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| EUROPEAN COMMISSION DIRECTORATE-GENERAL FOR INTERNATIONAL COOPERATION AND DEVELOPMENT | EUROPEAN EXTERNAL ACTION SERVICE  |
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| The Director-General  | Secretary General  |

**Gender Action Plan III (2021–2025)**

**Country Level Implementation Plan (CLIP) South Africa**

1. **Context for European Union (EU) action to support gender equality and women’s empowerment in the country**

In 1996, South Africa adopted one of the most progressive constitutions in the world, and in 2006 it became the first and so far only African country to legalise same-sex marriage. Gender equality and the rights of women and men in all their diversity have been embedded in the country’s transformation agenda, generating a plethora of policies and legislative frameworks for the advancement of gender equality and evolving national gender machinery, which includes the Department of Women, Youth and People with Disabilities and the independent Commission for Gender Equality. The country is a signatory to a number of international conventions, declarations, regional charters, protocols and policy frameworks, which aim to address inequalities and ultimately achieve gender equality. Despite all these progressive, rights-based laws and policy measures, **gender gaps and challenges remain**. South Africa’s history of colonisation and apartheid has left an indelible mark – a deeply divided society, with significant social and economic disparities across race, geographic location, gender and ability. The situation has been exacerbated during the Covid-19 pandemic and by the impact of climate change with the consequent need to specifically address gender issues in the green recovery efforts post-Covid.

Socio-economic rights, as guaranteed in the Constitution, remain inaccessible for the majority of women, girls, people with disabilities, gender-non-conforming people and the greater LGBTQIA+ community[[1]](#footnote-1). The prevalence of patriarchal cultural customs and norms means that both their right to physical integrity and their socio-economic rights are structurally violated. On average, they face higher levels of gender-based violence (GBV) and difficulties in accessing public services, social protection and employment. This is evident in the perpetuation of the feminisation of poverty. **Women have less access to the opportunities and development resources necessary to overcome poverty, such as land[[2]](#footnote-2), housing, financial resources, employment and education, and are more affected by climate change and food insecurity[[3]](#footnote-3)**. Women’s poverty levels are significantly higher than those of men[[4]](#footnote-4). Unemployment rate at 36, 8% for women has a direct bearing on women’s poverty[[5]](#footnote-5). Black African women are the most vulnerable with an **unemployment rate of 41%.** COVID-19 crisis has increased the employment gender gap, as more jobs for women were lost, and where new jobs were created, women were less likely to benefit.[[6]](#footnote-6)With respect to economic opportunities, women are positioned in **low-skilled employment** **sectors[[7]](#footnote-7)** and account for only 19.4% of business owners. Women-owned SMMEs are mostly in catering, fashion designing, cooking, wedding coordinating and the beauty industry. On average women earn less than men across all educational levels[[8]](#footnote-8), with much of women’s work being unpaid and undervalued. Inequality is also visible in the business environment, where the glass ceiling and salary gaps are recurrent phenomena

Over and above the challenges confronting the realisation of gender equality, **the scourge of violence perpetrated against girls, women and the LGBTIQIA+ community was declared, by President Ramaphosa, in June 2020, to constitute South Africa’s second pandemic**. As many as 51% of women living in South Africa have experienced violence at the hands of someone with whom they are in a relationship. Such assaults remains under-reported and victims are not effectively supported by public services. Further, women face a disproportionately high prevalence of HIV, while the poor conditions of South Africa’s public health care system remain an obstacle for ensuring legal rights to access to sexual and reproductive health for all. The Covid 19 pandemic and lockdown regulations have contributed to an increase in cases of GBV as well as difficulties for many women access sexual and reproductive health services.

