



Commission for Gender Equality

*A society free from gender oppression and inequality*

# Annual Report **2011-2012**

**CGE  
GAUTENG**

ISBN No: 978-1-920308-06-3  
JOHANNESBURG (HEADOFFICE)  
2 Kotze Street, Women's Jail, East Wing,  
Constitutional Hill,  
Braamfontein, 2017, South Africa  
TEL: +27 11 403 7182  
Fax: +27 11 403 7188



Commission  
for Gender  
Equality  
Annual  
Report

**2011 - 2012**

Tel: +27 (0) 11 403 7182. Fax: +27 (0) 11 403 7188  
E-mail: [cgeinfo@cge.org.za](mailto:cgeinfo@cge.org.za)  
Website: <http://www.cge.org.za>

ISBN: 978-1-920308-06-3  
Cover Design: C&R Business Systems (PTY) Ltd.  
Research: Commission For Gender Equality  
Design and Typesetting: C&R Business Systems (PTY) Ltd.  
Editing: Commission For Gender Equality

Copyright: 2011 Commission for Gender Equality. All rights reserved. No part of this publication may be reproduced, photocopied or transmitted in any form, nor any part of the report be distributed for profit-making purposes, without prior written consent of the Commission for Gender Equality.



## Letter to the Speaker of Parliament

31 August 2012

Speaker of the National Assembly  
The Honourable Mr Max Sisulu, MP  
P. O. Box 15  
Cape Town  
8000

### COMMISSION FOR GENDER EQUALITY (CGE) ANNUAL REPORT 2011/12

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 respective activities and performance of their functions to the National Assembly at least once a year.

The Commission 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 2012.

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

Yours sincerely,

---

**Keketso Maema**  
Chief Executive Officer



## Table of Contents

Letter to the Speaker of Parliament .....	2
Foreword from the Chairperson .....	4
Overview of the Chief Executive Officer .....	5
Report of the Audit Committee .....	8
Corporate Governance .....	12
Mandate and Vision.....	15
Strategic Planning Framework and Objectives.....	18
Overview of Policy and Legislative Submissions .....	20
Overview of Programmes .....	25
Annual performance Information 2011/2012 .....	38
Human Resources Management Report .....	48
Information Technology.....	62
Financial Overview.....	64
Report of the Auditor-General .....	67
Annual Financial Statements.....	72-109
Glossary and Abbreviations.....	110-112





## 1. Foreword from the Chairperson



I am honoured to present the Annual Report of the Commission for for the period 1 April 2011 to 31 March 2012 to all South Africans.

This year ends with clear evidence 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. It is a matter of deep concern that our national news is often littered with events that demonstrate a gross violation of our dignity as human beings in our gender relationships. Whilst education begins at home, these events require a redoubling of the collective effort to ensure that the educational environment, in both the formal educational sector and the socio-cultural sectors, is proactively used to promote gender education. This is an imperative for the well-being of society and the future generation.

It is thus with much appreciation that I thank my fellow Commissioners, Management and Staff of the Commission for for their commitment to the attainment of the vision of a society free from gender oppression and inequality. On behalf of the Commission. I further express gratitude to the Offices of the Presidency, the Speaker, the Deputy President, the Minister and Parliament for their support to our constitutional mandate.

**Ms Janine Hicks**  
**Acting Chairperson**  
**Commission for Gender equality**

**31 July 2012**



## 2. Overview of the Chief Executive Officer

As an introduction to contextualising the Commission, I cite the UNESCO definition of gender as the roles and responsibilities of men and women that are created in our families, our societies and our cultures. The concept of gender also includes the expectations held about the characteristics, aptitudes and likely behaviours of both women and men (femininity and masculinity). Gender roles and expectations are learned. They can change over time and they vary within and between cultures. Systems of social differentiation such as political status, class, ethnicity, physical and mental disability, age and more, modify gender roles. The concept of gender is vital because, applied to social analysis; it reveals how women's subordination (or men's domination) is socially constructed. As such, the subordination can be changed or ended. It is not biologically predetermined nor is it permanent.



In this context, the Commission for Gender Equality as a constitutional entity under the first democratic constitution of the Republic of South Africa has a vision for a society free from gender oppression and inequality.

- Gender Equality – women and men have equal conditions for realizing their full human rights and for contributing to, and benefiting from, economic, social, cultural and political development. This means the equal valuing by society of the similarities and the differences of men and women, and the roles they play. It is based on women and men being full partners in their home, their community and their society.
- Gender Equity – is the process of being fair to men and women. To ensure fairness, measures must often be put in place to compensate for the historical and social disadvantages that prevent women and men from operating on a level playing field.



“Equity is a means. Equality is the result.”

The institutional foundation of the Commission has continued to stabilise and mature over the last financial year, in an environment of continually improving governance. We have made sound progress, as highlighted later in this report, in attaining the strategic objectives set. Whilst acknowledging the many demands on the national treasury, the Commission remains constrained in its programmes and activities due to limited financial resources. The absence of sufficient financial resources directly restricts the human resource capacity of the organisation to reach and serve all the people of South Africa, given the geographical dispersion of a mainly rural population, where the greatest need to promote and advance gender equality exists. It is desirous that the capacity of the Commission for Gender Equality is expanded to reflect the constitutional mandate.

I wish to highlight some critical aspects in South Africa's stride towards attaining gender equality that our research and related work has revealed. I am confident that, building on the various ways in which gender-mainstreaming is being entrenched into our governmental and social institutions, with focused and enhanced financial allocations the vision of a society free from gender oppression and inequality can become a reality:

- Whilst progress had been made on the implementation of the Victims Charter through the NPA and Department of Social Development, much more financial resources are required from the National Treasury, in particular, for poor communities and rural areas.
- The Gender Barometer is an essential measurement tool to track and evaluate the success of gender-mainstreaming. As in the truism of the old adage ‘what gets measured, gets done’. I implore all Directors-General to redouble their commitment to the serious implementation of the Gender Barometer. Some departments like National Treasury has had success, whilst others either failed to implement or paid only cursory attention by downgrading its implementation. As a result, gender disaggregated data is either unavailable or unreliable.
- The impact of poor services delivery of essential services such as water continues to plague our under-developed and rural areas, with the greatest burden being shouldered by women and children. Whilst I acknowledge the ‘guns verses butter’ economic contest for resources, the strengthening of democracy requires a foundation of effective quality services to all the people of South Africa as espoused in our Constitution. This is an essential precursor to the attainment of gender equality. Our water study is soon to be released that will highlight policy interventions required. We emphasise however, that there is sufficient public reporting on service delivery protests and gender studies on the impact of services and policy recommendations regarding service delivery that all spheres of government can utilise in the interim.



