



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

# **Presentation to the Portfolio Committee on Women, Youth and People with Disabilities in the Presidency.**

## **Annual Report 2018/2019**

### **08 October 2019**



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## **INTRODUCTION**

- **The Commission for the Gender Equality (CGE) is hereby once again presenting to the South African Parliament and members of the public, as required by law, our Annual Report for the 2018/19 Financial year.**
- **For the purpose of fulfilling the demands of democratic accountability, this annual report contains a record of the work and achievements of the Commission against its planned programme activities for the preceding Financial Year as indicated.**
- **As an institution established in terms of Section 187 of the Constitution of South Africa, the Commission for Gender Equality (CGE) serves an important function of supporting the vibrancy of democracy in the country.**



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## INTRODUCTION

- **Therefore, the allocation and use of public resources, including budgetary funds, to fulfil its constitutional mandate makes it imperative to provide an account to the South African public of how these public resources were utilised in pursuit of the constitutional objectives for which the Commission was established in 1996.**
- **It is therefore a great pleasure for me as Chief Executive Officer of the Commission to present this account of our programme activities and achievements to the public.**



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## **OVERVIEW**

- Before I give an account of some of the highlights and key achievements from our programme activities during the reporting financial year, it is important to note that we present this report at a time when there is “a call for action” as the country continues to battle and is witnessing unprecedented violence against women and members of the LGBTIQA+ in the form of femicide and other types of gender based violence perpetrated at all levels of our society.**
- I am pleased to inform the South African Parliament, the stakeholders in the gender sector and members of the public in general that we have completed much of the work that we set out to do at the beginning of the 2018/19 Financial Year as outlined in our annual performance plan (APP). I am also proud to add that we have realised an improved audit outcome during the course of the work programme that we completed during the financial year under reporting.**



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## OVERVIEW

- This is a matter of pride for us as an institution as it indicates our determination to use the limited public resources placed at our disposal efficiently and effectively, minimising waste and maximising outcomes.



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## **CGE MANDATE**

### **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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## **CGE MANDATE**

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

**CGE must:**

- **Monitor, evaluate and make recommendations,**
- **Propose/recommend**
- **Develop, conduct or manage**
- **Investigate and resolve conflicts**
- **Liase and interact**
- **Prepare and submit reports.**
- **To Parliament on aspects relating to gender equality;**
- **In addition, the CGE may**
- **Conduct or order research to be conducted**

**The Commission has a further function in terms of PEPUDA Section 20**





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## GOVERNANCE

- **The Commission for Gender Equality Act (No. 39 of 1996), as amended, provides for a maximum of 12 commissioners, consisting of no fewer than two part-time commissioners and a maximum of seven full-time.**
- **The Commission for Gender Equality (CGE) has twelve commissioners, five of them part-time and seven full-time.**



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## GOVERNANCE

- The **Plenary of Commissioners** sits four times a year and considers reports from management and commissioners. Plenary meetings are supplemented by **Tele-Plenary Meetings**, which are convened at the discretion of the chairperson and/or any commissioner who motivates to the chairperson to convene such a meetings.
- **Extraordinary Plenaries** are often convened between plenary meetings when necessary to consider urgent matters that might need the attention before scheduled plenary meetings. Below are the dates on which Plenary meetings were held during the financial year under review (FY 2018 –2019):
  - 23-24 August 2018
  - 16-17 November 2018
  - 15-16 February 2019