Despite the persistence of patriarchal power patterns, South Africa has also made some progress in reducing gender gaps in the past 15 years. Polices put in place to improve gender equality in education have led to some improvements. Data show that women-led households surpassed male-led households, with 87.2% access to electricity, compared to 82.4% for men-led households[[9]](#footnote-9). The **digital gender gap** has also narrowed between women and men. Access to the internet in men-headed households increased from 27.8% in 2009 to 63.2%, compared to 18.1% in 2009 and 60.7% in women-headed households[[10]](#footnote-10).

The recent review of the **National Development Plan: 2030**[[11]](#footnote-11) includes recommendations to free women and girls from GBV, ensuring reproductive health and rights for all women and girls. It calls for women’s and girls’ improved access to education and innovation, and for decent jobs for women, addressing the gender employment gap and the pay gap, while ensuring equal access to social protection and reducing the disproportionate burden of unpaid care work on women.

1. **Selected thematic areas of engagement and objectives**

The Delegation’s Multiannual Indicative programme (2021-2028) focuses on three main Priority Areas, closely related to key priorities of the South Africa’s National Development Plan 2030, notably (1) Sustainable, resilient, transformative and inclusive growth; (2) Reducing inequalities; (3) Partnerships.

Consultations between the European Union Delegation (EUD), the Government of South Africa, civil society organisations (CSOs), EU Embassies and other cooperation partners in South Africa have resulted in the following selected thematic areas of engagement and objectives for the coming years:

1. **Ensuring freedom from all forms of GBV**

The overall thematic objective pursued under this area of engagement is: ***Ensuring freedom form all forms of gender-based violence****.* The focus will be on the following specific thematic objectives:

* Women, men, girls and boys, in all their diversity, are agents of change
* Increased access to essential services.
* Collect and use quality, disaggregated and globally comparable data on GBV / HP.

This thematic area of engagement overlaps with the agreed priority 1 (“Protect and empower people, eliminating discrimination and exclusion”) of the EU Human Rights and Democracy strategy for South Africa, endorsed by the HoMs in April 2021.

A recent CEDAW report[[12]](#footnote-12) stresses the need for awareness-raising, institutional capacity-building and a comprehensive approach by relevant ministries and departments to effectively address and prevent GBV. The adoption National Strategic Plan to combat GBV and Femicide (NSP-GBV/F) in 2020, which aims to provide a multi-sectoral, coherent strategic policy and programming framework to strengthen a coordinated national response to the crisis of gender-based violence and femicide, provides a **solid common ground for action** between Team Europe, the Government of South Africa, and CSOs operating as actors for change on GBV/F, as well as other likeminded development partners.

1. **Promoting economic and social rights and empowering girls and women**

The overall thematic objective under this topic is: ***Women, men, girls and boys, in all their diversity, fully enjoy and exercise their equal economic, labour and social rights***. The focus will be on the following specific thematic objectives:

* Decent work, formal economy and coverage by non-discriminatory and inclusive social protection systems
* Access to financial services and products, and productive resources
* Access to entrepreneurship, including alternative livelihoods, green and circular economy
* Reduction in gender disparities in enrolment, progression and retention at all levels of education and lifelong learning[[13]](#footnote-13)
* Improved access to safe water and sanitation facilities, disaggregated at least by sex.

The South African Government has committed to champion Economic Justice and Rights under the Generation Equality Global Acceleration Plan[[14]](#footnote-14). South African women’s groups and organisations call for support to enhance women’s economic and financial independence to make women less vulnerable for GBV/F. Team Europe and other international partners are broadly engaged in supporting the creation of an enabling environment that provides equal access for women to decent jobs, financial services, technical and vocational education and training, as well as basic services to promote access to socio-economic rights, reduce the unpaid workload and facilitate the combination of work and family responsibilities, particularly for women-led families.

