



## COMMISSIONERS OVERVIEW PERFORMANCE REPORT 2022/23

### 1. Introduction

This overview report contains a summary of the remaining Commissioners from the 2022/2023 Financial Year. Some Commissioners term of contract came to an end in October of the 2022 calendar year. Furthermore, it contains only performance overviews of Commissioners who have previously submitted their reports on a quarterly basis as required. The overview distinguishes the strategic objectives and APP target performance as required.

### 2. Context

Established in accordance with Good Governance Principles and Commissioners' fiduciary responsibilities, all Commissioners form part of the institution's oversight Committees as listed below. All these Committees have a designated Chairperson from the cohort of Commissioners who presides over their meeting.

- Strategic Planning Monitoring and Evaluation (SMPE)
- Finance Committee
- Human Resources and Remuneration Committee (HR&R)
- Information Technology and Communications Committee (ITC)
- Good Governance and Social Ethics Committee (GGSE)

- Legal and Complaints
- Research and Education
- Audit Committee
- Adhoc Committee: - Plenary establishes additional Adhoc Committees as required to lead on addressing an issue requiring decision or deliberation by Plenary. Section 6 committee is established as committee to provide a platform for deliberation and guidance on substantive matters of gender equality. The functioning of this committee is being reviewed by Plenary

The Good Governance and Social Ethics Committee is Chaired by the Chairperson of the institution.

Further to this, Commissioners are deployed to provinces in which they are expected to provide strategic partnerships and leadership. Each province has a lead and support Commissioner, to ensure that the provincial's strategic needs are always met.

Commissioner Mazibuko

Lead in Kwa Zulu Natal, support in Gauteng, assist in the North-West

Commissioner Mothupi

Lead in the Northern Cape, support in the Free State

Commissioner Ngoma-Diseko

Lead in Gauteng, support in Mpumalanga

Commissioner Ntuli-Tloubatla

Lead in Mpumalanga, support in the Kwa Zulu Natal, assist in Eastern Cape

Commissioner Deyi

Lead Eastern Cape

### 3. Commissioners Performance Overview

<b>COMMISSIONER N. MAZIBUKO</b>			
<b>QUARTER 2</b>			
<b>STRATEGIC OBJECTIVES</b>			
<b>Strategic Objective 1: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality.</b>	<b>Strategic Objective 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.</b>	<b>Strategic Objective 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.</b>	<b>Strategic Objective 4: To build an effective, efficient and sustainable institution that will fulfil its constitutional mandate on gender equality.</b>
Participated in the consultative sessions hosted by the Department of Women, Youth and People with Disabilities to contribute to the National Gender and Youth and Persons with Disabilities Machineries.	Participated in dialogue that sought to celebrate the inclusion of all diverse people in their differences and to give platform to people with disabilities to influence a change in behaviour and language addressing people with disabilities.	Launched the report that outlined the Commissioner's spearheaded project of monitoring police stations to assess their readiness and effectiveness in dealing with sexual and violent crimes such as rape and sexual assault.	Gauteng Office Staff Meeting.
	Attended Provincial Consultations on the Decriminalisation of Sex-Work.	Monitoring the case of Mama Mkhonza and her daughter Popi Mkhonza who were assaulted by their employer.	Human Resources Management Meeting.

