



Commission for Gender Equality  
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# Portfolio Committee on Women, Youth and Persons with Disabilities

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## 3<sup>rd</sup> Quarter Report – October to December 2018

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## **Introduction**

- ❑ The report focuses on assessing activities that were undertaken during the third quarter of the financial year.
- ❑ The report will therefore highlight operational activities undertaken for the period under review as well as achievement or attainment of targets against what was planned for the period in the APP, interrogate spending patterns and trends as well as overall functioning of the institutions.
- ❑ It should further be noted that the reporting period also coincides with 16 days of Activism which runs from end November to Mid-December and by its nature the period involves intense engagements with various stakeholders by the staff and members of the Commission.



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## OVERVIEW OF THE FUNCTION OF THE ORGANIZATION - 1

- ❑ For the current reporting period, approximately 64 % of planned targets have been finalised. This represents a dip in work done when assessing it against the work of the other previous quarters.
  
- ❑ Activities under strategic objective one was affected mostly by the PLU. Management had to put in place extra measures to ensure a catch plan is in place so that the output reports are not affected. A team consisting of research and PEI is working on the production of the relevant SDG and African Charter reports. The work that relates to submissions has been given to legal unit to undertake.
  
- ❑ At this stage the Risk maybe on the African Charter Report should we not receive the necessary information from government departments on information sought against the obligations of SA as a State Party. However, this delay should it materialise will not affect the reporting that the Commission is expected to undertake as per the outcome of Resolution 320 and formal recognition status given to the Institution.



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## OVERVIEW OF THE FUNCTION OF THE ORGANIZATION - 1

- ❑ The Commission through its work still encounters instances where access to justice is not realised. There are still instances where matters on gender-based violence and rape still take 10 years to be finalised, even at a point where monitoring is closed undertaken in some of the Provinces. And in most of these cases officials within the Justice cluster are affected parties and/ or Respondents and the system is clearly utilised to delay and make sure that justice is not served.



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## **OVERVIEW OF THE FUNCTION OF THE ORGANIZATION - 1**

- ❑ For the period the unit supported departments and provinces on messaging for 16 days of activism. We implemented a campaign that focused on gender-based violence, in light of the fact that it was 16 days but further taking into consideration the Summit that was hosted during this time. Social media platforms were utilised in running this campaign.
  
- ❑ During this reporting period, the Free State Office together with partners launched the gender terminology project and the unit assisted in ensuring that a media strategy for coverage was in place; social media plan and activation takes place on the day; assisted with branding of the launch as well sourcing sponsorships for the booklet.