1. **Addressing the challenges and harnessing the opportunities offered by the green transition and the digital transformation**

New, upcoming sectors linked to the green and digital transformation of the South African economy offer new opportunities to enhance women’s economic independence, create new digital networks that can be used to reduce the risks of GBV/F, and invest in innovative green infrastructures and services that reduce women’s burden of unpaid work. Emerging sectors that are not yet historically marked by deeply rooted horizontal or vertical gender or racial segregation offer an opportunity to create new approaches based on equal rights that ensure equal access to jobs, innovative techniques, and material and immaterial resources.

The overall objective with regard to climate change and the environment is: ***Women in all their diversity influence decision-making processes on environmental conservation and climate change policies and actions****.* The focus will be on the following **specific thematic objectives**:

* Participation in and improved access to jobs, entrepreneurship opportunities and alternative livelihoods in the green and circular economy
* Increased participation of women and girls in all their diversity in decision-making processes on environment and climate change issues
* Gender-responsive strategies and agreements on climate mitigation, adaptation, DRR and sustainable management of natural resources and biodiversity.

The green transition can create a leverage effect for gender equality if women’s practical and strategic gender needs are taken into consideration at all levels of decision-making. Innovations to promote the circular economy, green energy and sustainable water management are all relevant for a life-sustaining, home-based economy, and may contribute to reduce women’s burden of unpaid work, particularly in poor areas where women are still responsible for carrying water and firewood. Capacity-building for waste recycling at the local level requires the full participation of both women and men. Additionally, local access to and control over water and energy have the potential to create new opportunities for women to transform unsustainable unpaid work into paid jobs and start-up opportunities for the production and maintenance of decentralised safe water and green energy installations.

The overall objective for digitalisation is: ***Women, men, girls and boys, in all their diversity, can equally participate in shaping the digital world of tomorrow****.*

The following **specific objectives for digital transformation** are widely shared by stakeholders:

* Public digital literacy
* Equal access to affordable and secure broadband, technology and digital tools
* Full equal participation in the digital economy.

This thematic area of engagement overlaps with the agreed priority 3 (Combat inequality (including the digital divide) and promote a green and just transition”) of the EU Human Rights and Democracy strategy for South Africa, endorsed by the HoMs in April 2021.

Policies to address digital transformation overlap in the area of decentralised home-based economic opportunities. The COVID-19 lockdowns have boosted new forms of decentralised digital working methods with flexible working hours, reducing traffic and air pollution. CSOs in South Africa call for the digital gender gap to be reduced by creating access to information and communication technology (ICT), and proper curriculum, devices and equipment for home-based work and schooling. Digitalisation has also led to the creation of digital apps to call for assistance in case of GBV or other challenges in real life, and to mobilise the support network (police, medical services, child care, transport, refugee housing, etc.), although it still does not work perfectly.

Digitalisation applied at government level can increase efficiency, transparency, accountability and better access to services for all.

1. **Gender, peace and security**

One of the priorities under the Multi-Annual Indicative Programme (MIP) is to promote **partnering with South Africa in the region and globally**. South Africa championed the Women, Peace and Security agenda with the adoption of Resolution 2493 in 2019, and the **South African National Action Plan on Women, Peace and Security** in March 2021. The EUD and MS, in particular Sweden, Denmark, the Netherlands and Ireland are engaged in supporting the Government of South Africa with the implementation of these policy frameworks. Actions may include the engagement of CSOs in peace negotiations, triangular cooperation on peace and security, promotion of the rule of law, partnerships and alliances to eliminate all forms of violence against women and girls in the context of conflicts and migration.

1. **Targeted action supporting gender equality and women’s empowerment[[15]](#footnote-15)**

**The EU leads by example:**

As a follow-up to the Secretariat-General’s communication on #NoWomenNoEUDiplomacy, the EUD will adhere to the #NoWomenNoPanel initiative by the European Commission and supported by the European External Action Service. Under the leadership of its Ambassador, and in consultation with staff, the EUD will also initiate a number of activities to create a working environment that encourages women to put themselves forward in shaping public diplomacy and policy development.

