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REPORT ON THE IMPLEMENTATION OF THE ANNUAL PERFORMANCE PLAN FOR QUARTER ONE: 2021/2022

Presentation to the Portfolio Committee on Women, Youth and Persons with Disabilities

24 August 2021

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PRESENTATION STRUCTURE

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1. INTRODUCTION

The Commission for Gender Equality (CGE) is one of the institutions established in terms of Chapter 9 of the Constitution of the Republic of South Africa, 108 of 1996. In terms of section 187 of the Constitution, the mandate of the CGE is to contribute to strengthening and deepening constitutional democracy in South Africa through the promotion, protection, development and attainment of gender equality.

The powers and functions of the CGE are further outlined in the CGE Act 39 of 1996 as amended ("CGE Act"), which include monitoring and evaluating the policies and practices of government, the private sector and other organisations to ensure that they promote and protect gender equality; public education and information; reviewing existing and upcoming legislation from a gender perspective; investigating inequality; commissioning research and making recommendations to Parliament or other authorities; investigating complaints on any gender-related issue and monitoring and reporting on South Africa's compliance with international conventions.

The CGE is therefore an independent institution that is subject to the Constitution and the law and must be impartial in the exercise of its powers and perform its functions without fear, favour or prejudice.

2. STRATEGIC FOCUS

Vision

A society free from all forms of gender oppression and inequality

Mission

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

Values

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 diligent
- **Accountability –** we always give an account of our actions and decisions
- **Ethical behaviour –** we strive to maintain high standards of:
  - Trustworthiness and honesty
  - Respect and empathy
  - Integrity
- **Teamwork –** we support and work in collaboration with our colleagues, state organs and civil society to maximise the attainment of our objectives.

3. OUTCOMES

3.1. An enabling legislative environment for gender equality

Purpose: To evaluate legislation, policies, practices and mechanisms within public and private institutions and make recommendations to bring about continuous improvements to advance gender equality.

3.2. Gender equality promoted and protected through information, education, investigations and litigations.

Purpose: To conduct advocacy initiatives, public education, investigations and litigations in promotion of gender equality and a society free from gender discrimination.

3.3. Monitoring and research investigations on issues that undermine the attainment of gender equality and women's empowerment.

Purpose: To identify and monitor key issues that impact on gender equality, to evaluate the contribution being made by role-players, to make recommendations and undertake interventions to promote and attain gender equality.

3.4. An efficient, effective and sustainable organisation that promotes good corporate governance.

Purpose: To build and maintain efficient and effective organisational systems, processes and mechanisms to promote and protect gender equality.

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4. APP PROGRAMMES SUPPORTING THE SONA, NDP, MTSF & INTERNATIONAL INSTRUMENTS

#	SONA	NDP	MTSF	CGE Programmes
4.1	A capable, ethical and developmental state	Ch12: Building a capable and developmental state	Priority 1: Building a capable, ethical and developmental state	Compliance with international and regional agreements relating to gender equality (e.g., CEDAW, Maputo Protocol, SDGs)
4.2	Economic transformation and job creation	Ch 3: Economy and Employment	Priority 2: Economic Transformation & Job Creation	Gender Transformation hearings on TVET institutions, private and public institutions; Status report: enabling & sustaining women empowerment (GRBF and WEP); Gender Mainstreaming programme
4.3	Education, skills and health	Ch 9: Improving Education, Innovation & Training Ch 10: Promoting Health	Priority 3: Education, Skills & Health	Outreach, advocacy and legal clinics; Systemic investigation, Community Radio programme Social media campaigns
4.4	Consolidating social wage through reliable & quality basic services	Ch 11: Social Protection	Priority 4: Consolidating social wage through reliable & quality basic services	Tracking and follow up on the implementation of findings and recommendations
4.5	Social Cohesion &	Ch 12: Building Safer Communities	Priority 6: Social Cohesion & Safe	Legislative submissions; Complaints handling; Investigations, Status of

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5. SUMMARY OF ACHIEVEMENTS

SO#	Planned Quarterly Targets	Achieved Targets	Unachieved Targets	Percentage Achieved Targets
An enabling legislative environment t for gender equality.	7	5	2, of which 1 partially	71%
Gender equality promoted and protected through information, education, investigations and litigations.	8	6	2 partially	75%
Monitoring and research investigations on issues that undermine the attainment of gender equality and women's empowerment.	10	8	2	80%
An efficient, effective and sustainable organisation that promotes good corporate governance.	13	11	2	85%
Total Targets: Q1	38	30	8	79%

