

POLICY WOMEN AND HOUSING POLICY

ITEM HD 63-2001
CM : 29.11.2001

WOMEN AND HOUSING POLICY (Item HD 135-2001 - MC 22-11-2001)

RESOLVED:

- (1) **That** the contents of the report **BE NOTED**.
- (2) **That** Council **ADOPT** the Women and Housing Policy attached as Annexure "B" to the report as an Interim Policy for implementation in the Metropolitan Area.
- (3) **That** implementation of the policy immediately **BE EFFECTED** on all new housing projects to be implemented by the Ekurhuleni Metropolitan Municipality.
- (4) **That** the MEC for Housing in Gauteng **BE INFORMED** of the resolution taken by Council.
- (5) **That** a presentation in respect of Women and Housing Policy **BE MADE** by the Department of Housing to the Housing Portfolio Committee and that the Mayoral Committee members be invited to attend the presentation.

ANNEXURE 'B'**WOMEN AND HOUSING****GAUTENG DEPARTMENT OF HOUSING
REVISED WOMEN AND HOUSING POLICY
DRAFT
30 AUGUST 2001**

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EXECUTIVE SUMMARY: REVISED WOMEN IN HOUSING POLICY

Introduction

The executive summary aims to provide an overview of the contents of the Women and Housing Policy.

The policy on Women and Housing is divided into three main parts part 1 which deals with the context and vision; part 2 which deals with the framework for implementation; and part 3 which deals with the conclusion and the key success factors. A summary of the contents each of the three parts is provided below.

PART 1: Context and Vision:

The purpose of part one of the policy is to set the policy context; to outline the issues and problems that inform the policy and to propose key recommendations to meet the objectives of the policy, as well as to address the identified problems.

The policy is based on three key strategic approaches: a basic needs approach which aims to meet the basic housing needs of women; a strategic approach- which aims to socially and economically empower women; and an education and training approach —which aims to educate both women and men about women's rights and opportunities in relation to housing. Furthermore, to facilitate women getting access to training in relation to the housing delivery process.

The key objectives of the policy are based on the problems that were identified by research commissioned by the Department, a desktop study on literature on women and housing and consultation with various stakeholders in the housing sector. The objectives of the policy are:

- (i) To create an enabling policy environment for translating the Department's commitment to women beneficiaries and women involved in the housing delivery process into reality;
- (ii) To establish mechanisms, projects and programmes that empower women and transform gender relations in the housing delivery process;
- (iii) To ensure that women are empowered to participate at all levels and stages of the housing delivery process;
- (iv) To ensure that the needs of women, as prioritised by women, are taken into consideration in the housing delivery process;
- (v) To ensure that women are provided with greater access and security of tenure with regard to housing subsidies;
- (vi) To ensure that all persons involved in the delivery of housing are educated about the housing rights of women, the opportunities available for women; and their responsibility to ensure that women are economically and socially empowered through the process of housing delivery;
- (vii) To ensure that the Department identifies and establishes links with other organisations that provide assistance to women involved in the housing delivery process; and

- (viii) To ensure that a monitoring and evaluation system is developed that evaluates the implementation of this policy and continues to identify key problems and opportunities that emerge from the implementation of the policy.

Policy Recommendations for Women Beneficiaries

- (i) In a situation where both the male and female partners head a household, the title deed for a subsidised house must be registered in the name of both parties. Where a female, as a head of a household, applies for a subsidy with dependants the title deed must be registered in the name of the female.
- (ii) A minimum of 30% of the housing units within all new housing projects, where practically possible, should be allocated to women headed households.
- (iii) Project managers and developers must consult with target women beneficiaries on the proposed level of service, layout of housing project and size of house prior to the construction of housing.
- (iv) The Department must evaluate the current housing and township layouts being implemented, to assess whether they can be improved on to meet the needs of women beneficiaries and to promote the principals of sustainable and integrated development.

Policy Recommendations for Women in Housing Construction, Women Professionals and Service Providers

- (i) The Department must ring-fence 10% of its 2002/2003 capital budget allocation to finance housing projects to be executed by women, by calling for closed tenders that specifically target women professionals, developers and contractors. The allocation of 10% of the 2002/2003 capital budget, subject to performance, shall be increased by 5% per annum over the next three years, to reach a total of 25%. However, this does not exclude women professionals, developers and contractors from tendering for projects that will be budgeted for from the remaining capital budget.
- (ii) The Department should target 10% of its 2002/2003 non-capital budget allocated for professional work and service requirements of the Department, towards women professionals and service providers in the relevant field. The allocation of 10% of the 2002/2003 non-capital budget, subject to performance, shall be increased by 5% per annum over the next three years, to reach a total of 25%. However, this does not exclude women professionals and service providers from tendering for work from the remaining percentage of the non-capital budget allocation for professional work and service requirements of the Department.
- (iii) The Department must ensure that all developers who are awarded housing project tenders are able to provide the Department with statistics on the percentage of women that make up their entire workforce and the percentage this amounts to in relation to the total expenditure for the project.

