



Commission for Gender Equality
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PRESENTATION TO THE PORTFOLIO COMMITTEE ON WOMEN IN THE PRESIDENCY

ANNUAL REPORT

2017-2018

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TABLE OF CONTENTS

- 1. Overview**
- 2. Constitutional Mandate**
- 3. Strategic Objectives**
- 4. Performance Overview**
- 5. Highlights**
- 6. Conclusion**



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OVERVIEW

This presentation provides an account of overall performance of the Commission for the financial year 2017/2018. The Commission has endeavoured to maintain sound financial controls in this financial year. An unqualified audit opinion was obtained.

In this reporting period there has been improvement in as far as performance information was concerned. The Commission received unqualified audits for all strategic objectives. There was under-reporting on radio engagements held in this financial year and this was subsequently corrected.

The AGSA did not raise any material findings on this as far as usefulness of the information provided is concerned. Audit results indicate overall improvement from last financial year results.



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OVERVIEW

Management continues to monitor and employ consequence management where processes and procedures not followed leading to non compliance to the rules.

In order to ensure that under reporting does not recur, the Commission has agreed on a reporting format with GCIS to ensure information on community radio slots held is the same. In the current financial year complaints management system has been procured and currently being rolled out.



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CONSTITUTIONAL MANDATE

- ❑ The Constitution of SA created an independent Commission for Gender Equality to deal specifically with promotion of gender equality and to advise and make recommendations relating to gender equality and status of women.
- ❑ Section 181 read with section 187 of the Constitution establishes the Commission for Gender Equality.
- ❑ In terms of section 187 CGE must promote respect for gender equality and the protection, development and attainment of gender equality



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VISION and MISSION

Vision

A society free from all forms of gender oppression and inequality

Mission

To promote, protect, monitor and evaluate gender equality through research, public education, policy development, legislative initiatives, effective monitoring and litigation

Values

Our values are anchored in the supremacy of the Constitution and the rule of law, and we perform all our functions with an ethos grounded in the following values:

- *Independence* – we impartially perform our duties without fear or favour, mindful of the independence of our office.
- *Professionalism* – we timeously execute our responsibilities with the utmost care and diligence, responsive to the society we serve.
- *Accountability* – we always give an account of our actions and decisions.
- *Ethical behaviour* – we maintain high standards of
 - trustworthiness and honesty
 - respect and empathy
 - integrity.
- *Teamwork* – we support and work in collaboration with our colleagues, state organs and civil society to maximise the attainment of our objectives.



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OUR MANDATE

According to the Commission on Gender Equality Act (No. 39 of 1996):

CGE **must:**

a. Monitor, evaluate and make recommendations, on

- policies and practices of organs of state, statutory bodies and functionaries, public bodies or private businesses, to promote gender equality.
- any existing law, including indigenous law and practices.
- government's compliance with international conventions with respect to gender equality.

b. Propose/recommend

- new law that may impact on gender equality or the status of women.



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OUR MANDATE - 2

c. Develop, conduct or manage

- Educational strategies and programmes that foster understanding about gender equality and the role of the CGE

d. Investigate and resolve conflicts

- On gender matters and complaints, through mediation, conciliation and negotiation, or referral to other institutions

e. Liaise and interact

- With institutions, bodies or authorities with similar objectives to the Commission.
- With any organisation which actively promotes gender equality and other sectors of civil society to further the objects of the Commission



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OUR MANDATE - 3

f. Prepare and submit reports.