	Participated at a visual impairment webinar.		Meeting with/regarding Part Time Commissioners with the Auditor General.
	North-West Iekgotla which included.		25th Anniversary Celebration and Gala Dinner.
			Women Economic Empowerment Project.
			Business Model Session. Portfolio Committee Preparation Meeting. Portfolio Committee Debriefing Meeting.
			KwaZulu Natal Provincial Office Visit.
<b>QUARTER 3</b>			
Participated at a platform in-depth engagement on Sexual and Reproductive Justice; and to showcase innovations and success in SRJ training, education, practices, research and policy engagements as well as to strengthen partnerships and collaborations amongst policy	A Department of Agriculture, Land Reform and Rural Development 2 session symposium and gala dinner, awards ceremony with Women in Agriculture and Agro-Processing, under the theme: "Women's Socio-Economic Rights and Empowerment: Building Back Better for Women's Improved Resilience".	To evaluate the level and progress of transformation within the public and private sectors: Department of Small Development Dept of Water & Sanitation, SVA Clover SA, SANParks, Plaatje Municipality,	PEI HOD shortlisting, Legal HOD Shortlisting
	GBF Summit	To monitor the case of Ma Mkhonza who was assaulted by her employer and son.	Meeting with Lawyers about Comm'r Botha - Hearings
	Women in academia webinar	To monitor the state of GBVF status and the responsiveness and readiness thereof, of police station and officials to victims of GBVF crimes.	HOD: PEI and Legal Interviews
	Engaged in the Illicit Financial Flows and Tax Update to ensure that the Parliament		Meeting with HR Manager AND CFO:

	plays its rightful role in giving political impetus towards localising, implementing, and monitoring progress on the SDGs.		<p>Staff Development</p> <p>Position on Acting CEO (duration of contract)</p> <p>Procedure on appointment of incoming CEO</p> <p>Organisation's organogram including department structures. Status on the prospective CEO</p> <p>Salary level review (DPSA/Chapter 9 standards)</p>
	Albinism Awareness		<p>Meeting with Acting CEO on communication of the 17% plenary resolution</p> <p>Terms of Reference for the internal auditor disciplinary process.</p>
	The launch of the 16 Days of Activism Campaign, an annual preventative and awareness campaign against the abuse of women and children.		Meeting with the administrative team of the office of the Chair
	The Department of Women, Youth and Persons with Disabilities hosted the Economic Empowerment Summit for persons with disabilities in line with		Special Meeting with Commissioners: Oversight visits to Police Stations.

	DRAM2022, under the theme “Economic Empowerment of Persons with Disabilities through resourceful, sustainable and safe environments” and Week 3 Sub-Theme: Capacity building on entrepreneurship and business skilling for persons with disabilities.		Hospital and clinics oversight visits.  16 days of activism of no violence against women and children.  Communication protocol.  APP planning session.
	The launch of the 16 Days of Activism Campaign, an annual preventative and awareness campaign against the abuse of women and children.		Strategic Planning Session

The now Deputy Chairperson was selected as the Deputy Chairperson and by virtue, the Acting Chairperson and she formally begun her duties in the office on 1 November 2022. Her Acting Capacity came to an end on 1 March 2023 upon the appointment of the now Chairperson, and she continued her duties as the Deputy Chairperson.

#### **QUARTER 4**

Approved request for litigation pursuit on a customary marriage case which also held elements of GBV.	Stakeholder Engagement – official introduction of the CEO	To assess the level of readiness and conditions of police stations and their services to victims of gender abuse and violence.	Third Quarter Reporting Session
Submission on Decriminalisation of Sex Work	To evaluate the status of the White Paper on the Rights of People with Disabilities.	To pass condolences to the TUT community, get more facts about the incidents and use the opportunity to reflect on the progress TUT has made to-date since CGE engagement in 2014 and other subsequent engagement.	The CEO was sharing inputs/feedback received from the National Treasury on the submitted Annual Performance Plan.
	To engage the matric results of the class of 2022 to assess the performance of		Employee Wellness Retreat.

