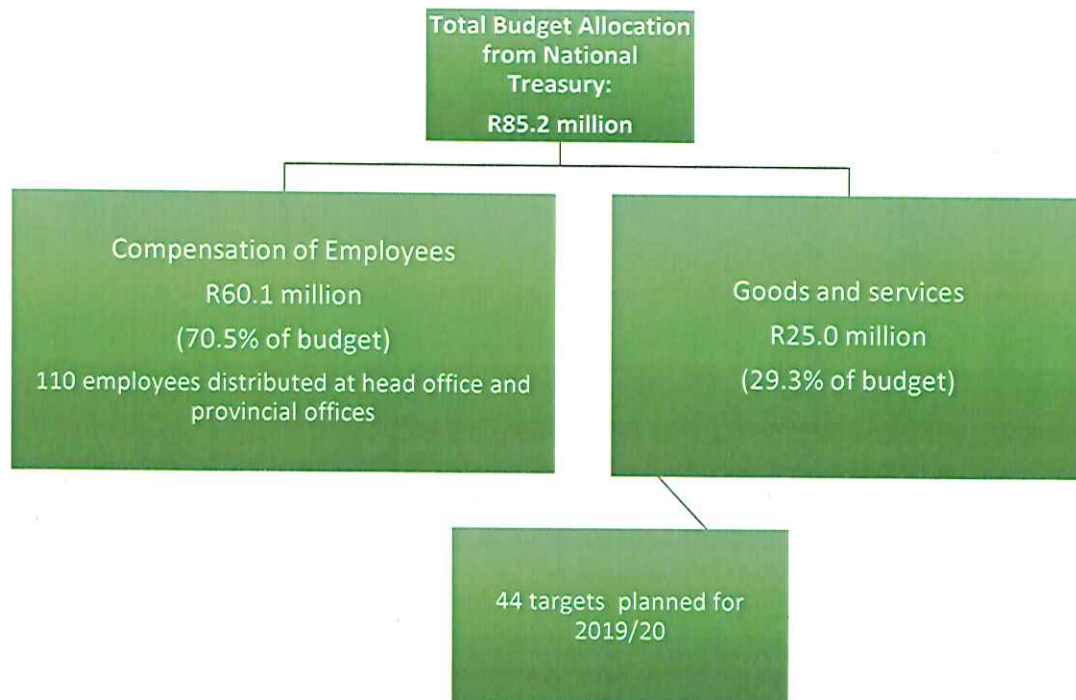


The Commission for Gender Equality: Summary of Budget and APP

03 July 2019

Mission: to advance, promote, protect, monitor and evaluate gender equality through undertaking research, public education, policy development, legislative initiatives, effective monitoring and litigation



Strategic Objective (SO) No. 1: To advance an enabling legislative environment for gender equality.

Evaluate and make recommendations on new and proposed legislation to ensure gender mainstreaming
Proactively review national gender-transformation legislation and its implementation by state and private institutions
Monitor the state's compliance with international and regional treaties that advance gender equality

- 12 Targets planned for Strategic Objective 1
- R13.3 million of budget allocated to achieving SO1 = $\pm 15.6\%$ of overall budget

Strategic Objective (SO) No.2: To promote and protect gender equality through public awareness, education, investigation and litigation

Develop, conduct or manage information and education programmes to foster an understanding of matters related to gender equality
Investigate, resolve or refer any gender related issue to rectify it and to seek redress for victims of gender violations

- 8 targets planned for Strategic Objective 2
- R21.7 million of budget allocated to achieving SO 2 = $\pm 25.5\%$ of overall budget

Strategic Objective (SO) No.3: To monitor and evaluate issues that undermine the promotion and attainment of gender equality

Monitor and evaluate gender-based violence
Monitor and evaluate women's empowerment

- 5 targets planned for Strategic Objective 3
- R8.7 million of budget allocated to achieving SO 3 = $\pm 10\%$ of overall budget

Strategic Objective (SO) No 4: To build an efficient organisation that promotes and protects gender equality *(Inward looking/ administrative objective)*

Strengthen the CGE to deliver on its mandate
Increase the influence and impact of the CGE to ensure a transformed society

- 19 targets planned for Strategic Objective 4
- R 41.6 million of budget allocated to achieving SO 4 = $\pm 49\%$ of budget

COMMENTARY/ ISSUES FOR CONSIDERATION

Overall, the Commission for Gender Equality has improved its performance across the last 5 years and has increased its public awareness and outreach. It has met most of its targets and has remained financially solvent and spent within budget. Key areas of concern for the Commission include:

- **Case management:** The Commission receives a high volume of cases from the public on an array of issues, including gender discrimination, maintenance and inheritance, to mention a few. Year on year, the Commission has struggled to close off cases resulting in a huge number of pending files being carried over annually. The CGE has subsequently implemented an electronic case management system. It would be important to monitor the progress of cases.
- **Budget and staffing/retention:** The Commission receives a significantly smaller budget than other Chapter 9 institutions. To this end, its activities and programmes are often limited due to budgetary constraints. The Commission also struggles to retain staff, as it is not able to pay higher salaries and loses staff to other institutions.
- It must also be noted that new commissioners have not yet been formally appointed to the Commission, leaving it under-staffed in this regard – this could have an impact on meeting of targets
- In terms of the 2019/20 Annual Performance Plan, it has been clearly drafted but is lacking in detail in some areas. For example, there is no indication of which institutions will be assessed.
- Given the nature and scope of the work to be undertaken by the CGE, are provincial offices adequately resourced (both human and financial) to deliver on the mandate? Are there currently any vacancies in Provincial Offices? If so, which positions?
- Are there any departments which the CGE will be collaborating with for any of its projects?
- Have all outstanding targets for 2018/19 been met, and where they have not have mitigation measures been implemented?