- To Parliament on aspects relating to gender equality;

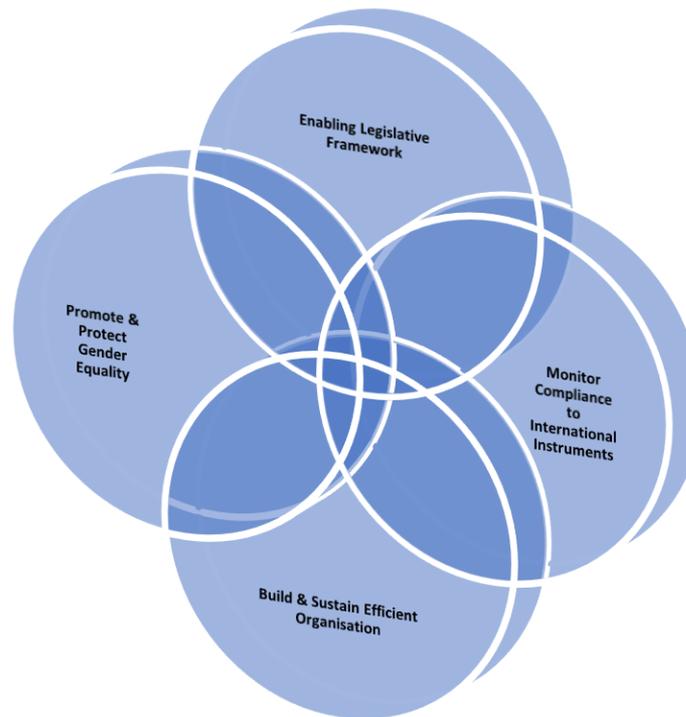
In addition, the CGE **may**:

- Conduct or order research to be conducted;
- Consider recommendations, suggestions and requests from any source.



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OUR STRATEGIC PLAN: 4 STRATEGIC OBJECTIVES





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Legal - monitor, investigate complaints and litigate on gender discrimination

Research- monitoring and evaluation of status of gender equality

CGE

PEI-to foster public understanding of the CGE and gender equality through education and information

Parliamentary- Monitor international, regional instruments and assert on legislative developments pertaining to gender equality



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GOVERNANCE AND OVERSIGHT COMMITTEES

- Legal and Complaints
- Research and Education
- Strategic Planning, Annual Report and M&E
- Human Resources
- Audit
- Finance and Administration
- Information Technology & Communications
- Good Governance and Social Ethics



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STRATEGIC OBJECTIVE 1:

To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality

To monitor equality and evaluate the promotion of gender equality and relevant policies and practices of the public and private sector and report parliament

To initiate and/or participate in the review of the legislative framework in all spheres of government that impact on gender equality

To conduct performance assessments of political parties and the public and private sectors on the effective implementation of gender equality legislation policies and practices

To evaluate the implementation and effectiveness of national justice facilities in addressing gender discrimination

To convene policy dialogues with relevant policy makers at national and provincial level on recommendations to promote gender equality contained in research reports and research activities



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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 action against infringements of gender rights through the implementation of appropriate redress

To timeously investigate complaints of violations of gender rights and identify appropriate redress

Initiate an investigation into systemic violations of gender rights and identify remedial action.

To develop co-ordinated programme to promote gender equality

To initiate interventions for the sustainable development and promotion of gender equality by addressing violations in the social cultural political economic security and human rights dimensions

To collaborate with organs of state civil society and other institutions for the effective development protection promotion and attainment of gender equality



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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 object of the Commission for Gender Equality.

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 present reports to national regional and international bodies on state compliance with conventions covenants and charters acceded to or ratified make recommendations for improvements and monitor implementation



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STRATEGIC OBJECTIVE 4:

To build an effective efficient and sustainable institution that will fulfil its constitutional mandate on gender equality

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 IT infrastructure that supports and promotes the organisational objectives of the CGE

To develop and implement comprehensive HR policies procedures and practices

Review the communications strategy and policy that promotes and enhances a positive public image of the CGE



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Performance Overview – SO1, Annual Targets

- ❑ One follow-up report on recommendations made to various private sector companies on gender transformation investigation report of 2016
- ❑ One investigation report gender transformation in tertiary institutions
- ❑ One status report on gender policies and practices using the gender barometer
- ❑ Twenty submissions
- ❑ An assessment report on women's representation & decision making in the traditional sector
- ❑ One consolidated court monitoring report
- ❑ One report on women in correctional facilities
- ❑ Two policy dialogues conducted at national and two dialogues conducted



