gender frameworks (internationally, nationally, regionally, provincially and departmentally). The gender structures of the Commission of Gender Equality and the Office of the Status of Women as well as the various sensitive legal provisions give the South African Scout Association a firm point of departure for its gender policy. The policy decision taken by the World Scout Conference in 1997, that national bodies should promote gender equality, gives the South African Scout Association an added impetus. This coincides with the requirement by the United Nations, which requires each member state to report on the implementation of the regional and international instruments. As this will require the government to consult broadly with organisations within the country, the progress made by the SASA will be an added advantage to the process.

Beyond and above all these reporting mechanisms and / or commitments, the human rights imperative requires SASA to take promotion of gender equality seriously.¹

6. POLICY STATEMENT

The South African Scout Association gender policy will challenge and interrogate unequal gender relations in a manner, which is transformatory and uses gender redistributive interventions. In that regard, SASA will:

- Provide a setting in which girls, boys, women and men “operate together in a manner that offers equal opportunities ” to both sexes when participating in scouting activities. This will also apply in sharing tasks, responsibilities and making decisions.
- Ensure access and control for boys and girls, women and men to resources including knowledge, skills, services, benefits and opportunities.
- Pursue a common framework of co-educational objectives at each person’s own pace.
- A distribution of roles and functions within all operational teams based on competencies, not gender, but recognising the gendered socialisation of both boys and girls, women and men and the disadvantages confirmed on all by such socialisation.²

7. POLICY OBJECTIVES

- 7.1. To transform the South African Scout Association into an organisation, which is gender responsive and offers redistributive interventions, thus striving to create a more balanced relationship between women and men. A gender audit will be one way of indicating the gender status in SASA to enable SASA to manage the necessary change.

¹ Nomtuse Mbere: SASA Draft Gender Policy, October 2001.

²

- 7.2. To mainstream gender in all policies, programmes and practices.
- 7.3. To build gender competency for key stakeholders in the organisations and expose others to gender sensitivity and gender awareness.
- 7.4. To review the SASA constitution, policies, adult resources, youth programmes, PO&R and other regulations for their gender responsiveness.
- 7.5. To establish a well resourced Gender Focal Point.
- 7.6. To recognise the National Gender unit and strengthen its capacity to efficiently monitor gender relations in the organisation.
- 7.7. To establish area structures to implement and monitor the integration of gender on area and district level.
- 7.8. To offer programmes, projects and activities that is gender responsive.
- 7.9. To develop and institute a monitoring plan.
- 7.10. To network with Government department, non-governmental organisations on National and regional level that can offer training.
- 7.11. To incorporate gender in all training activities and programmes.

8. WHAT DOES GENDER MEAN FOR THE SOUTH AFRICAN SCOUT ASSOCIATION?

The emphasis will be on gender rather than on women, recognising that the inequality of women cannot be understood by looking at women alone, but must be based on a fuller understanding of the relationship between women and men in the SASA. It also means that policies, projects and planning will address all issues concerning women and men. The position of one sex or gender cannot be changed without addressing the position of the other.

9. GENDER ISSUES IN SASA

The following are main gender issues facing the SASA.

- Even though gender parity has been reached by the South African Scout Association this does not indicate gender sensitivity on the part of the women or the girls themselves who are members of the SASA.
- SA has a long history of racism. Intercession between racism and gender is well documented. The South African Scout Association, itself, has experience of this, if not as an organisation itself, then from the parents of the boys and girls and the communities.
- The continued separation of girls in some of the provinces and in some of the activities, yet the National Council in line with WOSM's co-educational guidelines has committed itself to equal access to the Scout Programmes by all.³

³ Nomtuse Mbere: SASA Draft Gender Policy, October 2001

10. GENDER AND EDUCATION

The Constitution of the World Organisation of the Scout Movement defined Scouting as “an educational movement for young people open to all without distinction”. The fact that education is a method, it can assist in the transformation of gender relations in the movement by ensuring that its training modules do not enforce gender stereotypes.

10.1. TRAINING

There are two aspects of training

- Awareness raising and empowerment.
- Training in gender planning.