Policy Recommendations for the Department

- (i) The Department must run pilot projects, under the Special Needs Programme, that specifically target the use of women professionals, developers and contractors to execute housing projects. Furthermore, these pilot projects must be utilised to assess the key obstacles and problems that women professionals, developers and contractors face from the planning to the completion of housing projects.
- (ii) The Department must clearly outline and communicate through workshops or other practical means the tender procedures and requirements for tenders that specifically target women. Furthermore, the Department should direct women, who require assistance, to departments and organisations, which provide training and services in relation to government tendering procedures.
- (iii) The Department must refine its Housing Subsidy System (HSS), Housing Waiting List Database, Debtors System and records on the Transfer of Housing Programme to provide statistics on women beneficiaries.
- (iv) The Department must establish a database on women and housing, which must be updated and audited on a regular basis. The database should contain information on:
 - women developers, professionals, contractors and other categories involved in the field of housing to facilitate the process of targeting women for work relating to the delivery of houses; and
 - organisations that provide assistance to women professionals, developers, contractors and other categories involved in the delivery of houses.
- (v) Programme Managers within the Department must indicate how women will benefit from their respective programmes.
- (vi) The Department must develop a gender mainstreaming programme of action that sets transformation milestones that will be achieved within set timeframes.
- (vii) The Department must develop a gender mainstreaming programme of action that sets transformation milestones that will be achieved within set timeframes.
- (viii) The Department must establish monitoring Systems to ensure that the Department, Municipalities and developers are adhering to the requirements of the policy.

Policy Recommendations in relation to Educating and Training Women

- (i) The Department must advise women beneficiaries on using their secure tenure/house as a basis for small home-based small businesses.
- (ii) The Department must encourage women beneficiaries to provide sweat equity during the construction phase, as an investment into the development of their own secure tenure/home and as well as an opportunity to gain skills and experience in the housing delivery process.
- (iii) The Department must advise women to have a will, which clearly states who their secure tenure/house will be succeeded to.

- (iv) The Department must encourage women to save both while they are on the waiting list and once they have been allocated to a housing project. Furthermore, advise women about other organisations that can assist them with savings schemes.

MEC's Directives

The following MEC's directives are attached as Schedules:

- (i) Schedule 1: Registration of title deed in the name of both parties in the case of subsidy applications by households that are headed by male and female partners;
- (ii) Schedule 2: Employment of women by developers during the construction of housing;
- (iii) Schedule 3: Employment of women by Municipalities who act as developers for the construction of housing; and
- (iv) Schedule 4: Application of the Women and Housing Policy to Municipalities.

PART 2: Framework for Implementation:

This section of the policy highlights the need for the monitoring and evaluation of the policy and outlines the objectives of monitoring and evaluation, the required indicators and the mechanisms that need to be in place for the effective monitoring and evaluation of the policy. Furthermore, this section deals with the resources required to implement the policy.

PART 3: Conclusion:

This section of the policy deals with the key success factors that need to be in place if the policy is to be implemented successfully. The key success factors are listed as political, administrative and financial support; effective co-ordination of the implementation of the policy; implementation by programme managers; communication of the policy and monitoring and evaluation.

GLOSSARY OF TERMS

BASIC NEEDS APPROACH; Refers to an approach, which aims to meet the basic housing and service needs of women, as prioritised by women, to ensure that women have a basis from which they can start to develop and consolidate their lives.

DEPARTMENT: Refers to the Gauteng Department of Housing.

EDUCATION AND TRAINING APPROACH: Refers to an approach, which aims to educate all stakeholders and beneficiaries about the housing rights of women; the opportunities available to women; and the training assistance women can access in relation to the housing delivery process.

EVALUATION: For the purpose of conducting evaluations within the Gauteng Department of Housing the term evaluation is defined as periodic assessments, using various methodologies and techniques, of policies, programmes or the organisation itself, that can be utilised to assess set objectives, efficiency, effectiveness, impact, sustainability and to improve decision-making, resource allocation and accountability.