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## GOVERNANCE

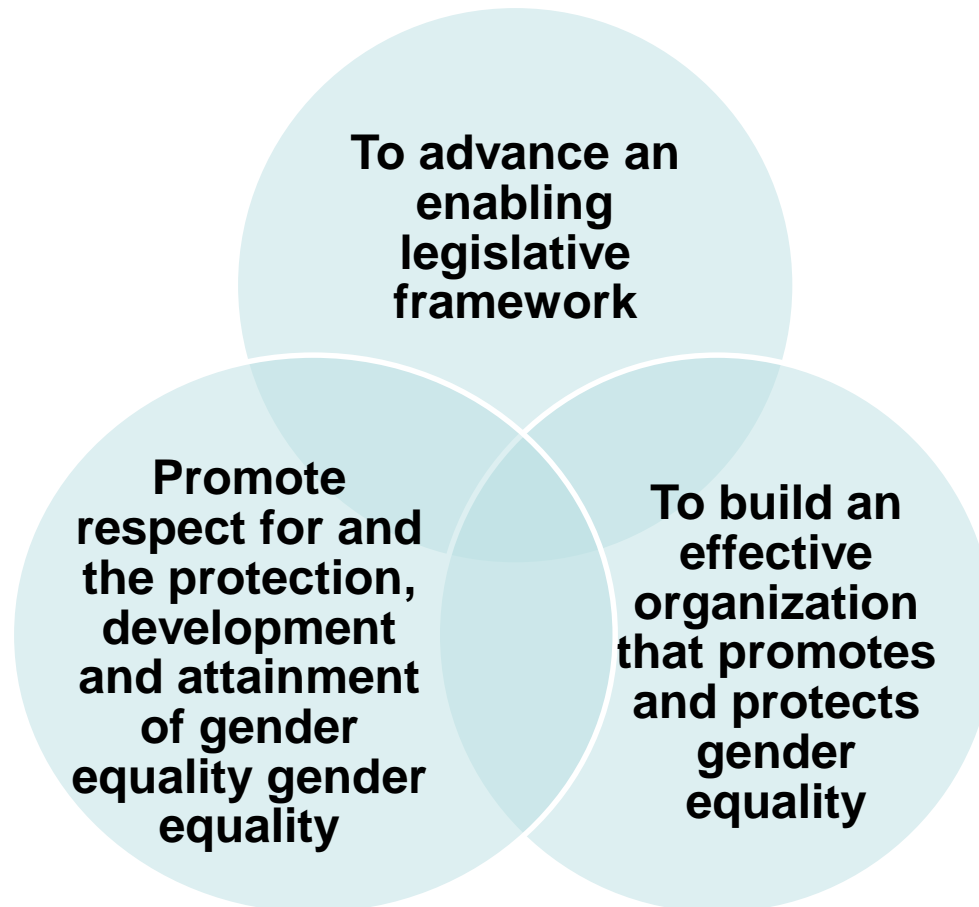
### Oversight Committees

- As part of its oversight and governance framework, the commission has established the following standing committees;
- Management Committee.
- Finance Committee.
- Human Resources and Remuneration Committee.
- Information Technology (IT) and Communications Committee.
- Good Governance and Social Ethics Committee.
- Strategic Planning, Annual Report, Monitoring and Evaluation Committee.
- Research and Education Committee.



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## **STRATEGIC OBJECTIVES**





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## **Strategic Objective 1, with sub strategies and performance indicators**

**SO 1: To advance an enabling legislative environment for gender equality**

**1.1**

**Monitor the State's compliance with international and regional treaties that advance gender equality**

**Assessment reports on international and regional treaties to advance gender equality**

**A report on engagement with parliament on gender sensitive submissions made and policy changes to advance gender equality**

**1.2**

**Evaluate and make recommendations on new and proposed legislation to ensure gender mainstreaming**

**Submissions made on existing and new legislation**

**A report on submissions made and the outcomes of engagements with parliament and other key stakeholders on new and proposed legislation**

**1.3**

**To monitor, evaluate and investigate policies and practices of state, private and other institutions, private institutions**

**Number of investigation reports on gender quality.**

**Number of monitoring and evaluation reports**



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## Strategic Objective 2, with sub strategies and performance indicators

SO2: Promote respect for gender and the protection, development and attainment of gender equality

2.1

Develop, conduct or manage information and education programmes to foster an understanding of matters related to gender equality

A report on education and information programmes

A report on information programmes conducted

A report on outreach, advocacy and illegal clinics conducted

Reports on outreach, advocacy and legal clinics conducted

A report on strategic partnerships used in the delivery of education, information and legal programmes

2.2

Investigate, resolve or refer any gender related issue or complaint, to rectify it and to seek redress for victims of gender violations

% of complaints timeously attended to in terms of the complaints manual.

A report on systemic gender rights investigations conducted.

Reports on complaints referred to other agencies

2.3.

To liaise with likeminded organisations on gender equality

A report on stakeholder engagements with likeminded organisation

A report on stakeholder relations and management.



