

Commission for Gender Equality

A society free from gender oppression and inequality

ANNUAL REPORT 2017/18



ABOUT

About the Commission for Gender Equality

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

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

CGE's 2017/18 Performance Information Report

This report aims to provide a balanced and reasonable view of the work of the Commission for Gender Equality from 01 April 2017 to 31 March 2018, so that our stakeholders can make an informed assessment of our performance. The report includes the results on the pre-determined objectives for the 2017-2018 reporting period.

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LETTER TO THE SPEAKER OF PARLIAMENT

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

COMMISSION FOR GENDER EQUALITY (CGE) ANNUAL REPORT 2017/18

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

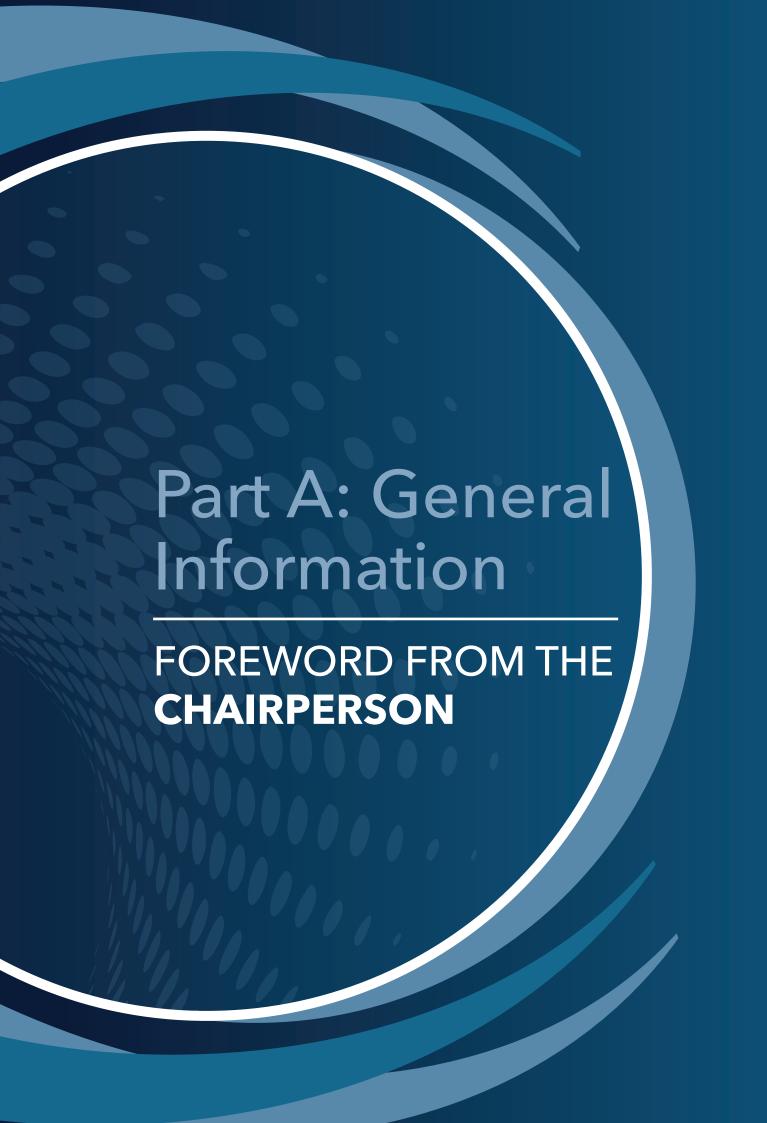
The Commission for Gender Equality would like to table this report to the National Assembly in accordance with these legal requirements.

Accordingly, we respectfully place for your receipt and consideration bound hard copies of the Annual Report for the financial year ended 31 March 2018.

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

Yours faithfully,

Ms. keketso Maema



FOREWORD FROM THE

CHAIRPERSON

am greatly honoured to present the Annual Report of the Commission for Gender Equality for the period 1 April 2017 to 31 March 2018. I was appointed as Chairperson on 1 November 2017 after nine months of Chairpersonship vacancy. From February to October, the Commission had two Acting Chairpersons.

I am thankful for the work done by the two Acting Chairpersons, Commissioner Thoko Mpumlwana from 1 February 2017 to 30 May 2017 and Commissioner Nondumiso Maphazi from 1 June 2017 to 30 October 2017.

This year also sees the Commission operating with a full complement of Commissioners. At the moment, there are seven full time and four part time Commissioners. This is the first time in many years that has happened. For this, we wish to commend and thank the Office of the Presidency and the Portfolio Committee on Women in the Presidency.

This Annual Report is compiled in the same year that we celebrate the centenaries of Tata Nelson Mandela and Mama Albertina Sisulu. It is in this context that events of this period have led to reflections on efforts of Tata Mandela and Mama Sisulu on socio-political emancipation, drawing inspiration and lessons from their legacies. I would to pay homage to these two iconic stalwarts for what they left behind for all South Africans.

My reflections on the previous financial year as a Chairperson serve as an account of the new outlook in as far as the functions of the Commission are concerned. It is in this instance





that in the year under review, the Commission expended time and energy in reviewing its strategy for the purpose of devising a new 5 year Strategic Plan.

The new strategy places focus on the following three strategic objectives:

- To advance an enabling environment for gender equality;
- To promote respect for and protection, development and attainment of gender equality;
- To build and sustain an efficient organisation in order to effectively promote gender equality.

The operationalisation of the objectives enumerated above, ought to be done through sectoral and multi-stakeholder partnerships with likeminded institutions. The strategic partnerships would therefore yield efficiency and effectiveness in an effort to sustain the promotion of gender equality, especially in light of the decreased budget that the Commission utilises for annual outputs. In a brief moment of reflection Mama Albertina Sisulu once said:

"Women are the people who are going to relieve us from all this oppression and depression... It is the women who are on the street committees educating the people to stand up and protect each other". In as much as the words of MaSisulu place emphasis on the agency of women as a source of emancipation in a socio-political sphere, her words are indicative of a society that needs to stand together in the fight for equality or gender equality in the context of the Gender Commission. It is for this reason that it becomes imperative for the Commission to continue to work with like-minded stakeholders in order to bring about change in society. This annual report cites several initiatives and interventions made by the Commission through partnerships especially in the context of public education and communication.

It is important to highlight that in line with the requirements of Section 187 (2) of the Constitution of South Africa, the Commission continues to use its powers to effect the ideals of gender transformation. For example, in the year under review, the Commission has been able to undertake systemic investigations in the private sector and gender transformation hearings in institutions of higher learning. The powers rendered to the Commission through its legal services remain one of the mechanisms that enable us to hold the state and private sector accountable.

It should be noted that the mandate of the Commission also makes a provision to conduct a fair and accurate assessment of the state of gender equality through research initiatives. Some of these research initiatives culminated into the Gender Barometer Report (with special focus on Mining), Women in Correctional Facilities and the representation of women in the Traditional Sector, amongst others.



It is, however, disheartening to realise that despite the institutional efforts of the State, Constitutional entities, the National Gender Machinery and concerned citizenry, much still has to be done to change the attitudes, practices and behaviour of society at large. Our national media is often littered with events that demonstrate gross violations of human rights and gender-based violence; especially in institutions of higher learning.

The Commission's focus on the resuscitation of the National Gender Machinery and programmes on Gender Mainstreaming will hopefully yield positive results.

It is pleasing to point out that in the year under review the Commission has been able to obtain an unqualified audit report and it is hoped that this will be a step in the right direction towards a clean audit.

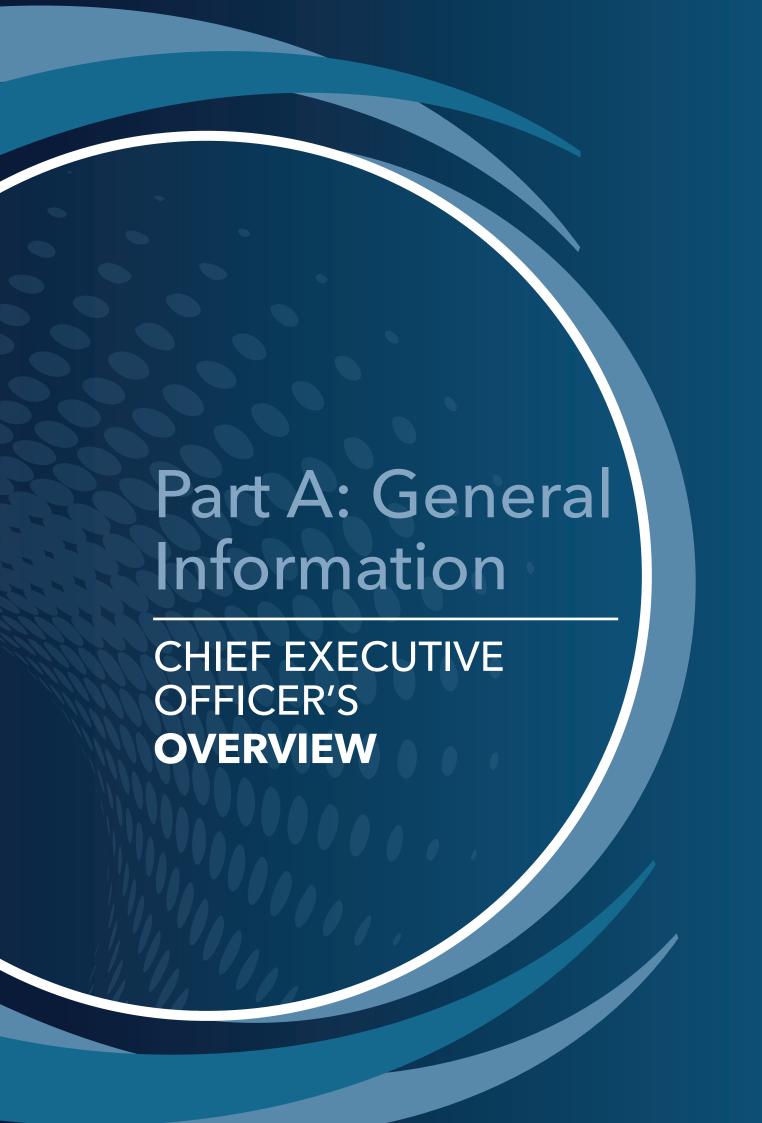
I would like to thank the Commissioners, the Managers and Staff of the Commission for their dedication in the advancement of gender equality in South Africa.

Before I sign off, I would like to remind us of the following words from Tata Mandela:

"As a tribute to the legions of women who navigated the path of fighting for justice before us, we ought to imprint in the supreme law of the land, firm principles upholding the rights of women."

Ms. Lulama Nare

Chairperson



CHIEF EXECUTIVE OFFICER'S

OVERVIEW

contents of this report.

he Commission for Gender Equality (CGE) is required mandated, and therefore obligated, in terms of Section 15 (2) of the Commission for Gender Equality Act 39 (1996), to "... report to the President at least once every year on its activities and the achievement of its objectives, and the President shall cause such report to be tabled promptly in Parliament". Therefore, in compliance with legislative obligation to account to the people of South Africa, I am pleased to release and submit this Annual Report of the Commission for Gender Equality to the Office of the President and the Parliament of South Africa. This report captures in full details the work of the CGE and achievements over the financial year under review (2018/19), and I therefore urge all South Africans, particularly those seized with concern for the CGE's constitutional mandate for

Before I identify some of the highlights and key achievements from our programme activities during this financial year, I would like to review some key contextual factors and circumstances within which the CGE carried out and completed its work. These contextual factors created as well as underpinned the environment in which the CGE operated, and therefore had to be understood and in some cases taken into consideration as we discharged our responsibilities.





The first contextual factor was that at the CGE carried out and completed this year's annual programme of action amidst several changes at its national leadership level. This is the first year after the tenure of CGE's former Chairperson, Mfanozelwe Shozi, had ended in January 2017, which saw former Deputy Chairperson, Thoko Mpumlwana, leading the Commission for a period of three months, before her own term of office ended in May 2017. After Thoko Mpumlwana's term ended, Commissioner Nondumiso Maphazi took over as Chairperson for a period of five months, until the President appointed the current Chairperson, Lulama Nare, who took over in October 2017.

The second contextual factor was the renewed focus by Parliament on the recommendations contained in the so-called Kader Asmal Report ("Report of the ad hoc Committee on the Review of Chapter 9 and Associated Institutions: A report to the National Assembly of the Parliament of South Africa, 31 July 2007). Among some of the many recommendations contained in this report was the idea of creating a single national Human Rights Body for the country out of the merger of several Chapter 9 Institutions, including the CGE. It goes without saying therefore that any prospects for the abolition of the Commission for Gender Equality brings with it increased levels of anxiety as well as a sense of foreboding and apprehension among staff and management.

The CGE has, during this period under review, therefore inevitably participated in these debates driven by Parliament on the possible amalgamation of several Chapter 9 institutions, including the CGE, with that sense of foreboding and apprehension. The leadership of the CGE is strongly convinced that the country still needs a strong, well-funded and widely supported national institution dedicated and devoted to the goal of achieving gender equality and transformation. In our estimation, is not yet time to do away with the Commission for Gender Equality for we believe strongly that this simple act of abolishing the CGE could do irreparable disservice to the cause of gender transformation in this country. As details of our work contained in this annual report will show to our readers, some of the issues and challenges we had to deal with during this financial year make a compelling case as to why the CGE should not only be retained for the foreseeable future, but also to be strengthened with better financial resources.

The two contextual factors identified above posed potentially disruptive and destabilising consequences that could have detracted us from our strategic focus. However, I am proud to say that the CGE was able to remain stable through this period of momentous changes at national leadership level and moments of anxiety about the implications of amalgamation of Chapter 9 institutions ibn line with the recommendation of the Kader Asmal report. The leadership and management of the CGE, as well as our staff throughout the country, stayed the course and remained true to our purpose by discharging their responsibilities to ensure



that we completed our annual programmes of action for the period under review with minimal disruptions, if any. This is clear testimony that the CGE has put in place effective internal institutional processes and practices to ensure stability and certainty under periods of potential stress.

The third contextual factor during this financial year was the ruling African National Congress's (ANC) 54th National Conference held at Nasrec, Johannesburg, in December 2017. The party placed on the agenda a number of issues of concern for our mandate, including the promotion of gender parity in sports, violence against women and children, capacitating the Department of Women, provisions of sanitary towels for women and girls as well as placing the issue of decriminalisation of sex work on its agenda for engagement with society in general, while also stating that sex workers should be protected. Obviously, the commission welcomes these issues being placed on the party's agenda at an important national conference of this nature. In particular, the party's willingness to engage society on the issue of decriminalising sex work is deeply appreciated as this is in line with the Commission's own policy position adopted as far back as 2014. The CGE has worked, and continues to do so, with stakeholders on this issue, and has to deal with numerous cases of law enforcement officials harassing and abusing the rights of female sex workers on a regular basis. It therefore goes without saying that having the ruling party on board in terms of engaging society on the proposed decriminalisation of sex work hopefully takes the sector a step closer to the actual legal decriminalisation of sex work, with the attendant positive benefits such as the removal of criminal penalties and harassment of sex workers by law enforcement officials throughout the country.

The fourth contextual factor was the heightened mobilisation of society, particularly social groups, around numerous highly publicised incidents of gender-based violence, sexual harassment or violations of women's rights, that occurred in South Africa and globally during this period under review. In some cases, these incidents involved prominent personalities in positions of authority, public figures in the entertainment industry and other professions. In South Africa, we have seen women activitists come together with progressive men's movements, standing up and representing their voices against Gender based violence. We bore witness to numerous national and global social media Campaigns such as #NotInMyName, #Metoo, #TimesUP and others aimed at fighting back against women abuse. These campaigns sought to highlight the sense of urgency that needs to be injected into our leaders and decision makers to step up to the plate and not only offer mere words of condemnation, but take concrete steps to eradicate gender based violence. I am proud to have led the CGE during these period, as we took such campaigns as keystone moments in our journey to realise gender equality and transformation not only in South Africa, but



globally.

The two contextual factors identified above are positive moments that hopefully not only improve our prospects for fulfilling our constitutional mandate, but also serve as a reminder of the challenges that the society in general, and the CGE and other stakeholders in the gender sector in particular, continue to face as we seek to defeat the scourge of gender-based violence.

Once again, I am pleased to inform the Office of the President, honourable members of Parliament and other stakeholders that, in line with our legislative obligations, we have completed our annual performance plan (APP) for the period under review and are ready to account to the South African public. I therefore present this report to the public and urge members of the parliament and South African citizens to read through it and hopefully gain insights into the enormity of the task of gender transformation that continues to face us, not only as the CGE, but also as a society. As usual, our readers will see from the contents of this report that our workload covers the domestic and continental/international areas of focus. Within the confines of our limited financial and human resources we nonetheless carried out and completed our work in line with our constitutional mandate, and I am therefore pleased to report that we have made noteworthy achievements, some of which are selected below as brief highlights. It will become immediately clear to the reader as to the nature and variety of the issues and policy sectors in which the Commission's work is located, and the therefore the potential reach and impact of the Commission:

Regarding our APP activities in the country, the bulk of this work is carried out through our three-line function departments (i.e. Research, Legal & Public, Education and Information departments). Through our research programme, we have focussed attention on gender transformation in the mining sector and highlighted the plight of female mine workers, particularly the scourge of sexual harassment in the workplace. Our research work programme also focussed attention on the issues affecting female inmates in correctional service facilities.

Our work highlighted the mental health and reproductive health needs of female prisoners, including shortages of sanitary towels. Our research reports, which have already been tabled in parliament, provide greater details on these findings and recommendations. Finally, the CGE has also identified the area of traditional leadership institutions, especially the houses of traditional leaders, as important roleplay in the promotion of gender transformation. Through its research department, the CGE identified key challenges for policy makers regarding the need for institutions of traditional leadership to be sensitised to the constitutional imperative for gender transformation in South Africa.

Through our legal department, the CGE has placed the spotlight on gender transformation



in the higher education and private sector, in the process highlighting the limited nature of progress achieved and the need for greater pressure to ensure that these sectors are not left behind. The Legal Department also carried out a series of systemic investigations, related to maternal health, mining and decriminalisation of sex work in South Africa.

Our Public Education and Information (PEI) department has also conducted a number of outreach programme activities that sought to raise levels of awareness and conscientise society on issues of gender equality and transformation in communities throughout the country. Our provincial offices are playing a critical role in these outreach programmes given their proximity to many of our communities. I am also pleased to highlight the fact that the PEI department and Communications unit, has utilised the broadcast media, especially community radio stations, to reach out to greater numbers of members of the public through its outreach and public awareness campaigns.

I humbly urge honourable Members of Parliament and the members of the public to engage seriously with the contents of this report and hopefully gain greater details of some of the programme activities carried out by the CGE during this period, and the achievements made. We also invite stakeholders to engage with the report and, where necessary, identify areas where we fell short as this will help chart a new agenda for the CGE going forward. I am painfully aware that the CGE does not operate in an ideal world where we would have all the resources (i.e. financial, human capital, and the necessary facilities) and all the time we need to carry out and complete our programme activities. As is the case with any other institution, the CGE continues to operate within the constraints imposed by its limited resources and time frames, and yet I believe we stand up to scrutiny for the period under review.

I therefore proudly present this report to the South African public as a record of our achievements during this financial year under review.

Kekerso/Maema

Chief Executive Officer



STRATEGIC OVERVIEW

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

Our values are anchored in the supremacy of the Constitution and the rule of law, and we perform all our functions with an ethos grounded in the following values:

- Independence we impartially perform our duties without fear or favour, mindful of the independence of our office.
- Professionalism we timeously execute our responsibilities with the utmost care and diligence, responsive to the society we serve.
- Accountability we always give an account of our actions and decisions.
- Ethical behaviour we maintain high standards of
 - o trustworthiness and honesty
 - o respect and empathy
 - o integrity.
 - Teamwork we support and work in collaboration with our colleagues, state organs and civil society to maximise the attainment of our objectives.

STRATEGIC OBJECTIVES

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

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

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.

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.

Strategic Objective 4: To build an effective, efficient and sustainable institution that will fulfil its constitutional mandate on gender equality.



LEGISLATIVE FRAMEWORK

The legislative mandate of the Commission derives from the following Acts:

The Constitution of the Republic of South Africa, Act 108 of 1996

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

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

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

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

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



The Commission for Gender Equality Act 39 of 1996, as amended

Section 11 of the CGE Act provides that the Commission:

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



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

Policy and legislative submissions

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

No.	Date	Department	Bill	Synopsis
1	17-Apr-17	Department of Rural Development and Land Reform	Agricultural Land Holdings Bill (Draft)	 The proposed Bill has numerous aims with the most significant of these: To establish a Land Commission and provide for its powers To provide for the establishment and maintenance of a register of public and private agricultural land holdings To provide for a database regarding present ownership, acquisition and submission of information relating to agricultural land ownership To prohibit foreign acquisition of agricultural land. The CGE supported the proposed bill and recommended revisions aimed at ensuring that more indigent women are given agricultural land aimed at income generation and food security.
2	19-Apr-17	Department of Higher Education and Training	Work-based learning regulations	The primary purpose of the workplace-based learning programme regulations is to provide for the submission, registration and management of workplace-based learning and skills programmes to formally be put into place. This will include the relevant programme agreements, administrative arrangements and dispute resolution mechanisms. The CGE supported the proposed regulations as it is aimed at establishing and promoting learning programmes in the workplace. These programmes will benefit all workers and especially women who have to balance their various duties with work commitments.
3	28-Apr-17	Department of Higher Education and Training	Open Learning Policy Framework	The Policy is aimed at expanding access to post school education programmes by all South Africans. The CGE supported the policy and proposed revisions aimed at ensuring that the time constraints, lack of funds and other obstacles such as traditional practices which prevent working women from improving their skills are addressed.

No.	Date	Department	Bill	Synopsis
4	30-Apr-17	Department of Human Settlements	Home Loan and Mortgage Disclo- sure Amendment Bill 2016	The proposed bill seeks to regulate further the information that Home Loan Mortgagors keep, supply or disclose regarding their clients. The CGE supported the proposed bill but proposed revisions aimed at ensuring that gender related data is also generated and disclosed to organs of state. This intends to assist entities to ascertain how many women buy homes, to what extent women are able to access home loans and the nature of the homes being purchased by women.
5	15-May-17	Department of Higher Education and Training	Submission on the funding and support model for poor and missing middle students	On 13 April 2016 the Minister of Higher Education established a task team to develop a funding and support model for poor and missing middle students. The purpose of the report was to ascertain whether SA can afford to offer fully subsidised or "fee-free" education to the poor and subsidised education to students who come from working class backgrounds. The task teams have found that it is possible to offer fee-free university education to the very poor with a combination of subsidies. The CGE supported this policy and provided guidelines on gender mainstreaming of the relevant policy.
6	15-Jun-17	Office on Institutions Supporting Democ- racy	Submissions on the Questionnaire relating to the proposed "Single Human Rights Body"	The legislature invited Chapter 9 Institutions to comment on specific issues relating to the recommendation made by the Ad Hoc Committee regarding the amalgamation of the SAHRC, CGE, CRL, NYDA and PanSalb. Taking cognisance of the fact that the Ad Hoc Report was completed in 2007, the recommendation regarding a Single Human Rights Body is no longer relevant given the statutory developments that have reshaped the nature and functions of C9s. Furthermore, considering the slow pace of socio-economic transformation within South Africa, gender related inequalities remain a major evil which must be tackled at an institutional level. Accordingly, the CGE responses were aimed to guide the Legislature on an appropriate approach regarding the

No.	Date	Department	Bill	Synopsis
7	20-Jun-17	Department of Human Settlements	Draft Regulations under the Proper- ty Valuations Act 17 of 2014	The regulations have been drafted to give effect to certain sections of the Property Valuation Act of 2014. The regulations seek to amongst others provide meanings to certain definitions such as "acquisition benefits", "valuation certificate", "subject property" and to also regulate the powers of the Valuer-General, all of which are necessary for the implementation of the Act. The CGE supported the proposed Regulations and proposed the insertion of further regulations to ensure that the Regulations will promote gender equality.
8	30-Jun-17	Office on Institutions Supporting Democ- racy	Submissions on the Questionnaire relating to the proposed "Single Human Rights Body"	The legislature invited Chapter 9 Institutions to comment on specific issues relating to the recommendation made by the Ad Hoc Committee regarding the amalgamation of the SAHRC, CGE, CRL, NYDA and PanSalb. Taking cognisance of the fact that the Ad Hoc Report was completed in 2007 the recommendation regarding a Single Human Rights Body is no longer relevant given the statutory developments that have reshaped the nature and functions of C9s. Furthermore, considering the slow pace of socio – economic transformation within South Africa, gender related inequalities remain a major evil which must be tackled at an institutional level. Accordingly, the CGE responses were aimed to guide the Legislature on an appropriate approach regarding the proposed amalgamation of ISDs.

No.	Date	Department	Bill	Synopsis
9	23-Jul-17	Department of Trade and Industry	Guidelines for the submission of credit information in terms of Reg- ulation 19 (13) of the NCA of 2005	The purpose of this guideline is to prescribe the manner and form in which a credit or data provider must submit credit information to a credit bureau. The CGE supported the proposed regulation because it will ensure both clarity and uniformity regarding the nature and quality of individual consumer information that must be held by a credit bureau. The specific recommendations made by the CGE were to ensuring accurate as well as correct information to be held regarding all individuals and consumers. This onus and standard is necessary to ensure that the dignity of all individuals is protected in terms of Section 10 of the Constitution because of incorrect information often being held as well as published.
10	23-Jul-17	Department of Justice and Correc- tional Services	The legal practice amendment bill	The aim of the Bill is to regulate the jurisdiction of Provincial Councils, to ensure that only legitimate legal practitioners (those who are qualified and registered to practice) perform certain acts and render certain services. The Bill also seeks to regulate the duties of banks regarding trust accounts. The CGE supported the necessary proposed amendments. In its submissions, the CGE recommended that the jurisdiction of provincial councils be reviewed regularly in order to ensure that changes in territorial borders or disputed borders are accommodated. This will affect access to justice, especially by women and children.
11	18-Aug-17	National Treasury	The submission on taxation laws	The Commission finds the proposed Bill by National Treasury unlawful and strongly rejects the proposal. The approach by National Treasury in seeking exemptions from the rule of is untenable in a Constitutional Democracy and must be addressed as a matter of urgency.