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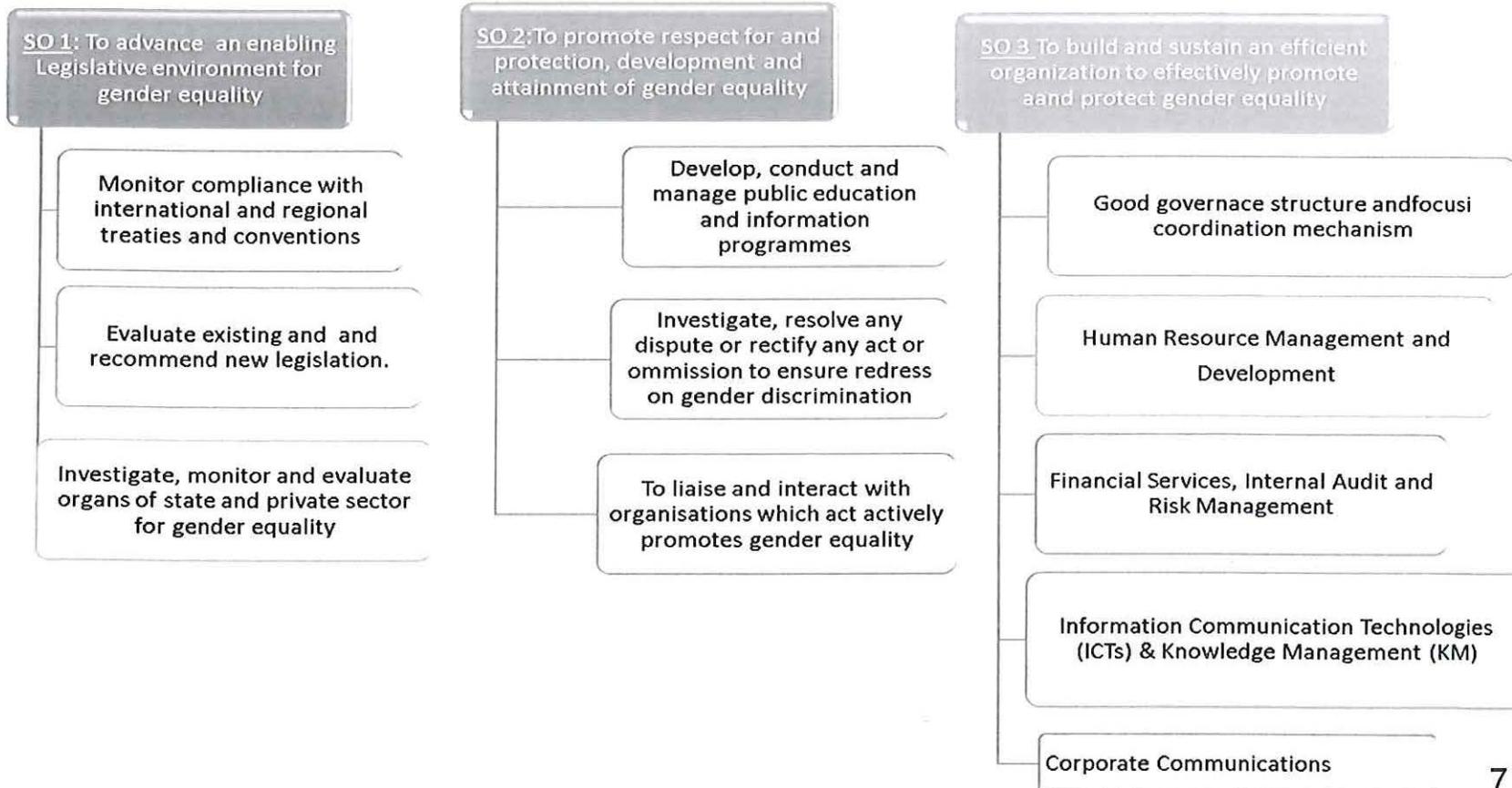
## SYSTEM IMPROVEMENTS

- ❑ For the reporting period finance unit and HR are currently overhauling and integrating performance management system and case-ware respectively. There were several problems experienced with the system that was previously utilised for performance management.
- ❑ This system was independent and not linked to the current sage systems and a decision was taken to integrate and utilise other modules in the system. Some of the integration processes and case-ware management system will ensure that finance decentralises some of the procurement to provinces, and finance monitors to ensure process are followed and no irregular expenditure is incurred.
- ❑ Further the commission will much more easily produce and present proper financial statement.
- ❑ The new telephone system has gone live. There are however provinces such as GP where there are still some glitches being experienced.



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





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- ❑ The organization performance will continuously be monitored; it should be noted that there have been major improvements in comparison to the prior achievements in second quarter.

Strategic objective	Planned 3rd quarter targets	Achieved 3rd quarter targets	Unachieved 3rd quarter targets	% of achieved 3rd quarter targets
1	10	4	6	40%
2	11	8	3	73%
3	9	7	2	78%
<b>Total</b>				<b>64%</b>



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## Progress on SO 1

### **Assessment of Women's Participation and Representation in Political Parties**

- The project will assess the 2019 Elections processes (i.e. political party electoral processes as well as electoral processes driven by the IEC) from a gendered perspective, to determine the extent to which political parties and other elective institutions have made provisions to ensure equal representation and participation between women and men in South Africa. The previous assessment reports have indicated the fact that representation of women in political parties and related decision-making positions is somewhat decreasing. It showed poor representation of women in leadership positions of political parties, which means political structures are still dominated by men, despite the constitutional equality clause, and the country's commitment to the SADC 2015 target of 50/50 women's representation in leadership.



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## Progress on SO 1

### **Assessment of Women's Participation and Representation in Political Parties**

- Political parties have undertaken progressive strategies to improve women's political participation, because some have been influenced by the strategies of other political parties (the spill over effect) in advancing women's representation, resulting in comparable or complimentary initiatives.
- Institutional mechanisms for increasing the number of women in public office are undermined somewhat by political parties because they are not legal requirements embedded in electoral legislation, but rather internal party policy, even though there are efforts to enhance women's political participation. These were but a few findings highlighted in the various reports that the commission previously did.