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## **Strategic Objective 3, with sub strategies and performance indicators**

**SO3: To build an efficient organisation that promotes and protects gender equality**

**3.1**

**Strengthen the CGE to deliver on its mandate**

**3.2**

**To improve human resource management and development**

**3.3.**

**To improve financial and Supply Chain management**

**3.4.**

**To implement a corporate communications strategy**



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## **INTERNATIONAL AND REGIONAL LIAISON**

- **The South African government has acceded to or ratified international conventions, covenants and charters and regional protocols that advance the protection and attainment of gender equality. These conventions, covenants and protocols therefore places an obligation on the state to ensure the protection and attainment of gender equality.**
- **The Commission in terms of its enabling legislation is empowered to monitor the country's progress towards achieving gender equality in relation to regional and international instruments. The Commission as a national human rights institution has made meaningful contributions with various stakeholders and at international platforms, given the recent affiliation status by the AU Commission.**
- **Below are some of the highlights of work undertaken for the financial year relating to international and regional instruments.**





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## **INTERNATIONAL AND REGIONAL LIAISON**

- **CGE participation at the Commission on the Status of Women (CSW) 63rd Session, New York, March 2019.**
- **CGE participation at the 63<sup>rd</sup> Session of the African Commission on Human and People's Rights and the Rights of Women in Africa, held in Banjul, The Gambia 24 October – 13 November 2018.**
- **CGE Participation at the conference on the Role of International Organisations and Priorities for Africa in 2019, Jointly convened by UNESCO and hosted in South Africa by DIRCO, 5 – 7 September 2018**
- **CGE participation at the Pan-African Women's Organisation (PAWO), Women's Day Celebration, hosted by DIRCO, 31 July 2018**



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## **STAKEHOLDERS**

- **In line with the commission's mandate to network and collaborate with like-minded institutions in the pursuit of the promotion, protection and attainment of gender equality in South Africa, the commission engages with a broad range of international, State statutory and civil society organisations. The list provides an indication of the Commission's stakeholders for the year 2018-2019:**
- **National Parliament, Provincial Legislatures and Local Government.**
- **United Nations Agencies**
- **Regional Agencies**
- **Chapter 9 and 10 Institutions**
- **Institutions of Higher Institution**
- **Non-governmental Organisations (NGO)**
- **Media**
- **Religious and Traditional Organisations**
- **Embassy**
- **Unions**



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# APP implementation



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## SO 1: To advance an enabling legislative environment for gender equality

Sub-strategies	Performance Indicator	Annual Target	Actual Performance
Monitor the state's compliance with international and regional treaties to advance gender equality	Number of assessment reports on international and regional treaties to advance gender equality	<b>Assessment report on implementation of CEDAW: Target removed</b>	
		A report on the implementation of the SDGs	Achieved
		Assessment report on implementation of ACHPR	Achieved
		Assessment report on AU Agenda 2063 focusing on health	Not achieved
	Number of engagements on findings and recommendations	3 engagements on findings and recommendations on international and regional treaties to advance gender equality	Not achieved
shared with key gender equality stakeholders on international and regional treaties to advance gender equality			



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## SO 1: To advance an enabling legislative environment for gender equality

Sub-strategies	Performance Indicator	Annual Target	Actual Performance
To evaluate existing legislation and recommend the adoption of new legislation	Number of submissions made on existing and new legislation	20 submissions made on existing and new legislation	Achieved
	A report on engagements with Parliament on gender-sensitive submissions and policy changes to advance gender equality	4 engagements with Parliament held on gender-sensitive submissions and policy changes to advance gender equality	Not achieved
		A report on the engagements with Parliament held on gender-sensitive submissions and policy changes to advance gender equality	Achieved
Monitor, evaluate and investigate policies and	Number of investigation reports on gender equality	2 investigation reports on gender transformation	Achieved
Practices of organs of State, private sector and other institutions	Number of monitoring and evaluation reports	4 monitoring and evaluation reports on: 1. Traditional sector, 2. Correctional facilities for women;	Achieved
		3. Elections 4. Policy brief and dialogue	



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## SO2: Promote respect for gender and the protection, development and attainment of gender equality

Sub-Strategies	Performance Indicator	2018/2019	Actual Performance
To develop, conduct and manage information and education programmes to foster an understanding of matters related to gender equality	A report on education and information programme	Targeted Education and information material on gender equality guided by project plan	Achieved
		Report on SDGs education programme focusing on gender equality	Achieved
	A report on information programme on gender equality	Community radio report and media monitoring report	Achieved
		4 campaigns conducted as per strategy and plan	Achieved
		4 social media campaigns conducted as per strategy and plan	Achieved
	A report on outreach, advocacy and legal clinics conducted	A report on outreach, advocacy and legal clinics conducted guided by project plan	Achieved



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## SO2: Promote respect for gender and the protection, development and attainment of gender equality