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Activities	Achievements/Findings / Issues
<p>One follow up report on recommendations made in the investigation report on gender transformation with private sector institutions</p>	<p>Private sector institutions were called to assess how far companies had taken the recommendations as contained in the 2016 report. Generally measures have been put in place to address the recommendations of the Commission.</p>
<p>Gender Transformation Hearings with Institutions of Higher Learning (University of Free State; Johannesburg; and Stellenbosch)</p>	<p>Transformation hearings were held with the universities. Universities have challenges to proliferate female and persons with disabilities representation at senior management positions; still struggle with gender-related policies as well as dealing with gender based violence cases</p>
<p>One status report on gender policies and practices using the gender barometer. Focus was on the mining sector, targeting Impala Platinum Mines in Rustenburg and Petra Diamond based in Cullinan.</p>	<p>Mining sector remains a male-dominate sector. The sector generally reluctant to comply with national legislative policy framework promoting gender mainstreaming, transformation & women empowerment.</p>



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Activities	Achievements/Findings / Issues
	The sector fails to introduce self driven proactive & meaningful internal programs & policies to promote gender equality. Allegations of prevalent sexual harassment of female mine employees came to the fore at Impala and this is subject of investigation by legal department in this current financial year.
20 Submissions	Input on 29 submissions were made and tabled
An assessment report on women's representation and decision making in the traditional sector	The project assessed representation, participation and role played by women in decision making structures & other processes of the Provincial Houses of Traditional leaders (MP;EC;KZN & NW).



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Activities

Achievements/Findings / Issues

Assessing the plight of women in Correctional services facilities (WC-Pollsmoor; FS-Bizzah Makhate; GP-JHB Central)

The HTLs appear not ready and not capacitated to promote gender mainstreaming through internal policies and programmes; there is lack of support and capacity building from COGTA; there is lack of clarity on the role and relationship between COGTA and HTLs in terms of capacity building and support.

This is a project that started during the current reporting period and will continue into 2018/19 FY. It sought to assess plight & circumstances of health & related services rendered to incarcerated women. Key issues found relate to lack of sensitivity by officials with regard to gender/women's issues; inadequate supply of sanitary towels and failure to ensure privacy during body search procedures.



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Activities	Achievements/Findings / Issues
One consolidated court monitoring report	It was observed that the not all courts are designated sexual offences courts & DNA results are often main contributing factor for the delay in finalizing cases; maintenance courts and domestic violence courts lack sufficient personnel which tends to render unsatisfactory services to complainants
Four policy dialogues conducted at national level	Four policy dialogues conducted with high level stakeholders to consider findings and recommendations made by the Commission's research reports.



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Performance Objective – SO2: Annual Targets

- ❑ Seven hundred and twenty (720) complaints attended to in terms of CGE Complaints manual
- ❑ Report on gender mainstreaming workshops conducted
- ❑ One hundred and thirty five (135) outreach and legal clinics
- ❑ Four (4) systemic investigations conducted (Mining sector; Decriminalisation of sex work; Maternal health & JSC)
- ❑ Nine (9) coordinated programmes with targeted stakeholders conducted in provinces
- ❑ Resource book on gender equality legislation



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Performance Objective – SO2: Annual Targets

- Seventy Two (72) radio slots
- Nine (9) provincial reports on engagements with the traditional sector and religious sector
- Thirty Six (36) Stakeholder engagements on gender issues



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Activities	Achievements/Key findings / issues
720 complaints attended to in terms of CGE complaints handling manual	891 complaints were attended to by the legal department. For this financial year most complaints dealt with related to gender based violence; maintenance; gender discrimination and general discriminatory matters
One hundred and thirty five (135) outreach and legal clinics	A total of 162 outreach, advocacy and legal advice clinics were conducted across provinces. Issues raised and engaged with relate GBV; access to health care facilities; lack of understanding how protection orders work
Four systemic investigations conducted	Investigations were focused on Transformation of the Judiciary, Maternal Health, Decriminalisation of Sex work and Gender transformation in the Mining Sector.