1. **Ensuring freedom from all forms of GBV**

**EUD**

* The EUD will top up budget support to the innovation sector with EUR 1.5 million to finance the first **national GBV prevalence survey**, which will take place in 2021–2022. This allows the impact of the COVID-19 lockdown on GBV in South Africa to be included. The results of this national survey are expected to provide relevant information for policy implementation, and will shed more light on key information related to this Gender Action Plan (GAP-III) thematic area.
* Budget support to the gender equality and women’s empowerment sector (EUR 10 million) will contribute to assist the Government of South Africa to mainstream gender in its policies and budgets. One of the objectives of the programme is also focusing on improving services to address GBV, including prevention.
* The EUD is also planning to support CSOs through grants to address root causes of GBV and improve accountability with regard to GBV, as well as outreach activities to involve CSOs in dialogue and advocacy related to GAP-III.
* The EUD and MS will also engage with European companies on GBV and the role of the private sector to address Gender Equality through outreach activities in partnership with the trade chambers and business organisations.
1. **Promoting economic and social rights and empowering girls and women**

**EUD**

* Under the Ecosystem Development for Small Enterprise sector budget support programme, the EUD – in partnership with the Government of South Africa – aims to address critical constraints for small, micro and medium-sized enterprises (SMME), including access to financial services and resources for women-led SMMEs.
* Within the context of the EU-SADC Economic Partnership, as well as under the Wine and Spirits programme, the EUD is fostering value chains within the agri-food and agribusiness sectors to create women job opportunities, as well as increase women participation in decision making through partnerships between SA business associations and European and South African businesses association.
* The EUD is providing grants to CSOs to improve access to socio-economic rights, including better access to safe sanitation and monitoring local-level budget allocation to sanitation.

In the context of reducing inequalities (priority 2 of the MIP), as well as under #TeamEurope4SouthAfrica: Jobs for the future South Africa, the EUD will contribute to:

* increasing women’s access to decent work, including women’s transition to the formal economy and coverage by non-discriminatory and inclusive social protection systems;
* increasing women’s access to financial services and products, and productive resources;
* reducing gender disparities in enrolment, progression and retention at all levels of education and lifelong learning for women, men, girls and boys;
* improving access to entrepreneurship opportunities, including social entrepreneurship, alternative livelihoods and strengthened participation in the green and circular economies;
* Improving access to safe water and sanitation facilities, disaggregated by sex and rural/urban.

Team Europe will engage with European companies to create decent work for women and support the role of the private sector and social partners, particularly with regards the effective implementation of ILO Conventions with a particular relevance for women.

1. **Addressing the challenges and harnessing the opportunities offered by the green transition and the digital transformation**

**EUD**

In the context of **sustainable, job-intensive and greener economic growth** (priority 1 of the 2021–2027 MIP) and the #TeamEurope4SouthAfrica: A Just and Green Recovery, the EUD will enhance equal participation of women and men in all their diversity, and improve access to jobs and entrepreneurship opportunities in the green economy, the circular economy and the digital economy. It will also promote a gender-responsive approach in environmental and climate change processes, as well as activities to increase women’s participation in decision-making processes.

In the programme for **digital transformation**, the EUD will promote public digital literacy, equal access to affordable and secure broadband, technology and digital tools for women, men, girls and boys in all their diversity.

1. **Engage in dialogue for gender equality and women’s empowerment**

The EUD and Member States will continue to engage internally as well as with the Government of South Africa and CSOs to pursue implementation of the NSP-GBV/F, to address the social norms that underpin inequalities and GBV, to prioritise integration of women’s economic empowerment and gender-responsive budgeting, to promote women’s and girls’ participation in the green transition and the digital transformation, and to address women, peace and security.