Sub-Strategies	Performance Indicator	2018/2019	Actual Performance
<p>To investigate, resolve and rectify any gender related issue and to seek redress for victims of gender violations review existing legislation and propose legislative changes</p>	<p>% of complaints timeously attended to in terms of the complaint's manual</p>	<p>80% complaints handled in compliance with the complaints manual from registering the complainant to assessing the complainant on complaints opened in the 2018/19 financial year</p>	<p><b>Achieved</b></p>
	<p>Number of systemic gender rights investigations conducted on gender related matters</p>	<p>1 systemic investigation conducted on shelters</p>	<p><b>Achieved</b></p>
	<p>Implementation of the JSC report recommendations</p>	<p>Implementation of JSC report recommendations</p>	<p><b>Achieved</b></p>
	<p>Number of engagements with stakeholders on findings and recommendations of complaints handling and systemic investigations</p>	<p>2 stakeholder engagements with stakeholders on complaints handling and systemic investigations</p>	<p><b>Achieved</b></p>



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## SO2: Promote respect for gender and the protection, development and attainment of gender equality

Sub-Strategies	Performance Indicator	2018/2019	Actual Performance
To liaise and interact with like-minded organisations on gender equality	A report on strategic partnership engagements with likeminded organisations to remote gender equality and women empowerment	A report on strategic partnership with likeminded organisations to promote gender equality and women empowerment	Achieved
	A report on stakeholder relations and management plan	Implemented stakeholder relations and management plan	Achieved





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**SO3: To build an efficient organisation that promotes and protects gender equality**

Sub-strategies	Performance Indicator	2018/19	Actual Performance
To develop corporate governance structure and coordination mechanism	Aligned Commissioners Handbook and governance structure with King IV Principles	Reviewed and aligned commissioners hand- book and governance structure with King IV Principles	Achieved
	A report on compliance on policies and legislation	A report on compliance with legislation and policies	Achieved
	A compliance re- port on substantive gender equality	A compliance report on substantive gender equality	Achieved
To improve Human resource management and development	Implemented HR strategy and plans	Reviewed and ap- proved HR strategy and plans implemented	Achieved
To improve financial and Supply Chain Management	Compréhensive report on Corporate services	Reviewed and ap- proved financial management strategy	Achieved
		Implemented financial management strategy	Achieved
		Decentralised financial systems for all provinces	Achieved



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**SO3: To build an efficient organisation that promotes and protects gender equality**

<b>Sub-strategies</b>	<b>Performance Indicator</b>	<b>2018/19</b>	<b>Actual Performance</b>
<b>To provide optimal Information, Communication Technology (ICT support for the efficient and effective management of the organisation</b>	<b>ICT strategy and plan</b>	<b>Reviewed ICT strategy and plans</b>	<b>Achieved</b>
	<b>Approved knowledge management strategy</b>	<b>Knowledge management strategy</b>	<b>Not Achieved</b>
<b>To develop and implement a corporate communications strategy</b>	<b>Reviewed and approved</b>	<b>Communications Audit conducted</b>	<b>Achieved</b>
	<b>Communications strategy</b>	<b>Reviewed communications strategy and plan</b>	<b>Achieved</b>
	<b>Reviewed and approved Branding Strategy and plan</b>	<b>Reviewed existing branding strategy and plan</b>	<b>Achieved</b>



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## Highlights of Significant issues

- **CGE actively participated in the national Summit on Gender based violence which took place in November 2018. The CGE staff assisted in the drafting of the Summit Concept Note and participated in various task teams that planned and made preparations for the Summit.**
- **During this Financial Year, the CGE was officially given affiliate status to African Commission on Human and People Rights as a specialised national human rights institution. The CGE was the first Human institution to be given this status.**
- **Also, given that this financial year was also the year of the national and provincial elections, the CGE convened a national political party and stakeholders conference where major political parties were invited to address the CGE and stakeholders from the gender sector on their manifestos and policies on gender mainstreaming and transformation in SA. Since this granting of the affiliate status, the CGE has been able to actively participate, make presentations and statements to the African Commission on gender related matters.**



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## **Conclusion**

**I am pleased to inform the Members of Parliament that during this financial Year, the CGE has been able to accomplish much of our programme of action as outlined in the APP.**

**As we always indicate, despite the Commission's limited resources to carry out its enormous mandate, we strive to do the best with the little that we have and testimony to this, there has been improvement in the audit outcomes.**

**We therefore believe that the South African public and members of parliament have reason to be confident in our ability to use public resources responsibly, efficiently and effectively to deliver on our mandate.**



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**Thank you for your time**

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

***0800 007 709***

***Twitter Handle @CGEinfo***