- **Employment Equity Hearing**  
Emanating from the hearings held we have identified a need for the Employment Equity Act (EEA) to be strengthened to promote compliance and sanctions for non-compliance.
- **Maternity Benefits**  
A need for legislative review has been identified to incorporate participation in the maternity benefit fund of self-employed women.
- **Consensual sex**  
Our dialogues have revealed various conflicts between the difference pieces of legislation, with an urgent need to resolve conflicts, with particular emphasis on the differing age thresholds.
- **50/50 dialogue**  
The 50/50 dialogues have resulted in agreement to implement quotas that promote women in all political spheres.

In conclusion, I would like to express appreciation for the dedication and commitment of the Commissioners and Staff to the objectives set for the Commission for Gender Equality, and I am grateful for the collaborative efforts of all stakeholders in the National Gender Machinery.

**Keketso Maema**  
**Chief Executive Officer**

**31 July 2012**





## 3. Report of the Audit Committee

We are pleased to present our report for the financial year ended 31 March 2012.

### 3.1 Audit Committee members and attendance

The Audit Committee for the year under review comprised three external members and two internal members. 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 eight meetings.

Name of Member	Designation	Number of meetings attended
Mr Velile Kweyama	Chairperson (External)	8
Ms Rael Hamisi	Member (External)	8
Mr Aluwani Munyamela	Member (External)	8
*Commissioner Ndileka Loyilane	Member (Internal)	2
*Commissioner Janine Hicks	Member (Internal)	2

\* The two commissioners attend only two meetings as per invite by the committee

### 3.2. Audit committee responsibility

We report that we have adopted appropriate formal TORs in our charter in line with the requirements of Sections 38 (1) (ii) (a) and 77 of the Public Finance Management Act No. 1 of 1999 (PFMA) and Treasury Regulation 3.1. We report that the affairs of the Committee were conducted in compliance with the charter.

### 3.3 Effectiveness of internal control

The Commission has designed a system of internal control to provide cost-effective assurance that its goals will be achieved economically, effectively and efficiently.



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

The system of internal control was not entirely effective during the year under review. Several deficiencies in the system of internal control were reported by the internal audit section and the Auditor General of South Africa. In certain areas, the matters reported previously have been addressed. Despite this, nothing significant and/or material has been brought to our attention to indicate a breakdown in the functioning of these controls until 31 March 2012.

Accordingly, with the exception of the reported deficiencies and deviations, we can report that the system of internal control over financial reporting for the period under review was adequate, effective and efficient.

### **3.4 Internal Audit**

The Audit Committee reviewed the internal audit quarterly reports to ensure that internal audit activities were conducted in terms of the approved annual and three-year rolling plan. The Audit Committee registered its concerns with Management regarding the adequacy of resources within the Internal Audit function. As a result, a commitment was made by management to the Committee that additional capacity will be allocated to Internal Audit to assist timely completion of the annual internal audit plan.

### **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. The maturity of the risk management process was found to be at an evolutionary stage and requires further commitment and improvement.

### **3.6 Quality of Management Reports**

During the period under review, quarterly management reports were presented to the Audit Committee during its meetings. The Audit Committee has made various recommendations for further enhancement of the reporting process and quality of reports. Management has undertaken to improve the timely presentation, quality and content of the required reports over time.



## 3.7 Evaluation of Financial Statements

The Audit Committee has:

- Reviewed and discussed the Auditor General's final Management Report with the Accounting Officer and Management. An understanding has been reached that all the reported items will be addressed during the year;
- Reviewed and discussed with the Accounting Officer and Management the 31 March 2012 audited annual financial statements to be included in the 31 March Annual Report;
- Reviewed and discussed the appropriateness of the accounting policies and practices;
- Reviewed and discussed the unqualified audit opinion. The Audit Committee takes note of the other reported items included in the Auditor General's Report which the Accounting Officer and Management has committed to address in the ensuing year.

The Audit Committee has discussed, concurs with and accepts the conclusions of the Auditor General on the annual financial statements and recommends these to the Accounting Officer.

Although it has been noted that there is pending litigation against the Commission, instituted by service providers who were previously appointed by the Commission, we concur with the adoption of the going concern premise in the preparation of annual financial statements as appropriate.



## 3.8 Appreciation

We wish to express our sincere appreciation to the Commission officials and the office of the Auditor General for the support they have provided during the course of the year.

**Mr. V Kweyama**  
**CGE Audit Committee Chairperson**

**31 July 2012**



## 4. Corporate Governance

### 4.1 The Commission

The Commission as composed under the Commission for Gender Equality Act 39 consists of a Chairperson, Deputy Chairperson and Commissioners, being in the part or full time employ of the Commission for Gender Equality. For the period under review, there were many commissioner vacancies and acting appointments were made to fill the gap. It is anticipated that all vacancies will be filled by Parliament on a permanent basis early in the new financial year.

The Commission is supported by a secretariat that consists of a Chief Executive Officer (CEO) and staff. The CEO is appointed by the Commission in plenary, who then appoints staff to support the functioning of the Commission for the attainment of the strategic plan.

The Chairperson of the Commission constitutes the Executive Authority whilst the CEO is the Accounting Officer as required by the Public Finance Management Act (PFMA).

### 4.2 Plenary

Plenary sessions of the Commissioners are held once a quarter to report on and monitor progress towards the attainment of the strategic objectives set out in the approved strategic plan. In exercising this fiduciary responsibility and oversight function, the Commissioners regularly monitor the activities of the CEO and staff, provide strategic input into the strategic plan, monitor the progress of the Annual Performance Plan (APP), and approve the policies, practices, procedures that promote good corporate governance and the attainment of the constitutional mandate and vision.

Plenary is also aided by the establishment of specialist committees as determined by the Commissioners. An Audit Committee is established as required under the PFMA.

