

GENDER MAINSTREAMING POLICY

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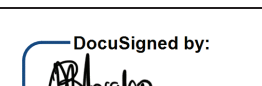
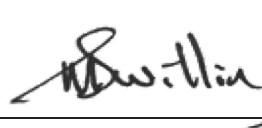
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1. Glossary and Acronyms

- 1.1. **Gender** refers to social, economic, cultural and professional attributes and opportunities associated with being male or female, which are not based upon differences in biological and physical characteristics.
- 1.2. **Gender awareness** is the understanding that there are socially determined differences between women, men, girls and boys that are based upon learned social behaviour.
- 1.3. **Gender equality** requires equal enjoyment by women and men of socially valued goods, opportunities, resources and rewards. Gender equality is pursued by the empowerment of women, with a focus on identifying and redressing power imbalances that result in greater autonomy for women. Gender equality allows both women and men to fully participate as equal partners in productive and reproductive life, which may require women's empowerment to ensure equal access to and control of resources.
- 1.4. **Gender equity** describes fairness to women and men. Fairness is pursued by strategies and measures that compensate for (women's or men's) historical and social disadvantages preventing women and men from otherwise operating on a level playing field. Equity is a process; equality is an outcome.
- 1.5. **Gender inclusion** acknowledges that all women, men, girls and boys deserve to be treated with respect, regardless of gender identity and expression. It ensures that systems and processes treat all genders equally.
- 1.6. **Gender mainstreaming** is a strategy to improve the quality of public policies, programmes and projects, ensuring a more efficient allocation of resources. Better results mean increased well-being for both women and men, and the creation of a more socially just and sustainable society.
- 1.7. **Gender transformative** is an approach that seeks to understand and address the underlying power dynamics at the root of gender inequality.

2. INTRODUCTION

Adopting a gender mainstreaming (GM) approach breeds gender transformed business environments for women and men to participate in the labour market equally and equitably. The GM approach also considers gender factors in the investment process thereby analysing the impacts of the differences between women and men that reflect in social, political, intellectual, cultural or economic attainments or attitudes.

The DBSA defines GM as “Being deliberate in giving visibility and support to both women, men’s and other genders’ contributions individually, rather than assuming that all groups will benefit equally from gender-neutral development interventions.”

This GM Policy seeks to set the Bank on a path to adopt a gender lens approach that will lead to a gender transformed business environment. It is an integral part of the Bank’s Diversity, Equality, Inclusion and Belonging (DEIB) programme and is a guide to drive gender equality. It sets a framework for a coordinated focus on women. It should be read in conjunction with investment/financing audit processes and procedures as well as ethics and human capital related policies and frameworks that impact women such employment equity, training, succession planning and labour relations.

The Policy is consistent with the DBSA Act which sets out the role and function of the DBSA as a DFI with a focus on infrastructure development, especially in Southern Africa. It is also consistent with the Bank’s mandate and strategy that are aligned with the South African National Development Plan (NDP), Vision 2030 and Integrated Urban Development Framework (IUDF), United Nations Sustainable Development Goals (SDGs), the African Union’s Agenda 2063, the SADC Protocol on Gender, the Employment Equity Act of 1998, the Skills Development Act (1988) and Basic Conditions of Employment Act (1997), Labour Relations Act (1995) and Broad-Based Black Economic Empowerment Act (2005).

3. POLICY OBJECTIVE

This Policy sets out a framework for the Bank to collectively commit to creating a gender sensitive environment. It sets out the principles underpinning the Bank’s approach to GM to ensure that gender perspectives are central to all activities.

The key objectives of this policy are aligned to the four GM strategic pillars namely:

- a. **Investment Pillar:** To deploy capital, technical expertise and infrastructure delivery for achieving gender objectives and promoting investments in women-owned/led projects – compliance audits by expert organisations such Empowerdex and related entities.
- b. **Internal Alignment Pillar:** To adapt strategies, policies, and procedures to enable gender mainstreaming across the Bank.
- c. **Knowledge Management Pillar:** To provide capacity building and knowledge sharing based on gaps identified and best practice consistent with audited plans.
- d. **Smart Partnerships Pillar:** To build and leverage partnerships with public and private partners who share the Bank’s vision for gender equality based on action plans that will be audited periodically.

4. POLICY SCOPE

- 4.1. The policy applies to all DBSA permanent employees, professionals, managers/heads, executives, directors, agencies and all individuals or entities who act for or on behalf of the DBSA.
- 4.2. This policy sets the standards that services outsourced to agencies, contract staff, representatives, contractors and consultants should uphold. Third parties, including consultants, contractors, vendors, representatives, and partners are expected to align to the standards set out herein.
- 4.3. This Policy covers conduct that occurs at the workplace, or outside the workplace, including on official travel, work-related training, and social events, and in a private context outside working hours where the conduct impacts the recipient's work environment.

