



Commission for Gender Equality
A society free from gender oppression and inequality

Portfolio Committee on Women in the Presidency

1st Quarter Report – April to June 2018

4 September 2018



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Introduction

- ❑ The report focuses on assessing activities that were undertaken during the first quarter of the financial year 2018-2019.
- ❑ It therefore highlights achievements or attainment of targets against what was planned for the period April to June in the APP.
- ❑ It further highlights and interrogate spending patterns and trends as well as overall functioning of the institution.



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OVERVIEW OF THE FUNCTION OF THE ORGANIZATION - 1

- ❑ For the current reporting period, approximately 82.76% of planned targets have been finalised.
- ❑ First quarter was mainly for drafting concept notes and assessment tools relating to monitoring an evaluation function of the institution.
- ❑ Public education and information projects focused on outreach, advocacy and legal clinics, training on gender mainstreaming, conducting community radio interviews and social medial campaigns.
- ❑ Legal function of the organization focused on complaints handling and investigations.



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OVERVIEW OF THE FUNCTION OF THE ORGANIZATION - 1

- ❑ In the previous financial year the Commission released a report on mining and some of the mining houses have requested support on their journey to realise gender transformation. This shows that the report has had an impact and propelled change.
- ❑ Generally, for the period the Commission saw an influx of requests following up on findings and recommendations that were done in various reports.



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OVERVIEW OF THE FUNCTION OF THE ORGANIZATION - 2

- ❑ Due to the fact that the first workshop was high level and attended by the various leaders, all the subsidiaries have been following through and requesting that they in their own mines be taken through a much deeper process and understanding. The engagements have been done at various levels; senior management; employees and trade unions.
- ❑ These requests are from various mines in Mpumalanga and Northern Cape.
- ❑ The mines have been covering travel and accommodation expenses for this work. The support has focused on identifying and indicating processes that will be necessary to achieve gender mainstreaming such as; gender audit process; gender policies; mainstreaming strategy, plan; implementation and reporting. This process will be documented as we go along to ensure that the Commission has tangible information on the journey travelled and improvements effected on the basis its work.



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OVERVIEW OF THE FUNCTION OF THE ORGANIZATION - 3

- ❑ The Mining Qualifications Authority a sector education and training authority responsible of skills development programmes for mining and minerals in SA, approached the Commission having had sight of the reports released on transformation within the sector.
- ❑ They highlighted that they were in the process of undertaking research project on understanding women's career progression within the sector, concentrating specifically on women's career progression within various areas of the mining sector especially technical occupational structures.



