



Commission for Gender Equality

CGE 2021/22 ANNUAL REPORT

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

14/10/2022

PRESENTATION STRUCTURE



Commission for Gender Equality

1. INTRODUCTION
2. STRATEGIC OUTCOMES
3. GENERAL PERFORMANCE OVERVIEW
4. ORGANISATIONAL ENVIRONMENT
5. FINANCIAL PERFORMANCE

1. INTRODUCTION



Commission for Gender Equality

The Commission for Gender Equality (CGE) remains committed to realising its mandate of contributing to strengthening and deepening constitutional democracy in South Africa through the promotion, protection, development and attainment of gender equality.

In the 2021-2022 financial year, the CGE implemented its performance programmes as contained in its Annual Performance Plan, to achieve its mandate as outlined in the CGE Act 39 of 1996 as amended.

The Commission for Gender Equality was audited thoroughly by the Auditor General of South Africa, to ascertain its financial and performance information for the year 2021-2022.

As with previous financial years, the CGE is committed to being an effective and sustainable organisation, adhering to principles of good governance and corporate values.

Following the auditing of the CGE's performance information against its Annual Performance Plan, and auditing its expenditure management, the CGE received an unqualified opinion with material findings on the audit of compliance, from the Auditor General of South Africa, for the 2021-2022 financial year.

2. STRATEGIC OUTCOMES



Commission for Gender Equality

#	OUTCOMES	PURPOSE
1.	An enabling legislative environment for gender equality.	To evaluate legislation, policies, practices and mechanisms within public and private institutions and make recommendations to advance the gender transformation agenda.
2.	Gender equality promoted through information & education to foster public understanding.	To conduct advocacy initiatives and public education interventions in the promotion of public understanding of gender equality and access to gender justice.
3.	Monitoring and Research investigations on issues that undermine the attainment of gender equality.	To identify and monitor key issues that impact on gender equality, evaluate contributions by role-players to gender equality and make recommendations to promote and attain gender equality.
4.	A renewed, efficient and effective organisation that is sustainable	To build and sustain efficient and effective organisational systems, operations and governance processes, for the optimal performance of the institution in executing its mandate.

3. GENERAL PERFORMANCE OVERVIEW



Commission for Gender Equality

14 Legal Submissions on proposed legislations made against target of 16

Outcome	Output	Output Indicator	Planned Annual Target 2021/2022	Actual Achievement 2021/2022 until date of re-tabling	Deviation from planned target to Actual Achievement 2021/2022	Reasons for deviations	Reasons for revisions to the Outputs/Output indicators/Annual Targets
1. An enabling legislative environment for gender equality	1.1. Submissions on new and proposed legislation that substantively promotes and protects gender equality	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	14 Submissions were made for the in the 2021/2022 the financial year.	Deviation of 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.	No Revisions made



8 high level meetings conducted against a target of 4

Outcome	Output	Output Indicator	Planned Annual Target 2021/2022	Actual Achievement 2021/2022 until date of re-tabling	Deviation from planned target to Actual Achievement 2021/2022	Reasons for deviations	Reasons for revisions to the Outputs/Output indicators/Annual Targets
	1.5. High level meetings with institutions and stakeholders on the findings and recommendations contained in the CGE gender transformation reports	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 CGE gender transformation reports and a report on the outcomes of the meetings.	8 high-level meetings were conducted with various Parliament Portfolio Committees, including follow up reports on Gender Transformation in Tertiary Institutions.	A deviation of 4 more meetings.	Increased calls from Portfolio Committees for the CGE to present report findings and recommendations.	No Revisions made



5 webinars were conducted on:

- Women's economic empowerment.
- COIDA and domestic workers.
- Sexual & reproductive health rights.
- Challenges of widowhood.
- LGBTQI Equality.

The annual target was 4 webinars.

