



Commission for Gender Equality
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REPORT ON THE IMPLEMENTATION OF THE ANNUAL PERFORMANCE PLAN FOR QUARTER FOUR 2021/2022

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

31 May 2022



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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.



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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.



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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

OUTCOME	Planned Quarterly Targets	Achieved Targets	Unachieved/Partially Achieved Targets	Percentage Achieved Targets
1. An enabling legislative environment for gender equality.	7	6	1 partially achieved.	86%
2. Gender equality promoted and protected through information, education, investigations and litigations.	8	8	0	100%
3. Monitoring and research investigations on issues that undermine the attainment of gender equality and women's empowerment.	10	9	1 partially achieved.	90%
4. An efficient, effective and sustainable organisation that promotes good corporate governance.	13	10	1 not achieved 2 partially achieved.	77%
Total Targets Achieved: Q4	38	33	5	87%



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6. QUARTERLY COMPARISON

Planned Quarterly Targets	Achieved Targets	Unachieved/Partially Achieved Targets	Percentage Achieved Targets
QUARTER ONE			
38	30	8	79%
QUARTER TWO			
38	32	6	84%
QUARTER THREE			
38	36	2	95%
QUARTER FOUR			
38	33	5	87%



7. APP TARGETS

OUTCOME 1: AN ENABLING LEGISLATIVE ENVIRONMENT T FOR GENDER EQUALITY

#	Output Indicators	Annual Targets	Q4	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	4 Submissions were made for the quarter, totalling to 14 submissions for the 2021/2022 the financial year.	The variance is 2 submissions.	The year started with a slow issuance of Bills for input, however, the CGE will henceforth proactively solicit Bills open for comments from various institutions, including legislatures.
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 consolidated report on the submissions and engagements with parliament was completed.	No Variance	N/A



OUTCOME 1: Cont...

#	Output Indicators	Annual Targets	Q4	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).	1 x High level meetings with identified key national stakeholders & a status report (i.e., national ministries, parliament and civil society organisations on the ratification and domestication of international and regional instruments).	In this quarter, four high level meetings were conducted with the Portfolio Committee on Health, the Portfolio Committee on employment and Labour, the Portfolio Committee on Higher Education, Science and Innovation and the Portfolio Committee on Small Business Development, totalling to 6 high-level meetings, including 2 that were conducted in quarters 2 and 3.	The variance is 2 high-level meetings, due to demand from Parliamentary Portfolio Committees on CGE presentations.	While these meeting may be initiated by the CGE, in some instances the number of meetings conducted is determined by calls from Portfolio Committees for the CGE to present findings and recommendations to duty bearers and the implementation thereof.
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	3 Monitoring and evaluation reports on policies and practices to promote gender transformation	Three gender transformation monitoring reports were compiled on TVET colleges and the public and private sector, including follow up on the implementation of previous recommendations made in 2020/2021 in the public and private sector, and monitoring of new entities n 2021/2022.	No Variance	N/A



OUTCOME 1: Cont...

#	Output Indicators	Annual Targets	Q4	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 recommendations contained in the CGE gender transformation reports	A high-level meeting was held with the Portfolio Committee on Higher Education, Science & Technology on the follow up Hearings on Gender Transformation in Tertiary Institutions, where the Department of Higher Education was invited to respond to the findings and recommendations of the CGE. An annual total of 8 high-level meetings was achieved.	A variance of 4 more meetings resulted from demand for dialogue on gender-based violence (GBV) issues in the first quarter.	It is commonplace that stakeholders request the CGE for engagements during escalated GBV cases across the country, thus, this target may often be unpredictable.
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	A report on the outcomes of the engagements, with national government institutions on the implementation of procurement rules & regulations for women's empowerment	Through the Research Department, the CGE monitored various implementing agents and produced a report on the entities' implementation of procurement rules & regulations for women's empowerment.	No Variance	N/A
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.	5 Webinars were conducted during quarter 2 and quarter 3, reaching the annual target of 4 webinars and one more webinar.	1 extra webinar was conducted due to demand during Women's Month in quarter 2.	More webinars will be targeted for quarter 2 where demand for dialogue on gender issues is high.