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System Improvements

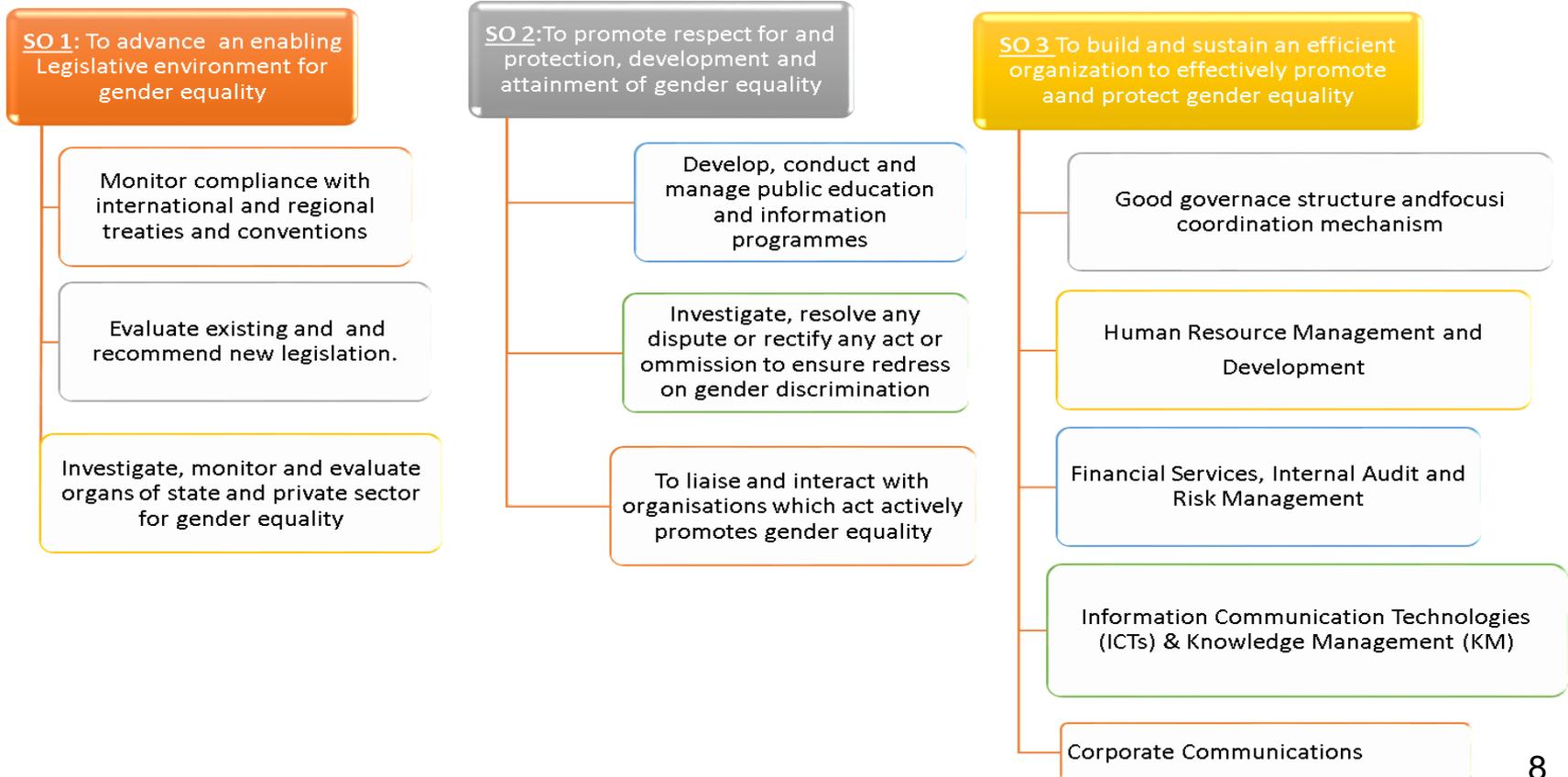
- ❑ For the reporting period the Commission has put in place a complaints management system, which will assist the institution in improving management and properly keeping records of complaints lodged and avert a number of issues that were highlighted by Auditors in the last financial year. All relevant stakeholders have been trained on the system. Plans have been put in place to tally and ensure that everything that will be captured agrees to what will be concluded by the Audit that is due to be finalised in July.

- ❑ The new telephone system is currently being rolled out and started at HQ with provinces to follow. (at this stage it has been installed in Mafikeng, Nelspruit and Cape Town. This VoIP system will be replacing the Telkom telephone system. At point that its up and running we will be highlighting some of the costs benefits that we will reap. New WAN infrastructure provided by Vodacom is installed in all 10 offices. It replaces the network infrastructure provided by Voxtelcom. This new infrastructure will be going live on the 1st of July 2018.



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OUR STRATEGIC PLAN: 3 STRATEGIC OBJECTIVES and 11 SUB-STRATEGIES





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Summary of First Quarter Progress on Performance Information.

SUMMARY OF FIRST QUARTER PERFORMANCE INFORMATION				
Strategic Objective number	Planned quarterly targets	Achieved quarterly targets	Unachieved quarterly targets	Percentage of achieved quarterly targets
1	9	9	0	100.00%
2	11	10	1	90.91%
3	9	5	4	55.56%
Total achieved targets for first quarter	29	24	5	82.76%



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Progress on SO 1

Evaluate Existing legislation and recommend new legislation

Draft Recognition of Customary Marriages Amendment Bill	The Bill is in response to the Constitutional Court case of Ramuhovi v President of RSA. The judgment confirms the invalidity of Section 7(1) of the RCMA. The section allows for customary marriages conducted prior to the RCMA to be regulated into customary law. The CGE supported the amendment of the RCMA aimed at aligning it with the judgment as this would extend protection to millions of women.
Review of Section 25 of the Constitution – Expropriation without compensation	The NA called for submissions on the proposal to amend Section 25 of the Constitution in order to transform land ownership through expropriation without compensation. The CGE supported an amendment to Section 25(8) to include expropriation that seeks to address gender related imbalances in land ownership. The CGE also supported expropriation without compensation where it is rational, targets a specific category of beneficiaries and conducted in a reasonable and justifiable manner.
Independent Review Panel on List of Zero Rated Items	National Treasury has appointed an Independent Panel of Experts to review the current list of zero rated items. The CGE supported a review of the list of zero rated items and recommended an inclusion of items such as sanitary towels, text books for school and tertiary institutions, basic services (electricity / water) and baby food.