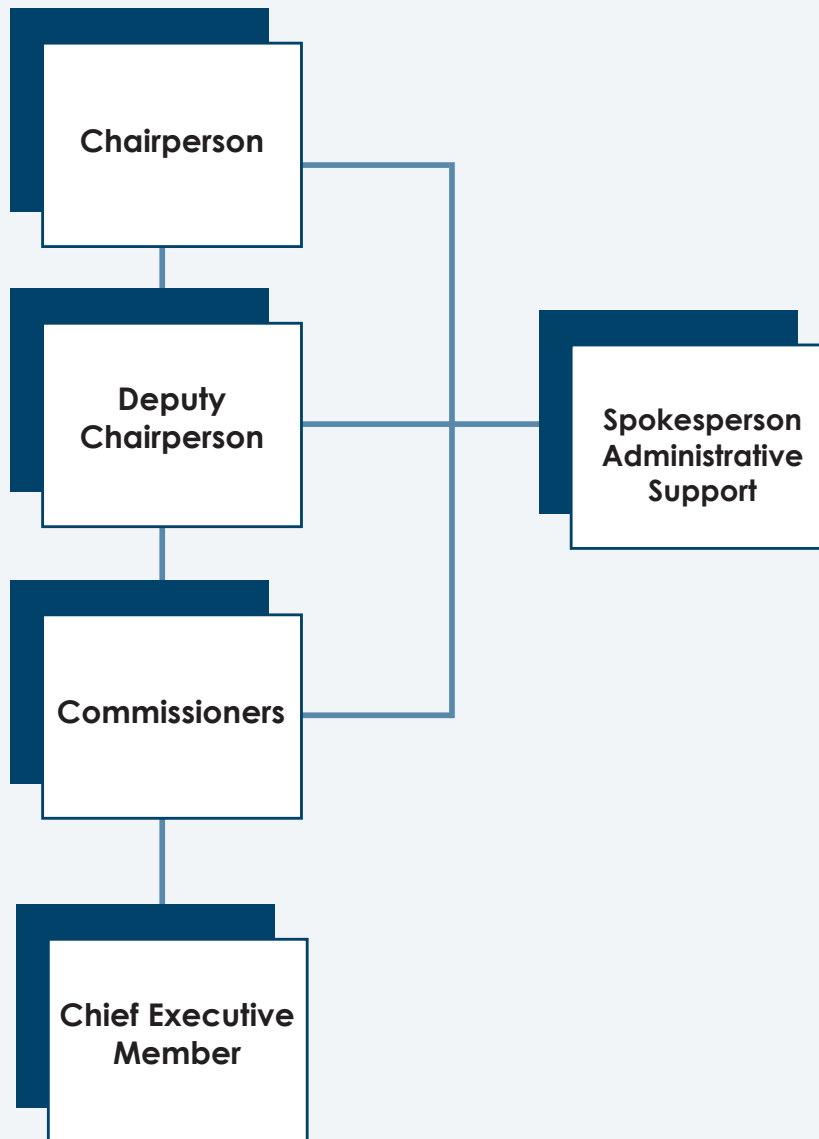
### 4.3 Standing Committees

Standing Committees consists of a:

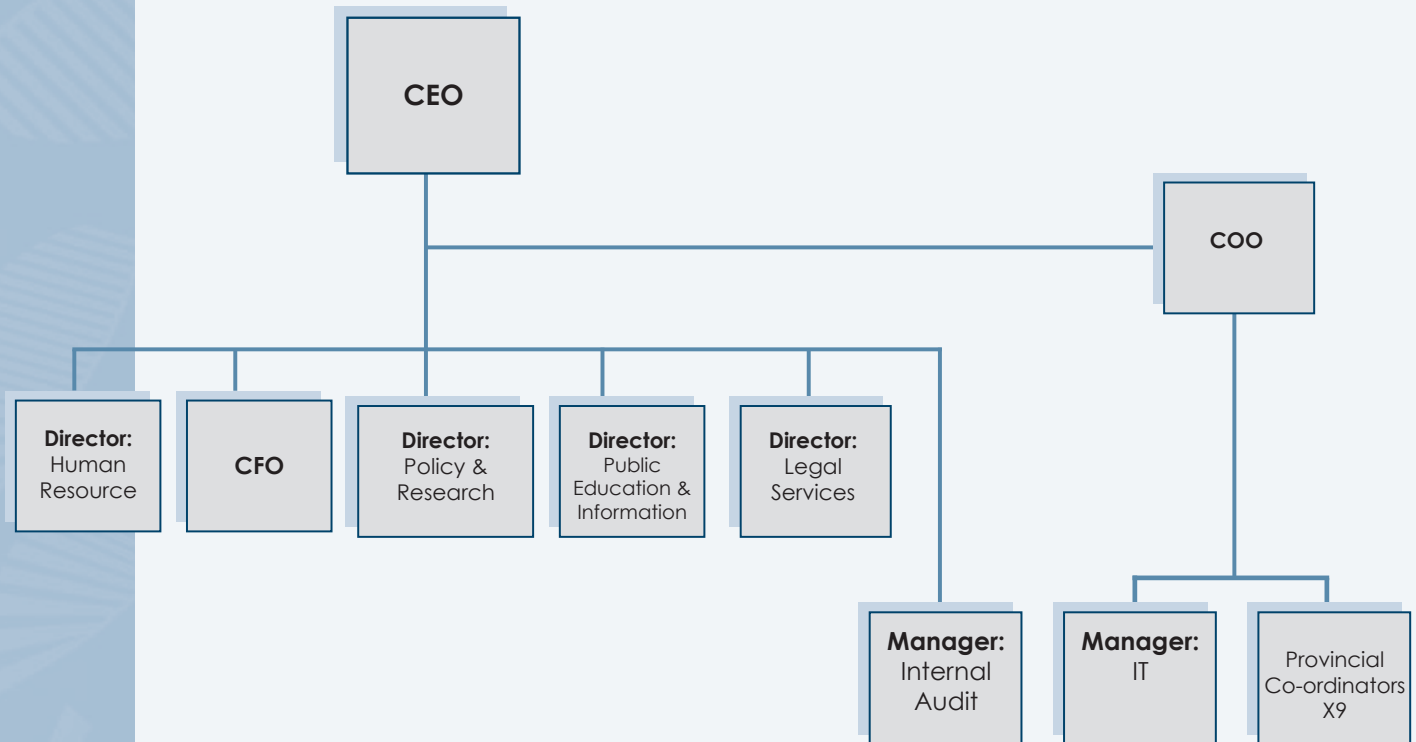
- Management Committee,
- Finance Committee,
- Human Resource Committee,
- Information Technology and Communications Committee,
- Good Governance Committee,
- Strategic Planning, Annual Report, Monitoring and Evaluation Committee



#### 4.4 Accounting Authority Organisational structure



## 4.5 The Accounting Officer and Secretariat Organisation Structure



Note: 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; and
- Solicit provincially based gender data that informs the strategic direction and research of the Commission for Gender Equality.



