

# ANNUAL REPORT 2016-2017



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

# Commission for Gender Equality Annual Report 2016-2017

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## Letter To The Speaker Of Parliament

Speaker of the National Assembly  
The Honourable Ms Baleka Mbete, MP  
P. O. Box 15  
Cape Town  
8000


### COMMISSION FOR GENDER EQUALITY (CGE) ANNUAL REPORT 2016/17

Section 181(5) of the Constitution of South Africa, read together with section 40(1)(e) of the Public Finance Management Act of 1999, requires all state institutions supporting constitutional democracy to report their activities and performance of their functions to the National Assembly at least once a year.

The Commission for Gender Equality would like to table this report to the National Assembly in accordance with these legal requirements. Accordingly, we respectfully place for your receipt and consideration bound hard copies of the Annual Report for the financial year ended 31 March 2017.

We trust that you will find the report both informative and interesting.

Yours faithfully,



Keketso Maema  
Chief Executive Officer

# Foreword from the **Acting CHAIRPERSON**



## Foreword from the **Acting Chairperson**



I am pleased to present the annual report for the year 2016/2017 as required by Section 181 (5) of the Constitution Act (108 of 1996) as well as the Public Finance Management Act of 1999.

The year under review remains momentous due to mainly the following two reasons. The year 2016 marked 20 year anniversary of the existence of the CGE and the other reason is that the year was also the 60<sup>th</sup> anniversary of the 1956 Women's march. The CGE commissioned the Human Sciences Research Council (HSRC) to undertake a review of the work that the CGE has done in that period. This report highlights the journey that the institution has travelled with reference to the achievements, impact as well as successes and challenges that emerged within two decades of the existence of the CGE.

In gleaming one of the recommendations of the 20 Year Review Report, there is mention of the following: *"The CGE should align its strategic focus to the gender related needs of the majority of the population, extending its reach to communities and individuals in a bid to bring about deep social transformation through challenging assumptions behind the perpetuation of unequal power relations and patriarchy"*.

This recommendation as it is cited presents an ongoing ideal which has been part of the aspiration of who those who chartered the path for gender equality in South Africa, and in particular the women who marched to the Union Buildings in August 1956. The connection between where we come from (60 years ago) and where we are today is as a result of the realisation that even though we may have known as to what it is that gave inspiration to the struggle for gender equality in South Africa, this struggle has not yet been attained in totality. The reason is because the struggle and battle

for gender equality is a lifelong process that is untimed by a predetermined cycle. It is in this instance that I also mention that the struggle for gender equality needs to exist along with the theory of change, as a frame of reference. In other words, at times when patriarchy and gender inequalities occur in ways that are masked far more differently than in the past, we need to be constantly equipped with the means to deal with those changes as they become prevalent in our social systems. This is a huge responsibility that the CGE is ceased with. It is in this spirit that the moments counted in 60 years, from 1956 Women's March or 20 Year of CGE's existence only remind us of the strides taken to deal with gender inequalities but more work needs to be done.

In realisation of the ideals, I refer to herein that the CGE continued to undertake its mandate as well as the Annual Performance Plan and strategies of the institution to ensure that we strive towards achieving gender equality. In this annual report, reference is made on programmatic work of the CGE, as well as other strategic ancillary projects.

One of the key highlights in regards to the latter was the research undertaken by the CGE on local government elections which sought to give a perspective on the state of gender representation in political parties. Even though there seems to be progress on the overall representation of women in political parties, a more concerted effort is important in making sure that more women occupy roles of Ward Councillors and Mayoral Committees, i.e. especially the municipal troika.

This report, gives further clarity and recommendations on what ought to be done in order to ensure that we reach a desirable state of representation (in the context of gender equality) in the sphere of local government.

Another highlight that is worth mentioning, more so, as a result of the media attention is the Uthukela Municipality maiden bursary scheme. It is in this instance that one would assume that the investigation on the "maiden bursary" was indeed a viable exercise which helped to raise public debates on the Constitution, the law, cultural practices and gender equality in contemporary South Africa. The "Uthukela matter" as expounded in our investigation report presents a scenario of what would happen if and when culture and the law collide. It is still our firm belief that the Constitution as the supreme law in South Africa should be eked out at times when it becomes difficult to navigate through complex issues that have a bearing on the social conditions of women. The Uthukela matter is construed to reflect a principle of the Constitution wherein fundamental rights are afforded in the context of cultural practices, religions, and belief systems whilst in the same breadth all of those rights are subject to limitations.

It is worth mentioning that in the year under review, there was a slate of research reports inclusive of Gender Based Violence, Victims Charter and Gender Barometer amongst others.

The year under review was also a time period from which some Commissioners departed from the CGE as their terms of office came to an end. These include former Chairperson (Mr. Mfanozelwe Shoji), former deputy Chairperson (Ms. Thoko Mpumlwana), and Ms. Janine Hicks who was based in the KZN province. On behalf of the Commission, I would like to thank the former Commissioners and wish them well in their new endeavours. It is hoped that the new Commissioners who are still to be appointed will aid the CGE in pushing the agenda of gender equality to new heights.

I would like to also like to thank the Commissioners, CEO and Staff for their dedication to the cause we have committed ourselves to.



**Acting Chairperson:**

**Dr. Nondumiso Maphazi**

# Overview of the **Chief Executive Officer**

## Overview of the **Chief Executive Officer**



**T**his Annual Report of the Commission for Gender Equality (CGE) signals an important moment when once again we, as an institution, are called upon to report and account not only to public representatives in the National Assembly, but also to members of the public, for our work and the use of public resources. It is therefore a privilege and great pleasure for me to present to the public this report as a record of our programme activities and achievements, against our stated plans, during the 2016-17 Financial Year.

We are proud to inform honourable members of Parliament, the South African public and other stakeholders particularly in the gender sector that we have completed the bulk of our annual performance plan (APP) with its programmes and activities during the period under review. Our APP testifies to the enormity of the task of gender transformation that continues to face the Commission year after year. As our readers will see from the contents of this report, our work spans the domestic, continental/regional as well as the international spheres. Within the confines of our limited financial, human and other critical resources we conducted our work in line with our constitutional mandate and are therefore pleased to state that we have made significant achievements.

As is the case with any overview of such a vast scope of programme and project activities, this is merely a selective set of highlights of some of the Commission's important areas of focus during the year under review, which will not do justice to the full contents of this report. I therefore encourage fellow South Africans to read this report to gain a full understanding and insight into the scope of our work.



Starting with our work domestically, this is where the bulk of our annual work falls and as the report indicates, much of our resources were expended in this sphere, particularly through the work of the three line function departments (i.e. Legal, Public Education & Information and Research). In addition to the Commission's three line function departments, we also carry out significant work on the ground through our offices in the nine provinces, whereby invaluable stakeholder engagements and assistance to citizens on the ground takes place. Our Parliamentary Liaison Office (PLO) is also critical for it keeps the Commission abreast of critical developments at the National Assembly, especially legislative developments and parliamentary deliberations on issues of concern for our mandate. In addition, the Offices of the CEO and the Chairperson, the latter both under the previous Chairperson Mfanozelwe Shoji (whose term of office came to an end during the period under review), and Acting Chairperson Thoko Mpumwana, have played their respective roles in steering the institution through its daunting operational programme of action during the period under review.

We therefore invite our readers to scrutinise our key achievements from our domestic programmes of action. On several occasions and during our regular quarterly reporting to Parliament, the Commission has made presentations to Parliament's Portfolio Committee on Women on some of these activities and achievements. A few of the highlights from our domestic programme are worth mentioning. For instance, given that this was the year of Local Government Elections, we are proud to report that we conducted an observation and a thorough analysis of the outcomes of the 2016 Municipal elections and published a report that shows some of the highlights and low-lights of the electoral outcomes from a gender perspective. We went further and produced a separate report that focuses attention on the gendered outcomes of the local government elections in the country's eight Metropolitan governments. Our gender analysis of the 2016 local government elections results highlighted the fact that while progress was made in terms of greater numbers of elected female Proportional Representation (PR) councillors, it also brought attention to the slow progress made in terms of women as Ward Councillors, as well as women as Office Bearers at Local Government Level.


We are also proud to report that, among some of our key highlights from our domestic programme of action was the Commission's investigation into the Maiden Bursary Scheme of the Uthukela Local Municipality in KwaZulu-Natal. The CGE's investigation found that the scheme was unconstitutional as, among others, it was based on the testing of the virginity of girls as a central criterion for the awarding of student bursaries to selected girls. The Commission's report generated a great deal of public debates which we believe were useful for our Constitutional mandate whereby we are required to educate the public on gender equality through public debates, engagements and exchange of ideas. Through our Research and Legal Departments, the Commission placed the spotlight on the challenges of gender transformation in the mining industry,

private sector companies and institutions of higher learning, among others. In addition, the Legal Department as well as the Department of Public Education and Information (PEI) were critical in leading the Commission's Community Outreach activities and Legal Clinics as a way of enhancing greater public understanding and education on the right to gender equality.

From our Continental/Regional and international work programme, the Commission is proud to inform the members of Parliament and the South African public that during this period we were part of the country's delegation to the 61<sup>st</sup> session of the United Nations Committee on the Status of Women (CSW) in New York. The Commission also participated as an observer in the 58<sup>th</sup> and 59<sup>th</sup> ordinary sessions of the African Commission on the Human and People's Rights in Banjul, in 2016. These continental/regional and international events served to place the CGE at the heart of invaluable continental/regional and global opportunities to interact with key role players in the area of women's rights and gender mainstreaming. This is in addition to the programme of work that the Commission pursued during the period under review to monitor the South Africa's compliance with key international and regional instruments in line with our Strategic Object 3. In this regard, the Commission, in collaboration with the Gender Unit of the United Nations Economic Commission for Africa (UNECA), compiled a report on the African Gender Development Index (AGDI) which, among others, highlights progress achieved and the challenges faced by South Africa in complying with a raft of global, continental and regional gender instruments. I therefore urge honourable members of Parliament, particularly Members of the Portfolio Committee on International Relations and Cooperation, to engage the Commission about the findings of this exercise as reflected in this report.

As indicated above, this overview could only touch on a few highlights selected from a vast Annual Programme of Action of the Commission, and therefore should not be construed as a summary of the entire contents of this report. Once again, I encourage fellow South Africans to read this report and scrutinise it by engaging with its contents in order to assess how the Commission measures up to its plans, goals and objectives for the period under review. We do acknowledge that in some areas, as will be indicated in this report, we have fallen short of some of our stated goals and performance targets. We do acknowledge these shortcomings, and hope that going forward we develop better plans and programmes of action to overcome these obstacles. However, overall we are proud and confident to state that we did justice to our mandate under extremely testing circumstances. While it is not secret that the Commission remains significantly under-resourced while continually facing a broad and daunting set of challenges, the bigger challenge, which I believe the leadership of the Commission has handled competently, is to utilise the limited resources to ensure effective internal organisational, administrative and accounting practices and processes that have enabled the Commission to carry out and fulfil its mandate during the period under review.

The course of gender equality and transformation continues to face large scale structural obstacles that need the collective efforts of society, its collective leadership and resources at all times. I am honoured to submit this annual report in fulfilment of the Commission for Gender Equality's Constitutional obligation to inform Parliament and members of the South African public about its programmes of action and the use of public resources in fulfilment of our mandate to promote, protect, develop and attain gender equality in South Africa.



**Keketso Maema**

**Chief Executive Officer**

# 1 Corporate Governance

## 1.1. Composition of Commission

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

### The commissioners are:



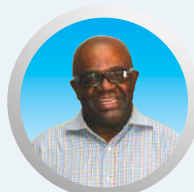
**Mr M Shozi**  
Chairperson and Full-time Commissioner  
Contract ended 30 January 2017



**Ms T Mpumwana**  
Deputy Chairperson and Full-time Commissioner



**Ms N Bata**  
Full-time Commissioner



**Mr M Botha**  
Full-time Commissioner



**Dr N Maphazi**  
Full-time Commissioner and Acting Chairperson;  
*at reporting date*



**Ms N Mazibuko**  
Part-time Commissioner



**Dr W Mgoqi**  
Full-time Commissioner



**Ms L Nare**  
Full-time Commissioner



**Ms P Sobahle**  
Full-time Commissioner



**Ms F Nzimande**  
Part-time Commissioner

Commissioners exercise governance in terms of an approved *Commissioners' Handbook*, which provides a framework of Commissioners' oversight of and interface with the secretariat, and conduct their public office roles as commissioners.

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 any commissioner who motivates the chairperson to convene such a meeting, to consider urgent matters. Extraordinary plenary is called in-between plenary meetings to consider issues that might arise that would need plenary's attention. The following table indicates the number of plenaries held during the financial year of 2016-2017.



In line with its statutory obligations to account to parliament for the implementation of its mandate, annual performance plan and budget, as well as advise parliament on matters relating to gender equality, the following presentations were made on the work of the Commission.



ITEM	PRESENTATIONS TO PARLIAMENT	DATE
1.	Strategic Plan 2016/2017 Annual Performance Plan (APP) 2016/2017	19 April 2016
2.	4th Quarterly Report – APP 2015/16 1st Quarterly Report – APP 2016/17	06 Sep 2016
3.	Annual Report 2015/16	12 Oct 2016
4.	Maiden Bursary Investigative Report at Uthukela District Municipality – KwaZulu-Natal Province	25 Oct 2016
5.	2nd Quarterly Report – APP 2016/17	29 Nov 2016
6.	3rd Quarterly Report – APP 2016/17	28 Feb 2017

### 1.2. Standing committees

As part of its oversight and governance framework, the Commission has established the following standing committees:

- Management Committee
- Finance Committee
- Human Resources' Committee
- Information Technology and Communications Committee
- Good Governance Committee
- Strategic Planning, Annual Report, Monitoring and Evaluation Committee
- Research and Education Committee
- Risk Management Committee.

### 1.3. The role of committees

The Commission has established committees to enable commissioners to ensure the effective implementation of objectives and lend support thereto as required. The committees' objectives are:

- To provide input, advice and assistance in addressing strategic and policy issues and challenges
- To identify significant emerging issues affecting the implementation of programmes and develop solutions to these issues for plenary approval
- To make recommendations concerning their theme or function for the purpose of further developing the Commission's policies relating to this theme
- To formulate the integration of committee issues into CGE strategic planning, to guide the implementation of designated projects, and to monitor and evaluate Commission's activities around specific themes
- To report back regularly to plenary
- To table matters that need the decision of the Commission
- To deliberate on issues referred to the committee by plenary and provide recommendations to plenary
- To monitor project implementation, budgeting and expenditure against the approved budget.

## 2 Stakeholders



In line with the Commission's mandate to network 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. The Commission interacted with the following stakeholders in its implementation of its 2016-2017 Annual Performance Plan.

### **United Nations Agencies**

United Nations Women  
United Nations Educational, Scientific and Cultural Organisation  
United Nations Human Rights: Office of the High Commissioner  
United Nations Fund for Population  
United Nations Development Programme

### **International Commissions**

Zimbabwean Gender Commission  
Mozambican Human Rights Commission

### **Political parties**

African National Congress  
Congress of the People  
United Democratic Movement  
Inkatha Freedom Party  
Economic Freedom Fighters  
Democratic Alliance

### **Chapter 9 Institutions**

South African Human Rights Commission  
Independent Electoral Commission

Cultural, Religious, Linguistic Rights Commission  
Public Protector South Africa

**Chapter 10 Institutions**

Public Service Commission  
Financial and Fiscal Commission  
Pan South African Language Board

**Non-governmental organisations**

Sonke Gender Justice  
Amnesty International, South Africa  
Centre for the Study of Violence and Reconciliation  
Human Rights Institute of South Africa  
Tswaranang Legal Advocacy Centre  
Foundation for Human Rights  
Ford Foundation  
Tshintsha Amakhaya Initiative

**Institutions of Higher Learning**

University of Cape Town  
Rhodes University  
University of KwaZulu-Natal  
University of the Witwatersrand

**Other institutions**

Foundation for Human Rights  
Durban Legal Resources Centre

**Media**

South African Broadcasting Corporation  
National Community Radio Forum  
National Electronic Media Institute of South Africa  
E-News Channel Africa  
African News Network  
The New Age  
The Sowetan

**Religious and traditional organisations**

Provincial Houses of Traditional Leadership  
South African Council of Churches

**Parliament and legislatures**

Northern Cape Legislature  
Eastern Cape Legislature  
Limpopo Legislature  
Kwazulu Natal Legislature  
Mpumalanga Legislature  
Gauteng Legislature  
North- West Legislature  
Free State Legislature

**Government departments, local government and provincial legislatures**

Department of Rural Development and Land Affairs  
Department of Women in the Presidency  
Department of Social Development  
Department of Economic Development  
Department of Justice and Correctional Services  
Department of Basic Education  
Department of Sports, Arts and Culture

**Unions**

Congress of South African Trade Unions  
Federation of Unions of South Africa

**Embassy**

Embassy of Sweden  
Embassy of Denmark  
Embassy of Norway  
Embassy of the United States of America  
Embassy of the Netherlands (Dutch Embassy)

## 3 International & Regional Liason



### **3.1. Commission on the Status of Women 61st session held in New York, March 2017**

The Commission on the Status of Women (CSW) took place at the United Nations Headquarters in New York from 13 – 24 March, 2017. The focus was on the theme of the “Women’s economic empowerment in the changing world of work.”

This year’s session took place at a critical juncture, as the world of work is changing fast, spurred by innovation, globalization and increasing human mobility. At the same time, it is adversely impacted by climate change, humanitarian crises, rising informality of labour and economic inequality. For sustainable and healthy economies, the world of work must empower women and remove the persisting inequalities that hold women back from getting on equal footing with men.

Discussions ranged from equal pay and women’s unpaid work to decent work to removing the barriers of discrimination and investing in women’s access to digital and green economies. The session unpacked the key issues for women in the changing world of work.

### **3.2. Report on the 58<sup>th</sup> Ordinary Session of the African Union Commission on Human and People’s Rights (AUCHPR) Banjul, Islamic Republic of the Gambia, 6 -20 April 2016) and Report on the 59<sup>th</sup> Ordinary Session held in Banjul, Islamic Republic of the Gambia, 21 October – 4 November 2016.**

South Africa is obligated to report periodically to the African Commission of Human and Peoples’ Rights (AUCHPR), which convenes its ordinary sessions twice a year. The country is usually represented by high-level ministerial delegations, accompanied by various South African state institutions and other relevant departments. In addition to the CGE, various other institutions, including South African civil society organisations (CSOs), were invited to take part as observers in these sessions of the AUCHPR.



The deliberations of the AUCHPR, based on the reports presented by the South African government delegations, are usually followed by the AUCHPR's official concluding observations, which indicate areas of progress as well as areas of concern for the Commission, and where more work needs to be carried out by the country to meet the provisions and obligations of the AUCHPR and its protocols.

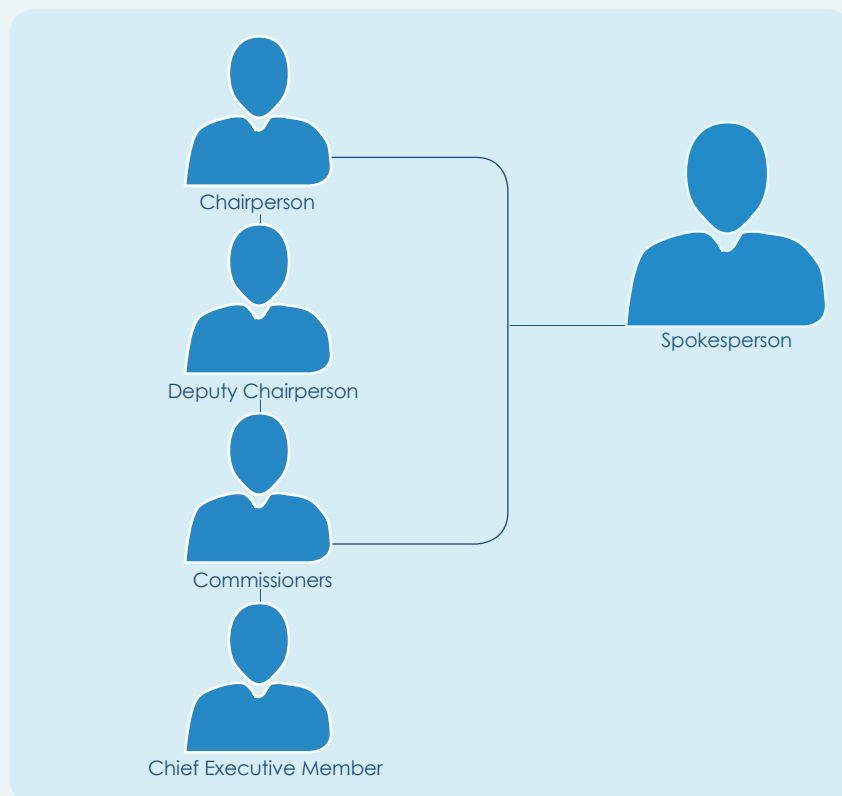
As part of its strategic objective of monitoring government's compliance with international obligations, the CGE will also monitor the response of the country and relevant institutions and ministries, particularly in terms of the actions and plans to be taken in line with the AUCHPR's concluding observations based on the progress report as presented by the South African government at the 58<sup>th</sup> ordinary session.

Finally, it should be noted that the AUCHPR has already issued its concluding observations for South Africa, based on the country's periodic reporting during its 58<sup>th</sup> Ordinary Session.

## 4 Organisational & Accounting Structure

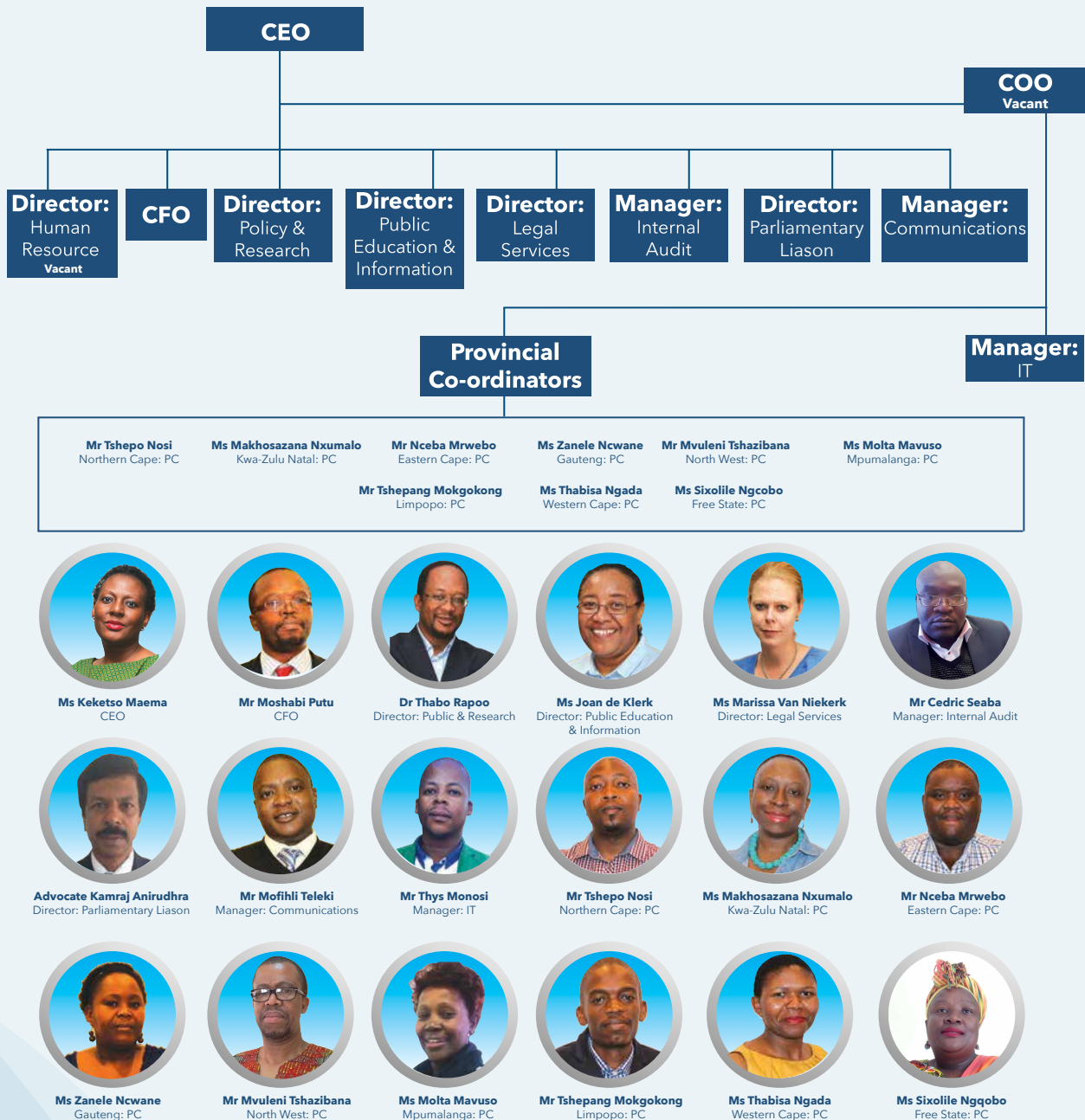


### 4.1 The accounting authority organisational structure:



Under the CGE Act, the Commission is composed of a mix of full and part-time commissioners, with a chairperson and deputy chairperson, who form the executive authority in terms of the Public Finance Management Act (PFMA). The Chief Executive Officer (CEO) is an invited *ex-officio* member of the Commission in plenary meetings. The CEO is the accounting officer under the PFMA, accountable to the commissioners for the day-to-day functioning of the organisation. The CEO appoints staff to support these operations and functions of the Commission.

#### 4.2 Accounting officer and secretariat organisation structure:



**Note:** Each provincial office is managed by a provincial coordinator with support staff. The primary purpose of the provincial office is to:

- promote gender education at provincial level
- create ease of access for all people across the geographical and rural spread of South Africa
- facilitate gender reporting and redress through outreach programmes
- solicit provincially based gender data that informs the strategic direction and research of the Commission.

## 5 Mandate, Vision & Mission

The legislative mandate of the Commission are derived from the following Acts:

### ***5.1. The Constitution of the Republic of South Africa, Act 108 of 1996***

The CGE is a state institution established under the first Constitution of the Republic of South Africa in 1996 to strengthen constitutional democracy. The CGE is independent, subject to the Constitution and law, and accountable to the National Assembly. A positive constitutional duty is placed upon all other organs of state to promote the effectiveness of the CGE.

The Bill of Rights is the cornerstone of South African constitutional democracy. Herein is enshrined the rights of all people to the democratic values of human dignity, equality and freedom; the state is required to respect, protect, promote and fulfil these human rights.

The CGE's obligation to strengthen constitutional democracy focuses on the attainment of gender equality in all spheres of life. This recognises that the prevailing environment of gender inequality requires positive action by both the state and private sectors, if this equality is to be attained. Establishing a constitutional institution with the sole purpose of achieving gender equality is recognition by the Constitution that gender equality would not be achieved if it was merely treated as a generalised human right.

Section 187(1) of the Constitution of South Africa reads: "The Commission for Gender Equality must promote respect for gender equality and the protection, development and attainment of gender equality." The CGE is a catalyst in pursuit of this aim. Section 187(2) grants the CGE "the power, as regulated by national legislation, necessary to perform its functions, including the power to monitor, investigate, research, educate, lobby, advise and report on issues concerning gender equality".

In addition, the CGE has the power to institute proceedings in terms of Section 20(1)(f) of the Promotion of Equality and Prevention of Unfair Discrimination Act 4, 2000 (PEPUDA).

## **5.2. The Commission for Gender Equality Act 39 of 1996, as amended**

Section 11 of the CGE Act provides that the Commission:

- (a) shall monitor and evaluate policies and practices of organs of state at any level, statutory bodies or functionaries, public bodies and authorities, and private businesses, enterprises and institutions, in order to promote gender equality, and may make recommendations that the Commission deems necessary.
- (b) shall develop, conduct or manage information programmes and education programmes, to foster public understanding of matters pertaining to the promotion of gender equality and the role and activities of the Commission.
- (c) shall evaluate any Act of parliament, any system of personal and family law or custom, any system of indigenous law customs or practices, or any other law in force at the commencement of this Act, or any law proposed by parliament or any other legislature after the commencement of this Act, affecting or likely to affect gender equality or the status of women, and make recommendations to parliament or such other legislature with regard thereto.
- (d) may recommend to parliament or any other legislature the adoption of new legislation which would promote gender equality and the status of women.
- (e) shall investigate any gender-related issues of its own accord or on receipt of a complaint, and shall endeavour to resolve any dispute or rectify any act or omission by mediation, conciliation or negotiation, provided that the Commission may at any stage refer any matter to:
  - the Human Rights Commission to deal with it in accordance with the provisions of the Constitution and the law
  - the public protector to deal with it in accordance with the provisions of the Constitution or
  - any other authority, whichever is appropriate.
- (f) shall, as far as is practicable, maintain close liaison with institutions, bodies or authorities with similar objectives to the Commission, in order to foster common policies and practices and to promote cooperation in relation to the handling of complaints in cases of overlapping jurisdiction or other appropriate instances.

- (g) shall liaise and interact with any organisation which actively promotes gender equality and other sectors of civil society to further the objects of the Commission.
- (h) shall monitor the compliance with international conventions, international covenants and international charters, acceded to or ratified by the Republic, relating to the objects of the Commission.
- (i) shall prepare and submit reports to parliament pertaining to any such convention, covenant or charter relating to the objects of the Commission.
- (j) may conduct research or cause research to be conducted to further the objects of the Commission.
- (k) may consider such recommendations, suggestions and requests concerning the promotion of gender equality as it may receive from any source.

## Our Vision

A society free from all forms of gender oppression and inequality.

## Our Mission

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

## Our 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
  - o trustworthiness and honesty
  - o respect and empathy
  - o integrity.
- Teamwork – we support and work in collaboration with our colleagues, state organs and civil society to maximise the attainment of our objectives.

## 6 Strategic Objectives



The CGE has translated its constitutional mandate and obligation into four strategic objectives to guide the organisation. These form the organisational framework for compliance, governance and effective functioning and the strategic pillars for the implementation of the Commission's mandate and vision.

**Strategic Objective No. 1:** To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality.

**Strategic Objective No. 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.

**Strategic Objective No. 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 objects of the Commission.

**Strategic Objective No. 4:** To build an effective, efficient and sustainable institution that will fulfil its constitutional mandate on gender equality.

## 7 Legislative Reform

### 7.1. Policy and legislative submissions

The CGE constantly analyses existing and proposed legislation from a gender-equality perspective in accordance with the mandate and strategic objective 'to ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality'. This is undertaken to strengthen constitutional democracy and to promote the realisation of gender equality enshrined in the Constitution and Bill of Rights. Submissions are made to parliament and other legislation-making organs to improve both the content and implementation of relevant legislation with the understanding that gender equality is pivotal in nation-building and the attainment of the envisaged outcomes of the National Development Plan (NDP).

	Date	Bill	Synopsis
1.	25 June 2016	Department of Justice and Correctional Services, corrections on the National Action Plan (NAP) to combat racism, racial discrimination, xenophobia and related intolerance	The submission focused on the definitions of gender-based discrimination, and gender equality as a priority area of the NAP in addressing racism, racial discrimination, xenophobia and related intolerance
2.	30 June 2016	South African Law Reform Commission on the issue paper on family dispute resolution	The submission commented on the terms of reference, terminology and jurisdictional issues



	Date	Bill	Synopsis
3.	9 July 2016	National Treasury, Submission on the policy paper on taxation of sweetened beverages	The CGE supported the proposed tax with certain recommendations that would promote gender equality. This included ring - fencing sugar tax for programmes that are aimed at addressing health care conditions associated with sugar such as diabetes mellitus. In this regard programmes must include women entrepreneurs and also benefit women and men equally.
4.	10 July 2016	National Treasury, Submission on the draft preferential procurement regulations, 2016	The CGE supported the Bill and proposed a wider meaning of 'black people'. Furthermore, the CGE observed that the Bill required gender mainstreaming and proposed revisions that address gender equality such as Clause 3 where women must be affirmed when tenders are awarded in the public sector.
5.	20 July 2016	National Department for Rural Development and Land Reform	The CGE welcomed the proposed regulations on spatial data infrastructure and recommended revision to the list of definitions as well as Clause 3 (2)
6.	5 August 2016	Department of Cooperative Governance and Traditional Affairs	The CGE welcomed the bill on customary initiation. In its submission the CGE proposed revision to numerous clauses in order to gender mainstream the proposed bill.
7.	9 August 2016	Portfolio Committee on Justice and Corrections	Comments were made to the Protected Disclosures Amendment Bill [ B40 – 2015]. The purpose of this bill was to amend the Protected Disclosures Act of 2000 to broaden the scope of the Act to persons who work or worked for the state as well as others who in any manner assists or assisted in the carrying out of the business of an employer that was an independent contractor. The primary aim is to regulate joint liability of employers and their clients and to provide immunity against civil and criminal liability in instances of legitimate disclosures. The final aim is to ensure that the disclosure of false allegations and the provision of false information is an offence.