No.	Date	Department	Bill	Synopsis
12	26-Sep-17	Department of Home Affairs	White Paper on International Migration	The New White Paper is aimed at providing a policy framework that will guide the comprehensive review of immigration and related legislation. Proposed policy changes which are administrative in nature will be implemented immediately while new policy revisions requiring major changes or legislative reform will be implemented when formal requirements are satisfied. The CGE supported a review of existing migration legislation and proposed to align all policies with international, regional and constitutional obligations. The CGE proposed gender mainstreaming initiatives such as allowing spouses of foreign nationals to enter and depart with ease from South Africa. Furthermore, the CGE recommended that a mechanical approach to permanent residency and naturalisation be replaced with meaningful procedures that take into account scarce skills, humanitarian needs and security concerns of the Republic.
13	29-Sep-17	Department of Rural Development and Land Reform	The Communal Land Tenure Bill, 2017 (Draft)	The purpose of this Bill is to convert legally insecure tenure into ownership where persons and communities already hold some form of rights over land. The CGE supported this Bill and proposed revisions that addressed the skewed ownership of land in South Africa, especially with reference to women and historically disadvantaged individuals.
14	29-Sep-17	South African Law Reform Commission	SALRC Project 143 –Maternity and Paternity Benefits	The Discussion Paper on Maternity and Paternity Benefits seeks to develop legislation that will extend benefits related to the adoption, birth and nurturing of children in a manner that is in keeping with the Bill of Rights and more especially Section 9, 10 of the Constitution. The CGE supported the proposed investigation and recommended inserting relevant definitions to be used in the Bill, such as gender equality, paternity benefits and maternity benefits.

No.	Date	Department	Bill	Synopsis
15	29-Sep-17	Department of Rural Development and Land Reform	The Communal Land Tenure Bill, 2017 (Draft)	The purpose of this Bill is to convert legally insecure tenure into ownership where persons and communities already hold some form of rights over land. The CGE supported this Bill and proposed revisions that addressed the skewed ownership of land in South Africa especially with reference to women and historically disadvantaged individuals.
16	16-Oct-17	Draft Political Party Funding Bill – 2017	Ad Hoc Committee on funding of political parties	 To regulate the public and private funding of political parties, the establishment and management of funds to fund represented political parties adequately. To prohibit certain donations made directly to political parties. To regulate disclosures of donations and also for the Commission to administer administrative fines. The CGE supported the proposed Bill and proposed revisions to Clauses 3, 6 and 7 which is aimed at making certain that political parties give priority to the representation of women in their organisations.
17	27-Oct-17	Multiparty Women's Caucus	Sex Work Discussion Paper: SALRC Project 107 of 2017	The sex work discussion paper is an overarching review of all sexual offences in South Africa. Project 107 seeks to review the fragmented legislative framework which comprises of the Sexual Offences Acts (SOA) of 1957 and 2007. A significant aspect of the proposed reform for the CGE is reform that seeks to identify whether there is a need to regulate, prevent, deter or reduce prostitution. Selling or buying of sex is a criminal offence in terms of Act 1957. In S v Jordan the Constitutional court found that criminalising prostitution is constitutional. This means that the SA of 1957 does not discriminate against women and infringe on the right to privacy, freedom of security of a person and the right to economic activity of women according to the court. The CGE differs with the Constitutional court and the recommendations of the SALRC to criminalise adult prostitution and recommends the decriminalisation of sex work. This would protect women who regard their activities as "sex work" as opposed to criminal acts under the SOA of 1957.

No.	Date	Department	Bill	Synopsis
18	01-Nov-17	Select Committee on Cooperative Governance and Traditional Affairs	Traditional Lead- ership and Gover- nance Framework Bill [B8B-2017]	The Bill seeks to extend timeframes within which kingship and queenship councils as well as traditional councils must be established. The CGE observed that although gender equity is proposed there was no reference made to gender equality. There seems to be a misdirection on what gender mainstreaming would entail. Accordingly, the CGE made recommendations aimed at gender mainstreaming the Bill.
19	01-Nov-17	Department of Labour	Labour Laws Amendment Bill 24 [2016]	The Bill seeks to amend the Basic Conditions of Employment Act (BCEA) to extend maternity and paternity benefits. A new range of benefits would include benefits for commissioning parents as well as adoptive parents. The CGE supported the Bill and recommended an equitable range of benefits for both men and women who become parents.
20	30-Nov-17	Department of Labour	Draft Basic Conditions of Employment Amendment Bill, 2017	The Bill seeks to revise the BCEA in order to cater for the implementation of a minimum wage framework. The CGE supported the Bill because it is aimed at poverty alleviation.
21	15-Dec-17	Department of Social Development	Draft Policy for Self-representa- tion of Persons with Disabilities	The Bill is aimed at ensuring that people with disabilities are not marginalised in any court or tribunal on account of their disabilities. This Bill was supported by the CGE.
22	18-Dec-17	South African Law Reform Commission	SALRC Paper on the Right to know of one's biological origins.	The Project is aimed at proposing potential legislation which will regulate the rights and responsibilities of both parents who donate gametes and children who are born by virtue of donated gametes. The fact that there is an increase in the number of donor-conceived children creates potential conflict between the rights of children and parents in donor-conceived births. The CGE recommended that the constitutional rights of both the child and parents must be balanced and the rights of the donor parent cannot be regarded as more important than that of the child.

No.	Date	Department	Bill	Synopsis
23	15-Jan-18	Department of Labour	National Minimum Wage (NMW) Draft Bill	The purpose of the bill is to make provision for the introduction of a minimum wage of R20 per hour which is due to come into effect on 1 May 2018. The exceptions are: • Farmworkers at 90% of R20 = R18 per hour • Domestic Workers at 75% of R20 = R15 per hour. • Expanded Public Works at R11 per hour. The CGE supports the NMW Draft Bill and proposed certain revisions which include the removal of any disparate remuneration based on gender or sex. Other recommendations include the investigation of any discrimination based on gender and appropriate penalties to be applied.
24	15-Jan-18	Department of Labour	The Labour Relations Amendment Bill [B32-2017]	This Bill amends the Labour Relations Act of 1995. It seeks to provide mandatory criteria for the Minister to consider before extending a collective agreement, namely the extension of funding agreements, collective agreements for picketing and the appointment of an arbitration panel. The CGE recommended that the proposed Bill be gender mainstreamed. This included the requirement that the proposed Council (Clause 13) in Section 127 of the Principal Act must be representative in terms of gender.
25	22-Jan-18	Portfolio Committee on Labour	Labour Laws Amendment Bill (B24-2016)	The Commission agrees with most of the provisions of the Bill but the Commission does not support 29b(5) in its current form.
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No.	Date	Department	Bill	Synopsis
26	01-Feb-18	Department of Justice and Correc- tional Services	Draft Regulations by the Depart- ment of Justice and Constitutional Development on Sexual Offences Court	The Regulations are expected to replace existing regulations on Sexual Offences Courts. These regulations cover short and long-term objectives regarding SOCs, including the use of anatomical dolls and the identification of SOCs. The CGE supported the regulations and placed on record that a remarkable set of regulations have been drafted, with recommendations such as the collapsing of long term and short-term goals as well as appropriate identification of SOCs. A problem highlighted by the CGE was that the clusters identified could be hundreds of kilometres apart; however, these would be identified as one cluster with a single SOC. This could jeopardise the effectiveness of a SOC in such a situation. The CGE proposal was to allow more than one SOC in such circumstances.
27	10-Feb-18	Department of Justice and Correctional Services	Criminal Procedure Amendment Bill	The purpose of this Bill is to amend the Criminal Procedure Act to extend the list of offences where a prosecution may be instituted after 20 years. The CGE supported this Bill.
28	26-Feb-18	Standing Committee on the Auditor General	Submission on the SALRC Project 107 on Adult Prostitution	Project 107 by the SALRC relating to adult prostitution; in terms of the current legal framework criminalises all aspects of adult prostitution.
29	26-Feb-18	Multiparty Women's Caucus	Sex work discussion Paper under Project 107	The Commission calls for decriminalisation of sex work.



STAKEHOLDERS

In line with the Commission's mandate to network with like-minded institutions in the pursuit of the promotion, protection and attainment of gender equality in South Africa, the Commission engages with a broad range of international, state institutions and civil society. The Commission interacted with the following stakeholders in the implementation of it 2016-2017 Annual Performance Plan.

United Nations Agencies

United Nations Women
United Nations Educational, Scientific and Cultural Organisation
United Nations Funds for Population
United Nations Development Programme.

Regional Agencies

African Union
United Nations Economic Commission on Africa

Chapter 9 Institutions

South African Human Rights Commission Independent Electoral Commission Cultural, Religious, Linguistic Rights Commission Public Protector South Africa.

Chapter 10 Institutions

Public Service Commission Financial and Fiscal Commission

Non-governmental organisations

Sonke Gender Justice
Amnesty International, South Africa
Centre for the Study of Violence and Reconciliation
Human Rights institute of South Africa
Tswaranang Legal Advocacy Centre
Foundation for Human Rights

Institutions of Higher Learning

University of the Free State University of Johannesburg University of Stellenbosch

Media

South African Broadcasting Corporation
National Electronic Media Institute of South Africa
E-News Channel Africa
New Age
Sowetan
Government Communication and Information Systems
The Times

Religious and traditional organisations

Provincial Houses of Traditional Leadership South African Council of Churches.

Parliament and legislatures

Gauteng Legislature Northern cape Legislature Eastern Cape Legislature Kwazulu- Natal Legislature

Government departments, local government and provincial legislatures

Department of Rural Development and Land Affairs
Department of Women in the Presidency
Department of Social Development
Department of Justice and Correctional Services
South African Police Services
South African Local Government Authority

Unions

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

Embassies

Embassy of Denmark Embassy of Norway Embassy of Sweden



INTERNATIONAL AND REGIONAL LIAISON

Commission on the Status of Women

The 62nd session of the Commission on the Status of Women took place at the United Nations Headquarters in New York from 12 to 22 March 2018. The session focused on two key themes, namely, "Challenges and Opportunities in achieving gender equality and the empowerment of rural women" and "Participation in and access of women to the Media and Information and Communication Technologies (ICTs)". The session addressed the following challenges and opportunities in achieving gender equality and the empowerment of rural women and girls:

- Attaining the right to and adequate standard of living
- Ensuring the rights of rural women to land and land tenure security
- Strengthening food security and nutrition for rural women and girls
- Addressing violence and harmful practices against rural women and girls
- Ensuring access to healthcare and sexual and reproductive health and rights
- Providing quality education for rural girls and women.

Role of National Human Rights Institutions in Promoting Accountability for Sexual and Reproductive Rights in Africa

The IPAS Africa Alliance for Women's Reproductive Health and Rights works to reduce maternal deaths from unsafe abortion; to expand the availability of high-quality comprehensive abortion care; and to advocate for policies that advance women's reproductive health and rights across the continent. Established by IPAS in 2000, the Africa Alliance works with partners in Kenya and Uganda.

National Human Rights Institutions (NHRI) that comply with the Paris Principles are uniquely placed to promote realisation of reproductive rights in Africa, including access to safe legal abortion, an important but neglected human rights issue in the continent. The World Health Organization (WHO) estimates that unsafe abortion accounts for 30% of all maternal deaths in sub-Saharan Africa where over six million unsafe abortions occur annually. A total of 60% of these unsafe abortions are reportedly performed on women under the age of 25 with 47,000 women and girls dying globally from the consequences of unsafe abortions. A total of 29,000 of these deaths (approximately 62%) occur in sub-Saharan Africa alone. In order to address these challenges, African States should prioritise a rights-based approach that is premised on ensuring that women and girls are empowered to claim their rights and not merely be enabled to avoid maternal deaths.



NHRIs can provide the platform for exploring and managing the inevitable sensitivities and controversies that surround reproductive rights. Following the adoption in 2012 of the Amman Declaration and Programme of Action for Promoting Gender Equality, NHRIs in Africa have begun to take measures to promote the realisation of sexual and reproductive rights. For example, in 2012 the Kenya National Commission on Human Rights conducted a public inquiry into violations of sexual and reproductive health in Kenya and, among other things, documented violations which have resulted from highly restrictive criminal abortion laws. More recently, the National Human Rights Council of Morocco spearheaded national consultations on criminal abortion laws and efforts to review criminal abortion laws in the country.

As such, a need exists to support NHRIs to effectively play their role in monitoring implementation of international and regional human rights standards on sexual and reproductive rights in Africa. NHRIs may hold States accountable to commitments made internationally and regionally to review highly restrictive laws affecting the sexual and reproductive rights of women and girls. More specifically, an NHRI can support the implementation of the ongoing Campaign for the Decriminalization of Abortion in Africa that is being spearheaded by the African Commission on Human and People's Rights (ACHPR), through the mechanism of the Special Rapporteur on the Rights of Women in Africa. Among others this campaign calls for the reform of criminal abortion laws in line with article 14(2) (c) of the Maputo Protocol.¹

UNESCO General Conference, 7-9 November 2017

Gender Equality is one of UNESCO's two global priorities, with a commitment to promote equality between women and men across the Organization's mandate. Gender Equality is not only a fundamental human right, but a necessary foundation for the creation of sustainable and peaceful societies.

The General Conference consists of the representatives of the State Members of UNESCO. It meets every two years, and is attended by Member States and Associate Members, together with observers for non-Member States, intergovernmental organisations and non-governmental organisations (NGOs). Each country has one vote, irrespective of its size or the extent of its contribution to the budget.

The General Conference determines the policies and the main lines of work of the Organization. Its duty is to set the programmes and the budget of UNESCO. It also elects the Members of the Executive Board and appoints, every four years, the Director-General. The working languages of the General Conference are Arabic, Chinese, English, French, Russian and Spanish.

 $^{^{\}rm 1}$ Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa



CORPORATE GOVERNANCE

Composition of Commission

The Commission for Gender Equality Act, No. 39 of 1996 as amended, provides for a maximum of twelve commissioners, consisting of no fewer than two part-time commissioners and a maximum of seven full-time. The table below sets out the structure of the Commission with twelve commissioners, five of them part-time and seven full-time.



Ms L Nare: Chairperson



Ms T Mathebula:
Deputy Chairperson



Ms N Bata: Commissioner



Mr M Botha: Commissioner



Ms N Moleko: Commissioner



Dr N Maphazi:



Ms N Mazibuko:



Dr W Mgoqi:



Ms F Nzimande :



Ms P Sobahle:



Ms N Sepanya-Mogale: Commissioner



Mr S Rakolote:Commissioner



Members of the Commission exercise governance in terms of an approved Commissioners' Handbook, which provides a framework for oversight and interface with the staff and gives guidance on their roles in public office

A plenary of Commissioners convenes four times a year and considers reports from management and commissioners. Plenary meetings are supplemented by tele-plenary meetings, which are convened at the discretion of the chairperson and any commissioner who motivates that the chairperson to convenes such a meeting, to consider urgent matters. An extraordinary plenary is called between plenary meetings to consider issues that might arise that would need the plenary's attention. The following table indicates the number of plenaries held during the financial year of 2016/17 as well as the relevant dates.



Figure 1: Special plenary meetings



Figure 2: Open and closed plenary meetings

During the year under review, the Commission made several presentations to the Portfolio Committee on Women in the Presidency in Parliament. These presentations were made in (Parliament) in line with the implementation of the Commission's mandate, annual performance plan and budget, and also advised parliament on matters relating to gender equality in South Africa.



ITEM	PRESENTATIONS TO PARLIAMENT	DATE
	PC on Women in the Presidency: 2 nd Quarter Report	30 January 2018
	PC on Women in the Presidency: EE reports and Local Government Elections (2016)	27 February 2018
	PC on Women: 3 rd Quarter Report	13 March 2018
	PC on Women in the Presidency: Traditional Courts Bill	20 March 2018
	Office on Institutions Supporting Democracy (OISD)	23 March 2018

Standing committees

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

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



ORGANISATIONAL AND ACCOUNTING STRUCTURE

The accounting authority organisational structure:

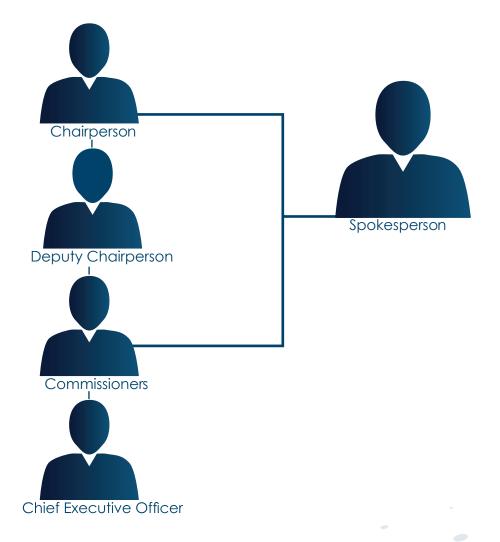


Figure 3: Accounting authority organisational structure

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

ANNUAL REPORT 2017/18

Accounting officer and secretariat organisation structure

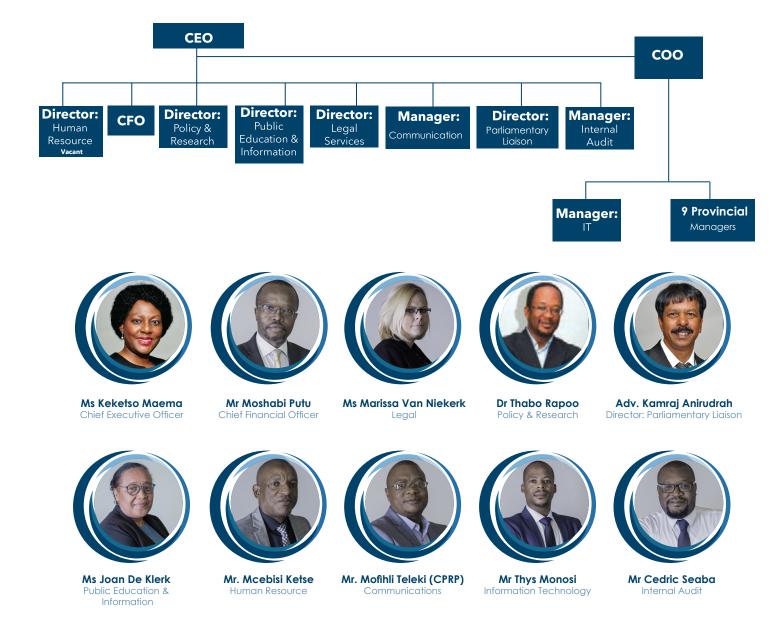
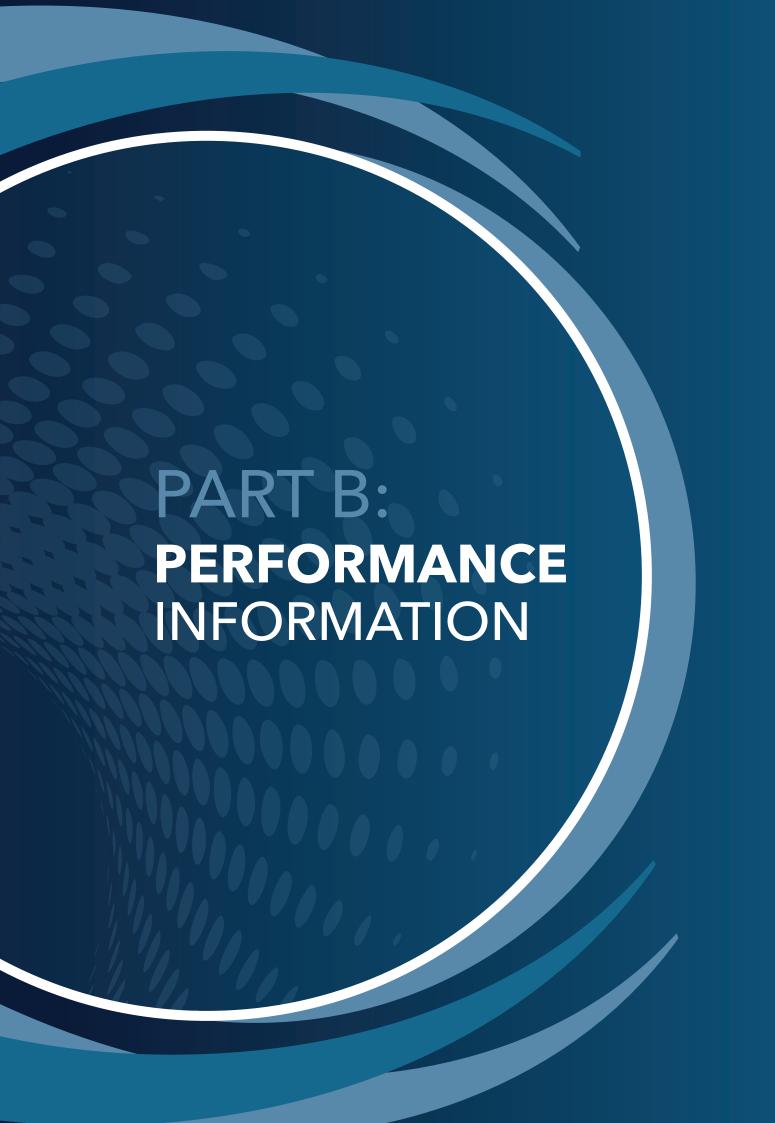


Figure 4: Accounting officers and secretariat organisation structure

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

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





PART B:

PERFORMANCE INFORMATION

Commissioners' input

The Commissioners work towards realisation of the mandate and functions of the Commission by advancing good governance mechanisms in order to ensure efficiency and effectiveness, as well as:

- Executing fiduciary responsibility and performing an oversight function
- Making strategic Interventions and providing leadership in relation to gender equity and equality issues
- Ensuring the CGE organisational policies and practices are consistent with its vision and organisational values
- Preserving institutional autonomy and independence
- Strengthening institutional systems by serving on statutory, theme and any other Committees as allocated by the plenary.

These functions are executed by the following Committees:

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

Activities undertaken by Commissioners in 2017/18

61st Ordinary Session of the African Commission on Human and Peoples' Rights

The 61st Ordinary Session of the African Commission on Human and Peoples' Rights (ACHPR) took place at its Headquarters in Banjul, Gambia, from 1 to 15 November 2017, bringing together different human rights stakeholders. The overarching objective of the Session



was to commemorate thirty years of existence of the ACHPR by assessing the impact of the Commission's work since inception, raising awareness on its mandate, highlighting its achievements and challenges, assessing its prospects, and proposing to determine the means to advance the human rights agenda in the years that lie ahead.

The Commission lobbied several human rights institutions, local and international civil society organisations for the African Commission to consider establishing permanent seats for Gender Commissions and Youth Commissions (amongst others) as opposed to only making allowance for such seats to be occupied by National Human Rights Commissions. This came about upon realising that many human rights ailments are usually subsumed human rights commissions which mainly serve first generation human rights and, in the process, those commissions that serve second and third generation human rights inadvertently receive minimal attention.

In response to the CGE submission, during the African Commission's 60th Ordinary Session that was held at Niamey in Niger, the Commission released Resolution 370 (ACHPR-ACHPR/Res. 370(LX)2017): 'Resolution on the Granting of Affiliate Status to National Human Rights Institutions in Africa'. This Resolution among other issues 'recognises the emergence of other specialised human rights institutions in Africa, including Gender Commissions and Equality Commissions, with which the Commission may also work in fulfilment of its mandate'. Based on the said Resolution, CGE then submitted an application for a permanent seat (status) to the African Commission during its 61st Ordinary Session. The status was granted during the 62nd Ordinary Session that was held in Mauritania in 2018, making the CGE the first specialised institution to get such a status.

Human Rights Bodies on Abortion

The Human Rights Bodies on Abortion held its Regional Conference in Nairobi, Kenya. Among the African States that attended were Kenya, Mozambique, Rwanda, Sierra Leone, South Africa, Tanzania, Uganda and Zambia. The Conference presented a great opportunity to share best practices and exchange knowledge and learnings.

International Disability Conference

The International Conference on Disability was held in New York in June 2017 to look at intersectional ties between gender race and class and legislative framework throughout the world. Countries are to ensure that laws relating to disability are in place and domesticated.

Meetings/workshops with international bodies on international protocols

Commonwealth Programme

The Commonwealth Programme (CWP) Workshop was held under the theme "Mechanisms to Strengthen Gender Equality". The purpose of the workshop was to focus on what Parliamentarians are doing to strengthen mechanisms for gender equity The CWP was founded



to enable Women Parliamentarians with an opportunity to discuss strategies to increase representation in Parliament and work towards the mainstreaming of gender considerations in all CWP activities and programmes.

The United Nations Resolution 1325 National Action Plan

On 31 October 2000, the United Nations (UN) Security Council unanimously adopted Resolution 1325 (UNSCR 1325) on Women, Peace and Security aimed at ensuring that women's human rights are protected in conflict. Women's participation is key to the operationalisation of peace processes and peace building efforts. The Women Peace and Security Agenda seeks to make space for women's participation and the general move towards gender equality. The CGE attended the consultative workshop that was organised by the UN Resolution 1325 National Action Plan in Kampala, Uganda, from 7-8 December 2017.

Five days of Gender-based violence Prevention Experts' Meeting

The first Five Days of Gender-based Violence (GBV) Prevention Experts' Meeting was hosted in South Africa for the first time in 2017. The aim of the Meeting is was to bring together researchers, activists, policy makers and donors to discuss emerging issues in the gender-based violence field and strengthen the development of prevention strategies that can be adapted to different regional and national contexts. The meeting also aimed to strengthen the accountability aspect of gender-based violence prevention at all levels. The CGE presented on the findings of the Research "Painting Over Old Cracks: Assessing Current Programmes to Combat Gender Based Violence (2015)".