GENDER MAINSTREAMING: Refers to both a technical and political process, which requires shifts in organisational culture and ways of thinking, as well as in the goals, structures and resource allocation of government. Mainstreaming requires changes at different levels within government, in agenda setting, policy-making, planning, implementation and evaluation. Instruments for mainstreaming efforts include new staffing and budgeting practices, training programmes, policies and strategies. (Source: IDS BRIDGE Development and Gender in Brief 5: Institutionalising Gender).

INDICATORS: Refers to tools that measure the impacts, outcomes and outputs of projects, programmes and policies in relations to the set objectives. The information provided by indicators provides for appropriate and informed decisions to be made about how projects, programmes or policies need to be adjusted or what implementation arrangements need to be made to better achieve the intended objectives.

MEC: Refers to Member of the Executive Council.

MONITORING: For monitoring purposes within the Gauteng Department of Housing the term monitoring is defined as a form of assessment that is conducted, using selected indicators and criteria, on a continuous basis to assess progress in a policy, programme or project towards set objectives and to identify unintended consequences, and make adjustments accordingly.

STRATEGIC APPROACH: Refers to an approach to deal with economic and social empowerment of women through the housing delivery process, by providing women with access to economic opportunities and by changing the social perceptions about the role of women in relation to the delivery of housing.

WOMEN CONTROLLED CLOSE CORPORATION: means a close corporation registered in terms of close corporation laws of the Republic of South Africa which its members are constituted by fifty plus one percent (50 + 1%) of women.

WOMEN CONTROLLED COMPANY: means a company registered in terms company laws of the Republic of South Africa which its shareholders are constituted by fifty plus one percent (50+ 1%) of women.

WOMEN IN CONSTRUCTION: Refers to women developers, contractors, subcontractors, artisans and labourers involved in the construction of housing.

WOMEN PROFESSIONALS: Refers to women town planners, architects, quantity surveyors, conveyancers and engineers involved in the delivery of housing.

PART 1: CONTEXT AND VISION

CHAPTER 1: POLICY APPROACH AND CONTEXT

1.1 Introduction

The government through its legislation and social policies influences the way women are viewed in society and effect their access to opportunities and development. The Department has identified women as a “special needs category” that require special attention to ensure that the problems and disadvantages faced by women in the housing delivery process are addressed.

The policy also recognises that in South Africa there is no homogeneity among women in all sectors of our society. It is a known fact that black women compared to their white counterparts are the most affected by the inequalities and imbalances of the past. They lack skills, education and the economic advantage thus they fall at the bottom of list within the category of women. However, this does not mean that all black women fall within this category as some have achieved a lot regardless of the economic and social disadvantages they face. Nevertheless, the majority of black women are still living in appalling conditions with no skills at all. The Department acknowledges that in all the identified categories of women and housing these realities do persist.

The policy aims to meet the needs of women in relation to housing at two levels, a basic level and a strategic level. At the basic level, the policy aims to ensure that the basic housing needs of women are met and at the strategic level the policy aims to ensure that that women are economically and socially empowered through the process of housing delivery.

The policy advocates that the needs of women in relation to housing should be addressed through three strategic approaches: a “basic needs” approach; a strategic approach; and an educational and training approach. The “basic needs” approach aims to ensure that all housing that is developed is more responsive to the housing needs and priorities of women. The strategic approach aims to ensure that women are economically and socially empowered through the housing development process. The educational and training approach aims to ensure that all beneficiaries and people involved in the housing delivery process are educated about the housing rights of women, the opportunities available to women and their responsibility with regard to the development and empowerment of women. Furthermore, this approach aims to ensure that women are directed towards organisations that can provide services and training in relation to the delivery of housing.

The policy also aims to ensure that the Department develops and implements a gender mainstreaming strategy targeted at its internal staff and organisation, which aims to transform the ways of thinking and the organisational culture with regard to the role of women, within and outside the Department, in relation to the process of housing delivery.

Finally, the policy aims to give effect to the provisions of the Constitution and the National Policy Framework for Women’s Empowerment and Gender Equality with regard to the development and empowerment of women to address past deficiencies and imbalances.