	Date	Bill	Synopsis
8.	9 August 2016	National Treasury	<p>Submission to the draft tax laws amendment bill. The CGE finds that in general National Treasury seeks to attribute excessive powers to itself. This is reflected by provisions in various provisions of the principal Act where the SARS and National Treasury (NT) are granted powers that reverse the onus on taxpayers and allow either SARS or NT to act unilaterally. This is in conflict with Section 33 of the Constitution. A good example was Clause 1.6 where the bill proposes punitive measures that could even jeopardise legitimate transfers and donations made between trusts. This will prejudice widows and children who are beneficiary and members of trusts.</p> <p>The CGE is keen to evaluate the Tax Administration Act because it is evident that it contains numerous provisions that erode the right to equality and more especially gender equality. This was the findings of the CGE and it rejected the Tax Administration Bill.</p>
9.	12 August 2016	Portfolio Committee on Justice and Corrections	<p>This was an important legislative reform aimed at addressing the plight of consumers who had settled their debts, experiencing financial difficulties, under debt review or those who are paying judgement debts in instalments.</p> <p>The CGE welcomed the bill [B 8 -2016] and proposed the revision of certain clauses which would offer meaningful protection to burdened and vulnerable debtors/ consumers and especially lowly paid women and men. One of the key revisions was the objection of the CGE to the constant addition of 'charge' or 'costs' to emoluments attachment orders (EAO). In the view of the CGE this amounts to a unilateral variation of the EAO, as provision is bound to prejudice a debtor.</p>

	Date	Bill	Synopsis
10.	15 August 2016	Portfolio Committee on Labour, Labour Laws Amendments Bill	The CGE welcomed the proposed reform to the BCEA [PMB 5 – 2015]. Comments proposed by the CGE were designed to extend equal protection to both men and women who required maternity and paternity benefits. In its comments the CGE proposed the movement away from the narrow approach where it is perceived that only women have parenting rights and they should enjoy 'better' leave and related benefits. The CGE proposed that men should not be discriminated against when it related to parenting rights as both men and women have a joint responsibility towards the welfare, upkeep and maintenance of their children. Therefore, the equal rights and duties of men and women with reference to family responsibilities must be reflected in our legislation.
11.	19 August 2016	Portfolio Committee on Justice and Corrections, Criminal Procedure Draft Bill	This bill was aimed primarily at revision Section 77 (6) (a)(i) of the Criminal Procedure Act. This provision provides for compulsory imprisonment of an accused who is an adult and the compulsory hospitalisation, or imprisonment of children. The CGE supported the alignment of these provisions with the Constitution.
12.	31 August 2016	Portfolio Committee on Transport administrative adjudication of road traffic offences amendment bill	This Bill [B 38 – 2015 ] has implications for all citizens. The CGE proposed technical revisions so as to ensure that the proposed legislation is in keeping with the Constitution and more especially Section 33 in the Bill of Rights.

	Date	Bill	Synopsis
13.	30 September 2016	Department of Trade and Industry, Intellectual Property Consultative Framework	<p>South Africa has a rich biodiversity and indigenous heritage. There are often numerous herbal and traditional medicines which are exploited by unscrupulous multinational corporations and individuals. This results in financial prejudice to indigenous communities and the harvesting of natural resources that deplete South Africa's wealth of plant and animal biodiversity.</p> <p>Therefore, the CGE made proposals that seek to protect indigenous intellectual property and South Africa's natural resources so that the men, women and children of South Africa will enjoy the benefits accruing from their cultural and historical association with their land.</p>

	Date	Bill	Synopsis
14.	6 October 2016	Green paper on International migration	<p>Submission made to the Department of Home Affairs on the green paper on international migration. The green paper sought to develop a new approach to address numerous issues related to migratory patterns which impact on the RSA. These include the fact that usually it was young men who formed the majority of migrants but now increasing numbers of women and children also form part of the migratory population. Furthermore, migration is associated with positive and negative social responses such as the exchange of information, sharing of skills, technological developments, enhancing cross-border economic and professional opportunities. The negative side of migration includes xenophobic attacks on migrants and criminal activities perpetrated by international syndicates.</p> <p>South Africa is regarded as a stable state on the African continent and nations facing economic, social or political upheaval usually view the RSA as safe haven. Therefore, South Africa has an important role to play in strengthening and deepening its international migration policy.</p> <p>In its submission the CGE highlighted the need to take cognisance of push and pull factors which drive migratory patterns of women and vulnerable individuals, and their special needs which must be addressed.</p>

	Date	Bill	Synopsis
15.	31 October 2016	Refugees Amendment Bill [B 12 -2016]	<p>Submission made to the Portfolio Committee on Home Affairs. The purpose of this bill was to insert certain definitions and to also promulgate checks and balances that are aimed at combating fraud as well as corruption among staff who are members at refugee reception offices.</p> <p>The CGE supported the proposed amendments to the Refugee Act and recommended both technical and gender related revisions to the Bill.</p>
16.	14 November 2016	Draft Liquor Amendment bill	<p>This bill amends the Liquor Act of 2003 by seeking to restrict the sale of certain products on the basis of age and geographical location. The new measures include the prohibition of the sale of methylated spirits to persons under 21 years of age and the prohibition of the sale of liquor within a radius of 500 metres from a school, place of worship, treatment centre, residential areas and other public institutions.</p> <p>The CGE supported the proposed amendments on the basis of GBV complaints linked to the abuse of alcohol and related products.</p>
17.	20 November 2016	Draft hate crimes bill	<p>Submissions were made to the Department of Justice and Corrections on the Draft Hate Crimes bill which is a new piece of draft legislation. This proposed legislation is aimed at addressing hate speech, racial intolerance and other forms of intolerance which are prohibited in terms of the Bill of Rights.</p> <p>This draft bill was strongly supported by the CGE because of the high level of racial intolerance which still exists in South Africa and the discrimination faced by members of the LGBTIQ communities. The CGE proposed several revisions that are aimed at gender mainstreaming and aligning the provisions more closely with the Bill of Rights.</p>

	Date	Bill	Synopsis
18.	12 December 2016	Draft policy on quality education and support for children with severe to profound intellectual disability	<p>The submission was made to the Department of Basic Education which seeks to develop a framework for inclusive quality and developmental education for children with severe to profound intellectual disability . These children would be learners who function at the lowest levels of development and who attend special or even ordinary schools, ECDs and even receive home education.</p> <p>These children deserve closer attention by the DBE because the majority have not had access to public-funded education and support. In 2010 this issue was placed before the Western Cape High Court which found that the authorities had failed to take reasonable measures to make provisions for the education of these children. This policy document is in response to the High Court findings.</p> <p>The CGE supported the policy and made several recommendations that address gender-related gaps which were evident during an evaluation of this policy.</p>
19.	2 February 2017	Draft code on good governance	<p>The code was developed by the Department of Labour in terms of Section 10(A) of the Promotion of administrative Justice Act 3 of 2000.</p> <p>The code is aimed at providing guidelines to administrators which will assist these functionaries to achieve the objects of the Act while simultaneously promoting efficient administration.</p>
20.	15 March 2017	Traditional Courts Bill [B-2017]	<p>The Bill aims to provide a uniform legislative framework for the structure and functioning of traditional courts. This is in line with Section 211 of the Constitution. The CGE proposed revision to the Bill aimed at gender mainstreaming.</p>

## 8 Commissioners' Programme

### ***National Dialogue on sexual assault and harassment at Higher Education Institutions (HEIs)***

The dialogue was attended by women students, mostly survivors of sexual assault and harassment. The event was hosted by the Foundation for Human Rights, CGE and Tshwaranang. The purpose of the dialogue was to reflect on gender-related violence (GRV) at HEIs and on legislation, policies and conditions prevailing to deal with prevention, education, and intervention. Some issues that emerged from the dialogue were as follows:

- HEIs are reluctant to report cases to the police.
- Harassment offices or institutional arrangements for GBV are extremely inadequate to support survivors.
- Some policies are in conflict with national legislation.
- Institutions are not proactive in dealing with sexual assault and harassment.
- There is no cooperation with South African Police Services (SAPS) and the Department of Social Development (DSD).
- Drugs and alcohol emerge as contributors to GBV at HEIs.

CGE requested to liaise with the ministers of higher education, justice and social development to promote cooperation and collaboration. HEIs should be encouraged to have a stand-alone policy on rape.

### ***Seminar on Judicial Applications of Customary Law***

The University of KwaZulu-Natal's (UKZN) School of Law and Corporate Relations Division organised and hosted a seminar on the judicial application of customary law. The theme was "The Constitutional Legitimacy of the Application of Customary Law and Common Law in Judicial Reasoning". Panellists were Professor Pierre De Vos (University of Cape



Town (UCT), Prof Chuma Himonga (UCT), Dr Nokuzola Mndende (Icamagu Institute), Advocate Lesala Mofokeng (UKZN), Dr Dayana Ndima (University of South Africa), Prof Sihawukele Ngubane (UKZN), Prof Thandabantu Nhlapo (UCT) and Judge Zak Yacoob (UKZN ). Prof Nomthandazo Ntlama and Mr David Hulme were respondents. Topics ranged from "Africanisation of Legal Education"; "Customary Law:" "An illegitimate child of the new Dispensation"; "Customary Law - Tip Toeing into the Judicial Arena". Discussions focused on how the Constitution embraces western values to the almost total neglect of indigenous values.

#### **Advancing the programme of women's economic empowerment**

The CGE held a meeting with the Northern Cape Department of Agriculture to discuss the role of the province in advancing women's economic empowerment using access to land. The CGE lobbied government to adopt the One Woman One Hectare programme. The CGE also met with the Northern Cape department of Social Development to discuss the food nutrition programme after a research report that was published in the local newspapers about children who go to bed hungry in the province. As a result, the CGE embarked on advancing a food nutrition programme.

#### **Meeting with Rhodes University and SAPS**

The CGE met with Rhodes University and the SAPS. The purpose of the meeting was to discuss sexual violence at Rhodes University. In an academic study published in 2007, titled "The Habitus of the Dominant: Addressing Rape and Sexual Assault at Rhodes University," it was noted that sexual violence is a distinct and ongoing problem. Within the study, reference is made to a 1991 Students Representative Council (SRC) report, which claimed that over half the student population found the campus unsafe at night, and 12 per cent did not walk alone after dark. In addition, the student advisor and assistant dean of students both confirmed that there were no official rape statistics and no central system to deal with rape. In addition, the SRC indicated that there have been 21 sexual assault and/or rape cases reported since the beginning of 2016. In reply thereto, the SRC started a campaign aimed at raising awareness and empowering students with knowledge of what to do if they're sexually assaulted.

#### **Commemoration of the 20 Years of the Constitution**

The CGE made a presentation on the importance of the Constitution to women and children. The Institution received a lot of positive profiling at this occasion. The commemoration was conducted by the Department of Sport, Arts and Culture in the province in partnership with the South African Council of Churches Eastern Cape.

***Istanbul Summit 2016: Reconsidering Gender Equality and Peaceful Societies.***

The CGE received a special invitation from Turquoise Harmony Institute, South Africa to attend the Istanbul Summit 2016. The theme of the conference was "Reconsidering Gender Equality and Peaceful Societies in Bangkok". It aims to provide a setting for networking and experience-sharing among stakeholders around the world to exchange ideas and seek ways of cooperation to address contemporary global challenges in a gender-sensitive manner. The Istanbul summit 2016 recognised the urgent need to address the issue of women, peace and security as an important component of sustainable development, and proposed to invite experts and thought leaders to discuss the current state of these three areas: the challenges facing women in conflict, and peace-building situations and the way forward.

***Paralegal Workshop on Gender, Health, Disability and Children***

The Legal Resources Centre in Durban in conjunction with the Dutch Embassy presented a workshop with an informative engagement on legal rights that protect vulnerable groups. The following Acts were discussed, namely, Maintenance, Domestic Violence and Protection from Harassment Acts. This was followed by a discussion on 'Children and Health in the Realm of Education' as well as another discussion on disability rights.

***National Health Insurance Colloquium***

CGE participated in a National Health Insurance Colloquium meeting. The demand for health care has risen over the past few decades, driven by changing demographics, the rise of non-communicable (lifestyle diseases) and the spread of communicable diseases. Often the demand for health care outstrips the resources available to fund health-care costs. National Health Insurance is a mandatory insurance scheme that splits the provider from the purchaser and insures all citizens against health-care costs.

***Gauteng Economic Indaba 2016***

CGE participated at the Gauteng Government Economic Indaba to solicit inputs from various stakeholders on the draft Gauteng City Regions Economic Plan. The plan focuses on positioning Gauteng strategically in relation to the Southern African Development Community (SADC) region, African Continent, BRICS countries and major economies in the world which are compatible with the province's own economy. Various stakeholders, including business, organized labour, academics, economists and research institutions participated.

***Women's Representation in South African Political Parties: Consultative meeting with political parties and the IEC***

The purpose of the meeting was to prepare for the country's 2016 local government elections which were held on 3 August 2016 and to share CGE's findings on the representation of women within political parties. The Commission invited the following parties: COPE, UDM, NFP, ANC, PAC, ACDP, APC, FF+, EFF, DA and IEC. The dialogue entailed two presentations based on the findings of two reports compiled by the CGE on women's participation and representation in political parties in South Africa. The findings are based on a gendered analysis of the outcomes of the 2014 elections, as well as an assessment of the efforts of political parties in promoting gender equality and transformation within their internal processes, practices and structures. Through the dialogue, the CGE also tried to learn from the experiences, successes and challenges faced by political parties in promoting gender equality within their structures.

***South Africa: High-level panel on the assessment of key legislation and the acceleration of fundamental change***

CGE was invited by the former president, Kgalema Motlante to discuss the parliamentary review of the implementation of the South African legislation. The purpose of the meeting was to discuss the work of the panel of 17 South African individuals appointed by parliament to consider efficacy and the impact of legislation passed by it post 1994. The panel will focus on four broad categories which are Land, Creation and distribution of wealth Poverty, unemployment and inequality, Nation building and social cohesion. The office of the former president requested CGE to submit research reports that relate to the four broad areas.

***Tshintsha Amakhaya Gender Justice Dialogue***

CGE was invited to be part of the Tshintsha Amakhaya initiative which involves an alliance of local formations of rural women and men which are supported by NGOs to advance for the right to land, water and food. *Tshintsha Amakhaya* hosted civil society actors working on women's rights, equality and gender, and/or feminism. The purpose of the dialogue was to prepare for a rural activist school (Spring School). The Spring School is aimed at enhancing movement building, political education and skills development. The activist curriculum should advance women's rights, gender equality, confront patriarchal attitudes, gender discrimination and homophobia. The objectives of the policy dialogue were to learn from participants' experiences and that of gender-sector experts, engage in a robust debate and to strategize on gender justice in a rural context.

### ***Conference on Demarcation and Spatial Transformation***

CGE Attended the Municipal Demarcation Board (MDB) conference on Demarcation and Spatial Transformation to deal with issues of demarcation as well as the launch of their new official branding.

The specific objectives of the conference were to:

- take stock of the lessons learnt and challenges encountered by the MDB during the past demarcation processes
- gain a deeper understanding of challenges and experiences faced by communities, municipalities and other stakeholders during the past demarcation processes
- develop a framework to better manage the demarcation process
- develop proposals for legislative reforms
- sketch future demarcation scenarios, taking lessons from other countries and international experiences
- develop proposals for future MDB research agendas.

### ***South African Police Service Women's Network and Men for Change Empowerment Programme***

The SAPS Women's Network and Men for Change was established in 2006 by women and men in blue who wished to make a positive contribution to communities to deal with gender-based violence in all its forms. The SAPS provincial commissioner, being passionate about the network, rallied support and funding for it. The network has done extensive work throughout the province, visiting communities, making donations and educating people about gender-based violence.

### ***Intergenerational Dialogue between female leaders of the 1976 student uprising and young women student leaders***

CGE attended the Department of Women Intergenerational Dialogue between female leaders of the 1976 student uprising and young women student leaders. The dialogue aimed to enable a conversation and exchange of ideas, as well as to create a network among young and adult women. This platform is envisaged to serve as a reminder to all women of the vital importance of creating space and time for meaningful intergenerational conversations.

### ***Workshop on Media, Disability and Gender Terminology 29-30 June 2016.***

The CGE was invited to participate in the Media, Disability and Gender Terminology Workshop by the Department of Sport, Arts and Culture. The purpose of the workshop was to assist in the compilation of gender - sensitive terminology. The Pan South African Language Board (PANSALB) and the media also attended.

### **Gender and politics**

Panel discussions were held by arts industry practitioners on why and how gender and sexuality advocacy programmes remain vital in their work and social spaces to ensure the safety and protection of vulnerable populations in the post-apartheid reconstruction of South Africa.

### **Men's Health Session with the Department of Environmental Affairs**

It is critically important to consider a common understanding and perception of men's role and how boys are socialised into these roles. The men's forum seek to build broad-based alliances at the provincial level to contribute to changing discourses about men and manhood, foster closer collaboration between women's advocacy organisations and organisations working with men to achieve gender equality. Achieving gender equality requires systemic changes in policy and modes of social interactions at all levels of the society. Men continue to occupy positions of power and privilege in patriarchal social systems, and without their active involvement, a gender-equitable society will be neither achievable nor sustainable. It is therefore important for men to become proactive in promoting gender equality, thus ensuring that the entire society benefits.

### **Public Lecture: Rhodes University**

The Department of Political and International Studies at Rhodes University holds an annual teach-In which takes the form of a week of public lectures. These lectures bring an issue of interest and concern in the public sphere to the attention of the university and that of the wider community. The teach-In was devoted to South Africa's 2016 local government elections. The observation was that university students are not familiar with the context of the constitutional framework that the CGE operate in.

### **Big Debate**

This was a debate on African traditional leadership and its role in our constitutional democracy. Discussions focused on the social impact of traditional affairs on the lives of people, especially women, living in rural areas. The debate was based on the themes of women and land - marriage and inheritance.

### **60<sup>th</sup> Women's Celebration**

The theme: "Women United in Moving South Africa Forward".

The objectives of the Celebration were to:

- raise awareness about the role that women played with the aim of unifying women within the context of socio-economic empowerment and gender equality to move South Africa forward
- take stock of progress challenges made, challenges still faced, realign and reposition the sustainability of women's empowerment

- reinforce the importance of women taking their place in all sectors of society, all organisations, in all struggles for progress and development
- emphasise that society cannot be free until its women are free from discrimination, oppression and inequality.

### ***Domestic Workers Summit***

The summit was organised at Skobeni Village Youth Centre. Domestic workers from all Eastern Cape districts attended the summit. The provincial summit was preceded by the district summits. The provincial summit provided a feedback report from the build-up engagements at district level. A number of challenges were raised, namely:

- Challenges faced by domestic workers that ranged from long hours of work without payment
- Unlawful salary deductions for food and accommodation
- Sexual harassment
- Absence of lunch breaks.

### ***Social cohesion public hearings in Abbotsford, East London***

The social cohesion public hearings conducted by former president Kgalema Motlanthe provided a platform for communities and stakeholders to vent their frustrations, challenges and anger to political principals on things that do not work and services that are not reaching them. Challenges raised included service delivery, leaders corruption.

### ***Youth Day 40<sup>th</sup> anniversary of June 16 student uprising and Africa Day***

The Department of Basic Education (DBE) was charged with the responsibility of ensuring that schools embrace and appreciate the significance of historical anniversaries. To this end, a build-up event was planned for the women's month. The other dates planned for were Youth Day, 40<sup>th</sup> Year Anniversary of June 16 student uprising and Africa Day with the theme 'We are Africa: opening doors of learning and culture from Cape to Cairo'. The celebrations were attended by about 500 girl learners. The Minister for Basic Education, the Honorable Angie Motshega addressed the audience on the role of the education system in shaping the future of girl learners for positive contributions towards socioeconomic growth.' CGE was asked to present on 'Women as catalysts for change.'

### ***Women in law dialogue 2016 and beyond conference***

This conference brings current women lawyers, aspiring and early career women lawyers from all legal spectrums around the country together, for a dialogue on the achievements made, and remaining challenges for women in law. Present were judges, advocates, attorneys and paralegals. CSOs and legal centers working on women, gender and the law were also present. The CGE facilitated a session on the progressive realization of women's rights in the justice system.

### ***SALGA Women's Commission Induction***

The CGE participated in the induction of the South African Local Government Association (SALGA) women's Commission induction process in August 2016. The CGE presented on gender equality and silent issues that should be addressed by local government at municipality level. The induction outcomes led to a strategic agreement between the two parties calling on the CGE to train the new councillors following the elections on gender mainstreaming process in early 2017.

### ***Meeting with the Public Protector and CRL Rights Commission.***

The meetings were to clarify the roles and responsibilities of the CGE, Cultural Religious, Linguistic Commission (CRL) and the Public Protector, and to share best practices. Meeting with the CRL was an opportunity to identify the communalities of our work at the two institutions, identify common ground, and establish a working relationship. There is a need to identify appropriate measures to modify harmful practices, and regulate and monitor such practices. Criminal charges should be enacted where legislation is infringed on, to end the impunity of offenders and ultimately eradicate them. The meeting with the Public Protector was to discuss policy issues and working relations between CGE and the Public Protector.

### ***National Good Governance Conference***

The office of the Public Protector, together with the National Good Governance Forum hosted a 7th annual National Good Governance Conference in October 2016. The theme of the conference was 'People - centred clean governance'. This was held as part of the activities to promote the National Good Governance Week which took place from 4-8 October 2016. The programme was targeting all people in South Africa, including the executive, national assembly and legislatures, government, NGOs and all oversight bodies responsible for promoting good governance. The outcomes of the conference included better coordination of efforts aimed at ensuring good governance and collaboration among forum members. The CGE made a presentation and facilitated two sessions.

### ***Community Awareness Session on Equality Courts***

The CGE participated in and made presentations on dialogues of the Department of Justice and the South African Human Rights Commission (SAHRC) to educate the communities on their fundamental rights and how to use the equality court systems to safeguard those rights within the Constitution in South Africa.

### ***Women in Sport – One Year Live Celebration of Women Sports Talk (DSTV Channel 204)***

The CGE was invited as a guest, together with other critical stakeholders, to champion the rights of women within the country in the public and private sectors to celebrate their



one-year anniversary since the establishment of the programme in 2015. It has been a milestone to have a TV show dedicated to supporting, celebrating and giving much needed publicity to women in sport achievements and struggles, not only in South Africa but on the entire continent. Guests included Ms Onicca Moloi, MEC of Sport, Arts, Culture and Recreation (Limpopo), and Mr Bongumusa Makhathini from South African Breweries, who have showed much commitment to women in sport, and have not only supported women in sport through netball by having the Brutal Fruit Netball League, but have also made it possible for women's issues to be heard.

***Engagement with the United States Ambassador in partnership with the Ford Foundation national disability day.***

The CGE was given an opportunity to observe the programmes that the Ford Foundation is undertaking in communities, with the emphasis on arts. This year's theme was: 'Persons with disabilities – Equal participants in shaping a sustainable future.' The Department of Social Development is responsible for driving the government's equity, equality and empowerment agenda in terms of disability. Disability Rights Awareness Month provides South Africa with an opportunity to:

- inspire hope and confidence in the ability of South Africans and the state machinery to work together in addressing the common challenges facing persons with disabilities and society in general
- mobilise persons with disabilities around the gains made in protecting, promoting and upholding the rights of such persons since the adoption of the Freedom Charter 60 years ago, and 21 years of democracy
- reach out to the diversity within the disability sector, and acknowledge that all human and socioeconomic rights should be equally enjoyed by all persons with disabilities, irrespective of race, gender, age, sexual orientation, impairment, socioeconomic status, educational qualification level, religion, culture, employment status or nationality.

***Rape case of a Woman with a Mental Disability by an Illegal Foreign National: Shornville, King Williams Town***

Two weeks into January this year were dedicated to the brutal rape of a coloured woman with a mental disability at a coloured area in Shornville, King Williams Town. The CGE conducted house visits to the family and helped to mobilise the community of Shornville and Breidbach to picket at the King Williams Town magistrate's court. The perpetrator is a foreign national from Malawi who has been in the country illegally since 2008. The CGE attended the court appearances, engaged the chief prosecutor in East London.



***South African National Taxi Council (SANTACO) Gender Desk***

The CGE has worked with SANTACO in the previous years and the relationship between the two entities has begun to bear fruit due to the fact that SANTACO has established a gender desk. The CGE is currently working with SANTACO through the gender desk. This relationship has become more relevant than ever due to the ongoing violence on women within the taxi industry and it is for this reason that SANTACO has become an important stakeholder in the taxi industry. SANTACO has since made a request to the CGE to assist in establishing empowerment programmes for women taxi drivers and owners as a result of several engagements between the two parties.

***Gender mainstreaming sessions Emfuleni local municipality***

The purpose of the sessions was to identify areas that cause a lack of transformation, legal requirements, and to introduce the topic of sustainable development goals in the municipality. From the engagements, it was ascertained that there is limited capacity in the municipality, particularly with respect to human resources to develop appropriate policies and programmes. The programme director stressed the need for CGE to monitor the gender programmes of this municipality. Even though there was a belief that there was political will to drive gender equality, but on observation it became apparent that there is no clear gender policy that guides the implementation of the programmes. Another important observation is that there is a low number of women in senior positions. There was also a failure to meet the target on the employment of people with disabilities. The meeting resolved that CGE should assist the municipality to conduct a gender audit in order to align policies accordingly.

The gender mainstreaming workshop was held in February 2017 in Uppington. The event lasted for one and a half days, and was attended by 46 women councillors from the various local municipalities and districts. The event was supported by the Commissioner and the National Coordinator of Provinces. Mayors and councillors were present. The aim of the programme was to encourage councillors to go back to their respective municipalities and lobby for the incorporation of gender mainstreaming into all programmes of the municipalities. The CGE and SALGA have pledged to work together with the different municipalities on gender mainstreaming programmes. The SALGA Women's Commission would have an oversight of the process of gender mainstreaming within the local municipality, especially where its committee members are deployed.

***LGBTI (lesbian, gay, bisexual, transgender and intersex) crisis in Ulwazi Senior Secondary School in Mdantsane township***

The CGE intervened in a matter of discrimination on LGBTI. In this instance, a school principal of Ulwazi Senior Secondary School paraded and embarrassed learners who

are gay and lesbians in front of the entire school. The intervention took place in the form of information sessions attended by learners, educators, school governing body, parents and community at large. The Department of Justice in the province and LGBTI sector made presentations and the CGE was commended for its sterling work.

***KZN legislature multiparty women's caucus***

The Multiparty Women's Caucus of the KZN Legislature and the office of the speaker celebrated International Women's Day in Mhlabyalingana municipality. A presentation was made on Transformation in the Judiciary. Women were asked to share the difficulties that they experience. Most of these pertained to service delivery, lack of funding to start businesses, and fencing for those who have gardens.

## 9 Overview of Programmes

### 9.1. Legal

#### 9.1.1. Complaints

The department opened and attended to 715 files during the financial year 2016/2017. It is noted that the new gazetted *Complaints Manual* came into operation in July 2016. Before that during the first quarter (April to June) of the financial year, the old manual was utilised which also saw classification of complaints in the 'old' categories.

In terms of the recent gazetted *Complaints Manual* the Commission is tasked to investigate the following types of complaints.

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.

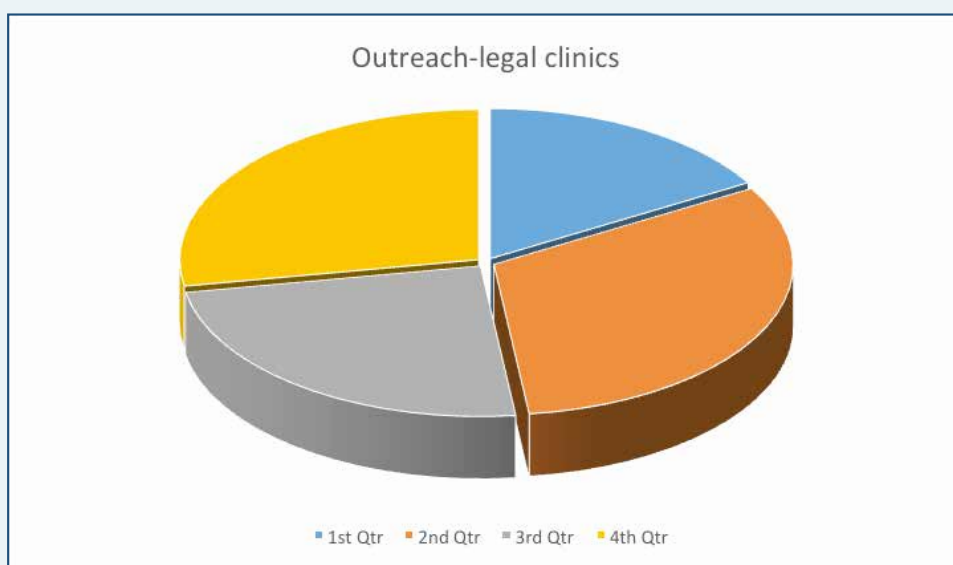
The following table represents a synopsis of the files opened and closed during the financial year under review.

Province	Files Opened	Actual Closed
Gauteng	100	61
Head Office	0	16
Limpopo	121	124
Western Cape	73	91
Mpumalanga	120	45
North West	103	82
Free State	11	36
KwaZulu-Natal	49	24
Eastern Cape	103	91
Northern Cape	35	39
<b>Total</b>	<b>715</b>	<b>609</b>

\*\* Files opened amounted to 715 and closed were 609, however some these files were opened and closed in the same file financial year. **The total files attended to in this financial amounted to 756.**

### 9.1.2. Outreach, advocacy and legal advice clinics

The department conducted 136 outreach legal clinics. A total of 170 files were opened during the outreach- legal clinics conducted the financial year 2016/2017.



The outreach, advocacy and legal clinics generated a total of 170 files for the financial year 2016/2017.

### 9.1.3. Systemic investigations

#### ***Transformation of the judiciary***

The department successfully launched the report in December 2016. The department is currently following up on remedial action.

#### ***Decriminalisation of sex work***

##### First leg of the complaint

The department awaits the release of the South African Law Reform Council (SALRC) Project 107: Sexual Offences and specifically the sub-project: adult prostitution. Cabinet was consulted about the status of the SALRC report to expedite its release.

##### Second leg of the complaint

The Department has received all the inputs and comments on the report. The report is expected to be finalised in the financial year 2017/2018.

##### Maternal health

The CGE and Department of Health held a meeting in this financial year to finalise aspects of the investigation and the following resolutions were taken.

- a) The investigation team will consist of eight members, with equal representation of both the CGE and the National Department of Health.
- b) A sample of 20 complaints will be drawn considering the following:
  - i) the geographic spread of all implicated facilities
  - ii) the inclusion of no more than two facilities per district
  - iii) an even distribution between clinics, provisional and district hospitals
  - iv) private hospitals will be investigated exclusively by the CGE.

The National Department of Health is yet to approve the agreed strategy, which has resulted in the delay of implementation of the above resolutions. The department shall explore other options to expedite the finalisation of this complaint.

##### Mining investigation

The department has finalised the report and all the entities have submitted a short-term plan on 31 March 2017 that seeks to address the challenges identified in the report. The department will monitor the implementation of the remedial actions in the financial year 2017/2018.

#### 9.1.4. Gender transformation hearings in the private sector

The legal department held a transformation hearing with a special focus on the private sector. The objective of this hearing was, inter alia, to determine measures put in place to ensure transformation in the workplace. The department finalised the report and shared same with the entities that appeared before the Commission. The entities are expected to appear before the Commission in the financial year 2017/2018 to report on progress.

#### 9.1.5. Gender transformation hearings in institutions of higher learning

The department identified Rhodes University, the University of KwaZulu-Natal, University of Cape Town, and Witwatersrand University for the purposes of gender transformation hearings. The department prepared detailed questionnaires to the four institutions and asked the vice chancellors to make oral submissions during the hearings.

The hearings unearthed challenges pertaining to the lack of gender-related policies and clear measures to escalate women and persons with disabilities to senior management positions. The department will conduct a follow-up consultative dialogue in the financial year 2017/2018.

#### 9.1.6. Litigation

##### **Sylvia Bongi Mahlangu and Others vs Minister of Labour and others**

The department has entered as *amicus curiae* in this matter. The applicant, Ms Sylvia Bongi Mahlangu (first applicant) and the South African Domestic Service & Allied Workers Union (second applicant) brought an application against the minister of labour (first respondent), DG-Department of Labour (second respondent) and the Compensation Commissioner (third respondent) for a subsequent relief for domestic workers to claim compensation in terms of the Compensation for Injuries and Diseases Act 130 of 1993 (COIDA). This matter is before the Gauteng North Division High Court. Section 1 of the COIDA expressly excludes domestic workers from the ambit of its protection and the applicants are calling for the exclusion of domestic workers as discriminatory and the section itself being unconstitutional. The court date is yet to be set.

##### **Mpho Mogakane v Shoprite and others.**

The department represented the complainant at the Nelspruit Magistrate's Court (Equality Court) in this matter. The complainant was discriminated against by the respondents. The respondents allegedly dismissed the complainant from work on the grounds of sexual orientation.

The parties entered a confidential settlement agreement that resolved the matter.

##### **Mphela Nare v Manamela and Others.**

The department entered as *amicus curiae* in this matter that was held at Seshego

Magistrate's Court (Equality Court). The complainant was unfairly discriminated by the respondents on the grounds of sexual orientation. The discrimination took place when the complainant was still a learner at a high school in Limpopo. The complainant sought damages and an apology.

Judgement was delivered on 1 March 2017 and the court found that the respondent discriminated unfairly against the complainant. The court awarded the complainant R100 000.