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6. APP TARGETS

OUTCOME 1: AN ENABLING LEGISLATIVE ENVIRONMENT T FOR GENDER EQUALITY

#	Output Indicators	Annual Targets	Q1	Actual Performance	Variance	Corrective Action
1	Number of submissions on new and proposed legislation that substantively promotes and protects gender equality	16 submissions on new and proposed legislation that substantively promotes and protects gender equality	4 submissions on new and proposed legislation that substantively promotes and protects gender equality	Three (3) submissions on new and proposed legislation were made in this quarter.	1 submission was not achieved owing to limited publications for input to Bills.	This target will be achieved in the coming quarters as publications for input to Bills.
2	Number of consolidated reports to the president and the Speaker's office on the submissions made and an analysis of the outcomes of the engagements with parliament and other key stakeholders on new and proposed legislation	A consolidated report on submissions and outcomes of engagements with parliament and other key stakeholders on new and proposed legislation	A report on submissions and outcomes of engagements with parliament and other key stakeholders on new and proposed legislation	A report on outcomes of engagements with parliament has been produced for the quarter, including presentations on the submissions input to Bills to the Portfolio Committees on Employment and Labour and Social Development.	No Variance.	N/A

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OUTCOME 1: Cont…

#	Output Indicators	Annual Targets	Q1	Actual Performance	Variance	Corrective Action
3	Number of high-level meetings with identified key national stakeholders (i.e., national ministries, parliament and civil society organisations on the ratification and domestication of international and regional instruments).	3 High-level meetings and a status report with outcomes of the meetings with identified key national stakeholders (i.e., national ministries, parliament and civil society organisations on the ratification and domestication of international and regional instrument).	No activities	No activities	No activities	No activities
4	Number of monitoring and evaluation reports on policies and practices to promote gender transformation.	3 Monitoring and evaluation reports on policies and practices to promote gender transformation	Project plan outlining the process with timeframes	Project plans developed, identifying five new public & private entities and communication has been dispatched to the entities, as well as follow up with six entities from the previous year.	No Variance	N/A

OUTCOME 1: Cont…

#	Output Indicators	Annual Targets	Q1	Actual Performance	Variance	Corrective Action
5	Number of High- level meetings with institutions and stakeholders on the findings and recommendations contained in the CGE gender transformation reports	4 High level meetings with institutions and stakeholders on the findings and recommendations contained in the CGE gender transformation reports	1 High level meetings with institutions and stakeholders on the findings and recommendation s contained in the CGE gender transformation reports	Commissioners conducted five high level meetings in the Eastern Cape, with the Women Caucus, SAPS Provincial Commissioner, Provincial Gender Machinery, Eastern Cape Premier and COGTA.	4 Additional high-level meetings were conducted to attend to specific areas of the EC where high levels of GBV and sexual assaults were identified.	N/A
6	Number of monitoring engagements with national government institutions on the implementation of procurement rules & regulations for women's empowerment	2 monitoring engagements & a report on the outcomes of the engagements, with national government institutions on the implementation of procurement rules & regulations for women's empowerment	No activity	No activities.	No activities.	No activities.
7	Number of webinars and policy briefs conducted to follow up on commitments made in the 2020/2021 webinars.	4 webinars and policy briefs conducted to follow up on commitments made in the 2020/2021 webinars.	1 webinars and policy briefs conducted to follow up on commitments made in the 2020/2021 webinars.	Not achieved.	1 webinar	2 Webinars will be implemented inQ2.

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OUTCOME 2: GENDER EQUALITY PROMOTED AND PROTECTED THROUGH INFORMATION, EDUCATION, INVESTIGATIONS AND LITIGATIONS