1.2 The Need for a Policy on Women and Housing

The need for developing a policy on women and housing was identified for the following reasons:

- (i) Firstly, to ensure that the Department of Housing meets its constitutional obligations by instituting measures to address the past and present imbalances with regard to women's right of access to housing and to economic opportunities, which emerge from the process of housing delivery;
- (ii) Secondly, to ensure that the Department meets its requirements in terms of the National Policy Framework for Women's Empowerment and Gender Equality;
- (iii) Thirdly, to develop a policy that reflects the Department's focus on addressing the needs of women as identified within the "special needs categories". In association with the National Department of Housing, the Department identified several vulnerable groups of potential beneficiaries that have been neglected by the current housing subsidy scheme, which require the development of policies that addresses their specific housing needs. The special needs categories were identified as: women; people affected by HIV/ AIDS; disabled; aged; and the youth; and
- (iv) Fourthly, to ensure that the Department develops and takes forward strategies on gender mainstreaming.

1.3 Definition of the Problem

The key problem areas with regard to women and housing were identified as follows:

- (i) **Assessing the needs of women:** There is generally a lack of focus given to the specific needs of women in the housing delivery process, which stems from a general lack of gender awareness amongst those who plan and implement housing projects. The project target group is often treated as an undifferentiated group of "people" without recognising the special needs of women. As a consequence, women's needs are overlooked in many housing development projects.
- (ii) **Women Empowerment:** Women have been unfairly disadvantaged in the past and it is now the duty and responsibility of government to take a proactive role in the development of women and to ensure that women's development entails working towards increased equality and empowerment for women, relative to men both at the basic and strategic levels.
- (iii) **Women in the Housing Delivery Process:** There is a lack of women involvement in the housing delivery process from the planning to the construction stages. The Department needs to play a more proactive role in ensuring that the impediments faced by women in the housing delivery process are removed, and that women are also given opportunities and fair access to participate in the housing delivery process. Essentially, there is a crucial need to identify how women can participate, drive, access, benefit from, learn from and become an integral part of the housing development process.

- (iv) **Access to Subsidies:** The Department needs to ensure that women are getting access to housing subsidies to provide women with greater security of tenure and reduce the risk of women becoming homeless.
- (v) **Transformation:** The Departments needs to take forward gender mainstreaming within the Department to ensure that perceptions, biases and barriers that disadvantage women in the workplace are addressed.

1.4 Purpose and Objectives

The key purpose of the policy on women and housing is to establish a clear vision with regard to the development and empowerment of women in the process of housing delivery and to develop a comprehensive framework for the implementation and evaluation of the policy.

The objectives of this policy are as follows:

- (i) To create an enabling policy environment for translating the Department's commitment to women beneficiaries and women involved in the housing delivery process into reality;
- (ii) To establish mechanisms, projects and programmes that empower women and transform gender relations in the housing delivery process;
- (iii) To ensure that women are empowered to participate at all levels and stages of the housing delivery process;
- (iv) To ensure that the needs of women, as prioritised by women, are taken into consideration in the housing delivery process;
- (v) To ensure that women are provided with greater access and security of tenure with regard to housing subsidies;
- (vi) To ensure that all persons involved in the delivery of housing are educated about the housing rights of women, the opportunities available for women; and their responsibility to ensure that women are economically and socially empowered through the process of housing delivery;
- (vii) To ensure that the Department identifies and establishes links with other organisations that provide assistance to women involved in the delivery of houses;
- (viii) To ensure that the Department promotes women's empowerment and gender equality in their internal employment policies and practices; and
- (ix) To ensure that a monitoring and evaluation system is developed that evaluates the implementation of this policy and continues to identifies key problems and opportunities that emerge from the implementation of the policy.

1.5 Scope

This policy is limited to the core business of the Department and to Municipalities and developers who develop housing with the assistance of housing subsidies provided by the Gauteng Department of Housing.

1.6 Focus

The focus of the policy is to create an enabling environment for women beneficiaries and women involved in the housing delivery process to fully benefit and be empowered from the delivery of houses by the Department of Housing.

To progressively achieve the objectives set out in the policy, the key areas that will be focused on are meeting the needs of women; promoting equality of opportunity; promoting women's empowerment; promoting women's participation; promoting gender equality in the workplace; and the development of monitoring and evaluation systems.

1.7 Gender Mainstreaming

In terms of the National Policy for Women's Empowerment and Gender Equality, to progressively achieve gender equality government must embark on a rigorous gender mainstreaming strategy. Individual departments need to tailor their strategies for gender equality to suit the particular needs and requirements of their departments and client base. However, the National policy proposes a number of generic strategic guidelines, which are usefully and should inform the process of overall gender mainstreaming and overall planning and implementation. The National policy states that there are three main areas of intervention that government departments can make in the area of gender mainstreaming these relate to external and internal transformation:

- (i) Promoting women's empowerment and gender equality in their service provision (external transformation);
- (ii) Raising public awareness about gender in their dealings with clients and stakeholders in the private and community sectors (combines internal and external transformation); and
- (iii) Promoting women's empowerment and gender equality in their internal employment policies and practices.