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## Progress on SO 1

**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 previously 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.



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## Progress on SO 1

### **Assessment of Women's Participation and Representation in Political Parties**

- During this quarter, the Research Department has carried out an extensive review, including collecting information on the current comparative representation figures for men and women in:**
  - **Political parties**
  - **Provincial Legislatures and Executive Committees**
  - **National Council of Provinces**
  - **National Assembly**
  - **National Cabinet**
  
- This information will be vital in making comparisons for progress in terms of gender representation before and after the national and provincial elections in 2019**



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## Progress on SO 1

### **Assessing Women's Representation and 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.



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## Progress on SO 1

### Assessing the Plight of Women in Correctional Services Facilities

- This project assesses the conditions and circumstances under which women incarcerated in Correctional Service Centres in South Africa are held, including an assessment of the services rendered to them by the Department of Correctional Services. The assessment will also consider the observance of the reproductive health care and welfare services rendered to the women inmates by the Department of Correctional Services. 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.



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## Progress on SO 1

### **Assessing the Plight of Women in Correctional Services Facilities**

- As was indicated in the previous quarter, the department struggled to get access. The office had to threaten the DG with subpoena for access to be granted. During this quarter, no fieldwork was carried out at all due to the refusal of the Department of Correctional Services to issue permission of access to the three selected Correctional Centre for the Study (i.e. Thohoyandou, Potchefstroom and Durban Westville women's prisons). Due to the highlighted delays field work was undertaken during the current reporting period. And in order to ensure that the reported delays do not affect the project timelines, the project teams had to split and conduct field work concurrently.**



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## Policy Briefings/Dialogues Programme

- ❑ The Policy Dialogue Programme 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 Centres.
- ❑ The dialogue on mining report was held in the last quarter and for the reporting period target was to hold policy dialogue with Correctional Services on last financial year's report. This policy dialogue could not take place and the unit has planned it for the 4<sup>th</sup> quarter.

## 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

### Gender Transformation Investigation report

- The Legal department held gender transformation on procurement hearing on the 13<sup>th</sup>- 14<sup>th</sup> November 2018. The following national departments participated at the hearings:
  - Department of Rural development and Land Reform.
  - Department of Health
  - Department of Social Development
  - Department of Basic Education

### Systemic gender violations in shelters

- The legal department has received questionnaires in Q3 however not all shelters have returned the Questionnaires. During Q3 the Legal department has further visited identified shelters in provinces and conducted *inspection in loco*. The only defaulting entity has been placed in demand with a final demand letter. The entity will be issued with a notice to appear before the Commission to enable the Department to finalise its work. This will take place in Quarter 4. The department will draft a report and it is envisaged to be finalised during Q4.



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## Progress on SO 1

Gender  
Transformation  
on Procurement

- The Legal department has selected the following national departments for the purposes of the transformations hearings:
  - Department of Rural development and Land Reform;
  - Department of Health;
  - Department of Social Development;
  - Department of Basic Education.
- All relevant information has been received for analysis bar for two departments that have requested to submit their response in October 2018.

Systemic  
gender  
violations  
Maternal Health

- A meeting was held with the National Shelter movement and they submitted names of shelters belonging to the movement. Questionnaires have been sent out to all relevant shelters. The hearings will take place during the third quarter



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## Gender Transformation in Tertiary Institutions

- The Legal department has selected the following Universities for transformation hearings: The University of Mpumalanga, Sol plaatje University, Nelson Mandela University and University of Zululand. The Department has dispatched questionnaires in Q1 and received completed questionnaires in Q2.
- The Commission held the transformation hearings on the 22-23 November 2018 and observed that the two new universities, Sol Plaatje University and University of Mpumalanga, are struggling with transformation. Best practices with other institutions being Nelson Mandela University is that there are measures put in place to track and promote transformation; whereas University of Zululand established language policy including sign language to persons with disability, especially deaf students.
- Department of Higher Education and Training's Director General did not appear, however delegates of DHET submitted written progress report to the Legal Department. The department is currently drafting a report and is envisaged to be completed in Q4.