25 stakeholder engagements with like-minded organisations. **The annual target was 36.**

81 outreach, advocacy and access to justice interventions conducted. **The annual target was 108.**

30 training workshops were conducted on gender and development. **The annual target was 36 workshops.**



24 sexual offences courts were monitored. **The annual target was 40.**

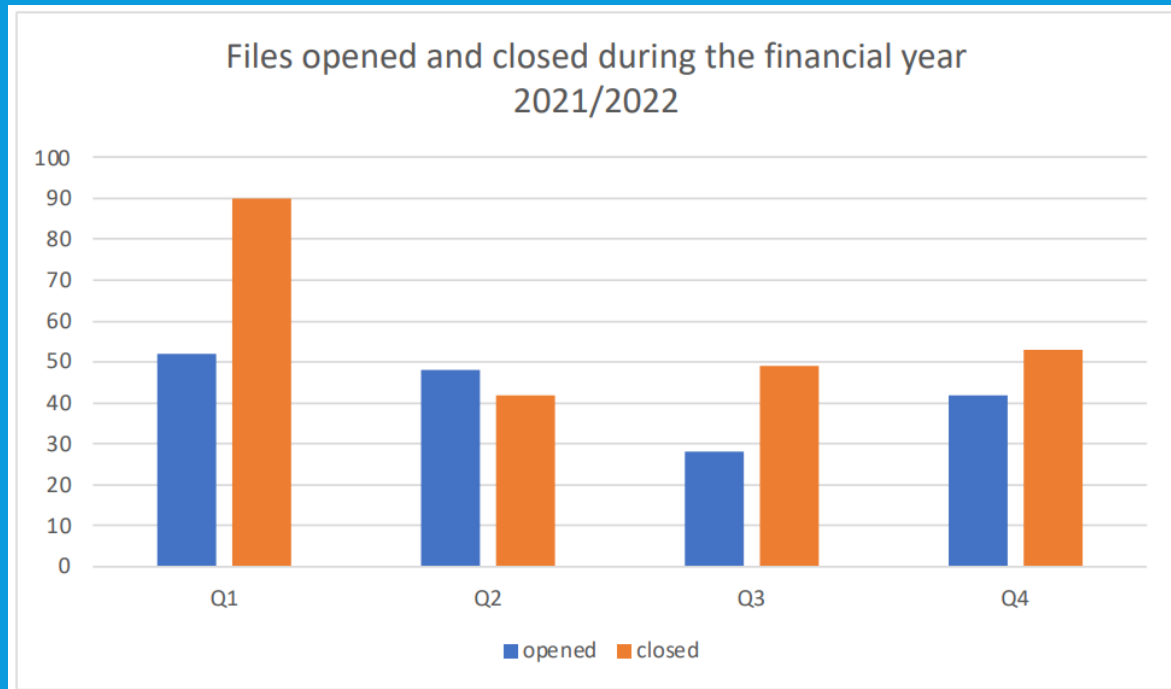
A research report on the President's 40% procurement for women owned businesses pronouncement.

4 high-level meetings were conducted with Portfolio Committees on research findings and recommendations of the report: Emergency Response Action Plan.

A consolidated report on the implementation of the ICT plan was compiled, presenting various activities conducted in the financial year.