#### **Raedani T v Mufunwani Baldwin , Univen Radio Station and University of Venda**

The department entered as *amicus curiae* in this matter that was held at Thohoyandou Magistrate's Court (Equality Court). The complainant alleges that the respondent uttered statements that amounted to hate speech during an interview with the University of Venda Community Radio Station. The alleged hate speech amounts to an unfair discrimination against LGBTI persons. The respondent stated *inter alia* that most gay persons are HIV positive. The trial date was set for 12 May 2017. Progress on the trial will be reported in the new financial year.

#### **9.1.7. Court monitoring**

In this financial year, monitoring of courts continued and the report highlights *inter alia* that:

- The Equality Courts are not fully functional as there are no cases on the roll.
- Service delivery is a challenge in maintenance courts due to staff shortages.
- Not all courts monitored are declared sexual offences courts and this hampers access to justice. The DNA results delay finalisation of sexual offences matters.
- There are delays in issuing protection orders in domestic violence courts.

### **9.2. Research**

#### **9.2.1. Gender barometer**

This study is part of the CGE's annual programme of assessing progress in gender mainstreaming by institutions in the private, public and civil society sectors in compliance with the country's numerous legislative and policy frameworks that promote gender equality.

The report is the second of the CGE's two-year study (2015-2016) and it focused on progress or lack of gender mainstreaming and transformation in the mining sector. The study focused on two mining companies and selected operations from each company. The study appears to show limited evidence and lack of commitment to fundamental and sustained gender transformation. The study examined the factors, challenges and

prospects for gender mainstreaming in mining.

Key challenges identified included:

- The traditional image, culture and practice of the mining industry in South Africa remain solidly male-dominated.
- There are fundamental challenges of economic empowerment of women in the sector.
- Women are capable of working underground in the mines and therefore this dispels the myth that women are not capable of working underground.

The report makes a number of recommendations relating to the two mining companies, namely:

- It is recommended that the leadership of the Sibanye Gold Ltd and Exxaro Resources Ltd should ensure that gender equality policies are put in place urgently.
- The two companies should undertake widespread educational programmes and awareness campaigns on gender mainstreaming and transformation for its employees.
- The two mining houses should consider undertaking thorough and independent reviews of the structural design, functions/responsibilities, resources and operational effectiveness of internal employee and/or management structure responsible for dealing with and addressing gender issues or issues of concern for women inside the companies.
- The two mining companies should undertake regular reviews of the representation and participation of women in senior-level decision-making structures in order to ensure gender balance.

#### **9.2.2. African Gender Development Index (AGDI)**

The African Gender Development Index (AGDI) was developed as an assessment tool by the United Nations Economic Commission for Africa in 2004 to support African countries to monitor and evaluate the impact of international agreements and national policies which aim to achieve gender equality and women's empowerment. The CGE developed its reports to assess the countries' compliance with its legislative framework which advances gender equality and women's empowerment. The report found the following:

- The country appears to be complying with international covenants and protocols relating to gender equality and women's empowerment.
- The country is performing poorly in the areas of implementing policies and programmes.
- A lack of financial resources to ensure implementation of policies and programmes.



The report highlights the following recommendations:

- Government should create effective institutional mechanisms and systems with the necessary budgetary resources and capacity to ensure that key weaknesses are addressed in implementing gender equality and women's empowerment.
- Government should work closely with the CGE and other institutions to develop processes for ensuring compliance, accountability and implementation of international and regional instruments relating to gender equality.

### 9.2.3. Gender-based violence report

The study focused on the role of the SAPS and its mandate to prevent and combat crime and violence in South Africa. In assessing the effectiveness of the SAPS, the study focused on the experience, knowledge, and understanding of key national policy and legislative frameworks by leadership at police stations, the existence of institutional capacity and structures to deal with the challenge of gender-based violence and the types of programmes that have been put in place to address and combat crime. The study examined six case studies, namely, Rustenburg Police Station, Boitekong Police Station, Lebowakgoma Police Station, Seshego Police Station, Berlin Police Station and East London Police Station. The study highlighted the following findings.

- Out of the six police stations, only one station commander was a female; this was in Rustenburg.
- All six station commanders had some knowledge and understanding of some of the key challenges in combating domestic violence.
- All police stations did not have accurate data at their fingertips to demonstrate a clear and well-informed grasp of the intensity and prevalence of the crimes, their prevalence and patterns in the areas of jurisdiction.
- Police stations do not have internal structures specifically designed for, and dedicated to, handling and dealing with gender-based violence or violence against women as a special category.
- It appears that some of the station commanders are not familiar with some of the key provisions contained in the Domestic Violence Act and the Sexual Offences Act.

The study made the following recommendations.

- The SAPS should develop an internal national programme of action to educate and sensitise its senior officers on key national policy and legislative frameworks dealing with gender-based violence and violence against women.
- The SAPS should strive to develop and/or enhance current multi-sectoral arrangements with other key departments and institutions to enhance inter-agency collaborative working relations to address the scourge of gender-based violence and violence against women.

- The SAPS should draw up international guidelines on the establishment of the appropriate and well-resourced internal units to enhance the capacity of individual police stations for effective pro-active interventions to deal with gender-based violence or violence against women.

#### **9.2.4. Victims Charter project**

The CGE conducted the original series of assessment studies between 2009 and 2012 to assess the implementation of the Victims Charter by six Justice Crime Prevention and Security Cluster department. These included the Department of Social Development, the Department of Health, Correctional Services, Department of Justice and Constitutional Development, the South African Police Services and the National Prosecuting Authority.

The current study is the second and final of a two-year programme. While the previous study focused on the Department of Social Development (DSD), the Department of Health (DOH) and the Department of Constitutional Services (DCS) the current assessment focused on the Department of Justice and Constitutional Development (DOJ&CD) the National Prosecuting Authority (NPA) and the SAPS in implementing the recommendations in previous reports.

#### **9.2.5. Project Assessing Women's Representation in Local Government - 2016 Elections**

This is the CGE's fourth elections report since 2009. The report is based on three phases of the 2016 local government elections day and post-elections phase. The pre-election phase contains analyses of party manifestos and candidate nomination lists of the largest political parties represented in the National Assembly. The political parties which were selected include the African National Congress, the Democratic Alliance, the Economic Freedom Fighters, the Inkatha Freedom Party, the United Democratic Movement and the Freedom Front.

The second phase focused on observing the election day procedures and processes to determine if women and men faced any systemic constraints or disadvantages in terms of exercising their right to participate in politics as well as to vote. Part of the monitoring exercise included the analysis of the gender composition of the International Election Committee election staff, political party agents and independent observers.

The third phase was concerned with the outcomes/results of the elections, focusing on the numbers, positions and responsibilities assigned to elected female and male councillors in the newly constituted government structures.

#### **9.2.6. 20 year review report**

In 2016, the CGE reached a milestone – 20 years of existence – characterised by the typical challenges that face any organisation with the mammoth task of transforming a predominantly patriarchal society into one that not only values gender equality as enshrined in the Constitution, but also as regards its future prosperity as intricately bound into the humane treatment of women and girls as equal to men and boys, as well as viewing the humane treatment of the members of the lesbian, gay, bi-sexual, trans-sexual and inter-sex community as a mark of social, cultural and spiritual advancement.

The CGE has, over the years, approached to the best of its abilities its mandate to promote respect for, protection, development and attainment of gender equality. It was called upon to fulfil this enormous and often daunting mandate under extremely trying circumstances. We believe that collaboration with our stakeholders – both within and outside the country – the South African public; government institutions; political parties; civil society organisations, fellow Chapter 9 Institutions, fellow institutions within the National Gender Machinery, development partners and activists within the gender sector, has nourished the growth and strengthening of the CGE from an institution with humble beginnings to one with a guaranteed place in the history of the struggle for gender equality and transformation in South Africa.

#### **9.3. Public education and information**

The department is responsible for developing, conducting and managing education and information programmes. This function ensures fostering public understanding on matters relating to gender and gender equality. The CGE has also engaged in dialogues and information-sharing sessions with communities, traditional leaders, faith-based organizations, Chapter 9 institutions and NGOs on a range of gender-related issues. The department has further assisted several organizations with gender mainstreaming training.

##### **9.3.1. Coordinated programme on gender equality and women empowerment**

Gender mainstreaming is key to the CGE's efforts to fulfil its constitutional mandate. The CGE's vision of "a society free of gender discrimination", is partly informed by a notion that the element of gender equality be visible in all spheres of our lives. Gender mainstreaming is therefore a process of ensuring that all spheres of our lives are engendered. According to the United Nations, gender mainstreaming is "... the process of assessing the implications for women and men of any planned action, including legislation, policies and programmes in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated."

The training programme therefore is to develop gender awareness among stakeholders at municipal level, especially those who are involved in policy planning and implementation. It further aims to help policy planners and implementers to understand the differential impact on men and women of development interventions and increase the knowledge of the different needs and preferences that women and men have.

The presentations were done for municipalities and their representatives from the SALGA. Gender mainstreaming awareness workshops have been implemented in the previous two quarters of the financial year. In this quarter, the department was tasked with developing a report on how the training was rolled out. Despite a progressive legislative framework addressing women's empowerment and gender equality, the empowerment of women remains a serious challenge for the majority of women in South Africa. Significant advances towards empowerment have been made through a wide range of programmes that have been implemented. The key challenges identified included transformation of gender relations include:

- Institutional arrangements in other municipalities is not conducive for implementing gender mainstreaming.
- Politicians interfere with decision making and interventions.
- There is a gender disproportionality across municipalities.
- Gender monitoring tools are non-existent.
- There isn't sufficient gender expertise and skills.
- Employment equity targets are not met in relation to decision-making.
- Training programmes in women's empowerment is minimal.
- Generally poor perceptions and understanding of gender, gender concepts, analysis, and gender policies.
- Poor gender integration which undermines considering both the differences and the inequalities between women and men in programme planning, implementation and evaluation.

### **9.3.2. Education Programme through Community Radio Stations**

The CGE in partnership with the National Community Radio Forum (NCRF) strived to drive the gender equality message across the country in the 11 official languages. This project has proved to be a success as the footprint reached by the 10 community radio stations is over a million listeners from disadvantaged communities across South Africa. This is a clear indication that community radio stations are a best vehicle in information dissemination, as it reaches the grassroots missed by the mainstream media.

This radio programme focused on educating South African citizens from disadvantaged communities in their indigenous languages. The Commission and NCRF thus coordinated the broadcasting of pre-recorded interviews in different themes that involved gender equality, cultural practices and human rights, women's empowerment, 16 Days of Activism against women and child abuse for the financial year. These interviews were broadcasted in 10 community radio stations across the country.

The following 10 radio stations listed below broadcasted the interviews more than the times requested as they viewed this content as of good value and they were keen to educating and empowering their respective communities.

The interviews were broadcasted in the following languages;

- IsiXhosa
- Sepedi
- IsiZulu
- Setswana
- Afrikaans
- Sesotho
- IsiNdebele
- Xitsonga
- TshiVenda
- IsiSwati

The following table shows the 10 community radio stations that participated in the campaigns.

No	Station Name	Languages	Listenership
1.	Ka-nyamazane FM	IsiSwati	23 000
2.	Kangala FM	IsiNdebele	43 000
3.	Radio Bushbuckridge	TshiTsonga	124 000
4.	Makhado FM	TshiVenda	56 000
5.	Radio Khwezi	IsiZulu	140 000
6.	Naledi Radio	Sesotho	38 000
7.	Radio Riverside	Afrikaans	69 000
8.	Sekgosese Radio	Sepedi	215 000
9.	Letlhabile FM	Setswana	36 000
10.	Unitra Radio	IsiXhosa	367 000

### 9.3.3. Engagements with traditional leadership and the religious sector on gender equality

Traditional and cultural practices reflect values and beliefs held by members of a community for periods spanning across generations. Every social grouping in the world has specific traditional cultural practices and beliefs, some of which are beneficial to all members, while others are harmful to a specific grouping. Traditional and cultural practices reflect values and beliefs held by members of a community for periods often across generations. Every social grouping in the world has specific traditional cultural practices and beliefs, some of which are beneficial to all members, while others are harmful to a specific group

A number of traditional and cultural practices are harmful to the physical, emotional, psychological and economical integrity of the individual and especially women and girl children. Traditional and cultural practices emanate from the deeply entrenched discriminatory views and beliefs about the role and position of women in society. The role differentiation and expectations in society relegate women to an inferior position from birth throughout their lives. These practices maintain the subordination of women in society and legitimise and perpetuate gender-based violence and further perpetuate patriarchy.

The objectives of the public hearing/consultation are to:

- foster positive relations between the community and the CGE
- promote effective communication and consultation between the community and the CGE
- promote access and equity so that the community can participate in decision-making processes and resolution on issues that impact on gender equality
- enhance decision making – based on a comprehensive understanding of the needs, aspirations and expectations of the community and align it to the constitutional imperatives
- increase participation by citizens in the life and future directions of the community in enhancing the achievement of gender equality.

Five provinces were tasked to conduct public hearings consultations with the wives of chiefs in the traditional sector. Below a brief synopsis is provided of key issues that the wives in the traditional sector highlighted.

#### **Eastern Cape**

A public consultation/hearing was on 22 November at the Centane Traditional Hall. Participants comprised the wives of traditional leaders, members from surrounding villages and traditional leaders. The following key issues were raised during the consultation/hearing.

- Traditional communities are intolerant of members from the LGBTI sector.
- General lack of support for the wives of chiefs.

### **KwaZulu-Natal**

The consultation/hearing took a different format in the province. Specific focus was on the issue of *Ukuthwala* with women from villages around Ixopo in KwaZulu-Natal province. Fourteen women from villages around Ixopo municipality attended. The following issues were raised at the consultation.

- The practice of *Ukuthwala* is now done differently. Parents of young girls, upon finding out that their daughter has had sexual intercourse, take her to the boy's house and leave her to stay with the boy's family. The boy, even though he can consent to have sex with the girl, is not obliged by his family, instead the girl's life can be disrupted forever as the former continues with his schooling and can later he can bring a different woman home to marry.
- Unfortunately, the community believes *Ukuthwala* is a cultural phenomenon and social and legal implications thereof are ignored.
- There is an annual ceremony in December where young virgin girls are abducted. This is so embedded in culture in that even though the young girls know the possibilities of being abducted, they believe it is the correct way of getting married. One of the participants was actually a community member who participates in virginity testing to prepare girls for this ceremony.
- The practice of *Ukuthwala* does not only entail abduction, but there is a possibility of rape and use of muti. The women explained that the muti is used to sort of bewitch or hypnotise the victims to persuade them to give in to *Ukuthwala*. This was anecdotal and corroborated by other women who were victims. One of the women in the group indicated that she is still married to the man who abducted her.

### **Limpopo**

The office held a consultation/hearing with women in the royal families and traditional leadership on 24 November 2016. Women from across five districts attended. The consultation/hearing highlighted critical gender issues that were facing the wives of the royal households and the traditional leadership. The Master of the court was one of the key stakeholders who shared information on estates and the Customary Marriages Act. In the consultation/ hearing women were provided an opportunity to share their lived experiences and the challenges that they face. Key issues that were raised include:

- Arranged marriages for royal wives, no consultations or consent to the "candle wife" (second wife) – her husband is only met on the day of the wedding.
- Lack of respect: wives' main role is childbearing and rearing children.



- Non-registration of marriages in the case of a second wife.
- Women have very little knowledge on issues around estates and wills.

### **Mpumalanga**

The office conducted a series of consultative meetings with women in traditional councils, targeting the *Amakhosikatis* and women from the royal families in the first quarter in preparation of the public hearing scheduled for the second quarter. A public hearing was held on 29 September 2016 in Nelspruit. The focus of the hearing was to identify and address the challenges affecting women in the tribal councils, particularly the role of the *Amakhosikatis* in promoting women's empowerment and development in their respective communities. Representatives that had to account on development programmes for women included Cooperative Governance and Traditional Affairs (COGTA) and the House of Traditional leadership. It was unfortunate that the House of Traditional Leadership did not deem it important enough to attend, and the CGE made a commitment to subpoena them to account.

Key issues raised during the hearing were:

- Poor coordination of *Amakhosikati* by COGTA officials
- Lack of formal structure of the *Amakhosikati*
- Lack of participation and attendance of *Amakhosikati* in development programmes because of a lack of financial support for women.
- No medical aid for chiefs and their wives and their families.
- No advance or funeral cover for senior traditional leaders and their spouses.
- No pension fund for traditional leaders impacting on the wives and their families.

A follow-up meeting was held with COGTA on 24 November 2016. The following resolutions were taken at the hearing.

- That COGTA and CGE will conduct workshops (*Imbizo*) with *Amakhosi*, and head men and women *Amakhosikati* together to empower them on gender transformation.
- The MEC to ensure that HOD's performance agreement include a Key Performance Agreement on gender transformation in order to monitor progress.
- Agreed that the current conditions of *Amakhosikati* are not acceptable.
- That there is a need for the creation of a formal structure for *Amakhosikati* and be supported by the office of the HOD.
- That the MEC should lobby for legislative amendments.



#### 9.3.4. Engagements with the religious sector

The CGE's strategic plan requires the CGE to forge partnerships and collaborations with various entities across sectors to promote gender and protect gender equality.

In this financial year four provinces were required to engage the religious sector in religious practices that might lead to gender discrimination and impact on the achievement of gender equality. The four provinces were Free State, Gauteng, Northern Cape and Western Cape.

Key issues that were raised during the engagements include;

- The use of sacred text to oppress members of society
- Exclusion and discrimination of LGBTI persons
- The need for the establishment of forums to deal with the issue of GBV
- Patriarchy in the church-male-dominated sector and male driven sector which impacts on achieving gender equality
- Discrimination in the church
- Lack of decision-making by women in the church.

#### 9.3.5. Stakeholder engagements with stakeholders in the gender sectors

As public participation becomes increasingly embedded in the national and international spheres of policy development, it becomes ever more crucial for decision makers to understand who is affected by the decisions and actions they take, and who has the power to influence their outcome: the stakeholders. The stakeholder concept has achieved widespread popularity among academics, policy makers, the media and corporate managers.

Within the field of strategic management, the stakeholder concept has become firmly embedded. Many organisations have recognised that stakeholder engagement is not about giving the public a list of options to choose from, but it is about drawing them in right from the start, so that their views, needs and ideas shape those options and the services that flow from them. The CGE therefore needs to engage with stakeholders to ensure that sufficient consideration is given to the different interests and values stakeholders have and how these can be beneficial in promoting the work of the CGE as well as raising critical gender issues that need to advocate in the gender and development sector to ensure policy changes.

The CGE conducted a number of stakeholder engagements across provinces. Issues that surfaced include:

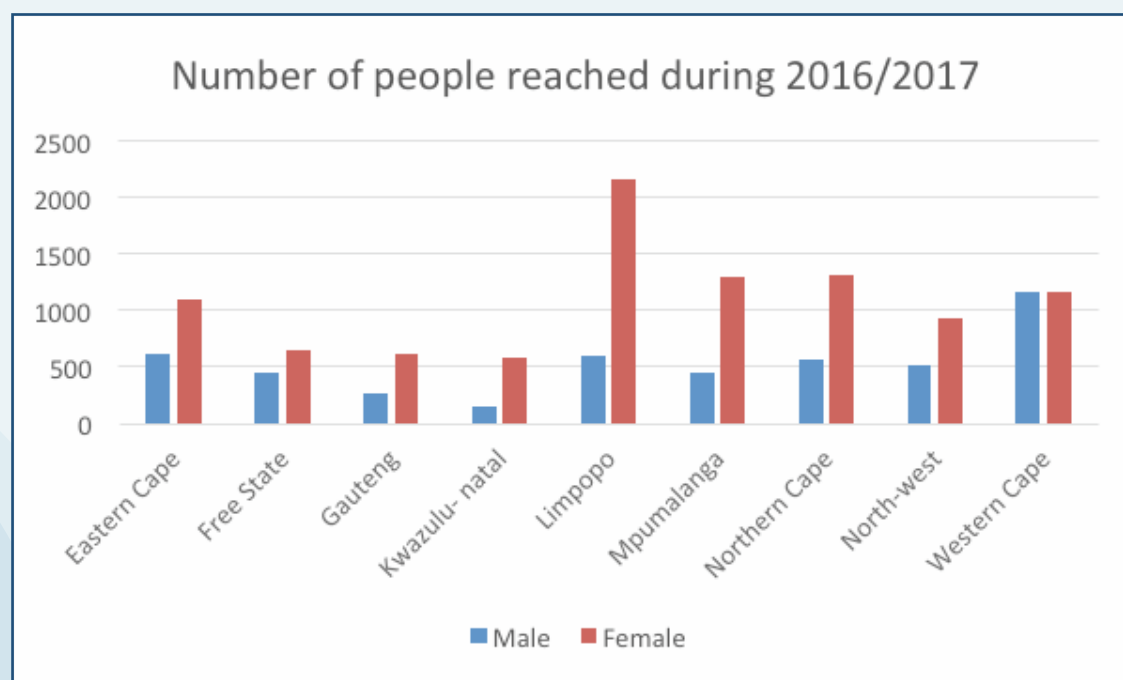
- Lack of participation and an enabling environment for women with disabilities

- Absence of men and boys' programmes
- Lack of budget to implement gender programmes
- Lack of understanding of gender mainstreaming
- No uniform programmes to advance gender equality
- Poor coordination of services available to the community
- Substance abuse exacerbates violence against women and children
- High dropout rate of school learners, high incidence of teenage pregnancy and high unemployment
- Domestic violence is high across provinces
- Lack of sustainable programmes to address GBV
- Under-representation of women in senior positions
- Hold HODs accountable in implementing the 8 Principle Action Plan in promoting empowerment and gender equality
- Need more intense education programmes relating to cultures that impact on achieving empowerment and gender equality
- Forced/child/arranged marriages remains a challenge in the country
- Collaborate on research initiatives on key issues of women and access to land where research is lacking
- Women's participation in the development of land and agriculture- related policy
- Enforcement of law and implementation of policy
- Discussion on land administration
- Engendering the Spatial Planning and Land Use Management Act.
- Traditional Courts Bill
- Disaggregated data for informed decision - making
- Need for a huge drive on witchcraft killings - public consultations
- Education on maintenance Act and Domestic Violence Act
- Religious sector - discriminatory practices
- Engage private sector in empowering young women initiative
- LGBTQA sector - discrimination - promotion and advocacy.

### 9.3.6. Total number of people reached through interventions

People reached during reporting period			
Province	Male	Female	Total
Eastern Cape	618	1092	1710
Free State	436	642	1078
Gauteng	257	605	862
KwaZulu-Natal	147	578	725
Limpopo	594	2168	2762
Mpumalanga	446	1293	1739
Northern Cape	558	1314	1872
North-west	517	936	1453
Western Cape	1165	1161	2326
<b>TOTAL</b>	<b>4738</b>	<b>9789</b>	<b>14527</b>

The following table denotes a graphic representation of the number of people reached per province



### 9.3.7. Outreach areas covered by the Commission

Province	District	Urban	Rural
Eastern Cape	Amathole		Nciba
	Amathole district municipality		Mputhi Village, Ngonyama Village, Qorha Village, Idutywa
	Buffalo City Metro Municipality	Buffalo Flats	Duncan Village
		King Williams Town, Bisho	
	Cacadu		Bathurst
	Grahamstown		Lusikiski
	Joe Gqabi	Barkley East	
	Mbashe	Bisho	Idutywa
	Mnquma		Nkondwane
	Ngeqeleni		Detyana Village
	Nyandeni		
Free State	Leweleputswa	Welkom	Dealesville
	Motheo District	Bloemfontein	Excelosior
	Thabo Mofutsanyane		Rosendal
Gauteng	West Rand	Randfontein, Khutsong	
	Merafong		Bapei
	Tshwane	Pretoria	
	Merafong		Bapei
	Ekurhuleni	Katlehong	
	City of Johannesburg	Alexander	
	Tshwane	Pretoria, Salvokop	
KwaZulu- Natal	Ethekeini	Durban	Inanda
	Mdoni		Scottburg
	Unthungulu		Mpembeni
	Umgungundlovu	Pietermaritzburg	

Province	District	Urban	Rural
Limpopo	Vhembe District	Thohoyandou	Mukhomi, Tshisaulo, Lwamondo, Tshakuma
	Capricorn	Polokwane, Mankweng	
	Vhembe		
	Mopani district municipality	Giyani	Siyandani
			KaNkomo
	Lephalale District	Onverwacht	
	Fetakgomo	Steelpoort	
Mpumalanga	Ehlanzeni	Thekwane, Nelspruit, Emalaheni, Machdodorp, Mbombela, White River	Wales, Leroro, Malemane
	Nkomazi		Mbangwane, Siyabuswa
	Get Sibande	Ermelo, Badplaas	Kromdraai
	Nkangala		
	Nkangala		KwaMhlanga
Northern Cape	Frances Baard	Kimberley	Stilwater, Pescodia
	Frances Baard	Kimberley, Hartswater, Galeshwe, Ritchie, Bloemanda	
	Z.F. Mgcawu	Postmasbug	
	Frances Baard	Kimberley	Stilwater, Pescodia

Province	District	Urban	Rural
North-west	Ngaka Modiri Molema	Mahikeng, Coligny	Ramatlabam, Madibogo, Setlagol, Naauwpoort
	Dr Kenneth Kaunda	Potchefstroom, Orkney	Disaneng, Jouberton
	Dr Ruth Segomotsi		Taung
			Setlopo
	Bojanala - Rustenburg	Rustenburg, Luka	Mmakau
	Bojanala – Rustenburg	Hartbeespoort	
		Swartruggens	
Western Cape	Cape Winelands	Worcester	Paarl, Wellington, Robertson
	Overberg		Grabouw
	Cape Town Metropolitan	Cape Town	
	Cape Winelands	Worcester	Paarl, Wellington, Robertson
	Overberg		Grabouw
	West Coast	Paarl	
	Eden	Oudtshoorn	

#### 9.4. Provincial highlights

##### 9.4.1. KwaZulu-Natal

The KZN office operated on a skeleton staff for the 2016/2017 period due to resignations and delays in appointments. This delayed implementation of outreach and legal programmes, led to a drop in statistics of complaints as compared to the previous years. However, the office managed to complete all activities on the implementation plan for the period and recorded some strategic partnerships.

The office was approached by Mangosuthu University of Technology to join the advisory board of the public management faculty. This has opened space for the CGE to influence policy, recruitment and the curriculum of the faculty.

Through the invitation of the NPA, the CGE conducted two presentations on harmful religious and traditional practices with strategic institutions in rural areas. These were held in Jozini and Durban. The programme has had a spill-over effect with other stakeholders who have since been referred by the NPA to approach the office for such presentation.

The office was invited by Luthuli Museum in Groutville to address a group of young girls who were camping overnight at the museum to discuss issues that challenge them as young women in the area. This is a very interesting initiative by the museum that opens the eyes to the real issues facing young women. The activity also opened space for the CGE to engage with rural women on issues like landlessness and problems with property for rural women. To date the CGE has facilitated meetings for these women with the Agricultural Development Association where this association is assisting them to start their own businesses in agriculture.

The office partnered with the Department of COGTA on an engagement with wives of traditional leaders and female traditional leaders. The focus of the engagement was on the role they can play to address forced marriages of young girls. This activity discovered that women themselves play an indirect role in pushing young girls into these marriages and poverty. Through the practice of virginity inspection, for example, girls who are found to have lost their purity get taken by older women to the homestead of the boy/man that 'damaged' her. If the boy/man is unable to pay damages for the girl, she is left with that family as 'damaged goods' until such time that compensation is paid. In most cases this is the end of it. The girl gets treated as a wife/slave by the family and since there is no marriage contract between her and the man, in most cases he takes a wife whenever he is ready. According to these women, traditional leaders have no control over this since it is done privately between families. There is also an open public event that happens annually in December that is regarded as a platform for men to choose girls to abduct. This practice is known to all community members and leaders. This poses

a serious challenge for the CGE to come up with a strategy to address gender equality and the direct impact of practices like this and virginity inspection on the freedom and development of young girls.

The stakeholder engagement with religious leaders also indicated serious gender equality challenges for the LGBTI communities. Religious leaders were adamant that same sex interaction is prohibited in the Bible and therefore feel justified to discriminate against them. This group also revealed discriminatory practices in the manner in which gender-based violence is indirectly promoted in marriage. One female pastor indicated that when she counsels couples before marriage she indicates that a man can give 'a little hiding' to his wife if she is disrespectful.

A very positive engagement was held with the representatives of the KZN men's forum. Whilst the event was attended by just a few, strategic direction was given to the CGE to reach more men through influential community structures.

The provincial office continues to enjoy a progressive relationship with the Provincial government through its participation in the provincial justice and crime prevention strategy and the legislature.

#### **9.4.2. Gauteng Province**

In the year under review the province saw a rise in cases of human trafficking, gender-based violence in the form of rape, murder and a general rise in substance abuse which led to violent protests. In addressing these challenges CGE endeavoured to reach out to the masses, to listen to the silent voices that are normally not heard. The provincial office hosted stakeholder engagements across the province, dialoguing with stakeholders on matters of gender equality and the empowerment of the people of Gauteng. The public and education department together with the legal department of the CGE focused on conducting community outreach, advocacy and legal advice clinics in the communities to educate and sensitise communities on the mandate of the CGE.

In discharging the function of monitoring, and evaluating policies and practices of government departments and municipalities, the office hosted a dialogue for Gauteng provincial government departments, municipalities and civil society organisations to engage on matters that impede on the achievement of gender equality in the province across various sectors. Stakeholders were divided into commissions per sector to deliberate on the critical matters that hinder gender transformation.

The engagement was robust, discussions identified the important role of gender focal persons both in the municipalities and in the government departments. Civil society organisations, as part of their responsibility of being a watchdog and mouthpiece



for communities, engaged and participated actively, challenging programmes and plans put forth. Representatives of the office of the premier outlined and shared with participants' programmes for the province, which was interrogated and welcomed as a plan to take the province forward.

In fulfilling the mandate and strategic objectives of the CGE by initiating interventions for the sustainable development and promotion of gender equality by addressing violations in the social, cultural and religious spheres, the office hosted a religious engagement in Merafong. Empirical research on developments in the individual religions indicates that women are more inclined to follow a religion than men. Research further indicates, that women are not in leadership positions and there is an observed institutionalised discrimination of the LGBTI community.

The dialogue was attended by different religious and traditional leaders from various denominations and grass roots organisations. The dialogue served to embrace the practice of religion and traditional practices in society.

The engagement discussed in depth sexual violence and gender-based violence – how widespread it is in the country. It is said that 80 per cent of sexual violence survivors or victims have reported having an affiliation to a religion, religious institution or an African tradition. It was said that faith-based institutions all over South Africa have failed survivors of sexual violence in the community. Many religious leaders deepen the impact of rape through silence and discrimination. The audience explained that religious leaders do not speak on behalf of the marginalised and vulnerable groups of women, particularly on sexual violence. Faith- based institutions are central to community life and have untapped potential to prevent and respond to sexual violence.

There were mixed reactions to these matters as many used the script saying 'a man is a head and the women is the neck'. Loosely translated a man is the leader and the women are followers. There are pockets of successes that were identified in the area seen as progressive in giving women leadership roles, though the numbers are very low.

The office hosted a critical engagement with women in the taxi industry which indicated a clear shift in the gender stereotype of the role of women and men. These women are challenging the gendered labour discourses of the taxi industry, which is highly male dominated and volatile. In the traditional thinking of women's work, one wouldn't expect to find women taxi owners and taxi drivers. They have learned to deal with masculine behaviour and negative attitudes from the community. In the engagement, it was established that the majority of women taxi owners entered the industry due to the death of the spouse/parent who was the owner of the business. Working with SANTACO is a continuation of a relationship and collaboration established in the previous years.

The organisation established a gender desk that has amongst its responsibilities developed training and sensitisation of the owners and drivers on the importance of gender equality in this male dominated industry. Furthermore, the gender desk has a responsibility to empower women owners and drivers in business management and assisting with financial management. Women shared with the meeting that there is no special treatment for women to be a taxi owner; i.e. everyone must comply with all legal requirements of the operating permit which allows them to transport passengers legally. Permits are issued by licensing departments.

The engagement concluded with SANTACO inviting the CGE to visit their training centre and engage on moving forward in gender awareness programmes.

In exercising its oversight responsibility, the office worked with several municipalities during the year under review under different topics and focus areas. Gender mainstreaming is a key process to realising gender equality. Emfuleni municipality took an initiative to approach the CGE and engage on the subject.

SALGA, CGE and COGTA collaborated in an induction workshop of new councillors in the Sedibeng municipality. Ekurhuleni municipality hosted the CGE, deliberating on ending the narrative on gender-based violence, while Tshwane municipality hosted the CGE in a gender-based violence colloquium.

#### **9.4.3. Limpopo**

The CGE plays a pivotal role in the promotion of human rights within the province. The province is quite vast, however, the provincial office, through its own programmes and partnerships with likeminded institutions tries to keep in touch with communities. Partnerships include provincial house of traditional leaders, religious leaders, civil society, government departments, office of the premier (office on the status of women, and Chapter 9 institutions and municipalities. The Limpopo office deals with quite difficult issues that are troubling communities: issues centred around child maintenance, gender-based violence, divorce, successions, estates/inheritance, LGBTI, racism, economic deprivation, and all other forms of gender discrimination.

The province has implemented the APP without fail. The office hosted four stakeholder engagements in four districts; these were Capricorn, Vhembe, Mopani and Waterberg. The objectives of these engagements were to engage key stakeholders on key gender issues within the province, create a network of stakeholders to align the work of the CGE, to reflect on the gains of gender equality and the contribution the CGE has made in the 20 years of its existence, and to identify challenges within the gender landscape of our

country and possible solutions. These engagements have proven to be effective and yielded great results, as they have enabled the office to increase its visibility within the province and deepen the understanding of the mandate of the CGE.

