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**COMMISSION FOR GENDER EQUALITY
ANALYSIS OF ANNUAL REPORT 2015/16:**

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1. Introduction

The Commission for Gender Equality (the Commission) is a Chapter 9 Institution established with a view to strengthen constitutional democracy with a focus on the attainment of gender equality in all spheres of life. Section 187(1) of the Constitution states:

“The Commission for Gender Equality must promote respect for gender equality and the protection, development and attainment of gender equality. In addition to the constitutional mandate assigned to the Commission, it is assigned further powers, duties and functions through its founding legislation.”¹

The Commission is also guided by Government’s key policy directives; it is through the National Development Plan, the Medium Term Strategic Framework, and the State of the Nation Address that the Commission receives direction on the expected outcomes for the attainment of gender equality in all spheres. Drawing from its legislative mandate and the policy directives of Government, the Commission should formulate its strategic focus with a view to action its mandate.

This brief therefore seeks to provide the following:

- An overview of Government’s strategic priorities such as National Development Plan, the Medium Term Strategic Framework, and the State of the Nation Address as they relate to gender equality;
- The mandate and strategic objectives of the Commission for Gender Equality as outlined in its strategic plan;
- The budget for the period under review;
- An in-depth analysis of the content of the Annual Report by looking at programme-specific performance;
- Key programmatic issues for the Commission for the period under review;
- Key financial information such as the financial statements, irregular expenditure and fruitless and wasteful expenditure; and the findings of the Auditor General South Africa (AGSA); and
- Key observations and findings.

¹ Commission for Gender Equality Act (No. 39 of 1996) As Amended.



2. Strategic Overview of Government Priorities 2015/2016

2.1 Strategic Priorities of Government

2.1.1 National Development Plan (NDP)

It is envisioned that by 2030 the conditions will exist that will assist women in developing their full potential. The NDP envisages that by 2013 women will be in a better position to assert the right to a safe and secure environment, that women are absorbed into economic activity, and that education will see the full inclusion of women so as to enable women to realise their full potential. Although there is not a dedicated chapter for women in the NDP, a number of sections make commitments to women.² The NDP suggests that women's issues must be dealt with holistically and recognises that whilst women's rights have certainly come a long way since 1994, "discrimination, patriarchal attitudes and poor access to quality education persists."³

National Development Plan – Targets in terms of Women by 2013

- *All women can walk freely in the street and children can play safely outside.*
- *Massive absorption of women into economic activity. Is there not a more specific target in this regard?*
- *The education system helps women to realise their full potential.*

- **Women and the Economy**

The NDP lists four actions related to the economy:⁴

- *A social compact to reduce poverty and inequality, and raise employment and investment.*
- *A strategy to address poverty and its impacts by broadening access to employment, strengthening the social wage, improving public transport and raising rural incomes.*
- *Public infrastructure investment at 10 percent of gross domestic product (GDP), financed through tariffs, public-private partnership, taxes and loans and focused on transport, energy and water.*
- *Boost private investment in labour-intensive areas, competitiveness and exports, with adjustments to lower the risk of hiring younger workers.*

- **Women and Education**

The key policy vision in relation to education is "an education accountability chain, with lines of responsibility from state to classroom."⁵

² Thorpe, J (2016)

³ The National Planning Commission (2013).

⁴ Ibid.

⁵ The NDP. Page 34



- **Women's health and environment**

The NDP notes two goals in relation to health and the environment.⁶ These are:

- *Phase in a national health insurance plan, with a focus on upgrading public health facilities, producing more health professionals and reducing the relative cost of private health care.*
- *In terms of the Environment, the NDP encourages the development of New spatial norms and standards – densifying cities, improving transport, locating jobs where people live, upgrading informal settlements and fixing housing market gaps.*

- **Safety and Security**

The NDP specifies that a critical action with regards to safety and security is to “*reduce crime by strengthening the criminal justice and improving community environments.*”⁷ An enabling milestone that directly relates to this action is to “ensure that all people live safely, with an independent and fair criminal justice system.”⁸

- **Governance**

Corruption and poor public service performance impact on women in different ways than men. The NDP vision in this regard is to ensure that the state takes steps to professionalise the public service, strengthen accountability, improve coordination and prosecute corruption. Corruption drives public funds away from programmes that can positively develop women and contribute to their advancement. In addition, the transformation of the public service should remain a priority in the next phase of NDP implementation, particularly at the local government level.

