

# SPECIAL PROGRAMMES POLICY

2024/2025



## public works & roads

Department:  
Public Works and Roads  
North West Provincial Government  
**REPUBLIC OF SOUTH AFRICA**

## **1. PREAMBLE**

The Department of Public Works and Roads (DPWR) is committed to the promotion of Women Empowerment and Gender Equality, Disability Mainstreaming, Empowerment of Young and Elderly Persons as well as Mainstreaming of Children's Rights in all its Programmes, Sections and Directorates to eradicate all forms of unfair discrimination towards the targeted Designated Groups.

The Department recognises that both women and men may experience forms of gender discrimination however it is noted that in South Africa young, elderly and women with disabilities are categorised as a group that has been particularly marginalised. The Department commits itself fully to the articles of the Convention on the Elimination of all forms of Discrimination Against Women and related Legislations for all forms of discrimination against the designated groups. The preferential treatment of the targeted groups does not amount to unfair discrimination.

## **2. INTRODUCTION**

Past inequalities which were reflected in the under-representation and exclusion of the designated groups in the sphere of work and lack of empowerment in general must be addressed. The major focus of this policy is to address empowerment, employment equity, equality through measures such as skills development (training), mentoring, coaching, empowerment programmes and support for the targeted groups, both internally and externally.

It is also meant to increase equity in access and success rates and to redress past inequalities through ensuring that the employees and stakeholder profiles reflect the demographic composition of the South African society with a bias in favour towards the said groups.

A target that must be achieved according to the Employment Equity Act is fifty (50)% representation of women at Senior Management level is also given to the Strategic Framework for Gender Equality within the Public Services (2006-2015) as published by the Department of Public Service and Administration (DPSA), Republic of South Africa (2006). The target to be achieved for the employment of Persons with Disabilities is two (2)%.



The context within which this policy should be understood and practiced is on the premise that the promotion and protection of human dignity and human rights of Women, Persons with Disabilities, Young Persons, Older Persons and Children are in general to be taken cognisance of. The Department shall promote non-sexism and non-racism in all its dealings with both internal personnel and external clients. This shall happen with the view to address organisational transformation, change and how these changes are managed within the context of a transforming and developing State.

This policy is informed by the following legislations: -

- 2.1. The Constitution of the Republic of South Africa, Act 108 of 1996;
- 2.2. Gender Equality Strategic Framework;
- 2.3. White Paper on the Rights of Persons with Disabilities;
- 2.4. Job Access Strategic Framework;
- 2.5. Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000;
- 2.6. Gender-Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework 2018;
- 2.7. Employment Equity Act 55 of 1998;
- 2.8. Labour Relation Act 66 of 1998;
- 2.9. Skills Development Act 97 of 1998;
- 2.10. National Youth Policy 2020 – 2030;
- 2.11. Older Persons Act 13 of 2006;
- 2.12. Children's Rights Act 38 of 2005;

### 3. DEFINITIONS

- 3.1. **Accessibility** means the practice of making information, activities, and/ or environment sensible, meaningful and usable for as many people as possible;
- 3.2. **Equity** refers to fairness and justice;
- 3.3. **Equality** means the state of being equal, especially in status, rights and opportunities;
- 3.4. **Empowerment** means a management practice of sharing information, rewards, resources, authority and power with beneficiaries/stakeholders so that motivation as well as holding them responsible and accountable that



they can take initiative and make decisions to solve problems and improve service and performance;

- 3.5. **Designated Groups** means Black people, Women, Persons with Disabilities, Older Persons, Youth and Children;
- 3.6. **Discrimination** means treating some people differently from others;
- 3.7. **Disability** means any condition of the body or mind that makes it more difficult for the person with the condition to do certain activities and interact with the world around them;
- 3.8. **Diversity** means a broad variation in culture, race, physical ability, gender, language, values, beliefs, needs and interests;
- 3.9. **Gender** means the economic, social and cultural attributes associated with being male or female which may result in an imbalance in power relations;
- 3.10. **Inequality** refers to a lack of equality or fair treatment in the sharing of wealth or opportunities;
- 3.11. **Integrity** refers to the quality of being honest and showing a consistent and uncompromising adherence to strong moral and ethical principles and values;
- 3.12. **Reasonable accommodation** means any modification or adjustment to a job or to the working/learning environment that will enable a person from a designated group to have access to or participate or advance within the institution;
- 3.13. **Stakeholder** refers to a person, group or organisation with a vested interest or stake, who participates in the decision-making and activities of a business, organisation, or project;
- 3.14. **Transformation** refers to a complete change in the appearance or character of something or someone especially so that, that thing or person is improved.