5. POLICY VALUES AND PRINCIPLES

As a signatory to the South African Chapter of the UN Women Empowerment Principles (WEP)s, the DBSA adopted these principles to promote gender equality and women's empowerment corporate wide.

- a) **Principle 1:** Establish high-level corporate leadership for gender equality. The Board of Directors and Executives set the tone for the policy. Senior managers should regularly communicate the policy principles both internally and externally reporting against plans as scheduled.
- b) **Principle 2:** Treat all women and men fairly at work – respect and support human rights and nondiscrimination. This principle applies both internally and externally and should be upheld by all DBSA employees, professionals, managers/heads, executives, directors, agencies and all individuals or entities who act for or on behalf of the DBSA.
- c) **Principle 3:** Ensure the health, safety and well-being of all women and men workers. This applies to all occupational levels and nature of contract (permanent, fixed term or temporary).
- d) **Principle 4:** Promote education, training and professional development for women. This applies internally and externally and is informed by prevailing gender gaps and barriers.
- e) **Principle 5:** Implement enterprise development, supply chain and marketing practices that empower women. This applies to service provider and client organisations as articulated in corporate, divisional and unit business scorecards (BSC)s.
- f) **Principle 6:** Promote equality through community initiatives and advocacy. This is driven by the GM Unit and frontline business areas.
- g) **Principle 7:** Measure and publicly report on progress to achieve gender equality. The Corporate Strategy Unit will determine corporate key performance indicators in collaboration with the GM unit for external reporting. Internal Audit will review reports based on signed off plans.

6. GM POLICY STATEMENT

6.1. The DBSA is committed to creating a transformed business environment that promotes gender equality and fosters women's empowerment both internally and externally. GM is a shared responsibility that permeates throughout the DBSA with implications for frontline and back-office business areas. GM helps redress historical inequalities, address existing inequalities, and empower all genders to reach their potential.

7. PROCEDURES

7.1 The DBSA will ensure that:

- All those who are covered by this Policy understand and discharge their responsibilities.
- All newly engaged Staff are oriented on this Policy and will conduct bi-annual training on this Policy for all Staff.
- Appropriate resources and budgets are allocated for engendered actions.
- Reporting on gender targets and indicators is consistently visible.
- This policy is evaluated and reviewed every three years.

7.2. DBSA leadership desires to ensure a gender transformed business environment prevails for all.

7.3. Divisional and unit plans will align to applicable laws, acts and legislative frameworks and action plans.

7.4. The Policy should be read in conjunction with the GM Framework which outlines the Bank's "as is" and "desired" GM business environment.

8. RESPONSIBILITIES AND RIGHTS

The Group Executive: Corporate Services in his/her capacity as the responsible Executive for Gender Mainstreaming matters within the DBSA is responsible for the review of the policy, issuing the policy and ensuring it is correctly implemented. The CEO is ultimately accountable for ensuring that the policy is correctly implemented.

8.1. Responsibilities

DBSA BOARD, EXCO and MANAGEMENT will ensure compliance and oversight as outlined below:

- a. All DBSA employees and representatives should ensure that they have read, understood and comply with this GM policy.
- b. The development of action plans and reporting are the responsibility of all divisions and units.
- c. The DBSA Board of Directors, through the Social and Ethics Committee, is responsible
- d. The Gender Focal Person, supported by the Gender Forum, is responsible for the administration of this policy.
- e. Employees in the frontline and back-office business areas, who interface with internal and external clients will receive appropriate training and support whereafter they will acknowledge that they have

received this policy, the relevant training and will comply with the policy and associated laws, acts, legislative frameworks and procedures.

- f. Adherence to this policy will be subject to periodic reviews by Internal Audit.

9. POLICY ENFORCEMENT

9.1. Policy Management:

The policy will be managed and monitored as outlined in the table below:

Accountable Official	Responsible Official	Consulted Parties
CEO	Executive: Corporate Services EXCO Members Corporate Strategy Internal Audit	EXCO Division Unit Heads HC Legal (ongoing)
Existing Related Frameworks, Policies and Documents		
• DBSA Code of Ethics • Environment and Social Safeguards Policy • Employment Equity Policy • Investment Policy • Development Results Table • Business Scorecards • Gender Marker Tool • Employment Equity ACT (EEA) No. 55 of 1998 (as amended) • Skills Development Act of 1998 (as amended) • Labour Relations Act (LRA), No 66 of 1995 (as amended) • BBBEE Act No. 53 of 2003 (as amended)		
Effective period of policy: three years from Board approval		
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