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Progress on SO 1

Evaluate
Existing
legislation
and
recommend
new
legislation

The "VAT" Bill	<p>The Bill proposes to fix the rate of normal tax, amend the Customs and Excise Act and also the Estate Duty Act of 1955. amongst others.</p> <p>The CGE proposed amendments that would protect women who are beneficiaries in deceased estates which have a high debt burden.</p> <p>The CGE also denounced the increased VAT rate from 14 to 15% as this would affect the livelihood of millions of men and women who live on the brink of poverty.</p>
Railway Safety Draft Bill	<p>This submission was made to the Department of Transport. The purpose of the bill is to ensure an improved safety level within the railway environment. The CGE proposed revisions that would ensure the safety of women, children and people with disabilities within the railway system.</p>
Civil Union Amendment [PMB-2017]	<p>The Civil Union Act allows for marriage officers in the public service to refuse to solemnise a marriage under the CUA. This amounts to indirect discrimination against same sex couples as well as categories of marriage officers. The CGE supported the removal of discriminatory provisions in the Civil Union Act.</p>



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Progress on SO 1

Assessment of Women's Representation & Participation in the Traditional Sector

This project seeks to assess representation, participation and roles of women in decision making and other processes within the Provincial Houses of Traditional Leaders. In addition to focusing on gender mainstreaming within these institutions, greater emphasis will be placed on how these institutions deal with issues relating to childhood/forced marriages as well as reproductive health rights issues for women living in jurisdictions of Houses of Traditional leaders. During the previous FY, the focus was on 4 provinces: KwaZulu/Natal, North West, Eastern Cape and Mpumalanga. In this new FY, the focus will be on three provinces (i.e. Limpopo, Northern Cape and Free State) as well as the National House of Traditional Leaders.

For the reporting period, tools that will be utilized to gather information were developed (i.e. schedule of questions and fieldwork observation tools). The Research Unit also undertook first fieldwork trips to the three provinces, and to the Offices of the National House of Traditional Leaders in Pretoria, where introductory meetings with the leaderships of these institutions were arranged and took place successfully. The purpose of these introductory meetings was to introduce the team and explain the purpose of the project, as well as secure access and the cooperation of the leaderships of these institutions to ensure that the work of the CGE is carried out smoothly.



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Progress on SO 1

Assessing Plight of Women in Correctional facilities

- Three Centers will be selected for closer assessment during this FY: Durban Westville female Correctional Center in KZN; Potchefstroom female Correctional Centre in North West; and Thohoyandou female Correctional Services Centre in Limpopo.
-
- During this quarter, the project concept note that will guide the process was drafted. Also, the Department designed a set of six fieldwork tools, including interview schedules for various categories of participants, and the observation tools. The Research Department has been unable to obtain official clearance/permission from the Office of the National Commissioner for Correctional Services. It is necessary to obtain access to the selected Correctional Services Centers at provincial level. Various letter have been send out in a quest to ensure that the necessary permission is granted



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Elections 2019 Project: Assessment of Women's Participation and Representation in Political Parties

Now that elections will be upcoming in 2019, the Commission will be monitoring to assess and see whether there will be improvements from gender perspective when various parties engage in this process because in most instances partisan interests rather than women's interests dominate discussions in political party structures. As the Commission has indicated previous there is a need to legislate on 50/50 quota, as well as possible effect some changes to the electoral Act that will force parties to look into women's interests instead of partisan interests.

During the first quarter of this financial year, the project concept note was drafted and completed, with a selection of the seven major political parties to be assessed. The CGE Election Observer Tool was also reviewed. The unit further worked on reviewing and compiling information which will highlight the gender balance and/ or representation within the parties selected, the National Assembly, NCOP, the provincial legislatures, national and provincial cabinets



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Policy Briefings/Dialogues Program me

The Policy Dialogue Program me will be based on two Research Reports published in 2017, Gender Barometer Research Report on the mining sector, and the Correctional Services Report focusing on the plight of female inmates in selected Correctional Services Centre's.