International Conference on Women

The Commission participated in the International Conference on Women which occurred under the theme "Women in the Changing World of Work" held in Cape Town in August 2017. The event was attended by members of Parliaments from a number of African States, the African Peer Review Panel, Trade Unions, business and civil society organisations. This platform created a common solution to problems that still plague most developing countries such as those outlined by the UN; for example "eradicating poverty, educating girls and women and closing the gender gap in the economy".

Impact Learning Services

Impact Learning Services organised a meeting where the CGE had the opportunity to share its mandate. The purpose of the meeting was to discuss teaching and research issues affecting girls and their development at Brescia University College – a women's college located in Ontario, Canada.

Chinese Delegation

A Chinese delegation requested the CGE to assist with meeting the delegation and providing them with an overview the CGE's role.



Meetings/workshops with National and Provincial Bodies

Dialogue on Violence Against Women and Children

In June 2017 the CGE in partnership with the Centre for the Safety of Violence and Reconciliation held a Dialogue on violence against women and children. This was an opportunity to interrogate the causes of the high incidents of abuse against women and children in the country and come up with possible solutions.

Gender-based Violence Dialogue

To celebrate Women's Month, UNISA, UN Women and South African Women in Dialogue (SAWID) hosted a Dialogue which theme was "reclaiming African women's dignity as human rights: in memory of the 1956 women's march" and in which CGE participated. The Dialogue stressed human, economic, social, and cultural rights being the only means of self-defence for the millions of impoverished and marginalised individuals and groups from all over the world, including women. The Dialogue concluded that discussions of human rights often fail to acknowledge the unique concerns of women around the globe, particularly as they relate to the subordination of and injustices against women. It added that violence against women and girls remains the most pervasive violation of human rights in the world today.

Indaba on Gender-Based Violence and Protection of Vulnerable Groups

The South African Police Service held an Indaba with the theme "Ayihlome against Gender-based Violence". The purpose was to launch a Six-point Plan based on the Victim Charter. This Six-point Plan is to be posted in all police Stations in the country. The event also offered an opportunity to take stock of the high incidents of femicide and gender-based violence.

16 Days of Activism for No Violence Against Women and Children

This is both an international and national campaign which purpose is to raise awareness of the negative impact that violence and abuse have on women and children and to rid society of abuse permanently. As a key campaign, the CGE ensures to participate in all national, provincial and local activities.

United Nations Report on the Convention on the Rights of the Child and the African Charter on the Rights and Welfare of Children

In February 2018 the CGE was invited to receive the Report from the Department of Social Development on the Concluding Observations and Remarks of the UN Convention on the Rights of the Child and the African Charter on the Rights and Welfare of Children.

Women Summit, Motsepe Foundation

The Commission was invited and participated in the 2^{nd} Motsepe Foundation Annual Summit on International Women's Day, focusing on human rights and issues of sexual harassment. The International Women's Day comes in the wake of the exposure of sexual harassment



which have resulted in many social movements and campaigns such as "Me-too "and "Times Up". The Foundation paid more attention to addressing issues that hamper efforts to achieve gender parity in workplaces. The panel tackled topics such as "Women's rights are human rights", "Women empowerment is a moral, ethical and economical issue which should be treated with importance" and "How to fast-track the implementation of sexual harassment policies and ultimately see such cases decrease".

The Girl Child Campaign

The North West province launched the Girl Child Campaign, a multi-sectoral structure that will see the provincial government, civil society, NGOs and business community coming together in a concerted effort to address the plight of girls in the province, especially the issue of teenage pregnancy and the increased HIV infection rate.

Post Policy Pronouncement Stakeholder Engagement

The CGE delivered a message of support at an event hosted by the Department of Social Development. The following issues were raised as major concerns:

- Child Abuse and Child Rape
- Customary Marriages as a harmful traditional practice
- Child Murders
- Child Labour
- Discrimination towards Children Living with Albinism
- Substance Abuse
- Teenage Pregnancy.

Conference on the Rights of Children with Disabilities

The South African Human Rights Commission hosted the National Conference in October 2017 to strengthen the working relationship between the CGE, NGOs and government departments. The purpose of the Conference was to educate parents and communities about children's rights and also to empower them on how to enforce these rights.

Disability Summit

In July 2017 the Commission was invited by the Office of the President to take part in creating awareness on challenges of people with disabilities. The purpose was to popularise the White Paper on Disability.

Disability Research Indaba

The Indaba was hosted in KwaZulu-Natal (KZN) under the theme "Transformation towards sustainable and resilient society for all". This was organised by UNISA Engagement in collaboration with the Advocacy and Resource Centre for Students with Disabilities (ARCSWiD). The CGE participated in scrutinising incidents of exclusion as reflected in the data collected in KZN with the aim of developing both government and community-based solutions to the (un)intentional cases of discrimination towards people with disabilities.



Women Economic Empowerment Stakeholder Engagement, December 2017

As part of its Annual Performance Plan the CGE held round-table discussions in the various provinces on solutions to empower women and extending to the rife gender-based violence in the regions from whence participants came. It was concluded that more discussions in this regard are required.

Gender Transformation Dialogues – Wits and Unisa

The CGE conducted Dialogues with both the University of Witwatersrand and the University of South Africa separately. The purpose of the Dialogues was to probe current internal policies, systems, programmes and relevant strategies by the two universities to ensure effective gender transformation. This assessment also included and considered any challenges that the universities may be experiencing on gender equality. The Dialogues form part of the Transformation Hearings in Institutions of Higher Learning that are conducted by the CGE.

South African Council of Educators

The South African Council of Educators (SACE) was invited by the CGE to discuss reported cases of sexual harassment and the outcome of the Investigative Hearings.

Dialogue on International Migration

The Dialogue was a consultation process by the Minister of Home Affairs on migration policies held at Wits University in September 2017. Among others the issues of SADC labour migration and asylum seekers were raised as urgent and needing urgent attention.

Health and Hygiene Dialogue

The CGE participated in the Department of Water and Sanitation's National Dialogue to create awareness and advocacy around the new Sanitation Policy.

Institute of Security Studies

The Institute of Security Studies launched its Report on Sex Work. The CGE was one of the panellists and presented on the CGE's position in this regard.

Fight against Human Trafficking

The Commission was invited to participate in the stakeholder public awareness campaign to highlight the scourge of human trafficking between Lesotho and South Africa. Human trafficking is so rife in the Free State that the CGE had to facilitate a forum to deal with this matter specifically.

Traditional and Religious Leaders

The CGE held and participated in a stakeholder engagements programme with traditional leaders to discuss and outline emerging issues that continue to hinder the progress in attaining gender equality.



The Film and Publication Board

The Commission was invited to attend and participate in the launch of the Classification Guidelines of the Film and Publication Board (FPB) following the review process by the FPB. It was noted that these were last reviewed in 2012 and subsequently published in October 2014. The FBP felt that some of the films, games and publications should be classified and tightened up to protect the public, specifically children, from exposure to disturbing and harmful materials and premature exposure.

SALGA Summit

The South African Local Government Association (SALGA) summit event was held at Johannesburg, South Africa to discuss the progress of SALGA, its achievements and how the CGE can infuse "gender" within their programmes. Another key point is to ensure that gender as an issue form part of municipalities' focus areas country wide.

SALGA Women's Commission Conference

The CGE actively participated in the SALGA Women's Commission conferences held throughout the country.

Celebrations/commemorations

The CGE ensure to attend national provincial and local commemorations pertaining to human rights. The following were attended by different Commissioners:

- Africa day and Human Rights Day
- Sixteen Days of Activism against Violence on Women and Children.
- World Aids Day with the Department Labour
- International Women's Day
- National Freedom Day Celebrations under the theme: "The Year of OR Tambo: Together deepening democracy and building safer and crime free communities".

Commemoration of 20 years of the Constitution

The CGE participated in various provinces at both national and provincial level.

State of the Nation and State of the Province Address

The CGE always attends the State of the Nation address (SONA) and State of the Province address (SOPA) for a sense of the economic political and social condition of the country and the various provinces.

Office on Institutions Supporting Democracy

Parliament has made a call for establishing a single Human Rights Body in South Africa. Five institutions that are subject to this discussion include Commission for Gender Equality (CGE), South African Human Rights Commission (SAHRC), Pan South African Language Board



(PanSALB), Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities (CRL Rights Commission), and National Youth Development Agency.

Several meetings have been held throughout the year with the CGE consulting with various stakeholders who rejected the amalgamation of the CGE. Additionally, the Commission has held several meetings with the Office on Institutions Supporting Democracy (OISD) discussing matters on the proposed amalgamation (the CGE being vehemently opposed to such an amalgamation).

National Departments:

The Commission held a number of meetings with national government departments to discuss several issues pertaining to the promotion of gender equality.

Department of international Relations and Cooperation

The Department of International Relations and Cooperation (DIRCO) organised a Men's Summit to mobilise men on the importance of raising their voice on issues of GBV throughout the country and beyond. The CGE presented on the mandate of the Commission and on working with men and boys on issues of gender equality, violence against women and children.

Department of Justice and Constitutional Development

The Department conducted a workshop on Universal Periodic Reporting. The purpose of the workshop was to strengthen the country's coordinated Human Rights Treaty reporting.

Department of Women

The Department of Women held Community Dialogues for the various communities to tell their personal stories about gender-based violence in order to come up with or strengthen local institutional mechanisms to fight GBV. The CGE Commissioners attended and participated in these discussions.

Department of Science and Technology

The Department of Science and technology had a Panel Discussion on GBV in which the CGE participated, sharing its work on GBV.

Department of Roads and Transport

The Department held a workshop on International Policy Frameworks that require States to promote inclusive development on accessibility and disability to comply with universal standards.



Government Communication and Information Systems

The CGE attended and participated in the workshop by the Government Communication and Information System (GCIS) Forum on GBV.

Provincial Work:

All Commissioners are allocated provinces and work closely with the Provincial Managers in covering the themes arising from such engagements.

Working with Men and Boys

A number of engagements with stakeholders highlighted the need for men to be involved in fighting GBV. One of these were the South African Men Movement United (SAMMOVU) which organised a two-day consultative conference with a view to developing a sustainable plan to deal with this scourge. More than 500 men attended.

Sex Work

All the provinces participated in the discussions on commercial sex work with Embrace Dignity taking the lead in the Western Cape.

Land

Land has become a topical issue with CGE driving the "One Woman One Hectare of Land Campaign". The Gauteng Rural Women held a session leading to the International Women's Day.

LGBTIQI

Commissioners in all provinces addressed lesbian, gay, bisexual, transgender, intersex, queer, questioning or interested (LGBTIQA) forums. The programme sought to demystify existing stereotypes about LGBTQI, address concerns from the community and forge partnerships.

Femicide

The Moral Regeneration Movement hosted an Imbizo on addressing femicide. This is but one of the activities on Femicide that Commissioners were involved in.

Legal

Complaints

The Legal Department opened 891 complaints during the 2017/2018. Most complaints were opened in Limpopo, Eastern Cape and Mpumalanga with gender-based violence, maintenance, gender discrimination and general discriminatory the most reported complaints during the financial year.

The following table represents the files that were brought forward, opened and closed during the financial year 2017/2018.

Province	Files opened	Files closed	Pending files
North West	70	71	71
Mpumalanga	105	132	43
Gauteng	88	76	58
Free State	79	14	79
KwaZulu-Natal	87	83	71
Western Cape	63	56	26
Eastern Cape	129	104	59
Head Office	4	5	7
Limpopo	180	145	76
Northern Cape	86	52	40
Total	891	738	530



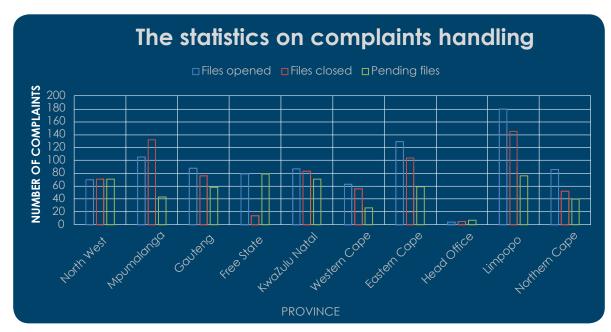


Figure 5: Opening and closing of files per province

Legal and Outreach Clinics

The Legal and Public Education and Information Department jointly conducted a total of 162 advocacy, legal and outreach clinics this year. The table below provides a visual display on the split of the advocacy, legal and outreach clinics per province, with Western Cape, Limpopo and Northern Cape ranking the highest. The table below provides a breakdown on advocacy, legal and outreach clinics per province

Ranking	Province	No of legal clinics
1	Western Cape	23
2	Limpopo	22
3	Northern Cape	20
4	KwaZulu-Natal	18
5	Mpumalanga	17
6	Gauteng	17
7	North West	16
8	Eastern Cape	15
9	Free State	14

The department managed to achieve and exceed its annual target of 135 outreach-legal clinics. The department thus exceeded its annual target by an additional 27 outreach-legal clinics. Below is a graphic representation of the advocacy, outreach and legal clinics conducted:

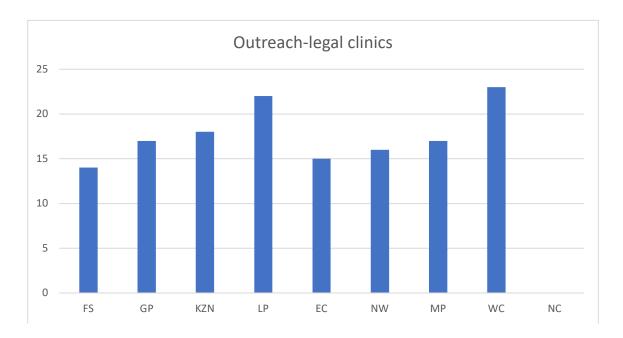


Figure 6: Outreach-legal clinics

The following are some of the issues raised during outreach-legal clinics:

- Employees working in private sector companies are often not adhering to the Basic Conditions of Employment Act especially in terms of working hours
- Most attendees highlighted they are reluctant to report gender-based violence and seek protection orders in instances of abuse because protection orders do not deter abuse, instead it encourages perpetrators to murder victims
- The non-registration of customary marriages is still prevalent in rural areas and women are forced to accept the status quo due to lack of financial independence
- Access to healthcare facilities was highlighted as a concern in most areas, in particular Hillsview and Perdekop in Mpumalanga
- There is a high number of unreported sexual assaults in rural areas.
- A lack of harsh sentences for convicted rapists
- An unacceptably high number of teenage pregnancies
- The lack of understanding on how protection orders operate as well as concerns over SAPS delays in serving protection orders
- General maintenance delays
- High rate of substance abuse and youth unemployment
- High rates of gender-based violence including femicide
- Attacks on elderly woman and young females and children and a lack of justice in this respect.



Systemic investigations

Transformation of the Judiciary

The Commission has requested a meeting with the Minister of Justice and Constitutional Development and the Minister of Women in the Presidency as per the formal advice from the Office of the Presidency. The Commission is yet to receive confirmation of availability from both Ministers in question. Correspondence has been dispatched to the Directors-General of each department for a meeting.

Recommendation A

The discussion document has been finalised and shared with all the parties in the fourth quarter. The discussion paper includes the observations and recommendations as found by the CGE during its investigation process. The Department of Justice provided its input into the discussion document, which will be considered and included. It is envisaged that the discussion document will be published in the first quarter of the new financial year for public comment.

Recommendation B

The Commission has requested a meeting with the Minister of Women in the Presidency as per the formal advice from the Office of the Presidency. The Commission is yet to receive confirmation of availability from both Ministers in question. Correspondence has been dispatched to the Directors-General of the Department of Women in the Presidency as well as the Department of Justice to discuss recommendation B of the report.

Decriminalisation of sex work

First Leg of the complaint

The South African Law Reform Commission released its report on sex work during May 2017. The report recommends full criminalisation as its first choice and partial criminalisation as its second. The CGE has adequate submissions on the South African Law Reform Commission (SALRC) Report relating to decriminalisation of sex work. In addition, verbal submissions were also made to the Multi Party Women's Caucus in March 2018 for the decriminalisation of sex work.

Second leg of the complaint

The report has been finalised and launched in the fourth quarter of 2017/2018. The Legal department has sought a meeting with the SAPS National Commissioner, Minister of Justice and Constitutional Development and Chairperson of the SALRC. The meeting is expected to take place on 31 May 2018.



Maternal Health

The Legal department and the National Department of Health successfully visited 18 implicated sites from 22 January 2018 to 2 February 2018. All other aspects of the investigation have been finalised. The only outstanding aspect is the statement from the complainant, which will be supplied in June 2018. The report will be finalised in quarter two of the 2018/19 financial year.

Mining investigation

The legal department compiled a follow-up report during quarter four. The follow-up report is based on the consultative meetings with De Beers and Glencore that took place during the first and second quarters of the financial year. The two companies demonstrated, in their progress reports, their commitment to implement the recommendations of the CGE. The Legal Department has conducted sexual harassment workshops for Glencore at various sites and will conduct similar workshops for De Beers during the first quarter of 2018/2019.

Gender transformation hearings in the private sector

The Legal department successfully conducted follow-up consultative meetings with the private sector companies that appeared before the CGE during the employment equity hearing in 2016 and compiled a follow-up report on transformation in the private sector. Generally, the companies have put in measures to address the recommendations of the Commission. Notwithstanding these measures the representation of women and persons with disability remain a critical challenge to the entities.

Gender transformation hearings in institutions of higher learning

The Legal Department conducted a gender transformation hearing for institutions of higher learning. The universities of Free State, Johannesburg and Stellenbosch appeared before the Commission. The Legal Department compiled and published the Gender transformation report in tertiary institutions. The Universities highlighted their commitment to gender transformation; however, the universities encounter challenges to proliferate female and persons with disability representation at Senior Management Positions.

Court Monitoring

The Legal Department consolidated court monitoring report which focused on equality courts, sexual offences courts, maintenance courts and domestic violence courts. The Legal Department observed in the report:

- that there not many equality courts that are fully functional
- that maintenance courts and domestic violence courts lack sufficient personnel which tend to render unsatisfactory services to complaints
- that not all courts are designated sexual offences courts and DNA results are often the main contributing factor for the delay in finalising matters.



Litigation

Democratic Alliance v the Minister of International Relations and Cooperation and Others. Case no 58755/17

This matter pertains to an incident where the former Zimbabwean first lady Grace Mugabe allegedly attacked a young woman with an electrical extension cord in Sandton Johannesburg in August 2017 following which the South African government granted her diplomatic immunity. The Commission's interest in this matter emanates from the fact that it is constitutionally mandated to promote constitutional democracy by promoting respect for gender equality and the protection, development and attainment of gender equality. The Commission has litigated, where necessary, to secure substantive protection of the rights of women and other inter-related and analogous grounds. The Commission believes that relief sought by the Democratic Alliance is necessary to secure substantive protection of the rights of women in South Africa. The Commission accordingly made submissions to the Court that:

- The grant of immunity was not "in the interests of the Republic"
- The Minister violated her obligation in s 7(2) of the Constitution to "respect, protect, promote and fulfil" the rights of women
- The grant of immunity violated South Africa's international obligations in both treaty and customary law concerning violence against women
- The grant of immunity conflicted with priority policies adopted by the Government.

Judgement has been reserved in this matter.

Women Legal Trust Centre v President of the Republic and Others. Case no 22481/2014 Western Cape High Court

The CGE is admitted as *amicus curiae* in this matter. The matter involves the non-recognition of Muslim marriages in South Africa and the ongoing violation of the human rights of women in these marriages. The matter is pending before the Western Cape High Court.

SB Mahlangu v Minister of Labour and Others. Case no 79180/15

The CGE has been admitted as *amicus curiae* in this matter. The applicant brought an application in the High Court of South Africa (Gauteng North Division) against the Minister of Labour (first respondent), the Deputy-general of the Department of Labour (second respondent) and the Compensation Commissioner (third respondent) for subsequent relief for domestic worker's to claim compensation in terms of the Compensation for Injuries and Diseases Act 130 of 1993 (COIDA). Section 1 of the COIDA expressly excludes domestic workers from the ambit of its protection and the applicants are calling for the exclusion of domestic workers as discriminatory and the section itself being unconstitutional.



Raedani v Mufunwa Inwi. Case no 1/2016 Thohoyandou Magistrates Court (Equality Court) The CGE was admitted as amicus curiae in this matter. The complainant in this matter sought damages against the respondent for uttering statements during a radio interview that were derogatory and discriminatory towards the LGBTI persons.

The matter has been characterised by a number of interlocutory applications which include the following:

- Joinder Application
- Rescission of Joinder Judgement
- Recusal Application
- Appeal on Recusal Judgement
- Resignation of the Magistrate
- Recusal by new Magistrate who knew the parties.

The abovementioned applications have resulted in the merits of this matter not being heard by the court. The parties in this matter have resolved to approach the High Court as court a quo to have this matter adjudicated.

Junita Dorothy Malgas v Deshi Ngxanga (Upington Equality Court)

The complainant is employed at Dawid Kruiper Local Municipality, Pabalello Library in Upington. The complainant alleges that on 29 September 2016 during lunch time, the Municipal Manager (Respondent) found the complainant and her colleague sitting outside the library. The respondent allegedly stated that the library belongs to AmaQwathi (tribal chiefs) and according to his tradition a woman cannot sit next to the door. The remarks amount to gender discrimination, undermining the equality between women and men, impairing dignity, as well as being hurtful and possibly harmful. The complainant exhausted all internal remedies without success. The CGE has brought this matter before the Upington Equality Court and the matter is still pending.

Maria Gustago Agrela vs The Lake Restaurant and Others. Case 01/2017 in the Equality court, Brakpan Magistrates court

In this matter the media reported an incident of a restaurant which defends their same-sex policy. Their policy refuses entry to gay couples every Thursday which is described as "couples' night". The Equality court at Brakpan Magistrates court referred the matter to the CGE for mediation. The CGE conducted a mediation in this matter and it was made an order of court. The mediation included the need for a sensitisation programme on LGBTI for the respondents.



Research

Gender barometer Assessment Report

The Gender Barometer project is based on annual assessments of progress achieved by institutions selected from a particular sector of society in terms of gender mainstreaming and gender transformation. The project seeks to assess compliance with national policy and legislative frameworks relating to gender mainstreaming and transformation, as well as assess internal institutional pro-active programmes to determine the extent to which such institutions are prepared to drive gender mainstreaming and transformation beyond the legal/constitutional obligations.

In the past three financial years, the Gender Barometer Project focused attention on the mining sector in South Africa. The sector remains male dominated and generally reluctant to comply with national legislative and policy frameworks promoting gender mainstreaming, transformation and women's empowerment. The sector is also generally reluctant to introduce self-driven, proactive and meaningful internal programmes and policies to promote gender equality and women's empowerment. The project annually selects two mining companies for closer assessment of their internal programmes, policies, projects and activities to assess their efforts to promote gender transformation. In 2017/18 the CGE selected two mining companies, Impala Platinum Minein Rustenburg, and Petra Diamonds based in Cullinan, Gauteng Province. The study was completed successfully and a research report was compiled containing the findings and recommendations.

Key issues:

The findings reveal that mining companies continue to ignore policies and legislation in respect of the need for internal programmes for gender mainstreaming and women's empowerment. In addition, allegations of prevalent sexual harassment of female mine employees at the Impala Platinum Mines in Rustenburg was identified and will be the subject of the CGE's Legal Department's investigation.

African Gender Development Index (AGDI)

This project was the result of collaboration between the CGE and the United National Economic Commission for Africa (UNECA)'s Gender Desk, with the aim of assessing South Africa's compliance with a range of international instruments which South Africa has signed to promote gender equality and women's empowerment. The focus was on the political, economic and social sectors. The execution of the project involved participation by representatives from key stakeholder institutions such as government departments (Women's Ministry and the Department of Planning, Monitoring and Evaluation (DPME), civil society organisations (e.g. COSATU, University of the North West) and Chapter 9 institutions (e.g. Human Rights Commission) and Statistics South Africa.



Key issues:

Three key issues are among the findings contained in the report: Firstly, the findings show that the country has been able to embrace the goals of gender equality, transformation and gender mainstreaming through a plethora of legislative and policy frameworks. However, implementation of these policy and legislative frameworks, including resourcing relevant state institutions to promote gender mainstreaming, have been weak. Secondly, the country's erratic compliance with international reporting requirements on progress relating to international/global gender mainstreaming obligations was identified. Thirdly, while considerable progress has been achieved in improving the enrolments of the girl child at primary/secondary and high school levels, the figures seem to show worsening dropout figures for boys.

Assessing Women's representation and participation in the Traditional Sector report

This project assessed the representation, participation and role played by women in decision making structures and other processes within four Provincial Houses of Traditional Leaders: KwaZulu-Natal, North West, Eastern Cape and Mpumalanga. The project explored various topics including the level of participation by women in the decision-making processes, the extent to which the Houses of Traditional Leaders promoted gender mainstreaming and women's empowerment through their internal policies, programmes and practices. A project research report was compiled containing the findings and recommendations from the study.

Key issues:

The report raises three key issues: (1) the Houses of Traditional Leaders appear not ready and not capacitated to promote gender mainstreaming through internal policies and programmes; (2) lack of strong support and capacity building for the Provincial Houses of Traditional Leaders by the Department of Cooperative Governance and Traditional Affairs (COGTA) and the National House of Traditional Leaders; and (3) lack of clarity on the role and relationship between COGTA and the Houses of Traditional Leaders in terms of capacity building and support for these institutions.

Assessing the Plight of Women in Correctional Services Facilities report

This is an ongoing project that seeks to assess the plight and circumstances ofhealth-related services rendered to, women incarcerated in selected Correctional Service Centres managed by the Department of Correctional Services. The project started during this financial year and is set to continue in 2018/19. Each year, three Correctional Service Centres will be selected for assessment. During this year three correctional Services Centres were selected for assessment from three provinces; Western Cape (Pollsmoor), Free State (Bizzah Makhate) and Gauteng (Johannesburg Central). A research report containing the findings and recommendation was compiled from the assessment of the three Correctional Service Centres.