2.1.2 Medium Term Strategic Framework 2014-2019

The Medium Term Strategic Framework 2014 – 2019 (MTSF) is Government's strategic plan for the 2014 – 2019 term and includes clear targets in relation to achieving the broader goals of the NDP. It also provides a framework for the plans of all tiers of Government.⁹ The MTSF is comprised of 14 desired outcomes which are:¹⁰

1. Quality basic education;
2. A long and healthy life for all South Africans;

⁶ The NDP. Page 34.

⁷ Ibid. Page 34.

⁸ Ibid. Page 34.

⁹ The Department of Performance Monitoring and Evaluation (2014).

¹⁰ Ibid.



3. All people in South Africa are and feel safe;
4. Decent employment through inclusive growth;
5. A skilled and capable workforce to support an inclusive growth path;
6. An efficient, competitive and responsive economic infrastructure network;
7. Vibrant, equitable, sustainable rural communities contributing towards food security for all;
8. Sustainable human settlements and improved quality of household life;
9. Responsive, accountable, effective and efficient local government;
10. Protect and enhance our environmental assets and natural resources;
11. Create a better South Africa and contribute to a better Africa and a better world;
12. An efficient, effective and development-orientated public service;
13. A comprehensive, responsive and sustainable social protection system; and
14. A diverse, socially cohesive society with a common national identity.

Of these 14 Outcomes, Outcomes 2, 3, 4, 5, 12, 13 and 14 set particular targets in relation to women.¹¹

- Outcome 2

Outcome 2 as well as the MTSF in totality, includes a number of targets specifically related to women's health. These are:

- Life expectancy at birth for females to increase to 65.8 years by March 2019.
- Implementation of the African Union-Inspired Campaign on Accelerated Reduction of Maternal and Child Mortality in Africa.¹² Lowering the maternal mortality rate from 269 to below 100 per 100 000 live births by March 2019.¹³
- Vaccination of 90 percent of all girls in Grade 4 against the human papilloma virus, to significantly reduce their risk of acquiring cervical cancer in future.¹⁴
- Expanded access to sexual and reproductive health by improving the availability of diverse contraception methods.¹⁵ 25 Million female condoms and 1 billion male condoms distributed by March 2019.¹⁶
- Reduction in the number of women who are obese from 61 percent in 2014, to 51 percent by 2019.¹⁷
- Expanded PMTCT coverage to pregnant women so that 98 percent of HIV positive antenatal patients are initiated by 2019.¹⁸
- 70 percent of all pregnant women have antenatal health care visits before 20 weeks by 2019.¹⁹

¹¹ Thorpe J (2014)

¹² The Department of Performance Monitoring and Evaluation (2014). Page 18.

¹³ Ibid. Page 19.

¹⁴ Ibid. Page 19.

¹⁵ Page 18.

¹⁶ Ibid. Appendix 2.

¹⁷ Ibid. Appendix 2.

¹⁸ Ibid.

¹⁹ Ibid.



- 80 percent of all mothers are visited by a health care worker within six days of delivery of their baby by 2019.²⁰

- Outcome 3

The delivery agreement provides particular targets in this regard including:

- A reduction in the number of reported contact crimes.²¹ A reduction in the number of crimes against women and children.
- 260 Wards by 2014/15 and 1 300 wards by 2019 are reached by violence prevention initiatives and through dialogue/campaigns.²²
- 1 Safe house in each of the 44 District Municipalities by 2018/19.²³
- 39 percent of) citizens feel safe walking alone, during the day or at night as measured in official surveys²⁴
- Improving capacity in the area of forensics, crime investigations, and preventing crimes against women and children.²⁵ 98 percent of all police trainees are declared competent each year.²⁶
- Coordinated initiatives to make the criminal justice system more efficient and effective.