For the reporting period two Policy Briefs were drafted which will be utilized during policy dialogues that will be held with Policy makers to highlight the findings and recommendation of the studies. A lot of work has already taken place as far as the Mining report is concerned. This process has further influenced ARM to launch a gender unit.

Some of the issues highlighted in the report on correctional services related to inadequate supplies of sanitary towels, and these will be engaged with policy makers considering that Women's Ministry in the last financial year called an indaba to consider draft Policy Framework is to promote sanitary dignity and to provide norms and standards in respect of the provision of sanitary products to indigent persons. The Policy Framework was drafted since there no national policy guiding the provision of sanitary products to indigent persons. As a result, the provision of sanitary products is inconsistent, uncoordinated and would seem to depend on provincial priorities.



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Progress on SO 1

Gender
Transformation
Investigation
report

-
- The Legal department has selected the following Universities for transformation hearings:
 - • The University of Mpumalanga,
 - • Solplaatjie University,
 - • Nelson Mandela University, and
 - • University of Zululand.
- Concept note to guide and assessment tools / questionnaires were finalised and send to source information that will be analysed before hearings are called

Systemic
gender
violations in
shelters

- Meetings were held with national shelter movement to discuss pertinent issues that must be included in the assessment documents / questionnaires and also to sample the shelters that will be investigated.



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Monitoring of complaints and investigation in terms of the complaints manual

- In fulfilment of its court monitoring mandate it is observed that
- SAPS often neglects to update the victims or their family members regarding the progress of their matter. This results in the victims and/or family members losing faith in the criminal justice system. There are also delays from the Director of Public Prosecutions to grant the decision to prosecute. In addition, matters are often postponed for prolonged periods of time. All these factors result in an unreasonable delay of justice.
- Recommendations
- CGE will engage critical stakeholders such as the SAPS, DPP and the judiciary in an endeavour to address challenges pertaining to gender-based crimes to ensure that the prevalence of these crimes is taken into account and that these matters are prioritized.



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Legal Department

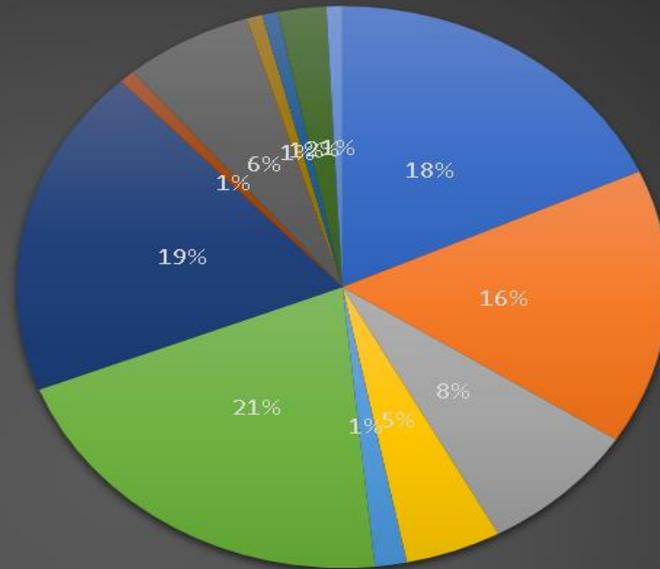
Summary of complaints handled nationally for the first quarter of the financial year. The department has improved its reporting template in order to give a clear sense on matters dealt with per province including those have been brought forward from the previous year.

	GP	LP	WC	MP	HO	NW	FS	KZN	EC	NC
Complaints Pending	67	75	24	27	4	68	88	61	62	43
File Registered Q1	17	19	11	11	0	10	9	13	19	17
Acknowledgement of Receipt Q1	17	19	11	11	0	10	9	13	19	16
Assessment Q1	17	19	11	11	0	10	9	13	19	16
Investigation on Pending	63	68	18	24	4	63	88	58	54	41
Negotiation on Pending	0	0	2	0	0	0	0	0	0	0
Mediation on Pending	0	1	1	0	0	0	0	0	0	0
Investigative Hearing	1	1	0	0	0	0	0	2	4	0
Investigative Report	0	3	0	0	0	1	0	0	2	0
Implementation of recommendations	1	1	0	0	0	04	0	1	0	0
Litigation on Pending	2	1	3	3	0	0	1	0	2	2
Closure Q1	67	20	13	27	3	13	0	23	16	14