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

#	Output Indicators	Annual Targets	Q4	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.	Implementation of project plan and final consolidated report drafted on content development for education and information programmes.	In quarter 4 a Xhosa gender terminology booklet was printed and a consolidated report on content development was compiled.	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.	All GAD workshop targets of 9 per quarter were achieved, totalling 36 for the financial year.	No Variance.	N/A
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.	Implementation of project plan and consolidated report drafted the implementation of media, advocacy and outreach campaigns through community radio stations.	A consolidated report on the implementation of media, advocacy and outreach campaigns through community radio stations has been compiled.	No Variance	N/A



OUTCOME 2: Cont...

#	Output Indicators	Annual Targets	Q4	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	The two meetings targeted for the year took place in quarters 2 and 3 in the North West (NW) with the Department of Basic Education and the NW House of Traditional Leaders, as well as the Northern Cape with various departments, including the Department of Education.	No Variance.	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+)	In this quarter, the 4 th social media and podcast campaign was conducted, through: <ul style="list-style-type: none"> • 07 Podcasts published on CGE Twitter page. • 32 podcasts published on CGE YouTube channel. • 270 posts published on CGE Twitter Page, promoting CGE Media Interviews, and CGE Messages on Gender Inequality, GBV, LGBTIQ and CGE Provincial Activities. • 8 posts published on CGE Facebook on CGE media activities, GBV, men and boys and Gender Inequality. A detailed report is included in the narrative section of this report.	No Variance	N/A



OUTCOME 2: Cont...

#	Output Indicators	Annual Targets	Q4	Actual Performance	Variance	Corrective Action
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 consolidated assessment report on Gender Mainstreaming interventions to lobby and influence decision makers within public and private institutions.	A consolidated report on Gender Mainstreaming interventions has been compiled and summarised in the narrative section of this report.	No variance.	N/A
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.	27 Outreach, Advocacy and Access to Justice interventions were conducted in this quarter, totalling 108 for the financial year.	No variance.	N/A
8.	Number of stakeholder engagements with likeminded organisations/institutions on topical issues relating to gender equality which will inform CGE planning and programmes	36 stakeholder engagements with likeminded organisations/institutions 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	9 stakeholder engagements were conducted in this quarter, totalling 42 for the financial year.	Six more engagements with like-minded stakeholders were conducted due to demand for dialogue, where the stakeholders ordinarily incur the costs.	It is commonplace that stakeholders request the CGE for engagements during escalated GBV cases across the country, thus, this target may often be unpredictable.



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

#	Output Indicators	Annual Targets	Q4	Actual Performance	Variance	Corrective Action
1.	Number of Consolidated reports on complaints handled	Consolidated report on complaints handled	A consolidated report drafted on complaints handling	A report on complaints handling has been compiled and presented in the narrative section of this report.	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.	The target of 10 courts for the quarter was achieved. For the financial year, court monitoring was conducted in 78 sexual offences courts across the provinces, by dispatching a court monitoring questionnaire for completion. The completed monitoring tools were analysed, and a report produced.	The strategy to dispatch a court monitoring questionnaire enabled 38 more courts to be monitored.	The CGE will continue to utilise the court monitoring questionnaire to gather information, as it has proven more effective.
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.	A report on the progress on compliance with the findings and recommendations of the systemic investigations conducted	A progress report on the systemic investigation on the state of shelters in South Africa has been completed for publication.	No Variance	N/A



OUTCOME 3: CONT...

#	Output Indicators	Annual Targets	Q4	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).	One monitoring report on government's implementation of GBV Programmes (e.g., NSP, Multisectoral structure on GBV, concept note on GBV Index, develop GBV Index).	A monitoring report on the implementation of government's GBV Programmes has been completed for publication.	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.	1 Status report on the implementation of the CGE findings & Recommendations of the ERAP Report.	A status report on the implementation of the findings and recommendations of the CGE ERAP report has been completed for publication.	No Variance	N/A
6.	Number of monitoring reports on gender representation in the 2021 Municipal Elections	A monitoring report on gender representation in the 2021 Municipal Elections	Finalise the report on gender representation in the 2021 Municipal Elections	A report on women's representation in the 2021 Municipal Elections has been completed for publication.	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.	Oversight visits were conducted to 18 SAPS and 1 TCC in this quarter, taking the annual total to 146, which includes 127 SAPS and 19 TCCs. A report in this regard has been compiled.	The targeted number of SAPS and TCCs oversight visits was not reached, mainly as the annual target was overstated.	The target has been reduced to a number that is feasible to achieve.