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Investigation into the exploitation of females in the religious sector

- The Commission has compiled cases that reflect exploitation of females in the religious sector. Most of these cases were finalised at court and a few are pending before the courts. The department is currently compiling a report and would be completed in Q4



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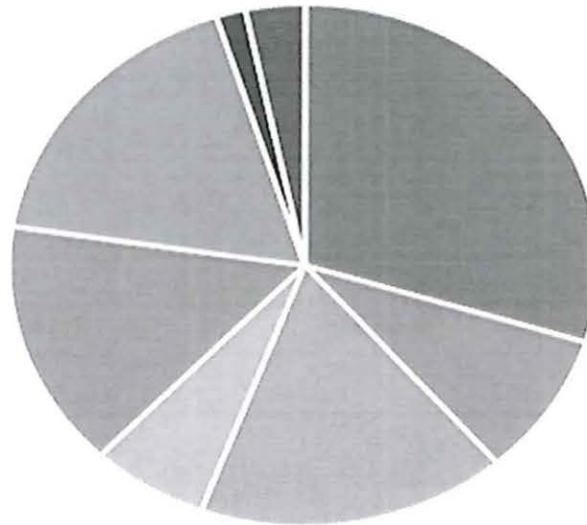
## Legal Department

	GP	LP	WC	MP	HO	NW	FS	KZN	EC	NC
Complaints Pending	104	54	28	27	13	77	34	91	75	55
File Registered Q3	20	16	3	9	11	13	18	14	15	11
Acknowledgement of Receipt Q3	20	16	3	9	11	10	18	14	15	11
Assessment Q3	20	16	3	9	11	13	18	14	15	11
Investigation on Pending	74	50	26	24	13	70	30	88	63	53
Negotiation on Pending	1	0	0	0	0	0	0	0	0	0
Mediation on Pending	0	1	1	1	0	0	0	0	0	0
Investigative Hearing	2	0	0	0	0	0	1	2	7	0
Investigative Report	3	0	0	0	0	3	1	0	2	0
Implementation of recommendations	2	1	0	0	0	4	1	1	1	0
Litigation on Pending	2	2	1	2	0	0	1	0	2	2
Closure Q3	12	19	1	9	4	10	29	0	15	5