11. STRUCTURES

To address gender issues effectively, the leadership of the Movement committed themselves to appoint a Transformation Manager. This office will be the National focal point and is structured as follows.

11.1. THE OFFICE OF TRANSFORMATION MANAGER

This office is located at the National Office and reports directly to the Chief Executive Officer. It consists of a Transformation Manager with Support Services. Three Main Functions of the office are:

- To provide active leadership in implementing the SASA commitment to gender equality.
- The development and the implementation of the Gender Policy.
- The development of a phased and achievable action plan in terms of key objectives and priorities. This plan will ensure and monitor the mainstreaming or integration of gender by all sectors and on all levels of the Movement.
 - The uniformed
 - The non-uniformed
 - The Staff
 - The youth

Other functions of the office are to:

- Review existing policies.
- Ensure that gender is integrated in new policies.
- Development of training and education strategies for the different sectors of the Movement.

- Develop a system of indicators and regular reporting of different sectors on the gender impact on their programmes, policies and budgets.

11.2. PROVINCIAL STRUCTURE

11.2.1. The Gender Focal point mechanism includes both the designated Gender representative and the Provincial Manager. It is therefore a team function comprising of both Management and operational dimensions.

11.2.2. Capacity building of the Provincial structure is essential for effective participation and implementation of gender policy.

11.2.3. The Provincial structure needs to act as change facilitator in their Provinces by providing leader support and change-aligned support.

11.2.4. Submit regular statistical and narrative reports to the National Gender Focal point of the interventions in the Provinces.

12. MAINSTREAMING STRATEGY

The mainstreaming strategy as an approach will be adopted in order to strengthen the effectiveness of development cooperation in addressing the situation of women and achieving progress toward gender equality. For the South African Scout Association it means:

- **Emphasis on reshaping the mainstream rather than adding activities for women at the margin:** a consistent approach to incorporating gender perspectives in policy and programme development, programme appraisal, and monitoring.
- **Focus on gender equality as an objective, rather than women as a target group.** This means going beyond the question: “how many women participated?” to ask: “how can this policy or initiative reduce disparities between women and men?”

13. STRATEGIC AREAS OF INTERVENTION

13.1. TRANSFORMING THE INSTITUTION

- Ensure adequate representation of women in the Movement at all levels.
- Ensure that all key role policy-makers and implementers receive gender education and training for the development of skills in gender planning, policy development and implementation.
- Establish a well-resourced National Gender focal point.

13.2. POLICY

Mainstreaming gender into all policies, programmes and practices.

13.2.1 HUMAN RESOURCE POLICIES AND PROCEDURES.

- 13.2.1.1. Selection and Recruitment Policy.
- 13.2.1.2. Advertisement of positions –It should state that the Movement is an equal opportunity employer.
- 13.2.1.3. A gender –based panel should conduct Interviews.
- 13.2.1.4. Code of Conduct.

13.3. YOUTH PROGRAMME

13.3.1. The principles of equal opportunities and equal partnership between males and females should be reflected and promoted through their Youth Programme.

13.3.2. Integration of girls and boys in the Cub Packs and Scout Troops.

13.3.3. To develop leadership training and other support should reflect the principles of equal participation and equal opportunities.

13.4. LEADERSHIP

13.4.1. Training in gender planning.

13.4.2. To strive for Management practice that treats people equally, consultative, sensitive, decisive and prioritises capacity building.

13.4.3. Gender will be a standing item on the agenda of National, Provincial and District Meetings.

13.4.4. Hold the National Gender Focal Point accountable for the mainstreaming of gender equality.

14. MONITORING AND EVALUATION

The implementation of the policy requires ongoing monitoring and evaluation at the end of specific phases. The implementation of the gender policy is a priority.

14.1. MECHANISMS

- Key performance indicators will guide the Formal Monitoring. It will, in other words, be measured so that the results can be assessed.
- Monitoring will include a systematic review of all the policies.
- An action plan.
- A pro forma reporting tool that allows quantifiable comparisons on a regular basis.

