

**AD HOC COMMITTEE ON THE FILLING OF VACANCIES IN THE
COMMISSION FOR GENDER EQUALITY**

QUESTIONNAIRE FOR CANDIDATES



PARLIAMENT
OF THE REPUBLIC OF SOUTH AFRICA

Section 187 of the Constitution, 1996 and section 3 of the Commission for Gender Equality Amendment Act of 17 of 2013 set out the requirements for appointment as a Commissioner to the Commission for Gender Equality.

To assist the Ad Hoc Committee in its process, all those who have applied or been nominated for appointment as a Commissioner of the Commission for Gender Equality are requested to supplement their application or nomination by answering this questionnaire.

Please return the questionnaire by no later than 5 February 2017 to:

Ms N. Nobatana, Committee Secretary, 3rd Floor, 90 Plein Street, Cape Town, 8000 or P.O. Box 15, Cape Town, 8001 or email: nnobatana@parliament.gov.za or fax: 0866607716.

SECTION 1: PERSONAL

1.1. What are your full names and surname?

1.1.1. Surname : Stevens-Maziya

1.1.2. Full names : Sylvia Desiree

1.2. What is your date and place of birth?

1.2.1. Date of birth: 08-10-1964

1.2.2. Place of birth: Johannesburg, Gauteng

1.2.3. Citizenship: South African

1.2.4. Identity Number: 641008 0174 08 4

1.3. Please indicate your gender: Female

1.4. Please furnish particulars of your tertiary education in chronological order:

Qualification	Institution	Year
Higher Diploma in Social Work	University of Western Cape	1987
Post Graduate Diploma: Development Management and Facilitation Programmes	University of Witwatersrand	1996
Attendance Certificate Advance Project Management	Technikon South Africa	1998
Certificate Local Government Public Administration	University of South Africa	1999
Post Graduate Diploma: in Management (Public Policy and Development Administration)	University of Witwatersrand	2000
(Master)Post Graduate Diploma in Knowledge Management and Decision Making Completed course work and was competent, however due to not completing research report could not graduate.	University of Stellenbosch	2002

1.5. Please furnish chronological particulars of employment/work experience since leaving school or university

Name of employer	Position	Period
House of Representative, Department of Social Welfare	Junior Social Worker	1987-1989
	School Social Worker	1989-1989
	Social Worker Manager	1990-1991
	Senior Social Worker	1993-1994
	Chief Social Worker	1994-1997
Gauteng Department of Social Development	Assistant Director: Poverty Alleviation Programme	1998-2004 (5years period)
	Deputy Director Sub- Directorate HIV & AIDS	2004- 2011 (7 years)
National Department of Cooperative Governance and Traditional Affairs	Director: Community Development Worker Programme	2011- 2012
Commission for Gender Equality	Fulltime Gender Commissioner Commissioner for Gender based on CGE	June 2012-2013 (11 months)
National Department of Cooperative Governance and Traditional Affairs	Director: Women, Youth, Disable persons, HIV & AIDS	2013-2015
National Department of Cooperative Governance and Traditional Affairs	Director: Public Participation Complaints Management Ward Committees	2015- 2016
Department of Women	Personal Secretary to Minister	June 2016 to date

1.6 Please provide details of any other experience that you feel may be relevant:

- National Executive Member: South African National Civic Organization (SANCO).
- National Executive Member (NEC) for Progressive Women's Movement for Republic Of South Africa deployed for 5 years.
- Member of working committee for 60 days of non-stop electioneering for 2009 national elections in African National Congress Women's League.
- Observer during 2009 elections for Commission on Gender Equality: Independent Election Commission (IEC).

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- International advisory for Children in Difficult Circumstance during, 2009 participating countries, where African (South Africa, Uganda, Tanzania, Ethiopia, Namibia & Kenya) and Asia (China, Vietnam,)
- Served in Nedlac as part of the Community constituency for SANCO in Nedlac, on task teams for WEDE Bill, HIV & AIDS, Comprehensive Social Security Policy Framework.
- Serve as member in Social Transformation ANC task team representing SANCO
- Underwent Gender in Development training in Amsterdam as part of partnership between South Africa and Netherlands, it was certificate course.
- Attended Cop17 in Brazil as part of team working on Women issues.
- HIV & AIDS activist and has attended international conference in Canada and South Africa.
- Served as adjudicator in the Department of Public Service Administration for three years as chairperson for Batho Pele Awards.

1.7 Please provide details of your language proficiency:

Language proficiency (state 'good', 'fair' or 'poor')							
	Language						
	English	Afrikaans	Zulu				
Speak	Good	Good	Poor				
Read	Good	Good	Poor				
Write	Good	Good	Poor				

SECTION 2: MOTIVATION

2.1. Please explain why you believe you are the right person to serve as a Commissioner in the Commission for Gender Equality?

I possess the requisite educational qualifications and I am well read in various fields, gender analytical skills, women and children policy development, translation and implementation skills. My leadership style is people-centered, people driven in approach in planning with fellow team members. Furthermore believe that I am the right person to service as Commissioner since I have strong experience in the implementation of the Gender Policy Framework through my organizing skills at various levels. I value people and respect the diversity through mutual respect for others.