	school pupils who completed their grade 12 in 2022.		
	An inter-faith prayer against Gender Based Violence & Social ills which will be hosted by the MEC for Social Development Mrs. N.M Khoza.		Committee Administration Allocation
	Participate in a Roundtable engagement on Gender and Public Health - lessons post COVID pandemic or Gender and Teenage Pregnancy issues.		Shortlisting for Audit Committee Members x2 at CGE and interviews thereof.
	Tanzania Prevention of Sexual Exploitation and Abuse To prevent, mitigate, and respond to sexual exploitation and abuse deliberations and progress thereof.		Employees' Union Preparation Meeting
	Commission on the Status of Women 67th Session.		Commissioners Induction
	A knowledge and information sharing session on the role of the Gender Commissions and gender equality work and processes to attain gender equality, equity and transformation with the Committee on National Cohesion and Equal Opportunity Kenya.		Meeting with the Chairperson and CEO
	A knowledge and information sharing session where GIZ/GOPA was interested in the functions of the institution, our legislative mandate and role and delivery of these.		
	To discuss possible future partnerships in the "war" against gender disparities between the two countries with the Ambassador.		
	Multiparty Roundtable Dialogue Meeting		

<b>APP TARGETS</b>				
<b>OUTPUT INDICATORS</b>	<b>ANNUAL TARGET</b>	<b>QAUTER 2</b>	<b>QAURTER 3</b>	<b>QAURTER 4</b>
Systemic Investigations	2 systemic investigations conducted and a report thereof.			
SAPS & TCCs	144 SAPS & TCCs		SAPS Osizweni Mtunzini	SAPS KwaZulu Natal (with Portfolio Committee)  Rustenburg Mafikeng
Court monitoring		Ma' Mkhonza assault case		
Reach through community radio education outreach	540,000 listenership and viewership		You FM to reflect on GBV Summit  Inanda FM to discuss state of GBV  Umhlobo Wenene FM to discuss state of GBV	
Policy Dialogues	2 Policy Dialogues convened.			Multiparty Roundtable Dialogue
Vacancy rate	100% Vacancy rate		PEI and Legal Interviews	Audit Shortlisting and Interviews
Strategic partners engaged and a report thereof.	10 Strategic partners engaged and a report thereof.			



**COMMISSIONER D. MOTHUPI**

**QUARTER 2**

Review of the sex work decriminalisation position of CGE	Launch of SAPS report	Monitoring Access to Justice by survivors of GBV	25 <sup>th</sup> year anniversary preparation
		Monitor emergency services provided by government to victims of the disaster.	Handbook review
	Raise awareness around the oversight visits and the findings thereof and the implications in withdrawal of GBV cases.	Follow up on government's commitment to relief of victims of the disaster.	Business model workshop
	Encourage survivors of GBV to report their cases so that justice can be served.	Engage with some of the victims on their challenges.	Committee of chairpersons
	Raise awareness around gender equality in the workplace, sexual harassment, bullying and challenges towards women's participation in the economy, as well as challenges that women face in relation to participating in the economy, including how the triple responsibilities sometimes becomes a barrier for their participation in the mainstream economy.		POPI act workshop
	Addressing senior managers of the department of Health FS		
	Addressing Methodist church Women		
	Addressing Catholic women		
	Addressing Youth event of SAPS and constituency office of the deputy Speaker of NA		
	Addressing women' s month event of the Rouxvile Development agency		

**QUARTER 3**

Section 6 committee on sexual work decriminalisation	Legal hearings on transformation in the workplace with public and private sectors	Oversight visit to Ficksburg police station, Mangaung, Bainsvlei	Business model session
	Women's charter accelerated development session	Women's exclusion from Procurement report launch	Commissioner's handbook review session
	raise awareness around the role patriarchy is playing in relation with gender inequality and the role of churches in the attainment of gender equality and ending GBV.	FS Stakeholder engagement on the SAPS stations and TCC oversight visits	
	IEC thought leadership summit (women's representation in legislatures)	Employment Equity Commission stakeholder engagement session	
	Research Council gender mainstreaming in the workplace summit	Human trafficking awareness webinar by Brave to Love	
	GBV summit Free State chapter		
<b>QUARTER 4</b>			
	114 <sup>th</sup> Annual Mining Expo	Equal access to education monitoring, schools oversight visit	Free State SOPA
	Brief on the objectives of the school oversight visits. and the preliminary findings of visited schools.	Police station oversight visit	Briefing on APP comments from national treasury
		Stakeholder consultation by department of social development FS	Briefing session with new CEO
		Matric results announcement observation	Stakeholder engagement and introduction of new CEO to stakeholders
			Employees Wellness event
			Round table on Gender and Public health