## 5. Mandate and Vision

### 5.1 Our Mandate

The legislative mandate of the Commission derives from

- The Constitution of the Republic of South Africa, 1996

The Commission is a state institution established under the constitution of the Republic of South Africa in 1996 to *strengthen constitutional democracy*. The Commission 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 Commission for Gender Equality.

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

*The Commission's obligation to strengthen constitutional democracy is focused on the attainment of gender equality in all spheres of life.* This recognises that the prevailing environment of gender inequality requires actions of positive discrimination in both the state and private sectors, to attain the goal of gender equality. Establishing a constitutional institution with the sole purpose of attaining gender equality is recognition by the constitution-makes that gender equality would not be achieved if treated as a generalised human right.

Section 187(1) of the Constitution of South Africa reads: "The Commission must promote respect for gender equality and the protection, development and attainment of gender equality." The Commission is a catalyst for the attainment of gender equality. Section 187(2) grants the Commission for Gender Equality "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 Commission 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

Section 11 of the Commission for Gender Equality 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 -
    - A. the Human Rights Commission to deal with it in accordance with the provisions of the Constitution and the law;
    - B. the Public Protector to deal with it in accordance with the provisions of the Constitution and the law; or
    - C. 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 co-operation 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 object 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 object of the Commission;
  - i. shall prepare and submit reports to Parliament pertaining to any such convention, covenant or charter relating to the object of the Commission;
  - j. may conduct research or cause research to be conducted to further the object of the Commission;



- k. may consider such recommendations, suggestions and requests concerning the promotion of gender equality as it may receive from any source.

## 5.2 Our Vision

*A society free from all forms of gender oppression and inequality.*

## 5.3 Our Mission

To promote, protect, monitor and evaluate gender equality through research, public education, policy development, legislative initiatives, effective monitoring and litigation.

## 5.4 Our Values

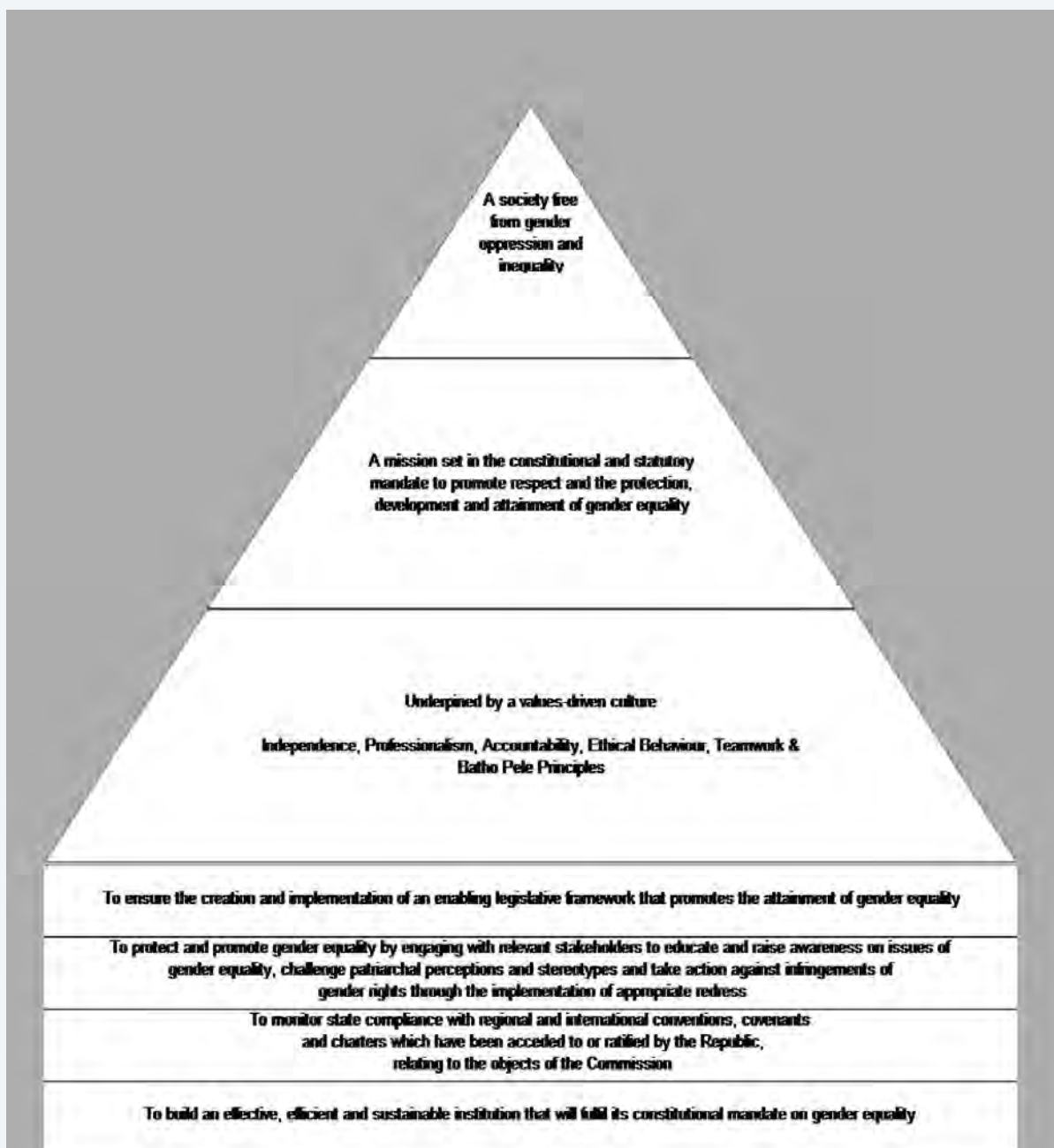
We anchor our values in the supremacy of the constitution and the rule of law and we perform all our functions with an ethos grounded in the following values:

- 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;
  - Trustworthiness and Honesty,
  - Respect and Empathy, and
  - Integrity.
- Teamwork – we support and work in collaboration with our colleagues, state organs and civil society to maximise the attainment of our objectives.