These three strategic trusts with regard to gender mainstreaming have been incorporated into the policy on women and housing and policy recommendations have been formulated for each strategic trust.

1.8 Consultation

The policy on women and housing represents a culmination of several processes and issues namely: a desktop study on women and housing; research commissioned on women and housing by the Department, the problems identified by the Department with regard to women and the housing delivery process; the requirements of the National Policy Framework for Women Empowerment and Gender Equality; and extensive consultation within the Department and with external stakeholders.

PART 2: SITUATIONAL ANALYSIS

CHAPTER 2: SITUATIONAL ANALYSIS AND IDENTIFICATION OF KEY PROBLEM AREAS

“Access to and control over land and housing provides a place to live, a place to grow and security. It provides the material conditions on which to build a home. However, land and housing also has economic benefits, providing for example, collateral for credit or micro-enterprise development. This in turn provides bargaining power and status. The challenge to view housing not only as a social but economic investment highlights the necessity to recognise gender” (UNCHS (Habitat), 2001).

2.1 Introduction

The purpose of this chapter is to address some of the situational issues, challenges and problems, that relate to women beneficiaries and women involved in the construction of housing, which were taken into consideration when drafting the policy on women and housing.

2.2 Women as Beneficiaries

2.2.1 Legal Security of Tenure

Women value security of tenure above any other housing need, as it provides them with a basis from which they can consolidate their lives. From a permanent place from which they can raise their families and make a living. From the literature on women in housing and the results of the research on women and housing it is evident that women value security of tenure and place it as their first priority in the process of housing delivery.

2.2.2 Infrastructure and Social Services

The research indicates that women prioritised their housing services needs in the following order: water and sanitation; tarred roads, electricity (at least street lighting); houses, site drainage; refuse disposal and street names.

In general, women raised concerns about the lack of access to basic social services such as schools, clinics and police stations. Women prioritised their social facility needs in the following order: Police Station, Schools, Clinic, and Commercial Facilities.

2.2.3 Safety and Security

In the research, the safety and security of women was raised as a key concern. The key requests made by women were that adequate street lighting be provided and that street names be provided in new townships because in emergencies emergency services cannot gain access effectively to a household due to there being no street names in townships.

2.2.4 Housing Design

In the research conducted, women beneficiaries indicated that they would improve the design of their homes by:

- (i) Adding internal walls to separate rooms within the house. A key problem that emerged from the research is that children have to share bedrooms with their parents and due to the lack of privacy, negative social consequences are emerging;
- (ii) Building bigger houses;
- (iii) Locating the toilet outside or away from the kitchen;
- (iv) Adding a backdoor as a safety precaution against fires and to give women a better chance of getting away from an abusive partner; and
- (v) Enlarging the windows and adding burglar bars.

2.2.5 Process of Housing Delivery

The research indicated that there is a lack of participation of women beneficiaries in the planning phases of the project, and that women are generally not provided with an opportunity to input into the proposed level of service, layout of the housing project and size and layout of the house.

In general, women beneficiaries were confident that they could perform the following functions in the housing delivery process:

- (i) Clearing the Site;
- (ii) Painting;
- (iii) Stock Control; and
- (iv) Book Keeping.

However, there was also the perception by a large number of women that they could perform any job in the housing delivery process.

2.2.6 Housing Needs of Abused Women

The research revealed that the housing needs of abused women stretch beyond the mandate of the Gauteng Department of Housing. The housing needs of abused women were identified as the establishment of women's shelters and the provision of other social services such as clinics and counselling centres.

2.2.7 Savings by Women

The literature on women and housing indicates that women have been more active and successful with regard to building savings, which can be utilised towards the development of security of tenure/house. The Departments needs to take a proactive role in encouraging more women beneficiaries to build savings that can be utilised towards acquiring secure tenure or a home for themselves.

2.3 Women involved in the Construction of Housing

Women involved in the construction of housing have been divided into five categories namely, women as developers, women as contractors, women as subcontractors, women as artisans and women as labourers. The issues and problems experienced by women in these six categories are outlined below.

2.3.1 Women as Developers

There are very few women developers in the field of housing delivery. Historically women have not been actively involved in project management and the construction of housing, due to various reasons including educational and social biases. There is a need for the capacitation of women to become developers, due to the deficiency in the housing sector.