* **Internal dialogues** take place in the EU++ Gender Development Partners Group, which comprises the EU Member States, Canada, Norway, USAID and the United Nations agencies. The group meets every 2 months to discuss primarily GBV-related programmes and policies. Internal dialogues also take place at political counsellors’ meetings and at Head of Cooperation and Head of Mission meetings.
* **Dialogue with the Government of South Africa:** Annual policy dialogue with the Government of South Africa, in particular the Department of Women, Youth and People with Disabilities, will take place under the Gender Equality and Women’s Empowerment budget support programme (Euro 10 million). While the final policy dialogues plans have not yet been approved, the following topics have been identified: gender-responsive budgeting, capacity-building for gender mainstreaming, women’s economic empowerment, and sex-disaggregated and other gender-relevant data. Additional engagements with the Government of South Africa will be sought under the Official Development Assistance framework. Further, the EUD and Member States will ensure that gender issues are mainstreamed in all policy engagements with the Government of South Africa. Gender equality and women’s empowerment issues will continue to be a key feature in the strategic **high-level dialogues** with South Africa on **Human Rights and Politics, Security and Defence** (for the latter with a particular emphasis on WPS).
* **Dialogue with civil society:** In line with the objectives of the EU Roadmap for Engagement with Civil Society 2021–2027, the EUD is currently establishing a mechanism for structured and regular engagement with civil society to contribute to monitoring implementation of the Civil Society Roadmap, the GAP-III Country Level Implementation Plan (CLIP), the EU Action Plan on Human Rights and Democracy, and the MIP. The establishment of a sounding board with representatives of women’s organisations is foreseen.

In addition, the EU++ Gender Development Partners Group will organise an annual consultation with CSOs in the month of August (South Africa’s Women’s Month).

1. **Outreach and other communication/public diplomacy activities**

The GAP CLIP priorities will be integrated into appropriate EU and Member State communication strategies, thereby increasing their leverage and influence on gender topics in South Africa. The EUD and Member States’ Embassies will continue to make active use of social media to amplify important messages on gender equality. **The hashtags #EU4Women, #GenderEqualWorld, #EU4HumanRights, #SA\_EUtalk** are to be used where appropriate, to ensure ‘branding’ of interventions related to gender equality and social inclusion and highlighting common commitments to equal rights for all.

As in previous years, the EUD and Member State’' Embassies will strive to continue:

* Mark national/international days such as Women’s Month (August), 16 days of activism (November), International Women’s Day (8 March) and the International Day against Homophobia and Transphobia (IDAHOT, 17 May), by undertaking joint communication and/or public diplomacy events. These events will be guided by the EU++ gender donor coordination or Heads of Mission communications group. These events (public debates, dialogues, social media campaign, cultural activities) will aim to:
* **Promote the EU’s commitment to gender equality,** the GAP priorities and the EU’s good practice/exchange of experience;
* **Raise awareness about the social and cultural norms that give rise to discrimination**, stigma, gender inequalities and GBV, with particular attention to the rights of the LGBTQIA+ community, and provide a platform for the voices of women and girls;
* **Create new narratives with positive role models for women and girls**, and reject negative, stereotyped portrayals of women, particularly non-conforming women, in the media; and
* **Support women’s economic empowerment**, particularly in the areas of green transition and digital transformation.

The exact format of the activities will be adapted to the nature of the priority, the target audience and the specific context.

In addition, the EUD and Member States will engage in gender-transformative initiatives with celebrities in South Africa who speak out against GBV and toxic forms of masculinity and who create new perspectives for girls and women as leaders of change.

To strengthen communication of the GAP, an infographic will be developed to highlight the support of the EU and Member States (Team Europe) to gender equality in South Africa. Key messages (including social media GIFs) by priority areas of engagement will also be developed, to be used by the EUD and Member States in their outreach/public diplomacy.

Finally, the EUD will contract a service provider to strengthen the communication and visibility of its gender equality and women’s empowerment support programme. This will provide additional resources to organise engagement of a broader public – in particular, young people – on relevant issues relating to gender equality and women’s economic empowerment in South Africa.