OUTCOME 3: CONT...

#	Output Indicators	Annual Targets	Q4	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)	Finalise the report on implementation of government's GRPBMEAF	A monitoring report on implementation of government's Gender Responsive Budget framework (GRPBMEAF) was completed for publication.	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	In quarter 4, a high-level meeting was conducted where the CGE presented to the Portfolio Committee on Health, the research findings and recommendations of the report titled: Bound by Duty to Care: Assessing Correctional Services for The Health and Wellness of Women in Prison. For the financial year, 3 high-level meetings were conducted, including represented in the high-Level Steering Committee on the implementation of the Gender-Responsive Planning, Budgeting, Monitoring & Evaluation and Auditing Framework and a presentation to the Portfolio Committee on Higher Education, Science & Technology, on the report on Follow-Up Hearings on Gender Transformation in Tertiary Institutions.	A variance of 1 high-level meeting, as there were no invitations to present in the first quarter.	The CGE will continue to solicit high-level engagements with oversight entities.
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 towards women's empowerment was completed for publication.	No Variance	N/A



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

#	Output Indicators	Annual Targets	Q4	Actual Performance	Variance	Corrective Action
1.	Number of reports on the assessment of plenary effectiveness	A report on the assessment of plenary effectiveness	A report on the assessment of plenary effectiveness	The project was implemented through the review of the handbook. The project is partially achieved by about 95%, pending internal consultation.	Finalisation of the project through internal consultations.	Discussions on internal consultations are underway.
2.	Number of reports on the assessment of Subcommittees' effectiveness	A report on the assessment of Subcommittees' effectiveness	A report on the assessment of Sub-Committees' effectiveness	This project is also at its final stages, where consultations on finalising the assessment report are underway.	Finalisation of the project is currently undertaken.	The project is being expedited to finalise in the current quarter.
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	Unqualified audit opinion was achieved, as the financial management plan continues to be implemented, supported by sound systems of internal controls.	No variance	N/A



OUTCOME 4: CONT...

#	Output Indicators	Annual Targets	Q4	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	Report on the implementation of the business model plan.	A report on the implementation of the business model plan has been compiled and enclosed with this report. Thus far, four quarterly progress reports have been developed, which informed strategic planning for 2022/2023.	No variance	N/A
5.	Number of reports on the implementation of the IKM plan	Quarterly report on the implementation of IKM plan	A consolidated report on the implementation of IKM plan	Not achieved.	Lack of capacity in the ICT Unit.	A skilled ICT resource is being appointed to facilitate ICT systems that have been malfunctioning for years.



OUTCOME 4: CONT...

#	Output Indicators	Annual Targets	Q4	Actual Performance	Variance	Corrective Action
6.	Number of reports on the implementation of the ICT Strategy and Plan	Quarterly reports on the implementation of ICT plan	A consolidated report on the implementation of plan	<p>A consolidated report on the implementation ICT plan was compiled, presenting various activities conducted in the financial year, which include:</p> <ul style="list-style-type: none"> • The renewal of Microsoft Office 365. • Installation of email signature to standardise the CGE signature brand. • TV Monitors installation completed, and faulty devices reported for replacement. • Cell phones procured and distributed via courier. • Laptop Procured • Mobile wi-fis are ordered. • Procurement of service provider to design and implement Intranet and Ticket logging system. 	No variance	N/A
7.	Number of reports on the implementation of the M&E Plan	Report on the implementation of M&E Plan	A consolidated report on the implementation of plan.	A consolidated report on the implementation of M&E plan has been developed and enclosed with this report.	No variance	N/A
8.	Number of reports on the implementation of the tracking tool.	Report on the implementation tracking tool	A consolidated report on the implementation of the tracking tool.	The tracking tool has been updated with new project information, on a revised format and reported to the relevant internal Oversight Committee.	No variance.	N/A



OUTCOME 4: CONT...