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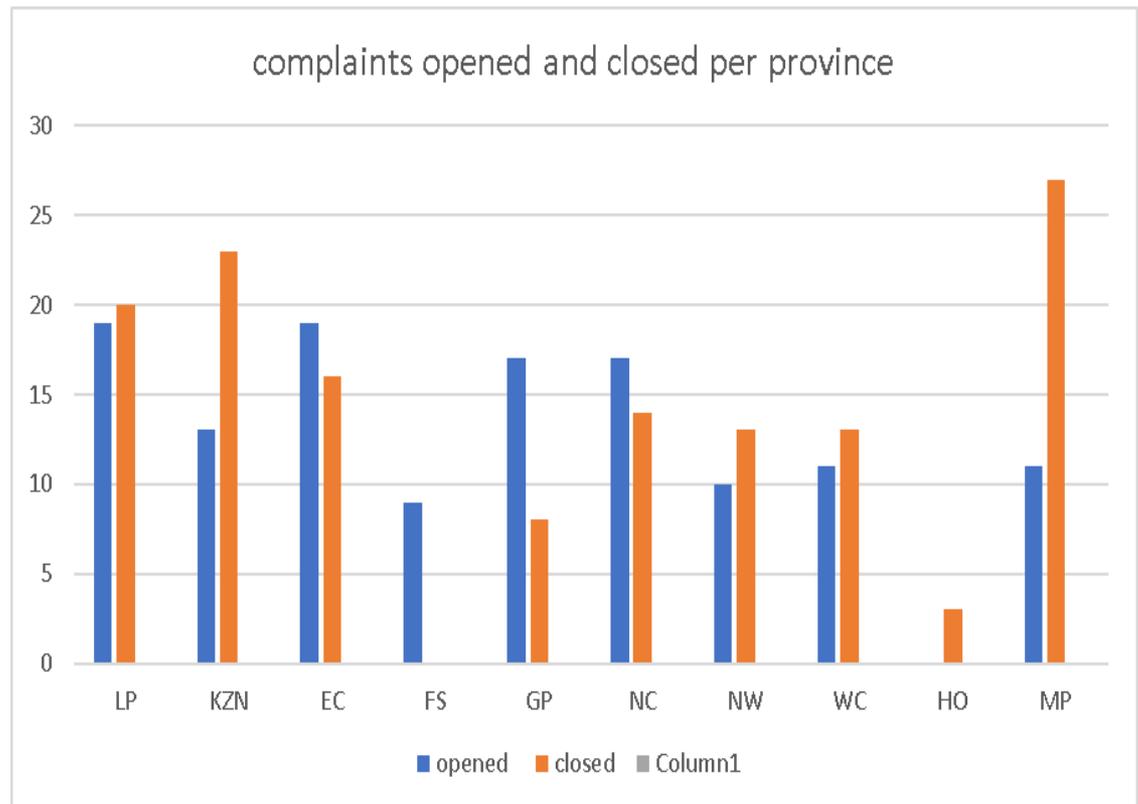
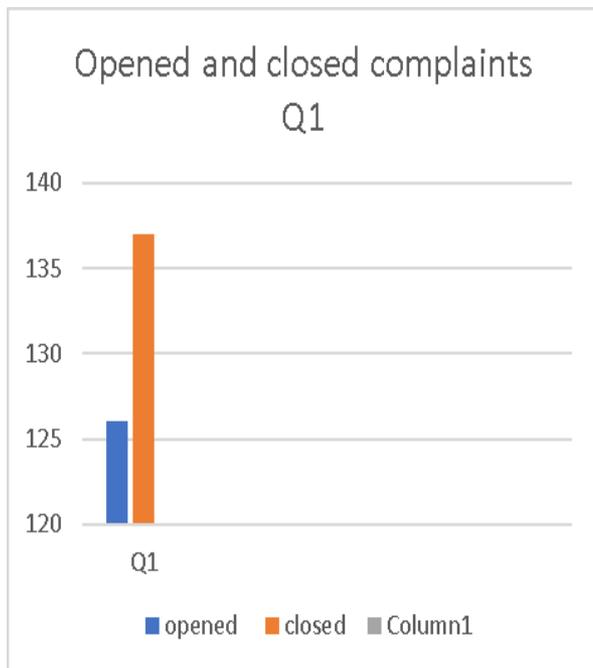
Q1



- GBV
- Maintenance
- labour
- Sexual offences
- Divorce
- General discriminatory practices
- General gender discrimination
- defamation
- Succession
- Health care
- Education
- Economic
- Religion



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Legal Clinics

For the period 18 Advocacy, legal and outreach clinics were conducted in collaboration with PEI offices.