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### Q3 complaints

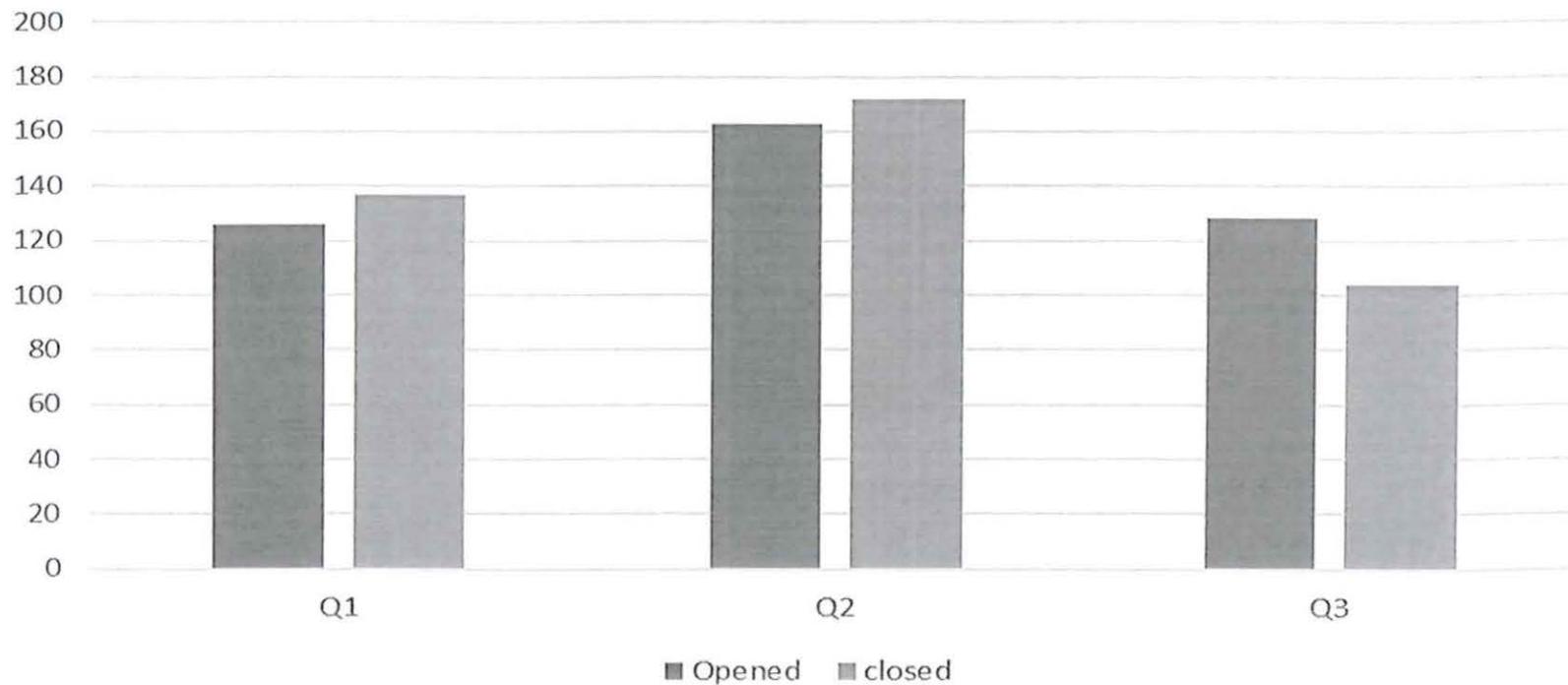


- GBV
- Labour
- General Discriminatory practice
- Gender discriminatory practice
- Sexual offences
- Maintenance
- Divorce
- Economic



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Q3 files opened and closed



**It is evident from the above table that the legal department has received and closed significant complaints in Q3 notwithstanding numerous engagements during the 16 days of Activism of No Violence against Women and children.**



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The department conducted 19 Advocacy, legal and outreach clinics this quarter in collaboration with PEI. The table below provides a visual display on the split of the Advocacy, legal and outreach clinics per province.

Province	No of legal clinics
LIMPOPO	3
KWA- ZULU NATAL	2
MPUMALANGA	2
EASTERN CAPE	2
WESTERN CAPE	2
NORTH WEST	2
GAUTENG	2
NOTHERN CAPE	2
FREE STATE	2



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**Key issues raised during the outreach advocacy and legal clinics included:**

- Teenage pregnancy that results in high rate of drop-outs in schools.
- Abuse of Women in Farms, cases get opened however victims withdraw them.
- Maintenance of children by their fathers and the failure of the Court in dealing with that.
- Unemployment
- Domestic Violence.
- Rape: The participants raised concerns of delay of DNA results
- Successions – disputes of inheritance resulting from unregistered customary marriages
- Human Trafficking



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## Progress on SO 2

### Outreach and advocacy

- The unit for the reporting period continued to assist Municipalities, by training them on gender mainstreaming generally and on how to localise SDGs. Various provinces targeted provincial IDP managers forums for the gender mainstreaming workshops.
- Gender mainstreaming training took place in most provinces with the exception of the Free State and North west. Municipalities who agreed to partner in the training cancelled and the event had to be postponed subsequently. This training has been planned for the 4th quarter.



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## Progress on SO 2

### Outreach and advocacy

- In **Limpopo**, gender mainstreaming training was conducted in Capricorn municipality, targeting the Blouberg Local municipality. Participants included the mayoral committee, the speaker, the women's caucus, councillors and officials from the special programmes which included the gender desk. The training was aimed at raising awareness about the SDGs. The office assisted the municipality to draft a POA on implementing gender mainstreaming. This implementation will be monitored by the office.
- The office also received a request from Eskom to conduct a workshop on gender transformation and gender policy development. Eskom was previously called for to transformation hearings at the Commission and as a result, provincial Eskom offices have embarked on training for their officials. Pei has been assisting Eskom with training in the past and continue to provide support.
- In **Mpumalanga** a gender mainstreaming workshop at Dipaleseng Local Municipality in Balfour. Participants included the municipal manager and other municipal officials. Discussions during the training were about engendering their IDP. One of the key issues raised by the municipality is that were capacity issues relating to staff that would run with gender mainstreaming initiatives.



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## Progress on SO 2

### Outreach and advocacy

- **Kwazulu- Natal** conducted gender mainstreaming training in the Greater Kokstad Local Municipality. Municipal officials were in attendance, it should be noted that senior managers attended for very short periods and left. This may imply that seniors are not taking the CGE seriously. Despite the poor attendance by senior managers, the event went ahead. The municipality has 50% women in senior positions as well as a gender policy. Budget for gender is limited which could mean that the IDP has not been mainstreamed.
- **Northern Cape** conducted a gender mainstreaming and policy development workshop at Eskom. Eskom was previously called for to transformation hearings at the Commission and as a result, provincial Eskom offices have embarked on training for their officials. PEI has been assisting Eskom with training in the past and continue to provide support.
- **Gauteng** conducted a gender mainstreaming session at Merafong municipality with senior managers and officials in Despite not having conducted a gender mainstreaming exercise, the municipality confirmed that they have a gender policy and other policies. It was agreed that a follow-up session needs to be held with the municipality and the current policies need to be assessed to see whether the policies are properly crafted and have been mainstreamed.