Key issues:

The report highlights a number of important issues in the findings, including the problem of inadequate supply of sanitary towels to women in the Correctional Centres; the failure of some of the Correctional Centres to ensure the privacy of women prisoners during body-search procedures by Correction Services officials; as well as lack of sensitivity by the officials with regard to gender/women's issues.

Public education and information

Coordinated programme on gender equality and women empowerment focusing on gender mainstreaming through the use of the SDGs

Public Education and information is core to the mandate of the Commission which is to "promote respect for, and the protection, development and attainment of gender equality". As such, the CGE undertook Gender Mainstreaming interventions such as presentations in 2017/18, targeting municipalities who are at the cold face of service delivery.

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

The interventions and education programmes were conducted with councillors and municipal officials and their representatives from SALGA departments. In some provinces the commission collaborated with COGTA to provide education and training on gender main-streaming.

The Commission provided Africa Rainbow Minerals (ARM), a private sector company, with gender policy development and gender mainstreaming training. The Commission continues to provide support to ARM in order for them to achieve their gender transformation targets and programmes.

Key issues raised during the training sessions included the following:

• Senior managers do not have a Key Performance Area (KPA) that relates to gender/gender equality/gender mainstreaming; this then impacts on the formulation of a gender policy and implementation plan



- Officials indicated that there was a lack of empowerment programmes that capacitate women
- Understanding of Gender Mainstreaming as a concept and how it could enhance policy alignment as a strategy for the municipality in its operationalisation of programmes/projects and planning in its entirety
- Gender Equality as an end-product also focuses on the division of labour and equal access to services (women v. men) in addressing the Employment Equity Act provisions, which ultimately yields positive results for transformation in the workplace. It is therefore important to continue with capacitating officials on Gender Mainstreaming
- Municipalities see gender as a soft issue, and this is demonstrated by delegating junior staff who do not have decision making powers to dialogues hosted by the events organized by the Commission.
- Posts for Municipal Managers are still predominantly occupied men than women
- Women are less represented in directorship positions
- The Integrated Development Plan (IDPs) are generally silent on gender
- Sexual harassment policies are only in existence for compliance and but not for the
 purpose of protecting staff. As a result, women refrain from reporting harassment because they fear losing their jobs or being treated harshly after reporting the matter
- Lack of programmes preparing women to be promoted to management positions.

Education Programme through Community Radio Stations

Radio broadcasting is a powerful tool that enables communication to many isolated rural villages and towns in developing countries. For many of these rural communities, radio broadcasts are often the only effective way to solicit important information to a large audience. Being tasked with promotion and awareness on gender equality, the Commission embarked on a community radio programme to ensure that people in far flung areas are reached.

The Commission engaged with the GCIS to gain access to community radio stations thereby ensuring a long term, syndicated community radio campaign broadcasting content to a number of community radio stations at a time. Below is a list of stations which broadcasted the Commission's messaging.



The following table depicts the average listenership of community stations broadcasting the CGE's message

Community Radio Stations	Average Day Listenership		
Capricorn	578 000		
Makhado FM	91 000		
Giyani FM	57 000		
Radio Turf	55 000		
Inanda FM	85 000		
Forte FM	28 000		
Vuma FM	65 000		
Smile FM	35 000		
Jozi FM	520 00		
Iqhayiya FM	27 000		
Univen FM	180 000		
North West FM	65 000		
Mambatho FM	57 000		
Radio Qwaqwa	187 000		
Sekgosese FM	215 000		
Mdantsane FM	116 000		
Valley FM	103 000		
OFM	79 000		
Kasi FM	67 000		
Barberton Community Radio Station	58 000		
Mohodi FM	49 000		
Greater Tzaneen FM	32 000		
LetIhabile Community Radio	36 000		
Vaaltar Community Radio	155 000		
Alex FM	270 000		
Rainbow FM	69 000		
Bushbuckridge Community Radio	187 000		
Radio Khwezi	140 000		
Radio Motheo FM	264 000		
Riverside FM	69 000		
Radio Teemaneng	123 000		
Namaqua FM	82 000		
Bush Radio	59 000		
Alfred Nzo Community Radio	232 000		
Unitra FM	367 000		

Community Radio Stations	Average Day Listenership	
Izwi Lethembe	49000	
Elgin	24000	
Ligwalagwala	1105000	
Kurara	73000	
Moretela	112000	
Radio 786	55000	
Maputuland	6000	
Revival	21000	
Mosupatsela	47000	
Eden	163000	
Aganang	63000	
Pheli	8000	

Engagements with traditional leadership and the religious sector on gender equality

Culture and religion plays an important role in society. People's behaviour is shaped either by religion or culture or both. In its effort to create a "society free of gender discrimination" it therefore made sense for the Commission to identify both religious leaders and traditional leaders as key stakeholders to work with. This report is about the stakeholder interventions undertaken by the provincial offices focusing on traditional and religious leaders. In line with the 2017/18 Annual Performance Plans, the Mpumalanga, Northern Cape, Western Cape, North West and KwaZulu-Natal provinces conducted stakeholder engagements with the religious sector, while Gauteng, Limpopo, Free State and the Eastern Cape focused on the traditional sector.

Through traditional and religious stakeholder engagements, the CGE learnt that some of the challenges such as high unemployment and substance abuse may not specifically be gender related but did have a ripple effect to the achievement of gender equality. In some communities they even use unemployment and substance abuse to explain the level of gender-based violence, including femicide. The Commission is of the opinion that impediments to achieving gender equality are also evolving.

Key issues raised across provinces:

- Patriarchal norms and standards cut across all sectors
- Misuse of religion and particularly certain Bible texts to justify the oppression of women
- A high number of unreported sexual assaults in rural areas
- The challenges that surviving spouses under customary marriages encounter when claiming a deceased's estate
- There is a general lack of understanding on how protection orders operate as well as



concerns about SAPS delays in serving protection orders

- Maintenance delays continue and are persistent in most areas
- High rates of gender-based violence including femicide have been reported across provinces
- Arranged marriages for royal wives, no consultations or consent to the "candle wife" (second wife) where the wife only meets the husband on the day of the wedding
- Lack of respect, with wives' main role seen as childbearing and rearing
- Non-registration of polygamous marriages
- Women have very little knowledge on issues around estates and wills
- Attacks on elderly woman (witchcraft killings), especially in the Limpopo and Mpumalanga provinces
- Access to justice and basic services in the rural areas remain a challenge.

Stakeholder engagements with stakeholders in the gender sectors

The Commission planned and implemented stakeholder engagements across provinces with the following key focus areas:

- Gender based violence
- Rural women
- Women's economic empowerment
- The LGBTIQA.

Gender-based violence

Gender-based violence is a profound and widespread problem in South Africa, impacting on almost every aspect of life. Gender-based violence disproportionately affects women and girls, is systemic in nature, and deeply entrenched in institutions, cultures and traditions in South Africa. This phenomenon pervades the political, economic and social structures of society and is driven by strongly patriarchal social norms and complex and intersectional power inequalities, including gender, race, class and sexuality.

Some of the key issues include:

- Forced marriages continue to be a challenge in provinces, specifically the Eastern Cape and Kwazulu-Natal
- Teenage pregnancy remains rife in some areas
- Circumcision and initiation schools continue to pose a challenge for communities
- Non-disaggregated data gender-based violence on cases prosecuted by the NPA



relate to grievous bodily harm and assault

- There seems to be an increase of men and boys reporting cases of violence
- Stigma attached to sex workers reporting violence against them
- Access to courts and police stations remain a challenge
- There is still unwillingness to report GBV remaining a major challenge
- Lack of coordination of GBV initiatives by key stakeholders in the province
- Need for training SAPS on the Domestic Violence Act and Sexual Offences Act
- Increasing number of incidents of gender-based violence where young girls are the victims
- Discrimination against gays and lesbians
- High levels of substance abuse lead to high levels of abuse

Rural Women

The plight of rural women remains a key challenge for the country's development agenda. These women are negatively affected by economic, environmental and social transformation which is required for sustainable development. Limited access to financial credit facilities, healthcare and education are among the many challenges women face in rural areas. These are further aggravated by the global food and economic crises and climate change. It is for this reasons that empowering women is essential, not only for the wellbeing of individuals, families and rural communities, but also for overall economic productivity, given women's large presence in the agricultural workforce worldwide.

Key issues raised during the engagement included the following:

- Access of maintenance is a challenge in rural areas
- Reproductive rights (a woman's choice about the number of children she wants to have)
- Access to land by women
- High rate of unemployment
- High rate of HIV infections
- Low literacy levels
- High rates of domestic violence
- High rates of teenage pregnancy in rural areas
- Lack of poverty alleviation programmes
- Lack of empowerment programmes.



Women's economic empowerment

South Africa has an inclusive Constitution that protects the rights of all, accompanied with a statutory and policy architecture for gender empowerment and equality. However, despite the enabling policies and laws there is still a large challenge in ensuring that the legal and regulatory frameworks that have been put in place are effectively implemented, enforced, monitored and evaluated to ensure the economic empowerment of women. Investing in women's economic empowerment sets a direct path towards gender equality, poverty eradication and inclusive economic growth. Women make enormous contributions to economies, whether in businesses, on farms, as entrepreneurs or employees, or by doing unpaid care work at home. Despite their immense contribution, they remain disproportionately affected by poverty, discrimination and exploitation.

Gender discrimination means women often end up in insecure, low-wage jobs, and constitute a small minority of those in senior positions. It curtails access to economic assets such as land and loans. It limits participation in shaping economic and social policies. And, because women perform the bulk of household work, they often have little time left to pursue economic opportunities. Some of the key stakeholders that participated in the stakeholder engagements include the Small Enterprise Development Agency, Provincial Departments of Economic Development, National Development Agencies, Provincial Finance Departments, as well as a number of stakeholders from civil society.

Some of the key issues raised:

- Greater focus needs to be placed on female entrepreneurs, with more opportunities created
- More information needs to be provided to women in business to allow access to opportunities
- Sexual harassment and exploitation is rife in small businesses
- Capacitation of women around policies and practices is important and needs to be improved
- Lack of collaboration between the economic sectors and clusters need to be synergised
- The provincial procurement plans should ensure that gender is mainstreamed.

Engagement on LGBTIQA issues

The rights of LGBTI South Africans are clearly stated in Chapter 2 of the Constitution, Bill of Rights, Section 9(3):

"The state may not unfairly discriminate directly or indirectly against anyone on one or more grounds including race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth"



The Constitution firmly obligates South Africa to adopt a comprehensive human rights approach to same sex or LGBTI related rights. However, it has been found that a gap exists between Constitutional rights and the protectors of LGBTI persons and the actual realisation of these rights.

In spite of an enabling legal environment, the lived experiences for many LGBTI persons tell quite a different story. On the most extreme end of the wide spectrum of discriminatory experiences there have been frequent extreme reports of young black lesbian women being raped under the banner of "corrective rape" which often ends in murder. Gay men and transgender persons are often targets of physical violence and labour discrimination, marginalisation, exclusion and targeted victimisation by public institutions intended to provide services and protection.

Certain trends have been highlighted relating to the numerous media reports around the death and abuse of LGBTI individuals, particularly black lesbians, gays, transgender and inter-sexual women in townships and rural communities within the country. It is against this background that the CGE noted with great concern the extent of gross acts of violence against LGBTI, the intervention of which can be sought through awareness and educational programmes as well as the justice system in South Africa.

The Commission in partnership with Department of Justice and Correctional Services conducted training and workshops on LGBTI. The Commission is a member of the LGBTI National Task Team (NTT) and victims of hate crime and discrimination on the basis of sexual orientation, gender identity and expression. There was a concern on high levels of secondary victimisation suffered by the LGBTI community which then necessitated the training.

Over and above the training provinces were expected to conduct stakeholder engagement with the LGBTIQA communities.

Some of the key issues raised are:

- The interactions between championing institution and the partners with target group reveal a lot of knowledge gaps around the topic of LGBTI, gender equality and human rights.
- There was a strong commitment from government departments to work together to make the program a success.
- It was discovered that new allegations of assault of LGBTI by community youth was reported, over and above the complaint that brought the CGE to the community.
- Political and traditional leaders were aware of the harassment of LGBTI community members however did not know how to intervene.



Information on LGBTI rights was very limited both for stakeholders and community members. The table below indicates the total number of people reached through interventions.

Number of people reached during reporting period					
Province	Male	Female	Total		
Eastern Cape	619	1253	1872		
Free State	860	619	1479		
Gauteng	629	1281	1910		
Kwazulu- natal	679	1377	2056		
Limpopo	1318	2798	4116		
Mpumalanga	497	823	1320		
Northern Cape	895	2657	3552		
North-west	1016	1673	2689		
Western Cape	697	982	1679		
TOTAL	7210	13463	20673		



Provincial highlights

Eastern Cape

The Eastern Cape Province has a vast estimated population of seven million people and is the third largest province after Gauteng and KwaZulu-Natal. The Eastern Province is plagued by a number of challenges ranging from high levels of poverty and inequality to unemployment. These challenges are also exacerbated by the high level of gender-based violence, rape and murder, coupled with a strongly entrenched patriarchal system of traditional leadership and culture especially in the former homelands of Transkei and Ciskei where the practice of forced marriages, <u>ukuthwala</u>, is commonly practised. In the period under review the CGE Eastern Cape has engaged with different stakeholders, including communities and Chapter 9 institutions, to foster and raise awareness of the CGE mandate. These engagements have enabled the CGE to escalate public complaints for further investigation and assistance.

The Public Education and Information (PEI) department in collaboration with Legal Services conducted a total of 16 legal clinics aimed at empowering communities around the CGE mandate and providing a redress mechanism to the gender related complaints of targeted communities. The partnership between PEI and Legal has contributed immensely towards ensuring that the CGE mandate is popularised and challenges facing communities are escalated to the relevant entities. A number of complaints recorded at the legal clinics fall within the Commission's jurisdiction, while other complaints were referred to relevant entities such as the Human Rights Commission and Public Protector South Africa.

During the period under review the Eastern Cape office strengthened its working relations with various stakeholders including municipalities and like-minded organisations namely the Khula Community Development, Dutywa Women's Support Centre, Masimanyane Women's Support Centre, Safety Health and Environment, government departments, and LGBTI groups. The office further serves on the Provincial Task Team coordinated by the Department of Justice and Constitutional development, as well as Forums of Institutions Supporting Democracy and Victim Empowerment Programmes forums.

The province continues to work closely with faith-based organisations by reaching out to churches and similar institutions to impart knowledge and information on the mandate of the CGE and further encourage the church leaders to take a stand on the fight against gender-based violence and inequality in our society. The following sessions where held with religious groups or churches with the exception of traditional practitioners and healers:

- 6 August 2017, Methodist Church Motherwell circuit number
- 21 August 2017, Methodist Church Mission Unit at Lusikisiki Social Justice seminar
- 26 August 2017, St Bernard Mizeki Church kwa Zakhele at Port Elizabeth
- 21 April 2018, United Presbyterian Church Central District.



Free State

During the year under review the provincial office delivered 16 legal and outreach clinics, handled 79 complaints, presented eight media slots and convened six stakeholder engagements as per the APP. The highlights of the provincial activities were largely based on partnerships with stakeholders aimed at strengthening the relationship with institutions that would aid the delivery of the CGE mandate in the province. Among others these partnerships include the following:

Gender Responsive Budgeting Project – Provincial Treasury Department
This was a partnership with the Free State Treasury Department and Ministry of Women on
the Gender Responsive Budgeting pilot project, a project spearheaded by National Treasury and supported with donor funds from the Belgian Development Agency.

SA Working Group on Sustainable Development Goals

In a project that aims to localise Sustainable Development Goals (SDGs), the CGE's Free State Office was invited by African Monitor to attend a strategy workshop on the implementation and monitoring of SDGs in South Africa; supported by the United Nations Development Programme and held on 1 September 2017 in Johannesburg. In ensuring that the CGE liaise with like-minded organisations to actively promote gender equality going forward, the CGE is part of the following working group clusters: social, economic, peace, justice, governance and environment advising on gender equality and gender mainstreaming and ensuring that the work of all working group clusters keep gender equality at the centre of the sustainable development agenda.

SALGA and Gender Mainstreaming

As part of the CGE's work on gender mainstreaming the office has been invited to be part of the Provincial Working Group on Building Capacity of local municipalities on transversal issues such as gender, youth, disability, children elderly and HIV and AIDS, with the CGE leading discussions on gender mainstreaming and the localisation of SDGs. Through this partnership the Commission has been able to conduct four workshops which were attended by Gender Officers, Special Programmes Officers, Local Economic Development Officers, Integrated Development Plan Officers and Chaplains within municipalities from all the districts in the province.

Department of Sport Arts Culture and Recreation and Sesotho Gender Terminology. The CGE has been working in partnership with the Provincial Department of Sports, Arts, Culture and Recreation: Language Services on the development of a glossary of gender sensitive Sesotho terms that enhance the dignity and promote human rights for all, especially for LGBTQIA persons. These terms are clustered in a manner that will cover all thematic areas in different chapters for example the day to day use of gender related terms and focusing on the language intersections with sexual orientation and gender identity, gender and the workplace, gender and religion, gender and culture terms and so forth. The published Gen-



der terminology glossary list will inform the compilation of a dictionary going forward. This project is a result of CGE Plenary Resolution no. 33 of the First Quarter April-June 2016 held on 24-25 August 2016, on the development of lexicology.

ACHPR and University of Pretoria Centre for Human Rights: Gender Unit

As part of the monitoring role of the CGE on the State's compliance to the domestication of International and Regional legal gender frameworks the CGE was invited to be part of the National workshop to discuss the African Commission Concluding Observations and Recommendations to the South African Report on the Maputo Protocol and the implications on monitoring the state's compliance going forward. The meeting was largely attended by government department officials responsible for compliance and reporting to the international Legal Frameworks that South Africa has ratified, Civil Society Organisations, Institutions Supporting Democracy and Academics.

The Free State office also conducted 16 outreach and legal clinics for the year.

Gauteng

The Province has been faced with several gruesome cases of gender-based violence with women killed by their partners. This, coupled with a rising number of celebrities as perpetrators of violence against women. In the same year South Africans were shocked by multiple cases of rape and sexual violence against children. At the same time Gauteng CGE saw a rise in cases against religious leaders taking advantage of their congregants in several ways ranging from sexual violence, financial abuse, and emotional and physical abuse. Religious leaders have been seen dishing out strange commands from eating grass and eating snakes to drinking petrol and advocating healing by means of pesticides.

Celebrities were also front news in the year under review with cases like the one against ArthurMafokate charged with assault. Sipho Bricks Ndlovu got sentenced for rape of his teenager relative. Karabo Mokoena was horrifically killed by her boyfriend Sandile Mantseo and ex Deputy Minister Mduduzi Manana was found guilty of assaulting a woman in a club.

In commemorating women's day, the Premier, David Makhura acknowledged the violence directed towards LGBTI persons. He singled out Ekurhuleni Metropolitan as the deadliest place in the province for an LGBTI person.

The CGE provincial office developed a provincial implementation plan based on the Commission's APP and the needs of the province. All activities as per the APP and the provincial plan were successfully implemented. Community outreach and legal clinics were delivered in partnership with civil society organisations and government and municipal structures responsible for community empowerment. These community outreach programmes also provide the CGE with a window to see the daily reality of people in gender discriminatory communities such as women, girls and LGBTI persons.



The Province continues to spread the mandate of the Commission and is steadily reaching a wide variety of stakeholders through regional visits and engagements with community members through legal advisory clinics, education outreach programme and other high-level engagements.

In the year under review a total of 17 education outreach and legal clinics were conducted across the Province, with a total of four stakeholder engagements and a total of complaints files of 88 opened.

Kwazulu-Natal

The KwaZulu-Natal (KZN) office has registered a positive achievement in terms of APP activities completed. More stakeholders were reached, more collaborations formed and invitations were received than in the previous year. The office also conducted interviews with community radio stations with which office has long standing partnerships. The office registered a total of 71 new complaints this financial year which is higher than the 49 new cases registered in 2016/2017. While there is an increase in new complaints, the numbers don't tally with the number of people who visit the office. There is a growing trend of people visiting the office for advice with an intention to lodge complaints but who never return their complaint forms for CGE intervention. This trend is noticeable even in legal clinics where so many people pose questions and indicate intention to lodge complaints then do not return. It can be concluded that while people acknowledge they are experiencing gender related problems, our society is not yet ready to take positive steps towards intervention.

On a positive note, more people have attended the Commission's outreach and stake-holder engagements. A total of 1422 people attended legal clinics and 856 attended stakeholder engagements and other outreach activities. Through its initiated activities, the provincial office therefore reached a total of 2278 people during this reporting period. Popular themes emerging as troubling to communities are registrations of customary marriages, gender-based violence, sexual offences and marriages of minor children. Customary marriages and forced marriages have both been highlighted as needing sharper focus in the coming year.

Stakeholder engagements

Stakeholder engagements with religious leaders were held in Nquthu and Eshowe. These revealed that women who hold leadership positions in the church still face serious challenges in being undermined and sometimes attacked on a personal level. One female religious leader in Eshowe mentioned that male church leaders have often criticised her for the way she dresses and the fact that she wears make-up. Sexual violence by older men in the church was also cited as very rife.



Eshowe was also engaged on gender-based violence with stakeholders revealing that statistics of gender-based violence, especially rape, were very high in the area but that the justice system has been found lacking and sometimes acting in the favour of perpetrators.

Stakeholders on women's economic emancipation revealed that although the government has established policies and programmes targeting women, these are still not freely accessible for a few reasons. Demands for sexual favours by those in office was cited as obligatory for women to gain access to funding for projects or to conduct any businesses with government.

The LGBTI community met at the CGE offices in Durban but invited communities from all over KZN. Most attendees were young males who were either at college level or had just started working. Their challenges ranged from identity problems to personal protection. Although there is legal provision for transgender people to make changes in terms of their identity, assistance is limited due to either lack of knowledge or mere unwillingness by those in Home Affairs stations. The Department of Home Affairs in Pietermaritzburg was the only station cited as being progressive in terms of serving the needs of transgender people. Correctional Services centres were reported as not very vigilant in placing gay people in safer jail cells which increased their exposure to gender-based violence.

Rural women still have serious concerns with regard to accessing land in their own names. Women who do not have boy children or who are not married, divorced or widowed are still unable to access land in their own names. Although this varies from traditional leaders the majority of women in Uthukela raised this as a serious concern and challenge to gender equality.

Collaborations and partnership

Various partnerships and collaborations have been formed including:

- HPPB to monitor, support, strategise, and implement programmes aimed at addressing human trafficking, pornography, prostitution and brothels
- PGDS to engender, input, support and monitor planning and implementation of programmes in the province
- Victim Empowerment to collaborate in programmes, advise and receive and referral complaints by other stakeholders
- CCMA to advise and receive complaints particularly from domestic workers.



Limpopo

The CGE Limpopo Office's activities included numerous stakeholder relations with the following highlights:

Xihlobo Xa Ndivho NPO, Limpopo Economic Development and Tourism

Focusing on rural women empowerment a stakeholder engagement was conducted on 22 September 2017 in the Vurivuri Vhembe districts in partnership with the Xihlobo Xa Ndivho NPO, Limpopo Economic Development and Tourism (LEDET), the Department of Health and the Limpopo House of Traditional Leaders. The theme of the engagement was the empowerment and sexual and reproductive health rights of women in rural communities. The Limpopo office focused on economic empowerment and health while the Department of Health presented on health issues and accessibility affecting women in rural areas.

LGBTIQIA Stakeholder Engagement.

The Limpopo office engaged with the South African Human Rights Commission (SAHRC), the South African Democratic Teachers Union (SADTU) and Annova Health Institute on 15 March 2018 in the Mopani district. The objective of this engagement was to capacitate educators on LGBTIQIA rights and how they can make the schooling environment safe. This emanates from discriminatory practices against LGBTIQIA persons; a rampant problem in schools. The engagement was also inspired by the equality court case of Nare v. Manamela and the Limpopo Department of Education on the harassment and ill treatment of a transgender learner. The outcome of the court case stated the need for engagement with educators on the rights of LGBTQIA learners to make the schooling environment safe and conducive for every learner regardless of their gender identity. The CGE Limpopo was admitted as Amicus Curae in the equality court on the above-mentioned court case.

Religious Leaders Capacity Building Session

The session took place on 29 August 2017 at the Polokwane Royal in collaboration with the SAHRC. The CGE engaged religious leaders on issues of human rights and gender equality, because of the great influence they exert within society and the pivotal role they play in moral regeneration. The capacity building session was initiated to capacitate religious leaders on Human Rights, Gender Equality and Law; also, to highlight their role in society and communities and how they can assist in promoting human rights, equality and the rights of women. Participants were drawn from different faith-based organisations and different religions, including Rastafarians and Traditional faith-based leaders. The topics covered during the session included Understanding Gender and Gender Equality, Human Rights and Religion, and Legislations (of marriages, divorces, separations, estates, domestic violence and maintenance issues).

Gender Mainstreaming in Local Government

The CGE Limpopo in partnership with SALGA launched a gender mainstreaming project in the province focused on the promotion of gender equality within local government using



sustainable development goals (SDGs) to improve service delivery. This process looked at SDGs, international instruments, policy environment within local government, and gender budgeting. The participants were Mayors, councillors, special focus managers, Members of the Mayoral Committee and other officials. The following municipalities participated:

- Sekhukhune District municipality
- Tubatse/Fetakgomo local municipality
- Elias Motswaledi local municipality
- Polokwane local municipality
- Molemole Local Municipality
- Ephraim Mogale local municipality.

Legal Services Highlights

The provincial legal department has made great stride in assisting communities through its legal mandate. The province has a high prevalence rate in terms of maintenance cases, followed by gender discriminatory practices and gender-based violence. Below are some of the success stories:

- Maintenance The CGE intervened on a maintenance matter which took over a year without any finalisation. After the CGE's intervention the matter was finalised and the maintenance was awarded.
- Maintenance The CGE intervened in a maintenance case at the Namakgale magistrate court. The presiding officer showed little interest in the case but through the CGE's intervention the matter was finalised.
- Pensions This complainant lodged a complaint after a private pension fund erred in its decision to allocate equal death benefits to the complainant (as a surviving spouse) and the respondent (deceased partner). The CGE assisted the complainant with a PAIA application against the Fund for reasons of allocation; CGE analysed those reasons and urged the complainant to approach the Office of the Pension Funds Adjudicator for a decision. In this regard CGE assisted with the legal opinion and the Pension Funds Adjudicator found in favor of the complainant.
- Pensions In this complaint the court order stipulated that 50% of the pension must be paid to the complainant. The private fund, without just cause, neglected to pay the complainant. The CGE engaged the fund and payment was made.