### **Success stories**

*Maintenance:* the complainant alleged that the respondent was in default in payment for four months and she engaged the maintenance court and nothing was forthcoming. The CGE communicated with the maintenance office and the complainant started receiving maintenance money. The complainant alleged that the respondent has been in default for five years in maintenance money. The CGE contacted the maintenance court and the complainant is now receiving the maintenance money monthly. With regard to the maintenance arrears, the maintenance court managed to trace the money and are in the process of making the payment to the complainant.

*Labour:* the complainant was unfairly dismissed from her employment and took the matter to the Constitutional Court for Mediation and Arbitration (CCMA) where an award was granted in her favour. She lodged a complaint with the CGE, alleging that there was unreasonable delay in complying with the award. The CGE engaged the CCMA and they undertook to expedite the matter and the complainant received her payment shortly afterwards.

*Succession:* the complainant has not received money since the death of her father in 2008. The CGE engaged the fund and they requested the complainant to submit her ID document and shortly upon receiving such document, the fund duly paid the complainant.

*Economic:* the complainant lodged the complaint with the CGE, alleging that there was a delay in payment of pension benefits. The CGE engaged with the fund concerned and they undertook to make payment within five days and the complainant duly received her pension benefits.

*Gender discrimination on basis of pregnancy:* a school going child was dismissed from school due to her pregnancy. The CGE intervened and the child was reinstated at her school. Since her return to the school she has achieved great marks and the CGE continues to receive progress reports on her performance.

#### **9.4.4. North West**

On occasion, and apart from the work of the APP, the CGE in the province also acts a referral institution from which government departments refer certain matters of public

interest, which seek resolution within communities. For example, the department of women sought CGE's intervention in following up on the slow pace of finalising GBV cases in local police stations.

As per the norm, the provincial office conducted several gender mainstreaming workshops with the following organisations: Eskom, Department of Health in Mahikeng, and Dr. Ruth Segomotsi Mompati district municipality of Vryburg.

*Intervention at Ratlou local municipality: teenage pregnancy*

Pursuant to the CGE receiving media reports of minor girls falling pregnant and not being able to continue with their schooling, the office thought it prudent to conduct an inspection in the Ratlou local municipality to ascertain or determine whether the media allegations were true. To this end, the office visited several families in the Disaneng Village on 6 September 2016.

The visit to Disaneng Village confirmed, amongst other things, that the media reports are true in that:

- Minor, girl children were found to have been pregnant
- For some girl children, the men who fathered their children are adults and no cases were opened with the SAPS
- They no longer attend to school because they had no one to look after their babies
- The families are poverty- stricken, there is no running water and sanitation, pit toilets are used and there is a high rate of unemployment.

*The Trafficking in Persons (TIP) provincial task team and the rapid response team* have been duly established after concerns from the Ministry of Justice (Deputy Minister, the Hon. Jeffrey). After thorough debates and engagements, the meeting concluded as follows:

- It is necessary to hold a workshop to discuss the roles and responsibilities of different departments as indicated in the Act urgently.
- If the National Policy Framework is already available, as Mr Mogoshane has indicated that it has been forwarded to the DM of DoJ&CD for consideration, it will also be discussed.
- All other logistical arrangements will be discussed at the workshop to finalise issues like chairperson and co-chairperson of committees, regularity of meetings and venues, secretariat, etc.
- The venue and logistics of the workshop will be communicated after approval by Constitutional Development, as the funds will be coming from this branch, but

it was recommended that this should be done as soon as possible so that the momentum is not lost.

Lastly, "The Trafficking in Persons Task Team" (CGE as a member) has had numerous public-awareness raising sessions informing the public and other relevant stakeholders, going to areas situated next to the Botswana border - Tshidilamolomo and Skilpadhek border posts and continues to convene monthly meetings to get feedback and progress achieved.

#### *Stakeholder engagement with Bahumagadi (Chiefs' wives and queens)*

The office, through a collaborative effort, managed to lobby, mobilise and conscientise Bahumagadi (queens and chiefs' wives) through engagements with the Provincial coordinator (Kgosigadi Mmamogale) and this enabled the CGE to liaise with all women traditional leaders in the province. The event was a resounding success due to a full representation from different sectors in the gender discourse, including gender focus persons, the Master's office, Traditional affairs, the Independent Electoral Commission (Dr. Thiba-PEO), legislature(public participation) and National Interfaith Council of South Africa( NICSA) to mention a few. In this instance a separate campaign report would be drafted by the electoral officer for public education and information (PEI).

#### *Signing of Memorandum of Understanding between the CGE and NWHTL*

The one other milestone was the signing of the Memorandum of Understanding (MoU) between the CGE and the North-West House of Traditional Leaders, which clarified roles and functions as a collective in addressing gender equality in villages and elsewhere.

#### **9.4.5. Eastern Cape**

During the period under review the CGE Eastern Cape office implemented a number of initiatives in line with the organisation's strategic objectives as well as the APP. Objectives referred to include educating the public on the CGE's mandate, and handling of complaints. The Eastern Cape province has been able to conduct a large part of its work through the assistance of, and collaborations with, stakeholders and partners based in the province. Some of these organisations include Khula Community Development, Dutywa Women's Support Center, Masimanyane Women's Support Center, SHE, LGBTI organisations and several provincial government departments.

Working multiple stakeholders in the province meant that the provincial office had an obligation to further strengthen the relationships it has had with relevant institutions in order for it to conduct its work. Of major importance in this instance is the collaborative network that the CGE provincial office created in order to ensure that there is a seamless order in implementing outreach programmes, and easy access to communities in far-

flung rural communities.

The challenges faced by several communities in the province consist of gender discrimination due to patriarchal systems, the rights of women, harmful traditional practices, witchcraft killings, *Ukuthwala* and disputes over succession of estates by women. In light of the fact that some of these societal problems are linked to traditional settings, the provincial office had since prioritised the strengthening of relations with traditional leaders who preside over certain villages in the province.

Apart from the latter, the province is also plagued with high levels of poverty, high unemployment rate (especially in rural areas) and lack of quality education. With reference to rural communities in the province, there is a growing rise of teenage pregnancy and substance abuse, among other things.

As a result of these societal challenges, the provincial office therefore receives a myriad of complaints. The CGE Eastern Cape continues to receive complaints that relate to succession and gender discrimination of women when it comes to traditional leadership positions. Despite the office having entered into a MoU with Eastern Cape House of Traditional Leaders, the said MoU has not fully realised its intended results; some of the complaints that could have been resolved by the House of Traditional Leaders and the Department of Cooperative Governance and Traditional Affairs have not yet been finalised. It was from this perspective that the office has resolved to escalate the traditional leaderships' dispute complaints and non-cooperation by certain government departments to the provincial executive council for further assistance and intervention in addressing and reminding government departments to assist the CGE on its monitoring and investigation of complaints that are brought to the attention of the CGE.

Guided by the National Strategic Objectives' thematic areas the following programmes were implemented:

- Stakeholders engagements
- Outreach, advocacy and legal clinics
- Monitoring of Justice Centres (maintenance court, domestic violence courts, equality courts, etc)
- Inputting of legislation amendments process (*Ukuthwala*, Witchcraft Bill, high-level panel discussion on legislation)
- High-level engagements on gender discourse (meeting with the Exco, Rhodes matter, provincial equity indaba, etc)

- Collaboration and partnerships by institutions that support constitutional democracy.
- Radio slots with community radio and SABC radio.

High-level discussions led by the Commissioners were held with a number of institutions; to mention a few, the CGE held discussion with the Rhodes University management, students and academics on the issue of 'rape culture' in the institution and this was followed up by public hearings on gender transformation in institutions of higher learning and the Rhodes University was among the institutions called to provide detailed reports on how they are addressing gender equality and transformation at the institution. Through the commissioner's office the CGE Eastern Cape participated in a number of activities including the following:

- A provincial equity Indaba led by the Eastern Cape premiers' office.
- SALGA provincial consultative conference
- Awareness campaign on gender-based violence at Nqandu Great Place
- Domestic workers seminar led by Social Development
- Provincial women's SAPS network Indaba, etc .

The 2016/2017 financial year has been one of the great years that the CGE Eastern Cape office has had, as we have built up the previous year's programme of actions and consolidated efforts in making sure the mandate of the CGE and its programmes benefit the public, in particular rural communities.

#### **9.4.6. Northern Cape**

The provincial office has been able to accomplish all of its targets, together with other imperatives that were relevant to the issues that pertain to the state of social affairs in the region.

Apart from dialogues that had taken place under the function of public education, several engagements were also undertaken in order to strengthen relations between the provincial office and other institutions who are relevant to the work of the CGE.

These stakeholder relation activities were conducted within the religious sector within the province in order to ensure or enhance character building within certain sectors of society. The engagements in this regard were largely undertaken with a view to involving men in the fray of gender equality but also within the context of Christianity. The CGE had identified religious sector leaders as critical stakeholders who can help communities in shifting mindsets of men and women who do not understand gender equality issues



and benefits. The way forward from the participants was that the dialogue must be taken to the communities who need it most.

Still in line with the imperative of strengthening relations between the provincial office and stakeholders, an MoU was signed with the Office on the Status of Women in the province to maximise the reach of the office.

Gender mainstreaming activities had featured widely in the province especially within public service institutions. The activities were conducted with the Department of Arts and Culture and SALGA, among others. It was also in this context (gender mainstreaming) that following the local government elections, the provincial office undertook to participate in the induction programme of new local municipality councillors.

The aim of the programme (induction of women councillors) was to encourage councillors to go back to their respective municipalities and lobby for the incorporation of gender mainstreaming into all programmes of the municipalities. The CGE and SALGA has pledged to work together with the different municipalities in the next financial year on gender mainstreaming programmes. The SALGA Women's Commission would have oversight on the process of gender mainstreaming within the local municipality, especially where its committee members are deployed.

One the key interventions that deserves mention and was undertaken during the year under review was one where the provincial office implemented a campaign in collaboration with stakeholders such as Departments of Social Development, Economic Development and Tourism. This intervention took place in Pniel, a rural area based outside Kimberley. This intervention was designed to create access to micro-financing to the women of Pniel in order to promote women empowerment and participation in the economy. Part of the reason why this intervention deserves mention is due to the fact that there are a myriad socioeconomic challenges plaguing the community, largely consisting of high unemployment, GBV and abuse of alcohol.

Domestic violence and intimate partner killings are also on the rise in the province. In response to the problem the province worked with the organisations from Galeshewe, Pescodia and Greenpoint to form an NGO forum that will actively be responsive to issues that arise in the communities as a result of GBV. These organisations render services to women, children, the elderly, sick and disabled in their various communities. The other form of intervention in this regard occurred through the implementation of awareness campaigns on GBV in the province. For example, the provincial office participated in the gender justice forum which is made up of government departments, CSOs and the CGE organised a five-day outreach programme to the communities in the Vaal Harts region.



Since 2016, during engagements, the organisations have raised various challenges that are experienced by the communities they serve, ranging from abuse of women, children, the elderly, violence, evictions and lack of basic services.

#### 9.4.7. Free State

The Free State office, in its endeavour to fulfil the CGE Mandate has engaged on several activities and interventions informed by the strategic objectives that guide both the legal department and the PEI operations in the province. At a glance the office has conducted 15 outreach and legal clinics, reaching over 739 people with the PEI interventions; it, has handled 51 complaints and has hosted five stakeholder engagements, with over 316 people attending discussions on thematic gender equality issues and challenges across different sectors, such as the faith and religious sector, development sector, higher education institutions, LGBTI communities and persons and provincial gender focal persons.

##### *Partnerships*

On domesticating, the Sustainable Development Goals (SDGs), the Free State office has worked in collaboration with SA CSO SDG's Working Group. This is a working group of CSOs formed in 2014 to work on the post 2015 agenda, which is now focusing on the localisation of SDGs. The CGE was approached by African Monitor, the Centre for the Study of Violence and Reconciliation and Amnesty International to work in collaboration with them to kickstart the provincial community dialogue on localising SDGs and promoting the principles of **'Leaving No One Behind'**, the Feloana Community Trust in Thaba Nchu has been the target community where the provincial dialogue. The outcomes of this collaboration have contributed to the deepened understanding of the monitoring role that the CGE can play in the localisation of SDGs. Other collaborations on localising SDGs include working with StatsSA on setting provincial indicators and providing technical campaigns and advocacy support to the local housing campaign on Goal 16 currently implemented by the Free State Association of Advice Centres. The CGE has been invited by SALGA to form part of the provincial working group on building capacity of local municipalities on transversal issues such as gender, youth, disability, children, the elderly and HIV and AIDS, with the CGE leading on gender mainstreaming and the localisation of Sustainable Development Goals (SDGs).

##### *Lexicology Workshop*

The CGE approached PANSALB during a bilateral meeting for institutions supporting democracy to work together in influencing the Sesotho language and make it more gender sensitive. This collaboration resulted in a provincial workshop hosted by the Free State Department of Sports, Arts, Culture and Recreation and a draft lexicology of words that will be adopted by the language board to curb the use of discriminatory language

that deprives people of dignity and human rights. The workshop was called the Gender, Media and Disability Terminology workshop. It was attended by Commissioner Pinkie Sobahle, the provincial coordinator and public education and information officer.

#### *Eskom*

Responding to an invitation to partner with Eskom on the Eskom women advancement programme, this process has opened another avenue where the CGE can influence the agenda of advancing women in the workplace through engaging with women and hear their lived experiences in the workspace. This partnership saw the CGE presenting in all the Eskom regional offices in the Free State on education and information dissemination.

#### *Outreach*

The first quarter of the financial year 2016/17 saw situational analyses taking place in two districts, namely Lejweleputswa and Fezile Dabi Districts in five areas: Virginia, Allanridge, Sasolburg, Heilbron and Frankfort. The purpose of the situational analyses was to root out the emerging gender issues in the areas so that different demographic spaces were selected from urban to semi-urban and rural. The second to fourth quarter saw the office conducting 15 outreach and legal clinics, raising awareness around the CGE mandate, including the thematic areas the CGE prioritises and the services of the legal department. Issues such as maintenance, and estates, cohabitation, marital regimes and the law, and gender and development, sexual harassment, estates, widowhood, and LGBTIs were presented to the communities in Welkom and Bloemfontein, including Allanridge, Virginia, Rosendal, Dealesville, Excelsior, Thaba Nchu, Hoopstad, Botshabelo, Bothaville, Trompsburg, Herzogville, Viljoenskroon, Villiers, Edenvale and Heilbron, Koffiefontein, Zastron and other areas in the five district municipalities of the province. During November 2016, The Chapter 9 forum organised an event in terms of which each institution was mandated to make presentations to the community members on their mandates. Community members had an opportunity to engage with the different institutions one-on-one under the theme 'Bringing Constitutional Bodies to the People.'

#### **9.4.8. Mpumalanga**

The provincial office of Mpumalanga, conducted a number of activities that are in line with the requirements of CGE's APP for the year under review.

In the period under review, the provincial office undertook some activities linked to emerging issues within Mpumalanga. In line with the latter, the province initiated an investigation into systemic violations of gender rights from which remedial action was sought. It was in this context that the province played a mediation role in the case where a learner was expelled as a result of her sexual orientation. The outcome of this

investigation was one where the expelled learner was re-admitted to the school in question.

Still in line with the requirements of the APP, the provincial office developed locally based programmes to promote gender equality. These included gender mainstreaming activities conducted in Emalahleni and Bushbuckridge. Another programme worth noting is the Women Empowerment project undertaken by the CGE provincial office in partnership with Department of National Defence Force as well as the Department of Correctional Services. The empowerment referred to, relates to the assistance of women in financial management and business development.

Due to the nature of emergent issues in the province of Mpumalanga as they pertain to gender equality; there is a need to continuously initiate interventions for the sustainable development and promotion of gender equality by addressing violations in the socio-cultural setting of the province. It is in this vein that the provincial office conducted round table discussions with Women in Traditional Councils which culminated in a provincial summit. The achievement of this Summit, has contributed positively to the status of Women in Traditional Council whereby the department of local government has come up with a Plan of Action that addresses some of the challenges faced by Women in Traditional Council. It is envisioned that the CGE provincial office will continue to work with COGTA in an effort to ensure that the plan of action is implemented.

By way of strengthening relations with locally based institutions in the Mpumalanga province, the office signed a number of MoUs and Terms of reference with certain institutions that are important for the long-term gains of gender equality. It is in this context that the provincial office had solidified relationships (through MoUs and ToRs) with the following institutions: Department of Correctional Services, Department of Defence, MMI Holdings, SABC, Nedbank Group Limited, Office of the Premier, as well as the Department of Safety and Security.

#### **9.4.9. Western Cape**

The provincial office of the Western Cape was able to meet its targets as required by the APP, through collaborations and partnerships with likeminded institutions in the province.

The highlights vary in scope, outlook, spread and reach of the activities. For example, under the year for review, the provincial office conducted gender mainstreaming workshops in Bredasdorp Municipality. This project was held by the Mayor and Deputy Mayor of the municipality. This workshop was intended to enhance service delivery and social programmes within the municipality. From this workshop, it was established that there is a further need for more of similar workshops that will bring men as participants in

the discourse of gender equality in the province.

Another highlight of the year which came in the form of a gender mainstreaming workshop was undertaken in conjunction with SALGA Women. As the workshop took place in the Caledon Municipality, the Mayor and Deputy Mayor also supported the initiative.

The outcome of the CGE and SALGA gender mainstreaming infer that there was a great effort to make sure that relevant municipality staff members attend the workshop, it did show that municipalities are not taking this as a serious matter to be considered. It was also discovered that most of the municipalities do not have gender desks in their offices. It also appeared that gender and gender mainstreaming in the municipality are only understood as the matter of the Special Programmes Unit not all the units within the office. There is a strong need to make sure that the Political arm of the municipality understand the meaning of gender mainstreaming in the municipality.

Through the survey conducted as the CGE requirements in having the programme implemented, domestic violence was one of the matters raised by the NGOs consulted. It also came as the request in terms of being specific on dealing with the violence in the area, where most of the NGOs complained about gender based violence taking place in families and society. That is the reason that the office decided to deal with domestic violence between the family members.

Towards the end of 2016, the provincial office collaborated with Department of Justice and Constitutional Development and "Free Gender" in the Western Cape on the launch of a dialogue on LGBTI Rights in townships. This launch also followed the murder of a lesbian person in Khayelitsha. Concerns raised in the dialogue include poor support systems in the LGBTI communities as well as the manner in which the Justice system deals with cases that relate to LGBTI groups. It was also mentioned that there is a need for the community members to be more educated about LGBTI issues.

The office also co-hosted some programmes that occurred upon invitations from other Chapter 9 institutions to facilitate programmes of gender equality and promoting human rights as the last month of the quarter was the Human Right month. These events were hosted in collaboration and partnership with other Chapter 9 Institutions in the province.

# 10 Annual Performance Plan

Strategic Objective 1:						
To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality						
Planned Outcome: Continuous improvements in public and private sector legislation, policies and practices to advance gender equality						
Sub-strategies	Performance Indicator	Baseline	Annual target	Achieved/Not achieved	Variance	Corrective action
1. To monitor equality and evaluate the promotion of gender equality and relevant policies and practices of the public and private sector and report to Parliament	One gender transformation hearing with institutions in the private sector	9 EE reports reflecting recommendations	One investigation report on gender transformation with private sector institutions guided by a concept paper	Achieved	No variance	No corrective action
	One gender transformation hearing of 3 universities	1 investigation report on gender transformation in tertiary institutions	Investigation report on Gender Transformation in tertiary institutions guided by the Concept Paper	Achieved	No variance	No corrective action
	Report on the Status of Gender Policies and Practices in the public and private sector	One status report on gender policies and practices using the gender barometer tool	One status report on gender policies and practices using the gender barometer tool	Achieved	No variance	No corrective action
2. To initiate and/or participate in the review of the legislative framework in all spheres of government that impact on gender equality	Number of submissions made for legislative and policy enhancement of the gender equality framework	16 Submissions per year	18 submissions per year	Achieved Twenty sub-missions made	There were more bills passed by Parliament which warranted inputs from a gender perspective	No corrective action

Strategic Objective 1:						
To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality						
Planned Outcome: Continuous improvements in public and private sector legislation, policies and practices to advance gender equality						
Sub-strategies	Performance Indicator	Baseline	Annual target	Annual Performance Plan for 1 April 2016 to 31 March 2017		
				Achieved/Not achieved	Variance	Corrective action
<b>3. To conduct performance assessments of political parties and the public and private sectors on the effective implementation of gender equality legislation policies and practices</b>	An assessment report on women representation in political parties in local government	One assessment report on women's representation in political parties in local government	One assessment report on women's representation in political parties in local government	Achieved	No variance	No corrective action
	An assessment report prepared on the implementation of the National Action Plan on GBV and its supporting structures	one assessment report on the implementation of 365 days programme on GBV and its supporting structure	One assessment report on the implementation of National Action Plan on GBV and its supporting structures as per project plan	Achieved	No variance	No corrective action
	Audit report of the implementation of the Victims Charter	One report on the implementation of the Victims Charter and the Minimum Standards on the Victims of Crime	One report on the implementation of the Victims Charter and the Minimum Standards on the Victims of Crime as per project plan	Achieved	No variance	No corrective action

Strategic Objective 1:						
To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality						
Planned Outcome: Continuous improvements in public and private sector legislation, policies and practices to advance gender equality						
Sub-strategies	Performance Indicator	Baseline	Annual target	Annual Performance Plan for 1 April 2016 to 31 March 2017		
				Achieved/Not achieved	Variance	Corrective action
<b>4. To evaluate the effectiveness of national justice facilities in addressing gender discrimination.</b>	Evaluation report on courts	One consolidated report	One consolidated court monitoring report	Achieved	No variance	No corrective action
<b>5. 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</b>	Number of dialogues with policy makers convened (based on research studies conducted in previous financial year and integrated with key CGE campaigns)	2 national and 2 provincial policy dialogues	4 policy dialogues conducted at national level with for HOD forums	Partially achieved Three policy dialogues were held	National level dialogue could not take place due to unavailability of stakeholders	One national level to be conducted in the new financial year



Strategic Objective No. 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.						
Planned Outcome: A society educated in constitutional rights to gender equality that demonstrates the transformative behaviour of the obligation to respect and uphold gender equality to further ensure effective and efficient application of social justice for victims of gender violations.						
Sub-strategies	Performance Indicator	Baseline	Annual Target	Annual Performance Plan for 1 April 2016 to 31 March 2017		
				Achieved/Not achieved	Variance	Corrective action
1. To timeously investigate complaints of violations of gender rights and identify appropriate redress	900 complaints received, attended to in terms of the CGE complaints manual (as prescribed by the complaints manual)	900 complaints received	900 complaints attended to in terms of CGE complaints manual and a consolidated report on substantive issues developed	Not achieved For financial period, 756 complaints were attended to by the legal department, however were not in full compliance with the terms and procedures of the CGE complaints manual.	While a shortfall to the achievement was 144 complaints, there has also been non-adherence to the provisions of the complaints manual rendering the performance ineffectual when measured against the performance indicator.	In the new planning cycle, the CGE will review efficacy of the performance indicator, streamline and automate processes related to the handling of complaints to ensure an effective delivery of services as contemplated under section 11 of the CGE Act.
	No of outreach, advocacy and legal advice clinics conducted in provinces	108 outreach, advocacy and legal advice clinics convened per year	135 outreach, advocacy and legal advice clinics convened per year	136 outreach, advocacy and legal clinics achieved.	Over achieved by 1 legal clinic mainly because the legal department identified a need for an additional legal clinic on maintenance related issues	No corrective action



Strategic Objective No. 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.						
Planned Outcome: A society educated in constitutional rights to gender equality that demonstrates the transformative behaviour of the obligation to respect and uphold gender equality to further ensure effective and efficient application of social justice for victims of gender violations.						
Sub-strategies	Performance Indicator	Baseline	Annual Target	Annual Performance Plan for 1 April 2016 to 31 March 2017		
				Achieved/Not achieved	Variance	Corrective action
<b>2. Initiate an investigation into systemic violations of gender rights and identify remedial action.</b>	A systemic investigation conducted on possible gender discrimination issues	3 systemic investigations; 1. Transformation of the judiciary. 2. Decriminalisation of sex work. 3. Maternal health. 4. Gender Transformation in the mining sector	Four systemic investigations conducted on: 1. Transformation of the judiciary. 2. Decriminalisation of sex work. 3. Maternal health. 4. Gender Transformation in the mining sector	Achieved	No variance	No corrective action
<b>3. To develop co-ordinated programme to promote gender equality</b>	9 co-ordinated education programme developed with targeted stakeholders on gender discrimination	9 reports on coordinated campaigns	9 coordinated education programmes with targeted stakeholders guided by concept paper	18 gender mainstreaming workshops	Over-achieved by 9 due to more request for workshops on gender mainstreaming.	No corrective action
	To use public media platforms to disseminate gender equality education and information	54 media slots	72 media slots guided by project plan	Achieved	No variance	No corrective action

Strategic Objective No. 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.						
Planned Outcome: A society educated in constitutional rights to gender equality that demonstrates the transformative behaviour of the obligation to respect and uphold gender equality to further ensure effective and efficient application of social justice for victims of gender violations.						
Sub-strategies	Performance Indicator	Baseline	Annual Target	Annual Performance Plan for 1 April 2016 to 31 March 2017		
				Achieved/Not achieved	Variance	Corrective action
<b>4. 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</b>	Number of intervention programmes on gender violations initiated with traditional leadership and religious sector	9 intervention programmes One per province)	9 provincial reports guided by concept paper	Achieved	No variance	No corrective action
<b>5. To collaborate with organs of state civil society and other institutions for the effective development, protection, promotion, and attainment of gender equality</b>	One consolidated report on engagement with stakeholders on the Commission's mandate and thematic focus areas	24 stakeholder engagements by Commissioners on the Commission's mandate and thematic focus areas	36 stakeholder engagements held on gender issues and produce a report	Achieved	No variance	No corrective action

Strategic Objective No. 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 mandate of the Commission for Gender Equality.						
Planned Outcome: Assessment of State compliance with regional and international commitments that promote gender equality and recommendations tabled with Parliament by relevant UN committees						
Sub-strategies	Performance Indicator	Baseline	Annual Target	Annual Performance Plan for 1 April 2016 to 31 March 2017		
				Achieved/ not achieved	Variance	Corrective action
1. 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	Number of assessments reports on regional protocols and charters	Three reports on International conventions, covenants and charters	Two assessment reports	Achieved	No variance	No corrective action
	Number of reports on Africa Gender Development Index (AGDI)	One report on AGDI	One AGDI report published	Achieved	No variance	No corrective action

Strategic Objective No. 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 mandate of the Commission for Gender Equality.						
Planned Outcome: Assessment of State compliance with regional and international commitments that promote gender equality and recommendations tabled with Parliament by relevant UN committees						
Sub-strategies	Performance Indicator	Baseline	Annual Target	Annual Performance Plan for 1 April 2016 to 31 March 2017		
				Achieved/ not achieved	Variance	Corrective action
2. 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	Number of presentations made to relevant national regional and international stakeholders	One presentation conducted	One presentation conducted	Achieved	No variance	No corrective action
	Engagements with stakeholders on CGE attendance at international and regional events	Two reports on attendance at international and regional events	Two reports on attendance at international and regional events	Achieved (Attendance at CSW 61 <sup>st</sup> session and AU- Banjul)	No variance	No corrective action

Strategic Objective No. 4						
To build an effective efficient and sustainable institution that will fulfil its constitutional mandate on gender equality.						
Sub-strategies	Performance Indicator	Baseline	Annual target	Annual Performance Plan for 1 April 2016 to 31 March 2017		
				Achieved/ Not achieved	Variance	Corrective action
1. To maintain optimal governance and oversight structures and policies between Commissioners and the secretariat	Annual review and/or development of all applicable policies	Approved policies	100% of identified policies reviewed as per implementation plan	Achieved	No variance	No corrective action

Strategic Objective No. 4						
To build an effective efficient and sustainable institution that will fulfil its constitutional mandate on gender equality.						
Sub-strategies	Performance Indicator	Baseline	Annual target	Annual Performance Plan for 1 April 2016 to 31 March 2017		
				Achieved/ Not achieved	Variance	Corrective action
2. To maintain the financial management strategy so that it promotes effective efficient and economic utilisation of resources as well as accountability.	Clean audit report from the AGSA	2015/16 audit report	Clean audit report	Achieved	No variance	No corrective action
	Report on the implementation of its mandate since its inception (20-year review)	New indicator	One review report on CGE's implementation of its mandate since its inception (20-year review)	Achieved	No variance	No corrective action
	M&E framework developed and approved	New Indicator	Approved M&E framework work	Achieved	No variance	No corrective action
	Efficient management of resources towards an effective service delivery	2014/2015 Budget where deviation does not exceed 5% of plan	Spending within budget: Funded APP cost controls and sound financial position	Achieved	No variance	No corrective action

Strategic Objective No. 4						
To build an effective efficient and sustainable institution that will fulfil its constitutional mandate on gender equality.						
Sub-strategies	Performance Indicator	Baseline	Annual target	Annual Performance Plan for 1 April 2016 to 31 March 2017		
				Achieved/ Not achieved	Variance	Corrective action
3. To develop and maintain an IT infrastructure that supports and promotes the organisational objectives of the CGE	% of resolutions to reported IT incidents	80% of registered queries	80% of registered queries	Achieved	No variance	No corrective action
	Develop and design operational standards for ICT environment	ICT policy and strategy	Disaster recovery and business continuity plans	Achieved	No variance	No corrective action
		Continuous improvement of ICT	Converted from Telkom to VOIP	Not Achieved: In accordance with National Treasury SCM circular No 6 of 2016/17 (Fax line and PBX Cost Containment Project) All departments and constitutional bodies are requested to halt fixed line procurement, as cost containment measures are National Treasury National ]		
4. To develop and implement comprehensive HR policies procedures and practices	Develop Training Annual Training Report	One training plan implemented	One training plan implemented	Achieved	No variance	No corrective action
	Develop and implement HR strategy	New Indicator	Implementation of the approved HR strategy	Not achieved	HR strategy could not be implemented due to capacity constraints	HR strategy to be implemented in the 2017/18 financial year

Strategic Objective No. 4						
To build an effective efficient and sustainable institution that will fulfil its constitutional mandate on gender equality.						
Sub-strategies	Performance Indicator	Baseline	Annual target	Annual Performance Plan for 1 April 2016 to 31 March 2017		
				Achieved/ Not achieved	Variance	Corrective action
5. Review communications strategy and policy that promotes and enhances a positive public image of the CGE	Media releases linked to programmed work of CGE	12 media release on programmed work	12 media releases on CGE programmes and campaigns	Achieved	Over achieved by 38 media releases mainly because the more gender issues highlighted in the media that required the CGE re-sponses and intervention	No corrective action
	Opinion pieces linked to programmed work of the CGE	New indicator	12 opinion pieces annually	Achieved a total of 18 opinion pieces were written and published	Over achieved by 6 opinion pieces mainly because the more gender issues highlighted in the media that required CGE's responses and intervention	No corrective action
	Manage media and communication partnerships and collaborations	Two key national partnerships for all CGE programmes	Two functional media and communication partnerships	Achieved	No variance	No corrective action
	Manage Communication Campaigns	4 comprehensive communication campaigns	4 comprehensive communication campaigns	Achieved	No variance	No corrective action



## 11 Corporate Support Services

### 11.1. Information technology

The review period mainly focused on systems stability and performance monitoring as part of a post mortem, following a major IT infrastructure upgrade, replacement of network equipment, as well as users' workstations i.e desktop and notebook roll out. This also included service and support (incident management), provincial visit and support, network performance and assessment.

#### 11.1.1. Hardware and Software Deployment

All servers and applications were operating properly and optimally through a well maintained separate rack-mounted uninterrupted power supply unit powering and safeguarding all critical systems from power failures, spikes and power surges. The IT unit coupled the maintenance plans and servicing of these units through a service provider to ensure that they are regularly serviced, tested and maintained to ensure maximum life span, as well as to comply with the Auditor General's recommendations and schedule. These reports are made available every quarter to ensure that maintenance is thoroughly executed and any defects are reported under warranty.