Also I am open minded, and work well in teams and yet independent worker to this end I have experience in the monitoring of the Employment Equity Act no 17 of 2003, whereby recommendations are made to improve the implementation to attain an engendered society. Furthermore I am balance leader who does not sit and wallow away whilst things are falling apart. I am a matured capable female who will make contributions following protocol and respecting quality, accurate work and adhering to deadlines. I am also a confident public speaker and my presentation skills are intact therefore report to Parliament will be factual and balanced.

Also I have wealth of experience as field worker in the field of monitoring in particular around Gender Based Violence, where I have participated in research, analyses and forums to improve the prevention strategies implement legal frameworks through attending of dialogues and conversations with communities and will continue and possess monitoring and report writing skills. I have represented SANCO on various platform on gender equality include leading man's marches on count me in amongst others. I am founder member of Progressive Women's Movement of South Africa and served National Working Committee member based on minimum platform of action, including empowerment and capacity building for women and man.

I am passionate about gender mainstreaming and gender development issues in communities, hence my contribution in the monitoring of the Traditional Courts Bill now signed into Act, I have participated in the drafting of many policy documents over the past few years, focusing of children's issues, women and man in development issues. I am capable to make valuable contributions within the diverse team of fellow Commissioners based on my good verbal and written communication abilities both in presentation and writing on Gender policies including the National Development Plan and the nine point plan of government. On issues of gender budgeting I have done some work and also research around this areas during previous term in CGE.

In conclusion let me indulge you further on why I am the best candidate I have done some legal studies, including Family Law and the Children's Act, Domestic Violence Act, Divorce Law, Maintenance Act and I am trained mediator and facilitator. I am a seasoned activism in gender, HIV & AIDS, children rights and civic issues therefore I will be able to do the country proud at home front and elsewhere due to my patriotic nature to my country. As a civic leader I clearly understand the Constitution of country and will discharge my responsibilities without any fear or favor to upholding the constitution of country. The professionalism and honesty to conduct task will continue in the line of duty and society as a whole.

2.2. What is your understanding of the key the challenges that our country faces in terms of gender equality? What will you do to address these challenges if you were to be appointed as a Commissioner?

Allow me to highlight a few key challenges this list is not conclusive, based the on questions above:

The challenge is how do we uphold and defend the constitution to create a none-racist and none sexist society as Chapter 9 Institution. **The South African Constitution (Act 108 Of 1996)** states, in Section 28(1) (c) that every child has the right to basic nutrition, shelter, health care services and social services. In terms of Section 7(2), the State has a duty to respect, protect, promote and fulfil all the rights in the Bill of Rights. If appointed I will uphold the Constitution of

South Africa and as outlined CGE Act no. 17 of 2003, promised to perform my duties without any fear, favour or prejudice to all citizens of South Africa for example in the case of GBV and court cases monitoring on the application of the law.

The lack of integration of the National Development Plan into gender mainstreaming: On a national level the National Development Plan aims to eliminate poverty and reduce inequality by 2030. Chapters 9, 10 and 11 talk to the prioritisation of education, health and social protection of people and provide actions and goals to achieve these. The importance of the National Development Plan to a Sanitary Dignity Programme is that working towards eliminating poverty, we need to give women the necessary resources to be able to empower themselves. Resources such as sanitary towels play a huge role. Current our country does not have a sanitary towel policy strategy or framework past the SONA of 2014. If appointed will participate in monitoring of the implementation and making recommendations to parliament but furthermore make contributions to Public Education and Information unit in CGE as part of awareness and education on NDP and gender equality.

Patriarchal and gender stereotypes: these straddled between sexual expectations and household gender roles, including with young girls looking after the family and taking care of their father figure's needs and household chores makes families to normalise the sexual abuse of girls in the family and sexual expectations between daughters and stepfathers, fathers and uncles. The empowerment of man and women regarding parental roles and responsibilities as outlined in the Gender Policy Framework (2000) to monitor the implementation thereof and to recommend the commission of research to ascertain the culture, gender and tradition of our country it would be role of CGE thereafter making recommendations to parliament.

South Africa labelled as “rape capital”: Gender Based Violence/Violence against women and children in South Africa, continue to have reported cases and unreported cases. The lack of national coordinating structure, strategy and integrated approach, whilst we struggling to integrate processes, people are been killed daily. Ignorance lack of information dissemination around how to report

rape and sexual assault and rape cases not reported due to insufficient evidence. To this end lack of trust or confidence in the system for victims, the advocacy and lobbying role for human rights, which will be done through the Public education and information sharing about the facts and as CGE it part of its aims and objectives with relevant stakeholders, if appointed I will continue to participate in research areas and making recommendations.

Feminization of Poverty and Unemployment

Despite the progressive policies and strategies the stubborn poverty levels in communities are still the in the main women and teenage pregnancy was evident with the number of children outnumbering adults in some areas and every other woman carrying a child or more who looked undernourished and not well looked after. The over-sight role will be done in according the Policy Framework for Government wide Monitoring and Evaluation System if appointed I will be able to make valuable inputs based on my experiences from my Social Worker background and implementation of women in development over years, which included the poverty alleviation flagships, the Expanded Public Works Programme and the Early Childhood Development guidelines.