#	Output Indicators	Annual Targets	Q4	Actual Performance	Variance	Corrective Action
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	Report on the implementation of the performance information management policy	Implementation of the performance information policy progresses with its review and alignment to the M&E Framework.	No variance.	N/A
10.	Number of strategic partnership agreements	4 Strategic partnership agreements	1 strategic partnership & report on partnerships.	Not achieved.	3 partnerships were not achieved, due to lengthy negotiations for partnerships.	The CGE will target this activity in the final quarter of the year, to allow partnerships negotiations to take place on time.
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	1 Report on the implementation of the Communications strategy	A report on the implementation of the Communication Strategy was compiled and presented in the narrative section of this report.	No variance.	N/A



OUTCOME 4: CONT...

#	Output Indicators	Annual Targets	Q4	Actual Performance	Variance	Corrective Action
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	Consolidated media monitoring report on coverage of gender issues through traditional and digital media	<p>A media monitoring report on coverage of gender issues through traditional and digital media was compiled and included in the narrative section below, including:</p> <ul style="list-style-type: none"> • 32 Television Interviews: (Viewership across all channels, 104 726 381). • 172 Radio Interviews: (Total reach of radio interviews across all stations, 108 190 743). • Print Articles: 202 (Reach across all publications, 140 22 929). 	No Variance.	N/A
13.	Number of reports on the implementation of the HR Plan	A report on the implementation of the HR Plan	A report on the implementation of the HR Plan	<p>A report on the implementation of the HR Plan was compiled including the following activities:</p> <ul style="list-style-type: none"> • Performance agreements. • Training attended in this quarter. • WSP&R 2022/2023 financial year. • POPIA compliance. • Recruitment processes. • New appointments. • Resignations. • Introduction of the template for the Employment Equity Plan (EEP). • Employee wellness programme. 	No Variance.	N/A



ACHIEVEMENTS: Legal Reports

- 1. Transformation in the Public and Private Sector:**
 1. Department of Forestry, Fisheries, and the Environment
 2. South African National Parks
 3. ArcelorMittal South Africa
 4. Stauch Vorster Architects International
- 2. Transformation in the Public and Private Sector 2021/2022 Report Back On Progress**
 1. The Department of Trade Industry and Competition
 2. National Department of Defence
 3. PowaFix Pty Ltd
 4. Document Warehouse
- 3. Report on Gender Transformation Investigations in Technical and Vocational Education and Training (TVET) Colleges**
 1. Waterberg TVET College
 2. Nkangala TVET College
 3. Northern Cape Urban TVET College
 4. South West Gauteng TVET College
- 4. Investigation into the State of Shelters in South Africa: Implementation of Recommendations**
 1. Free State Department of Social Development (FSDSD)
 2. Northern Cape Department of Social Development (NCDSD)
 3. Western Cape Department of Social Development (WCDSD)
 4. Eastern Cape Department of Social Development (ECDSD)
 5. Gauteng Department of Community Safety (GDSCS)
 6. Mpumalanga Department of Social Development (MPDSD)
 7. North West Department of Social Development (NWDSD)
 8. Gauteng Department of Social Development (GDSD)
 9. National Department of Health (NDOH)
 10. Department of Treasury
 11. Limpopo Department of Social Development (LPDSD)
 12. DPW And Infrastructure (DPWI)
 13. Department of Human Settlement (DHS)
 14. National Department of Social Development (NDSD)



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ACHIEVEMENTS: Research Reports

1. OLD EMERGENCIES, NEW PRIORITIES:

Assessing responses to CGE's findings on the Emergency Response Action Plan

2. COUNTING ACHIEVEMENTS IN ONE HAND:

Assessing Current Responses and Interventions to Combat Gender-Based Violence and Femicide in South Africa

3. MUCH ADO ABOUT LITTLE:

Assessing Second Year of Implementing Government's Gender Responsive Budget Framework

4. A PROMISE WITHOUT COMMITMENT:

Overview of State Compliance with the President's 40% Procurement Allocation - Target audience: Women-owned Businesses (WOBs)

5. GAINS MADE, GAINS LOST:

Women's Representation in the 2021 Local Government Elections in South Africa



18 presentations of the CGE Legal and Research Reports to different Parliament Portfolio Committees, some with relevant departments invited to account.



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

0800 007 709



cgelive



@CGE_ZA



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