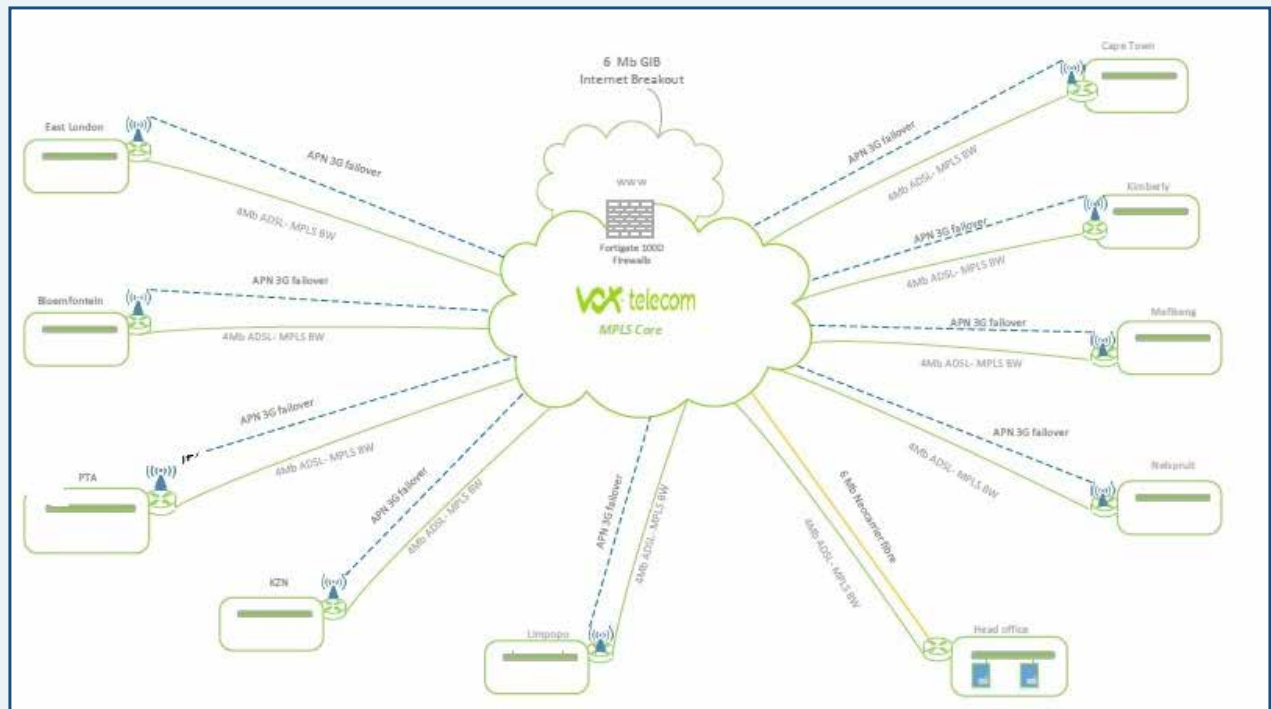
#### 11.1.2. Provincial office relocations (Eastern Cape and Gauteng)

The following preparation for the Eastern Cape office relocation has been done, following the signed final floor plan and plotting of network design and layout:

- Telkom switchboard and extension
- Fax line
- Cabling and layout
- Transfer of all server and network equipment.

### 11.1.3. WAN (Wide Area Network)

The current network connectivity has been implemented and operational for the period under review to service inter-branch connectivity throughout the Commission's offices.



#### 11.1.4. IT infrastructure project

The project has been completed in accordance with the scheduled deliverables, project sign-off and certificate of completion.

High level project summary and commitments:

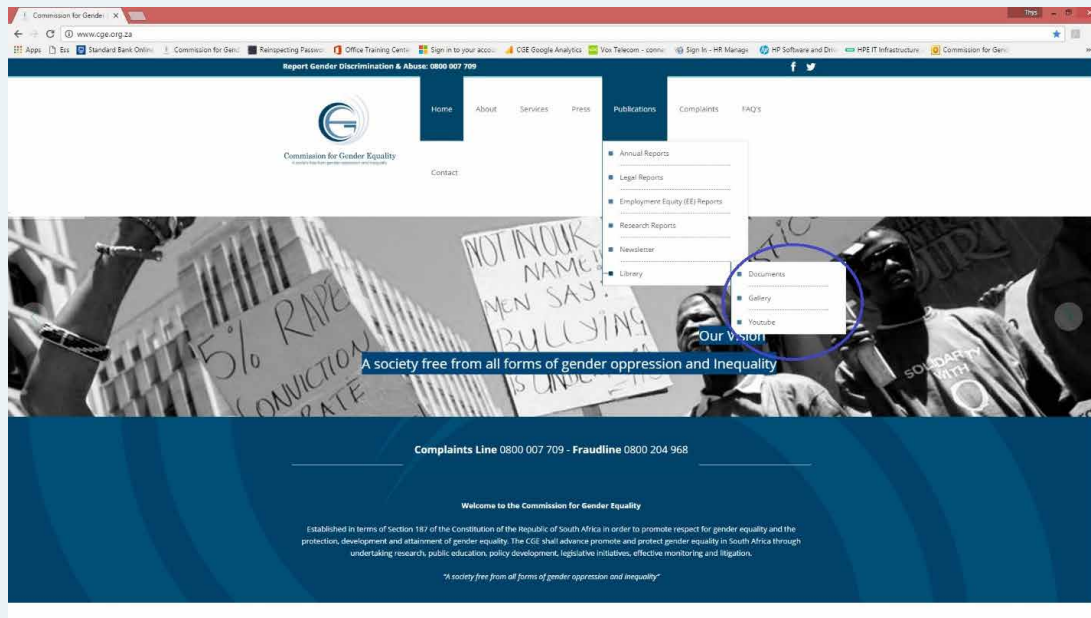
Project element	Estimates	Actual
Deliverables	Status	Completion Date
<b>Procurement of hardware and software</b>	<b>Completed</b>	April 2015
<b>Installation, setup &amp; configuration</b>	<b>Completed</b>	August 2015
✓ Network (LAN) Equipment Implementation		
✓ Server Equipment Implementation		
✓ VPN / Internet Access Implementation		
✓ Virtual Machine (VM) Implementation		
✓ Collaboration Service Implementation		
<b>Going Live</b>	<b>Completed</b>	November 2015
<b>Project closure &amp; handover</b>	<b>Completed</b>	December 2016

#### 11.1.5. Website and Content Management

The CGE's website is now hosted by Wemasoft for hosting, support and maintenance. The IT Unit has planned additional improvement areas on the site for archiving, images and video pages. The management of the website is an ongoing process with regular uploads on latest content.

The CGE's improvement phase is in full swing to improve and maintain a more relevant content and additional site pages such as library, archiving, gallery as well as YouTube media content streamed through the CGE's website. This process involves active departmental participation with all heads of departments to ensure we continuously update website content. The following diagram depicts additional pages.

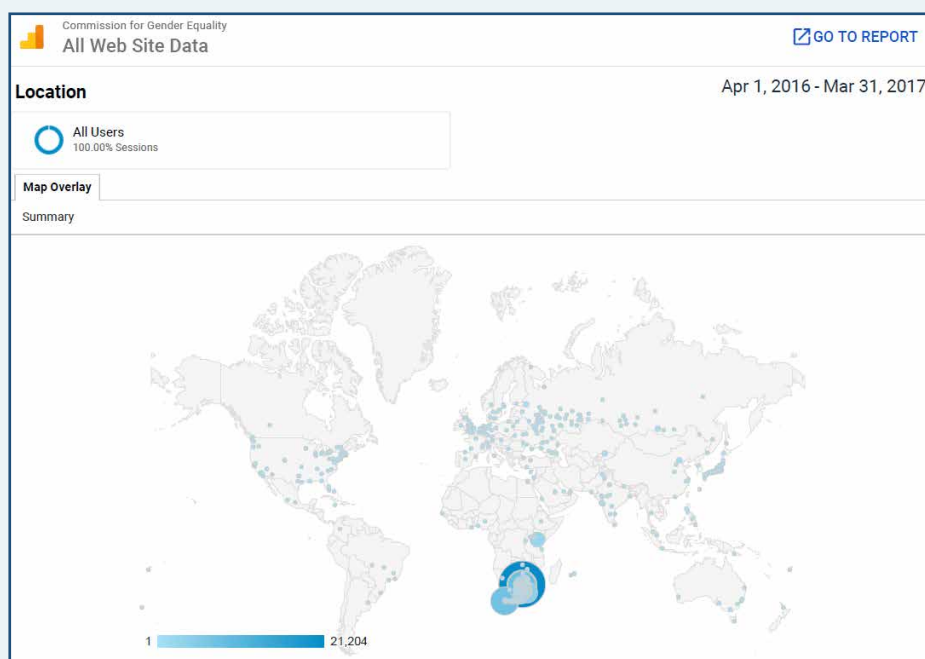
**Diagram 1.1**



## 11.1.6. Internet presence (Google Analytics)

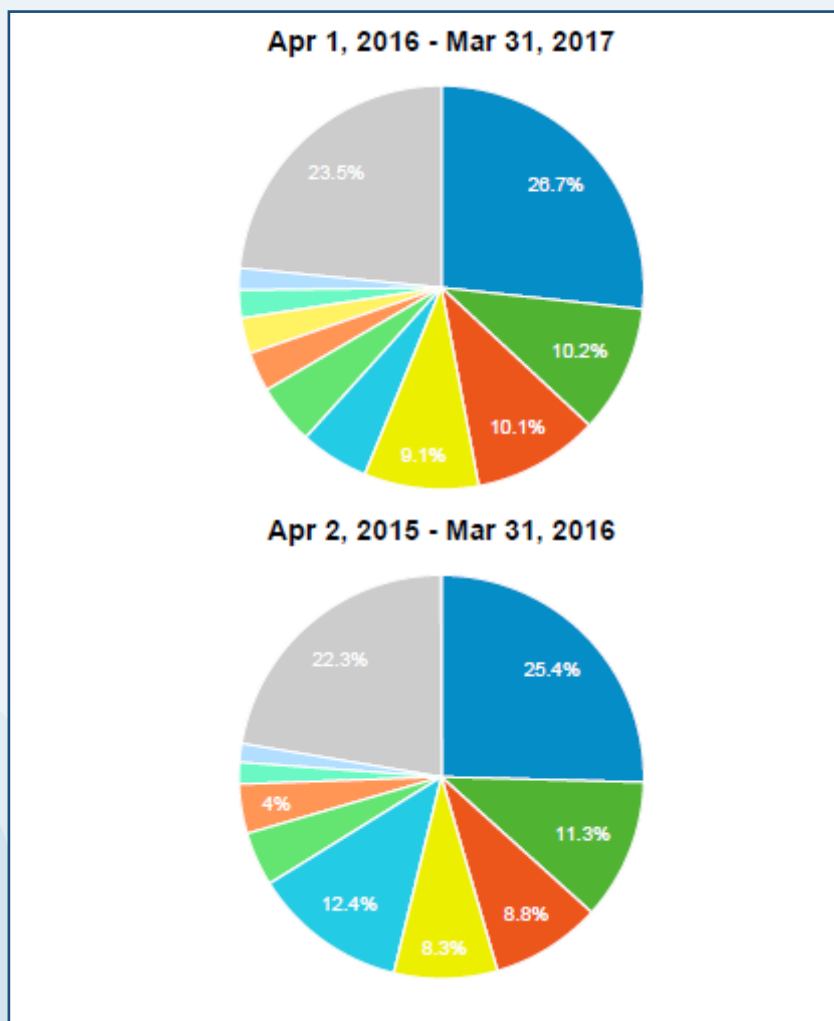
The CGE website presence through Google analytics in and around the world, is concentrated in South Africa, largely the Gauteng region, followed by Cape Town, and KwaZulu-Natal.

See the following statistics



	79,383 % of Total: 100.00% (79,383)	79,383 % of Total: 100.00% (79,383)	
1. <span style="color: blue;">■</span> Pretoria	21,204	26.71%	
2. <span style="color: green;">■</span> Sandton	8,129	10.24%	
3. <span style="color: orange;">■</span> Johannesburg	8,012	10.09%	
4. <span style="color: yellow;">■</span> Cape Town	7,255	9.14%	
5. <span style="color: cyan;">■</span> (not set)	4,371	5.51%	
6. <span style="color: lightgreen;">■</span> Durban	3,855	4.86%	
7. <span style="color: lightorange;">■</span> Centurion	2,509	3.16%	
8. <span style="color: gold;">■</span> Nairobi	2,272	2.86%	
9. <span style="color: lightcyan;">■</span> Pietermaritzburg	1,764	2.22%	
10. <span style="color: lightblue;">■</span> Roodepoort	1,392	1.75%	

Statistical comparison of the current financial year.



## 11.1.7. Office 365 Training

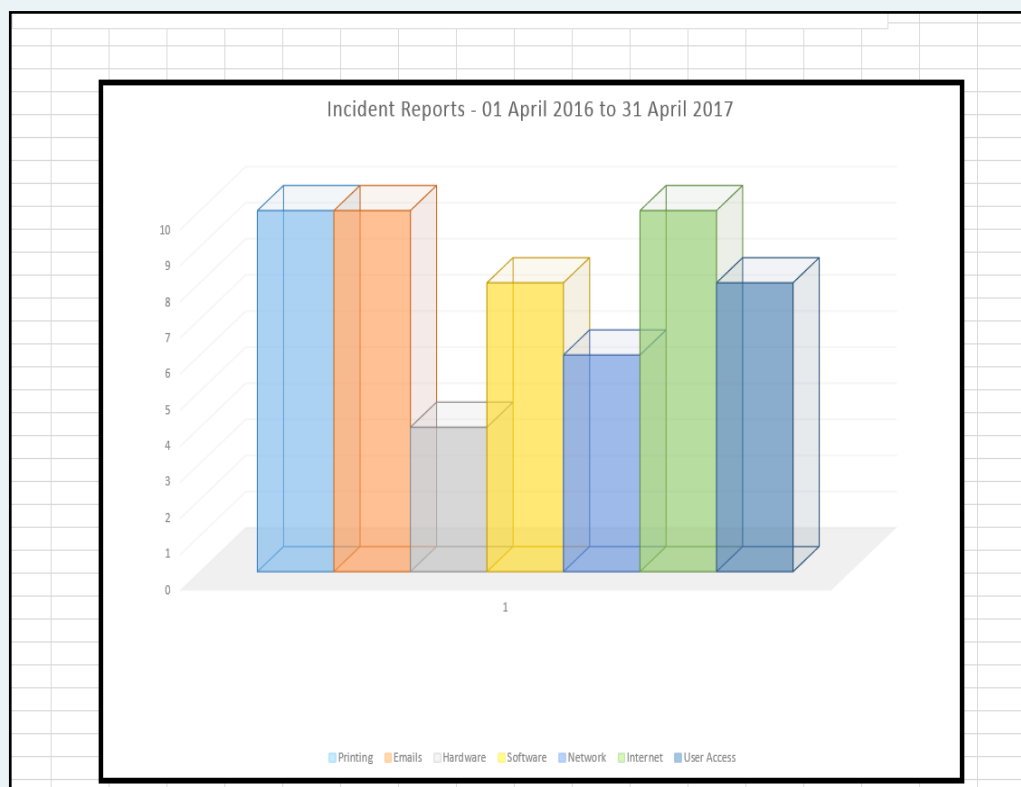
Training was conducted during the financial year with management, administrators as well as provincial offices. This was intended to fully utilise and make use of Office 365 capabilities and tools. The overview entailed how to navigate the Office 365 portal, login process, as well as applications overview. The department also disseminated self-learning tutorial videos to upskill staff and keep them abreast of newly developed applications.

## 11.1.8. SharePoint Intranet and Document Warehouse

Essentially, this is a central tool in document management, sharing and collaboration services in a shared and secure environment. This service enables the CGE to collaborate, share documents and edit documents with ease, as well as encouraging teamwork.

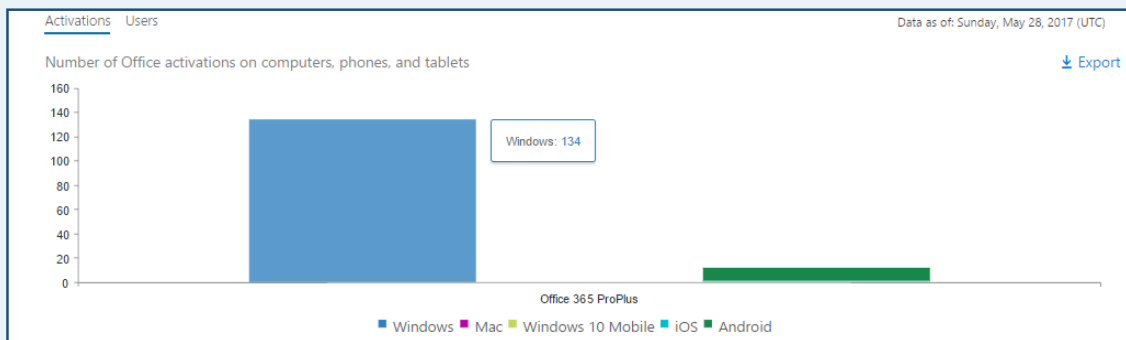
## 11.1.9. Incident management

The following IT Incident management report provides a holistic over view of the CGE's calls over the reporting period. We have formalised call logging through the access database to detect repeat calls and problem areas which require attention, escalation or any possible intervention and resolution.



## Office 365 Over all Activity Report

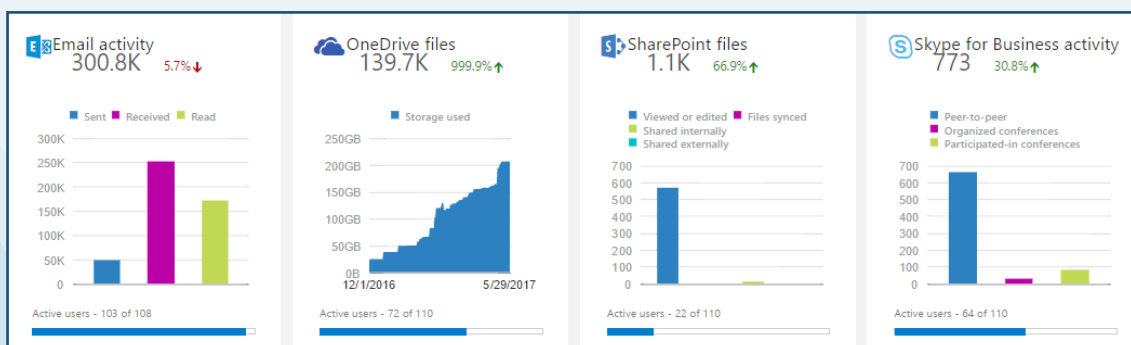
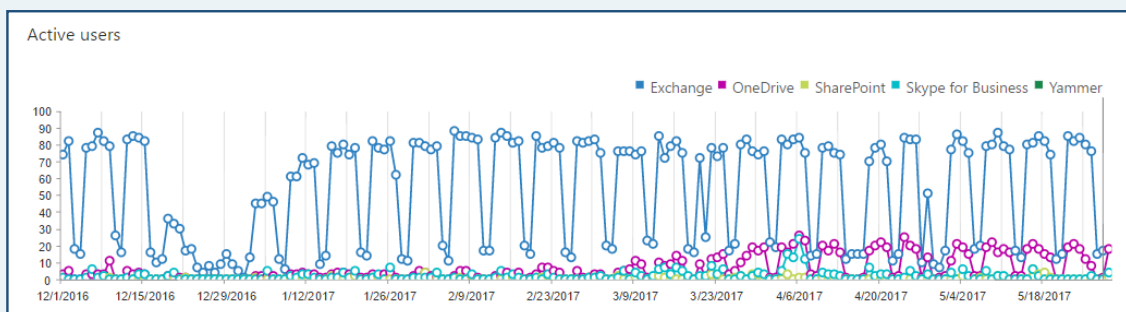
Microsoft Windows activation across devices are concentrated on Windows workstations, followed by Android mobile devices.



## Active users per service/application

The CGE's is primarily an email-driven organisation hence the 100 per cent active usage on exchange report and subsequently Skype for business. However, there is still growth in service usage in relation to SharePoint and OneDrive.

## Active users activity report



The activity report provides usage reporting on Microsoft Office 365 subscribed applications, with bar chart comparison on email activity, Active users, OneDrive, Skype for business as well as office activations.

## **11.2. Communications**

The Communications unit of the CGE derives its strategic objectives from the APP of the organisation through support and project development. The Communications unit supports almost all of the departments and units within the organisation on aspects that relate to the CGE's brand (concept development and activation), external relations (partnerships and stakeholder relations), content development through production, and information dissemination. Of key importance is to optimise the CGE brand, by improving visibility, tailoring content (messaging) and identifying media channels that are strategic to the organisation's communication cause in general. In recent years, the unit has played a significant role in supporting the PEI department of the organisation in developing campaigns which are implemented using media of various kinds (social media, radio, television etc.) In other words, the communications unit makes a contribution to the attainment of the organisation's strategic objectives which entails the promotion and education of the public on matters of gender equality in South Africa.

### **11.2.1. The CGE Branding**

During the year under review, the Communications unit embarked on a process of rebranding and branding provincial offices. It should be noted that in the period under review, there were certain offices of the organisation which were relocating and for this reason, CGE offices in Gauteng and Eastern Cape were branded. Apart from that, the re-branding of CGE was a continuation of the process that took place in the previous financial year (2015-2016).

### **11.2.2. Communication programmes**

The CGE's communication strategy is designed around the principles of developmental communication, whilst using an integrated marketing communication approach in implementation of communication activities across the country. The reason for such a stance is because there is a focus on outreach in the delivery of legal services and public education activities of the organisation. In essence the strategies deployed are able to ensure that there is specific targeting of audiences, the correct media vehicles and languages. The communications unit undertakes its projects using community media in various parts of the country, public service radio stations and television channels, as well as social media.

### **11.2.3. Partnership as enablers for Communication programmes**

The Communications unit continues to utilise partnerships and collaborations as mitigatory systems against the poor funding of communications programmes. By virtue of the fact that the CGE's mandate covers wide audiences across the country, media and communication seem to be the key driver of messaging and public engagements



where the organisation is incapable of reaching in the area. In cases/ scenarios where the CGE cannot effectively reach audiences, media are then used to communicate the CGE message. Partners who have been part of the CGE's communication programme include:

- National Electronic Media Institute of South Africa
- SABC Foundation
- Government Communications and Information System
- National Community Radio Forum.

#### **11.2.4. SABC Education programme**

The CGE, together with the SABC Foundation, were able to partner on the following projects in the financial year of 2016-2017.

##### ***Human Rights Month Campaign***

The month of human rights takes place in March of each year and is the time when institutions that support democracy and human rights embark on various forms of campaigns to commemorate the Sharpeville and Langa massacres of 1961. In this particular period, the communications unit designed a PSA on gender rights. This was in an effort of raising awareness on gender rights as one of those rights that need to be acknowledged as it falls under the third generation of rights. In doing so, the SABC Foundation flighted Public Service Announcement across various public service stations.

##### ***Youth Month Campaign***

Youth Month of the year under review coincided with the 40<sup>th</sup> anniversary of the June 16 massacre and at the same time, it also coincided with the 20- year celebration of South Africa's Constitution. In marking the commemoration of these events, the Communication unit of the CGE designed a multipronged campaign in which the messaging was aimed at encouraging the youth to use the constitution to protect themselves from gender discrimination and abuse and at the same time encouraging them to be active in participating in all programmes that seek to promote gender equality amongst their peers.

##### ***Women's Month***

It should be noted that Women's Month of the year under review occurred during the 60<sup>th</sup> anniversary of the 1956 March of Women to the Union Buildings. In marking yet another milestone in the form of a campaign, the Communications unit of the CGE produced a special Women's Month PSA which was in commemoration of this event. The PSA was broadcast alongside the organisation's overall campaign on women's empowerment.

### **16 Days of Activism for No Violence on Women and Children**

During this period the Communications unit, together with the regional office of the SABC in KZN launched 16 Days of Activism in Durban at the premises of the SABC. Other partners on the project included Transnet, Lovelife and Lifeline to name a few. In launching the project, SABC regional office in KZN conducted an outside broadcast from which the CGE was featured on Ukhozi and Lotus Fm. Apart from the broadcast activities, the CGE's Communications unit, KZN office and the SABC organised a march which was meant to raise awareness on gender-based violence and abuse.

Station	Audiences
Phalaphala FM	Average weekly audience: 1.031 million adults
Thobela FM	Average weekly audience: 2.798 million adults
Munghana Lonene FM	Average weekly audience: 1.175 million adults
Ligwalagwala FM	Average weekly audience: 1.391 million adults
Ukhozi FM	Average weekly audience: 7.188 million adults
Umhlobo Wenene FM	Average weekly audience: 4.085 million adults
Tru FM	Average weekly audience: 275 thousand adults
Lesedi FM	Average weekly audience: 3. 584 million adults
X-K FM	Average weekly audience: 5 thousand adults
Motsweding FM	Average weekly audience: 3.180 million adults
Ikwekwezi FM	Average weekly audience: 1. 734 million adults
Radio2000	Average weekly audience: 790 thousand adults

### **11.2. 5. Media relations**

The media relations function of the CGE is located within the office of the chairperson and it plays a critical role in various forms of liaison with the media on topical issues that are gender related.

The media relations role is responsible for current affairs issues in an effort to be responsive to gender issues as per media and public demand. The function therefore taps into recent issues that need attention for the public but, more importantly, to also shape opinions, views and discourse on gender issues in the South African context.

### Press releases and interviews

Press Releases	Television Interviews	Newspaper Interviews	Community Media Interviews	Overall Interviews
48	66	47	138	507

## 11.3. Human Resources Management Report - 31 March 2017

### 11.3.1. Personnel costs by salary band

SALARY BAND	Number of employees	Sum of TOTAL	Percentage of total personnel	Average per-sonnel cost per employee
Skilled (Level 3 - 5)	9	1 769 260,13	9%	196 584
Highly Skilled (Level 6 - 8)	23	6 681 834,22	23%	290 515
Highly Skilled Supervision (Level 9 - 12)	44	24 241 586,62	44%	550 945
Senior Management (Level 13 - 15)	6	6 134 047,26	6%	1 022 341
Commissioners	9	7 885 420,73	9%	876 158
<b>Total Permanent</b>	<b>91</b>	<b>46 712 148,96</b>	<b>92%</b>	<b>513 320</b>
Temporary and Internships	8	908 475,22	8%	113 559
<b>Grand Total</b>	<b>99</b>	<b>47 620 624,18</b>	<b>100%</b>	<b>481 016</b>

### 11.3.2. Salaries, overtime, home-owners' allowances and medical assistance by programme

Sum of TOTAL	Column Labels					
SALARY BAND	Home Owners	Leave Payout	Overtime	Salaries	Medical Assistance	Grand Total
Administration	39 636	21 554	12 351	10 409 107	101 489	10 584 137
CEO's office	13 212	-	2 114	1 779 030	8 448	1 802 804
Commissioners Office	100 000	275 114	13 265	8 613 454	29 948	9 031 780
Financial Management	36 333	17 262	194 652	4 368 949	22 032	4 639 228
Human Resources	13 212	21 563	6 791	1 301 052	11 016	1 353 633
Information & communication	18 717	53 418	13 401	2 742 574	15 606	2 843 716

Internal Audit/ monitoring & evaluation	-	-	27 700	1 286 227	-	<b>1 313 927</b>
Legal services	46 242	30 394	7 359	5 040 299	55 975	<b>5 180 269</b>
Parliamentary liaison & legislation	-	-	-	908 228	-	<b>908 228</b>
Public education & information	39 636	-	11 813	4 757 000	42 228	<b>4 850 676</b>
Research & policy program	13 212	58 161	11 233	4 962 888	66 732	<b>5 112 226</b>
<b>Grand Total</b>	<b>320 200,00</b>	<b>477 465,55</b>	<b>300 677,44</b>	<b>46 168 807,23</b>	<b>353 473,96</b>	<b>47 620 624,18</b>

### 11.3.3. Performance-related rewards

Row Labels	Count of EMPLOYEE NAME	Sum of EMP. AMOUNT
Commissioners	-	-
Middle Management	15	<b>323 837</b>
Senior Management	6	<b>186 631</b>
Staff	51	<b>489 532</b>
<b>Grand Total</b>	<b>72</b>	<b>1 000 000</b>

### 11.3.4. Foreign workers

Country of origin	Number
Lesotho	1
Zimbabwe	1
Democratic Republic of Congo	1
<b>Total</b>	<b>3</b>

### 11.3.5. Sick leave

Salary band	Number of employees	Total days taken	% days with medical certification	Number of employees using sick leave	Average cost per employee per day	Average days per employee
Skilled (Level 3 - 5 )	9	60	88%	6	6 611,53	10,00
Highly Skilled (6 - 8)	23	102	81%	17	6 322,45	6,00
Highly Skilled Supervision (9 - 12)	44	375	90%	25	27 186,90	15,00
Senior Management ( 13 - 15)	6	5	60%	2	8 651,69	2,50
Commissioners	9	-	-	-	-	-
<b>Total Permanent</b>	<b>91</b>	<b>542</b>	<b>88%</b>	<b>50</b>	<b>16 882,53</b>	<b>10,84</b>
Temporary and Internships	8	8	38%	2	2 363,69	4,00
<b>Total</b>	<b>99</b>	<b>550</b>	<b>87%</b>	<b>52</b>	<b>16 324,12</b>	<b>10,58</b>

### 11.3.6. Annual leave

Row Labels	Number of employees who have taken leave	Total days taken	Average per employee
Skilled (Level 3 - 5)	10	222	22,2
Highly Skilled (Level 6 - 8)	21	503	24,0
Highly Skilled Supervision (Level 9 - 12)	44	927	21,1
Senior Management (Level 13 - 15)	6	97	16,2
Commissioners	7	120	17,1
<b>Total Permanent</b>	<b>88</b>	<b>1869</b>	<b>21,2</b>
Temporary and Internships	7	87	12,4
<b>Grand Total</b>	<b>95</b>	<b>1956</b>	<b>20,6</b>

### 11.3.7. Leave payouts

Reason	Number of employees paid out	Total amount paid out	Average pay-out per employee
Termination of service	4	90 892	22 723
End of contracts	8	386 573	48 322
<b>TOTAL</b>	<b>12</b>	<b>477 466</b>	<b>39 789</b>

### 11.3.8. Employment Changes

Termination type	Number	% Total
Death	-	0%
Resignation	4	29%
Expiry of contract	10	71%
Dismissal - Operational changes	-	0%
Dismissal - misconduct	-	0%
Dismissal - inefficiency	-	0%
Discharge due to illness	-	0%
Retirement	-	0%
Transfers to other public service departments	-	0%
	<b>14</b>	<b>100%</b>

Count of Employee Code	Column Labels									
	African		African Total	Coloured	Coloured Total	Indian	Indian Total	White	White Total	Grand Total
Row Labels	Female	Male		Female		Male		Female		
Administration	22	5	27	1	1	-	-	-	-	28
CEO's office	2	-	2	-	-	-	-	-	-	2
Commissioners Office	10	3	13	-	-	-	-	-	-	13
Financial Management	5	6	11	-	-	-	-	-	-	11
Human Resources	1	1	2	-	-	-	-	-	-	2
Information & communication	1	4	5	-	-	-	-	-	-	5
Internal Audit/ monitoring & evaluation	2	2	4	-	-	-	-	-	-	4
Legal services	4	4	8	-	-	-	-	2	2	10
Parliamentary liaison & legislation	-	-	-	-	-	1	1	-	-	1
Public education & information	5	5	10	1	1	-	-	-	-	11
Research & policy program	8	4	12		-	-	-		-	12
<b>Grand Total</b>	<b>60</b>	<b>34</b>	<b>94</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>99</b>

### 11.3.9. Employment and vacancies by programme as at 31 March 2016.

Row Labels	Number of vacancies	Number of funded positions in the establishment	Number of positions filled	Vacancy rate	Number of additional positions - unfunded
Commissioners	3	12	9	25%	-
Human Resources	2	4	2	50%	-
IT/C	1	5	4	20%	-
Legal - National	1	4	3	25%	-
Research - National	2	12	10	17%	-
Education - National	-	3	3	0%	-
Provincial Co-ordinators	-	9	9	0%	-
Provinces - Legal	3	9	6	33%	-
Provinces - Education	-	9	9	0%	-
Provinces - Administrators	-	9	9	0%	-
Provinces - Office Assistants	-	9	9	0%	-
Finance	-	9	9	0%	-
Parliament	-	2	2	0%	-
PA/Admin - National	-	4	4	0%	-
Driver - National	1	1	-	100%	-
Office Assistant - National	1	1	-	100%	-
Internal Audit	-	2	2	0%	-
CEO's Office	-	1	1	0%	-
<b>TOTAL PERMANENT</b>	<b>14</b>	<b>105</b>	<b>91</b>	<b>13%</b>	<b>-</b>
Temporary & Internships	-	8	8	0%	-
<b>Grand Total</b>	<b>14</b>	<b>113</b>	<b>99</b>	<b>12%</b>	<b>-</b>

### 11.3.10. Recruitment

Occupational bands	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Commissioners	-	-	-	-	-	-	-	-	-
Senior Management	-	-	-	-	-	-	-	-	-
Professionally qualified	2	-	-	-	2	-	-	-	4
Skilled, technical and academically qualified workers	-	-	-	-	1	-	-	-	1
Semi-skilled and discretionally decision making	-	-	-	-	-	-	-	-	-
Unskilled and defined decision making	-	-	-	-	1	-	-	-	1

Employees with disabilities	-	-	-	-	-	-	-	-	-
Trainees & Internships	3	-	-	-	2	-	-	-	5
<b>TOTAL</b>	<b>5</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>6</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>11</b>

### 11.3.11. Promotions

Occupational bands	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Commissioners	-	-	-	-	-	-	-	-	-
Senior Management	-	-	-	-	-	-	-	-	-
Professionally qualified	-	-	-	-	-	-	-	-	-
Skilled, technical and academically qualified workers	-	-	-	-	-	-	-	-	-
Semi-skilled and discretionally decision making	-	-	-	-	-	-	-	-	-
Unskilled and defined decision making	-	-	-	-	-	-	-	-	-
Employees with disabilities	-	-	-	-	-	-	-	-	-
Trainees & Internships	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

### 11.3.12. Terminations

Occupational bands	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Commissioners	1	-	-	-	-	-	-	1	2
Senior Management	-	-	-	-	-	-	-	-	-
Professionally qualified	1	-	-	-	-	-	1	-	2
Skilled, technical and academically qualified workers	-	-	-	-	-	-	-	-	-
Semi-skilled and discretionally decision making	1	-	-	-	-	-	-	-	1
Unskilled and defined decision making	-	-	-	-	-	-	-	-	-
Employees with disabilities	-	-	-	-	-	-	-	-	-
Trainees & Internships	7	-	-	-	-	-	1	1	9
<b>TOTAL</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>2</b>	<b>14</b>



### 11.3.13. Disciplinary matters

Occupational bands	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Commissioners	-	-	-	-	-	-	-	-	-
Senior Management	-	-	-	-	-	-	-	-	-
Professionally qualified	3	-	-	-	1	-	-	-	4
Skilled, technical and academically qualified workers	-	-	-	-	-	-	-	-	-
Semi-skilled and discretionally decision making	-	-	-	-	-	-	-	-	-
Unskilled and defined decision making	-	-	-	-	-	-	-	-	-
Employees with disabilities	-	-	-	-	-	-	-	-	-
Trainees & Internships	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4</b>

### 11.3.14. Skills Development

Occupational bands	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Commissioners	2	-	-	-	4	-	-	-	-
Senior Management	-	-	-	-	1	1	-	-	-
Professionally qualified	4	-	-	-	6	-	-	1	-
Skilled, technical and academically qualified workers	1	-	-	-	-	-	-	-	-
Semi-skilled and discretionally decision making	-	-	-	-	-	-	-	-	-
Unskilled and defined decision making	-	-	-	-	-	-	-	-	-
Employees with disabilities	-	-	-	-	-	-	-	-	-
Trainees & Internships	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

# 12 Financial Management Overview

## 12.1 Financial Performance

### 12.1.1 Overview of Income and Spending Results

The performance results for 2016/2017 period occurs under the background of funding limitations resulting from a reduction in the allocation from National Treasury. For the period under review, R69,9 million was granted from the Fiscus against the baseline of the previous period of R67,7 million. The increase was therefore as a consequence eroded by the general price increases and the cost of living adjustments on personnel costs. Furthermore, during the current period, an additional revenue of R3 million was recorded, arising mainly from the donations and interest income. Total income recognised for the current financial year was therefore R73 million and represented a marginal increase of 1% when compared to the previous reporting period.