**6. Technical Cooperation** **Facility and/or financial resources allocated to support GAP-III implementation**

Under the current Technical Cooperation Facility, EUR 50 000 was set aside to undertake a gender analysis of the green and digital sectors. The findings will feed into the design of future programmes under the MIP 2021–2028.

Under the 2021Annual Action Programme, EUR 5 million has been allocated to a Technical Cooperation Facility, one of whose objectives is to support the mainstreaming of cross-cutting issues into new programmes through studies, mappings and capacity-building. It is anticipated that the Technical Cooperation Facility will support the design of a new G2[[16]](#footnote-16) Action under the MIP.

Under the 2021 Annual Action Programme, EUR 7 million has been allocated to a Civil Society Facility to strengthen CSOs’ technical skills and capacities to play their role as development actors to achieve the priorities of the MIP – specifically, digital, gender equality, climate change and socio-economic development. Under this Action, EUR 6 million will be set aside for grants to pioneer innovations on climate change, employment and other inequality challenges. Women’s organisations will be strongly encouraged to apply.

Date: 31 August 2021………

Signature by Head of Delegation: …………………………………………………………

**Country Level Implementation Plan (CLIP) South Africa**

**Annex A:**

**Targeted action by Member States supporting gender equality and women’s empowerment**

**A. Ensuring freedom from all forms of GBV**

* **France** supports feminist civil society organisations to prevent GBV and promote gender-transformative actions for a diversity of target groups. France is also the convenor of the Generation Equality Action Coalition for Bodily Autonomy & SRHR, and will plan outreach activities in this regard. France also participates in the Feminist Action for Climate Justice Action Coalition.
* **Ireland** supports several civil society originations’ projects to prevent and respond to GBV, including awareness raising and behavioural change.
* **Germany** supports a regional programme, ‘Partnerships for the Prevention of Violence against Women and Girls in Southern Africa’ with flagship projects o GVB prevention in schools, with the media and pilot gender transformative training for taxi operators. Further Germany is supporting the operators.
* **Sweden** through collaborations with local partners (Government, CSO’s and academia) focuses on parenthood, male role models and father**s.**
* **Denmark** has an overarching focus on gender equality and women empowerment. Denmark is collaborating with local partners (government, CSOs, academia) in 2021, prioritising girls in STEM, LGBTIQA+ inclusion.
* **Netherlands** supports CSO’s to address GBV, healing and gender transformative interventions for perpetrators of GBV, LGBTQI issues and curbing stigmatisation and homophobia.
* **Netherlands** co-lead with Canada on Action 6 of the Generation Equality Forum focusing on feminist movements and leadership and will collaborate on activities related to this action

**B. Promoting economic and social rights and empowering girls and women**

* **France** is supporting feminist civil society organisations to promote economic empowerment of women in Rural Areas through Environment-Friendly Livelihoods.
* **France** is supporting the Industrial Development Corporation and build the capacity of the public entity to implement more gender sensitive internal practices and activities.
* **Denmark** focuses on the promotion of women’s and girls’ economic and social conditions as well as gender mainstreaming in trade policy and trade promotion.
* **Netherlands** supports civil society organisations that promote socio-economic rights of women and girls in township communities, development of entrepreneurial skills and leadership development of women.
* **Finland** applies a gender lens for more inclusive entrepreneurship support in SADC countries, including in South Africa, through equal opportunities in innovation funding, capacity-building and awareness-raising, as well as gender-themed events and support for networking.
* **Finland** and its education institutions supports awareness raising of gender equality and promotes inclusion of women and gender equal perspectives in education and research.

**C. Addressing the challenges and harnessing the opportunities offered by the green transition and the digital transformation**

Under Generation Equality, **France** will encourage multi-stakeholder dialogue multi-stakeholder dialogues (Gov SA, civil society, private sector…) pertaining to the Action Coalitions on SRHR and Feminist Action for Climate Justice.