Ranking	Province	No of legal clinics
1	NC	3
2	LP	3
3	KZN	3
4	EC	2
5	WC	2
6	MP	2
7	NW	1
8	GP	1
9	FS	1



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Having engaged with various communities during the outreach clinics, there are a number of observations that were highlighted by various provinces:-

There are areas where SAPS are too far, and the Commission needs to lobby for possible satellite police stations to be setup and the need to empower some of the community policing forums and processes that must be followed when abuse happens in communities.

Commission may need to engage with the Chiefs so that they become vigilant to any GBV matters and rapes that may take place in their communities and as well to ensure that they strike relationships with women support centres working in their communities as they will be in a better position to guide them on what needs to be done in certain matters, as well as lift up issues that can be brought to the attention of the Commission.



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Progress on SO 2

Systemic Investigations

- Investigation into the exploitation of females in the religious sector
- Gender Transformation on procurement
- Maternal Health
- Sex Work



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Progress on SO 2

Outreach and advocacy

- The unit for this financial will continue to assist Municipalities, by training them on gender mainstreaming generally and on how to localise SDGs. For the reporting period five Provinces were able to undertake this work (GP;KZN;LP;MP;WC) and three province (EC;NW and NC) could not secure dates. The training process for the Provinces that were able to get dates targeted members of the mayoral committee, councillors and ward councillors and senior managers.
- Key issues that surfaced during this was the fact during IDP processes there is lack of women participation and lack of strategies for women empowerment. Other municipalities had already trained their personnel on gender mainstreaming. In other areas lack of Policies which speak directly to gender matter as well as sexual harassment was reported. Some Provincial offices are currently assisting this municipality to develop these policies.



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Radio Station	Languages	Province
Mosupatsela Fm	English & Sesotho	Free State
Mohodi Fm	Sepedi	Limpopo
Radio Turf	Sepedi & English	
Moletsi Fm	Sepedi & English	
Kanyamazane Community Radio	SiSwati, English & Zulu	Mpumalanga
Barberton Community Radio	SiSwati, English & Zulu	
Moretele Fm	Sepedi, Setswana & English	Gauteng
Rainbow Community Radio	Afrikaans & English	
ICORA FM	Isi-Zulu	Kwa – Zulu Natal
Nqubeko Fm	Isi-Zulu & English	
Maputaland	Isi-Zulu, English, Isi-Swati, & Xitsonga	
Radio 786	English	Western Cape

Radio slots

Communications unit supported and worked with the unit in raising awareness on the Human Rights programme of this financial year. The partnership secured with GCIS flighted programmes on community radio that concentrated on gender based violence and youth and reproductive health rights.

A total of 12 Community radio slots were conducted this quarter. The table below reflects the radio slots and language in which the broadcast took place.

Geographical areas covered			
Province	District and Town	Urban	Rural
Free State	Motheo	Bloemfontein	
	Letsemeng		Koffiefontein
Gauteng	West Rand	Randfontein, Roodepoort	
	City of Johannesburg	Bram Fischerville	
Kwazulu Natal	Emadlangeni	Durban	Utrecht
	Emxhaheni		Groenvlei
	Mhlabuyalingana		Mbazwani
Limpopo	Capricorn	Polokwane	Sekotopekgomo, Lebokwakgoma, Makekeng
	Vhembe		Univenda, Khubi, Shigalo
	Waterberg		Bakernberg
Mpumalanga	Umjindi	Barberton	
	Ngangala	Belfast, Delmas	Kwaggafontein
Northern Cape	Frances Baard	Kimberley	



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North-west	Ngaka Modiri Molema	Mahikeng,	Madibogo,
	Bojanala	Rustenburg	
Western cape	Cape Town Metropolitan	Cape Town	
	Cape Winelands	Franschoek	
	Overberg	Grabouw	
	West Coast		Paternoster
	Eden	Mosselbay	
Eastern Cape	Mvezo		Ludondolo
	Sarah Baartman	Grahamstown	
	Mnquma		Gcina
	Nelson Mandela Bay	Port Elizabeth	