- Outcome 4

Specific targets relating to improving women's employment opportunities and potential include:

- Ensuring that young and black women in particular have expanded opportunities to economic opportunities.²⁷ In addition, a measurable increase in the share of women in formal employment.²⁸
- Through the infrastructure of? Coordinating Commission, provision of employment opportunities for women and youth, promote broad-based black economic empowerment and support local procurement.²⁹
- Improved enforcement of the Employment Equity Act with a target of 80% of all Employment Equity Plans assessed against indicators by the end of 2014/15.³⁰
- Women's Empowerment and Gender Equality Bill enacted by 2014/15.³¹
- Increase the percentage of productive land owned by previously disadvantaged individuals from 11.5 percent to 20 percent by 2030.³²

²⁰ Ibid.

²¹ The Department of Performance Monitoring and Evaluation (2014). Page 19

²² Ibid. Appendix 3.

²³ Ibid.

²⁴ The Department of Performance Monitoring and Evaluation (2014). Page 19

²⁵ Ibid. Page 20

²⁶ Ibid. Appendix 3.

²⁷ Ibid. page 11.

²⁸ Ibid. Appendix 4.

²⁹ Ibid. Page 6

³⁰ Ibid. Appendix 14.

³¹ Ibid. Appendix 14.

³² Ibid. Page 35.



- Reduce rural unemployment from 49 percent to 40 percent by 2030.³³

- Outcome 5

The specific target for this Outcome related to women is:

- Produce and retain a new generation of university academics, transforming the historical and social composition of the academic work force. Including increasing the number of university academics who are women, and or black. The target is 8051 female academics, and 100 additional young black/and or women entrants to the workforce per annum.³⁴

- Outcome 12

There is an emphasis on providing communities with access and information in the MTSF, including the following targets which will impact women:

- Provide communities with access to information via the target of one functional Thusong service centre in each ward by 2019.³⁵
- Changed attitudes and behaviour in relation to gender issues and xenophobia via 6 media campaigns per year up to and including 2018/19.³⁶
- Advising and supporting municipalities in ensuring women-friendly, child-friendly, and disability-friendly planning and budgeting processes. 1% of municipalities able to demonstrate gender-friendly budgeting by 2014/15, and at least 75% able to do so by 2018/19.³⁷
- Active citizenry and leadership is promoted via the promotion of social development structures like women's forums, disability forums, and youth forums. At least 95% of municipalities to have two functioning forums by 2018/19.³⁸

- Outcome 13

Specific targets of Outcome 13 related to women include:

- By 2019, universal access (at least 95 percent of eligible people) to social assistance benefit, notably the child support grant, disability grant, and old age pension.³⁹
- Improve access to social insurance for vulnerable people of working age by developing the Pregnancy and Support Benefits Policy by 2019.⁴⁰

³³ Ibid. Page 25.

³⁴ The Department of Performance Monitoring and Evaluation (2014). Appendix 5.

³⁵ The Department of Performance Monitoring and Evaluation (2014). Appendix 13.

³⁶ Ibid. Appendix 14.

³⁷ Ibid. Appendix 14.

³⁸ Ibid. Appendix 14.

³⁹ Ibid. Page 34.

⁴⁰ Ibid. Appendix 13.



- Outcome 14

Specific targets for this Outcome related to women include:

- Policy interventions to make families better able to foster values such as tolerance, diversity, non-racialism, non-sexism and equity via the development of a draft strategy to strengthen the family by 2015/16 and the introduction of at least two programmes solely dedicated to the strengthening of the family by 2018/19.⁴¹
- Changed attitudes and behaviour in relation to gender issues and xenophobia via 6 media campaigns per year up to and including 2018/19.⁴²

2.1.3 State of the Nation Address

In the 2016 SONA, the President addressed the need for the empowerment of women within the economy by stating that through international relations, South Africa is continuing to strengthen capacity building and empowerment of women.⁴³

In addition, the President urged business to partner with new manufacturers including businesses that are owned by women “as part of broadening the ownership and control of the economy.”⁴⁴ Women should also be empowered within the agricultural sector and programmes in the agricultural sector should seek to include women in its strategies.