## 6. Strategic Planning Framework and Objectives

### 6.1 Strategic Planning Framework

The framework for the establishment of an optimally functional Commission for Gender Equality in pursuit of its vision is premised on the foundation of the constitutional and legislative mandate. This is pictorially depicted below:





## 6.2 Strategic Objectives

The Commission has translated the constitutional mandate and obligation into four strategic objectives to guide the organisation. This forms the organisational framework for proper functioning and governance, and the strategic pillars to the vision for the attainment of gender equality, in a society free from all forms of gender oppression and inequality.

- *Strategic Objective No. 1:* To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality.
- *Strategic Objective No. 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 No. 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 No. 4:* To build an effective, efficient and sustainable institution that will fulfil its constitutional mandate on gender equality.

## 6.3 Stakeholder Engagements

Provincial consultations were held with stakeholders on the roll-out of the strategic plan and the annual performance plan.





## 7. Overview of Policy and Legislative Submissions

### **7.1 *Confronting Youth Unemployment: Policy Options for South Africa, 3 May 2011, National Treasury***

South Africa has an acute problem of youth unemployment. High youth unemployment means that young people are not acquiring skills or experience required to drive the economy forward. This inhibits the country's economic development and imposes a burden on taxpayers to finance social assistance programmes. Against a background of economic recession and shrinking employment levels this discussion paper seeks to initiate a process of public consultation regarding options for the state to create employment opportunities for youth.

The Commission noted the New Growth Path (NGP) which seeks to create five million jobs by 2020. However, gender equity is absent in both the NGP and the policy options for youth unemployment. Accordingly, the Commission for Gender Equality proposed that the policy options be aligned with the needs of the South African youth and embrace gender equity. This will also ensure compliance with the Employment Equity Act and promote sustainable workplace gender representation.

### **7.2 *Draft Municipal Property Rates Amendment Bill, 22 July 2011, Department of Cooperative Governance and Traditional Affairs***

This Bill is intended to amend the Municipal Property Rates Act of 2004. Specific provisions in this Bill seek to regulate policy on issues such as the manner in which rates can be increased, decreased or exemptions that may be allowed. In addition to this provisions also relate to the manner in which rebates on rates may be made permissible.

An important purpose of this bill is to also regulate policy on exemptions that may be extended to public service infrastructure. The Commission for Gender Equality submission supported a revision on the calculation of municipal rates and proposed an approach which takes climate change, the plight of women, the elderly and poor households into account when developing a policy on municipal rates.

### **7.3 *National Traditional Affairs Bill, 02 August 2011, Department of Cooperative Governance and Traditional Affairs***

This Bill is designed to provide recognition to various traditional communities, leadership positions, and the establishment of traditional councils, sub-councils and the functioning of local traditional leaders. The Commission for Gender Equality submission supported the recognition of traditional leadership and structures which are consistent with the Constitution.



#### **7.4 Tax Administration Bill [B 11-2011], 16 August 2011, Portfolio Committee on Finance**

The Tax Administration Bill aims to align the administration of the various tax acts and consolidation of the legislation. This Bill establishes the Office of the Tax Ombud who will resolve tax related disputes.

This was supported by the Commission because it would allow for swift, cost effective and informal resolution of such disputes. Similar provisions were also supported. Notwithstanding this the Commission for Gender Equality proposed the revision or withdrawal of certain clauses which are in conflict with the common law and also infringe the Constitutional rights of individuals.

#### **7.5 Further Education and Training Colleges Bill [B 13 -2011], 22 August 2011, Portfolio Committee on Higher Education and Training**

This Bill is procedural in nature in that it seeks to align the Further Education and Training Colleges Act of 2006 with Proclamation 44 of 2009.

The Commission found that this Bill contains measures which seek to address equity and injustices of the past in respect of employees in the Higher Education sector. Against this background the Commission for Gender Equality supported the relevant provisions.

#### **7.6 Government Employees Pension Law Amendment Bill [B 15 – 2011], 12 September 2011, Portfolio Committee on Finance**

This bill was drafted in response to a need for the GEPP to provide for the payment of a pension interest to a former spouse of a member on divorce or on dissolution of a customary marriage. The Commission for Gender Equality supported the proposed amendments as it removes a discriminatory practice.

#### **7.7 Policy- National Climate Change Response Green Paper, 20 October 2011, Department of Water and Environmental Affairs**

The submission was made jointly by the Commission and Gender CC to the Department Of Water and Environmental Affairs. In the submission the following issues were raised:

- The time frames allowed for making comments to the green paper was unrealistic. This discourages public participation and undermines democracy.
- South Africa must work towards achieving GHG emissions which are in line with the best scientific wisdom globally rather than political expediency.

The Green Paper offers very little scope for the achievement of a balance between promoting gender equality and addressing climate change. In



this regard the realities of women's lives, their lack of control over natural resource assets, limited participation in policy making and greater poverty levels has a tendency to disempower them in general.

### ***7.8 Policy – Green Paper on Land Reform, 28 November 2011, Department of Rural development and Land Reform***

The purpose of the Green Paper on Land Reform is to propose a single coherent four tiered system of land tenure. The intention is to ensure that all South Africans and more especially rural blacks have reasonable access to land with secure rights. Such a step will go a long way towards fulfilment of their basic needs for housing and productive livelihood.

The Commission submission supported the issues canvassed in the green paper and proposed the inclusion of additional issues namely “regulation of foreign ownership of land”, “ stimulation of land ownership by all sectors of South Africans” and “ addressing disparities of land ownership.

### ***7.9 Rental Housing Amendment Bill [B 21 – 2011], 30 November 2011, Department of Human Settlements***

The object of this Bill is to amend the Rental Housing Act of 1999 to allow for the establishment of Rental Housing Tribunals in all provinces. The responsibility of establishing the tribunals will be assigned to MECs of the respective provinces. In addition to the establishment of these tribunals the Bill also seeks to extend their powers by allowing Rental Housing Tribunals to rescind rulings made in certain circumstances.

The Commission supported the Bill in general but raised concerns on numerous gender related issues such as the fact that more men own land in comparison to women, white ownership comprises the bulk of prime properties with high values while black ownership comprises mostly of agricultural, rural and underdeveloped land. The Commission advised that these inequities will not disappear unless a conscious attempt is made to redress them. This would entail steps that must be taken to protect the majority of tenants against unscrupulous landlords especially women, children, the disabled and elderly people.