Strategic Stakeholder register		
Name	Role in the Project	Involvement
UN Women	Partnering on events relating to gender equality as well as possible funding on small projects	Mutual benefit, CGE provides human capital in events and UN Women financial resources.
UNDP	Partnering on events relating to gender equality as well as possible funding on small projects	Mutual benefit, CGE provides human capital in events and UNDP financial resources.
UNFPA	Partnering on events relating to gender equality as well as possible funding on small projects	Mutual benefit, CGE provides human capital in events and UNFPA financial resources.
FHR	Possible funding for interventions relating to UN 1325	Funding through proposals submitted for specific projects on human rights and gender equality.
Embassy of Denmark	Funding for community radio programs and the seminar on gender equality	Funding of radio programs, CGE provides scripts and personnel for radio interviews.
SABC Foundation	Funding for community radio programs and the seminar on gender equality	Broadcasting of PSAs for TV and SABC radio. CGE Provides the PSAs.
Standard bank top women	Adjudication on gender equality and partnership on future initiatives	Standard bank hosts the top women events and CGE is a judge on the panel as well as one of the speakers, MOU in place.
UN Global Compact	Partnering on UN Global compact, participation in international conferences	CGE participates in the global compact funded through UNDP
UNESCO	Member of the National Commission of UNESCO South Africa	Serves as a member of the NATCOM and Social and Human Sciences Shelter as well as Communication Information Sector Committee.
FAHAMU HURISA	Exchange and learning program (initiative aimed at building knowledge and skills on South African young leaders)	Collaboration to implement youth exchange program, CGE to host participants
GCIS	Funding for community radio programs and the seminar on gender equality	Funding of radio programs, CGE provides scripts and personnel for radio interviews.
DIRCO	Conflict resolution training relation to peace and security, possible participation at UNGA	Participation and training



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Communications

- ❑ For the period the unit supported public education and information department for Youth Month. The campaign focused on youth and gender issues.
- ❑ The campaign for youth was delivered through usage of various media platforms. The media vehicles included radio public service announcements (advert) for national radio stations, community radio programme and social media.
- ❑ The radio advert was carried out for broadcast by the SABC with the support of the SABC Foundation which managed to ensure that the CGE receives free airtime on multiple radio stations of the SABC during the campaign.
- ❑ The airtime donated by the SABC for the advert R 1 117 000.00. In relation to content, the radio advert aimed to raise awareness amongst the youth about the mandate of the CGE, and in the same vein it encouraged the youth to use services of the CGE. In highlighting the mandate of the CGE the advert also encouraged youth to use the CGE toll free number to report abuse but to also visit CGE's digital platforms for more information.



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SOCIAL MEDIA EXPOSURE

HIGHLIGHTS FROM THE MONTH

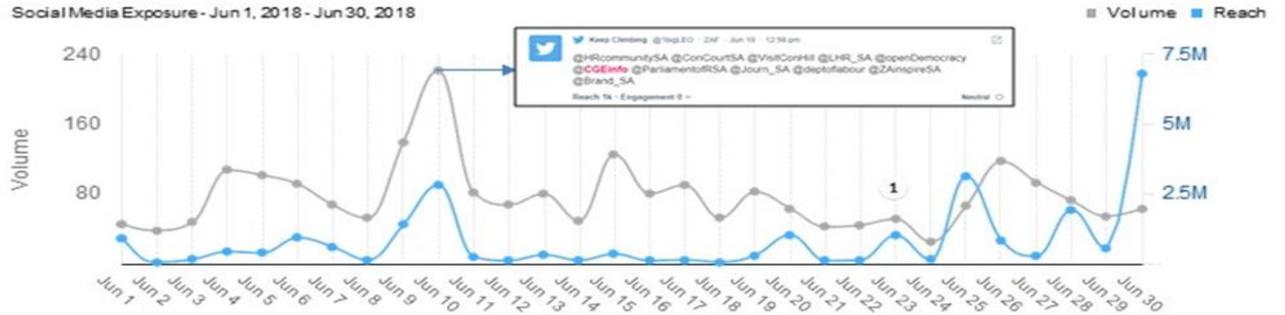
- 1 Social volume peaked on June 10th at 221
- Twitter accounted for 98% of social volume, followed by Instagram with 1% share