3. Strategic Priorities of the Commission for Gender Equality

3.1 Mandate of the Commission for Gender Equality

The Commission for Gender Equality ((hereafter ‘the Commission’) was established in 1996 according to the Commission for Gender Equality Act 39 (1996) to promote gender equality. In its efforts to monitor, lobby, educate citizens and encourage the equitable development of women and men, the CGE is compelled to undertake the following:

- To monitor and evaluate policies and practices of organs of State at any level, statutory bodies or functionaries, public bodies and authorities, and private businesses, enterprises and institutions;
- To cultivate an understanding of gender equality and the role and activities of the Commission through developing, conducting and managing information and education programmes;
- To evaluate whether Acts of Parliament (existing or proposed), systems of personal and family law or custom, systems of indigenous law, custom or practices or any other law, will affect the status of women, and to make recommendations to Parliament in this regard;

⁴¹ Ibid. Appendix 14.

⁴² Ibid. Appendix 14.

⁴³ Zuma, J (2016)

⁴⁴ Ibid.



- To recommend to the National and Provincial Legislatures, any new legislation that would promote gender equality;
- To investigate on its own initiative or due to a complaint, any gender-related issue;
- To maintain close relations with institutions that undertake similar work, and to facilitate cooperation in handling complaints;
- To interact with civil society to further the work of the Commission;
- To monitor compliance to international conventions, covenants and charters related to gender issues, and to submit reports to Parliament in this regard;
- To conduct research on gender-related issues;
- To consider recommendations, suggestions and requests made with regards to gender equality as received from any source.⁴⁵

Based on its Constitutional mandate, the CGE's vision is to strive for "a society free from all forms of gender oppression and inequality", while its mission includes to "advance, promote, protect, monitor and evaluate gender equality through undertaking research, public education, policy development, legislative initiatives, effective monitoring and litigation". Its values are independence; professionalism; accountability; ethical behaviour; and teamwork.

3.2 Five-year Strategic Plan 2012 – 2017

The Commission has identified four strategic objectives that would form the "roadmap for the organisation over the forthcoming years as it charts a course in fulfilling its mandate to attain gender equality."⁴⁶ The Commission's Strategic Framework translates its Constitutional mandate into four strategic objectives, which are:

- **Strategic Objective 1:** To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality.
- **Strategic Objective 2:** To protect and promote gender equality by engaging with relevant stakeholders to educate and raise awareness on issues of gender equality, challenge patriarchal perceptions and stereotypes and take actions against infringements of gender rights through the implementation of appropriate redress.
- **Strategic Objective 3:** To monitor State compliance with regional and international conventions, covenants and charters which have been acceded to or ratified by the Republic, relating to the objects of the Commission.

⁴⁵ Commission for Gender Equality Act (No. 39 of 1996) As amended.

⁴⁶ Commission for Gender Equality Five-year Strategic Plan 2012-2017. Page 13.



- **Strategic Objective 4:** To build an effective, efficient and sustainable institution that will fulfil its constitutional mandate on gender equality.

The Strategic Plan 2012 – 2017, identifies strategic objectives, sub-strategies, performance indicators and targets for the five-year period. The strategic plan notes that the sub-strategies were identified with a view to initiate “output orientated and are expected to promote behavioural changes in society over the medium to long-term time horizon, as we move towards a society free from gender oppression and inequality.”⁴⁷

4. Budget 2015/16

For the 2015/16 period, the Commission received a budgetary allocation of R67 688 000. However, the Commission also received a conditional grant allocation from National Treasury of R2 million, which would bring their total funding to R69 688 000. Thirty-two percent of the budget is allocated to expenditure on goods and services, and 68 percent is spent on employee costs (salaries).