Lack of gender empowerment guidelines, to monitor the implementation of GPF, for women's empowerment, both economically. The oversight role with the monitoring and recommendation for empowerment of both man and women strategy and in CGE the Public Education and Information unit will be implementing the part around equality and therefore as Commissioner I will be adding value therein would include the feminist theoretical frameworks as it evolved within our South African contents and in the international arena build on suitable intervention strategy.

Lesbians Gays Bio-sexual Transgender Quire Asexual, the lack of voices and representation due to stigma and discrimination and the abuse or ill treatment and lack of recreational facilities on the increase and there are no activities and programmes on GBV in community, even the phenomenon of “corrective rape” will be able to ensure that all individuals are equal based on our Constitution and investigate any violation thereof. If appointed my role to investigate any complaints of discrimination and violation of human rights, furthermore to monitor

policies and strategies as to make recommendations to decrease discrimination. Including the right to subpoena and have professional hearing.

Lack of feedback to citizens regarding the reporting of international treaties and conventions ratification and how South Africa report on the Convention on Elimination of all forms of Discrimination against women (CEDAW) and to report to Parliament. The monitoring and reporting of international conventions and treaties based on the implementation of responsible government, private sector and civil society, how best can the coordination be done. Beijing Declaration and Platform for Women: South Africa participated in the 4th World Conference for Women in 1995 and signed the Beijing Declaration and Platform for Action (BPfA) in the same year. It also laid out concrete ways for countries to bring about change. One of the key areas is that of the Girl Child. Another around access of older women to property rights including have title deeds, due to historical issues around rights of women and man, this lobbying and activist responsibility and as Commission within the allowance be able to add value, including the issue of gender budgeting.

Solemn Declaration on Gender Equality in Africa: In July 2004, heads of states and governments of member states of the African Union adopted the Solemn Declaration on Gender Equality in Africa. **SADC Protocol on Gender and Development:** In August of 2008, South Africa signed and ratified the SADC Protocol on Gender and Development. In Article 26 of the Protocol it outlines that “State Parties shall, by 2015, in line with the SADC Protocol on Health and other regional and international commitments by Member States on issues relating to health, adopt and implement legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care for all. **Discrimination against women in economic and social life** continues to exist as evidenced by the fact that women are generally poor as compared to their male counterparts. Gender roles within the home are such that jointly owned real property is more likely to be registered in the name of the husband. When this is so, the husband is regarded as the real owner of the property and may sell it without the knowledge or consent of his wife even if she had contributed directly or indirectly to the acquisition of the property. Workplace Policies such as the Employment Equity policies not in place and lack of

enforcement of Employment Equity Act 55 of 1998, my previous experience as will count in making further contributions in the hearings including where I have been chairing and providing recommendation during plenary session based on highly professional basis.

Lack of monitoring and reporting women's in leadership positions participation to achieve country target: Convention on the Elimination of All Forms of Discrimination against Women (CEDAW): South Africa is a State Party to the Convention on the Elimination of All forms of Discrimination against Women (CEDAW). South Africa signed the Convention in January 1993 and ratified the Convention in December 1995, without entering any reservations. If appointed I will participate around government-wide outcome based monitoring and evaluation system approach will be used in order to report on the eliminate discrimination against women in order to ensure those equal rights with men in the field of education through, among others, the reduction of the female student drop-out rates and the same opportunities to participate actively in sports and physical education.

SECTION 3: GENERAL

- 3.1. Please indicate whether you are available to serve as a full or part-time commissioner if you were to be appointed? (Indicate with an "X")

FULL- TIME	X	PART- TIME		FULL OR PART-TIME	
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- 3.2. Are there any circumstances, financial or otherwise, known to you which might cast doubt on your fitness to hold office as a Commissioner? (Indicate with an "X")

YES		NO	X
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If so, please furnish particulars.

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- 3.3. Have you ever been convicted of any offence involving dishonesty, violence, or any other disreputable and/or dishonorable conduct? (Indicate with an "X")

YES		NO	X
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If so, please furnish full particulars and dates.

- 3.4. Has any professional body ever found you guilty of any unprofessional or disgraceful conduct? (Indicate with an "X")

YES		NO	X
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If so, please furnish particulars.

- 3.5. Have you ever faced an internal investigation, a disciplinary inquiry or dismissal from any place of employment? (Please take account of your current and previous places of employment when answering) (Indicate with an "X")

YES		NO	X
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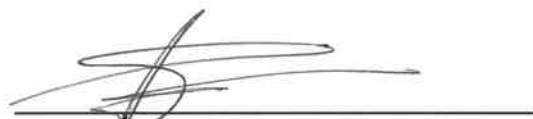
If so, please furnish particulars.


- 3.6. Are there any other relevant matters which concern your honesty, integrity and reliability which you should bring to the attention of the Committee? (Indicate with an "X")

YES		NO	X
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If so, please furnish particulars.

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SIGNATURE


DATE