			Introduction of new commissioners	
<b>APP TARGETS</b>				
<b>OUTPUT INDICATORS</b>	<b>ANNUAL TARGET</b>	<b>QAURTER 2</b>	<b>QAURTER 3</b>	<b>QAURTER 4</b>
Systemic Investigations	2 systemic investigations conducted and a report thereof.		SANParks	
SAPS & TCCs	144 SAPS & TCCs	TCC Qwaqwa	SAPS Ficksburg Mangaung Bainsvlei	SAPS Trompsburg Ladybrand
Courts Monitoring	40 court cases			
Reach through community radio education outreach	540,000 listenership and viewership	UCR FM on the outcome of the SAPS report  Lesedi FM (twice) on the SAPS report  Mosupatsela FM on the SAPS report findings		SABC interview : schools oversight visits  E TV interview: Schools oversight visits  Newsroom Africa interview: schools oversight visit.
Policy Dialogues	2 Policy Dialogue convened.			
Vacancy rate	100% Vacancy rate			
Strategic partners engaged and a report thereof.	10 Strategic partners engaged and a report thereof.			
<b>COMMISSIONER L. NTULI-TLOUBATLA</b>				
<b>QUARTER 2</b>				
CGE to make a presentation on Gender Equality Strategic	Human Rights Training Workshop	Present on the CGE mandate, Generation Equality: Realizing		

Framework and Gender Transformation. The presentation to cover progress made towards the advancement of women.		Women's Rights for an Equal Future" and "How do we localize the global efforts to achieve gender equality by 2030"?	
	Launching of the CGE SAPS GBVF report which is a product of oversight visits to SAPS Police Stations by CGE Commissioners	Conduct oversight visits as part of GBVF in the country, Mitigation process and monitoring role as part of the CGE Constitutional Mandate.	
	Women's Charter Review- Reporting Process	Present on CGE mandate and work done, including women empowerment and development.	
		Present on Rural customs and beliefs – impact on women's democratic rights – comment, women in politics and the women's charter 2021.	
		CGE oversight visits as part of the GBVF monitoring, mitigation process in line with the CGE Constitutional Mandate	
<b>QAURTER 3</b>			
	GBV and Women and Health High Tea		
	SAPS GBV Oversight Visits		
<b>QAURTER 4</b>			
National conference on the constitution	Women Empowerment Session	SAPS and TCC Oversight Visit	
		Back to School Oversight visit	
<b>APP TARGETS</b>			
<b>OUTPUT INDICATORS</b>	<b>ANNUAL TARGET</b>	<b>QAURTER 2</b>	<b>QAURTER 3</b>
			<b>QAURTER 4</b>

Systemic Investigations	2 systemic investigations conducted and a report thereof.			
SAPS & TCCs	144 SAPS & TCCs	SAPS Ackonhoek  Bushbuckridge Verena Kwamhlanga Ogies Phola	SAPS Elukwatini Badplaas Hendrina Middelburg	TCC Kabokweni Tonga Witbank Ermelo Evander King Williamstown SAPS Ngodwana  SAPS Ermelo Evander Butterworth King Williamstown Grahamstown Galvendale Kwanobuhle Motherwell Walmer
Court Monitoring	40 Court Cases			
Reach through community radio education outreach	540,000 listenership and viewership			
Policy Dialogues	2 Policy Dialogue convened.			
Vacancy rate	100% Vacancy rate			
Strategic partners engaged and a report thereof.	10 Strategic partners engaged and a report thereof.			
<b>COMMISSIONER O. NGOMA-DISEKO</b>				
<b>QUARTER 2</b>				
Inputs into the Basic Education Laws Amendment (Bela) Bill	Review the effectiveness of the governance in local government and	Research and writing opinion on teenage pregnancy.	Preparation for the anniversary of the 25 <sup>th</sup> anniversary of the CGE	