- The Commission has previously indicated to the Committee that most of its work is carried out by internal personnel and thus the main driver of spending is compensation of employees.
- The Commission received an additional grant from National Treasury to the amount of R2.1 million. Donations amount to R1.5 million while interest income received for the period was R578, 795 which is 24% lower than the amount of R768, 854 for the previous period.
- Overall revenue amounted to R71, 4million compared to R72 million for the previous period.
- For the period under review the Commission overspent by R3.8 million (or six percent) of its budget allocation. Spending is incurred to the amount of R71,4 million in comparison to the R73.7 million for the previous year.

4.1 Questions for Members

- What constitutes the over expenditure of R3.8 million and what are the reasons for this?

⁴⁷ Commission for Gender Equality Five-year Strategic Plan 2012-2017. Page 14.



5. Programme Performance

In terms of targets as per the strategic objectives, the Commission performed as follows:

Strategic Objective No. 1		
Ensuring the creation and implementation of enabling legislative framework that promotes the attainment of gender equality.		
Budget allocated to objective: R8 567081		
Sub-strategies	To monitor and evaluate the promotion of gender equality and any relevant policies and practices of the public and private sector and report to Parliament.	
	To initiate and review the improvement of the legislative framework in all spheres of Government that impact on priority areas of gender equality.	
	To conduct periodic performance assessments of priority Ministries, State institutions, Government departments, political parties and the private sector, on the implementation of applicable legislation and policies that impact on gender equality.	
	To evaluate the implementation and effectiveness of the national justice facilities for gender discrimination.	
	To convene direct dialogues with relevant policy makers at national and provincial level on recommendations to promote gender equality contained in research reports and research activities.	
Key Activities	2015/2016 target	Achieved/Not Achieved
Follow-up consultations with stakeholders on Gender Transformation hearings	9 Consultations	Achieved
Investigations on gender transformation at tertiary institutions and women empowerment and gender equality	1 investigation report	Achieved
Status report on gender policies and practises using Gender Barometer Tool	1 status report	Achieved
Submissions on legislation before Parliament	12 submissions	Achieved (16)
Assessment report on women's representation in political parties	1 assessment report	Achieved
Assessment report on the effective functioning of the GBV Council	1 assessment report	Achieved



Audit report of the implementation of the Victim's Charter	1 report	Achieved
Evaluation report on courts	1 report	Achieved
Policy dialogues on the gender focal persons report and the gender barometer report	2 national policy dialogues and 2 provincial policy dialogues	Not Achieved Only 1 national dialogue was held. Only 1 provincial dialogue was held.
Expenditure breakdown of objective 2015/16		
Goods & Services	R1 410 000	16.4%
Salaries	R5 310 156	61.9%
Overheads	R1 846 925	21.5%
Total	R8 567 081	100%

Strategic Objective 1 had 9 targets of which 8 were achieved and 1 was not achieved.

- The CGE only conducted two dialogues; one provincial and one national. The overall target of four dialogues was not achieved for the year under review.

Questions for members to consider:

- The CGE only conducted **two dialogues**; one provincial and one national. The overall target of four dialogues was not achieved for the year under review. The Commission cites the reason for not hosting the two dialogues as the inability to secure a date, why were plans not put in place to secure an available date within a reasonable time-frame?



Strategic Objective No. 2

To protect and promote gender equality by engaging with relevant stakeholders to educate and raise awareness on issues of gender equality, challenge patriarchal perceptions and stereotypes and take action against infringements of gender rights through the implementation of appropriate redress

Budget allocated to objective: R20 719 210

Sub-strategies	To timeously investigate complaints of violations of gender rights and identify appropriate redress.		
	To initiate investigations of systemic violations of gender rights in the public and private sector and identify appropriate redress.		
	To develop of a coordinated programme to promote equality.		
	To initiate interventions for sustainable development and the promotion of gender equality by addressing violations in the social cultural political economic security and human rights dimension.		
	To collaborate with organs of state, civil society and other institutions for the effective development, protection, promotion and attainment of gender equality.		
Key activities	2015/2016 target	Achieved/Not Achieved	
Investigation of gender-related complaints	720 complaints	Achieved	
Conduct legal clinics in all provinces to educate the public on gender rights and obligations; assist public in lodging complaints and to provide advice for complaints that can be quickly resolved.	108 legal clinics	Achieved	
Systemic investigations (Sex work Investigation, Transformation within the Judiciary, Gender & Health)	2 systemic investigations	Not achieved (reported as Partially Achieved)	
Number of co-ordination campaigns developed with targeted stakeholders on gender discrimination	9 reports on co-ordinated campaigns	Achieved	
Use public media platforms to disseminate gender equality education and information	54 media slots	Achieved	
Engagements with Houses of Traditional Leadership and religious sector	9 intervention programmes (1 per province)	Not Achieved (reported as Partially Achieved) Only 7 held.	