For the reporting period, total expenditure was marginally in excess of R75 million whilst R71,5 million was spent in the prior year. The increase is primarily attributable to inflationary pressures on payroll costs, goods and services essential for the ordinary operational and service delivery activities.

The net operating outcomes for the 2016/2017 period was a net deficit of R2,2 million in comparison to a net surplus of R2 million reported for the previous financial year. In the previous period, the key contributor to the favourable results was mainly the conditional grant that was recorded at R3,7 million, implying that; discounted for this extra-ordinary revenue, the operating environment remains under budgetary pressures as the increase in allocation just nominally covers inflationary effects as is influenced by the macro economic environment.

#### 12.1.1.1 Revenue and Income

The main source of revenue for the Commission is a government grant from National Government, supplemented by income from sundry sources and donor partners. For the period under review, government grant was made out of the ordinary allocation of R69,

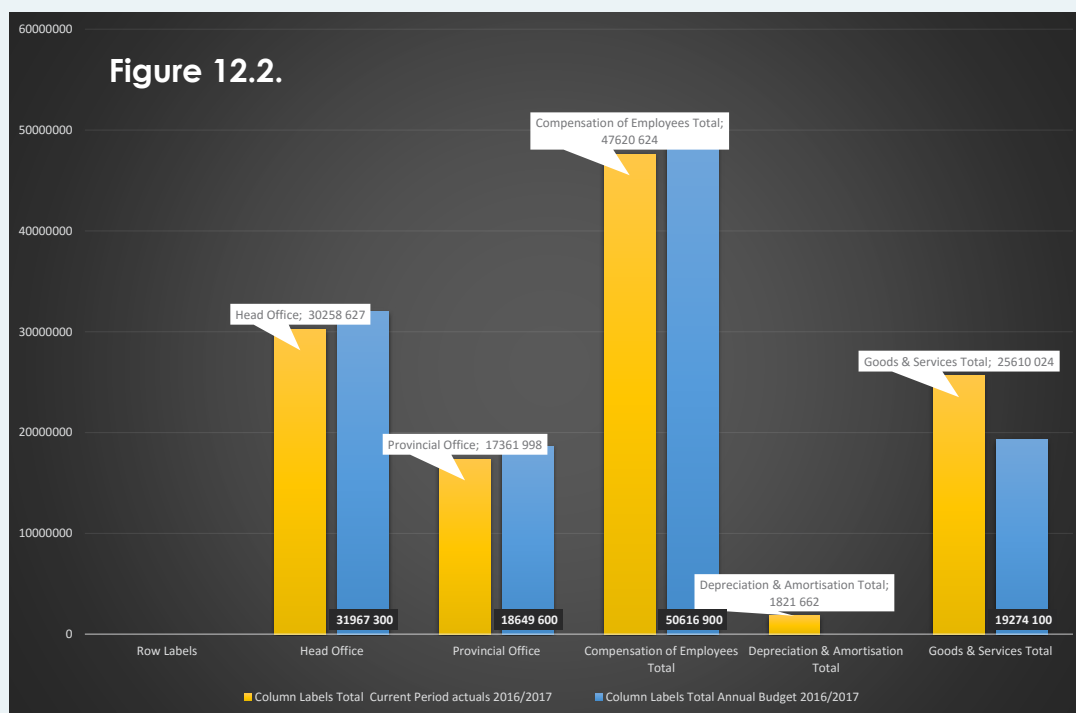
9 million (2015/2016; R67, 7 million). Furthermore, revenue from other sources for R3 million (2015/2016; R2,2 million) was made out by donations and interest income in the main. Spending Activities

#### 12.1.1.2 Expenditure by economic classification and geography

Figure 12.1.	Current Period actuals			Total Current Period actuals 2016/2017	Total Annual Budget 2016/2017	Total Prior Period actuals 2015/2016
	COMMISSIONERS: GOVERNANCE & SUPPORT	CORPORATE SUPPORT SERVICES	SERVICE DELIVERY PROGRAM			
<b>Compensation of Employees</b>						
Head Office	9 031 780	10 034 517	11 192 329	30 258 627	31 967 300	30 740 548
Provincial Office			17 361 998	17 361 998	18 649 600	17 977 671
<b>Compensation of Employees Total</b>	<b>9 031 780</b>	<b>10 034 517</b>	<b>28 554 327</b>	<b>47 620 624</b>	<b>50 616 900</b>	<b>48 718 219</b>
<b>Depreciation &amp; Amortisation</b>						
Head Office		1 821 662		1 821 662		1 629 382
<b>Depreciation &amp; Amortisation Total</b>		<b>1 821 662</b>		<b>1 821 662</b>		<b>1 629 382</b>
<b>Goods &amp; Services</b>						
Head Office	3 963 922	8 898 391	6 871 066	19 733 379	15 360 400	17 088 750
Provincial Office			5 876 646	5 876 646	3 913 700	4 043 424
<b>Goods &amp; Services Total</b>	<b>3 963 922</b>	<b>8 898 391</b>	<b>12 747 711</b>	<b>25 610 024</b>	<b>19 274 100</b>	<b>21 132 175</b>
<b>Grand Total</b>	<b>12 995 702</b>	<b>20 754 570</b>	<b>41 302 038</b>	<b>75 052 310</b>	<b>69 891 000</b>	<b>71 479 775</b>

For the 2016/2017 financial year, the Commission incurred expenditure to a total amount of R75 million compared to an annual budget of R69,9 million. The additional spending was funded from donations received in kind from the South African Broadcasting Cooperation (SABC) in the form of Public Service Announcements to an amount of R2.4 million. The growth in expenditure in comparison to the prior period is attributable in the main to the general increase in prices and cost of living adjustments on employee costs. In this period, against an annual budget amount of R50,6 million, the salaries incurred were 47, 6 million. This saving arose from amongst others vacancies and downward adjustment of the provision for performance bonus made in the previous period by R1 million. The Cost of Employees spending constituted 63% of the overall current spending, however, as can be seen from the table, about 60% thereof was incurred on activities undertaken for the main core-service delivery programme, 20% was spent on the Commissioner programme whilst the Corporate(administrative) programme utilised the remainder at R10 million for the period.

Correspondingly, the spending on goods, services and depreciation accounted for 37% of the total annual spending for the current period. Similar spending proportions were realised in the previous period and are by and large in accordance with the approved budget and the annual performance plan of the Commission.



A graphical illustration on the relationship and cost behaviour across the economic classifications and the geographical categorisation is provided in figure 12.2 above. This rendition indicates that; the overall spending positively tracked budget as well as shows the distribution between the spending levels on compensation of employees and goods or services components. The expenditure relationships and analysis is further elaborated below.

Current Period actuals					
	Compensation of Employees	Depreciation & Amortisation	Goods & Services	Grand Total	Pgrm to total - %
<b>Figure 12.3.</b>					
COMMISSIONERS: GOVERNANCE & SUPPORT	9 031 780		3 963 922	12 995 702	17%
CORPORATE SUPPORT SERVICES	10 034 517	1 821 662	8 898 391	20 754 570	28%
SERVICE DELIVERY PROGRAM	28 554 327		12 747 711	41 302 038	55%
<b>Grand Total</b>	<b>47 620 624</b>	<b>1 821 662</b>	<b>25 610 024</b>	<b>75 052 310</b>	<b>100%</b>
Economic classification to total - %	63%	2%	34%	100%	

For the current period, 63% of spending went to Compensation of employees, with a net saving of R3 million when compared to the annual salaries' budget. This spending was mainly focussed on the core service delivery programme. Similarly, the spending on goods & services was also concentrated on the core service delivery programme (at R12, 7 m to total of R25,6 m). The activities undertaken in this programme are fully

outlined in the performance information section of this report. The Commissioner programme, at a total spending of R20,7 million (or 28% of the total) is as well in the delivery of obligations created by the Commission for Gender Equality Act, 39 of 1996; the performance details of which are contained in other sections of this annual report. Furthermore, the table hereunder presents the figures according to internal unit accountability structure internally followed within the organisation.

	Column Labels					
	COMMISSIONERS: GOVERNANCE & SUPPORT	CORPORATE SUPPORT SERVICES	SERVICE DELIVERY PROGRAM	Total Sum of Current Period actuals	Total Sum of Budget figures 2016/2017	Total Sum of Prior Period actuals 2015/2016
	Sum of Current Period actuals	Sum of Current Period actuals	Sum of Current Period actuals			
<b>Figure 12.4.</b>						
<b>Compensation of Employees</b>						
CHIEF EXECUTIVE OFFICER		3 087 701		3 087 701	2 998 500	2 985 308
COMMISSIONERS	9 031 780			9 031 780	9 916 300	9 225 625
COMMUNICATIONS			1 889 761	1 889 761	1 893 400	1 954 476
EASTERN CAPE			2 136 182	2 136 182	2 152 600	2 039 360
FINANCE & ADMINISTRATION		4 639 228		4 639 228	4 303 300	4 482 369
FREE STATE			1 521 601	1 521 601	1 967 800	1 090 882
GAUTENG			2 329 222	2 329 222	1 992 500	2 297 423
HUMAN RESOURCES		1 353 633		1 353 633	1 347 600	1 475 158
INFORMATION TECHNOLOGY		953 955		953 955	1 149 100	1 176 854
KWAZULU NATAL			1 337 753	1 337 753	2 157 200	2 070 161
LEGAL			1 711 236	1 711 236	2 346 800	1 737 833
LIMPOPO			2 215 916	2 215 916	2 012 900	2 176 871
MPUMALANGA			2 197 990	2 197 990	2 140 700	1 990 355
NORTH WEST			2 043 603	2 043 603	2 063 400	2 070 213
NORTHERN CAPE			1 699 634	1 699 634	2 167 900	2 183 931
Parliamentary Unit			1 509 593	1 509 593	1 338 500	1 141 409
PUBLIC EDUCATION & INFORMATION			1 869 498	1 869 498	1 817 000	1 871 001
RESEARCH			4 212 241	4 212 241	4 856 800	4 690 516
WESTERN CAPE			1 880 097	1 880 097	1 994 600	2 058 473
<b>Compensation of Employees Total</b>	<b>9 031 780</b>	<b>10 034 517</b>	<b>28 554 327</b>	<b>47 620 624</b>	<b>50 616 900</b>	<b>48 718 219</b>
<b>Depreciation &amp; Amortisation</b>						
ALL		1 821 662		1 821 662		1 629 382
<b>Depreciation &amp; Amortisation Total</b>		<b>1 821 662</b>		<b>1 821 662</b>		<b>1 629 382</b>
<b>Goods &amp; Services</b>						
ALL		5 481		5 481		43 892
CHIEF EXECUTIVE OFFICER		1 442 356		1 442 356	1 478 100	1 680 822
COMMISSIONERS	3 963 922			3 963 922	2 105 700	2 142 417
COMMUNICATIONS			3 272 457	3 272 457	1 661 000	3 281 247
EASTERN CAPE			818 894	818 894	447 700	498 126
FINANCE & ADMINISTRATION		4 466 493		4 466 493	4 286 900	4 125 180
FREE STATE			648 145	648 145	375 300	436 825
GAUTENG			419 811	419 811	265 500	255 903
HUMAN RESOURCES		1 287 906		1 287 906	1 940 400	1 292 464
INFORMATION TECHNOLOGY		1 696 155		1 696 155	1 503 000	1 676 613
KWAZULU NATAL			1 066 274	1 066 274	260 400	241 733
LEGAL			1 975 265	1 975 265	852 400	1 181 407
LIMPOPO			571 590	571 590	439 200	495 564
MPUMALANGA			732 439	732 439	639 200	646 889
NORTH WEST			385 134	385 134	387 800	392 218
NORTHERN CAPE			404 562	404 562	413 900	450 408
Parliamentary Unit			188 653	188 653	242 700	335 804
PUBLIC EDUCATION & INFORMATION			684 796	684 796	632 100	295 682
RESEARCH			749 894	749 894	658 100	1 033 223
WESTERN CAPE			829 797	829 797	684 700	625 757
<b>Goods &amp; Services Total</b>	<b>3 963 922</b>	<b>8 898 391</b>	<b>12 747 711</b>	<b>25 610 024</b>	<b>19 274 100</b>	<b>21 132 175</b>
<b>Grand Total</b>	<b>12 995 702</b>	<b>20 754 570</b>	<b>41 302 038</b>	<b>75 052 310</b>	<b>69 891 000</b>	<b>71 479 775</b>

## 12.2 Financial Position

As at reporting date of 31 March 2017, the net asset position reported in the financial statements remained strong at R4,8 million. A total assets balance of R10, 4 million was recorded on 31 March 2017 compared to R16, 1 million at the end of the previous period. Correspondingly, total liabilities went down from R9, 1 million (2015/2016) to R5,5 million at the end of the current year.

Although the financial position remains sound, there exists downward movements in the measures of solvency and liquidity. Amidst this evaluation, there is a noted risk on the near-term financial viability of the organisation, resulting from spending and budgetary pressures anticipated in the medium term.

## 12.3 Administrative activities

In line with the requirements of the Public Finance Management Act (PFMA) and the relevant regulations as well as all the related prescripts regularly issued by National Treasury, the Commission has continued with work to ensure full compliance with the laws and regulations. This included amongst others, the setting up and improvements to systems of internal controls, to detect and avoid irregular, fruitless & wasteful expenditure as well as the effective management of Revenues, Expenditure, Assets and Liabilities in line with the provisions of the PFMA. In this pursuit, the Commission management successfully undertook and implemented actions planned to resolve or address the weakness which previously reported in the regularity audit conducted by the Auditor General of South Africa (AGSA).

## 12.4 Risk Management

The Commission recognises that risk management is an integral part to good corporate governance. To this end, the Commission has established a Risk Management Committee to monitor the implementation of Risk Management in a systematic and regular manner, ensuring the Commission achieves its objectives. Risk management also underpins an organisation-wide strategic and operational management philosophy in that risk management is integrated to business activities undertaken at all levels of the organisation; from planning through to execution as well as oversight and control.

The Commission's Risk Management framework governs the manner in which risk is identified, assessed and treated to mitigate any potential or probable adverse impact to the performance of the organisation. The responsibility to management risk is assigned to the Executive Authority, Executive management and all employees of the Commission, ensuring that risk management is embedded from the strategic level to the day to day activities of the CGE. The Commissioners and Executive/Senior management oversee the management of strategic risks and in the same token, the roles cascade to the operational levels in the delivery of organisational goals.

The Commission follows a structured approach to identify, evaluate, and manage opportunities, threats and uncertainty affecting the achievement of the organisational objectives. For the financial period under review, the Commission engaged in a risk identification process whereupon a Risk Register and mitigating plans of action were

devised. The implementation of these plans is monitored by the audit Committee and other strategic oversight structures of the Commission.

The table below reflects the risk status of the organisation and the manner in which mitigation strategies were implemented to avert the potential adverse consequences against the achievement of the objectives of the Commission.

CGE Risk Management - Top Risks : Status as at 31 March 2017							
Risk Category	Risk Description	Average of Inherent Risk ranking	Average of Residual Risk ranking	Mitigating strategies	Risk assesment& rating	Action tactics	Progress
Operational	Inability to attract , grow and retain talent	16	14	Continue to source talent, supported by retention and succession plans coupled with skills development and training	Acceptable with caution	Recruitment to fill vacancies	Funded vacancies are filled within the turnaround times stipulated in the policy. The remodelling of the CGE might also have mitigating effects once conceived.
Operational	Inefficient case management system	16	12	Automation of process in the second phase of ICT project	Acceptable with caution	Issue RFI to ascertain specifications and quantum of cost	Proposal/specifications were received from a provider. On course to source funding, having made a specific direct request with portfolio committee. There is no confirmation as yet but CGE is prospecting vigorously.
Operational	Vacancies are not filled timeously	20	9	Heightened recruitment drive to ensure optimal functioning of the organisation	Acceptable with caution	Recruitment to fill vacancies	Funded vacancies are filled within the turnaround times stipulated in the policy.
Reputational	Inability to apply and articulate CGE's position on Gender Equality matters as well as other recognised relevant policy frameworks	16	13	Intra-organisational training and Public awareness and Education on matters related to Gender within a Constitutional democracy.	Unacceptable	Ongoing training and position papers are developed.	Direct action to build interna; competence plus option to transfer the residual risk to insurance - indemnity cover to be procured as part of the portfolio.
Strategic	Lack of an effective management of information resources and knowledge Management	25	16	Develop a knowledge management philosophy to be leveraged on the ICT technology.	Immediate action required	Conceptualise a project and plan into 2017 APP	Project planned and funded for execution during 2017/2018 period
Financial	Inadequate funding for an effective delivery of the mandate	25	16	Leverage effort with like-minded institutions and extra-government funding.	Acceptable with caution	Fund raising and MTEF processes	Secured a restoration of baseline for 2017/2018. Thus mitigated the effect of 2014 budgetary cuts. Further funding requirements tabled to Parliament and National Treasury - further injection will be subject to consent from 2017 Appropriation processes.
<b>Exposure Rating</b>		<b>Assessment</b>		<b>Action Required</b>			
High - from 12.5 to 25		Unacceptable		Immediate implementation of corrective action plans			
Medium - from 6 to 12		Acceptable with caution		Implementation of improvement opportunities and validation of controls			
Low - from 1 to 5		Acceptable		Validation and optimization of controls			

# 13 Report Of The Audit Committee

## 13.1. Audit Committee Report for year 31 March 2017

We are pleased to present our report for the financial year ended 31 March 2017.

## 13.2. Audit committee members and attendance

The Audit Committee for the year under review comprised three external members and one internal member. The members of the Audit Committee are listed hereunder. The Audit Committee is required to meet at least four times a year according to its approved terms of reference (TOR). During the current year, the committee held eight (8) meetings.

Name of Member	Designation	Number of meetings attended
Mr. Velile Kweyama*	Chairperson (External)	Seven (7)
Mr. Malindi Godfrey Nthakheni**	Member (External)	Eight (8)
Ms. Refilwe Mocwaledi	Member (External)	six (6)
Commissioner Nondumiso Maphazi	Member (Internal)	Seven (7)

\* Mr. Velile Kweyama's contract ended on the 31st January 2017

\*\*Mr. Malindi Godfrey Nthakheni is the Acting Chairperson

## 13.3. Audit committee responsibility

We report that we have complied with its responsibilities emanate from Sections 38 (1) (a) and 77 of the Public Finance Management Act No. 1 of 1999 and Treasury Regulation 3.1. We also report that we have adopted appropriate formal Terms of Reference. The Terms of Reference regulates its affairs and the Audit Committee has discharged all its responsibilities as contained therein.



#### 13.4. Effectiveness of internal control

The CGE has designed a system of internal control to provide cost-effective assurance that its goals will be achieved economically, effectively and efficiently.

In line with the PFMA, the International Standards for the Professional Practice of Internal Auditing issued by the Institute of Internal Auditors and the requirements of the King III Report on Corporate Governance, Internal Audit provided the Audit Committee and management with assurance as to whether internal controls are appropriate and effective.

Shortcomings were identified by Internal Audit during the financial year and, management has put commitments and addressed them through implementation of management audit action plan. Several deficiencies in the system of internal control were reported by Internal Audit and the Auditor General of South Africa. In most areas, the matters reported previously have been addressed. Despite this, nothing significant and/or material has been brought to our attention to indicate a total breakdown in the functioning of these controls as at 31 March 2017.

Accordingly, with the exception of the reported deficiencies and deviations, we can report that we are satisfied with the key controls remained in place throughout the year under review.

#### 13.5. Internal Audit

The Audit Committee reviewed the internal audit quarterly reports to ensure that internal audit activities were conducted in terms of the approved risk based annual and three-year rolling plan. Internal audit has discharged its responsibilities in terms of approved charter and executed the plan accordingly. The Audit Committee still registering its concerns with Management regarding the adequacy of human resources within the Internal Audit function. Management continuously appointing additional internal auditors at entry level to augment existing capacity to ensure that plans are implemented as approved.

Management has further committed to consider other sourcing arrangements when deem necessary to ensure that the work of Internal Audit complies with the requirements of the Standards for Professional Practice of Internal Audit.

#### 13.6. Risk Management

Management is responsible for proactively identifying, evaluating, managing and monitoring all significant risks faced by the CGE. The CGE has developed a comprehensive risk management policy with a view to safeguarding its staff, assets, corporate credibility and reputation.

During the period under review the Audit Committee has made various recommendations to management regarding areas of improvement in the management of the risk management processes. Risk maturity level is gradually improving as various improvements have been seen during the year under review in the identification, monitoring and management of risk facing the CGE.

### **13.7. In-year Management and Quarterly Report**

The Audit Committee has reviewed the content and quality of the quarterly financial and performance reports prepared and issued by the CGE during the year under review, in compliance with the statutory reporting framework. The Committee has noted continuous improvement in the quality of quarterly financial and performance reports submitted by management for review over time.

### **13.8. Evaluation of Annual Financial Statements**

The Audit Committee has reviewed and discussed audited financial statements as presented by management for the 2016/17 financial year and also reviews the CGE's compliance with legal and regulatory requirements. This process included a review of the accounting policies and practices, and any changes thereto.

The Audit Committee has reviewed and discussed the audited performance information for the 2016/17 financial year with management. We are satisfied with the presentation of both financial statement and performance information.

### **13.9. Auditor General's Report**

The Committee has reviewed the CGE's implementation plan for audit issues raised in the prior year. We have noted significant improvement in addressing issues that have identified by the Auditor General in the previous year. Management has made further commitment to address shortcomings noted on issues that were yet to be fully addressed and we are satisfied that if those commitments can be implemented accordingly, issued raised will be resolved.

In accordance, the Audit Committee concurs and accepts with the unqualified audit opinion by the Auditor General of South Africa on the annual financial statements and is of the opinion that the audited financial statements be accepted and read with the report of the Auditor General.



**Mr. MG Nthakheni**

**Acting Chairperson of the Audit Committee**

**31 July 2017**

# 14 Report Of The Auditor - General Of South Africa

## Report on the audit of the financial statements

### Opinion

1. I have audited the financial statements of the Commission for Gender Equality set out on pages 127 to 172, which comprise the statement of financial position as at 31 March 2017, and the statement of financial performance, statement of changes in net assets, cash flow statement and the statement of comparison of budget and actual on the financial performance, as well as the notes to the financial statements, including a summary of significant accounting policies.
2. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Commission for Gender Equality as at 31 March 2017, and its financial performance and cash flows for the year then ended in accordance with Standards of Generally Recognised Accounting Practice (GRAP) and the requirements of the Public Finance Management Act of South Africa, 1999 (Act No. 1 of 1999) (PFMA).

### Basis for opinion

3. I conducted my audit in accordance with the International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the auditor-general's responsibilities for the audit of the financial statements section of my report.
4. I am independent of the constitutional institution in accordance with the International Ethics Standards Board for Accountants' *Code of ethics for professional accountants* (IESBA code) together with the ethical requirements that are relevant to my audit in South Africa. I have fulfilled my other ethical responsibilities in accordance with these requirements and the IESBA code.
5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

### Responsibilities of the Accounting Officer for the financial statements

6. The accounting officer is responsible for the preparation and fair presentation of the financial statements in accordance with GRAP and the requirements of the PFMA and for such internal control as the accounting officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

7. In preparing the financial statements, the accounting officer is responsible for assessing the Commission for Gender Equality's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless there is an intention either to liquidate the constitutional institution or to cease operations, or there is no realistic alternative but to do so.

**Auditor-general's responsibilities for the audit of the financial statements**

8. My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.
9. A further description of my responsibilities for the audit of the financial statements is included in the annexure to the auditor's report.

**Report on the audit of the annual performance report**

**Introduction and scope**

10. In accordance with the Public Audit Act of South Africa, 2004 (Act No. 25 of 2004) (PAA) and the general notice issued in terms thereof I have a responsibility to report material findings on the reported performance information against predetermined objectives for selected programmes presented in the annual performance report. I performed procedures to identify findings but not to gather evidence to express assurance.
11. My procedures address the reported performance information, which must be based on the approved performance planning documents of the constitutional institution. I have not evaluated the completeness and appropriateness of the performance indicators included in the planning documents. My procedures also did not extend to any disclosures or assertions relating to planned performance strategies and information in respect of future periods that may be included as part of the reported performance information. Accordingly, my findings do not extend to these matters.
12. I evaluated the usefulness and reliability of the reported performance information in accordance with the criteria developed from the performance management and reporting framework, as defined in the general notice, for the following selected strategic objectives presented in the annual performance report of the constitutional institution for the year ended 31 March 2017:

Strategic objectives	Pages in the annual performance report
Strategic objective 1: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality.	82 – 84
Strategic objective 2: To protect and promote by engaging with relevant stakeholders to educate and raise awareness on issues of gender equality, challenge patriarchal perceptions and stereotypes and take action against infringement of gender equality through implementation of appropriate redress.	85 – 87
Strategic objective 3: To monitor state compliance with regional and international conventions, covenants and charters which have been accepted to or ratified by the Republic relating to the object of the Commission for Gender Equality.	88 – 89

13. I performed procedures to determine whether the reported performance information was properly presented and whether performance was consistent with the approved performance planning documents. I performed further procedures to determine whether the indicators and related targets were measurable and relevant, and assessed the reliability of the reported performance information to determine whether it was valid, accurate and complete.

14. The material finding in respect of the usefulness of the selected programmes is as follows:

**Strategic objective 2: To protect and promote by engaging with relevant stakeholders to educate and raise awareness on issues of gender equality, challenge patriarchal perceptions and stereotypes and take action against infringement of gender equality through implementation of appropriate redress.**

Performance indicator: 900 complaints received attended to in terms of the CGE complaints manual (as prescribed by the complaints manual)

15. I was unable to obtain sufficient appropriate audit evidence for the reported achievement of the target 900 complaints received attended to in terms of the CGE complaints manual (as prescribed by the complaints manual). This was due to inadequate technical indicator descriptions and formal standard operating procedures that predetermined how the achievement would be measured, monitored and reported, as required by the Framework for managing programme performance information. I was unable to confirm that the reported achievement of this indicator was reliable by alternative means. Consequently, I was unable to determine whether any adjustments were required to the reported achievement of 756 complaints attended to.

16. I did not identify any material findings on the usefulness and reliability of the reported performance information for the following programmes:

- Strategic objective 1: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality.

- Strategic objective 3: To monitor state compliance with regional and international conventions, covenants and charters which have been accepted to or ratified by the Republic relating to the object of the Commission for Gender Equality.

#### **Other matters**

17. I draw attention to the matters below.

#### **Achievement of planned targets**

18. Refer to the annual performance report on pages 82 to 89; 90 to 93 for information on the achievement of planned targets for the year and explanations provided for the overachievement of a number of targets. This information should be considered in the context of the material finding on the usefulness and reliability of the reported performance information in paragraph 15 of this report.

#### **Adjustment of material misstatements**

19. I identified material misstatements in the annual performance report submitted for auditing. These material misstatements were on the reported performance information of Strategic objective 2: To protect and promote by engaging with relevant stakeholders to educate and raise awareness on issues of gender equality, challenge patriarchal perceptions and stereotypes and take action against infringement of gender equality through implementation of appropriate redress. As management subsequently corrected only some of the misstatements, I raised a material finding on the usefulness of the reported performance information. The misstatement that was not corrected is included in paragraph 15 of this report.

### **Report on audit of compliance with legislation**

#### **Introduction and scope**

20. In accordance with the PAA and the general notice issued in terms thereof I have a responsibility to report material findings on the compliance of the constitutional institution with specific matters in key legislation. I performed procedures to identify findings but not to gather evidence to express assurance.
21. I did not identify any instances of material non-compliance with selected specific requirements of applicable legislation, as set out in the general notice issued in terms of the PAA.

#### **Other information**

22. The Commission for Gender Equality's accounting officer is responsible for the other information. The other information comprises the information included in the annual report. The other information does not include the financial statements, the auditor's report thereon and those selected programmes presented in the annual performance report that have been specifically reported on in the auditor's report.
23. My opinion on the financial statements and findings on the reported performance

information and compliance with legislation do not cover the other information and I do not express an audit opinion or any form of assurance conclusion thereon.

24. In connection with my audit, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements and the selected programmes presented in the annual performance report, or my knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work I have performed on the other information obtained prior to the date of this auditor's report, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

### Internal control deficiencies

25. I considered internal control relevant to my audit of the financial statements, reported performance information and compliance with applicable legislation; however, my objective was not to express any form of assurance thereon. The matters reported below are limited to the significant internal control deficiencies that resulted in the findings on the annual performance report and the findings on compliance with legislation included in this report.

Financial and performance management

26. Management did not implement proper record keeping in a timely manner to ensure that complete, relevant and accurate information is accessible and available to support performance reporting.

### Other report

27. I draw attention to the following engagement that had, or could have, an impact on the matters reported in the constitutional institution's financial statements, reported performance information, compliance with applicable legislation and other related matters. This report did not form part of my opinion on the financial statements or my findings on the reported performance information or compliance with legislation.

Investigations

28. The audit committee investigated an allegation into possible irregularities in the financial reporting and procurement processes of senior management at the request of the commissioners. The investigation was concluded on 6 July 2017. The report concluded that the allegations were unsubstantiated.

Auditor General

Pretoria

31 July 2017





### **Annexure – Auditor-general's responsibility for the audit**

1. As part of an audit in accordance with the ISAs, I exercise professional judgement and maintain professional scepticism throughout my audit of the financial statements, and the procedures performed on reported performance information for selected programmes and on the constitutional institution's compliance with respect to the selected subject matters.

### **Financial statements**

2. In addition to my responsibility for the audit of the financial statements as described in the auditor's report, I also:
  - identify and assess the risks of material misstatement of the financial statements whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
  - obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the constitutional institution's internal control.
  - evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the accounting officer.
  - conclude on the appropriateness of the accounting officer's use of the going concern basis of accounting in the preparation of the financial statements. I also conclude, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Commission for Gender Equality ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements about the material uncertainty or, if such disclosures are inadequate, to modify the opinion on the financial statements. My conclusions are based on the information available to me at the date of the auditor's report. However, future events or conditions may cause a constitutional institution to cease to continue as a going concern.
  - evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

### **Communication with those charged with governance**

3. I communicate with the accounting officer regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.
4. I also confirm to the accounting officer that I have complied with relevant ethical requirements regarding independence, and communicate all relationships and other matters that may reasonably be thought to have a bearing on my independence and here applicable, related safeguards.



# 15

## Annual Financial Statements

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## Annual Financial Statements

### Statement of Responsibility and Approval of the Annual Financial Statements

The accounting officer is responsible for monitoring the preparation and the integrity of the financial statements and related information included in this annual report. In order for the accounting officer to discharge these responsibilities, as well as those bestowed on it in terms of the Public Finance Management Act, No. 29 of 1999 and other applicable legislation, it has developed and maintained a system of internal controls.

The accounting officer acknowledges that management is ultimately responsible for the system of internal financial controls established by the Commission for Gender Equality (hereinafter; CGE) and place considerable importance on maintaining a strong control environment. To enable the accounting officer to meet these responsibilities, the Commissioners set standards for internal control aimed at reducing the risk of error or loss in a cost-effective manner. These standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the CGE and all employees are required to maintain the highest ethical standards in ensuring the CGE's mandate is conducted in a manner that, in all reasonable circumstances, is above reproach. The focus of risk management is on identifying, assessing and monitoring all known forms of risk across the CGE.