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## Progress on SO 2

### Outreach and advocacy

- **Eastern Cape** conducted gender mainstreaming with the Mhlontlo municipality. This municipality is plagued by issues of sexual harassment, murder, physical assault and many other issues. The session was poorly attended by senior managers and councillors who need to understand gender mainstreaming and ensure that programmes and the IDP is mainstreamed. Non-attendance could impact on the IDP been mainstreamed.
- **Western Cape** held a gender mainstreaming session in Knysna with the Eden District Municipality. Participants included Senior and Junior staff members of the Municipality. Gender mainstreaming training has not taken place in the municipality before. The office would therefore be required to conduct follow-up training with the municipality



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Radio station	Listenership
Inanda	51000
North Coast	5000
Vibe	25000
Rhodes Music radio	24000
Vukani	81000
Alfred Nzo	270000
Sajonisi	65000
Mosupatsela	49000
Revival	2000
Riverside FM	46000
Elgin FM	14000
Eden FM	172000
Zibonele FM	230000
Pheli FM	10000
TUT FM	10000
Makhado FM	4000
Hlanganani FM	10000
Mohodi FM	7000
Moletsi FM	18000
Turf FM	29000
Kanyamazane FM	20000
Moutse FM	160000
Voice of Community FM	51000
Bushbuckridge FM	21000
Ratlou FM	61000
Mahikeng FM	120000
Moretele FM	68000
Modiri FM	59000
Univen Radio FM 99.8 MHZ	120000

Table provides an overview of the radio stations and the listenership: department in collaboration with Communications developed a community radio strategy and plan for 2018-2019. The implementation of the plan has commenced and has yielded radio slots on the mandate and CGE programmes. In this quarter, the Commission in partnership with GCIS through which information will be shared on key issues relating to gender-based violence and SRHR



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### **Total number of people reached during the reporting period**

<b>People reached during reporting period</b>			
<b>++Province</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Eastern Cape	60	229	<b>289</b>
Free State	166	253	<b>419</b>
Gauteng	136	265	<b>401</b>
Kwa - Zulu- Natal	44	85	<b>129</b>
Limpopo	359	801	<b>1160</b>
Mpumalanga	174	248	<b>422</b>
Northern Cape	179	369	<b>548</b>
North - West	113	246	<b>359</b>
Western Cape	223	319	<b>542</b>
<b>TOTAL</b>	<b>1454</b>	<b>2815</b>	<b>4269</b>



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Areas Reached in Provinces.docx



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## STAKEHOLDER MANAGEMENT REPORT – 1

Name	Role	Authority	Involvement
UN Women	Equal partner in events	Equal responsibility	Co-hosting events and gender equality think tank
UNDP	Equal partner in events	Equal responsibility	Co-hosting events and gender equality think tank
UNFPA	Equal partner in events	Equal responsibility	Co-hosting events and gender equality think tank
FHR	Partner and Financial assistance in gender projects		Donor on activities of mutual interest
UN Global Compact	Equal partner in events		Gender equality projects for business leaders



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## STAKEHOLDER MANAGEMENT REPORT – 1

CHIEF EXECUTIVE OFFICER'S THIRD QUARTER PROGRESS REPORT

Name	Role	Authority	Involvement
UNESCO	Member of NATCOM and Sector Committees	Advisory capacity on gender equality. Committee member	Attendance of all <u>Unesco Natcom</u> meetings as a member, participating in <u>Unesco</u> events
SABC Foundation	Partner for PSAs	CGE produces the PSA and SABC flights it on SABC TV stations	
DIRCO	Partner on Peace and Security		
DPME	Partner on M&E		
STATS SA	Secretariat on SDGs Project		
<u>DoW</u>	SDGs Project partner		
SALRC	Law reform partner		
Embassy of Demark	Donor		
Embassy of Norway	Donor		
Embassy of Sweden	Donor		
Norton Rose Law Firm	Partner on <u>Probono</u> work		Undertake Pro-Bono legal work for the Commission. They have done work on internal labour matters but as well the focus is on Mandate related Court matters
CEE	EE Transformation		Signed MoU
Standard Bank Top Women	Gender Equality Awards		
UNISA	Review of Journals Articles and Books		
CCMA	Sexual Harassment		