Number of joint programmes with stakeholders	2 joint co-ordinated programmes	Achieved
One consolidated report on engagement with stakeholders on the Commission's mandate and thematic focus areas	New Indicator	Achieved
Expenditure breakdown of objective 2015/16		
Goods & Services	R4 289 500	20.7%
Salaries	R12 189 932	58.8%
Overheads	R 4 239 778	20.4%
Total	R20 719 210	100%

Strategic Objective 2 had 8 targets of which 6 were met.

- In terms of the target to conduct systemic investigations (Sex work Investigation, Transformation within the Judiciary, Gender & Health) the Commission only conducted one investigation on the transformation of the judiciary. The investigation on report on Sex Work and Maternal Health have not been concluded.
- The target of having 9 intervention programmes has not been met. The Commission only managed to have 7 engagements on this target.

Questions for members to consider:

- In terms of the target to **conduct systemic investigations** (Sex work Investigation, Transformation within the Judiciary, Gender & Health) the Commission only conducted one investigation on the transformation of the judiciary. The investigation on report on Sex Work and Maternal Health have not been concluded. Why was this not achieved?
- In terms of **complaints handling**, the Commission opened 1143 new cases and closed 1235 cases. How many of the 1235 cases were carried from the 2014/2015 financial year? How many cases are pending? Can the Commission give an indication of what it means by 'files closed'? Have these cases been resolved by the Commission, if so, how many? To what extent has the Commission assisted the complainants with referrals to other structures? Does the Commission report on cases in which files have been opened, but does not fall within the mandate of the Commission? How many of these cases has the Commission received?
- The target of having **9 intervention programmes** has not been met. The Commission only managed to have 7 engagements on this target. The Commission set a baseline target of 9 intervention programmes, but only 7 were planned for the year. Furthermore, the 3rd and 4th Quarter report of the Commission sets the target at 9. Why were interventions not achieved in all provinces as specified by the target?



Strategic Objective No. 3		
To monitor state compliance with regional and international conventions, covenants and charters which have been acceded to or ratified by the Republic, relating to the object of the Commission for Gender Equality		
Budget allocated to objective: R14 369 640		
Sub-strategies	To conduct annual reviews and audits of State compliance with obligations under the conventions, covenants and charters and to report on a regular basis to Parliament and the Office of the Speaker of Parliament.	
	To interact with and report to national, regional and international bodies on state compliance with conventions, covenants and charters acceded to or ratified and to make recommendations for improvements.	
Key activities	2015/2016 target	Achieved/Not Achieved
Reports on CEDAW, Beijing Platform for Action and MDGs (Drafting of shadow reports)	2 reports	Achieved
Developing report on the Africa Gender and Development Index	1 report	Achieved
Number of presentations made to relevant national, regional and international stakeholders	1 presentation	Achieved
Engagements with stakeholders on CGE attendance at international and regional events	2 reports	Achieved
Expenditure breakdown of objective 2015/16		
Goods & Services	R1 950 000	13.6%
Salaries	R9 214 683	64.1%
Overheads	R3 204 957	22.3%
Total	R 14 369 640	100%

The Commission met all the targets under Strategic Objective 3.