Mpumalanga

In line with the requirements of the APP, the Mpumalanga Office conducted workshops with the religious sector, gender mainstreaming and stakeholder engagements, including situational analyses and legal clinics. The office also collaborated with the Department of Cooperative Governance and Traditional Affairs for the launching of district structures which led to the official launch of the provincial structure. In addition, the office collaborated with the Department of Correctional Services to host a Men's Indaba. Educational workshops were



conducted in all three districts to advise, guide and prepare the wives of the *Amakhosi* to nominate district representatives.

One of the highlights over the period includes consultation with the LGBTIQA community at Nkomazi for the purposes of identifying and discussing the real challenges of discrimination within their communities. The workshops were aimed at sharing information and knowledge on how to deal with issues of LGBTQI violation in line with the law. This lead to the formation of a network consisting of the SAPS, Tonga, various schools and religious leaders. It was recommended that the communities need more education on LGBTIQ to promote gender sensitisation and respect.

The department handled complaints of different categories falling within the mandate of the Commission, such as divorce, gender-based violence, succession, general gender discrimination and maintenance. It should be noted as a best practice that monitoring of 17 legal clinics and eight courts were conducted.

Apart from APP related activities, the office attended to invitations which are gender related and made presentations on different topics. The findings and experiences encountered by the office are that there is still a lot to be done to achieve gender equality. Herewith are some of the challenges:

- Patriarchy
- Non-registration of customary marriages
- Husbands who marry more than one spouse by custom without consent of their wives
- Discrimination and violation of the rights of widows, specifically dignity, inheritance and equality
- Education on gender related legislations
- Reporting domestic violence and applications for Protection Orders
- Maintenance applications.

Northern Cape

The Northern Cape is the largest and most sparsely populated province of South Africa and is made up of the Namakwa, ZF Mcawu, Pexley Ka Seme, John Taole Gaetsewe and Frances Baard regions. The vastness of the province also presents a unique challenge of driving long distances between the regions to execute the CGE mandate. Notwithstanding the province's unique challenges, the CGE's Northern Cape Office has shown much growth in the province in reaching reach out to all five regions.



The office's strategy of working with like-minded institutions such as CSO's, FBO's, government and other Chapter 9's has proven to be both results-driven as well as cost effective. Over the year in review the Northern Cape office held the following engagements, among others:

- Engaging with Traditional and Religious Leadership on issues such as gender-based violence, discrimination, sexual harassment and suppression of human rights which still find expression within these sectors
- Hosting and attending activities focusing on rural women, economic empowerment
 and LGBTI; consolidated reports on each of these issues. The Passionate Voices of
 Women, an NGO that renders services to the LGBTI, reported the non-acceptance of
 family and communities of people that disclose their LGBTI status. While this amounts
 to discrimination, stigmatisation and hate crimes, cases are not seriously attended to
 when reported to the authorities for expedient redress.

Engaging in a campaign driven by the Northern Cape Victim Empowerment Programme Task Team in 2017, targeting hot spots to combat all forms of gender-based violence. The campaign was led by the Department of Social Development (DSD) following past CGE VEP studies. Areas visited were Magojaneng (J.T. Gaetsewe region) and Augrabies (Z.F. Mgcawu regions), with issues reporting human trafficking, high rates of teenage pregnancy, and gender based and domestic violence. From these two campaigns an implementation plan was developed and lead by the provincial DSD, working closely with relevant partners.

• The Northern Cape office held two engagements with SMMEs in Kimberley. The entrepreneurs consisted mainly of women who have tried and tested the management of small businesses with the intention of assisting in the alleviation of poverty by creating employment opportunities and providing for families. The NGO Women Empowerment Movement International (WEMI), collaborated with the CGE and institutions such as SEDA, SEFA, Mme Re Ka Thusa and the Department of Economic Development. Information, funding and mentorship were pledged by the stakeholders to the entrepreneurs.

During the year under review the province also realised an integrated society. Members, NGOs, CBOs, FBOs and Chapter 9 institutions came together to ensure Men's foras are established in different departments to address issues of gender equality and address male issues and interests. The CGE had managed to positively influence government towards such a programme during a public engagement event which was organised and lead by the Northern Cape Premier and government with the result that Men structures are now officially recognised in the provincial government.



North West

Apart from meeting the requirements of the APP, the highlights of the CGE's North West Office for the year under review include but are not limited to the following:

Provincial intervention in the forced contraception incident at Pitso Letlhogile High School The CGE initiated an investigation pursuant to media reports of learners at the Pitso Letlhogile High School being forcibly subjected to contraception. In conducting the investigation, it became apparent that the learners, both male and female, also need to be sensitised about the law, in relation to what happened. As a result, a legal clinic was held on 12 March 2018 for all grade 12 learners. Discussions centred around the right to freedom and security of the person, which includes the right to make decisions around reproduction.

Gender Mainstreaming in local government (Municipalities)

The North West office conducted two Gender Mainstreaming and Gender Discrimination sessions in two district municipalities namely Bojanala (Rustenburg District Municipality on 24 August 2017), and Dr Ruth Segomotsi Mompati District Municipality (Kagisano Molopo in Ganyesa on 22 November 2017).

Gender Based Violence Awareness Campaign – 26 February 2018

On 26 February 2018 the CGE participated in a campaign organised by the Department of Women in Jourberton, Matlosana Local Municipality to best understand the nature and root causes of the scourge of femicide, rape and violence against women and children, in order to inform government's response and course of action. The event was attended by various stakeholders, including the SAPS, the Department of Public Safety, Department of Home Affairs, the Department of Social Development and Office on the Status of Women. The office delivered a presentation on the services rendered by the CGE as well as exhibiting CGE materials, issuing pamphlets and providing a brief description on the roles and functions of the CGE to community members.

Induction Programme for the newly elected Executive Committee of the North-West House of Traditional Leaders

The CGE North West was invited by the North West House of Traditional Leaders for induction of the newly elected Chiefs/Dikgosi at Disciples Lodge in Rustenburg, accompanied by Commissioner Mazibuko who was a keynote speaker. The Provincial Manager enlightened the Chiefs/Dikgosi on the role of traditional practices in a democratic state while the Education Officer delivered a presentation on the services offered by the CGE. The office also availed itself to assisting Dikgosi where the CGE's services are needed and to conduct legal clinics with different communities within the province.

SALGA Women's Commission Legotla

On 24 October 2017 at the SALGA Women's Commission Legotla Commissioner Mazibuko (lead Commissioner in North West) was invited to make a keynote address on "Defining



Women's Economic Empowerment, Balancing Gender Mainstreaming with Women – specific programming and targeting women for Economic Empowerment through Enterprise Development". She also made special reference to the Sustainable Development Goals 4, 5 and 6.

Engagements focusing on LGBTI issues

The Provincial Office convened a dialogue in Mafikeng focusing on LGBTQI together with the North West Gay Umbrella. Participants included community members, the North-West House of Traditional Leaders, the Public Protector of South Africa, the National Prosecuting Agency, Office of the Premier, SAPS, Non-Governmental Organisations, Thuthuzela Care Centre, and Faith Based Organisations. More than Government Departments attended the dialogue the Department of Health, Department of Community Safety, Department of Justice and Correctional Services pledging resources in partnership.

Western Cape

In fulfilling its strategic objective on raising awareness on gender related issues, the CGE Western Cape Office hosted a number of outreaches across the province as follows:

- LGBTI stakeholder engagement sessions where the CGE partnered with various NGOs and government departments to discuss various LGBTI related issues
- Hosting a follow-up meeting with stakeholders working in the farming sector whose objective was to discuss the issues that were raised by the community members during the launch of the 3rd quarterly stakeholder engagement in Grabouw. The issues related to women empowerment programmes in the farming sector
- Partnering with the City of Cape Town in Fish Hoek to educate community members on gender equality rights
- Hosting a workshop on Widow Rights in Stellenbosch in collaboration with various stakeholders and government departments. Subsequent to this, the CGE Western Cape hosted a workshop on 20 February 2018 in Athlone, Cape Town in collaboration with an organisation called Widow Empowerment programme in Khayelitsha. The objective of the workshop was to educate widows in terms of their rights as enshrined in the Constitution of the Republic of South Africa.
- The CGE formed part of the Chapter 9 meeting that sought to revive the Western Cape Forum of Institutions Supporting Democracy. The engagements are at an advanced stage and the Memorandum of Understanding (MOU) in this regard has been signed by all parties concerned
- The CGE partnered with the SAHRC in its round table discussion held in Paarl with the to discuss issues hampering the development of people staying in the farming sector.

During the year in review, the Western Cape office also conducted a gender mainstreaming workshop as an ongoing programme based on the office's MOU with the Provincial Department of Local Government. The workshops were conducted as follows:



- The CGE hosted a follow-up meeting with the Elgin Community Radio Station in Grabouw as a follow-up to a project that was launched as gender transformation programme in the farming sector of Grabouw.
- The CGE hosted a Gender Transformation meeting with Elgin Fruit Growers, Grabouw.
- The CGE hosted a gender mainstreaming workshop in Drakenstein Municipality with good participation and feedback.

In partnership with the Department of Justice and Correctional Services, the CGE's Western Cape office hosted a LGBTI stakeholder engagement in Ceres Town Hall focused on the promotion of gender equality rights within the LGBTI community.



Performance Information tables for the financial year ending 31 March 2018

Strategic Objective 1:

To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality

to advance ge	nder equality					
Sub-strategies	Performance Indicator	Baseline	Annual target	Annual target actual performance	Variance	Corrective action
1. To monitor equality and evaluate the promotion of gender equality and relevant policies and practices of the public and	One gender transformation hearing with in- stitutions in the private sector	One investiga- tion report on gender trans- formation with private sector institutions guided by a concept paper	One report on two follow-on consultative meetings held on the report of the imple- mentation of EE reports recom- mendations		No variance	No corrective action
private sector and report par- liament	One gender transformation hearing of three universi- ties	One investiga- tion report on gender trans- formation in tertiary institu- tions	One Investigation report on Gender Transformation in tertiary institutions guided by the Concept Paper		No variance	No corrective action
	Report on the Status of Gen- der Policies and Practices in the public and private sector	One status re- port on gender policies and practices using the gender ba- rometer tool	One status re- port on gender policies and practices using the gender ba- rometer tool		No variance	No corrective action
2. To initiate and/or participate in the review of the legislative framework in all spheres of government that impact on gender equality	Number of sub- missions made for legislative and policy enhancement of the gender equality frame- work	18 Submissions per year	20 submissions per year	29 submissions made	No variance Over-achieved by nine submis- sions	No corrective action
3. To conduct performance assessments of political parties and the public and private sectors on the effective implementation of gender equality legislation policies and practices	New indicator	New indicator	One Assess- ment report on women's repre- sentation and women's deci- sion-making in the traditional sector	One Assess- ment report on women's repre- sentation and women's deci- sion-making in the traditional sector done	No variance	No corrective action



Strategic Objective 1:

To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality

Sub-strategies	Performance Indicator	Baseline	Annual target	Annual target actual performance	Variance	Corrective action
4. To evaluate the imple-mentation and effectiveness	Evaluation report on courts	One Consolidated report monitoring of courts	One consolidated court monitoring report	One consolidated court monitoring report	No variance	No corrective action
of national justice facilities in addressing gender discrim- ination	New indicator	New indicator	One consolidated research report on women in correctional facilities	One consolidated research report on women in correctional facilities done	No variance	No corrective action
5. To convene policy dialogues with relevant policy makers at national and provincial level on recommendations to promote gender equality contained in research reports and research activities	Number of dialogues with policy makers convened (based on re- search studies conducted in previous finan- cial year)	Three policy dialogues con- ducted at na- tional level with HOD forums	Four policy dialogues conducted with high level stakeholders	Four dialogues conducted with high level stakeholders	No variance	No corrective action

Strategic Objective 2:

To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality

practices t	tices to advance gender equality					
Sub-strate- gies	Performance Indicator	Baseline	Annual target	Annual target actual performance	Variance	Corrective action
1. To timeously investigate complaints of viola- tions of gender rights and identify appropri- ate redress	720 complaints opened in the 2017/18 FY – 80% of files opened, acknowledgement letters to be sent within seven days after the receipt of complaints. – 80% of files opened, assessments should be done seven days after the acknowledgement letter has been sent.	765 complaints attended to, however not full compliance with terms of the CGE Complaints manual	720 complaints opened in the 2017/18 FY – 80% of files opened, acknowledgement letters to be sent within seven days after the receipt of complaints. – 80% of files opened, assessments within done seven days after the acknowledgement letter has been sent.	891 files opened in the 2017/18 FY - 80% of files opened acknowledge- ment letters were sent within seven days after the receipt of complaints 80% of files opened assessments done within seven days after the acknowledge- ment letter has been sent.	No variance Over-achieved by 171 com- plaints opened. – 80% of files opened acknowledge- ment letters were sent within seven days af- ter the receipt of complaints. – 80% of files opened assess- ments done within seven days after the acknowledge- ment letter has been sent.	No corrective action
	Number of outreach, advocacy and legal advice clinics conducted in Provinces	136 outreach, advocacy and legal advice clinics convened per year	135 outreach, advocacy and legal advice clinics convened per year	136 outreach, advocacy and legal advice clinics convened per year	No variance Over-achieved by one legal clinic	No corrective action
2. Initiate an investi- gation into systemic violations of gender rights and identify remedial action	A Systemic investigation conducted on possible gen- der discrimina- tion issues	Four systemic investigations conducted on: 1) Mining sector 2) Decriminalisation of sex work 3) Maternal health 4) Gender Transformation in Judiciary	Four systemic investigations conducted on: 1) Mining sector 2) Decriminalisation of sex work 3) Maternal health 4) Gender Transformation in Judiciary	Three systemic investigations conducted on: 1) Mining sector 2) Decriminalisation of sex work 3) Gender Transformation in Judiciary	The maternal Health investigation could not be completed because the complainants have become unavailable and untraceable	The complainants will be pursued in the new financial year
		•	One consolidated report on gender mainstreaming workshops conducted	One consoli- dated report on gender mainstreaming conducted	No variance	No corrective action



Strategic Objective 2:

To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality

practices to	o advance ger	nder equality				
Sub-strate- gies	Performance Indicator	Baseline	Annual target	Annual target actual performance	Variance	Corrective action
3. To develop co-ordi- nated pro- gramme to promote gender equality	New indicator	New indicator	One legal resource book developed on gender equali- ty legislation	One legal resource book developed on gender equali- ty legislation	No variance	No corrective action
	To use public media platforms to disseminate gender equality education and information	72 media slots implemented guided by project plan	72 media slots implemented guided by project plan	166 radio slots implemented	No variance Over-achieved by 94	No corrective action
4. To initiate interventions for the sustainable development and promotion of gender equality by addressing violations in the social cultural political economic security and human rights dimensions	Number of intervention programmes on gender violations initiated with traditional leadership and religious sector	Nine Intervention programmes (One per province)	One consolidated report on engagements with traditional leadership and one consolidated report on the religious sector	One consolidated report on engagements with traditional leadership done and one consolidated report on the religious sector done	No variance	No corrective action

Strategic Objective 2:

To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality

practices i	o davance ger	ider equality				
Sub-strate- gies	Performance Indicator	Baseline	Annual target	Annual target actual performance	Variance	Corrective action
5. To collaborate with organs of state civil society and other institutions for the effective development protection promotion and attainment of gender equality	One consolidated report on engagement with stakeholders on the Commission's mandate and thematic focus areas	36 stakeholder engagements held on gen- der issues and produce a report	36 stakeholder engagements held on gen- der issues and produce a report	37 stakeholder engagements held on gen- der issues and a report done	No variance Over-achieved by one en- gagement	No corrective action



Strategic Objective 3:

To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality

Sub-strategies	Performance Indicator	Baseline	Annual target	Annual target actual performance	Variance	Corrective action
1. To conduct annual reviews and audits of state compliance with obligations under the conventions covenants and charters and to report on a regular basis to Parliament and the Office of the Speaker of Parliament	Number of assessments reports on regional protocols and charters	Two assessments reports	One assessment report on the implementation of AU Agenda 2063 (localising the SDGs) and one assessment of the implementation of the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa	One assessment report on the implementation of AU Agenda 2063 (localising the SDGs) and one assessment of the implementation of the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa done	No variance	No corrective action
			One concept note and assessment tools on imple- mentation of the CGE BFA monitoring report	One concept note and assessment tools on imple- mentation of the CGE BFA monitoring report done	No variance	No corrective action
			One concept note and as- sessment tools on implemen- tation of the CGE CEDAW monitoring report	One concept note and as- sessment tools on implemen- tation of the CGE CEDAW monitoring report done	No variance	No corrective action
	Number of reports on Africa Gender Development Index (AGDI)	One report on AGDI published	Two meetings held with stakeholders on the recommendations of the AGDI report	Two meetings held with stakeholders on the recommendations of the AGDI report done	No variance	No corrective action

Strategic Objective 3:

To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality

Planned Outcome: Continuous improvements in public and private sector legislation, policies and practices to advance gender equality

Sub-strategies	Performance Indicator	Baseline	Annual target	Annual target actual performance	Variance	Corrective action
2. To interact with and present reports to national regional and international bodies on state compliance with conventions covenants	Number of presentations made to rele- vant national regional and international stakeholders	One presenta- tion conducted with stakehold- ers on localising the SDGs	Three consul- tative meet- ings held on international and regional instruments relating to women em- powerment	Three consultative meetings held on international and regional instruments relating to women empowerment done	No variance	No corrective action
and charters acceded to or ratified make recommen- dations for improvements and monitor im- plementation	Engagements with stake-holders on CGE attendance at international and regional events	Two Reports on attendance at international and regional events	One report on attendance at internation- al and region- al events	One report on attendance at internation- al and re- gional events done	No variance	No corrective action

Strategic Objective 4:

To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality

Sub-strategies	Performance Indicator	Baseline	Annual target	Actual per- formance for annual target	Variance	Corrective action
1. To maintain optimal governance and oversight	Annual review and/or de- velopment of all applicable	100% of iden- tified policies reviewed as per Implemen-	Review Com- missioners Handbook	Review Com- missioners Handbook done	No variance	No corrective action
structures and policies be- tween Commis- sioners and the Secretariat	policies	tation plan	100% of iden- tified policies reviewed as per Implemen- tation plan	100% of identified policies reviewed as per Implementation plan done	No variance	No corrective action



Strategic Objective 4:

To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality

es to advance	es to advance gender equality					
Sub-strategies	Performance Indicator	Baseline	Annual target	Actual per- formance for annual target	Variance	Corrective action
2. To maintain the financial management strategy so that it promotes ef-	Clean audit report from the AGSA	2016/17 audit report	Clean audit report	Will only be confirmed af- ter the AGSA audit has been finalised		
fective efficient and economic utilisation of re- sources as well as accountabil- ity.	Develop a Knowledge management strategy and plan	New indicator	One knowl- edge man- agement strategy and plan develop- ment	N/A	N/A	N/A
	M&E Frame- work devel- oped and approved	Approved M&E Framework	Approved M&E tools	N/A	N/A	N/A
	Efficient Management of resources towards an effective service delivery	2017/2018 Budget where deviation does not exceed 5% of plan	Spending within budget: Funded APP cost controls and sound financial posi- tion		No variance	No corrective action
3. To develop and maintain an IT infra- structure that supports and promotes the organisational	% of resolu- tions to report- ed IT incidents	80% of regis- tered queries	80% of regis- tered queries resolved and one analysis report on inci- dents resolved	80% of registered queries resolved and one analysis report on incidents resolved done	No variance	No corrective action
objectives of the CGE	New indicator	New indicator	ICT Improve- ment plan developed	ICT Improve- ment plan developed	No variance	No corrective action
4. To develop and implement comprehen- sive HR policies	Develop Training An- nual Training Report	One training Plan imple- mented	One training plan imple- mented	One training plan imple- mented	No variance	No corrective action
procedures and practices	Develop and implement HR strategy	Draft HR Strat- egy	Implemen- tation of the approved HR strategy	Approved HR Strategy im- plemented	No variance	No corrective action



Strategic Objective 4:

To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality

Sub-strategies	Performance Indicator	Baseline	Annual target	Actual per- formance for annual target	Variance	Corrective action
5. Review communications strategy and policy that promotes and	Media releases linked to programmed work of CGE	12 media releases on programmes work	16 media re- leases on CGE programmes and cam- paigns	16 media releases on programmes work	No variance	No corrective action
enhances a positive public image of the CGE	Opinion pieces linked to programmed work of the CGE	18 opinion pieces annu- ally	12 opinion pieces annu- ally	12 opinion pieces annu- ally	No variance	No corrective action
	Manage media and communication partnerships and collaborations	Two key national partnerships for all CGE programmes	Two media and communi- cation partner- ships	Two media and com- munication partnerships done	No variance	No corrective action
	Manage Communi- cation Cam- paigns	Four compre- hensive com- munication campaigns	Four compre- hensive com- munication campaigns	Four compre- hensive com- munication campaigns done	No variance	No corrective action
	Implementa- tion of brand- ing strategy	Approved branding strategy and plans	Implemen- tation of the branding plan	Branding plan implemented	No variance	No corrective action



PART C: CORPORATE SUPPORT SERVICES

Information technology

The overview for the current performance review focuses on Incident Management, Improvement Plan progress, IT Audit, Risk Management, Software as a Service analytics and performance, the Annual Performance Plan (APP), as well as highlights on operational activities.

Website

The Commission has received complaints on the website presentation, navigation, and overall document availability, as well as broken links on the site. A joint task team with IT and communication was initiated to engage the service provider and enable all the proposed changes to the site, as well as consulting with key business units to update content.

IT Support for Communication Campaigns

During the year under review, the IT unit supported all campaigns of communication unit through branded email services which served to raise awareness for internal and external users. This service was provided in order to heighten effectiveness of work of the communications unit. These campaigns include the following: Human Rights Month, Youth Month, Women's Month, and 16 Days of Activism.

IT Audit

The IT department was commissioned by the Auditor General (AG) to be audited to assess IT controls, user account management, policies, and compliance to the International Organization for Standardization (ISO). The ICT Governance, risk management, IT environment and IT systems control processes have improved significantly as reported by the AG and highlighted in the below diagram. Risk management interventions are effective and efficient, resulting in a transition to good status.



ITC Continuous Improvement Plan

The CGE's ITC Continuous Improvement Plan is an ongoing effort to improve the Commission's services through technology to advance the organisation's business practices in the current financial year and beyond, for example digitising operations, workflows, reducing costs, accelerating services and operations, reporting and improving the management information system to better equip management in making informed decisions on services, costs and accountability. In line with the current APP the Commission has identified five critical projects for the current financial year to increase productivity, reduce costs and improve our workflow and reporting:

- 1. VOIP (Voice Over Internet Protocol)
- 2. Case Management System (CRM)
- 3. Access Control System
- 4. IT Help Desk System
- 5. Internal Audit System.

The identified projects will be subjected to budget availability and re-prioritised to commission essential services to be implemented in the current year or alternatively deferred to the next financial year. Submissions have been developed to kick start the approval and implementation of the above projects to enhance the CGE's overall operations. This process is aligned and on par with the APP implementation period.

All projects have been approved and are currently with the supply chain management office for provision of the required services; some services are already listed on the National Treasury transversal contracts and the Commissions participation letter has been submitted for procurement and roll out.

The following projects has been initiated as per prioritisation: Voice over Internet Protocol (VoIP), Case Management System (CRM), IT help desk as well as Internal Audit System.

Voice over Internet Protocol

The Voice over Internet Protocol (VoIP) project is currently underway to bring about an integrated telephony system with centralised telephone management that is aligned to the Commissions telephone policy, as well as increase accountability and direct impact on cost containment measures. This service is dependent on the Vodacom MPLS roll out with the CGE having obtained landlord/building permission to install Vodacom equipment.

Case Management System

The legal Case Management System (CRM) is currently at 80% complete, with systems configuration concluded and ready for roll out for legal offices training. This will include testing of workflows, registering a complaint, escalations, reporting and completion or referrals.



Internal Audit System

All internal audit system requirements have been completed. This has been achieved through ACL software to enable internal audit by keeping track of working papers and management of internal audit processes. The tasks included licence activation, site setup, customisation and configurations, Governance, Risk and Compliance training, manual distribution and sign off.

Communications

The Communications Unit of the CGE functions as a support structure to all departments of the organisation. In line with this function, the unit has been able to undertake a number of projects that were a feature in the APP as well as others that were ad-hoc, based on public demand. It is important to note that the CGE's Communications unit was required as per the APP to deliver on its functions according to a strategy that was adopted by plenary in 2015. In essence, all of the projects below occurred with the CGE's media strategy as a guiding document for all communication efforts. Even though the unit has a support function for all departments of the organisation, the key focus is to ensure that information that is meant for public consumption can be reached through various means and channels, partly to ensure the public have access to issues pertaining to gender equality. The communications unit undertook the following projects in the year under review:

- Media Campaigns
- Establishment and maintenance of media partnerships
- Special projects
- Management of the CGE brand
- Assistance in the production of CGE material and various forms of literature; e.g. Annual report, Layout and Design of various reports and more.



Media and Public Education Campaigns

Youth Month Campaign

In line with national imperatives of commemorating Youth Month, the communication unit designed a campaign as means of actualising the commemoration. Undertaking the Youth Month campaign is also highlighted as a provision of the APP. The communication vehicles included community radio stations, as well as a Public Service Announcements (PSA) advert on national radio stations.

Community Radio Programme

The communications unit worked jointly with the Public Education and Information department on implementing the radio programme which had a specific focus on local issues pertaining to gender equality and gender-based violence in each community. The radio slots were acquired through the Government Communications and Information Systems (GCIS).