Women developers have experienced the following problems:

- (i) reluctance of banks to provide bridging finance and credit to emerging women developers, which results in serious cash flow problems;
- (ii) complicated tendering procedures set down by government, including insufficient timeframes; unclear tender specifications and complicated language; and
- (iii) Notwithstanding the preferential point procurement system, women generally, due to historical barriers, have smaller businesses and hence are unable to compete with larger more established businesses with regard to the pricing of goods or services, and therefore have not been very successful in tendering.

2.3.2 Women as Contractors

There are very few women contractors in the housing sector.

Women contractors have experienced the following problems:

- (i) reluctance of banks to provide bridging finance and credit to emerging women contractors, which results in serious cash flow problems; and
- (ii) Notwithstanding the preferential point procurement system, women generally, due to historical barriers, have smaller businesses and hence are unable to compete with larger more established businesses with regard to the pricing of goods or services, and therefore have not been very successful in tendering.

2.3.3 Women as Sub-Contractors

There is a fairly substantial amount of women sub-contractors. However, many barriers and obstacles are still faced by women sub-contractors such as:

- (i) women are involved in project activities that bind them to extra unpaid work, without adequate compensation; and
- (ii) women are used as fronts for other contractors to obtain work from the Department.

Overall, the above three categories have faced similar problems to emerging developer and contractors in the housing sector, except they have has the additional disadvantage of being female in the building industry.

2.3.4 Women as Artisans

There is fairly a substantial amount of women artisans in the housing sector.

2.3.5 Women as Labourers

There is not a large amount of women labourers, due to this being traditionally perceived as being a man's job.

Women labourers have experienced the following problems:

- (i) women being trained to undertake work in a housing project and not getting the work once the project is implemented; and
- (ii) women are paid a lower wage than men with regard to work for housing projects.

2.3.6 Women as Manufactures of Building Material

Women involved in the manufacture of building materials have struggled to competitively compete with their bigger counterparts.

2.3.7 Women as Suppliers of Building Material

Women who supply building materials have found it difficult to establish themselves in the market.

Overall, there is a need to ensure that more women enter the arena of housing construction and that they are fully capacitated to benefit from the opportunities that will be provided for by the housing delivery process.

2.4 Women Professionals

The Department needs to ensure, considering fairness, that women professionals have access to opportunities in the housing delivery process and that women employees have access to opportunities and are empowered within the Department of Housing.

CHAPTER 3: POLICY RECOMMENDATIONS AND MEC's DIRECTIVES

3.1 Introduction

The purpose of this chapter is to outline the Department's key policy recommendations and the MEC's Directives with regard to women and housing, which aim at progressively realising the objectives of this policy.

3.2 Policy Recommendations for Women Beneficiaries

3.2.1 In a situation where both the male and female partners head a household, the title deed for a subsidised house must be registered in the name of both parties. Where a female, as a head of a household, applies for a subsidy with dependants the title deed must be registered in the name of the female.

3.2.2 A minimum of 30% of the housing units within all new housing projects, where practically possible, should be allocated to women headed households.

3.2.3 Project managers and developers must consult with target women beneficiaries on the proposed level of service, layout of housing project and size of house prior to the construction of housing.

3.2.4 The Department must evaluate the current housing and township layouts being implemented, to assess whether they can be improved on to meet the needs of women beneficiaries and to promote the principals of sustainable and integrated development.

3.3 Policy Recommendations for Women in Housing Construction, Women Professionals and Service Providers

3.3.1 The Department must ring-fence 10% of its 2002/2003 capital budget allocation to finance housing projects to be executed by women, by calling for closed tenders that specifically target women professionals, developers and contractors. The allocation of 10% of the 2002/2003 capital budget, subject to performance and availability of skills and resources shall be increased by 5% per annum over the next three years, to reach a total of 25%. However, this does not exclude women professionals, developers and contractors from tendering for projects that will be budgeted for from the remaining capital budget.

3.3.2 The Department should target 10% of its 2002/2003 non-capital budget allocated for professional work and service requirements of the Department, towards women professionals and service providers in the relevant field. The allocation of 10% of the 2002/2003 non-capital budget, subject to performance and availability of skills and resources, shall be increased by 5% per annum over the next three years, to reach a total of 25%. However, this does not exclude women professionals and service providers from tendering for work from the remaining percentage of the non-capital budget allocation for professional work and service requirements of the Department.

3.3.3 The Department must ensure that all developers who are awarded housing project tenders are able to provide the Department with statistics on the percentage of women that make up their entire workforce and the percentage this amounts to in relation to the total expenditure for the project.