ANNEXURE 1. CONTEXTUAL ENVIRONMENT FOR SASA GENDER POLICY

NATIONAL GOVERNMENT	SOUTH AFRICAN SCOUT ASSOCIATION.
<ul style="list-style-type: none"> ▪ Constitution. ▪ Commission on Gender Equality. ▪ Humans Rights Commission. ▪ National Office of the Status of Women. <ul style="list-style-type: none"> ➤ National Gender Policy ➤ National gender focal point ➤ Dept. of Education ➤ Dept .of Sport ▪ Provincial Office of the Status of Women. <ul style="list-style-type: none"> ➤ Provincial Dept. of Education. ➤ Provincial Dept of Sport ▪ Civil Society <ul style="list-style-type: none"> ➤ Women’s Charter for Effective Equality ▪ Legislation <ul style="list-style-type: none"> ➤ Labour Relations Act Basic Conditions of Service & employment <ul style="list-style-type: none"> ➤ Department of Education Acts ➤ Prevention of Domestic Violence Act. ▪ Regional Frameworks <ul style="list-style-type: none"> ▪ SADC: Declaration on Gender Development. ▪ SADC Declaration on Violence Against Women. ▪ Africa Platform for Action ▪ International Frameworks <ul style="list-style-type: none"> ➤ Beijing Platform Action ➤ CEDAW ➤ Convention on the Rights of a Child. ➤ International Labour Organisation.⁴ 	<ul style="list-style-type: none"> ▪ SASA Constitution. ▪ The Promise and the Law. ▪ Scout Method. ▪ P.O.& R. ▪ SASA Mission. ▪ International Scout Mission

⁴ Nomtuse Mbere: SASA Draft Gender Policy, October 2001

ACTION PLAN

MAIN OUTPUTS	MAIN ACTIVITIES	RESPONSIBLE UNIT	TIME FRAME
1.Key results area: To finalise the Draft Gender Document. Objective: To submit to the Royal Netherlands Embassy.			
1. 1.Draft ready.	1.1.1. Submission to the RNE.	Transformation unit	25 January 2002
2.Key result area: Consultation on the gender draft in the regions. Objective: To disseminate the draft policy and obtain commitment on the implementation from all regions.			
2.1.Draft gender circulated.	2.1.1.Regional workshops	Transformation Unit	January –February 2002
3.Key result area: Final Draft produced. Objective: To produce final draft.			
3.1.To input contributions from workshops.	3.1.1. A final draft produced.	Transformation Unit	18 March 2002
4.Key result area: Final draft to be presented at the Council Meeting. Objective: Present final draft for adoption.			
4.1.Final draft presented and adopted.	4.1.1.Council Meeting held-final draft ratified.	SASA Council & CEO	June 2002
5.Key result area: Implementation of the Gender Policy. Objective: To set the pace of the implementation in the Movement.			
5.1.Set implementation targets and timeframes.	5.1.2.Targets set for each goal with time frames.	Transformation Unit.	June 2002
5.2.Prioritise the gender issues.	5.2.2. Regular Meetings.	Transformation Unit	Ongoing
6.Key result area: Coordination of implementation strategies. Objective: To coordinate gender activities across sectors, areas and organisational levels.			
6.1.Provide a common strategy.	6.1.1.Develop a strategy.	Transformation Unit Provincial Units	July 2002
6.2.Maintain communication.	6.2.1.Regular meetings	Transformation Unit Provincial unit	Ongoing
6.3.Maintain monitoring and feedback.	6.3.1.Provincial Meetings 6.3.2.Management Reports	Provincial Structure Transformation Unit	Meetings Bi-monthly Quarterly Reports
7.Key Result area: Monitoring the process. Objective: To monitor and evaluate the gender integration process			

7.1. Evaluation Strategy	7.1 Development and maintain a process of gender evaluation.	Transformation Unit Provincial Structure	Ongoing
7.2. Develop and institute a monitoring plan.	7.2.1. Monitor and evaluate the implementation of the Provincial plans on a six-month basis.	Transformation Unit Provincial Structure	Six monthly Provincial status reports