Radio Public Service Announcement

The communications team worked with the SABC Foundation to ensure there is an advert that runs on national radio stations throughout the period of Youth Month. The messaging of the radio PSA was aimed at making listeners appreciate the existence of their rights as per the constitution and targeted specifically towards the youth. Apart from this, the PSA also encouraged youth to use the CGE's toll free number to report any acts of gender discrimination and abuse in their communities.

Social Media

As part of the Youth Month campaign, the communications unit ran a week-long campaign targeting youth on gender-based violence.

Women's Month Campaign

The communications unit designed a strategy and roll out plan for the Women's Month Campaign. The communication vehicles used includes social media, as well as a PSA advert on national radio stations.

Radio PSA

The communications unit worked with the SABC Foundation in a bid to activate the Women's Month Campaign. The PSA highlighted the CGE mandate but with a focus on issues that pertain to the Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 (PEPUDA) in the context of women empowerment. In essence the PSA was targeted at women and young girls. Over and above the key messaging on the rights of women the PSA also encouraged the public to make use of the CGE's toll free number to lodge complaints on gender discrimination and abuse.



Social Media

As part of the communication strategy for Women's Month, the communications unit also ran a social media campaign.

16 Days of Activism Campaign

The communications unit designed a media and communications plan which was earmarked to support 16 Days of Activism awareness. As part of the media campaign, the communications unit created a plan that consisted of the usage of several media vehicles which included social media as well as a PSA advert on national radio stations.

Radio PSA

In raising awareness on the 16 Days programme of this financial year, the communications unit engaged with the SABC Foundation to activate the advertising campaign. The PSAs highlighted the scourge of GBV with a message that encouraged audiences to use the CGE's toll free line for assistance on gender abuse. The PSA also encouraged the public and communities to take greater action upon witnessing GBV by reporting it as opposed to not taking any action at all.

Social Media

As part of the communications strategy for 16 Days, the Communications unit undertook a social media activation wherein the CGE used the #DidYouKnow campaign to raise awareness about government and NGO mechanisms aimed at encouraging communities to report GBV in far greater numbers.

Human Rights Month Campaign

The communications unit designed a media and communications plan to support Human Rights Month awareness consisting of several media including a PSA advert on national radio stations.

Radio PSA

In raising awareness on the Human Rights programme of this financial year, the communications unit engaged with the SABC Foundation to activate the advertising campaign. The PSAs highlighted the rights of women in the context of the Constitution with reference to the need to promote and protect women. Apart from the latter messaging, the CGE also encouraged the public to use communication channels to report gender discrimination through the toll-free number of the institution.

Media and Communication Partnerships

The Communications unit as mandated by the APP and Communications Strategy is required to ensure the Commission forms and maintains solid partnerships in terms of communicating messages to the broader public. Strategically, this helps the CHE to bridge a



lack of funding for programmes as well as tapping into existing institutions that are able to support the CGE's communications effort without duplicating resources. This function of the Communications unit requires a great deal of time and energy dedicated to forming relationships, sharing projects of common interest and to also ensure that minimal capital (due to lack of funding) is expended on projects that are long term in nature. In some areas, such as where public education is concerned, the Communications unit work with internal partners such as the Public Education and Information department in respect of advocacy issues. The following are the external institutions that Communications Unit worked with in the year under review:

- UNFPA
- Film and Publications Board
- DDB Advertising Agency
- Danish Embassy
- SABC Foundation
- National Electronic Media Institute of South Africa
- Government Communication and Information Systems.

The CGE Brand

The Communications unit is also the custodian of the CGE brand; making sure that the brand of the CGE becomes visible in public spaces across the country. Brand activations and events are undertaken by provincial offices, while the unit leads the process of promoting the corporate brand, for instance online and in physical spaces where outreach programmes are held such as press conferences and so forth.

Brief Highlights and New Programmes

Nemisa Training Programme

During the year under review, the Communications unit established a project with Nemisa to train media students on producing work that is gender sensitive as well as encouraging content development on issues that are complex to expound using media, including LGBTI, Gender Based Violence, Youth and Gender issues and more. Students from Nemisa in four provinces across the country were paired with education officers of the CGE in creating audiovisual work on gender issues. This material was then handed over to the CGE for broadcasting purposes.

GBV and the media project

During the month of August, the CGE was invited to collaborate on a communication and outreach project designed and hosted by the Film and Publication Board (FPB). This project infused elements of public education and communication. The first leg of this project consisted of dialogues held to educate youth about the responsibilities of using social media tools to avoid cyber bullying and getting involved in sexual acts which are filmed on camera and subsequently posted online, as well as warning girls and boys on the dangers



of grooming. The second leg of this project was a high-level panel discussion with decision makers and media owners in attendance to discuss the risk of designing editorial that is harmful in a gender context. This programme was also promoted using social media.

Media Liaison

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

The media relations function taps into current affairs that need public attention, but more importantly, to also shape opinions, views and discourse on gender issues in the South African context.

The following table depicts the number of press releases and interviews in 2017/18

Press Releases	Television Interviews	Newspaper Interviews	Opinion pieces	Overall Interviews
57	78	72	18	549

The following table depicts the average listenership per day on interviews conducted:

Radio Station	Average listenership per day
Ukhozi FM	3 651 000
Umhlobo Wenene	2 793 000
Lesedi	2 107 000
Metro	1 955 000
Motsweding	1 605 000
Thobela	1 535 000
RSG	1 073 000
East Coast Radio	923 000
5FM	888 000
Ikwekwezi FM	881 000
Jacaranda	879 000
Gagasi 99.5	836 000
Ligwalagwala	110500
Munghana Lonene FM	926 000
Capricorn FM	711 000
94.7	671 000
Radio 702	979 000



Readership reached per day for the year

Newspaper Title	Readership per day
Daily Sun	1744483
Sunday Times	261024
City Press	62962
Rapport	115878
Sowetan	80616
Illanga	34997
Isoleswe	95430
The Star	75288
Beeld	37560
Daily News	24278
Die Burger	59048
The Citizen	43480
Mail & Guardian	45279
New Age	98258
The Cape Argus	29707
The Times	145098000

Human Resources

Human Resources Management Report – 31 March 2018

The following tables represent the CGE's human resources report for the 2017/18 reporting period.

Personnel costs by salary band 2017/18

SALARY BAND	Number of employees	Sum of TOTAL	Percentage of total personnel	Average personnel cost per employee
Skilled (Level 3-5)	12	2 604 202	12%	217 017
Highly Skilled (Level 6-8)	22	7 390 136	22%	335 915
Highly Skilled Supervision (Level 9-12)	44	29 086 404	44%	661 055
Senior Management (Level 13-15)	6	6 978 287	6%	1 163 048
Commissioners	12	7 225 857	12%	602 155
Temporary and Internships	5	566 110	5%	113 222
Grand Total	101	53 850 996	100%	533 178

Salaries, overtime, home-owners' allowances and medical assistance by programme 2017/18

Sum of TOTAL	Column Labels					
SALARY BAND	Home Owners	Leave Payout	Overtime	Salaries	Medical Assistance	Grand Total
Administration	39 636	-	9 458	12 131 590	125 624	12 306 307
CEO's office	-	23 573	-	2 016 069	11 016	2 050 657
Commissioners Office	-	149 842	2 813	7 969 179	22 032	8 143 866
Financial Management	39 636	51 604	224 792	4 676 499	22 032	5 014 563
Human Resources	13 212	-	1 747	1 463 353	- 11 016	1 489 327
Information & communication	13 212	4 472	2 926	3 198 589	11 016	3 230 216
Internal Audit/ monitoring & evaluation	-	5 867	30 621	1 468 386		1 504 875
Legal services	52 848	51 304	5 795	7 135 142	73 440	7 318 528
Parliamentary liaison & legislation	-	-	<u> </u>	1 023 745	0 - 6	1 023 745
Public education & information	46 242	<i>-</i>	7 496	6 021 543	66 096	6 141 377
Research & policy program	13 212	37 046		5 500 164	77 112	5 627 535
Grand Total	217 998	323 707	285 649	52 604 258	419 384	53 850 996



Performance-related rewards in 2017/18

Row Labels	Count of EMPLOYEE NAME	Sum of EMP.AMOUNT	
Commissioners	-	-	
Middle Management	16	679 542	
Senior Management	6	383 687	
Staff	55		
Grand Total	77	2 000 000	

Foreign workers employed by the CGE in 2017/18

Country of origin	Number
Lesotho	1
Zimbabwe	1
Democratic Republic of Congo	1
Total	3

Sick leave over the period

Salary band	Number of employees	Total days taken	% days with medical certification	Number of employees using sick leave	Average cost per employee per day	Average days per employee
Skilled (Level 3-5)	12	81	94%	5	835	16
Highly Skilled (Level 6-8)	22	129	83%	14	1 292	9
Highly Skilled Supervision (Level 9-12)	44	187	82%	29	2 543	6
Senior Management (Level 13-15)	6	5	-	3	4 473	2
Commissioners	12	5	100%	1	2 316	5
Temporary and Internships	5	10	70%	3	435	3
Grand Total	101	417	83%	55	11 957	8

Annual leave over the period

Row Labels	Number of employees who have taken leave	Total days taken	Average per employee	
Skilled (Level 3-5)	12	207	17,3	
Highly Skilled (Level 6-8)	23	474	20,6	
Highly Skilled Supervision (Level 9-12)	48	953	19,9	
Senior Management (Level 13-15)	6	95	15,8	
Commissioners	7	143	20,4	
Temporary and Internships	nships 10		5,3	
Grand Total	106	1925	18,2	

Employee leave payouts for 2017/18

Reason	Number of employees paid out	Total amount paid out	Average pay-out per employee
Termination of service	7	147 832	21 119
End of contracts	5	175 876	35 175
TOTAL	12	323 707	56 294

Employment changes in the year

Termination type	Number	% Total
Death	-	-
Resignation	7	58%
Expiry of contract	5	42%
Dismissal - Operational changes	-	-
Dismissal - misconduct	-	-
Dismissal - inefficiency	• - 0	-
Discharge due to illness	0.	-
Retirement		
Transfer to other public service departments	0	
,	12	100%



Employment Equity per race and gender

	Afric	an	Colou	red	Indi	an	Whi	le	Total Gen			Total per	r Race		Grand Total
Programme	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	African	Colored	Indian	White	
Administration	22	5	1	-	-	-		-	23	5	27	1	-	-	28
CEO's office	1	1	-	-	-	-		-	1	1	2	-	-	-	2
Commissioners Office	12	3	-	-	-	-		-	12	3	15	-	-	-	15
Financial Management	5	6	-	-	-	-		-	5	6	11	-	-	-	11
Human Resources	2	1	-	-	-	-		-	2	1	3	-	-	-	3
Information & communication	1	3	-	-	-	-		-	1	3	4	-	-	-	4
Internal Audit/ monitoring & evaluation	2	2	-	-	-	-		-	2	2	4	-	-	-	4
Legal services	4	5	-	-	-	-	2	-	6	5	9	-	-	2	11
Parliamentary liaison & legisla- tion	-	-	-	-	-	1		-	-	1	-	-	1	-	1
Public education & information	5	5	1	-	-	-		-	6	5	10	1	-	-	11
Research & policy program	6	5	-	-	-	-		-	6	5	11	-	-	-	11
Grand Total	60	36	2	-	-	1	2	-	64	37	96	2	1	2	101

Employment and vacancies by programme as at 31 March 2016.

Row Labels	Number of vacancies	Number of funded positions in the establishment	Number of positions filled	Vacancy rate	Number of additional positions - unfunded
Commissioners	-	12	12	0%	1
Human Resources	1	3	2	33%	1
ITC	1	5	4	20%	1
Legal - National	1	4	3	25%	-
Research - National	2	12	10	17%	-
Education - National	30	3	3	0%	-
Provincial Co-ordinators	6-70	9	9	0%	-

Row Labels	Number of vacancies	Number of funded positions in the establishment	Number of positions filled	Vacancy rate	Number of additional positions - unfunded
Provinces - Legal	2	9	7	22%	-
Provinces - Education	-	9	9	0%	-
Provinces - Adminis- trators	-	9	9	0%	-
Provinces - Office Assistants	-	9	9	0%	-
Finance	1	9	8	11%	-
Parliament	-	2	2	0%	-
PA/Admin - National	1	4	3	25%	-
Driver - National	-	1	1	0%	-
Office Assistant - National	-	1	1	0%	-
Internal Audit	-	2	2	0%	-
CEO's Office	-	1	1	0%	1
TOTAL PERMANENT	9	104	95	9%	4
Temporary & Internships	2	8	6	25%	-
Grand Total	11	112	101	10%	4



Recruitment over the period

Occupational bands	Male			Female				TOTAL	
	African	Coloured	Indian	White	African	Coloured	Indian	White	IOIAL
Commissioners	1	-	-	-	3	-	-	-	4
Senior Management	-	-	-	-	-	-	-	-	-
Professionally qualified	2	-	-	-	-	-	-	1	3
Skilled, technical and academically qualified workers	1	-	-	-	2	-	-	-	3
Semi-skilled and discretionally decision making	-	-	-	-	-	-	-	-	-
Unskilled and defined decision making	1	-	-	-	-	-	-		1
Employees with disabilities	-	-	-	-	-	-	-	-	-
Trainees & Internships	2	-	-	-	1	-	-	-	3
TOTAL	7	-	-	-	6	-	-	1	14

Promotions over the period

Occupational bands	Male				TOTAL				
	African	Coloured	Indian	White	African	Coloured	Indian	White	TOTAL
Commissioners	-	-	-	-	-	-	-	-	-
Senior Management	-	-	-	-	-	-	-	-	-
Professionally qualified	-	-	-	-	-	-	-	-	-
Skilled, technical and academically qualified workers	-	-	-	-	-	-	-	-	-
Semi-skilled and discretionally decision making	-	-	-	-	-	-	-	-	-
Unskilled and defined decision making	-	-	-	-	-	-	-		-
Employees with disabilities	-	-	-	-	-	-	-	-	-
Trainees & Internships	9	-	-	-	-	-	-	-	-
TOTAL	-	-	-	-	-	-	-	-	-

Terminations over the period

Occupational bands	Male			Female				TOTAL	
	African	Coloured	Indian	White	African	Coloured	Indian	White	IOIAL
Commissioners	-	-	-	-	1	-	-	-	1
Senior Management	-	-	-	-	-	-	-	-	-
Professionally qualified	1	-	-	-	-	-	-	-	1
Skilled, technical and academically qualified workers	-	-	-	-	4	-	-	1	5
Semi-skilled and discretionally decision making	-	-	-	-	-	-	-	-	-
Unskilled and defined decision making	-	-	-	-	-	-	-		-
Employees with disabilities	-	-	-	-	-	-	-	-	-
Trainees & Internships	3	-	-	-	2	-	-	-	5
TOTAL	4	-	-	-	7	-	-	1	12

Disciplinary matters over the period

Occupational bands	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	IOIAL
Commissioners	-	-	-	-	-	-	-	-	-
Senior Management	-	-	-	-	-	-	-	-	-
Professionally qualified	1	-	-	-	1	-	-	-	2
Skilled, technical and academically qualified workers	1	-	-	-	-	-	-	-	1
Semi-skilled and discretionally decision making	-	-	-	-	-	-	-	-	-
Unskilled and defined decision making	-	-	-	-	-	-	* -		-
Employees with disabilities	-	-	-	-	-	-	0-	-	
Trainees & Internships	-	-	-	-	-	-	-	-	
TOTAL	2	-	-	-	1	-	-	-	3



Skills Development for 2017/18

Occupational bands		Male Female							
	African	Coloured	Indian	White	African	Coloured	Indian	White	TOTAL
Commissioners	3	-	-	-	9	-	-	-	12
Senior Management	2	-	-	-	-	-	-	1	3
Professionally qualified	12	-	-	-	6		-	1	19
Skilled, technical and academically qualified workers	4	-	-	-	19	1	-	-	24
Semi-skilled and discretionally decision making	1	-	-	-	8	-	-	-	9
Unskilled and defined decision making	-	-	-	-	-	-	-		-
Employees with disabilities	-	-	-	-	-	-	-	-	-
Trainees & Internships	1	-	-	-	1	-	-	-	2
TOTAL	23	-	-	-	43	1	-	2	69





FINANCIAL MANAGEMENT OVERVIEW

The primary source of funding to the Commission is from the Central Government of South Africa. Over the past five years, due to the unfavourable fiscal situation amid the global economic challenges experienced since 2008, the grant allocation to the Commission grew nominally by an average of 5.9% per annum. This growth in grant allocations was subject to intermittent budgetary reductions for some financial years, resulting in stagnation in grants received as is demonstrated graphically hereunder.

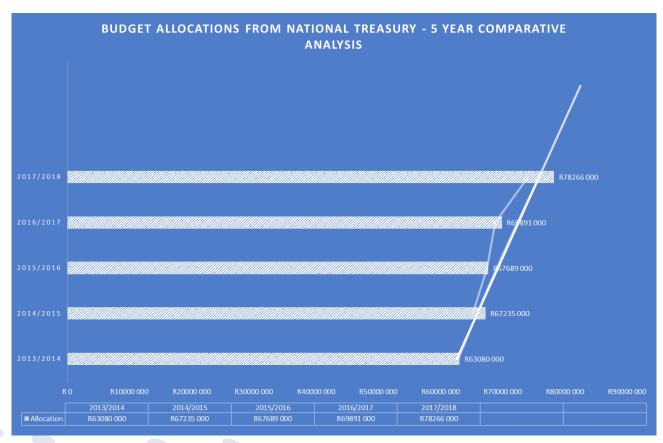


Figure 7: Budget allocations from National Treasury - 5 year Comparative Analysis

Over this period, the Commission, despite a constraint baseline could sustain operations and deliver on the legal mandate as outlined in its respective Annual Performance Plans which are ordinarily approved by Parliament at the commence of a specific performance cycle. Further hereto the donor funding which was received, albeit minimal ameliorated the performance capacity of the Commission over the years.



Financial Performance for 2017/2018 period

For the financial period under review, the Commission recorded a net surplus of R3,5 million compared to a restated deficit of R2,4 million in the previous period. The reported surplus is mainly attributable to efficiency gains on operating expenditure such as travel & accommodation, relative savings on salary related expenditure and contribution by donors to fund some of the CGE activities. The efficiencies gained from travel is measured to the tune of R2 million compared to the approved budget line item of R7,5 million (actual was R5,3 m) at the beginning of the financial year whilst the contribution by donors in this period amounted to R4,5 million in total.

In the overall for the year under review, expenditure spending is summarised by programme indicating consistency in spending between the periods and the annual budget with an aggregate deviation of 3% for the current period.

Programme	Prior Year - 2016/2017 (restated)	Annual Budget - 2017/2018	Actual Expenditure - 2017/2018	Spending % variance to Budget
COMMISSIONERS: GOVERNANCE & SUPPORT	12 995 702	12 720 900	11 585 428	9%
CORPORATE SUPPORT SERVICES	21 010 377	19 368 295	20 814 935	-7%
SERVICE DELIVERY PROGRAM	41 302 038	46 177 055	47 888 681	-4%
Grand Total	75 308 117	78 266 250	80 289 044	-3%
Relative % contribution - Commissioners	17%	16%	14%	
Relative % contribution - Corporate services	28%	25%	26%	
Relative % contribution - Service delivery	55%	59%	60%	

Of significance to note is that;

- The Commissioners' programme incurred R11, 6 million or 9% less than a budget of R12, 7 million. This saving mainly resulted from vacancies which were only filled in the latter part of the financial period. This programme as could be seen accounted for 14% of the total expenditure for the year.
- In comparison, Corporate services programme was set at 25% of the total annual budget and realised at 26% (R20,8 m). The programme over-spent the budget by 7% mainly due to depreciation & amortisation which were not budgeted for, materialising at R1,3 million for the financial year.
- The core service delivery programme was budgeted for and realised at 60% of the total annual figures. The actual total expenditure for the programme at R47,9 million, exceeded the corresponding budget of R46,2 million by 4%. The additional spending was however funded from donor contributions on specific projects as outlined under the Public Education & Information as well as the Communications' sub-programme as contained in this report.



The expenditure is further analysed according to the economic classifications applicable within public sector reporting. The figures indicate that the Commission's aggregate spending patterns over the years are stable or constant and mainly subject to the general changes in prices and a few particularly specified projects when such occurs from time to time.

Economic classification	Prior Year - 2016/2017 (restated)	Annual Budget - 2017/2018	Actual Expenditure - 2017/2018	Spending % variance to Budget
Compensation of Employees	47 620 624	53 923 900	53 850 996	0%
Depreciation & Amortisation	2 082 950	498 500	1 301 455	-161%
Goods & Services	25 604 543	23 843 850	25 136 593	-5%
Grand Total	75 308 117	78 266 250	80 289 044	-3%
Relative % Compensation of employees	63%	69%	67%	

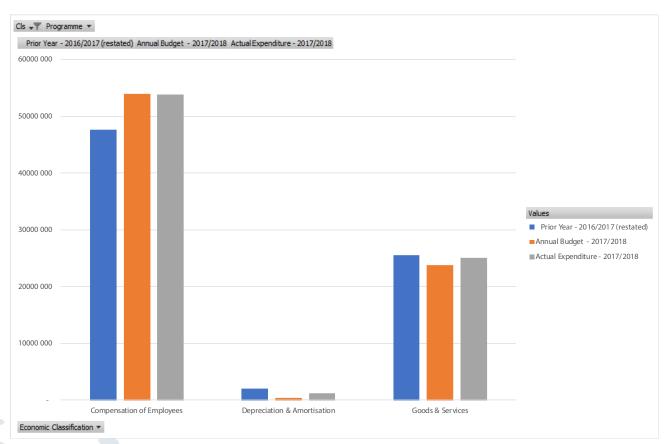


Figure 8: Economic Classification

it can be seen from the abive analysis that the Compensation of Employee component consumes on average between 63% to 69% in proportion to the available financial resources. This is explained by the fact that the Commission's business model is human resources reliant, contradistinguished from depence on third-party consulting services to deleiver on the key mandate.

	Annual Budo	get - 2017/2018		expenditure - 17/2018	Total Annual Budget - 2017/2018	Total Actual Expenditure - 2017/2018
Expenditure line item	Head Office	Provincial Office	Head Office	Provincial Office		
Bad debts	-		23 209		-	23 209
Bank Charges	70 000		63 531		70 000	63 531
Compensation of Employees	34 169 000	19 754 900	32 376 001	21 475 013	53 923 900	53 851 014
Computer Servicing, Internet & Website	1 476 000	-	1 221 703	6 237	1 476 000	1 227 940
Courier Services	67 172	53 245	192 563	89 142	120 416	281 705
Depreciation & Amortisation	498 500		1 301 455		498 500	1 301 455
disposal of assets	-		114 499		-	114 499
Interest Paid on Bank overdraft	-		1		-	1
Media Outreach	1 050 000		5 113 085		1 050 000	5 113 085
Office Cleaning, Maintenance, Plants & Security	541 060	1 800 000	563 879	1 426 088	2 341 061	1 989 967
Office Consumables	124 719	73 880	131 910	109 853	198 600	241 763
Printing & Stationery	405 000	120 000	425 549	175 936	525 000	601 485
Professional Services	4 025 800	399 250	4 274 013	7 202	4 425 050	4 281 215
Report writing, Printing & Publishing	1 215 000	-	895 970	5 097	1 215 000	901 067
Subscriptions	55 000	35 000	16 725	17 966	90 000	34 691
Telecommunication Expenses	923 983	702 240	1 150 404	851 791	1 626 223	2 002 195
Training and Development	900 000		582 788		900 000	582 788
Travel, Accomodation and Related Expenditure	3 940 000	3 405 800	3 549 363	1 242 726	7 345 800	4 792 088
Vehicle expenses, maint, fuel and other	640 000	560 000	577 631	624 220	1 200 000	1 201 851
Venues, Catering & Event Management	70 000	1 190 700	866 241	817 253	1 260 700	1 683 494
Grand Total	50 171 235	28 095 015	53 440 518	26 848 526	78 266 250	80 289 044

The Commission operates its business from nine (9) provincial offices and a head office in Johannesburg. A combined budget for the provinces during the period under review was R28 million (or 36% of the total) whilst the corresponding actual expenditure compared positively at R26, 8 million (or 33% of the total). The relative under-spending could be traced to savings from travel & expenditure due to efficiency gains derived from cost containment initiatives that were instituted by management during the course of the reporting period. The provinces in the main render the core service delivery and are considered the main distribution outlets of the Commission's mandate to the general public. On the other hand, head office provides for administrative support as well as core-service delivery expertise on research, content knowledge, litigation and related legal competences, advocacy programme design and support as well as the Commissioners' oversight and governance. For the reporting period, a budget of R50 million was set aside for the head office component where R53,4 was spent at the end of the period.



Financial position as at 31 March 2018

The solvency and liquidity position derived from the financial statements of the Commission at reporting date is considered sound and healthy – The total assets exceeded total liabilities by R10 million (or 59% of total assets) whilst cash and cash equivalents were R1,6 million (a cash ratio of 123%) more than the liabilities of R7,1 million as at 31 March 2018. Respectively the current ratio and solvency ratio have improved from the status as at the end of the previous financial year. The current ratio improved from 0.86: 1 at 2017 to 1: 1.35 at 2018 reporting date. Similarly, solvency cover is 2,4 folds from 2,2 in the previous period.

Risk Management

At the beginning of the financial period, the CGE management, Commissioners and the general staff of the organisation engaged in a risk assessment workshop to identify all threats and perils which could potentially impact on the business of the Commission, especially as is relevant to the achievement of objectives stated in the Annual Performance Plan. This process culminated into a Risk Register which was duly adopted by Plenary of Commissioners as a strategic oversight structure of the organisation. The process in the workshop entailed the identification, assessment and rating of risks and respectively their relative impact to the achievement of the strategic objectives.

Following the adoption of the Risk Register, Management agreed to plans of action devised to treat, terminate or transfer bar for risk that could be tolerated in line with the Risk Management policy and framework followed by the organisation.