3.4 Policy Recommendations for the Department

- 3.4.1 The Department must run pilot projects, under the Special Needs Programme, that specifically target the use of women professionals, developers and contractors to execute housing projects. Furthermore, these pilot projects must be utilised to assess the key obstacles and problems that women professionals, developers and contractors face from the planning to the completion of housing projects.
- 3.4.1 The Department must clearly outline and communicate through workshops or other practical means the tender procedures and requirements for tenders that specifically target women. Furthermore, the Department should direct women, who require assistance, to departments and organisations, which provide training and services in relation to government tendering procedures.
- 3.4.2 The Department must refine its Housing Subsidy System (HSS), Housing Waiting List Database, Debtors System and records on the Transfer of Housing Programme to provide statistics on women beneficiaries.
- 3.4.3 The Department must establish a database on women and housing, which must be updated and audited on a regular basis. The database should contain information on:
- (i) women developers, professionals, contractors and other categories involved in the field of housing to facilitate the process of targeting women for work relating to the delivery of houses; and
 - (ii) organisations that provide assistance to women professionals, developers, contractors and other categories involved in the delivery of houses,
- 3.4.4 Programme Managers within the Department must indicate how women will benefit from their respective programmes.
- 3.4.5 The Department must develop a gender mainstreaming programme of action that sets transformation milestones that will be achieved within set timeframes.
- 3.4.6 The Department must establish monitoring systems to ensure that the Department, Municipalities and developers are adhering to the requirements of the policy.

3.5 Policy Recommendations in relation to Educating and Training Women

- 3.5.1 The Department must advise women beneficiaries on using their secure tenure/house as a basis for small home-based small businesses.
- 3.5.2 The Department must encourage women beneficiaries to provide sweat equity during the construction phase, as an investment into the development of their own secure tenure/home and as well as an opportunity to gain skills and experience in the housing delivery process.
- 3.5.3 The Department must advise women to have a will, which clearly states who their secure tenure/house will be succeeded to.

3.5.4 The Department must encourage women to save both while they are on the waiting list and once they have been allocated to a housing project. Furthermore, advise women about other organisations that can assist them with savings schemes.

3.6 MEC's Directives

The following MEC's directives are attached as Schedules:

- (i) Schedule 1: Registration of title deed in the name of both parties in the case of subsidy applications by households that are headed by male and female partners;
- (ii) Schedule 2: Employment of women by developers during the construction of housing;
- (iii) Schedule 3: Employment of women by Municipalities who act as developers for the construction of housing; and
- (iv) Schedule 4: Application of the Women and Housing Policy to Municipalities.

PART 3: FRAMEWORK FOR IMPLEMENTATION

CHAPTER 4: MONITORING AND EVALUATION

4.1 Introduction

The purpose of this chapter is to institutionalise the monitoring and evaluation of the women and housing policy in order to ensure that the implementation of the policy is in line with the set objectives. Furthermore, to ensure that there are mechanisms in place to identify any problems which may emerge with the implementation of the policy.

4.2 The Objectives of Monitoring and Evaluation

Monitoring and evaluation of the women in housing policy will serve:

- (i) To measure the success and impact of the programmes and projects that seek to implement the recommendations of the women and housing policy; and
- (ii) To measure the success and impact of the policy and assess whether, in the long term, there has been a positive impact for women beneficiaries and women involved in the process of housing delivery.

4.3 Housing Indicators

There is a need to develop indicators for the assessment of the impact of the policy, as well as for projects and programmes that aim to implement the objectives of the policy. It is important that the correct indicators for monitoring purposes are selected. The indicators need to relate to the objectives set in the policy and measure performance in relation to the set objectives. The monitoring and evaluation section will be responsible for developing indicators to monitor the policy.

4.4 Monitoring and Evaluation Mechanisms

4.4.1 Internal Monitoring

The Department's internal monitoring and evaluation section that will be responsible for monitoring the implementation of the women and housing policy on a continuous basis.

4.4.2 Role of line managers in monitoring and evaluation

Programme managers must report on a monthly basis to the Head of Department through the Monthly Departmental Management meeting on the progress of the programmes that they manage and any problems that they have encountered with regard to the implementation of the women and housing policy.

4.4.3 Monitoring of Gender Mainstreaming

The monitoring and evaluation section of the Department must ensure that it monitors the gender mainstreaming process within the Department.

4.4.4 External Evaluations

The Department must put out on tender every three years a tender calling for consultants to undertake an in-depth evaluation of the broader impact of the women and housing policy. The evaluation must be undertaken by an independent entity to ensure a fair reflection of the impact of the policy is provided.