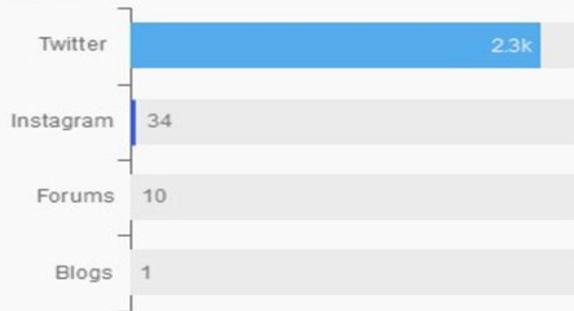
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CGE's social exposure

Social Media Exposure - Jun 1, 2018 - Jun 30, 2018



SOCIAL SOURCES



TONALITY





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Audit Issues

- ❑ For the period the Commission is undergoing audit by the AGSA. This process will be finalized on 31st July 2018. At this stage performance information is not qualified as was the case in the last financial year. There have however been some targets that have been under reported related to work under SO2.

- ❑ According to the AGSA at this stage the commission has shown improvement regarding the record keeping supporting the information contained in the financial statements and performance information, this shows that the assurance that Internal Auditors have been giving the institution is working (in terms of auditing evidence against every quarterly reports) and monitoring controls management has put in place has worked though it needs to be sustained going forward. Further attention must be put on claims to ensure that the claims are correct. And contract management must be closely monitored to ensure that irregular expenditure is not realised by the institution.



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Human Resources Progress on Appointments of staff

Vacant Position	Number of Incumbent	Status
Financial manager	1	Interviews held and report awaiting criminal checks
Legal Officers FS and GP	2	Interviews took place. Appointments done
Admin Officer FS	1	Interviews held and appointment done
Legal Researcher	1	Interviews were held
IT Assistant	1	Incumbent started in April 2018
Provincial managers FS & GP	2	Position advertised, the closing times were affected by post office strike. Shortlisting done and interviews to be scheduled
Legal Interns WC and FS	2	Appointments done during the reporting period



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APP TABLE UPDATE & PROGRESS

[Performance Information Tables for Q1 \(003\).pdf](#)



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Conclusion

The above gives an indication of work undertaken against targets set in the APP for the first quarter of the financial year. Commission is happy that there are continuous improvements on the work relating to the core mandate. As highlighted there has been a steady increase on achieving the targets set.

From work done, it can be seen that women's rights are still not protected whether its in granting decent work; sexual harassment in the work place; GBV violations. The Country still needs to raise the bar in ensuring that women's human rights are realised.



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POSSIBLE LEGISLATIVE AMENDMENTS

Against the plethora of complaints reported in Q1, the legal department deduces that the following may be in considered for various legislative amendments.

- *The Witchcraft Suppression Act No 3 of 1957.* The South African Law Reform commission issued a discussion document on the need for reform in 2016, which the CGE did input upon. However, to the writer's knowledge there has been no further update/progress.
- *Ukuthwala.* The South African Law Commission held Public Hearings regarding a possible Bill being formulated to guard against the polluted customary practice. However, there has been no progress/update since the Public Hearings.
- *Amendment of the Traditional Framework Governance Act* to call for 50 percent women's representation on Traditional Councils including sanctions if the number isn't met. Currently there is a 30 % quota, with no penalties/sanctions if the 30% isn't met.
- The maintenance system does not detect the default of maintenance payments automatically. The respondent must first come to court. At times the applicants do not even know. The court is having payment records but are not obliged to monitor and act on non-compliance without the applicant approaching them on the same. The law needs to be proactive. The system is discouraging other users to give up, they do not desire to travel monthly to court to report defaults. It is emotionally, psychologically and financially tiring. Possible amendments to the Maintenance Act should be made. Strengthening of the Maintenance Amendment Act 1998 about the enforcement mechanisms against employers on garnishee orders. Amendment of the Maintenance Act 1998 to enforce the informal maintenance agreements emanating during and after the application of maintenance at the maintenance courts.



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Thank you for your time

HAVE A GENDER RELATED COMPLAINT ?????

REPORT IT TO

0800 007 709
Twitter Handle @CGEinfo