



IMPILO ENGCONO

NEWS

Special edition—September 2023

Information for better health ...

LAUNCH OF DISTRICT'S MEN AND WOMEN FORUMS A WORKPLACE FIGHTING AGAINST GENDER INEQUALITY

Umgungundlovu District has launched both the Women and Men in the Workplace forums. Women and men empowerment has become one of the areas of concern, both globally and locally. Gender inequality is a human rights issue that impacts the nation's development; encompassing social, economic, political, and organizational perspectives. Recently, uMgungundlovu District had two separate launches concerning the above. First, the Men in the Workplace forum was launched on 22 August 2023 and later, the Women in the Workplace forum on 28 September 2023.

During both launches, representatives from the KwaZulu-Natal Department of Health Human Resources Components, uMgungundlovu District office, and representatives from facilities came to represent members of each gender.

The KZN Department of Health facilitated the selection of the members. The chosen committee members will ensure that all facilities have similar committees and that these committees are functional.

More info. Inside....



Newly elected members of uMgungundlovu District women in the workplace forum

From left: Additional Member, Bongwiwe Sikhakhane from Northdale Hospital; Secretary, Happy Makhathini from Northdale Hospital; Deputy Secretary, Thobile Hadebe from the District Office; Chairperson, Dr Zime Nzimande, from Imbalenhle CHC; Deputy Chairperson, Thandeka Nzama from Doris Goodwin Hospital

MEN IN THE WORKPLACE FORUM

The Men in the Workplace forum is a committee of employees who are men, elected by other employees of the same gender. The committee was formed on 22 August 2023 at the uMngeni Hospital Recreational Hall.

Male employees from all facilities within the District were present at the launch where it was mentioned that the forum will meet with the management teams regularly for consultation on workplace issues.

The forum does not replace functions of collective bargaining but deals with matters that are better suited to resolution through consultation rather than through collective bargaining. These include discussing issues that affect men in the workplace and leadership positions, providing a networking platform for men, contributing towards awareness of gender

Name & surname	Positional	Facility of employment
Mlekeleli Mbona	Chairperson	uMgungundlovu District
Zakhele Nxumalo	Deputy Chairperson	Appelsbosch Hospital
S Mgwaba	Secretary	Townhill Hospital
Bongumusa Mqayi	Deputy Secretary	East Boom CHC

Above are the details of the elected members for uMgungundlovu District Men in the workplace forum

discrimination and violence, focusing on men empowerment programmes, enhancing efficiency in the workplace, including male employees in joint decision-making on other matters and

so on.

Staff members were encouraged to support the forum's activities and consult with the members whenever there is a need.



Men around the district came in numbers to attend the launch of uMgungundlovu Men in the workplace forum.

Seated from left: are the elected forum members (Chairperson, Deputy Chairperson, Secretary and deputy secretary); Rev Shangase from the staff Wellness Component at the Provincial office; Mr Z Mthethwa, Human Resources Manager from the District Office



WOMEN IN THE WORKPLACE FORUM

uMgungundlovu District now officially has a formal Women in the Workplace forum. The women's forum is established in terms of the National Gender Equality Strategic Framework issued by the DPSA and the Gender Equality Bill. The functions of the forum are, to ensure workplace implementation of the National Gender Equality Framework as guided by the women in leadership forum. They must also identify, address, and report areas of

concern that may arise during the implementation of the National Gender Equality Framework. They must see to it that issues facing women in the workplace are cascaded to stakeholders. Also, the forum must establish communication of the eight principles for promoting women's empowerment and Gender equality to all stakeholders. These principles are namely; Transformation for non-sexism, Establishing a policy

environment, Meeting equity targets, Creating an enabling environment, Gender mainstreaming, Empowerment, Providing adequate resources, and Accountability, monitoring, and evaluation.

The forum will also oversee that all facilities within the district have formed women in the workplace forums and that these are functional. The district forum will report regularly to the Provincial forum.

The forum members will work with the District Human Resources component for support.



Newly elected members of uMgungundlovu District women in the workplace forum

From left: Additional Member, Bongiviwe Sikhakhane from Northdale Hospital; Secretary, Happy Makhathini from Northdale Hospital; Deputy Secretary, Thobile Hadebe from the District Office; Chairperson, Dr Zime Nzimande, from Imbalenhle CHC; Deputy Chairperson, Thandeka Nzama from Doris Goodwin Hospital



Women in the workplace forum chairperson, Dr Zime Nzimande ensuring the attendants that their support will help the forum to achieve its goals and she is committed to its success



PICTURE GALLERY



1



4



5



2



6



3

Pic 1: Men in the workplace forum members together with all the men who attended the launch

Pic 2: Women in the workplace forum, with the District HR Manager and representatives of the Provincial Women in the workplace forum to

Pic 3: District Choir, kept the launch entertaining for everyone

Pic 4: Mr Z Mthethwa, District HR Manager

Pic 5: A member of the Provincial Human Resources Component helping with the selection of members

Pic 6: Rev Shangase from the Provincial Staff Wellness Department



ACKNOWLEDGEMENTS



uMgungundlovu District

SWITCHBOARD: (033) 897 1000

EMAIL ADDRESS:
Thobile.hadebe@kznhealth.gov.za

KEEP IN TOUCH ...

Physical Address: 171 Hoosen Haffajee
(former Berg) Street, Pietermaritzburg

Postal Address: Private bag X9124,
Pietermaritzburg, 3200

Web Address:
<http://www.kznhealth.gov.za/>



Compiled by
Miss Thobile Hadebe
Senior Communications Practitioner