By official practice, all the CGE oversight and governance committees tracks management activities on Risk Management and the implementation of risk treatment plans. The review and accountability meetings took place at least every quarter during the financial year, culminating with full accountability reports made to Plenary as an overall strategic risk management oversight structure. The Risk Management Committee regularly considered the detailed account from each of the Risk Owners who are in the main members of the management team and its chairperson periodically reports progress and status in respect of management responsibilities on risk management to the accounting officer and the audit committee of the Commission.

In its practice, management considers the risk identification and assessments as an ongoing management process and therefore continuously assess the risk universe. During the course of the financial year; 2017/2018, it was observed that there have not been any emerging risks, significant enough to adversely impact on the operations and/or an achievement of the objectives of the Commission. However, a residual status of top risks of the organisation relevant to the prevailing operating environment during the reporting period and the medium term are as tabulated hereunder.

Risk	Risk Impact	Risk Likelihood	Residual Risk	Mitigation startegy
Limited Budget and Resources to fulfil the mandate	4	4	16	 Cost containment and fund -raising initiatives, including review of the operating model for opportunities to optimize service delivery mode and achieve objectives cost effectively.
Amalgamation of Chapter 9 institutions	4	3	12	Entrenched Constitutional protections, including Equality Rights guarantees under the Constitution of South Africa, Act 108 of 1996.
Dependency on external stakeholders to execute the mandate	3	3	9	Formalized partnership and collaborations as well as the use of powers expanded from the CGE Act, the Constitution and new development in jurisprudence.
Lack of an effective monitoring and evaluation systems to assess the policy and legislative impact on the advancement of gender equality	3	3	9	Continuous improvements to the baseline M & E strategies & systems
 Lack of an effective management of information resources and knowledge Management 	3	4	12	 Knowledge management strategy and proper information and document management are being developed to ensure effective internal capacity and service delivery.
Inadequate Resources to reach the breadth and length of the Republic	3	4	12	 Collaboration with multiple stakeholders with complementary capabilities and leverage the effectiveness in delivery of services
 Lack of integration and Incoherence in approach within the larger society and within the Commission 	4	4	16	Revive or cause the stakeholders to revive the function of the National Gender Machinery
Inter-dependence of on external stakeholders to execute the mandate	4	2	8	 Engagements with leaders in the executive arm of government, including the State President as provided under the CGE Act (s 16), Parliament and legislatures across all spheres of government.
 Reputational Risk – Inability to discern and articulate the mandate of the CGE by both internal and external stakeholders. 	4	2	8	 Heightened and focused awareness, training and education to the broader South African Republic, including stakeholders in the decision-making areas.
 Inability to attract, grow and retain talent negatively impact on operational efficacy 	4	3	12	Recruitment and staff retention strategies, buttressed on training and skills development supported by an effective organisation-wide performance management practice. Fund raising and continuous review of operating model, with a view to leverage and free resources through efficiency gains.
Governance interface amongst management, the oversight structures, Commissioners and Parliament.	3	2	6	Incorporation of King IV principles into the governance policies & practices of the Commission. Build defined coordination mechanisms with Parliament so that effective accountability processes integrate with the work of the Commission.
 Inadequacies of controls on Information Technology exposure to ensure information security Weaknesses, compliance to applicable laws and best practice. 	4	3	12	Upgrade and maintenance of ICT Infrastructure Business continuity plans put in place and resourced. Full compliance with the provisions of the POPI Act requirements.
 Communication weakness 	3	3	9	 Explore and exploit opportunities created by the social media development



REPORT OF THE AUDIT COMMITTE

We are pleased to present our report for the financial year ended 31 March 2018.

3.3.1. Audit Committee members and attendance

The Audit Committee for the year under review comprised three external members and one internal member. The members of the Audit Committee are listed hereunder. The Audit Committee is required to meet at least four times a year according to its approved terms of reference (TOR). During the current year, the committee held nine (9) meetings.

Name of Member	Designation	Number of meetings attended
Mr. Malindi Godfrey Nthakheni*	Chairperson (External)	Nine (9)
Ms. Refilwe Mocwaledi	Member (External)	Nine (9)
Ms. Masesi Malope **	Member (External)	Six (6)
Ms. Sarah Setati***	Member (External)	Two (2)
Commissioner Nondumiso Maphazi	Member (Internal)	Seven (7)

^{*} Mr. Malindi Godfrey Nthakheni was the Acting Chairperson from 01 April 2017 to 30 September 2017 and was officially appointed as the Chairperson from 01 October 2017 for three financial years.

3.3.2. Audit committee responsibility

We report that we have complied with its responsibilities emanate from Sections 38 (1) (a) and 77 of the Public Finance Management Act No. 1 of 1999 and Treasury Regulation 3.1. We also report that we have adopted appropriate formal Terms of Reference on its charter. We report that the affairs of the Committee were conducted in compliance with the Terms of Reference referred to above.

^{**}Ms. Masesi Malope was seconded as an audit committee member from 1 May 2017 to 31 July 2017.

^{***} Ms. Sarah Setati was appointed as a member on 01 October 2017 for three financial years.



3.3.3. Effectiveness of internal control

The committee considered reports from both internal and external auditors and noted management commitments to address shortcomings identified through the development and implementation of management audit action plan as a tool.

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

The committee noted management action plan to address internal audit findings and is satisfied with the implementation. We have noted that there were instances of internal control deficiencies raised by both internal and external auditors of which in all, management has either address or put measures in place to address. We also note findings raised by both internal and external auditors around compliance with legislation. Despite this, nothing significant and/or material has been brought to our attention to indicate a total breakdown in the functioning of these controls as at the report date.

In light of the above, we report that the system of internal control for the reporting period is considered been effective.

3.3.4. Internal Audit

The Audit Committee consider and approved a risk based rolling three year strategic internal plan and annual plan for the financial year 2017/2018. On quarterly basis, the committee reviewed the internal audit quarterly reports to ensure that internal audit activities were conducted in terms of the approved risk based annual plan and also check conformance with the Standards for Professional Practice of Internal Audit.

Internal audit has discharged its responsibilities in terms of approved charter and executed the plan accordingly. The Audit Committee still registered its concerns with Management regarding the adequacy of human resources within the Internal Audit function. Management continuously appointing additional internal auditors at entry level to augment existing capacity to ensure that the unit functions optimally.

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

3.3.5. Risk Management

Management is responsible for proactively identifying, evaluating, managing and monitoring all significant risks faced by the Commission. The Commission has developed



a comprehensive risk management policy with a view to safeguarding its staff, assets, corporate credibility and reputation.

Internal audit strategic plans were guided by the risk profile of the Commission. The Commission has an operational risk management committee which is chaired by an independent member and who is an invitee to the audit committee. The commission has a risk register which is updated quarterly with progress made to on addressing residual risk and also with emerging risk. The risk register has been presented quarterly to the audit committee. Risk maturity level is still gradually improving as various improvements have been seen during the year under review in the identification, monitoring and management of risk facing the Commission.

3.3.6. In-Year Management and Quarterly Report

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

3.3.7. Evaluation of Annual Financial Statements

The Audit Committee has reviewed and discussed financial statements and performance information as presented by management for the 2017/18 financial year and dully recommended them for approval prior to being submitted to the External Auditor for auditing.

3.3.8. Auditor General's Report

The Committee has reviewed the Commission's implementation plan for audit issues raised in the prior year and take comfort that management has addressed almost all of the findings. The committee has reviewed the Auditor-General's management and audit reports and concurs with their conclusions. We are therefore, accepts the unqualified audit opinion expressed by the Auditor-general on financial statements and annual performance report.

Mr. MG Nthakheni

Chairperson of the Audit Committee

31 May 2018





Report of the auditor-general to Parliament on the Commission for Gender Equality

Report on the audit of the financial statements

Opinion

- I have audited the financial statements of the Commission for Gender Equality set out on pages 126 to 167, which comprise the statement of financial position as at 31 March 2018, the statement of financial performance, statement of changes in net assets, cash flow statement and the statement of comparison of budget and actual for the year then ended, as well as the notes to the financial statements, including a summary of significant accounting policies.
- 2. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Commission for Gender Equality as at 31 March 2018, and its financial performance and cash flows for the year then ended in accordance with Standards of Generally Recognised Accounting Practice (Standards of GRAP) and the requirements of the Public Finance Management Act of South Africa, 1999 (Act No. 1 of 1999) (PFMA).

Basis for opinion

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

Responsibilities of the accounting officer for the financial statements

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



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

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

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

Report on the audit of the annual performance report

Introduction and scope

- 10. In accordance with the Public Audit Act of South Africa, 2004 (Act No. 25 of 2004) (PAA) and the general notice issued in terms thereof, I have a responsibility to report material findings on the reported performance information against predetermined objectives for selected objectives presented in the annual performance report. I performed procedures to identify findings but not to gather evidence to express assurance.
- 11. My procedures address the reported performance information, which must be based on the approved performance planning documents of the constitutional institution. I have not evaluated the completeness and appropriateness of the performance indicators/ measures included in the planning documents. My procedures also did not extend to any disclosures or assertions relating to planned performance strategies and information in respect of future periods that may be included as part of the reported performance information. Accordingly, my findings do not extend to these matters.
- 12. I evaluated the usefulness and reliability of the reported performance information in accordance with the criteria developed from the performance management and reporting framework, as defined in the general notice, for the following selected objectives presented in the annual performance report of the constitutional institution for the year ended 31 March 2018:

Objectives	Pages in the annual performance report
Strategic objective 1: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality	79– 80
Strategic objective 2: To protect and promote by engaging with relevant stakeholders to educate and raise awareness on issues of gender equality, challenge patriarchal perceptions and stereotypes and take action against infringement of gender equality through implementation of appropriate redress	81 – 83
Strategic objective 3: To monitor state compliance with regional and international conventions, covenants and charters which have been accepted to or ratified by the Republic relating to the object of the Commission for Gender Equality	84 – 85

- 13. I performed procedures to determine whether the reported performance information was properly presented and whether performance was consistent with the approved performance planning documents. I performed further procedures to determine whether the indicators and related targets were measurable and relevant, and assessed the reliability of the reported performance information to determine whether it was valid, accurate and complete.
- 14. I did not raise any material findings on the usefulness and reliability of the reported performance information for the selected objectives indicated in paragraph 12 above.

Other matters

15. I draw attention to the matters below.

Achievement of planned targets

16. Refer to the annual performance report on pages 79 to 85 for information on the achievement of planned targets for the year.

Adjustment of material misstatements

17. I identified material misstatements in the annual performance report submitted for auditing. These material misstatements were on the reported performance information of Strategic objective 2: To protect and promote by engaging with relevant stakeholders to educate and raise awareness on issues of gender equality, challenge patriarchal perceptions and stereotypes and take action against infringement of gender equality through implementation of appropriate redress. As management subsequently



corrected the misstatements, I did not raise any material findings on the usefulness and reliability of the reported performance information.

Report on the audit of compliance with legislation

Introduction and scope

- 18. In accordance with the PAA and the general notice issued in terms thereof, I have a responsibility to report material findings on the compliance of the constitutional institution with specific matters in key legislation. I performed procedures to identify findings but not to gather evidence to express assurance.
- 19. The material findings on compliance with specific matters in key legislations are as follows:

Procurement and contract management

20. Some of the contracts were extended or modified without the approval of a properly delegated official as required by section 44 of the PFMA and treasury regulations 8.1 and 8.2.

Expenditure management

21. Effective and appropriate steps were not taken to prevent irregular expenditure amounting to R641 635, as disclosed in note 18 to the annual financial statements, as required by section 38(1)(c)(ii) of the PFMA and treasury regulation 9.1.1.

Other information

- 22. The accounting officer is responsible for the other information. The other information comprises the information included in the annual report. The other information does not include the financial statements, the auditor's report and those selected objectives presented in the annual performance report that have been specifically reported in this auditor's report.
- 23. My opinion on the financial statements and findings on the reported performance information and compliance with legislation do not cover the other information and I do not express an audit opinion or any form of assurance conclusion thereon.
- 24. In connection with my audit, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements and the selected objectives presented in the annual performance



report, or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

25. If, based on the work I have performed, I conclude that there is a material misstatement in this other information, I am required to report that fact. I have nothing to report in this regard.

Internal control deficiencies

26. I considered internal control relevant to my audit of the financial statements, reported performance information and compliance with applicable legislation; however, my objective was not to express any form of assurance on it. The matter reported below is limited to the significant internal control deficiency that resulted in the findings on compliance with legislation included in this report.

Leadership

27. Insufficient oversight responsibility exercised with regards to compliance and related internal controls due, particularly in the area of contract management.

Auditor-General

Pretoria 31 July 2018



Auditing to build public confidence



Annexure – Auditor-general's responsibility for the audit

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

Financial statements

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



Communication with those charged with governance

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





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Finance Report

Statement of Responsibility and Approval of the Annual Financial Statements

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

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

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

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

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

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

The accounting officer approved the annual financial statements for the year ended 31 March 2018 as set out on pages 3 to 42 on 31 July 2018 which were signed on its behalf by;

Keketso Maema
Chief Executive Officer

Lulama Nare Chairperson

General Information

Members of the Commission - Commissioners

Ms. L.H. Bata

Mr. M.A. Botha

Dr. N. Maphazi

Ms. N.G. Mazibuko (part time)

Dr. W.A. Mgoqi

Ms. T. Mpumlwana (Deputy Chairperson until contract lapsed at 31 May 2017)

Ms. L. Nare (Chairperson)

Ms. P.L.F. Nzimande (part time)

Ms. P.S. Sobahle (converted to full-time effective from 1 March 2018)

Mrs TE Mathebula (Deputy Chairperson, part-time; appointed 1 November 2017)

Mr SD Rakolote (part-time, appointed 1 November 2017)

Ms NM Moleko (full-time, , commenced 1 January 2018)

Ms NS Mogale (part-time, appointed 1 November 2017)

Chief Executive Officer

Ms. K. Maema

Chief Financial Officer

Mr. M. Putu

Auditors

Auditor General South Africa

Bankers

First National Bank

Parktown

PO Box 31512

Braamfontein 2017

Registered Office

Women's Jail East Wing

No 2 Kotze Street

Constitution Hill

Braamfontein

2017

Physical Address

No 2 Kotze Street

Constitution Hill

Braamfontein

2017

Telephone Number

011-403 7182

Fax Number

011-403 7188

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Statement of Financial Position as at 31 March 2018

ASSETS	Notes	2018 R	2017 R Restated
Non-current assets			
Property, plant and equipment	11	7 042 688	6 994 621
Intangible assets	11	467 078	333 424
		7 509 766	7 328 045
Current assets	0	0.7/0.050	4 500 770
Cash and cash equivalents	9	8 769 850	4 523 770
Receivables from non-exchange transactions	10	879 677	221 352
		9 649 527	4 745 122
Total Assets		17 159 293	12 073 167
LIABILITIES			
Current liabilities			
Payables from exchange transactions	12	1 222 243	736 725
Payables from non-exchange transac-		1 222 2 10	7 00 7 20
tions	13	2 117 629	3 175 131
Provisions	14	3 800 054	1 607 815
		7 139 926	5 519 671
Total liabilities		7 139 926	5 519 671
Net assets		10 019 367	6 553 496
Nei usseis		10017007	0 000 110
NET ASSETS			
Accumulated surplus		10 019 367	6 553 496
Total Not Assats		10.010.277	/ 552 407
Total Net Assets		10 019 367	6 553 496

Statement of Financial Performance for the year ended 31 March 2018

	Notes	2018	2017
		R	R
			Restated
Revenue			
Revenue from non-exchange			
transactions	2	78 266 000	69 891 000
Other income	3	5 488 912	3 001 539
Total revenue		83 754 912	72 892 539
Expenses			
Operating expenses	4	21 919 333	22 942 625
Personnel Costs	5	53 850 996	47 620 624
Other administrative expenses	6	3 102 761	2 661 918
Assets written off	8	114 499	5 481
Depreciation and amortisation	11	1 301 455	2 082 950
Total		80 289 044	75 313 598
Surplus/(Deficit) for the year		3 465 868	(2 421 059)



Statement of Changes in Net Assets for the year ended 31 March 2018

	Notes	Accumulated surplus	Total net assets R
Balance at 31 March 2016		6 992 599	6 992 599
Prior period error	16	1 981 959	1 981 959
Deficit for the year ending 31 March 2017 - restated		(2 421 059)	(2 421 059)
Balance at 31 March 2017 - restated		6 553 499	6 553 499
Surplus for the year ending 31 March 2018		3 465 868	3 465 868
Balance at 31 March 2018		10 019 367	10 019 367



Cash Flow Statement for the year ended 31 March 2018

	Notes	2018	2017
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash receipts from stakeholders		R 79 119 462	R 70 398 689
Grants	2	78 266 000	69 891 000
Interest received	3	568 089	463 368
Donor Income	3	206 641	-
Sundry income	3	78 732	44 321
Cash paid to stakeholders		(73 559 007)	(73 929 317)
Personnel & Suppliers		(73 559 006)	(73 929 317)
Interest paid	7	(1)	-
Net cash flows from operating activities	15	5 560 455	(3 530 628)
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of property, plant and equipment	11	(1 401 499)	(76 481)
Purchase of intangible asset	11	(199 316)	-
Proceeds from sale of property, plant equipment	8	286 440	20 200
Net cash flows from investing activities		(1 314 375)	(56 281)
CASH FLOWS FROM FINANCING ACTIVITIES			
Net cash flows from financing activities		-	-
Net increase/(decrease) in net cash and cash			
equivalents		4 246 080	(3 586 909)
Net cash and cash equivalents at the beginning of year		4 523 770	8 110 679
Net cash and cash equivalents at end of year	9	8 769 850	4 523 770



Statement of Comparison of Budget and Actual on the Financial Performance for the year ended 31 March 2018

	Actual	Approved Budget	Difference:
	2018 R	2018 R	Approved Budget and Actual
Revenue			
Revenue from non-exchange transactions	78 266 000	78 266 000	-
Other income	5 488 912	-	(5 488 912)
Total revenue	83 754 912	78 266 000	(5 488 912)
Expenses			
Operating expenses	21 919 333	20 425 751	(1 493 582)
Personnel Costs	53 850 996	53 923 900	72 904
Other administrative expenses	3 102 761	3 417 849	315 088
Assets written off	114 499	-	(114 499)
Depreciation and amortisation expense	1 301 455	498 500	(802 955)
Total expenses	80 289 044	78 266 000	(2 023 044)
Surplus for the year	3 465 868		(3 465 868)

Note 19.1. overleaf sets out detailed explanations on variances as outlined herein and must also be read in conjunction with the chapter 14 in the Annual report of the Commission for the period ending 31 March 2018.



Statement of Comparison of Budget and Actual figures on the Financial Position as at 31 March 2018

ASSETS	Notes	Actual 2018 R	Approved Budget 2018 R	Difference: Approved Budget and Actual
Non-current assets				
Property, plant and equipment	11	7 042 688	7 000 000	(42 688)
Intangible assets	11	467 078	500 000	32 922
-		7 509 766	7 500 000	(9 766)
Current assets				
Cash and cash equivalents	9	8 769 850	9 000 000	230 150
Receivables from non-exchange transactions	10	879 677	1 000 000	120 323
		9 649 527	10 000 000	350 473
Total Assets		17 159 293	17 500 000	340 707
LIABILITIES				
Current liabilities				
Payables from exchange transactions	12	1 222 243	1 250 000	27 757
Payables from non-exchange transactions	13	2 117 629	2 100 000	(17 629)
Provisions	14	3 800 054	3 800 000	(54)
		7 139 926	7 150 000	10 074
Total liabilities		7 139 926	7 150 000	10 074
Net assets		10 019 367	10 350 000	330 633

Note 19.2. overleaf sets out detailed explanations on variances as outlined herein and must also be read in conjunction with the chapter 14 in the Annual report of the Commission for the period ending 31 March 2018.



Annual financial Statements for the period ending 31 March 2018

Segment Reporting

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

	Commissioners: Governance & Support	Corporate Support Services	Service Delivery Program	Total
Head Office	11 585 428	(62 939 978)	21 040 155	(30 314 395)
Operating Expenses	3 197 946	6 792 599	7 526 786	17 517 331
Asset written off		(286 440)		(286 440)
Income		(83 468 472)		(83 468 472)
Other administrative expenses	46 567	1 934 070	265 094	2 245 731
Personnel	8 340 915	10 786 810	13 248 275	32 376 000
Depreciation & amortisation		1 301 455		1 301 455
Provincial Office	-	-	26 848 526	26 848 526
Operating Expenses	-	-	4 516 500	4 516 500
Other administrative expenses	-	-	857 030	857 030
Personnel	-	-	21 474 996	21 474 996
Grand Total	11 585 428	(62 939 978)	47 888 681	(3 465 870)
Cash and cash equivalents	-	8 769 850	-	8 769 850
Receivables from non-exchange				
transactions	-	879 677	-	879 677
Property, plant and equipment	-	7 042 688	-	7 042 688
Intangible assets		467 078		467 078
Total liabilities	-	17 159 293	-	17 159 293



1. Statement of compliance

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

1.1 Reporting entity

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

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

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

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

The core business of the CGE is: -

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

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

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

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

1.2 Basis of preparation

1.2.1 Basis for measurement

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

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

1.2.2 Functional and presentation currency

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



1.2.3 Offsetting

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

1.2.4 Going concern assumption

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

1.2.5 Significant accounting judgments, estimates and assumption

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

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

Trade Receivables

The measurement of receivables is derived after consideration of the allowance for doubtful debts. Management makes certain assumptions regarding the categorisation of debtors into groups with similar risk profiles so that the effect of any impairment on a group of receivables would not differ materially from the impairment that would have been determined had each debtor been assessed for impairment on an individual basis. The determination of this allowance is predisposed to the utilisation of estimates, assumptions and management judgements. In determining this allowance, the estimates are made about the probability of recovery of the debtors based on their past payment history and risk profile.

Depreciation and amortisation

At the end of each financial year, management assesses whether there is any indication that CGE's expectations about the residual value and the useful life of assets included in the property, plant and equipment have changed since the preceding reporting date. If any such indication exists, the change has been accounted for as a change in accounting estimate in accordance with Standards of GRAP on Accounting Policies, Changes in Accounting Estimates and Errors.

The amortisation period and the amortisation method for intangible assets are reviewed at each reporting date.



Impairment of non-cash generating assets

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

Provisions and contingent assets and liabilities

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

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

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

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

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



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

Standard	Summary and impact	Effective date
GRAP 20 – Related Parties	This standard ensures that the financial statements contain disclosures necessary to draw the attention to the possibility that the reporting entity's financial position and surplus/deficit may have been affected by the existence of related parties and transactions and outstanding balances from such parties. The impact on the financial results and disclosure is minimal.	Issued by the ASB – June 2011 Effective date – 1 April 2019
GRAP 32 – Service concession arrangements	The objective of this Standard is to prescribe the accounting for service concession arrangements by the grantor and a public-sector entity No significant impact is expected on the financial results	Issued by the ASB – August of 2013 Effective date – 1 April 2019
GRAP 105 –Transfer of functions between entities under common control	This standard shall be applied prospectively to a transaction or event that involves a transfer of functions when the transfer date is on or after the initial adoption of the Standard. The impact on the financial results and disclosure is minimal.	Issued by the ASB with an effective date – 1 April 2015 No impact on CGE
GRAP 106 – Transfer of functions between entities not under common control	This standard shall be applied prospectively to a transaction or event that involves a transfer of functions when the acquisition date is on or after the initial adoption of the Standard. The impact on the financial results and disclosure is minimal.	Issued by the ASB with an effective date – 1 April 2015 No impact on CGE
GRAP 107 – Mergers	This standard shall be applied prospectively to a transaction or event that involves a merger when the merger date is on or after the initial adoption of the Standard. The impact on the financial results and disclosure is minimal.	Issued by the ASB with an effective date – 1 April 2015 No impact on CGE
GRAP 108 - Statutory Receivables	The Standard prescribes accounting requirements for statutory receivables as defined.	Issued by the ASB with an effective date – 1 April 2019
GRAP 109 - Accounting by Principals and Agents	The standard provides guidance to the disclosure on transactions in a agent-principal arrangement	Issued by the ASB with an effective date – 1 April 2019
GRAP 110 - Living and Non-Living resources	The standard prescribes for recognition, measurement, presentation and disclosure on living and non-living resources.	Issued by the ASB with an effective date – 1 April 2019



1.4 Revenue recognition

1.4.1 Other Income

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

Measurement

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

Interest

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

1.4.2 Revenue from non-exchange transactions

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

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

Restrictions on transferred assets are stipulations that limit or direct the purposes for which a transferred asset may be used, but do not specify that future economic benefits or service potential is required to be returned to the transferor if not deployed as specified.

Stipulations on transferred assets are terms in laws or regulation, or a binding arrangement, imposed upon the use of a transferred asset by entities external to the reporting entity.

Recognition

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

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

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



Measurement

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

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

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

1.4.3 Transfers

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

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

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

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

1.5 Irregular, fruitless and wasteful expenditure

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

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

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

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

1.6 Property, plant and equipment

1.6.1 Recognition and measurement

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



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

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

1.6.2 Repairs and maintenance

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

1.6.3 Subsequent expenditures

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

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

1.6.4 Depreciation

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

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

The assets' residual values, useful lives and depreciation methods are reviewed periodically and adjusted prospectively, if appropriate.

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

1.6.5 Useful lives

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

Computer equipment 5-12 years
Office furniture 5 - 15 years
Office equipment 5-12 years
Motor vehicle 5-12 years

1.6.6 De-recognition

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



1.6.7 Impairment

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

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

1.7 Intangible assets

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

1.7.1 Initial recognition

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

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

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

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

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

1.7.2 Amortisation

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



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

1.7.3 Useful lives

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

1.7.4 De-recognition

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

1.8 Impairment of non - monetary assets

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

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

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

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

1.9 Leases

1.9.1 Recognition

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

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



1.9.2 Measurement

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

1.9.3 De-recognition

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

Leases that the CGE enters as a lessee, and where the lessor retains substantially all the risks and rewards of ownership of the underlying asset, are classified as operating leases. Payments made under operating leases are charged against revenue on a straight-line basis over the term of the lease.