#	Output Indicators	Annual Targets	Q1	Actual Performance	Variance	Corrective Action
1.	Number of education and information programmes conducted based on a project plan	Consolidated Report on content development for education and information programmes	Project plan drafted providing timelines of content development for education and information programmes	A project plan was developed, with activities including uploading of all posters in the CGE website and continuing with Gender Terminology Project.	No variance	N/A
2.	Number of training workshops on gender and development	36 training workshops on gender and development	9 training workshops on gender and development	Only 3 workshops on Gender and Development were conducted	Less 6 GAD workshops were conducted due to COVID – 19 level 4 regulations limiting interactions	Postponed to Quarter 2, provinces that didn't do any GAD will do 2 each this quarter.
3.	Number of consolidated reports on Media advocacy and outreach campaigns through community radio stations	A consolidated report on media, advocacy and outreach campaigns through community radio stations.	Project plan drafted on the implementation of media, advocacy and outreach campaigns through community radio stations	A project plan on media, advocacy and outreach campaigns was drafted.	No variance	N/A

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OUTCOME 2: Cont…

#	Output Indicators	Annual Targets	Q1	Actual Performance	Variance	Corrective Action
4.	Number of High-level meetings with & a report with the outcomes of meeting with DBE, SACE & Teachers' Unions on GBV & learner pregnancy.	2 High level meetings & a report with outcomes of meeting with DBE, SACE & Teachers' Unions on GBV & learner pregnancy.	No activity	No activities.	No activities.	N/A
5.	Number of social media and podcast campaigns focussing on GBV (men and boys, GBV with its interface with Disability, Covid 19, informal workers/traders, LGBTIQ+).	4 social media and podcast campaigns focussing on GBV (men and boys, GBV with its interface with Disability, Covid 19, informal workers/traders., LGBTIQplus.)	1 social media and podcast campaigns focussing on GBV (Men and boys, GBV with its interface with Disability, Covid 19, informal workers/traders, LGBTIQ+)	1 comprehensive campaign was conducted for the quarter, on topics pertaining to Youth Month, Human Rights Day, Marriage Property Act, Domestic Workers, ERAP Launch, State of Shelters, Hate Crimes and Women & Unemployment.	7 Additional campaigns were conducted as the new Communications Manager was appointed in April and met with a high demand for this activity.	N/A
6.	Number of assessment reports on gender mainstreaming interventions to lobby and influence decision makers within public and private institutions.	One assessment report on Gender Mainstreaming interventions to lobby and influence decision makers within public and private institutions.	A quarterly assessment report on Gender Mainstreaming interventions to lobby and influence decision makers within public and private institutions.	A quarterly assessment report of GM interventions in municipalities was developed for the quarter.	No variance	N/A

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OUTCOME 2: Cont…

#	Output Indicators	Annual Targets	Q1	Actual Performance	Variance	Corrective Action
7.	Number of outreach, advocacy and access to justice interventions conducted guided by a project plan.	108 outreach, advocacy and access to justice interventions conducted guided by a project plan.	27 outreach, advocacy and access to justice interventions conducted guided by a project plan.	24 outreach, advocacy and access to justice interventions were conducted.	3 interventions were not achieved as one provincial office was affected by Covid:19 with key staff members affected.	The unachieved interventions will be conducted in the next quarter.
8.	Number of stakeholder engagements with likeminded organisations/institution s on topical issues relating to gender equality which will inform CGE planning and programmes	36 stakeholder engagements with likeminded organisations/institution s on topical issues relating to gender equality which will inform CGE planning and programmes	9 stakeholder engagements with like-minded organisations/institutions on topical issues relating to gender equality which will inform CGE planning and programmes	15 stakeholder engagements were conducted in this quarter, focusing on GBV related matters.	6 Additional engagements were conducted due to demand for interactions around matters of GBV.	N/A

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OUTCOME 3: MONITORING AND RESEARCH INVESTIGATIONS ON ISSUES THAT UNDERMINE THE ATTAINMENT OF GENDER EQUALITY AND WOMEN'S EMPOWERMENT CONDUCTED

#	Output Indicators	Annual Targets	Q1	Actual Performance	Variance	Corrective Action
1.	Number of Consolidated reports on complaints handled	Consolidated report on complaints handled	A quarterly report drafted on complaints handling	A report drafted on complaints handling has been developed and presented in the narrative report below.	No variance	N/A
2.	Number of courts monitored and a report of the outcomes.	40 courts monitored and a report of the outcomes.	10 courts monitored and a report of the outcomes.	Not Achieved.	10 planned courts could not be monitored.	20 Courts will be monitored Q2.
3.	Number of Monitoring reports on progress on compliance with the findings and recommendations of systemic investigations conducted.	Monitoring report on progress on compliance with the findings and recommendations of systemic investigations conducted.	Project plan drafted on monitoring of the implementation of the findings and recommendations of systemic investigations conducted	A project plan was drafted on the monitoring of the implementation of the findings and recommendations of systemic investigations.	No variance	N/A