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## Communications

For the period the unit supported departments and provinces on messaging for 16 days of activism. The unit implemented a campaign that focused on gender-based violence, in light of the fact that it was 16 days but further taking into consideration the Summit that was hosted during this time. Social media platforms were utilised in running this campaign. During this reporting period, the Free State Office together with partners launched the gender terminology project and the unit assisted in ensuring that a media strategy for coverage was in place; social media plan and activation takes place on the day; assisted with branding of the launch as well sourcing sponsorships for the booklet.



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## Communications

The unit contributed content to GCIS which was published in Vukuzenzele community newspaper. The content circulated covered areas related to gender-based violence and its impact on sexual reproductive rights.

For the reporting period, a close out report/ project completion report was compiled in collaboration with finance unit as was required by the Danish Embassy as per the funding requirement for the radio programme.



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### MEDIA EXPOSURE

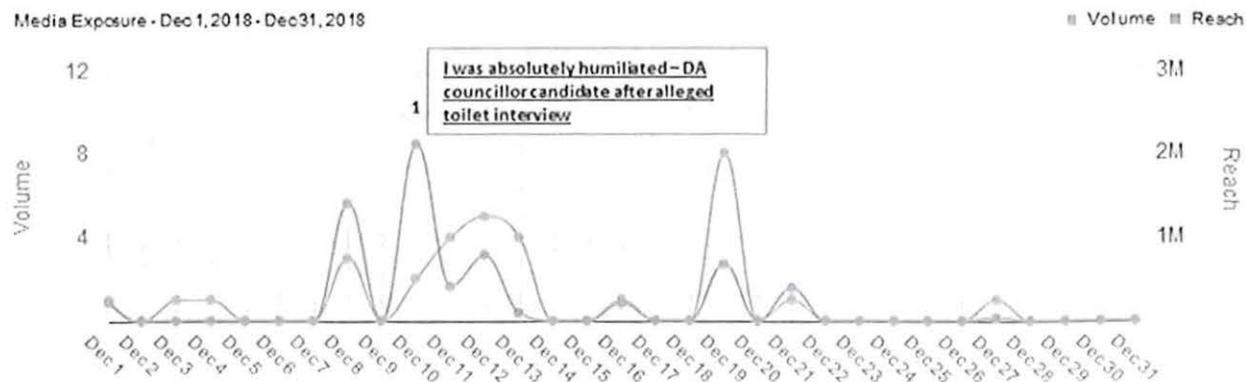
#### HIGHLIGHTS FROM THE MONTH

- 1 "News24" led the highest potential reach of 2.1M on Dec 10th
- 2 "City Press" overtook "AllAfrica.com" as Top Publisher in this period
- Overall reach decreased 72%
- "City Press" accounted for 10% of volume, followed by "Politicsweb" with 7% share

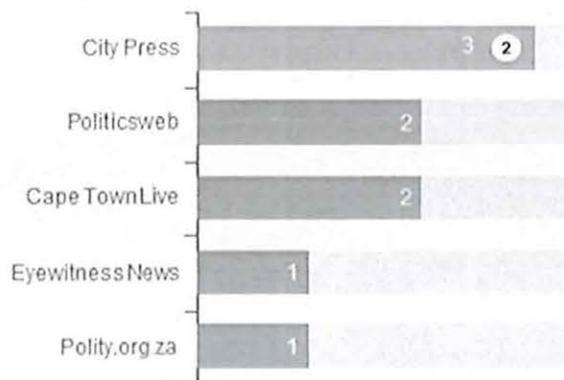


### December Coverage: CGE's exposure decreased 55%

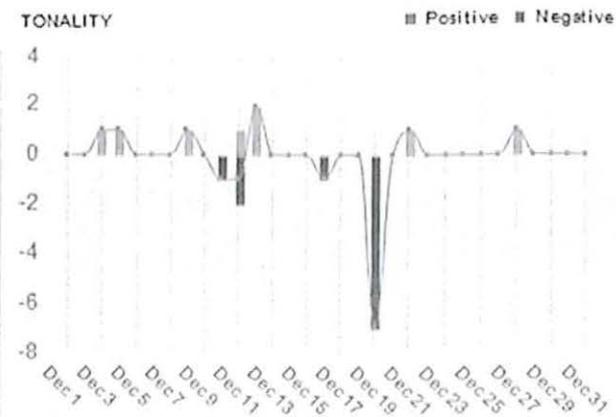
Media Exposure - Dec 1, 2018 - Dec 31, 2018