#### 4. SCOPE OF APPLICATION

- 4.1 This policy is applicable to all employees, prospective employees and other stakeholders of the Department, subject to the proviso that employees that are excluded from the Labour Relations Act and Employment Equity Act, after exhausting internal remedies, take their cases to the Equality Court;



- 4.2 Rights relating to affirmative action only apply to black people, women, persons with disabilities, older persons, youth and children, whereas rights to unfair discrimination apply to all employees;
- 4.3 The policy is applicable to both internal and external stakeholders. Thus, equity and empowerment issues as applicable to internal and external stakeholders shall be the focus of this policy.

## **5. MAIN OBJECTIVES**

This policy seeks to redress the inequalities of the past with specific focus on the previously disadvantaged groups, under-representation and exclusion in various categories of empowerment and employment. In doing so, measures will be taken to remove obstacles that are currently in place which are making it difficult to address these imbalances.

To achieve these objectives the following will be instituted: -

- 5.1 The protection of persons, especially women who are unfairly discriminated against based on gender, Management shall institute measures and systems that would place checks and balances with respect to protection of gains in the sphere of women advancement;
- 5.2 The removal of gender inequalities that currently exist and are denying individuals fair access to resources and employment opportunities should be instituted. For those women who are seeking work opportunities within the Department, procedures of employment and equity protocols should inform employment processes, be observed and implemented, such that barriers by virtue of gender do not determine entry;
- 5.3 The promotion of gender equality and diversity in all employment sectors of the Department must be achieved. It shall be imperative, as dictated to by the Employment Equity Act, that equal representation set in all levels of employment within the Department be achieved and such employment procedures must be free of gender bias. This will be achieved by the creation of an enabling environment that specifically addresses the special needs of women and promote advancement of women employees in all sections of the Department;





- 5.4 A Transformation and Equity Committee must be established (TEC). The committee will adjudicate conciliation of disputes where discrimination by virtue of gender has been observed;
- 5.5 All employees and stakeholders of the Department will develop an inclusive environment within the Department. This will be achieved by involving Persons with Disabilities in all decisions taken in respect of disability issues or seek their input in such matters;
- 5.6 As far as it is reasonably practicable and within the constraints of existing buildings and available resources, the Departmental premises must be accessible and safe for Persons with Disabilities;
- 5.7 To ensure that the Rights of Youth and Children are protected in the following spheres and that these rights cover the aspects of the following in the lives of Young People: -
- 5.7.1 **Developmental Rights:** the rights enabling Youth to reach their fullest potential (eg education, play and leisure, cultural activities, access to information and freedom of thought, conscience, and religion);
- 5.7.2 **Participation Rights:** rights that allow Youth and Adolescents to take an active role in their communities (eg the freedom to express opinions, to have a say in matters affecting their own lives).
- 5.8 All employees and clients of the Department develop an inclusive environment for Older Persons;
- 5.9 The needs of Older Persons as identified through consultations are included in the process of Strategic Planning and resource allocation;
- 5.10 The implementation and monitoring of all legislations supporting the transformation agenda and human rights priorities as informed by the Constitution and the Employment Equity Act shall gain priority in achieving the aims and objectives of the agenda.

## 6. VALUES AND PRINCIPLES

Driven by the values and principles enshrined in the Constitution of South Africa, the Department shall be guided by the following seven core values and principles in its application of this policy: -



## 6.1 Transformation for equity and fairness

- 6.1.1 The Department promotes reconciliation and respond actively to past inequities;
- 6.1.2 The Department strives to eradicate all forms of unfair discrimination;
- 6.1.3 The Department treats all persons fairly in accordance with the Constitution and the Bill of Rights;
- 6.1.4 The Department ensures that our employees and clients' profiles progressively reflect the demographic realities of the South African society.

## 7. POLICY REVIEW

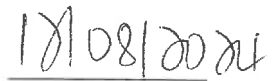
This Policy shall be reviewed every two years where and/or when a need arises.

RECOMMENDED



MS NE KGANG

CHAIRPERSON POLICY REVIEW COMMITTEE



DATE

APPROVED



MR M KGANTSI

HEAD OF DEPARTMENT



DATE