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OUTCOME 3: CONT…

#	Output Indicators	Annual Targets	Q1	Actual Performance	Variance	Corrective Action
4.	Number of monitoring reports on government's implementation of GBV Programmes (NSP, Multi-sectoral structure on GBV, concept note on GBV Index, develop GBV Index).	One monitoring report on government's implementation of GBV Programmes (e.g., NSP, Multi-sectoral structure on GBV, concept note on GBV Index, develop GBV Index).	A project plan drafted on identifying the issues and institutions to be monitored that are implementing the GBV policy frameworks	A project plan was drafted on identifying the issues and institutions to be monitored.	No variance	N/A
5.	Number of status reports on the implementation of the CGE findings & recommendations of the ERAP Report.	1 Status report on the implementation of the CGE findings & recommendations of the ERAP Report.	A project plan drafted on the implementation of the CGE findings & recommendations of the ERAP Report.	A project plan and concept document have been developed, including a work plan and the identification of government departments in which progress and responses to CGE ERAP report findings and recommendations will be assessed.	No variance	N/A

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OUTCOME 3: CONT…

#	Output Indicators	Annual Targets	Q1	Actual Performance	Variance	Corrective Action
6.	Number of monitoring reports on gender representation in the 2021 Municipal Elections	A monitoring report on gender representation in the 2021 Municipal Elections	A project plan drafted on the gender representation in the 2021 Municipal elections	A project plan and concept paper have been drafted, including the Elections Observation Tool and the identification of political parties who will be monitored for gender mainstreaming in pre-election manifesto policy contents, candidates lists and post-election results.	No variance	N/A
7.	Number of police stations & Thuthuzela Care Centres in rendering GBV services. monitored.	432 police stations & Thuthuzela Care Centres in rendering GBV services monitored & a report with outcomes of the monitoring.	36 police stations & Thuthuzela Care Centres in rendering GBV services monitored & a report with outcomes of the monitoring.	43 Police Stations and 7 Thuthuzela Care Centres were visited.	Overachieved by 14, as police stations in some provinces were in close proximity, allowing more to be visited.	N/A

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OUTCOME 3: CONT…

#	Output Indicators	Annual Targets	Q1	Actual Performance	Variance	Corrective Action
8.	Number of monitoring reports on the government's Gender Responsive Planning, Budgeting, Monitoring, Evaluation, Auditing Framework (GRPBMEAF)	A monitoring report on the government's Gender Responsive Planning, Budgeting, Monitoring, Evaluation, Auditing Framework (GRPBMEAF)	A project plan drafted on identifying the issues and institutions to be monitored that are implementing the GRPBMEAF	A project plan, concept document and project field guides have been developed and relevant government institutions at national, provincial and local level for monitoring the implementation of the gender responsive budgeting framework have been identified.	No variance	N/A
9.	Number of high- level meetings and a report on the outcomes, with institutions, stakeholders and policy makers on the findings and recommendations contained in the CGE monitoring and research reports	4 high level meetings and a report on the outcomes of meetings with institutions, stakeholders and policy makers on the findings and recommendations contained in the CGE monitoring and research reports.	1 High level meetings with institutions, stakeholders and policy makers on the findings and recommendations contained in the CGE monitoring and research reports	Not chieved.	1 High level meeting.	2 High level meetings will be arranged in Q2.
10.	Monitor procurement allocation for women's empowerment	A report on procurement allocations for women's empowerment	Quarterly report on procurement allocations for women's empowerment	A report on procurement allocations for women's empowerment was drafted and presented in the narrative section of this report.	No variation	N/A

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OUTCOME 4: AN EFFICIENT, EFFECTIVE AND SUSTAINABLE ORGANISATION THAT PROMOTES GOOD CORPORATE GOVERNANCE