#### TOP PUBLICATIONS



#### TONALITY





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## TOP PUBLICATIONS

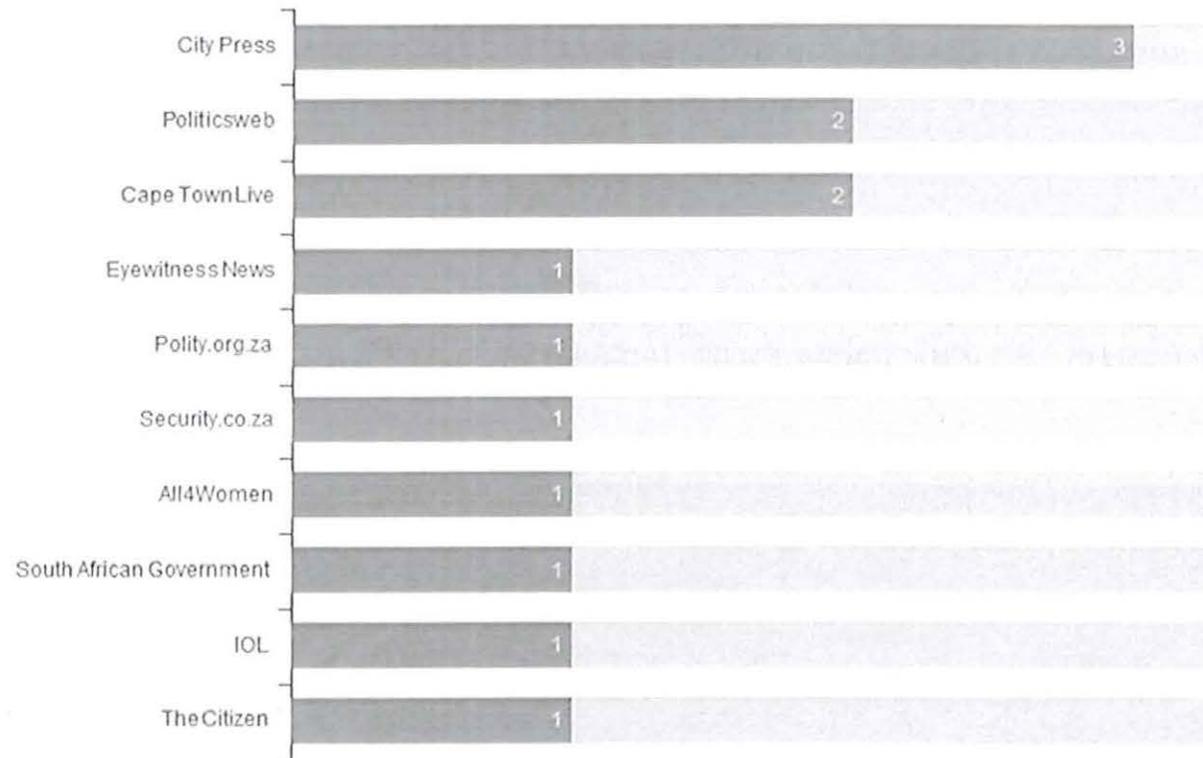
### HIGHLIGHTS FROM THE MONTH

- "City Press", "Politicsweb", and "Cape Town Live" accounted for 24% of the volume share among the 25 highest publications



## December: City Press mentioned CGE the most

Top Publications by Volume - Dec 1, 2018 - Dec 31, 2018





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## Human Resources

The HR department has been facilitating recruitment and selection in attempts to fill vacant positions within the commission. **Progress on Appointments of staff**

Vacant Position	Number of Incumbent	Status
Driver	1	Contract renewed on a permanent basis as per Plenary engagements
Legal Researcher	1	Headhunting process underway now that the previous process of advertising and interviews could not yield desired outcomes
Provincial managers FS & GP	2	Interviews finalised and further HR processes underway
Internal Audit Interns	2	Internal Audit Interns appointed