### ***7.10 National Health Insurance Policy, 30 December 2011, National Department of Health***

The proposed policy seeks to transform healthcare financing in South Africa in an attempt to enhance access to appropriate, efficient and quality health services to all South Africans.

In its submission the Commission outlined the deep seated inequities that exist in respect of health care services on the basis of gender. A factor such as gender and violence, maternal health, child mortality and HIV/AIDS has significant implications on equitable health care services. Therefore, the Commission for Gender Equality proposed that the NHI policy should take



cognisance of critical gender related needs in order to be compliant with Section 9 of the Constitution.

### **7.11 A call for responses and solutions to assist government to strengthen environmental governance and the future sustainability of our Rhino population, 12 January 2012, Portfolio Committee on Water and Environmental Affairs**

The protection of our natural resources has important implications for tourism and the manner in which rural communities generate an income from tourism and use of natural resources.

The Commission lobbied for the incorporation of:

- gender within the context of economic sustainability
- gender and participation in rural development initiatives

### **7.12 Traditional Courts Bill [B 1-2012], 12 February 2012, Select Committee for Cooperative Governance and Traditional Affairs in the National Council of Provinces.**

The stated aims of the bill are to affirm the recognition of the traditional justice system and its values based on restorative justice and reconciliation, to provide for the structure and functioning of traditional courts in line with constitutional imperatives and to enhance customary law.

In its' submission the Commission appraised the contents of the bill and found that there were fatal flaws in the intended legislation and accordingly, did not support the Bill. The shortcomings identified were:

- a failure to ensure that women would not be prejudiced in their ability to participate equally with men in traditional courts
- the conflation of a separation of powers where traditional leaders would be both guardians of traditional practices and also presiding officers
- the absence of an opting-out clause and the possibility of presiding officers imposing sanctions which amount to specific performance that may be unreasonable or even impossible.

### **7.13 Draft National Education Evaluation and Development Bill, 17 February 2012, Department of Basic Education**

The draft bill is aimed at establishing a national education evaluation and development unit. This unit will be expected to conduct independent evaluations and to report on the state of school leadership, management, teaching and learning and the level of support provided to schools and educators by districts, provincial and national departments. The intention of the unit is to identify to what extent teaching and learning at South African schools remain unequal due to historical and social problems.



The Commission supported the draft bill and found the issues to be relevant given that basic education is a constitutional right. Furthermore, the Commission for Gender Equality submission highlighted the fact that numerous pieces of legislation such as the National Education Policy Act, South African Schools Act, Educators Employment Act and Constitution regulate education and the conduct of educators as well as school governing bodies. However there is a high level of non compliance discrimination against female learners. It is therefore imperative that the unit is designed to address these inequalities to achieve meaningful transformation.





## 8. Overview of Programmes

An outline of the functions derived from Section 187 of the Commission for Gender Equality constitutional mandate is:

- The Monitoring function:  
The monitoring function includes the evaluation of policies and practices of both public and private bodies, government compliance with international agreements, legislative review, law reform, and research,
- The Investigative function:  
The investigative function performs investigations of any gender-related issues or complaints received from the public or initiated on own accord,
- The Public Education and Information function:  
The public education and information function is to raise awareness through education and information that promotes gender equality and to publicise the activities and services of the Commission for Gender Equality ,
- The Liaison function:  
The liaison function is to develop and maintain relationships and collaborations with a range of like-minded organisations in the National Gender Machinery to promote the objectives of the Commission and gender equality.

### 8.1 Evaluation of policies and practices of both public and private bodies.

A critically important function is to act as a watchdog for gender equality, and hence of democracy. This watchdog role extends beyond the state to the private sector and civil society. Section 11(1) (a) of the Commission for Gender Equality Act explicitly authorizes the Commission for Gender Equality to monitor and to evaluate the policies and practices of all 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.

A Private Sector report was produced outlining the disparity in Employment Equity in the workplace. This report necessitated the rationale to hold employment equity hearings. Three hearings were held thus far. Which have revealed that in as much as there are various interventions undertaken, it is clear that both public and private sector employers are struggling to comply with provisions of the EEA to achieve specific targets for representation of women in senior echelons of organisational management.





## **8.2 Monitoring responsibilities arising from the implementation of the PEPUDA.**

The monitoring function of the Commission is extended under PEPUDA. Section 21(2) (m) provides for the Commission to receive regular progress reports as to how an entity guilty of unfair discrimination is implementing the order of court. This delegation recognizes the expert role of the Commission for Gender Equality and reduces the burden of “supervisory jurisdiction” on a court. Where there is non-compliance, Commission for Gender Equality has the power to refer a matter back to the court.

The Commission's monitoring role under the PEPUDA extends to powers to “request” any part of the state or any person “to supply information on any measures relating to the achievement of equality, including, where appropriate, on legislative and executive action and compliance with legislation, codes of practice and programmes”. The Commission for Gender Equality monitors cases that are adjudicated under PEPUDA through requests from the Justice Department for regular reports regarding the number of cases, nature and outcome.

Under this power the Commission initiated a case before the Equality Court in Umlazi. In the related criminal case dealing with an applicant who was abused for allegedly defying a ban on women wearing pants was finalised in 2011 in favour of the complainant.

## **8.3 Monitoring and advising on compliance with international agreements.**

Section 11(1) (h) of the Commission for Gender Equality Act requires the monitoring of compliance with relevant international instruments relating to the objective of the commission. These instruments include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Beijing Declaration and Platform of Action (1995), which have been ratified by the South African Government.

The Commission has produced monitoring reports in relation to CEDAW, BPFA and the MDGS. These reports have been nationally shared through parliament and shared internationally with UN-Women. The Department of Women, Children and People with Disabilities was assisted in its reporting on South Africa's progress to the CEDAW Committee by arranging and hosting a mock session. The Committee gave guidance to the ministerial delegation on the reporting process to unfold.

## **8.4 Legislative review and law reform.**

The Commission made submissions and representations with respect to the Domestic Violence Act and the Sexual Offences Bill. In terms of the latter, one of the Commission for Gender Equality's submissions sought an expansion of the definition of rape and recommended that



the law be extended to cover sexual harassment outside the working environment.