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Activities	Achievements/Key findings / issues
Seventy two radio slots	Radio slots were conducted through a partnership with SABC, GCIS and NCRF. A Total of 166 radio slots took place
Nine (9) provincial reports on engagements with the traditional sector	Traditional leaders in some provinces were reluctant to engage on cultural practices that impact on gender equality. Issues raised include, registration of customary marriages, inheritance and succession; attacks on elderly women (witch craft killings)
Report on gender-mainstreaming	Municipalities deem gender as a soft issue and is still delegated to junior staff. Sexual harassment policies are put in place for compliance and not used to protect women. programmes still not mainstreamed properly e.g HIV/AIDS prevention programmes



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Activities

Achievements/Key findings/Issues

Joint coordinated programmes with LGBTI sector and Chapter nine institutions

The Commission in partnership with DoJ & Correctional Services conducted training and workshops on LGBTI. The Commission is a member of the LGBTI National Task Team (NTT) and victims of hate crime and discrimination on the basis of sexual orientation, gender identity and expression. There was a concern on high levels of secondary victimisation suffered by the LGBTI community which then necessitated the training.

Over and above the training provinces were expected to conduct stakeholder engagement with the LGBTIQA communities.

Some of the key issues raised are:

- The interactions between championing institution and the partners with target group reveal a lot of knowledge gaps around the topic of LGBTI, gender equality and human rights.



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Activities	Achievements/Key findings/Issues
Joint coordinated programmes with LGBTI sector and Chapter nine institutions	<ul style="list-style-type: none">• It was discovered that new allegations of assault of LGBTI by community youth was reported, over and above the complaint that brought the CGE to the community.• Political and traditional leaders were aware of the harassment of LGBTI com



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Activities	Achievements/Key findings/Issues
Thirty Seven (37) stakeholder engagements on the Commission's mandate and thematic focus areas	A number of stakeholders were engaged in this financial year ranging from legislatures, government departments, United Nations Agencies, Labour organizations, chapter 9 institutions, the media, Multilateral organizations, NGOs, SOEs and Embassies



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Complaints Handling

Province	Files opened	Files closed	Pending files
North West	70	71	71
Mpumalanga	105	132	43
Gauteng	88	76	58
Free State	79	14	79
KwaZulu-Natal	87	83	71
Western Cape	63	56	26
Eastern Cape	129	104	59
Head Office	4	5	7
Limpopo	180	145	76
Northern Cape	86	52	40
Total	891	738	530



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Nature of Complaint
Gender Based Violence
Labour
Culture and Tradition
Religion
Patriarchy
Economic
Education
Health Care
Succession
Political Representation and Participation
General Discriminatory Practice (Not gender related) or General Gender Discrimination.
Divorce, Sexual Offences, Maintenance and defamation.



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Public Education Interventions

People reached during reporting period

Province	Male	Female	Total
Eastern Cape	619	1253	1872
Free State	860	619	1479
Gauteng	629	1281	1910
Kwazulu- natal	679	1377	2056
Limpopo	1318	2798	4116
Mpumalanga	497	823	1320
Northern Cape	895	2657	3552
North-west	1016	1673	2689
Western Cape	697	982	1679
TOTAL	7210	13463	20673



