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## **Media Advisory: The Head of Health to launch the 8 principle action plan for promoting women's empowerment and gender equality within the public service workplace**

The Head of the Department of Health in KwaZulu-Natal, Dr Sibongile Zungu, will on Thursday 25 August 2011 launch the 8 Principle Plan of Action for Promoting Women's Empowerment and Gender Equality in the public service workplace.

Journalists are invited to the launch which will take place at Inkosi Albert Luthuli Central Hospital's Nurses Home Hall at 09h00 and will involve women in the Department of Health.

The 8 Principle Action Plan is a gender equality strategic framework for the public service and it recommends that one week during the month of August to be dedicated to Public Service Women Management Week. This year this week will be observed from the 22nd – 26th August 2011. During this week Heads of Departments must hold meetings with women senior managers in the Departments to reflect upon the progress made in implementing the 8 Principle Plan of Action. It is hoped that the gender equality principles will be institutionalized in the public service.

It is believed that, the Strategic Framework will afford enhanced capacity for women to assert their capabilities and full potential in the workplace. It provides targeted initiatives, which deal with the elimination of gender disparities in accessing resources and opportunities.

Dr Zungu believes: "It is imperative that we take forward the agenda for promoting equality and empowerment through the institutionalisation of the Heads of Departments' eight-Principle Action Plan to promote gender equality that is advocated in this strategy.

"Gender equality can only be achieved through addressing women's unique practical needs as employees. All policies, programmes and projects affect women and men differently at the workplace."

ENDS

ISSUED BY:  
CORPORATE COMMUNICATION  
KWAZULU-NATL DEPARTMENT OF HEALTH

### Notes for Editors:

The principles were launched in 2007 by the then Minister for the Public Service and Administration to encourage all heads of government departments to include the following 8 principles in their departmental action plans towards achieving women's empowerment and gender equality within the public service workplace. The Principles are as follows:

#### 1. TRANSFORMATION FOR NON-SEXISM

Promoting and protecting human dignity and human rights of women, including the rights of women with disabilities.

#### 2. ESTABLISHING A POLICY ENVIRONMENT

The full implementation of national policies and implementation of on-going women's empowerment and gender equality through the development of departmental and sector- specific wellness and standard operating procedures.

### 3. MEETING EQUITY TARGETS

Ensuring women's full participation and decision-making through the employment of 50% women at all levels of the SMS

### 4. CREATING AN ENABLING ENVIRONMENT

Putting in place departmental and sector Gender Management Systems, adequate institutional mechanisms and dedicated Gender Units.

### 5. GENDER MAINSTREAMING

Incorporating gender perspectives in all work of the Department.

### 6. EMPOWERMENT

Capacity development for women's advancement and gender equality

### 7. PROVIDING ADEQUATE RESOURCES

Availing adequate human, physical and financial resources for advancing gender equality.

### 8. ACCOUNTABILITY, MONITORING AND EVALUATION

Ensuring full responsibility, ownership for and reporting on advancing gender equality with the Public Service.