While operating risk cannot be fully eliminated, the CGE endeavours to minimize it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints. Monitoring of these controls includes a regular review of their operations by the accounting officer and independent oversight by an audit committee.

As part of the system of internal control, the internal audit function conducts operational, financial and specific audits and co ordinates audit coverage with the external auditors. The external auditors are responsible for reporting on the financial statements.

The financial statements are prepared in accordance with South African Standards of Generally Recognised Accounting Practice (GRAP), including any interpretations of such Statements issued by the Accounting Practices Board. They are based on appropriate accounting policies consistently applied and supported by reasonable and prudent judgment and estimates.

The accounting officer believes that the Commission for Gender Equality will continue to be a going concern in the foreseeable future due to the availability of funding from the National Treasury. For this reason, the accounting officer continues to adopt the going concern basis in preparing the annual financial statements.

The accounting officer approved the annual financial statements for the year ended 31 March 2016 as set out on pages 128 to 172 on 31 July 2017 which were signed on its behalf by



**Ms Keketso Maema**  
Chief Executive Officer



**Nondumiso Maphazi**  
Acting Chairperson

## General Information

### Members of the Commission - Commissioners

Ms. L.H. Bata  
Mr. M.A. Botha (converted from Part time to Full time member effective from 1 June 2016)  
Ms. J. Hicks (contract lapsed as at 31 May 2016)  
Dr. N. Maphazi  
Ms. N.G. Mazibuko (Part time)  
Dr. W.A. Mgoqi  
Ms. T. Mpumlwana (Deputy Chairperson and Acting Chairperson effective 31 January 2017)  
Ms. L. Nare  
Ms. P.L.F. Nzimande (Part time)  
Mr. M. Shoji (Chairperson; until contract lapsed on 30 January 2017)  
Ms. P.S. Sobahle (Part time, converted to Full time 15 March 2017)

### Chief Executive Officer

Ms. K. Maema

### Chief Financial Officer

Mr. M. Putu

### Auditors

Auditor General South Africa

### Bankers

First National Bank  
Parktown  
PO Box 31512  
Braamfontein 2017

### Registered Office

Women's Jail East Wing  
No 2 Kotze Street  
Constitution Hill  
Braamfontein  
2017

### Physical Address

No 2 Kotze Street  
Constitution Hill  
Braamfontein  
2017

### Telephone Number

011-403 7182

### Fax Number

011-403 7188  
011-403 7188

## Statement of Financial Position as at 31 March 2017

	Notes	2017 R	2016 R
<b>ASSETS</b>			
<b>Current assets</b>			
Cash and cash equivalents	9	4 523 770	8 110 679
Receivables from non-exchange transactions	10	221 352	575 327
		<b>4 745 122</b>	<b>8 686 006</b>
<b>Non-current assets</b>			
Property, plant and equipment	11	5 273 950	6 998 498
Intangible assets	11	333 424	397 404
		<b>5 607 374</b>	<b>7 395 902</b>
<b>Total Assets</b>		<b>10 352 496</b>	<b>16 081 908</b>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Payables from exchange transactions	12	736 725	2 457 122
Payables from non-exchange transactions	13	3 175 131	3 879 537
Provisions	14	1 607 815	2 752 651
		<b>5 519 671</b>	<b>9 089 310</b>
<b>Total liabilities</b>		<b>5 519 671</b>	<b>9 089 310</b>
<b>Net assets</b>		<b>4 832 825</b>	<b>6 992 598</b>
<b>NET ASSETS</b>			
Accumulated surplus		4 832 825	6 992 598
<b>Total Net Assets</b>		<b>4 832 825</b>	<b>6 992 598</b>

## Statement of Financial Performance for the year ended 31 March 2017

	Notes	2017 R	2016 R
<b>Revenue</b>			
Revenue from non-exchange transactions	2	69 891 000	71 434 519
Other income	3	3 001 539	2 192 879
<b>Total revenue</b>		<b>72 892 539</b>	<b>73 627 398</b>
<b>Expenses</b>			
Operating expenses	4	22 942 625	18 964 444
Personnel Costs	5	47 620 624	48 718 219
Other administrative expenses	6	2 661 918	2 123 527
Finance costs	7	-	311
Assets written off	8	5 481	43 892
Depreciation and amortisation	11	1 821 662	1 629 382
<b>Total</b>		<b>75 052 311</b>	<b>71 479 775</b>
<b>(Deficit)/Surplus for the year</b>		<b>(2 159 772)</b>	<b>2 147 623</b>

Statement of Changes in Net Assets for the year ended 31 March 2017

	Notes	Accumulated surplus R	Total net assets R
<b>Balance at 31 March 2015</b>		<b>4 844 975</b>	3 876 908
Surplus for the year ending 31 March 2016		2 147 622	968 067
<b>Balance at 31 March 2016</b>		<b>6 992 597</b>	<b>4 844 975</b>
Surplus for the year ending 31 March 2017		(2 159 772)	2 147 623
<b>Balance at 31 March 2017</b>		<b>4 832 825</b>	<b>6 992 598</b>

## Cash Flow Statement for the year ended 31 March 2017

	Notes	2017	2016
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
<b>Cash receipts from stakeholders</b>		<b>R 70 398 689</b>	<b>R 68 441 637</b>
Grants	2	69 891 000	67 689 000
Interest received	3	463 368	578 795
Donor Income	3	-	102 202
Sundry income	3	44 321	71 640
<b>Cash paid to stakeholders</b>		<b>(73 929 317)</b>	<b>(69 477 050)</b>
Personnel & Suppliers		(73 929 317)	(69 476 739)
Interest paid	7	-	(311)
<b>Net cash flows from operating activities</b>	15	<b>(3 530 628)</b>	<b>(1 035 413)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Purchase of property, plant and equipment	11	(76 481)	(3 726 279)
Purchase of intangible asset	11	-	(371 830)
Proceeds from sale of property, plant & equipment	11	20 200	7 131
<b>Net cash flows from investing activities</b>		<b>(56 281)</b>	<b>(4 090 978)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
<b>Net cash flows from financing activities</b>		<b>-</b>	<b>-</b>
<b>Net (decrease)/ increase in net cash and cash equivalents</b>		<b>(3 586 909)</b>	<b>(5 126 391)</b>
<b>Net cash and cash equivalents at the beginning of year</b>		<b>8 110 679</b>	<b>13 237 070</b>
<b>Net cash and cash equivalents at end of year</b>	9	<b>4 523 770</b>	<b>8 110 679</b>

**Statement of Comparison of Budget and Actual on the Financial Performance  
for the year ended 31 March 2017**

	Actual 2017 R	Approved Budget 2017 R	Difference: Approved Budget and Actual R
<b>Revenue</b>			
Revenue from non-exchange transactions	69 891 000	69 891 000	-
Other income	3 001 539	-	(3 001 539)
<b>Total revenue</b>	<b>72 892 539</b>	<b>69 891 000</b>	<b>(3 001 539)</b>
<b>Expenses</b>			
Operating expenses	22 942 625	16 941 600	(6 001 025)
Personnel Costs	47 620 624	50 616 900	2 996 276
Other administrative expenses	2 661 918	2 332 500	(329 418)
Finance costs	-	-	-
Assets written off	5 481	-	(5 481)
Depreciation and amortisation expense	1 821 662	-	(1 821 662)
<b>Total expenses</b>	<b>75 052 311</b>	<b>69 891 000</b>	<b>(5 161 311)</b>
<b>Surplus for the year</b>	<b>(2 159 772)</b>	<b>-</b>	<b>2 159 772</b>

**Note 18.1. overleaf sets out detailed explanations on variances as outlined herein and must also be read in conjunction with the chapter 12 in the Annual report of the Commission for the period ending 31 March 2017.**



### Statement of Comparison of Budget and Actual figures on the Financial Position as at 31 March 2017

	Notes	Actual  2017 R	Approved Budget  2017 R	Difference:  Approved Budget and Actual
<b>ASSETS</b>				
<b>Current assets</b>				
Cash and cash equivalents	9	4 523 770	4 500 000	(23 770)
Receivables from non-exchange transactions	10	221 352	200 000	(21 352)
		<b>4 745 122</b>	<b>4 700 000</b>	<b>(45 122)</b>
<b>Non-current assets</b>				
Property, plant and equipment	11			
Intangible assets	11	5 273 950	1 400 000	(3 873 950)
		333 424	-	(333 424)
<b>Total Assets</b>		<b>5 607 374</b>	<b>1 400 000</b>	<b>(4 207 374)</b>
<b>LIABILITIES</b>		<b>10 352 496</b>	<b>6 100 000</b>	<b>(4 252 496)</b>
<b>Current liabilities</b>				
Payables from exchange transactions	12	736 725	1 000 000	263 275
Payables from non-exchange transactions	13	3 175 131	3 100 000	(75 131)
Provisions	14	1 607 815	2 000 000	392 185
		<b>5 519 671</b>	<b>6 100 000</b>	<b>580 329</b>
<b>Total liabilities</b>		<b>5 519 671</b>	<b>6 100 000</b>	<b>580 329</b>
<b>Net assets</b>		<b>4 832 825</b>	<b>-</b>	<b>(4 832 825)</b>

Note 18.2. overleaf sets out detailed explanations on variances as outlined herein and must also be read in conjunction with the chapter 12 in the Annual report of the Commission for the period ending 31 March 2017.

## Segment Reporting

The CGE operates its affairs through three sub-programmes. The Corporate Services and Commissioners' sub-programmes are considered predominately administrative. The third sub-programme is considered a segment that focuses on the core service delivery objectives of the CGE. The strategy deployment and delivery of the services are carried out through service offices in the nine(9) provinces of the Republic. The Line function departments at head offices, based in Johannesburg also render services which are directly contributing to the delivery in the main segment as defined in GRAP18. The segment's main activities are to roll out the legislative mandate ranging from Public Education & awareness on gender rights, Research and Monitoring of gender related policy and practice issues as well as the protection and advancement of gender equality within the private and public sector.

	Commissioners: Governance & Support R	Corporate Support Services R	Service Delivery Program R	Total R
<b>Head Office</b>	<b>12 995 702</b>	<b>20 734 371</b>	<b>(54 808 944)</b>	<b>(21 078 871)</b>
Operating Expenses	3 940 974	7 854 607	6 035 042	17 830 622
Asset written off		5 481		5 481
Income		(20 200)	(72 872 339)	(72 892 539)
Other administrative expenses	22 948	1 038 304	836 024	1 897 276
Personnel	9 031 780	10 034 517	11 192 329	30 258 626
Depreciation & amortisation		1 821 662		1 821 662
Operating Expenses		-	764 642	764 642
<b>Provincial Office</b>	<b>-</b>	<b>-</b>	<b>23 238 643</b>	<b>23 238 643</b>
Operating Expenses			5 112 003	5 112 003
Other administrative expenses		-	764 642	764 642
Personnel			17 361 998	17 361 998
<b>Grand Total</b>	<b>12 995 702</b>	<b>20 734 371</b>	<b>(31 570 302)</b>	<b>2 159 772</b>
Cash and cash equivalents		4 523 770		4 523 770
Receivables from non-exchange transactions		221 352		221 352
Property, plant and equipment		5 273 950		5 273 950
Intangible assets		333 424		333 424
Total liabilities		(5 519 671)		(5 519 671)

## Accounting policies for the year ended 31 March 2017

### 1. Statement of compliance

These annual financial statements were prepared in accordance with Standards of Generally Recognised Accounting Practice (GRAP), as issued by the Accounting Standards Board in accordance with Section 91(1) of the Public Finance Management Act, (Act No 29 of 1999).

#### 1.1 Reporting entity

The CGE is an institution established in terms of Chapter Nine of the Constitution Act (Act No. 108 of 1996) of the Republic of South Africa, and is responsible for

- The promotion for the respect of gender equality and
- Protection, development and attainment of gender equality

Its additional mandate is further provided for in the Commission on Gender Equality Act (Act No. 39 of 1996) as amended.

The primary objective of Chapter Nine institutions, including the CGE, is to strengthen constitutional democracy.

The core business of the CGE is:-

- To promote gender equality and
- To advise and make recommendations to Parliament and any other legislature with regard to any laws or proposed legislation that affects gender equality and the status of women

For the purpose of reporting its activities as amongst others is contemplated in the Constitution of the Republic of South Africa, section 181 and the Public Finance Management Act of 1999;

The principal accounting policies, applied in the preparation of these annual financial statements, are set out below. These accounting policies are consistent with those applied in the preparation of the prior year annual financial statements, unless specified otherwise.

- Consideration was made on whether the accounting policy is reasonable, given the circumstances of the CGE and noted that it is important and reasonable as well.
- Details of any changes in the accounting policies are provided in the note on Changes in accounting policies

#### 1.2 Basis of preparation

##### 1.2.1 Basis for measurement

The Annual financial statements have been prepared on an accrual basis of accounting and incorporate the historical cost conventions as the basis of measurement, except where otherwise indicated.

In the absence of an issued and effective Standard of GRAP, accounting policies for material transactions, events or conditions were developed in accordance with paragraphs 8, 10 and 11 of GRAP 3 as read with Directive 5.

#### **1.2.2 Functional and presentation currency**

These Annual financial statements are presented in South African Rands, which is the CGE's functional currency. All financial information presented in South African Rands has been rounded to the nearest rand, unless otherwise stated.

#### **1.2.3 Offsetting**

Assets, liabilities, revenues and expenses were not offset, except where offsetting is either required or permitted by a Standard of GRAP.

#### **1.2.4 Going concern assumption**

These annual financial statements were prepared based on the expectation that the entity will continue to operate as a going concern for at least the next 12 months. The going concern basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

#### **1.2.5 Significant accounting judgments, estimates and assumption**

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimated and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

In particular, information about significant areas of estimation, uncertainty and critical judgements in applying accounting policies that have the most significant effect on the amount recognised in the financial statements is given in the following notes:

##### **Trade Receivables**

The measurement of receivables is derived after consideration of the allowance for doubtful debts. Management makes certain assumptions regarding the categorisation of debtors into groups with similar risk profiles so that the effect of any impairment on a group of receivables would not differ materially from the impairment that would have been determined had each debtor been assessed for impairment on an individual basis. The determination

of this allowance is predisposed to the utilisation of estimates, assumptions and management judgements. In determining this allowance, the estimates are made about the probability of recovery of the debtors based on their past payment history and risk profile.

### ***Property, plant and equipment***

Depreciation and amortisation recognised on property, plant and equipment and intangible assets are determined with reference to the useful lives and residual values of the underlying items. The useful lives and residual values of assets are based on management's estimation of the asset's condition, expected condition at the end of the period of use, its current use, expected future use and the entity's expectations about the availability of finance to replace the asset at the end of its useful life. In evaluating how the condition and use of the asset informs the useful life and residual value, management considers the impact of technology and minimum service requirements of the assets.

### ***Intangible assets***

Intangible assets are amortised over their useful life taking into account residual values, where appropriate. The useful life of the assets and their residual values are assessed annually and may vary depending on a number of factors. In reassessing asset lives, factors such as technological innovation and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

### ***Impairment of non-cash generating assets***

The CGE assesses at each reporting date whether there is any indication that an asset may be impaired. If any such indication exists, the CGE estimates the recoverable service amount for non-cash asset. In testing for, and determining the value-in-use of non-financial assets, management is required to rely on the use of estimates about the asset's ability to continue to generate cash flows (in the case of cash-generating assets). For non-cash-generating assets, estimates are made regarding the depreciated replacement cost, restoration cost, or service units of the asset, depending on the nature of the impairment and the availability of information.

### ***Provisions and contingent assets and liabilities***

A provision is a liability of uncertain timing or amount. Provisions are recognised as liabilities in the statement of financial position on a basis of an estimate reliably estimated by management. Provisions are present obligations determined on the probability that an outflow of resources embodying economic benefits or service potential will be required to settle the obligations.

Contingent liabilities are disclosed and not recognised as liabilities because they are either:

- Possible obligations, as it has yet to be confirmed whether the CGE has a present obligation that could lead to an outflow of resources embodying economic benefits or service potential; or
- Present obligations that do not meet the recognition criteria of a liability either because it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation or a sufficiently reliable estimate of the amount of the obligation cannot be made.

A contingent asset is not recognised. A contingent asset is disclosed where an inflow of economic benefits or service potential is probable.

According to GRAP, the term “contingent” is used for liabilities and assets that are not recognised because their existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the CGE.

### 1.3 Standards of General Recognised Accounting Practice effective for financial periods commencing on or after 1 April 2017

STANDARD	SUMMARY AND IMPACT	EFFECTIVE DATE
GRAP 20 – Related Parties	<p>This standard ensures that the financial statements contain disclosures necessary to draw the attention to the possibility that the reporting entity's financial position and surplus/deficit may have been affected by the existence of related parties and transactions and outstanding balances from such parties.</p> <p>The impact on the financial results and disclosure is considered to be minimal.</p>	<p>Issued by the ASB – June 2011</p> <p>Effective date - To be determined by the Minister of Finance</p>
GRAP 32 – Service concession arrangements	<p>The objective of this Standard is to prescribe the accounting for service concession arrangements by the grantor and a public sector entity</p> <p>No significant impact is expected on the financial results</p>	<p>Issued by the ASB – August of 2013</p> <p>Effective date - To be determined by the Minister of Finance</p>

## 1.4 Revenue recognition

### 1.4.1 Other Income

Revenue is the gross inflow of economic benefits or service potential during the reporting period when those inflows result in an increase in net assets, other than increases relating to contributions from owners.

#### Measurement

Revenue is measured at the fair value of the consideration received or receivable, net of trade discounts and volume rebates.

#### Interest

Revenue arising from the use by others of entity assets yielding interest is recognised when it is probable that the economic benefits or service potential associated with the transaction will flow to the entity; and the amount of the revenue can be measured reliably. Interest is recognised, in surplus or deficit, using the effective interest rate method.

#### 1.4.2 Revenue from non-exchange transactions

Revenue comprises gross inflows of economic benefits or service potential received and receivable by an entity, which represents an increase in net assets, other than increases relating to contributions from owners.

Conditions on transferred assets are stipulations that specify that the future economic benefits or service potential embodied in the asset is required to be consumed by the recipient as specified or future economic benefits or service potential must be returned to the transferor.

Restrictions on transferred assets are stipulations that limit or direct the purposes for which a transferred asset may be used, but do not specify that future economic benefits or service potential is required to be returned to the transferor if not deployed as specified. Stipulations on transferred assets are terms in laws or regulation, or a binding arrangement, imposed upon the use of a transferred asset by entities external to the reporting entity.

#### Recognition

An inflow of resources from a non-exchange transaction recognised as an asset is recognised as revenue, except to the extent that a liability is also recognised in respect of the same inflow.

As the entity satisfies a present obligation recognised as a liability in respect of an inflow of resources from a non-exchange transaction recognised as an asset, it reduces the carrying amount of the liability recognised and recognises an amount of revenue equal to that reduction.

Revenue received from conditional grants, donations and funding are recognised as revenue to the extent that the entity has complied with any of the criteria, conditions or obligations embodied in the agreement. To the extent that the criteria, conditions or obligations have not been met, a liability is recognised.

#### Measurement

Revenue from a non-exchange transaction is measured at the amount of the increase in net assets recognised by the entity.

When, as a result of a non-exchange transaction, the entity recognises an asset, it also recognises revenue equivalent to the amount of the asset measured at its fair value as at the date of acquisition, unless it is also required to recognise a liability.



Where a liability is required to be recognised it will be measured as the best estimate of the amount required to settle the obligation at the reporting date, and the amount of the increase in net assets, if any, recognised as revenue. When a liability is subsequently reduced, because a condition is satisfied, the amount of the reduction in the liability is recognised as revenue.

#### 1.4.3 Transfers

Apart from services in kind, which are not recognised, the constitutional institution recognises an asset in respect of transfers when the transferred resources meet the definition of an asset and satisfy the criteria for recognition as an asset.

Transferred assets are measured at their fair value as at the date of acquisition.

#### 1.4.4 Gifts and donations, including goods and services in-kind

Gifts and donations, including goods in kind, are recognised as assets and revenue when it is probable that the future economic benefits or service potential will flow to the constitutional institution and the fair value of the assets can be measured reliably.

### 1.5 Irregular, fruitless and wasteful expenditure

Fruitless and wasteful expenditure means expenditure which was made in vain and would have been avoided had reasonable care been exercised.

Irregular expenditure means expenditure, other than unauthorised expenditure, incurred in contravention of or that is not in accordance with a requirement of any applicable legislation including the Public Finance Management Act.

Irregular, fruitless and wasteful expenditure that has been condoned or will not be recovered from employees will be included in the Statement of Financial Performance, and where the expense is recoverable from the employee, the necessary debtor is created.

Irregular expenditure is accounted for as expenditure in the Statement of Financial Performance and where recovered, it is subsequently accounted for as revenue in the Statement of Financial Performance

### 1.6 Property, plant and equipment

#### 1.6.1 Recognition and measurement

Property, plant and equipment comprise of computer equipment, furniture and fittings, office equipment and motor vehicles and are stated at historical costs less accumulated depreciation.

Cost includes expenditures that are directly attributable to the acquisition of the asset. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

When parts of item of property, plant and equipment have different useful lives, they are accounted for as separate components of property, plant and equipment and depreciated accordingly.

#### **1.6.2 Repairs and maintenance**

Maintenance and repairs, which neither materially add to the value of assets nor appreciably prolong their useful lives, are expensed during the financial year in which they are incurred.

#### **1.6.3 Subsequent expenditures**

Where the entity replaces parts of an asset, it derecognises the part of the asset being replaced and capitalises the new component.

Subsequent expenditure including major spare parts and servicing equipment qualify as property, plant and equipment if the recognition criteria are met.

#### **1.6.4 Depreciation**

Depreciation is charged against the assets over the useful lives of an asset from the date the asset is available for use.

Depreciation is calculated on the depreciable amount, using the straight-line method over the estimated useful lives of the assets. Components of assets that are significant in relation to the whole asset and that have different useful lives are depreciated separately. The depreciable amount is determined after taking into account an assets' residual value, where applicable.

The assets' residual values, useful lives and depreciation methods are reviewed at each financial year-end and adjusted prospectively, if appropriate.

The assets bought specifically for a project and intended for donation at the end of the project's life are depreciated over the life of the contract as the residual value at that point will be nil.

#### **1.6.5 Useful lives**

The following are the estimated useful lives of the different categories of assets and which are depreciated on the straight-line method over the following periods:

Computer equipment	5-8 years
Office furniture	10 years
Office equipment	5-10 years
Motor vehicle	5-10 years

On an annual basis, at the beginning of the financial year, management assesses the useful lives for each class of assets.

#### 1.6.6 De-recognition

Items of property, plant and equipment are derecognised when the asset is disposed of or when there are no further economic benefits or service potential expected from the use of the asset. The gain or loss arising on the disposal or retirement of an item of property, plant and equipment is determined as the difference between the sales proceeds and the carrying value and is recognised in the Statement of Financial Performance.

#### 1.6.7 Impairment

The CGE tests for impairment where there is an indication that an asset may be impaired. An assessment of whether there is an indication of possible impairment is done at each reporting date. Where the carrying amount of an item of property, plant and equipment is greater than the estimated recoverable amount (or recoverable service amount), it is written down immediately to its recoverable amount (or recoverable service amount) and an impairment loss is charged to the Statement of Financial Performance.

Where items of property, plant and equipment have been impaired, the carrying value is adjusted by the impairment loss, which is recognised as an expense in the Statement of Financial Performance in the period that the impairment is identified. An impairment is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined had no impairment been recognised. A reversal of the impairment is recognised in the Statement of Financial Performance.

### 1.7 Intangible assets

An intangible asset is an identifiable non-monetary asset without physical substance.

#### 1.7.1 Initial recognition

The CGE recognises an intangible asset in its Statement of Financial Position only when it is probable that the expected future economic benefits or service potential that are attributable to the asset will flow to the entity and the cost or fair value of the asset can be measured reliably. Intangible assets are initially recognised at cost.

Where an intangible asset is acquired by the CGE for no or nominal consideration (i.e. a non-exchange transaction), the cost is deemed to be equal to the fair value of that asset on the date acquired.

Where an intangible asset is acquired in exchange for a non-monetary asset or monetary assets or a combination of monetary and non-monetary assets, the asset acquired is initially measured at fair value (the cost). If the acquired item's fair value is not determinable, it's deemed cost is the carrying amount of the asset(s) given up.

Intangible assets consist of computer software. Intangible assets are stated at cost less accumulated amortisation and any accumulated impairment losses.

Purchased computer software and the direct costs associated with the customisation and installation thereof, are capitalised and amortised over estimated useful lives of the assets from the date that they are available for use.

#### **1.7.2 Amortisation**

Each item is amortised over its useful life once it is available for use. Amortisation is charged so as to write off the cost or valuation of assets over their estimated useful lives, using the straight-line method.

The estimated useful lives, residual values, and amortisation method are reviewed at each year end, with the effect of any changes in estimate accounted for on a prospective basis.

#### **1.7.3 Useful lives**

Intangible assets are amortised over the following periods, considered to be their estimated useful lives: Computer software 5 – 9 years.

#### **1.7.4 De-recognition**

Intangible assets are derecognised when the asset is disposed of or when there are no further economic benefits or service potential expected from the asset. The gain or loss arising on the disposal or retirement of an intangible asset is determined as the difference between the sales proceeds and the carrying value and is recognised in the Statement of Financial Performance.

### **1.8 Impairment of non - monetary assets**

At each reporting date, the CGE reviews the carrying amount of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the assets is estimated in order to determine the extent of the impairment loss (if any).

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. Impairment losses are immediately recognised as an expense in the statement of financial performance.

Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years.

A reversal of an impairment loss is recognised as income immediately in the statement of financial performance.

## 1.9 Leases

### 1.9.1 Recognition

Assets subject to operating leases are those wherein, substantially all of the risks and rewards of ownership are not transferred to the lessee through the lease and are not recognised in the Statement of Financial Position. The operating lease expense is recognised over the course of the lease arrangement.

The determination of whether an arrangement is, or contains a lease is based on the substance of the arrangement at inception date; namely whether fulfilment of the arrangement is dependent on the use of a specific asset or assets or the arrangement conveys a right to use the asset.

### 1.9.2 Measurement

The lease expense recognised for operating leases is charged to the Statement of Financial Performance on a straight-line basis over the term of the relevant lease. To the extent that the straight-lined lease payments differ from the actual lease payments the difference is recognised in the Statement of Financial Position as either lease payments in advance (operating lease asset) or lease payments payable (operating lease liability) as the case may be. This resulting asset and / or liability is measured as the undiscounted difference between the straight-line lease payments and the contractual lease payments.

### 1.9.3 De-recognition

The operating lease liability is derecognised when the entity's obligation to settle the liability is extinguished. The operating lease asset is derecognised when the entity no longer anticipates economic benefits to flow from the asset.

Leases that the CGE enters into as a lessee, and where the lessor retains substantially all the risks and rewards of ownership of the underlying asset, are classified as operating

leases. Payments made under operating leases are charged against revenue on a straight-line basis over the term of the lease.

## **1.10 Employee benefits**

### **1.10.1 Defined contribution plan**

Contributions made towards the fund are recognised as an expense in the Statement of Financial Performance in the period that such contributions become payable. This contribution expense is measured at the undiscounted amount of the contribution paid or payable to the fund. A liability is recognised to the extent that any of the contributions have not yet been paid. Conversely an asset is recognised to the extent that any contributions have been paid in advance.

### **1.10.2 Termination benefits**

Termination benefits are recognised as an expense when the CGE is demonstrably committed, without realistic possibility of withdrawal, to a formal detailed plan to terminate employment before the normal retirement date. Termination benefits for voluntary redundancies are recognised if the CGE has made an offer encouraging voluntary redundancy, it is probable that the offer will be accepted and the number of acceptances can be estimated reliably.

### **1.10.3 Short-term employee benefits**

Short term employee benefits encompass all those benefits that become payable in the short term, i.e. within a financial year or within 12 months after the financial year. Therefore, short term employee benefits include remuneration, compensated absences and bonuses.

Short term employee benefits are recognised in the Statement of Financial Performance as services are rendered, except for non-accumulating benefits, which are recognised when the specific event occurs. These short term employee benefits are measured at their undiscounted costs in the period the employee renders the related service or the specific event occurs.

Short-term employee benefits including annual leave are measured on an undiscounted basis and are expensed as the related service is provided. A provision is recognised for the amount expected to be paid under short-term cash plans if the CGE has a present legal or constructive obligation to pay this amount as a result of past service provided by employee and the obligation can be estimated reliably.

## 1.11 Financial instruments

### 1.11.1 Initial recognition

Financial instruments are recognised initially when CGE becomes a party to the contractual provisions of the instruments.

Financial instruments or their component part are classified on initial recognition as a financial asset, a financial liability or an equity instrument in accordance with the substance of the contractual arrangement.

All “regular way” purchases and sales of financial liabilities are recognised using trade date accounting.

### 1.11.2 Measurement

Financial instruments are measured initially at its fair value plus, in the case of a financial asset or a financial liability not subsequently measured at fair value, transaction costs that are directly attributable to the acquisition or issue of the financial asset or financial liability.

The CGE measures all financial assets and financial liabilities after initial recognition using the following categories defined in paragraph .14:

- (a) Financial instruments at fair value.
- (b) Financial instruments at amortised cost.
- (c) Financial instruments at cost.

All financial assets measured at amortised cost, or cost, are subject to an impairment review.

#### 1.11.2.1 Financial assets

The CGE's principle financial assets are accounts receivable and cash and cash equivalents, which are classified as financial instruments at amortised cost.

#### 1.11.2.2 Receivable from non-exchange transactions

Receivables are initially recognised at fair value plus transaction costs that are directly attributable to the acquisition and subsequently stated at amortised cost, less provision for impairment. All receivables are assessed at least annually for possible impairment. Impairments of receivables are determined in accordance with the accounting policy for impairments. Impairment adjustments are made through the use of an allowance account.

Bad debts are written off in the year in which they are identified as irrecoverable. Amounts receivable within 12 months from the reporting date is classified as current. Interest is charged on overdue accounts.

#### 1.11.2.3

#### Cash and cash equivalents

Cash and cash equivalents are measured at amortised cost.

Cash includes cash on hand and cash with banks. Cash equivalents are short-term highly liquid investments that are held with registered banking institutions with maturities of three months or less and are subject to an insignificant risk of change in value.

For the purposes of the Cash Flow Statement, cash and cash equivalents comprise cash on hand and deposits held on call with banks.

#### 1.11.2.4

#### Financial liabilities

All financial liabilities are measured at amortised cost, comprising original debt less principle payments and amortisations.

The CGE's principle financial liabilities are accounts payable.

#### 1.11.2.5

#### Payables from exchange transactions

Trade payables are initially measured at fair value plus transaction costs that are directly attributable to the acquisition and are subsequently measured at amortised cost using the effective interest rate method.

#### 1.11.2.6

#### Payables from non-exchange transactions

Short-term payables from non-exchange transactions are stated at nominal values. The non-exchange payables arise from legislative, mainly employee taxes payable to state agencies and/or contractual agreements, other than exchanges, entered into willingly by employees of the Commission.

##### 1.11.2.6.1 De-recognition

The CGE derecognises a financial asset (or where applicable part thereof) only when:

- The right to receive cash flows from the asset have expired;
- The CGE retains the right to receive cash flows from the asset, but has assumed an obligation to pay them in full without material delay to a third party under a 'pass through' arrangement; or



- The Commission has transferred its rights to receive cash flows from the asset and either
  - i. Has transferred substantially all the risks and rewards of the asset or
  - ii. Has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires.

Where an existing financial liability is replaced by another from the same customer on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a de-recognition of the original liability, and the difference in the respective carrying amounts is recognised in the surplus or deficit for the year.

### 1.11.3 Offset of financial assets and liabilities

Financial assets and liabilities are offset and the net amount reported in the Statement of financial position only when the CGE has a legally enforceable right to set off recognised amounts and intends either to settle on a net basis or to realise the asset and settle the liability simultaneously.

### 1.11.4 Impairments

All financial assets measured at amortised cost, or cost, are subject to an impairment review. The CGE assesses at the end of each reporting period whether there is any objective evidence that a financial asset or group of financial assets is impaired.

For financial assets held at amortised cost:

The entity first assesses whether objective evidence of impairment exists individually for financial assets that are individually significant and individually or collectively for financial assets that are not individually significant. If the entity determines that no objective evidence of impairment exists for an individually assessed financial asset, whether significant or not, it includes the asset in a group of financial assets with similar credit risk characteristics and collectively assesses them for impairment. Assets that are individually assessed for impairment and for which an impairment loss is or continues to be recognised are not included in the collective assessment of impairment.

If there is objective evidence that an impairment loss on financial assets measured at amortised cost has been incurred, the amount of the loss is measured as the difference

between the assets' carrying amount and the present value of estimated future cash flows (excluding future credit losses that have not been incurred) discounted at the financial assets' original effective interest rate (i.e. the effective interest rate computed at initial recognition). The carrying amount of the asset is reduced through the use of an allowance account. The amount of the loss is recognised in surplus or deficit.

If, in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss shall be reversed either directly or by adjusting an allowance account. The reversal shall not result in a carrying amount of the financial asset that exceeds what the amortised cost would have been had the impairment not been recognised at the date the impairment is reversed. The amount of the reversal is recognised in surplus or deficit.