CHAPTER 5: RESOURCES

5.1 Resource Implications

The policy requires that a certain percentage of the capital and non-capital budgets be targeted towards women specifically, therefore no additional funds are required. Furthermore, a monitoring and evaluation section has been established within the Department, which will be responsible for monitoring the policy and commissioning evaluations.

The resources requirements for gender mainstreaming must be budgeted for, in terms of the training budget, by the Directorate: Human Resources.

PART 4: CONCLUSION

CHAPTER 6: CARRYING THE PROCESS FORWARD

6.1 Introduction

The policy on women and housing is a comprehensive policy which aims to address the housing needs of women beneficiaries, as well as empower women through the housing development process. However, there are certain key success factors that need to be taken into consideration with regard to the implementation of the policy. This chapter deals with these key factors.

6.2 Key Success Factors

6.2.1 Political, Administrative and Financial Support

There needs to be continued political support for the enhancement of the lives of women beneficiaries and the empowered of women involved in the housing delivery process, if the policy on women and housing is to be successfully implemented through practices, projects and programmes. Furthermore, the Department needs to have in place the proper administrative systems and financial resources to successfully implement the policy on women and housing.

6.2.2 Effective co-ordination of the implementation of the policy

A detailed implementation plan needs to be drawn up for the policy, which clearly outlines responsibilities, budgets and timeframes.

6.2.3 Implementation by Programme Managers

The policy has implications for various sections of the Department and it will be the responsibility of the relevant programme managers to take forward the recommendations and directives that effect their programme.

6.2.4 Effective Communication of the Policy

The policy needs to be effectively communicated to all internal and external stakeholders by the Directorate: Communications.

6.2.5 Effective monitoring and evaluation

The policy needs to be effectively monitored and evaluated to ensure that it meets its set objectives and also to identify unintended consequences and problems.

SCHEDULE 1

MEC'S DIRECTIVE

TO ALL SUBSIDY APPLICANTS

REGISTRATION OF TITLE DEED IN THE NAME OF BOTH PARTIES IN THE CASE OF SUBSIDY APPLICATIONS BY HOUSEHOLDS THAT ARE HEADED BY MALE AND FEMALE PARTNERS

I, Paul Mashatile, Member of the Executive Committee for Housing in the Province of Gauteng, issue a Directive that the title deed, of any house built with the assistance of the government housing subsidy, must be registered in the name of both parties in the case of applications by households that are headed by male and female partners.

P.S. Mashatile

Date:

SCHEDULE 2

MEC'S DIRECTIVE

TO ALL DEVELOPERS

EMPLOYMENT OF WOMEN BY DEVELOPERS DURING THE CONSTRUCTION OF HOUSING

I, Paul Mashatile, Member of the Executive Committee for Housing in the Province of Gauteng, issue a Directive that all developers who develop housing with the assistance of the government housing subsidy must employ women in the process of housing delivery, from the planning stages to the construction stages, at the following percentages:

- (i) Women professionals should make up at least 10% of the total workforce. This allocation of 10%, subject to performance and availability of skills, should be increased by 5% per annum over the next three years, to reach a total of 25%; and
- (ii) Women contractors and labourers should make up at least 10% of the total workforce.

P.S. Mashatile

Date:

SCHEDULE 3

MEC'S DIRECTIVE

TO ALL MUNICIPALITIES THAT ACT AS DEVELOPERS

EMPLOYMENT OF WOMEN BY MUNICIPALITIES WHO ACT AS DEVELOPERS DURING THE CONSTRUCTION OF HOUSING

I, Paul Mashatile, Member of the Executive Committee for Housing in the Province of Gauteng, issue a Directive that all Municipalities that act as developers and develop housing with the assistance of the government housing subsidy must employ women in the process of housing delivery, from the planning stages to the construction stages, at the following percentages:

- (i) Women professionals should make up at least 10% of the total workforce. This allocation of 10%, subject to performance and availability of skills, should be increased by 5% per annum over the next three years, to reach a total of 25%; and
- (ii) Women contractors and labourers should make up at least 10% of the total workforce.

P.S. Mashatile

Date;

SCHEDULE 4

MEC'S DIRECTIVE

TO ALL MUNICIPALITIES

ADOPTION AND IMPLEMENTATION OF THE WOMEN AND HOUSING POLICY

I, Paul Mashatile, Member of the Executive Committee for Housing in the Province of Gauteng, issue a Directive that all Municipalities must adopt and implement the Women and Housing Policy.

P.S. Mashatile

Date:

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