#	Output Indicators	Annual Targets	Q1	Actual Performance	Variance	Corrective Action
1.	Number of reports on the assessment of plenary effectiveness	A report on the assessment of plenary effectiveness	No activity	No activities.	No activities.	No activities.
2.	Number of reports on the assessment of Subcommittees' effectiveness	A report on the assessment of Subcommittees' effectiveness	No activity	No activities.	No activities.	No activities.
3	Status of audit outcome.	Unqualified Audit opinion on Financial and Non-financial report by AGSA	Implement Financial Management plan, supported by sound systems of internal controls, Risk Management and Management of Revenue, Expenses, Assets and Liabilities and report thereon in accordance with relevant prescripts	The financial management plan is implemented accordingly as reported at the Finance & Fundraising Committee quarterly.	No variance	N/A

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OUTCOME 4: CONT…

#	Output Indicators	Annual Targets	Q1	Actual Performance	Variance	Corrective Action
4.	Number of business implementation plans and quarterly reports on HR Staffing adaptation in line with the business model	Report on the implementation of the business model & HR staffing adaptation in line with the business model	Developing the business model implementation plan	The business model implementation plan has been developed outlining the process of unfolding the CGE business model.	No variance.	N/A
5.	Number of reports on the implementation of the IKM plan	Quarterly report on the implementation of IKM plan	Quarterly report on the implementation of IKM plan	Not achieved.	The report was not produced as the process of implementing the IKM plan is at a submission stage to source the IKM service provider.	Expedite procurement processes.
6.	Number of reports on the implementation of the ICT Strategy and Plan	Quarterly reports on the implementation of ICT plan	Quarterly report on the implementation of ICT plan	A quarterly report on the implementation of ICT plan has been developed.	No variance.	N/A

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OUTCOME 4: CONT…

#	Output Indicators	Annual Targets	Q1	Actual Performance	Variance	Corrective Action
7.	Number of reports on the implementation of the M&E Plan	Report on the implementation of M&E Plan	Quarterly report on the implementation of the M&E Plan	A quarterly report on the implementation of M&E Plan has been developed.	No variance.	N/A
8.	Number of reports on the implementation of the tracking tool.	Report on the implementation tracking tool	Implement tracking tool	The tracking tool has been updated with new project developments for reporting to the relevant sub-committee.	No variance.	N/A
9.	Number of reports on the implementation of the performance information management policy informed by the business model and the M&E Plan	Report on the implementation of the performance information management policy informed by the business model and the M&E Plan	Implement performance information policy informed by business model and the M&E Plan	Implementation of the performance information policy commenced with the review of the policy to align it to the M&E Framework.	No variance.	N/A
10.	Number of strategic partnership agreements	4 Strategic partnership agreements	1 strategic partnership	Not achieved.	1 strategic partnership	Discussions with 20 PS are ongoing.

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OUTCOME 4: CONT…

#	Output Indicators	Annual Targets	Q1	Actual Performance	Variance	Corrective Action
11.	Number of reports on the implementation of the Communications strategy and Plan Implemented	Report on the implementation of the Communications strategy and Plan implemented	Implement communications strategy and plan	The Communication Strategy was implemented through various initiatives, including during the Child Protection Week, Pride Month and the rights of the LGBTQI, ERAP Report launch, writing opinion pieces and media statements, as well as website messaging.	No variance.	N/A
12.	Number of Consolidated Media monitoring reports on coverage of gender issues through traditional and digital media	Consolidated Media monitoring reports on coverage of gender issues through traditional and digital media	Media monitoring report on coverage of gender issues through traditional and digital media	Media monitoring report on coverage of gender issues was developed.	No variance.	N/A
13.	Number of reports on the implementation of the HR Plan	A report on the implementation of the HR Plan	Implement HR Plan	The HR Plan was implemented as presented in the narrative in this report.	No variance.	N/A

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7. Highlights of Achievements in Q1: 2021/2022

- ***CGE Second Applicant*** in the matter related to the constitutional invalidity of section 21(2)(a) of the Matrimonial Property Act 88 of 1984, to the extent that it maintains and perpetuates the discrimination created by section 22(6) of the Black Administration Act (BAA) 38 of 1927, in that marriages of black couples, that took place under the BAA before 1988, are automatically out of community of property.
- ***Forced Sterilisation:*** Update on ongoing work with the NDoH.
- ***Reports on the CGE work*** at Tshepong Thuthuzela Care Centre and the Tshepong Victim Centre in Bloemfontein.
- ***Report on the rape and murder*** cases at Ezingqolweni and Tsembeyi Villages under Emalahleni local Municipality in the Eastern Cape.
- ***Commissioners Monitoring of Police Stations:*** 50 Police Stations visited in Q1.

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

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