Strategic Objective No. 4		
To build an effective, efficient and sustainable institution that will fulfil its constitutional mandate on gender equality		
Budget allocated to objective: R26 031 764		
Sub-strategies	To maintain optimal governance and oversight structures and policies between Commissioners and the Secretariat.	
	To maintain the financial management strategy so that it promotes effective, efficient and economic utilisation of resources as well as accountability.	
	To develop and maintain an Information Technology infrastructure that supports and promotes the organisational objectives of the CGE.	
	To develop a comprehensive Human Resource policies, procedures and practices.	
	Review the communications strategy and policy so that it promotes and enhances a positive public image of the CGE.	
Key activities		
Clean Audit report		
Organisational Culture Audit		
Spending within budget		
Resolution of ICT incidents & revised IT policies		
Enhanced Website		
Review, update and approval of HR policies		
Expenditure breakdown of objective 2015/16		
Goods & Services	R2 030 000	7.8%
Salaries	R20 019 624	77%
Overheads	R3 982 140	15.2%
Total	R26 031 764	100%

Strategic objective 4 deals primarily with the operations of the CGE and has a total of 24 identified targets for the period under review. Twenty-one targets were met. Unmet targets relate to:

- the 20-year review of the Commission on its achievements and failure since its inception;
- the Organisation culture audit which was partially met; and
- the link between the ICT business applications to the revised business plan which was partially met.

Questions for members to consider:

- the 20-year review of the Commission on its achievements and failure since its inception was not finalised. What were the main challenges for the Commission in not concluding this review?



6. Programmatic Information

6.1 Human Resources

- The CGE had 102 employees during the period under review, of which 90 were permanent and 12 (1%) were temporary employees or interns.
- Personnel expenditure amounted to R48.7 million.
- A total of 65 employees received performance-related rewards during the period under review.
- A total of 21 employees left the CGE during 2015/16. Nine of these employees were temporary workers or interns. Twelve resignations were recorded.
- A total of 14 vacancies were recorded for the period under review.
- When considering the vacancy rate, the CGE highlights that at the national office levels their Human Resources Department and Research Department has the highest vacancy rates at 50% and 33% respectively. At the provincial level the highest vacancy rates are recorded in the Legal department at 22% each.

6.2 Questions for Members

- The Commission notes that the Human Resources Department and the Research Department has the highest vacancy rate. Can the Commission provide reasons as to why the vacancy rate in the two departments are high?
- Has the Commission conducted exit interviews for the staff who have resigned? What are the reasons put forward for resignations from the Commission? What strategies has the Commission implemented in terms of retaining staff?
- The Commission notes that two employees have been subjected to disciplinary inquiries; what are the reasons for the disciplinary action in each case? At what stage is the disciplinary proceedings for each employee respectively?
- What was the outcome of the culture audit conducted by the Commission?

7. Financial Information

7.1 Irregular, Wasteful Expenditure

- In terms of **irregular expenditure**, the Commission recorded no irregular expenditure for the period under review. However, **R32.733 million irregular expenditures from previous financial years (2008-2011) has not yet been regularised/condoned by National Treasury**, bringing the Commission's **total irregular expenditure to R33.765 million**.
- Fruitless and wasteful expenditure was incurred as a result of interest and penalties paid and amounted to R245 649. This was for the misuse by staff of 3G cards.



7.2 Auditor General of South Africa (AGSA) findings:

The Auditor General found that:

- The Commission achieved a unqualified audit outcome with no significant findings on compliance with legislation and predetermined objectives for the 2015-16 financial year.
- There were no material misstatements identified in terms of financial management.
- Fruitless and Wasteful expenditure to the amount of R245 649 was incurred during period under review due to misuse of 3G cards. Review controls should be implemented.

Audit
Outcome

Expenditure
Management

7.3 Questions for Members

- Fruitless and wasteful expenditure was incurred as a results of interest and penalties paid and amounted to R245 649. According to the AGSA, the fruitless and wasteful expenditure was incurred due the misuse of 3G cards. Can the Commission provide details of intervention strategies it has put in place to curtail future expenditure in this regard?

8. Additional Observations

Overall the CGE can be commended for good performance as it met most of its targets.

- Has the CGE been able to monitor and evaluate the impact of the policy dialogues?
- ICT systems have consistently been a challenge for the CGE – what risk mitigation strategies are being employed in this regard?

9. References

Commission for Gender Equality Act (No. 39 of 1996) As amended

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