

Gender Equality Plan (GEP)

Effective Date: 25/09/2024

Review Date: 05/08/2025

Responsible Authority: Managing Director, Sabelo Nkosi

1. Introduction & Commitment to Gender Equality

Thubalami Skills (PTY) LTD is committed to **promoting gender equality** in its workplace, training programs, and community initiatives. As a skills development provider and job application support organization, we recognize that gender inclusivity enhances economic empowerment, fosters innovation, and creates a more just society.

This **Gender Equality Plan (GEP)** aligns with:

- **United Nations Sustainable Development Goal 5 (SDG 5): Gender Equality**
 - **International Labour Organization (ILO) Convention 111: Discrimination in Employment and Occupation**
 - **ILO Convention 190: Violence and Harassment in the Workplace**
 - **European Union (EU) Gender Equality Strategy 2020-2025**, for potential future partnerships
 - **South African Constitution & Employment Equity Act (EEA)**
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2. Gender Equality Objectives & Actions

A. Equal Employment & Leadership Opportunities

Objective: Increase gender representation at all levels within Thubalami Skills, ensuring compliance with **ILO standards and SDG 5**.

Actions:

- ✓ Ensure a **gender-balanced recruitment process** by actively encouraging women and marginalized genders to apply.
- ✓ Promote **equal pay for equal work**, conducting **annual salary reviews** in line with **ILO Equal Remuneration Convention (Convention No. 100)**.
- ✓ Provide **leadership training** for women and gender-diverse employees, supporting the **EU's target of 40% women in leadership positions**.
- ✓ Implement **family-friendly policies**, including maternity/paternity leave and

flexible work arrangements, in line with **ILO Maternity Protection Convention (Convention No. 183)**.

B. Gender-Inclusive Training & Education

Objective: Ensure equal access to skills development and job opportunities for all genders, in compliance with **UNESCO's Education 2030 Framework**.

Actions:

- ✓ Collect **sex-disaggregated data** on course enrolments and completion rates to monitor progress.
- ✓ Develop **targeted programs** to support women in historically male-dominated industries, in line with **EU and ILO gender mainstreaming strategies**.
- ✓ Offer **mentorship programs** connecting female and non-binary learners with role models in their fields.
- ✓ Ensure training materials and curricula are **gender-sensitive and inclusive**, avoiding bias or reinforcement of gender stereotypes.

C. Prevention of Gender-Based Discrimination & Harassment

Objective: Maintain a safe and inclusive environment for all employees and students, aligned with **ILO Convention 190 on Violence and Harassment in the Workplace**.

Actions:

- ✓ Implement a **zero-tolerance policy** for harassment and discrimination, including gender-based violence.
- ✓ Conduct **annual gender sensitivity training** for staff and trainers, in line with **EU and UN Women recommendations**.
- ✓ Establish a **confidential reporting mechanism** for gender-based concerns and ensure that all complaints are addressed swiftly and fairly.

3. Monitoring, Evaluation & International Compliance

Tracking Progress Through Gender Indicators

Thubalami Skills will track and report gender equality progress annually using the following indicators:

- % of **women and gender-diverse individuals** in leadership positions (ILO & EU target: 40%)
- **Gender pay gap analysis** results (ILO Convention 100 compliance)
- % of **women vs. men completing courses** (UNESCO Education 2030 tracking)

- Number of **reported cases of gender discrimination/harassment and resolutions** (ILO Convention 190 compliance)
- Impact of **gender-focused programs** (e.g., women in STEM training)

Annual Gender Equality Report & International Reporting


- **Internal Reporting:** An **Annual Gender Equality Report** will be compiled and published, summarizing progress, challenges, and future action plans.
- **International Reporting Compliance:** If required, Thubalami Skills will report gender data in line with:
 - **ILO and UN Women standards**
 - **EU Gender Equality Strategy (if engaged in EU-funded projects)**
 - **South Africa's Employment Equity Act (EEA) compliance reporting**

4. Accountability & Review

This **Gender Equality Plan** will be reviewed **annually** to ensure its effectiveness and alignment with international best practices. The **Managing Director** will oversee implementation and recommend improvements.

Approval & Sign-Off

Sabelo Jeffrey Nkosi
Managing Director



Sabelo Nkosi
Managing Director

25/09/2024