#### **1.11.5 Risk Management of Financial Assets and Liabilities:**

It is the policy of the CGE to disclose information that enables the user of its financial statements to evaluate the nature and extent of risks arising from financial instruments to which the entity is exposed on the reporting date.

Risks and exposure are disclosed as follows:

##### **Credit Risk**

Each class of financial instrument is disclosed separately. Maximum exposure to credit risk not covered by collateral is specified. Financial instruments covered by collateral are specified.

##### **Liquidity Risk**

Liquidity risk is the risk that the entity will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash or another financial asset. Sufficient cash is maintained to manage the CGE's liquidity risk.

##### **Interest Risk**

Interest rate risk originates from the uncertainty about the fair value or future cash flows of a financial instrument which fluctuates because of changes in market interest rates. Management has assessed the impact of interest rate risk on the operations of the entity and considers the risk to be negligible.

##### **Market Risk**

Market risk is the risk that changes in market prices, such as foreign exchange rates, interest rate and equity prices will affect the entities income or the value of its holdings of

financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimizing the return.

## 1.12 Provisions

Provisions are recognised when there is a present obligation (legal or constructive) as a result of a past event, it is probable that it will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting date, taking into account the risks and uncertainties surrounding the obligation.

Where a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows.

When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, the receivable is recognised as an asset if it is virtually certain that reimbursement will be received and the amount of the receivable can be measured reliably.

## 1.13 Contingent liabilities

Contingent liability is a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the CGE; or a present obligation that arises from past events but is not recognised because it is not probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation; or the amount of the obligation cannot be measured with sufficient reliability.

## 1.14 Change in estimate

A change in accounting estimate is an adjustment of the carrying amount of an asset or liability, or related expense, resulting from reassessing the expected future benefits and obligations associated with that asset or liability. Estimates are revised when new information becomes available which indicates a change in circumstances upon which the estimates were formed. The Commission accounts for the changes in estimate prospectively in the financial statements. The effect of change is incorporated in the period in which the estimates are revised. As a result, the carrying amounts of assets and liabilities and associated expense or income are adjusted in the period of change in estimate. associated expense or income are adjusted **in**

### **1.15 Related parties**

Parties are considered to be related if one party has the ability to control the other party or to exercise significant influence or join the party in making financial and operating decisions.

A party is related to the CGE if directly or indirectly through one or more intermediaries, the party controls, is controlled by, or is under common control with, the Commission.

Key management is defined as being individuals with the authority and responsibility for planning, directing and controlling activities of the CGE. All individuals from Management up to the Commissioners are key management individuals in their dealings with the CGE.

Other related party transactions are also disclosed in terms of the requirements of the standard. The objective of the standard and financial statement is to provide relevant and reliable information and therefore materiality is considered in the disclosure of these transactions.

### **1.16 Comparatives**

Where material accounting errors, which relate to prior periods, have been identified in the current year, the correction is made retrospectively as far as is practicable and the prior year comparatives are restated accordingly. Where there has been a change in accounting policy in the current year, the adjustment is made retrospectively as far as is practicable and the prior year comparatives are restated accordingly.

### **1.17 Events after the reporting date**

All adjusting events, both favourable and unfavourable, that occur between reporting date and the date when the financial statements are issued have been reported and adjusted for in the financial statements.

Those events that are indicative of conditions that came into existence subsequent to reporting date have not been adjusted for.

The CGE will adjust the amounts recognised in the financial statements to reflect adjusting events after the reporting date once the event occurred.

The CGE will disclose the nature of the event and an estimate its financial effect or a statement that such estimate cannot be made in respect of all material non-adjusting events, where non-disclosure could influence the economic decisions of users taken on the basis of the financial statements.

## Notes to the annual financial statements

For the year ended 31 March 2017

### 2 Revenue from non-exchange transactions

Transfers from National Government	69 891 000	67 689 000
Conditional grant from National Government	-	3 745 519

<b>69 891 000</b>	<b>71 434 519</b>
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### 3 Other income

Interest received	463 368	578 795
Donations received in cash	-	102 202
Donations received in kind	2 473 650	1 440 242
Proceeds on sale of assets	20 200	-
Sundry income	44 321	71 640

<b>3 001 539</b>	<b>2 192 879</b>
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### 4 Operating expenses

Bank Charges	54 967	57 208
Computer Servicing, Internet & Website	1 721 197	693 371
Office Cleaning, Maintenance, Plants & Security	2 001 341	1 082 424
Telecommunication Expenses	1 880 338	2 290 549
Bad debts/(recovered)	(27 650)	1 061
Advertising and media outreach	190 994	394 246
Courier services	114 668	248 544
Travel expenses **	6 279 824	5 725 038
Report writing, printing and publishing	4 718 260	3 484 161
Printing and photocopying	435 882	577 828
Subscriptions	48 952	317 627
Publicity functions and conference	1 435 972	565 776
Audit fees	2 342 080	2 325 588
Consulting fees	1 745 800	1 201 022

<b>22 942 625</b>	<b>18 964 444</b>
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**\*\* Key to CGE operating model, includes travelling to communities we serve accross the Republic. This consumes a significant amount of financial resources**

## Notes to the annual financial statements

For the year ended 31 March 2017

### 5 Personnel Costs

	2017 R	2016 R
Basic	36 553 981	35 341 016
Medical aid-company contribution	353 474	355 416
Unemployment Insurance Fund	167 856	169 704
Performance bonus - provision	(198 860)	2 207 924
Provision for leave pay	369 319	535 447
Salary bonus - 13th Cheque	2 507 031	2 285 779
Overtime	300 677	310 937
Provident fund-company contribution	4 405 636	4 117 805
Allowances	2 722 284	2 963 440
Company contribution other	439 226	430 750
	<b>47 620 624</b>	<b>48 718 219</b>

#### Notes:

*The Commissioners and key management's remuneration is included in Note 16 as contained in this report*

## Notes to the annual financial statements

For the year ended 31 March 2017

	2017 R	2016 R
<b>6 Other administrative expenses</b>		
Staff training and development	773 100	374 758
Legal fees	672 901	846 847
<b>Maintenance, repairs and running costs</b>		
-Property and buildings	128 732	68 417
-Other maintenance repairs and running costs	518 817	500 549
Office consumables and refreshments	225 817	206 197
Operating lease expenses	342 551	126 759
	<b>2 661 918</b>	<b>2 123 527</b>
<b>7 Finance cost</b>		
Interest paid during period	-	311
	<b>-</b>	<b>311</b>
<b>8 Depreciation, amortisation and disposals of assets(Refer to disposals in Note 11)</b>		
<b>8.1 Assets written off and disposals</b>		
Cost	627 450	1 410 547
Accumulated depreciation	(584 105)	(1 366 655)
<b>Book value at disposal</b>	<b>43 346</b>	<b>43 892</b>
Insurance replacements	(37 864)	-
<b>Net book value written off</b>	<b>5 481</b>	<b>43 892</b>
Proceeds from sale of property, plant & equipment	(20 200)	(7 131)
<b>Loss on disposal</b>	<b>(14 719)</b>	<b>36 761</b>
<b>8.2 Depreciation &amp; amortisation</b>		
Office Equipment	49 532	31 234
Computer equipment	812 456	556 562
Office Furniture	118 077	65 754
Motor Vehicles	777 618	934 764
<b>Total depreciation on property, plant &amp; equipment</b>	<b>1 757 682</b>	<b>1 588 315</b>
Amortisation on intangible assets	63 980	41 067
<b>Total depreciation and amortisation</b>	<b>1 821 662</b>	<b>1 629 382</b>

## Notes to the annual financial statements

For the year ended 31 March 2017

### 9 Cash and cash equivalents

Cash at bank

Cash on hand

### 10 Receivables from non-exchange transactions

Other receivables

Prepays & subscriptions

Less: Impairment allowance

2017 R	2016 R
4 512 181	8 106 121
11 589	4 558
<b>4 523 770</b>	<b>8 110 679</b>
177 635	196 182
43 717	448 189
-	(69 044)
<b>221 352</b>	<b>575 327</b>



## Notes to the annual financial statements

For the year ended 31 March 2017

### 10,1 Receivables: Ageing

Current (0 - 30 days)

31 - 60 days

61 - 90 days

+150 days

### 10,2 Impairment allowance: Ageing

+365 days

### 10,3 Reconciliation of impairment allowance

Balance at beginning of  
year

Increase in impairment provision for doubtful  
debts

Recovered

2016 R	2015 R
159 335	102 989
-	11 800
-	-
18 300	81 394
<b>177 635</b>	<b>196 182</b>
-	69 044
-	<b>69 044</b>
69 044	478 189
(69 044)	1 061
-	(410 206)
-	<b>69 044</b>

The maximum exposure to credit risk at the reporting date is the fair value of each class of receivable mentioned above. The entity does not hold any collateral as security.

The credit quality of receivables can be assessed by reference to historical information about counterparty default rates. Repayment agreements have been entered into with those long outstanding receivables, where applicable whilst other receivables are collected through litigation processes.

## Notes to the annual financial statements

For the year ended 31 March 2017

### Note 11: Property, Plant and Equipment

Reconciliation of carrying value 2017	Office equipment R	Motor vehicles R	Office furniture R	Computer equipment R	Total R
<b>Opening net carrying amount</b>	<b>191 603</b>	<b>3 099 626</b>	<b>287 202</b>	<b>3 420 067</b>	<b>6 998 498</b>
Cost	1 914 128	6 040 179	3 336 204	9 362 049	20 652 560
Accumulated depreciation	(1 722 525)	(2 940 553)	(3 049 002)	(5 941 982)	(13 654 062)
Additions	44 794	-	4 639	27 048	76 481
Depreciation	(49 532)	(777 618)	(118 077)	(812 456)	(1 757 682)
<b>Disposals carrying amount</b>	<b>(321)</b>	<b>-</b>	<b>(3 962)</b>	<b>(39 064)</b>	<b>(43 346)</b>
Cost	(167 233)	-	(83 481)	(376 737)	(627 451)
Gross disposal accumulated depreciation	166 912	-	79 519	337 673	584 105
<b>Closing net carrying amount</b>	<b>186 545</b>	<b>2 322 008</b>	<b>169 802</b>	<b>2 595 595</b>	<b>5 273 950</b>
Cost	1 791 689	6 040 179	3 257 362	9 012 360	20 101 590
Accumulated depreciation	(1 605 144)	(3 718 171)	(3 087 560)	(6 416 765)	(14 827 640)

### Assets fully depreciated and still in use

Category	No. of items	Gross carrying amounts
Computer Equipment	231	4 889 597
Office Equipment	204	1 387 915
Office Furniture	1 602	2 578 044
<b>Totals</b>	<b>2 037</b>	<b>8 855 556</b>

## Notes to the annual financial statements

For the year ended 31 March 2017

### Note 11: Property, Plant and Equipment

Reconciliation of carrying value 2016	Office equipment R	Motor vehicles R	Office furniture R	Computer equipment R	Total R
<b>Opening net carrying amount</b>	<b>108 116</b>	<b>4 034 389</b>	<b>361 449</b>	<b>400 469</b>	<b>4 904 424</b>
Cost	2 005 574	6 040 179	3 414 995	6 876 079	18 336 828
Accumulated depreciation	(1 897 458)	(2 005 790)	(3 053 546)	(6 475 610)	(13 432 404)
<b>Additions</b>	<b>123 202</b>	<b>-</b>	<b>9 343</b>	<b>3 593 733</b>	<b>3 726 279</b>
<b>Depreciation</b>	<b>(31 234)</b>	<b>(934 764)</b>	<b>(65 754)</b>	<b>(556 562)</b>	<b>(1 588 314)</b>
<b>Disposals carrying amount</b>	<b>(8 482)</b>	<b>-</b>	<b>(17 836)</b>	<b>(17 574)</b>	<b>(43 892)</b>
Cost	(214 649)	-	(88 134)	(1 107 764)	(1 410 547)
Gross disposal accumulated depreciation	206 167	-	70 298	1 090 190	1 366 655
<b>Closing net carrying amount</b>	<b>191 603</b>	<b>3 099 626</b>	<b>287 202</b>	<b>3 420 067</b>	<b>6 998 498</b>
Cost	1 914 128	6 040 179	3 336 204	9 362 049	20 652 560
Accumulated depreciation	(1 722 525)	(2 940 553)	(3 049 002)	(5 941 982)	(13 654 062)

### Assets fully depreciated and still in use

Category	No. of items	Gross carrying amounts
Computer Equipment	273	5 134 212
Office Equipment	203	1 532 109
Office Furniture	33	40 679
<b>Totals</b>	<b>509</b>	<b>6 707 000</b>

## Notes to the annual financial statements

For the year ended 31 March 2017

### 11,2 Change in accounting estimate

Included in depreciation for 2016/17 is an effect from a change in estimate of R102, 325 arising from the management decision to change the residual values in terms of GRAP 17.

The change will result in a increase of depreciation in future periods, for the following categories of PPE items:

	2016 Current	2017 Future (Increase)
Motor Vehicles	102 325	(102 325)
<b>Total decrease/(Increase)</b>	<b>102 325</b>	<b>(102 325)</b>

## Notes to the annual financial statements

For the year ended 31 March 2017

### Note 11.3: Intangible assets

	2017 R	2016 R
<b>Opening net carrying amount</b>	<b>397 404</b>	<b>66 641</b>
Gross carrying amount	451 185	357 924
Accumulated amortisation	(53 781)	(291 283)
Additions	-	371 830
Amortisation	(63 980)	(41 067)
<b>Disposal carrying amount</b>	<b>-</b>	<b>-</b>
Gross disposal carrying amount	-	(278 569)
Gross accumulated disposal amortisation	-	278 569
<b>Closing net carrying amounts</b>	<b>333 424</b>	<b>397 404</b>
Gross carrying amount	451 185	451 185
Accumulated amortisation	(117 761)	(53 781)
<b><u>Fully amortised items still in use</u></b>		
Number of fully amortised assets that are still in use	-	-
Gross carrying amounts of the fully amortised assets still in use	-	-

## Notes to the annual financial statements

For the year ended 31 March 2017

	2017 R	2016 R
<b>12 Payables from exchange transactions</b>	<b>537 459</b>	<b>1 983 902</b>
Trade creditors	199 266	473 220
Accruals	<b>736 725</b>	<b>2 457 122</b>
<b>13 Payables from non- exchange transactions</b>	<b>3 175 131</b>	<b>3 879 537</b>
Payroll creditors	<b>3 175 131</b>	<b>3 879 537</b>
<b>14 Provisions</b>	<b>607 815</b>	<b>553 790</b>
Provision for annual bonus	1 000 000	2 198 861
Provision for performance bonus	<b>1 607 815</b>	<b>2 752 651</b>
<b>Provision for annual bonus</b>	<b>553 790</b>	<b>544 997</b>
Balance at the beginning of the year	(2 453 006)	(2 276 986)
Less utilised during the year	2 507 031	2 285 779
Raised during the year	<b>607 815</b>	<b>553 790</b>
<b>Provision for performance bonus</b>	<b>2 198 860</b>	<b>1 690 936</b>
Balance at the beginning of the year	(1 198 860)	-
Less revision of prior period provision	(1 000 000)	(1 700 000)
Less utilised during the year	1 000 000	2 207 924
Raised during the year	<b>1 000 000</b>	<b>2 198 860</b>

The annual bonus is paid to the general staff, management and Commissioners in December of each year. The bonus to staff is a fringe benefit in terms of the respective contracts of employment whilst management and Commissioners are on a total cost to company (CTC).

On the other hand, the performance bonus is payable to staff and management in terms of the Performance management and Development policy of the Commission. The provision for the annual bonus is estimated on the basis of the salary level at reporting date and shall be payable at the end of the calendar year contingent upon the fulfilment of obligations set out in the employment contract and the policies of the Commission. The performance bonus is payable within the ensuing 12 months' period after the reporting date and is determined on the basis of an objective assessment of individual staff member's performance during the period. The provision is estimated to the current figures subject to the finalization of the assessment as referred above. Furthermore, in terms of the internal policies, performance bonus is payable subject to a strict condition the financial position of the entity permits and such payment would be sound to the financial performance objectives of the Commission for a given period.

## Notes to the annual financial statements

For the year ended 31 March 2017

### 15 Net Cash flows from operating activities

	2017 R	2016 R
(Deficit)/Surplus for the year	(2 159 772)	2 147 623
<b>Adjustment for:</b>		
Depreciation and amortisation	<b>1 821 662</b>	<b>1 629 382</b>
<b>Assets written off</b>	23 145	43 892
<b>Contribution to provision</b>	(1 144 835)	516 717
Impairment loss provision	-	1 061
Other income - conditional grant # note 3	-	<b>(3 745 519)</b>
<b>Operating surplus before working capital changes</b>	<b>(1 459 800)</b>	<b>593 157</b>
Decrease/ (Increase) in receivables	353 976	(540 171)
Decrease in payables	<b>(2 424 804)</b>	<b>(1 088 399)</b>
<b>Cash generated/ ( utilised) from operations</b>	<b>(3 530 628)</b>	<b>(1 035 413)</b>

### 16. Related parties

#### 16.1. Key management remuneration

The CGE is a schedule 1 Constitutional Institution in terms of the Public Finance Management Act (Act 1 of 1999 as amended). Although the CGE is an independent institution, created under chapter 9 of the Constitution of the Republic of South Africa, the CGE has defined relationships with other entities that fall within the national sphere of government.

Unless specifically disclosed, the transactions between the CGE and these entities are concluded on an arm's length basis. There are no restrictions in the CGE's capacity to transact with any entity. Fees paid to commissioners and executive management remuneration are as rendered hereunder:

			2017	2016
COMMISSIONERS	SALARIES R	ALLOWANCES R	TOTAL R	TOTAL R
LH Bata	768 052	87 400	855 452	833 483
MA Botha	768 711	13 417	782 128	495 204
JL Hicks ( contract lapsed)	198 924	16 929	215 853	825 701
N Maphazi	767 687	93 777	861 464	821 474
NG Mazibuko (part-time)	479 074	6 947	486 021	438 882
W Mgoqi	766 919	78 918	845 837	824 403
T Mpumlwana	830 829	87 320	918 149	896 951
L Nare	839 831	14 000	853 831	835 647
PLF Nzimande (part-time)	406 253	3 514	409 767	377 222
M Shoji (contract lapsed)	1 062 272	176 800	1 239 072	1 053 779
PS Sobahle	527 769	8 400	536 169	470 205
<b>TOTAL</b>	<b>7 416 321</b>	<b>587 422</b>	<b>8 003 742</b>	<b>7 872 951</b>

				2017	2016
MANAGEMENT	OFFICE	SALARIES R	ALLOWANCES R	TOTAL R	TOTAL R
K Anirudhra	HOD	806 620	140 108	946 728	931 474
J De Klerk	HOD	867 878	78 000	945 878	932 364
K Maema	CEO	1 274 434	90 000	1 364 434	1 382 656
M Putu	CFO	916 010	60 000	976 010	974 733
TJ Rapoo	HOD	969 308	36 000	1 005 308	931 639
MM Van Niekerk	HOD	946 637	-	946 637	873 738
<b>TOTAL</b>		<b>5 780 887</b>	<b>404 108</b>	<b>6 184 994</b>	<b>6 026 604</b>

## 16.2. Related party transactions with government institutions

Listed below are public sector entities which the Commission transacted with during the reporting period:

1. The Department for Women in the Presidency
2. The National Department of Public Works
3. Telkom South Africa Ltd.
4. South African Broadcasting Corporation
5. South African Revenue Services
6. Unemployment Insurance Fund
7. Compensation Fund
8. Services Sector, Education and Training Authority
9. Government Printing Works
10. The South African School of Government

The transactions occurred in accordance with the established government-wide operating parameters



## 17. Irregular, Fruitless and Wasteful expenditure

### 17.1. Irregular expenditure

During the Financial year 2008/09 & 2009/10, the CGE did not have a supply chain management unit as required by PFMA and Treasury Regulations, as a result Irregular expenditure was incurred. An SCM unit was duly established during the 2010/11 year. At the time of reporting the irregular expenditure cumulatively amounted to R34 638 576 of which R33 765 345 thereof is still to be regularised by the Relevant Authority after an application for such has been tabled at national Treasury. Similarly, where applicable, an application shall be made to National Treasury to grant approval for condonation for the expenses incurred during the current period, following the finalisation of internal processes.

	2017 R	2016 R
<b>Reconciliation Irregular expenditure</b>		
<b>Opening balance:</b>	<b>33 765 345</b>	<b>33 765 345</b>
Transactions deemed irregularly incurred during the year	338 126	-
Transactions incurred in 2014/2015 but discovered in the current year **	535 105	-
<b>Total irregular expenditure incurred</b>	<b>34 638 576</b>	<b>33 765 345</b>
<b>17.2 Fruitless and wasteful expenditure</b>		
Interest and penalties paid	-	<b>311</b>
Expenditure transactions from which value was not added	-	245 338
	<b>-</b>	<b>245 649</b>

In accordance with provisions of the Public Finance Management Act, in particular sections 84 of the Act, upon discovery of irregularities, investigations were conducted to determine liability or otherwise against officials and/or service providers. Furthermore, additional measures were undertaken to strengthen systems of internal controls in a manner enabling the Commission to fulfil its obligations whilst fully complying with applicable laws and regulations. The amounts herein are not recoverable from employees, whomsoever and as a matter of course, the figures were not recognised as revenue and receivable in the financial statements of any of the reporting periods.

\*\* In the current period, an internal investigation was conducted on the previous disclosure on procurement transaction from previous periods. The outcomes of this investigation revealed a misstatement on previously reported figures. The disclosure is made herein for purposes of public accountability. The internal accountability procedures and related corrective action shall be undertaken and accounted for in the next reporting cycle as is required by the PFMA and its prescripts.

## 18. Budget Information

### 18.1. Reconciliation of the budget with surplus in the statement of financial performance.

INCOME OR EXPENDITURE LINE	BUDGET R	ADJUSTMENT TO BUDGET R	AVAILABLE BUDGET R	ACTUAL EXPENDITURE R	UNDER/(OVER) EXPENDITURE R
Non-exchange revenue	(69 891 000)		(69 891 000)	(69 891 000)	-
Other income	-	-	-	(3 001 539)	3 001 539
Total	(69 891 000)	-	(69 891 000)	(72 892 539)	3 001 539
Operating expenditure	16 941 600	-	16 941 600	22 942 625	(6 001 025)
Other administrative expenses	2 332 500	-	2 332 500	2 661 919	(329 419)
Personnel costs	50 616 900	-	50 616 900	47 620 624	2 996 276
Assets written off	-	-	-	5 481	(5 481)
Depreciation & amortisation	-	-	-	1 821 662	(1 821 662)
Total	69 891 000	-	69 891 000	75 052 311	(5 161 311)
<b>OPERATING SURPLUS FOR THE PERIOD TO 31 MARCH 2017</b>				<b>2 159 772</b>	<b>(2 159 772)</b>

#### 18.1.1. Summary results

For the period under review, expenditure recorded exceeded income recognised resulting in a net deficit of R2,2 million, compared to a net surplus of R2,1 million reported in the previous financial year. The deficit is attributable mainly to depreciation and amortisation expense which was not funded from the allocation received from National Treasury. Discounting the effect of depreciation and amortisation on this results, the Commission spent its funds within the allocated budget transferred from National Treasury. The additional expenditure incurred was funded for through donations.

For the financial period, total revenue was R72, 9 million; comprised mainly of R69,9 million transfers received from National Treasury and additional income received from donations to an aggregate amount R2,5 million, augmented by interest received on cash held in the bank to an amount of R463,368. Total expenditure incurred over this period, including depreciation was R75 million.

#### 18.1.2. Operating expenditure

For the period under review, the operating expenditure category reflected an unfavourable variance to the budget by R6 million. This over-expenditure is primarily as a direct result of higher than budget travel expenditure of R6,3 million compared to an annual budget figure of R5 million. Further expenditure contributing to this deviation was R1million that was incurred for purposes of the CGE-20-year review project; which was a rollover from the previous Annual Performance Plan. Moreover, expenditure from donated funds of R2,5 million is also included the reported figure totalling R23 million compared to a budget of R17 million set aside for this category of expenditure.

#### 18.1.3. Personnel costs

The remuneration bill to employees and commissioners for year was R47, 6 million compared to a budget of R50, 6 million. This represented a 6 % (R3 million) saving on the base budget and is attributable to vacancies that obtained during the financial year, however the primary contributor is the revision of a provision for performance bonus estimate for both prior and current reporting periods the effect of which is about R2 million. There has also been a significant reduction in leave management resulting in a corresponding reduction in the provision for leave between the two periods, safe for the effect of cost of living adjustments, the overall cost of leave amounted to R369, 319 for the year under review.

#### 18.1.4. Administrative

Over the annual period, against a total budget of R2,3 million, an over-expenditure of R329,418 was realised mainly driven by spending on operating leases. For the period under review, a budget of R156,000 was set aside whilst the total lease rentals on the new and existing equipment was recorded to R342, 551. In the previous period and forming the basis of the budget, leases were realised at a 75% discount, as part of a National Treasury negotiated transversal contract entered into with supplier from the competitive market.

#### 18.1.5. Depreciation and amortisation

For the period under review, depreciation for property, plant & equipment is R1,9 million whilst not forming part of the operating expenditure budget funded from National treasury. This is a major contributor to the overall deficit reported for the current period.

## 18.2. Analysis of the Actual and Budget information on the financial position as at 31 March 2016

### 18.2.1. Current assets and Current liabilities

The working capital employed by the Commission averages R5, 8 million per month (or R70 million per annum, equal to the annual budget allocation from National government). During the course of the current period, the Commission, in relative terms compared to previous period, discharged its payment obligations on current liabilities within shorter turnaround times. The liquidity and financial viability continues to deteriorate mainly due to inadequacy of funding resulting in spending pressures in ordinary course of operations. For the period under review, liabilities were covered by 86% of current/liquid assets compared to 95,5% in the previous year. The current ratios for the comparable periods are (2015/2016; 1: 0.96) and (2016/2017; 1:0.86), signalling a gradual reduction in liquidity and correspondingly financial viability due to spending pressures resulting from a constrained fiscal environment.

### 18.2.2. Non-current assets

Although the Commission experiences financial pressures from the unfavourable operating results, solvency remain intact with a net asset value of R4,7 million by the reporting date. The solvency ratio remains significantly above parity, with total assets nearly covering total liabilities two-folds at 1.86 compared to 1.77 in the previous financial year.

## 19. Operating leases

The CGE leases twelve (12) photocopier machines from EOH Holdings (Ltd.) for a period of 36 months. The leases were procured via a transversal contract and commenced with 1 April 2016 upon delivery of copier machines at the nine(9) provincial offices and the remaining 3 machines at head office in Johannesburg. The monthly rental fees averages R2, 200 per machine without any escalation during the subsistence of the contract.

Future minimum lease payments at 31 March 2017	
Not later than one year	318 044
Later than one year and not later than five years	325 731
Later than five years	-

## 20. Events after the reporting date

At the time of reporting, there were no favourable or unfavourable events, known by management to have an actual or potential effect on the financial statements.

## 21. Risk Management of Financial Assets and Liabilities

In ordinary course of operations, an entity's activities expose it to a variety of financial risks: market risk (including currency risk, fair value interest rate risk, cash flow interest rate risk and price risk), credit risk and liquidity risk. It is therefore a policy of CGE to disclose information that enables the user of its financial statements to evaluate the nature and extent of risk arising from financial instruments to which the CGE is exposed on the reporting date.

### Interest rate risk

The CGE's exposure to the interest rate is limited, as the CGE has no significant interest bearing liabilities. Furthermore, other than cash held in the bank account, the CGE has no significant interest-bearing assets, the entity's income and operating cash flows are substantially independent of changes in market interest rates.

### Liquidity risk

The CGE's risk to liquidity is a result of the funds available to cover future commitments. The CGE manages the liquidity risk through an on-going review of future commitments and the cash flows arising from allocations by National Treasury

The financial liabilities maturity analysis of the CGE, for the reporting period shows contractual cash outflows on an undiscounted basis as below. The balances due within 12 months equal their carrying balances as the impact of discounting is not significant.

### 2017

FINANCIAL INSTRUMENT	CURRENT INTEREST RATE	DUE IN LESS THAN A YEAR	DUE IN TWO TO FIVE YEARS
Trade and other payables	10.5%	736 725	-
Other payables	0%	3 175 131	-

### 2016

FINANCIAL INSTRUMENT	CURRENT INTEREST RATE	DUE IN LESS THAN A YEAR	DUE IN TWO TO FIVE YEARS
Trade and other payables	9%	R 2 457 122	-
Other payables	0%	R 3 879 537	-

### **Credit risk**

Credit risk consists mainly of cash deposits, cash equivalents and other receivables. The CGE only deposits cash with major banks with high quality credit standing and limits exposure to any other counter party. The CGE banker's credit rating was listed as F3 for short term and BBB - for long term as was rated by Fitch Rating Ltd during December of 2015.

### **Currency risk**

Foreign exchange rate risk arises from future commercial transactions, recognised assets and liabilities and net investments in foreign operations. The CGE is not exposed to any material foreign exchange risk arising from various currency exposures. The CGE does not hedge foreign exchange fluctuations.

### **Price Risk**

The Commission is not exposed to equity securities price risk because there are no investments held by the CGE and classified as either for sale or at fair value through surplus or deficit.

## **22. Financial Instruments**

### **Categories of financial instruments**

Except as detailed in the following table, CGE management considers that the carrying amounts of financial assets and financial liabilities recorded at amortised cost in the financial statements approximate their fair values:

## Notes to the annual financial statements

For the year ended 31 March 2017

		2017 R	2016 R
<b>Financial assets at amortised cost</b>			
<b>Carrying amount</b>		<b>R 4 745 122</b>	<b>R 8 686 006</b>
Cash and cash equivalents	9	4 523 770	8 110 679
Receivables from non-exchange transactions	10	221 352	575 327
<b>Financial liabilities at amortised cost</b>			
<b>Carrying amount</b>			
Trade and other payables	12&13	R 3 911 856	R 6 336 659
<b>Current financial assets</b>			
<b>Fair value</b>		<b>R 4 745 122</b>	<b>R 8 686 006</b>
Cash and cash equivalents	9	4 523 770	8 110 679
Receivables from non-exchange transactions	10	221 352	575 327
<b>Current financial liabilities</b>			
<b>Fair value</b>			
Trade and other payables	12&13	3 911 856	6 336 659

## Abbreviations & Acronyms

<b>APP</b>	Annual Performance Plan
<b>ACHPRZ</b>	The African Commission on Human and People's Rights
<b>ACT</b>	Association of Community Television
<b>AGDI</b>	African Gender Development Index
<b>AU</b>	African Union (AU) Women,
<b>CCMA</b>	Commission for Conciliation Mediation and Arbitration
<b>CEDAW</b>	Convention on the Elimination of all Forms of Discrimination Against Women
<b>CEO</b>	Chief Executive Officer
<b>CGE</b>	Commission for Gender Equality
<b>COGTA</b>	Cooperative Governance and Traditional Affairs
<b>COSATU</b>	Congress of South African Trade Unions
<b>CRL</b>	Cultural, Religious, Linguistic Rights Commission
<b>CSO</b>	Civil Society Organisations (CSOs)
<b>DBE</b>	Department of Basic Education
<b>DDG</b>	Deputy Director General
<b>DSD</b>	Department of Social Development
<b>DOH</b>	Department of Health
<b>DOJ &amp; CD</b>	Department of Justice and Correctional Services
<b>EAO</b>	Emoluments Attachment Order
<b>ENCA</b>	E-News Channel Africa
<b>GBV</b>	Gender Based Violence
<b>HEI</b>	Higher Education Institutions
<b>HOD</b>	Head of Department
<b>IEC</b>	Independent Electoral Commission
<b>HSRC</b>	Human Science Research Council



<b>IT</b>	Information Technology
<b>LAN</b>	Lan Area Network
<b>LGBTI</b>	Lesbian, Gay, Bisexual, Transgender, Intersex
<b>MOU</b>	Memorandum of Understanding
<b>NAP</b>	National Action Plan
<b>NCRF</b>	National Community Radio Forum
<b>NDP</b>	National Development Plan
<b>NGO</b>	Non – Government Organisation
<b>NICSA</b>	National Interfaith Council of South Africa
<b>NPA</b>	National Prosecuting Authority
<b>NT</b>	National Treasury
<b>OSW</b>	Office of Status of Women
<b>PANSALB</b>	Pan South African Language Board
<b>PEI</b>	Public Education and Information
<b>PEPUDA</b>	Promotion of Equality and Prevention of Unfair Discrimination Act
<b>PFMA</b>	Public Finance Management Act
<b>PHTL</b>	Provincial Houses of Traditional Leadership
<b>PSA</b>	Public Service Announcement
<b>SABC</b>	South African Broadcasting Cooperation
<b>SACC</b>	South African Council of Churches
<b>SADC</b>	Southern African Development Community
<b>SAHRC</b>	South African Human Rights Commission
<b>SALGA</b>	South African Local Government Association
<b>SALRC</b>	South African Law Reform Council
<b>SAPS</b>	South African Police Services
<b>SARS</b>	South African Revenue Services
<b>SDG</b>	Sustainable Development Goals
<b>SRC</b>	Students' Representative Council
<b>STC</b>	Specialized Technical Committee (STC) AU
<b>TOR</b>	Terms of Reference
<b>UFS</b>	University of Free State
<b>UIF</b>	Unemployment Insurance Fund
<b>UN</b>	United Nations (UN) agencies,
<b>WAN</b>	Wide Area Network