	exploring an effective integrated system of local government.		
Participate in the DWYPWD stakeholder engagement to review the NGM and how it can be strengthened.	Monitoring the Ma Mkhonza case since it was reported in November 2020. The case is about a domestic worker who was attacked by the employer's son, the domestic worker. This is therefore a case involving GBV, racism and worker rights.	Report launches on the oversight findings of the 30 GBV hotspots identified by Minister Cele in 2019.	
<b>QUARTER 3</b>			
Inaugural Seminar on Sexual and Reproductive Justice.	Second Presidential GBV&F Conference.	Attended the court case of Ma Mkhonza	CEO short listing and Interviews
Employment Equity Commission Stakeholder Engagement.	Transformation hearings	Monitoring the number of young women and girls who gave birth during the festive season.	Commissioner's Handbook
		Policy Dialogue. Reading Research Report on the Local Government Elections of 2021.	Botha Hearing
		Seminar on GBV&F at the Tshwane University of Technology.	Shortlisting for position of Audit Chair
		International Anti-Corruption Day to reflect on the cost of the failure of governance, ethics and oversight: A collective response to tackle the scourge of corruption in the Public Sector".	
<b>QUARTER 4</b>			
	Multi-party engagement on Local Government Election Results 2021	Results of Grade 12	Commissioner's Handbook
	Addressing Community Women in Development on International Women's Day Event	Back to school campaign	Audit Shortlisting and interviews

	Limpopo Stakeholder engagement on Women's Economic Empowerment held.			Wellness session
	Attended Higher Education Portfolio meeting			APP
<b>APP TARGETS</b>				
<b>OUTPUT INDICATORS</b>	<b>ANNUAL TARGET</b>	<b>QAURTER 2</b>	<b>QAURTER 3</b>	<b>QAURTER 4</b>
Systemic Investigations	2 systemic investigations conducted and a report thereof.		SANParks	
SAPS & TCCs	144 SAPS & TCCs			
Courts Monitoring	40 Courts Cases		Ma Mkhonza	
Reach through community radio education outreach	540,000 listenership and viewership			
Policy Dialogues	2 Policy Dialogue convened.			
Vacancy rate	100% Vacancy rate			
Strategic partners engaged and a report thereof.	10 Strategic partners engaged and a report thereof.			Multi-party engagement on Local Government  Stakeholder engagement on Women's Economic Empowerment
<b>COMMISSIONER B. DEYI</b>				
<b>QUARTER 3</b>				
LGBTIQA+ equality project (CGE position papers on various issues)	Guest speaker at Simon Nkoli Memorial Lecture 2023	Pre-Briefing for Employment Equality Hearings		
		Employment Equality Hearings		
<b>QAURTER 4</b>				
Intersex normalising legal Position	Speaker at Department of Social Development at sexual and reproductive conference			Handbook edits Committee Lead

<b>APP TARGETS</b>				
<b>OUTPUT INDICATORS</b>	<b>ANNUAL TARGET</b>	<b>QAUTER 2</b>	<b>QAURTER 3</b>	<b>QAURTER 4</b>
Systemic Investigations	2 systemic investigations conducted and a report thereof.		Dept. of Water and Sanitations  Dept. of Small Business	
SAPS & TCCs	144 SAPS & TCCs			
Court Monitoring	40 Court Cases			
Reach through community radio education outreach	540,000 listenership and viewership			SAFM: Ugandan Anti-Homosexuality Bil
Policy Dialogues	2 Policy Dialogue convened.			
Vacancy rate	100% Vacancy rate			
Strategic partners engaged and a report thereof.	10 Strategic partners engaged and a report thereof.			