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Community radio slots

Community Radio Stations	Average Day Listenership	Community Radio Stations	Average Day Listenership
Capricorn	578 000	Radio Qwaqwa	187 000
Makhado FM	91 000	Sekgosese FM	215 000
Giyani FM	57 000	Mdantsane FM	116 000
Radio Turf	55 000	Valley FM	103 000
Inanda FM	85 000	OFM	79 000
Forte FM	28 000	Kasi FM	67 000
Vuma FM	65 000	Barberton Community Radio Station	58 000
Smile FM	35 000	Mohodi FM	49 000
Jozi FM	520 000	Greater Tzaneen FM	32 000
Iqhayiya FM	27 000	Letlhabile Community Radio	36 000
Univen FM	180 000	Vaalbar Community Radio	155 000
North West FM	65 000	Alex FM	270 000
Mambatho FM	57 000	Rainbow FM	69 000
		Bushbuckridge Community Radio	187 000
		Radio Khwezi	140 000
		Radio Motheo FM	264 000



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Community radio slots

Community Radio Stations	Average Day Listenership	Community Radio Stations	Average Day Listenership
Riverside FM	69 000	Izwi Lethembe	49000
Radio Teemaneng	123 000	Elgin	24000
Namaqua FM	82 000	Ligwalagwala	1105000
Bush Radio	59 000	Kurara	73000
Alfred Nzo Community Radio	232 000	Moretela	112000
Unitra FM	367 000	Radio 786	55000
		Maputoland	6000
		Revival	21000
		Mosupatsela	47000
		Eden	163000
		Aganang	63000
		Pheli	8000



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Performance Objective – SO3: Annual targets

- ❑ Assessment Report on the implementation of African charter and localising SDGs
- ❑ Two assessments reports on CEDAW; BFA
- ❑ AGDI report
- ❑ Two reports on attendance at international and regional events



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Activities	Key findings
AGDI	<p>The country has been able to embrace the goals on gender equality, transformation and gender mainstreaming by putting in place plethora of legislative and policy framework</p> <p>It appears that the country is complying with international instruments relating to gender equality. Financial resources remain a serious challenge in policy implementation</p> <p>Country has erratic compliance reporting international instruments</p> <p>Whilst there is improvements on enrolling girl child at primary/secondary and high school level, there seems to be a worsening drop out figures for boys</p>
International Engagements	<p>2 High level panel discussions as held at CSW</p> <p>AU Commission session held in Banjul, The Gambia</p>



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Highlight of significant issues

- ❑ Litigation (Muslim marriages case; various equality court cases)
- ❑ CGE's 20 Year Review report
- ❑ Representation & decision making of women in traditional leadership a report which highlighted challenges for policy makers regarding the need to sensitise these institutions to the constitutional imperative for gender transformation
- ❑ Gender transformation reports – which placed on the spotlight challenges of gender transformation in the mining sector, private sector and institutions of higher learning.
- ❑ Africa Gender Development Index report where in collaboration with United Nations Economic commission for Africa which highlights
- ❑ Gender mainstreaming engagements with Mining Company ARM
- ❑ Radio programme



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Highlight of significant issues

- ❑ Strategic partnerships through various units which made various development partners invite the commission to various international and regional fora on all paid expenses
- ❑ Communications Unit which ensured that messaging and public engagements continue even to where the institution is incapable of reaching. And the commission derived value to the tune of over two million out of these partnerships. (NEMISA; SABC Foundation). These enabled the radio programme which focused on educating citizens from disadvantaged communities in vernacular or indigenous languages.
- ❑ Finalisation of Resources pack on SDGs to mainstream gender across departments



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Conclusion

The course of gender equality and transformation continues to face large scale structural obstacles that need collective efforts at all times.

The Commission has carried out and achieved some of the objectives as set out in the APP. The Commission's staff remained true to the purpose by discharging their responsibilities to ensure the work in the annual programme is completed with minimal disruptions.

A clear testimony that CGE has put in place effective internal institutional processes to ensure stability and certainty even under periods of potential stress where contextual factors such as amalgamation were under intense discussion.

Overall we are confident that the Commission through its collective efforts of staff has done justice to its mandate even under testing circumstances of budgetary constraints.



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Thank You

***HAVE A GENDER RELATED COMPLAINT ????
REPORT IT TO***

0800 007 709

Twitter Handle @CGEinfo

Facebook: Gender Commission of South Africa