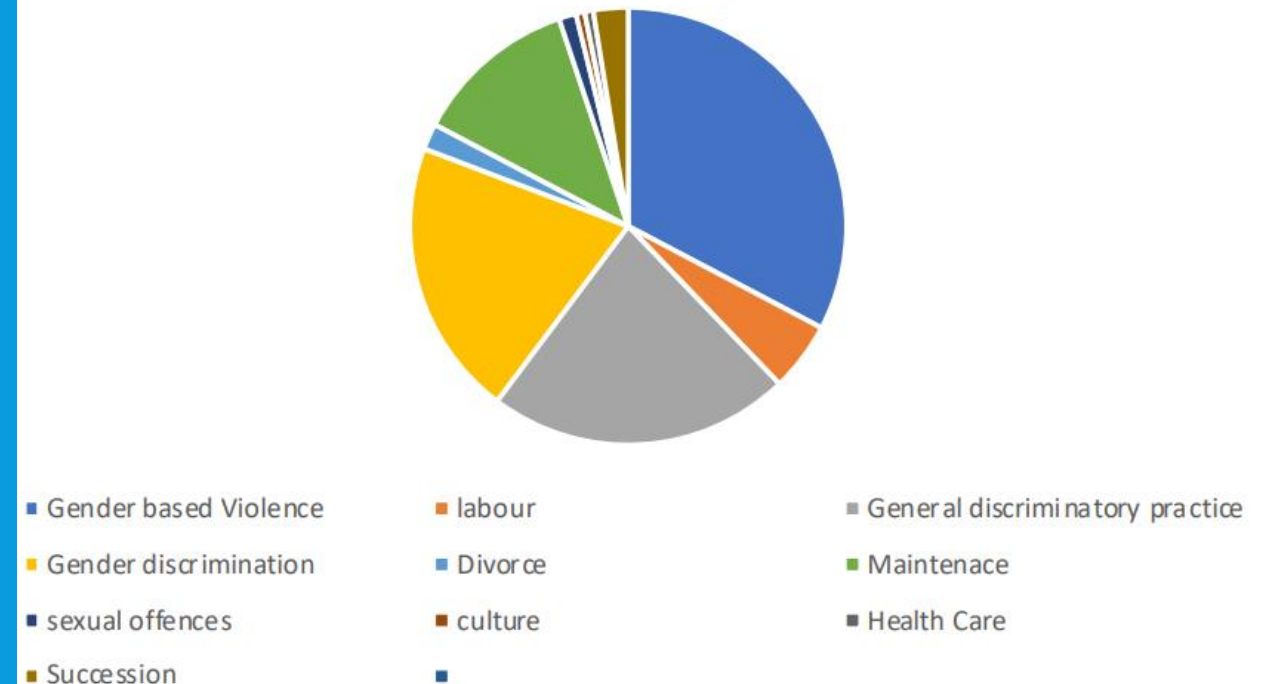


Legal Complaints Handling



2022/10/12

Nature of complaints financial year 2021/2022





The following Research Reports were produced:

- Government's Emergency Response Action Plan (ERAP).
- When Relations Disentangle.
- Illegal Initiation Schools in SA.
- One Step Forward, One Step Backward.
- Gender Response Budget Framework.

Fifteen (15) audit projects were planned by Internal Audit. Thirteen (13) were completed. Two (2) of planned audits were postponed with approval of the Audit and Risk Committee to the next financial year due to the resignation of the Internal Auditor.

4. ORGANISATIONAL ENVIRONMENT



Commission for Gender Equality

Employment and vacancies by programme as at 31 March 2022

Position	Number of vacancies	Number of funded positions in the establishment	Number of positions filled	Vacancy rate	Number of additional positions - unfunded
Commissioners	2	17	10	12%	-
Human Resources	2	4	2	50%	-
IT/C	0	2	2	0%	-
Legal - National	1	3	2	33%	-
Research - National	2	10	8	20%	-
Education - National	2	11	9	18%	-
Provincial Co-ordinators	0	9	9	0%	-
Provinces - Legal	3	9	6	33%	-
Provinces - Education	1	9	8	11%	-
Provinces - Administrators	1	9	8	11%	-
Provinces - Office Assistants	1	9	8	11%	-
Finance	0	12	12	0%	1
Parliament	1	1	0	100%	-
PA/Admin - National	4	4	2	100%	-
Driver - National	0	2	2	0%	-
Office Assistant - National	0	1	1	0%	-
Internal Audit	1	2	1	50%	-
CEO's Office	0	1	1	0%	-
TOTAL PERMANENT	21	115	91	18%	0
Temporary & Internships	0	1	1	0%	1
Grand Total	22	114	92	19%	2



Personnel costs by salary band.

Row Labels	Sum of Number of employees	Sum of TOTAL	Percentage of total personnel	Average personnel cost per employee
1.Skilled (Level 3-5)	12	2 921 784	5%	243 482
2.Highly Skilled (Level 6-8)	22	8 035 648	14%	365 257
3.Highly Skilled Supervision (Level 9-12)	43	29 184 612	53%	678 712
4.Senior Management (Level 13-15)	5	7 114 612	13%	1 422 922
5.Commissioners	8	7 678 280	14%	959 785
6.Temporary and Internships	4	536 259	1%	134 065
Grand Total	94	55 471 194	100%	590 119



16 Employment Terminations during the financial year, which is one death, ten resignations and five contract lapses.

No Promotions during the financial year.

7 New Recruits during the financial year.

No disciplinary action recorded during the financial year.

Employment Equity Stats during the year:

80 Africans.

0 Indians.

2 Whites

4 Coloureds.

Gender Stats:

54 Females.

32 Males.

5. FINANCIAL PERFORMANCE



Commission for Gender Equality

Figures in Rand	Note(s)	2022	2021 Restated*
Assets			
Current Assets			
Inventories	2	55 819	55 930
Receivables from exchange transactions	3	889 952	1 510 695
Receivables from non-exchange transactions	4	201 052	201 904
Cash and cash equivalents	5	26 398 296	21 864 429
		27 545 119	23 632 958
Non-Current Assets			
Property, plant and equipment	6	7 477 857	7 839 561
Intangible assets	7	531 766	179 586
Receivables from exchange transactions	3	29 573	-
		8 039 196	8 019 147
Total Assets		35 584 315	31 652 105
Liabilities			
Current Liabilities			
Finance lease obligation	8	315 520	330 490
Payables from exchange transactions	9	9 257 827	7 677 691
Provisions	10	3 841 949	3 616 298
		13 415 296	11 624 479
Non-Current Liabilities			
Finance lease obligation	8	68 226	227 172
Total Liabilities		13 483 522	11 851 651
Net Assets		22 100 793	19 800 454
Accumulated surplus		22 100 793	19 800 454
Total Net Assets		22 100 793	19 800 454

Statement of Financial Position as at 31 March 2022



Figures in Rand

	Note(s)	2022	2021 Restated*
Revenue			
Revenue from exchange transactions			
Other income	11	712 547	640 562
Gain on disposal of assets		-	17 392
Total revenue from exchange transactions		712 547	657 954
Revenue from non-exchange transactions			
Transfer revenue			
Public contributions and donations	12	-	737 955
Transfers from National Government	13	91 376 000	78 615 000
Total revenue from non-exchange transactions		91 376 000	79 352 955
Total revenue		92 088 547	80 010 909
Expenditure			
Employee related costs	15	(54 299 604)	(55 826 995)
Depreciation and amortisation		(1 297 947)	(1 645 666)
Finance costs	16	(42 697)	(75 753)
Debt Impairment Allowance	17	-	(20 468)
Bad debts written off	18	-	(11 389)
Loss on disposal of assets		(98 323)	-
General Expenses	14	(22 097 088)	(18 505 485)
Total expenditure		(77 835 659)	(76 085 756)
Surplus for the year		14 252 888	3 925 153

Statement of Financial Performance as at 31 March 2022



Commission for Gender Equality

Figures in Rand

	Accumulated surplus	Total net assets
Balance at 01 April 2020	20 385 143	20 385 143
Surplus for the year	3 925 153	3 925 153
Funds Surrendered to National Treasury	(4 509 842)	(4 509 842)
Total changes	(584 689)	(584 689)
Restated* Balance at 01 April 2021	19 800 454	19 800 454
Surplus for the year	14 252 888	14 252 888
Funds Surrendered to National Treasury	(11 952 549)	(11 952 549)
Total changes	2 300 339	2 300 339
Balance at 31 March 2022	22 100 793	22 100 793

Statement of
Financial
Performance as
at 31 March
2022



Figures in Rand

14. General expenses

	Note(s)	2022	2021
Advertising		141 531	113 758
Auditor-General remuneration		2 681 565	2 728 263
Bank charges		49 644	56 815
Office Cleaning, Maintenance, Plants and Security		2 439 672	2 296 120
Consulting and professional fees		1 492 423	2 314 084
Courier Services		105 941	62 623
Interest and penalties		84 064	-
Conferences and seminars		1 982 473	295 944
Legal Fees		3 818 229	1 301 710
Computer Servicing, IT and Website		696 326	1 073 926
Printing and stationery		111 339	121 153
Repairs and maintenance		708 066	762 508
Software expenses		1 544 775	1 026 797
Subscriptions and membership fees		263 853	299 443
Telecommunication Expenses		868 952	825 488
Travel - local		2 430 234	1 085 977
Report Writing, Printing and Publishing		1 284 791	3 022 756
Staff Training and Development		116 978	104 848
Operating lease expenses		563 701	531 908
Other office running costs		518 951	363 526
Office Consumables and Refreshments		193 580	117 838
		22 097 088	18 505 485

Notes on General Expenses



15. Employee related costs

Basic	42 604 063	43 085 403
Medical aid - Employer contributions	327 872	377 791
Unemployment Insurance Fund	174 854	162 965
Performance Bonus	2 450 679	2 885 316
Leave pay charge	660 606	1 085 932
Provident Fund - Employer Contributions	4 812 678	5 128 132
Workers Compensation Assistance	108 068	112 989
Overtime payments	512 237	137 356
13th Cheque	1 886 669	2 254 642
Long Service Awards - Cash	62 500	-
Allowances	214 945	238 534
Employer Contributions - Other	484 433	357 935
	54 299 604	55 826 995





Notes on Employee Related Costs

THANK YOU

HAVE A GENDER RELATED
COMPLAINT ?
REPORT IT TO
0800 007 709

FOR MORE INFORMATION
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www.cge.org.za

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