1.10 Employee benefits

1.10.1 Defined contribution plan

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

1.10.2 Termination benefits

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



1.10.3 Short-term employee benefits

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

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

Short-term employee benefits including annual leave are measured on an undiscounted basis and are expensed as the related service is provided.

A provision is recognised for the amount expected to be paid under short-term cash plans if the CGE has a present legal or constructive obligation to pay this amount as a result of past service provided by employee and the obligation can be estimated reliably.

1.11 Financial instruments

1.11.1 Initial recognition

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

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

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

1.11.2 Measurement

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

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

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

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

1.11.2.1 Financial assets

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



1.11.2.2 Receivable from non-exchange transactions

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

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

1.11.2.3 Cash and cash equivalents

Cash and cash equivalents are measured at amortised cost.

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

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

1.11.2.4 Financial liabilities

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

The CGE's principle financial liabilities are accounts payable.

1.11.2.5 Payables from exchange transactions

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

1.11.2.6 Payables from non-exchange transactions

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



1.11.2.6.1 De-recognition

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

- The right to receive cash flows from the asset have expired;
- The CGE retains the right to receive cash flows from the asset, but has assumed an obligation to pay them in full without material delay to a third party under a 'pass through' arrangement; or
- The Commission has transferred its rights to receive cash flows from the asset and either
 - i. Has transferred substantially all the risks and rewards of the asset or
 - ii. Has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

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

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

1.11.3 Offset of financial assets and liabilities

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

1.11.4 Impairments

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

For financial assets held at amortised cost:

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

If there is objective evidence that an impairment loss on financial assets measured at amortised cost has been incurred, the amount of the loss is measured as the difference between the assets' carrying amount and the present value of estimated future cash flows (excluding future credit losses that have not been incurred) discounted at the financial assets' original effective interest rate

(i.e. the effective interest rate computed at initial recognition). The carrying amount of the asset is reduced through the use of an allowance account. The amount of the loss is recognised in surplus or deficit.



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

1.11.5 Risk Management of Financial Assets and Liabilities:

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

Risks and exposure are disclosed as follows:

Credit Risk

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

Liquidity Risk

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

Interest Risk

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

Market Risk

Market risk is the risk that changes in market prices, such as foreign exchange rates, interest rate and equity prices will affect the entities income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimizing the return.



1.12 Provisions

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

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

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

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

1.13 Contingent liabilities

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

1.14 Change in estimate

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



1.15 Related parties

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

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

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

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

1.16 Comparatives

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

1.17 Events after the reporting date

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

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

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

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

For the year ended 31 March 2018

		2018 R	2017 R Restated
2	Revenue from non-exchange transactions		
_	Transfers from National Government	78 266 000	69 891 000
		78 266 000	69 891 000
			0.01100
3	Other income		
	Interest received	568 089	463 368
	Donations received in cash	206 641	-
	Donations received in kind	4 349 010	2 473 650
	Proceeds on sale of assets	286 440	20 200
	Sundry income	78 732	44 321
		5 488 912	3 001 539
4	Operating expenses		
	Bank Charges	63 531	54 967
	Computer Servicing, Internet & Website	1 228 571	1 721 197
	Office Cleaning, Maintenance, Plants & Security	1 600 878	2 001 341
	Telecommunication Expenses	2 001 041	1 880 338
	Bad debts impairment	23 209	-
	Bad debts/(recovered)	-	(27 650)
	Advertising and media outreach	69 020	190 994
	Courier services	281 705	114 668
	Travel expenses **	5 301 952	6 279 824
	Report writing, printing and publishing	6 014 152	4 718 260
	Printing and photocopying	601 485	435 882
	Subscriptions	34 691	48 952
	Publicity functions and conference **	1 683 494	1 435 972
	Audit fees	2 053 762	2 342 080
	Consulting fees	961 842	1 745 800
		21 919 333	22 942 625

^{**} Key to CGE operating model, includes travelling to communities we serve across the Republic. This consumes a significant amount of financial resources.



For the year ended 31 March 2018

	2018 R	2017 R Restated
5 Personnel Costs †		
Basic	39 941 130	36 553 981
Medical aid-company contribution	419 384	353 474
Unemployment Insurance Fund	174 289	167 856
Performance bonus - provision	2 671 032	(198 860)
Provision for leave pay	18 195	369 319
Salary bonus - 13th Cheque	2 979 122	2 507 031
Overtime	280 503	300 677
Provident fund-company contribution	4 896 635	4 405 636
Allowances	2 008 306	2 722 284
Company contribution other	462 401	439 226
	53 850 996	47 620 624

†The Commissioners and key management's remuneration is included in Note 17 as contained in this report.

6 Other administrative expenses

Staff training and development	582 788	773 100
Legal fees	1 196 592	672 901
Maintenance, repairs and running costs		
-Property and buildings	48 360	128 732
-Other maintenance repairs and running costs	691 988	518 817
Office consumables and refreshments	240 669	225 817
Operating lease expenses	342 363	342 551
	3 102 760	2 661 918
Finance cost		
Interest paid during period	1	-
	1	-



For the year ended 31 March 2018

		2018 R	2017 R Restated
8	Depreciation, amortisation and disposals of assets(Refer to dispos	als in Note 11)	
8.1	Assets written off and disposals		
	Cost	3 747 700	627 450
	Accumulated depreciation	(3 630 060)	(584 105)
	Book value at disposal	117 640	43 345
	Insurance replacements	(3 141)	(37 864)
	Net book value written off	114 499	5 481
			<u> </u>
	Proceeds from sale of property, plant & equipment	(286 440)	(20 200)
	(Profit)/Loss on disposal	(171 941)	(14 719)
8.2	Depreciation & amortisation		
	Office Equipment	87 474	82 387
	Computer equipment	844 551	847 354
	Office Furniture	303 768	311 610
	Motor Vehicles	-	777 618
	Total depreciation on property, plant & equipment	1 235 792	2 018 969
	Amortisation on intangible assets	65 663	63 980
	Amonisation of intaligible assets	05 005	03 700
	Total depreciation and amortisation	1 301 455	2 082 949
9	Cash and cash equivalents		
	Cash at bank	8 758 397	4 512 181
	Cash on hand	11 453	11 589
		8 769 850	4 523 770
10	Receivables from non-exchange transactions		
	Other receivables	89 417	177 635
	Prepaids & subscriptions	790 260	43 717
	Less: Impairment allowance		-
		879 677	221 352



For the year ended 31 March 2018

		2018 R	2017 R Restated
10.1	Receivables: Ageing		
	Current (0 - 30 days) 121 - 365 days	843 412	159 335
	+365 days	36 265 879 677	18 300 177 635
10.2	Impairment allowance: Ageing +365 days	_	_
10.3	Reconciliation of impairment allowance		-
10.0	Balance at beginning of year	-	69 044
	(Decrease)/Increase in impairment provision for doubtful debts Recovered	-	(69 044)
		-	-

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

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



For the year ended 31 March 2018

Note11: Property, Plant and Equipment

Reconciliation of carrying value 2018

necessarianes of carrying raise zero					
	Office equipment	Motor vehicles	Office furniture	Computer equipment	Total Restated
Opening net carrying amount	302 029	2 322 008	1 678 778	2 691 806	6 994 621
Cost	1 791 689	6 040 179	3 257 362	9 012 360	20 101 590
Accumulated depreciation	(1 489 660)	(3 718 171)	(1 578 584)	(6 320 554)	(13 106 969)
		-	-		
Additions	39 040	1 270 114	79 150	13 196	1 401 499
Depreciation	(87 474)	-	(303 768)	(844 551)	(1 235 792)
Disposals carrying amount	(7 503)	(91 122)	(713)	(18 302)	(117 640)
Cost	(357 416)	(688 330)	(30 408)	(2 671 546)	(3 747 700)
Gross disposal accumulated					
depreciation	349 913	597 208	29 695	2 653 244	3 630 060
Closing net carrying amount	246 092	3 501 000	1 453 447	1 842 149	7 042 688
Cost	1 473 313	6 621 963	3 306 104	6 354 010	17 755 390
Accumulated depreciation	(1 227 221)	(3 120 963)	(1 852 657)	(4 511 861)	(10 712 702)



For the year ended 31 March 2018

Note11: Property, Plant and Equipment

Reconciliation of carrying value 2017

	Office equipment	Motor vehicles	Office furniture	Computer equipment	Total Restated
Opening net carrying amount	339 943	3 099 626	1 989 713	3 551 176	8 980 458
Cost	1 914 128	6 040 179	3 336 204	9 362 049	20 652 560
Accumulated depreciation	(1 574 185)	(2 940 553)	(1 346 491)	(5 810 873)	(11 672 102)
Additions	44 794	-	4 639	27 048	76 481
Depreciation	(82 387)	(777 618)	(311 611)	(847 354)	(2 018 969)
					_
Disposals carrying amount	(321)	-	(3 962)	(39 064)	(43 346)
Cost	(167 233)	-	(83 481)	(376 737)	(627 451)
Gross disposal accumulated					
depreciation	166 912	-	79 519	337 673	584 105
Closing net carrying amount	302 029	2 322 008	1 678 779	2 691 806	6 994 621
Cost	1 791 689	6 040 179	3 257 362	9 012 360	20 101 590
Accumulated depreciation	(1 489 660)	(3 718 171)	(1 578 583)	(6 320 554)	(13 106 969)



For the year ended 31 March 2018

11.2 Change in accounting estimate

Included in depreciation for 2017/18 is an effect from a change in estimate of R972, 799 arising from the management decision to change the residual values in terms of GRAP 17.

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

Motor Vehicles

Total decrease/(Increase)

2018 Current	Future (Increase)
972 799	(972 799)
972 799	(972 799)



For the year ended 31 March 2018

Note 11.3 : Intangible assets

	2018	2017
	R	R Restated
		kesialea
Opening net carrying amount	333 424	397 404
Gross carrying amount	451 185	451 185
Accumulated amortisation	(117 761)	(53 781)
Additions	199 316	-
Amortisation	(65 663)	(63 980)
Disposal carrying amount	-	-
Gross disposal carrying amount	-	-
Gross accumulated disposal amortisation	-	-
Closing net carrying amounts	467 078	333 424
Gross carrying amount	650 501	451 185
Accumulated amortisation	(183 424)	(117 761)
	,	. ,

As at 31 March 2018, included in the additions, capital expenditure was incurred for the development of an electronic case management systems as follows;

Nature of expenditure	Work in progress completed
Software purchased, installation and configuration	44 048

For the year ended 31 March 2018

	2018 R	2017 R
10. Develop from analysis to the second		Restated
12 Payables from exchange transactions	070.001	507.450
Trade creditors	979 881	537 459
Accruals	242 362	199 266
	1 222 243	736 725
13 Payables from non- exchange transactions		
Payroll creditors	2 117 629	3 175 131
	2 117 629	3 175 131
14 Provisions		
Provision for annual bonus	617 357	607 815
Provision for performance bonus	2 671 032	1 000 000
Provision for salaries increase	511 665	
	3 800 054	1 607 815
Provision for annual bonus		
Balance at the beginning of the year	607 815	553 790
Less utilised during the year	(2 457 916)	(2 453 006)
Raised during the year	2 467 457	2 507 031
	617 357	607 815
Provision for performance bonus		
Balance at the beginning of the year	1 000 000	2 198 860
Less revision of prior period provision	-	(1 198 860)
Less utilised during the year	(1 000 000)	(1 000 000)
Raised during the year	2 671 032	1 000 000
	2 671 032	1 000 000

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

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



performance objectives of the Commission for a given period.

Notes to the annual financial statements

For the year ended 31 March 2018

15	Net cash flows from operating activities	2018 R	2017 R
	Surplus/(Deficit) for the year	3 465 868	(2 421 059)
	Adjustment for:		
	Depreciation and amortisation	1 301 455	2 082 950
	Gain on sale of assets	(168 800)	23 145
	Contribution to provision	2 192 239	(1 144 835)
	Operating surplus before working capital changes	6 790 763	(1 459 800)
	(Increase)/Decrease in receivables	(658 325)	353 976
	Decrease in payables		
		(571 983)	(2 424 804)
	Cash generated/ (utilised) from operations	5 560 455	(3 530 628)

16. Prior period error

At the end of the financial year, management re-assessed the useful lives of items of Property, plant & equipment and realised that previously an error in judgement was made; wherein some of the items of PPE were carried at net amounts of zero Rands, inconsistent with the requirements of GRAP, as a result, in order to comply with the standard of GRAP retrospective corrections were made as follows to remedy the error(s) in the previous financial years. In this regard, the effect accordingly adjusted on the respective financial statements is shown hereunder.

statements is shown hereunder. Impact on the Statement of Financial Position		
·	2017	2016
	R	R
(Decrease)/Increase in Property, plant & equipment	(261 288)	1 981 959
	(2)	
(Increase)/Decrease in Accumulated depreciation on Computer Equipment	(34 898)	133 151
(Increase)/Decrease in Accumulated depreciation on Office Equipment	(32 855)	146 188
(Increase)/Decrease in Accumulated depreciation on Office Furniture		1 702 619
(Decrease)/Increase in closing Accumulated Surplus for the period ending 31 March	1 720 671	1 981 959
Impact on the Statement of Financial Performance		
	261 288	
Increase in Depreciation Expense - Computer Equipment	34 898	-
Increase in Depreciation Expense - Office Equipment	32 855	-
Increase in Depreciation Expense - Office Furniture	193 534	-

For the year ended 31 March 2018

17. Related parties

17.1. Key management remuneration

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

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

			2018	2017
Commissioners	Salaries	Allowances	Total	Total
LH Bata	768 044	84 600	852 644	855 452
MA Botha	840 186	12 467	852 653	782 128
JL Hicks (contract lapsed)	-	-	-	215 853
N Maphazi	768 964	174 894	943 858	861 464
NG Mazibuko (part-time)	348 250	7 700	355 950	486 022
W Mgoqi	768 640	76 262	844 902	845 837
T Mpumlwana (contract lapsed)	221 701	14 800	236 501	918 149
L Nare	1 013 602	12 600	1 026 202	853 831
PLF Nzimande (part-time)	359 183	4 830	364 013	409 767
M Shozi (contract lapsed)	-	-	-	1 239 072
PS Sobahle	840 784	15 400	856 184	536 169
TE Mathebula	102 674	642	103 316	-
SD Rakolote	14 288	-	14 288	-
NM Moleko	265 283	-	265 283	-
NS Mogale	44 410	-	44 410	-
TOTAL	6 356 009	404 195	6 760 204	8 003 743

				2018	2017
Management	Office	Salarie	es Allowances	Total	Total
K Anirudhra	HC	D 877 97	75 140 108	1 018 083	946 728
J De Klerk	HC	D 939 22	78 000	1 017 220	945 878
K Maema	CE	O 1 381 89	90 000	1 471 898	1 364 434
M Putu	CF	O 989 82	60 000	1 049 822	976 010
TJ Rapoo	HC	D 982 16	36 000	1 018 166	947 146
MM Van Niekerk	HC	D 1 018 23	- 38	1 018 238	946 637
TOTAL		6 189 31	9 404 108	6 593 427	6 126 833



For the year ended 31 March 2018

17.2. Related party transactions with government institutions

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

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

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

18. Irregular, Fruitless and Wasteful expenditure

18.1. Irregular expenditure

During the 2008/09 & 2009/10 Financial years, the CGE did not have a supply chain management unit as required by PFMA and Treasury Regulations, as a result Irregular expenditure was incurred. An SCM unit was duly established during the 2010/11 year. At the time of reporting the irregular expenditure cumulatively amounted to **R34 745 106** of which R33 765 345 thereof is still to be regularised by the Relevant Authority after an application for such has been tabled at national Treasury. Similarly, where applicable, an application shall be made to National Treasury to grant approval for condonation for the expenses incurred during the current period, following the finalisation of internal processes.

	2018	2017
	R	R
Reconciliation Irregular expenditure		
Opening balance:	34 103 471	33 765 345
Transactions deemed irregularly incurred during the year	641 635	338 126
Total irregular expenditure incurred	34 745 106	34 103 471

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



For the year ended 31 March 2018

19. Budget Information

19.1. Reconciliation of the budget with surplus in the statement of financial performance.

Income or Expenditure line	Budget	Adjustment to budget	Available budget	Actual expenditure	Under / (over) expenditure
Non-exchange revenue	78 266 000		78 266 000	78 266 000	-
Other income	-	5 488 912	5 488 912	5 488 912	-
Total	78 266 000	5 488 912	83 754 912	83 754 912	-
Operating expenditure	20 425 751	5 488 912	25 914 663	21 919 333	3 995 330
Other administrative expenses	3 417 849	-	3 417 849	3 102 760	315 089
Personnel costs	53 923 900	-	53 923 900	53 850 996	72 904
Assets written off	-	-	-	114 499	(114 499)
Depreciation & amortisation	498 500	-	498 500	1 301 455	(802 955)
Total	78 266 000	5 488 912	83 754 912	80 289 044	3 465 868
Operating surplus for the per	iod to 31 March	2018		3 465 868	

19.1.1. Summary results

The Commission recorded a net surplus of R3, 5 million for the financial year ended 31 March 2018. Grant income from the fiscus amounted R78, 3 million, with additional income totalling R5, 5 million received from donor partners as well as interest earned from cash resources held in the bank account over the period.

For the financial period, the total expenditure incurred was R80,2 million, representing an increase of R5 million when compared to the spending level reported for the preceding financial year. The increase in spending is generally attributed to the normal effect of inflation on the baseline. The overall financial performance for the year was stable, consistent with the budget and prior period trends at an aggregate analysis as is shown in the statement of financial performance and further explained hereunder.

19.1.2. Operating expenditure

For the period under review, the operating expenditure of R22 million was incurred against an adjusted budget of R26 million (from original approved budget of R20,4 m). The favourable spending variance against an adjusted budget was therefore R4 million. The adjustment budget arose from donation received, mainly in kind from the South African Broadcasting Services (SABC) for about R4, for which corresponding expenditure was recorded, inclusive to the reported sending balance for the period. Whilst, there were savings on Travel & accommodation (actual of R5,3 m compared to an annual budget of R7,5 m), the donor finance accounts for the material content of this saving. The saving on Travel & Accommodation is directly attributable to efficiency gains, derived from the implementation of the Cost Containment strategies adopted as part of the operational plan of the organisation.



For the year ended 31 March 2018

19.1.3. Personnel costs

The remuneration bill to employees and commissioners for year was R53, 9 million compared to a budget of R54 million. This outcome is reported even though during the major part of the financial year, there existed 4 vacancies for Commissioners' positions until these were filled by the State president on 1 November 2017, resulting in underspending in the Commissioners' programme to an extent of R1,9 m for unpaid salaries. This saving was however defrayed to fund for the incentives scheme which could historically not be funded due to a depressed baseline budget whilst the scheme remains provided for by the organisational policy. Compared to the previous year, where the provision for performance bonus was reduced by R2 million due to lack of funds, in the current year, a full R2,7 million provision was recorded and shall be paid out subject to an objective performance assessment of staff to be finalised during the 1st quarter of the new financial year.

19.1.4. Administrative

Against an annual budget for this category of R 3,4 million, a saving of R315, 000 was recorded – Expenditure for the year amounted to R3,1 million largely constituted of legal fees (R1,2 million), Operating lease (R342,000), Maintenance of building & equipment (R740,000) as well as Training & development at R583,000 for the period. The latter level of spending realised below an annual budget of R900, 000 mainly because procurement for training and development was cost effectively procure from the School of Government thus accounting for the overall saving under this category.

19.1.5. Depreciation and amortisation

For the period under review, depreciation for property, plant & equipment is R1,3 million whilst not forming part of the operating expenditure budget funded from National treasury, this contributed 1.62% to the overall expenditure for 2017/2018 period.

19.2. Analysis of the Actual and Budget information on the financial position as at 31 March 2019

The figures presented in the statement of financial position are positively consistent with the budget considerations estimated at the beginning of the period and therefore the actual movements in the carrying balances reported do not indicate any material variance for analysis. Hereunder is a rendition on explanations on the content and ration analysis on balances reported at balance sheet date.

19.2.1. Solvency and Liquidity positions

The Net asset position increased from a restated R6,5 million at the end of 2016/2017 to R10 million at 2017/2018 reporting date. This is mainly as a result of a R3,5 m surplus recorded from current financial performance. The net asset value over total assets is 58%, positively exceeding the co-ratio on liabilities (42%). This is consistent with the solvency cover of over 2 by the end of March 2018 – an improvement from the prior period position.

The current assets (to a total of R9,6 million) carried at reporting date exceeded current liabilities by R2,5 million, signifying a sound liquidity position at a current ratio of 135%(2018) and a favourable change from 86% (2017).

19.2.2. Non-current assets

Total non-current assets are mainly comprised of Property, plant & equipment (Vehicles, office and computer equipment) and intangible assets; respectively at net carrying amounts of R7 m and R467, 078. During the fourth quarter, additional assets to a total value of R1,4 million were purchased, mainly constituted of five (5) vehicles and two (5) customised electronic systems for case management and internal audit. Although there were disposals of a significant number of assets during the 4th quarter, the net change in carrying amounts between the periods is accounted for by additions and depreciation & amortisation recorded during the year, previous financial year.



For the year ended 31 March 2018

20. Operating leases

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

Future minimum lease payments at 31 March 2018

Not later than one year 318 044

Later than one year and not later than five years 7 687

Later than five years -

21. Events after the reporting date

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

22. Risk Management of Financial Assets and Liabilities

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

Interest rate risk

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

Liquidity risk

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



For the year ended 31 March 2018

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

2018

Financial Instrument	Current interest rate	Due in less than a year	Due in two to five years
Trade and other payables	10.75%	R 1 222 243	-
Other payables	0%	R 2 117 629	-

2017

Financial Instrument	Current interest rate	Due in less than a year	Due in two to five years
Trade and other payables	10.5%	R 736 725	-
Other payables	0%	R 3 175 131	-

Credit risk

Credit risk consists mainly of cash deposits, cash equivalents and other receivables. The CGE only deposits cash with major banks with high quality credit standing and limits exposure to any other counter party. The CGE banker's credit rating was listed as F3 for short term and BBB - for long term as was rated by Fitch Rating Ltd during December of 2017.

Currency risk

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

Price Risk

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

For the year ended 31 March 2018

23. Financial Instruments

Categories of financial instruments

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

		2018 R	2017 R
Financial assets at amortised cost	Notes		
Carrying amount		R 9 649 527	R 4 745 122
Cash and cash equivalents		0.7/0.050	4 500 770
Receivables from non-exchange transactions	9 10	8 769 850 879 677	4 523 770 221 352
Financial liabilities at amortised cost			
Carrying amount			
Trade and other payables	12&13	R 3 339 872	R 3 911 856
Current financial assets			
Fair value		R 9 649 527	R 4 745 122
Cash and cash equivalents Receivables from non-exchange transactions	9 10	8 769 850 879 677	4 523 770 221 352
Current financial liabilities			
Fair value			
Trade and other payables	12&13	3 339 872	3 911 856



PART E:

ABBREVIATIONS AND AC-RONYMS

APP	Annual Performance Plan
ACHPRZ	The African Commission on Human and People's Rights
ACT	Association of Community Television
AGDI	African Gender Development Index
ARCSWID	Advocacy and Resource Centre for Students with Disabilities
AU	African Union (AU) Women
ССМА	Commission for Conciliation Mediation and Arbitration
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CEO	Chief Executive Officer
CGE	Commission for Gender Equality
GCIS	Government Communication and Information System
COGTA	Cooperative Governance and Traditional Affairs
COIDA	Compensation for Injuries and Diseases Act 130 of 1993
COSATU	Congress of South African Trade Unions
CRL	Cultural, Religious, Linguistic Rights Commission
CSO	Civil Society Organisations (CSOs)
DBE	Department of Basic Education
DDG	Deputy Director General
DIRCO	Department of International Relations and Cooperation
DSD	Department of Social Development
DoH	Department of Health
DOJ& CD	Department of Justice and Correctional Services
DPME	Department of Planning, Monitoring and Evaluation
DSD	Department of Social Development
EAO	Emoluments Attachment Order
ENCA	E-News Channel Africa
GBV	Gender-based Violence
HEI	Higher Education Institutions
HOD	Head of Department
IEC	Independent Electoral Commission
HSRC	Human Science Research Council
ISD	Institutions Supporting Democarcy
IT	Information Technology

IOS	International Organization for Standardization
LAN	Land Area Network
LGBTIQA	Lesbian, Gay Bisexual Transgender Intersex Queer Asexual
LEDET	Limpopo Economic Development and Tourism
MoU	Memorandum of Understanding
NAP	National Action Plan
NCRF	National Community Radio Forum
NDP	National Development Plan
NGO	Non-government Organisation
NICSA	National Interfaith Council of South Africa
NPA	National Prosecuting Authority
NT	National Treasury
NYDA	National Youth Development Agency
OISD	Office on Institutions Supporting Democracy
PANSALB	Pan South African Language Board
PEI	Public Education and Information
PEPUDA	Promotion of Equality and Prevention of Unfair Discrimination Act
PFMA	Public Finance Management Act
PHTL	Provincial Houses of Traditional Leadership
SABC	South African Broadcasting Corporation
SACC	South African Council of Churches
SADC	Southern African Development Community
SAHRC	South African Human Rights Commission
SALGA	South African Local Government Association
SALRC	South African Law Reform Council
SAMMOVU	South African Men Movement United
SAPS	South African Police Services
SARS	South African Revenue Services
SADTU	South African Democratic Teachers Union
SAWID	South African Women in Dialogue
SDG	Sustainable Development Goals
SONA	State of the Nation Address
SOPA	State of the Province Address
SRC	Students' Representative Council
STC	Specialised Technical Committee
TOR	Terms of Reference
UFS	University of Free State
UIF	Unemployment Insurance Fund
UN	United Nations (UN) agencies
UNECA	United National Economic Commission for Africa
VolP	Voice over Internet Protocol
WAN	Wide Area Network