The Commission mandate goes beyond the protection of the individual right to gender equality; it incorporates an obligation to change societal attitudes and practices of gender inequality. The Commission has made critical recommendations on the issues of witchcraft, virginity testing, female genital mutilation, the definition of rape to cover all non-consensual sex and the payment of 'seduction damages'. The Commission for Gender Equality has also been critical of the Communal Land Rights Act of 2004 and the Traditional Leadership and Governance Act of 2003. Both Acts undermine the rights of women under traditional systems of governance which sought to entrench the power of traditional leadership in a strongly male-dominated society.

As part of its monitoring function, the Commission is accorded a substantial role in reviewing existing or proposed legislation and recommending the adoption of new laws where necessary. In particular, section 11(c) of the Commission for Gender Equality Act requires the Commission for Gender Equality to evaluate any Act of Parliament, system of personal law, family law or custom, any system of indigenous law, customs or practices, or any other law either in force or proposed by Parliament or any other legislature which affects or is likely to affect gender equality or the status of women. Upon evaluation, the Commission for Gender Equality can make recommendations to Parliament or any other legislature on legislation and recommend the adoption of new legislation which would promote gender equality and promote the status of women. On an annual basis an average of 12 submissions are made to specific parliamentary committees on proposed legislative changes.

### **8.5 The Commission for Gender Equality 's research function.**

Research is an important tool through which the Commission fulfils its mandate. During the period under review the Commission for Gender Equality conducted research in the following areas:

- Local government,
- Water sector.

We also monitored the implementation of the Victims Charter and assessed progress in gender-mainstreaming through the Commission gender barometer tool.

#### **8.5.1. The Victims Charter**

The study sought to evaluate the implementation of the Victims Charter by selected government departments at national and provincial levels. In the current financial year, the study focused attention on two key departments, namely the Department of Social Development (DSD) and the National Prosecuting Authority.



Under the DSD, the study focused on the work carried out by the Shelters for victims of crime. For the National Prosecuting Authority, the study focused on the work of the Thuthuzela Care Centers. The study reveals that since the implementation of the Victims Charter in 2008, the lead departments and other stakeholders have discharged their responsibilities and fulfilled their roles as expected. However, the study has also revealed a number of problems, key amongst which is the lack of sufficient funding for effective implementation by some of the national departments. It was noted in particular that the Department of Social Development was affected severely as its funding did not cater for the shelters based in the poorer socio-economic areas. For these shelters, the financial, physical and human resources constraints are enormous with negative implications for the quality of service delivery.

### **8.5.2. The Gender Barometer**

The Gender Barometer is an online/web-based tool designed by the Commission for Gender Equality to assist in annual monitoring and evaluations of progress towards gender equality and gender mainstreaming by government departments and other bodies including public authorities in South Africa.

A key concern for the Commission is that the Directors-General of the various departments are not taking direct responsibility for the completion of the web-based Gender Barometer tool and are not appointing Gender Focal Persons with the necessary knowledge and authority. In addition, departments are failing to allocate appropriate levels of resources towards the gender mainstreaming activities. This has resulted in failure to meet targets as specified in the national gender policy framework.

### **8.5.3. The Water Study – Gender Mainstreaming in the Water Sector:**

The study assessed progress made by selected Municipalities and Provincial Water Boards towards achieving gender equality and mainstreaming in the Water Sector.

Access to clean water is one of the basic Human Rights guaranteed in the country's Constitution, through its Bill of Rights. Section 27 (1) (b) states that "everyone has the right to have access to sufficient food and water".

The Commission has a Constitutional Mandate to promote respect for and the protection, development and attainment of gender equality. In addition, the Commission has the power to monitor, investigate, research, educate, lobby, advise and report on issues concerning gender equality.

Through their policy and service delivery sectors, state institutions not only have the obligation but also the opportunity to



implement and comply with the provisions of a range of national legislations as well as regional, continental and global instruments aimed at advancing the rights of women to gender equality. The study therefore sought to assess the ability and capacity of municipalities designated as Water Services Authorities and the Provincial Water Boards to comply with and implement current legislations and related instruments to promote gender equality in the water services sector.

The findings of the study indicate clearly that there is a long way to go in terms of the promotion of and attainment of gender equality in the water services sector, and the challenges are enormous if not necessarily insurmountable.

#### **8.5.4. Local Government Elections: Gender Analysis of Party Manifestos**

The election manifestos of the different political parties that participated in the 2011 local government elections, including the Municipal IDPs, were analyzed from a gender perspective. A report was compiled and used as a basis for engaging political parties prior to the day of elections. As part of the process the following activities were undertaken:

- Data was gathered from CEDAW, BPA and MDGs reports to assess the extent to which implementation of commitments from 2009 were achieved. The study also utilised other sources of information, including COGTA's implementation of its 2007 Gender Policy, relating to local government service delivery issues. One of the key objectives of the study was to enable the Commission for Gender Equality to highlight its findings as issues for political parties to deal with through their election commitments, as well as monitor using the Barometer in the following year.
- An analysis was made of political party manifestos, party lists and IDPs with the aim of tracking progress achieved regarding gender mainstreaming in municipal processes such as planning and budgeting.

Key issues emerging from the analysis are that municipalities do not have gender planning integrated in some of their internal processes. For instance none of the IDPs made reference to key policy documents such as the National and Local Government Gender Policy Frameworks. Political parties also do not seem to conduct their planning processes in ways that incorporate gender considerations.



## **8.5.5. The 365 Days of Activism against Women Abuse Programme**

During the year under review, the Commission for Gender Equality monitored the implementation of the 365 National Action Plan (NAP). The aim was to assess the extent of progress made by the organisations that committed themselves to the aims and objectives identified in the NAP. The study highlighted some of the key challenges facing the implementation of the NAP. A report containing the findings and recommendations of this study has been compiled for publication and distribution to the relevant stakeholders.

## **8.6 The Commission for Gender Equality 's education and public function.**

Section 11(b) of the Commission for Gender Equality Act requires the Commission to develop, manage or conduct public information and education programmes to foster public understanding of matters linked to the promotion of gender equality, as well as the role and activities of the Commission for Gender Equality. Over the years, this function has taken a number of forms ranging from education and information workshops and extensive use of the media advocacy, dialogues, information sessions, conferences and campaigns at both national and provincial levels, particularly aimed at the most vulnerable women in society. In the last government national and provincial elections the Commission for Gender Equality engaged in accountability dialogues with political parties focusing on commitments made in their respective party manifestos. As a result of these processes, the Commission for Gender Equality provided recommendations regarding women's participation in both national and local government.