* **Denmark** in 2021, is supporting UNDP in supporting girls in STEMI – with a specific focus on equipping school students and their teachers with practical skills and ideas to develop STEMI-related solutions for sustainable climate futures (DKK 500 000). In the same year, Denmark will support regional organisation, The Other Foundation, to promote LGBTIQA+ inclusion in the workplace (DKK 349 919). Further, Denmark supports Save the Children South Africa in focusing on education in human rights, equality, and democracy for children (DKK 486 954).
* **Finland** supports innovation hubs in entrepreneurship and startup acceleration in Circular Economy, with a focus on women and youth.
1. Lesbian, gay, bisexual, transgender, queer, intersex, asexual and others. [↑](#footnote-ref-1)
2. Women control only 5% of the and while up to 80% of the labour is provided by women ( Stats SA) [↑](#footnote-ref-2)
3. Statistics South Africa, *Marginalised Groups Indicator Report, 2019*, report no. 03-19-05, Pretoria, 2020, p. 65. According to this report, 11.1% of women-led households reported hunger, compared to 9.7% of men-led households. <http://www.statssa.gov.za/publications/03-19-05/03-19-052019.pdf>. [↑](#footnote-ref-3)
4. Statistics South Africa, Men, Women and Children: Findings of the Living Conditions Survey 2014/15, report no. 03-10-02 (2014/15), Pretoria, 2018. <http://www.statssa.gov.za/publications/Report-03-10-02%20/Report-03-10-02%202015.pdf>. [↑](#footnote-ref-4)
5. QLFS Q2: 2021, Unemployment for men is 32, 4% and 36% for black African men. [↑](#footnote-ref-5)
6. “Of those women who started out employed in February 2020, only 70% still had employment in January 2021. For men, the corresponding figure was 78%. And, of women who started out not employed pre-COVID, 19% had employment in January 2021, with the corresponding *figure for men 31%. Of women who were employed pre-COVID, only 47% stayed employed across all four waves – what we might call ‘stable employment’; for men, the corresponding figure was 61%.* Casale, D., and Shepherd, D., *Gendered employment dynamics during the COVID-19 pandemic: Evidence from four waves of a South African longitudinal survey*, National Income Dynamics Study (NIDS) – Coronavirus Rapid Mobile Survey (CRAM), 12 May 2021.

<https://cramsurvey.org/wp-content/uploads/2021/05/4.-Casale-D.-_-Shepherd-D.-2021-Gendered-employment-dynamics-during-the-Covid-19-pandemic-Evidence-from-four-waves-of-a-South-African-longitudinal-survey.pdf>. [↑](#footnote-ref-6)
7. Statistics South Africa, Gender Statistics, Pretoria, 2011. [↑](#footnote-ref-7)
8. Statistics South Africa, Inequality Trends in South Africa. [↑](#footnote-ref-8)
9. *Ibid*., p. 92. [↑](#footnote-ref-9)
10. *Ibid*., p. 123. [↑](#footnote-ref-10)
11. Taylor, V., *Planning Perspectives on Advancing Women’s Emancipation and Gender Equality*, National Planning Commission, Pretoria, 2021. [↑](#footnote-ref-11)
12. Committee on the Elimination of Discrimination against Women, *Inquiry concerning South Africa under article 8 of the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women*, CEDAW/C/ZAF/IR/1, New York, 12 May 2021. Advance unedited version. [↑](#footnote-ref-12)
13. This includes access to science, technology, engineering, mathematics (STEM) and digital education and training [↑](#footnote-ref-13)
14. <https://forum.generationequality.org/sites/default/files/2021-06/UNW%20-%20GAP%20Report%20-%20EN.pdf> [↑](#footnote-ref-14)
15. Targeted Actions by member States are in Annex A. [↑](#footnote-ref-15)
16. OECD Gender Marker [↑](#footnote-ref-16)