The Commission has also engaged in dialogues and information sharing sessions with communities, traditional leaders, faith based organisations and non-governmental organisations on a range of gender-related issues such as witchcraft, virginity testing, ukhuthwala (child-brides/forced marriages), initiation and initiation schools, circumcision, human trafficking, sex work, gender-based violence (including rape, sexual harassment) and Lesbians, Gays, Bisexual, Transsexual and Intersexed (LGBTIs). The Commission for Gender Equality has engaged stakeholders in other discriminatory practises relating to maternity benefits.

Moreover, the Commission has also developed promotional material in the form of pamphlets and posters, albeit predominantly in the English language. Language translation will receive attention the next financial year. The Commission's advocacy activities, which span a plethora of gender issues, have often served the dual purpose of promoting gender awareness and communicating the activities and services provided by the Commission for Gender Equality to the public.





### 8.6.1. Dialogue on 50/50 Legislation (50/50)

We have under our jurisdiction, worked on the 50/50 Legislation for equal representation in political organisations. Organisations which have been at the forefront of the 50/50 campaign in South Africa were invited to make inputs and share insights from their interventions, with a view to charting a way forward to embed this principle in South African legislation.

At the round-table, the Commission tabled statistics on women's representation in national, provincial and local government, and its firm position that there is a need to legislate on a quota system to secure parity in women's representation. Research reveals that the quota system has been used as a mechanism to fast-track women's access.

The Women's Legal Centre tabled compelling legal research indicating that the principle of equality and positive discrimination is firmly established in our Constitution. In addition, they noted that the Promotion of Equality and Prevention of Unfair Discrimination Act imposes a positive obligation on the state to enact equality legislation and on political parties to develop equity plans, and provides for affirmative action measures in this regard. Further, international instruments such as the Convention on the Elimination of All forms of Discrimination Against Women, the Beijing Platform for Action, and the 2008 SADC Gender and Development Protocol create a positive duty on the state to put measures in place to promote women's representation, remove barriers, set targets and put in place legislative and other measures to attain 50/50.

The SADC Protocol set for signatory states the target of attaining 50/50 representation in all positions of leadership by 2015. Amendments are required to the Electoral Act, Municipal Electoral Act and Municipal Structures Act to reflect these quotas.

### 8.6.2. Maternity Benefits

The current legislative framework (BCA and LRA) provide for paid maternity benefits for employees. However, self-employed woman are excluded from contributing and benefiting from the fund.

The Commission has partnered with the Legal Resources Centre (LRC), the South African Self-Employed Women's Association (SASEWA), the South African Business Women's Association (BWA), and Gina Barbieri & Associates to plan for working women maternity benefits. A research paper has been developed by the LRC, which highlights international agreements and Constitutional imperatives, weighing these up against current South African legislation and practice. The reality is that South Africa is failing to give effect to Constitutional and international obligations to ensure access to maternity benefits, with harsh consequences for working women.





The Commission has convened a series of consultative dialogues in some of the provinces to assess the impact of this issue and how best to resolve this. Submissions were made to Parliament as part of the current review of labour legislation for maternity benefits in the labour legislation on farming. This issue has also been put forward for inclusion in the emerging Gender Equality Bill currently being drafted by the Ministry for Women, Children and People with Disabilities. COSATU has raised potential gaps in current legislation and policy provisions and together we will campaign for remedial legislative interventions.

### **8.6.3. Consultative Dialogue on Consensual Sex**

Due to the occurrence at a Johannesburg school, a consultative dialogue was initiated in partnership with the Teddy Bear Clinic, Childlike, Tswaranang Legal Advocacy Centre and the Law Reform Commission.

It was highlighted that South African children under the age of 16 are sexually active, with 50% of learners sexually active in high school. In another study it was reported that the average age of sexual debut for both boys and girls is 14. They also noted that minors lack comprehensive knowledge of sexuality, gender, reproductive health and their rights.

In an attempt to address the sexual abuse of children, the Sexual Offences Act of 2007 makes it illegal for anyone to engage in sex, or any other sexual conduct, with a child between the ages of 12-16. Prosecution must also be instituted where the parties are children between these ages, even if the behaviour is consented to. Further, section 54 (1) of the Act, states that any person who has knowledge of that sexual offence has been committed against a child must report it to the South African Police Services.

These provisions have serious consequences for the sexual and reproductive health of young teenage girls in particular who may be deterred from seeking help or information around pregnancy, HIV and other STIs, as well as contraception and termination of pregnancy due to fear of being reported to authorities.

By contrast, the Children's Act of 2008 contains the following provisions: "Every child has a right to access to information on health promotion and the prevention and treatment of ill-health and disease, sexuality and reproduction; confidentiality regarding his/her health status and the health status of a parent, caregiver or family member, except when maintaining such confidentiality is not in the best interests of the child." The Act further states that any child (from age 12) who obtains condoms, contraceptives or contraceptive advice in terms of this Act is entitled to confidentiality in this respect subject to section 110. These and other conflicts in legislation need to be resolved.



### 8.7 Education and advocacy functions arising from the PEPUDA.

In addition to conducting its own advocacy activities, the Commission also has a number of advocacy functions arising from PEPUDA. In terms of Section 25(1)(a) and Section 25(1)(c)(vi) of this Act, the Commission for Gender Equality must assist the state 'to develop an awareness of fundamental rights in order to promote a climate of understanding, mutual respect and equality', and 'conduct information campaigns to popularize' the Act. These are important functions in addressing the social norms and attitudes that underpin gender inequalities.

### 8.8 The Commission for Gender Equality 's investigative function.

The Commission's investigative function could be said to be one of the key functions that differentiates the Commission from other civil society organisations and government departments who are also involved in the promotion of gender equality. In particular, the Commission for Gender Equality Act not only accords the Commission for Gender Equality a very broad investigative function, but also substantial powers to enhance its effectiveness in carrying out this task.

Section 11(e) of the Commission for Gender Equality Act gives the Commission the power to "investigate any gender-related issues of its own accord or on receipt of a complaint". The Commission for Gender Equality has the power to investigate any issue, regardless of whether it arises out of its monitoring activities or whether it is the product of a specific gender-related complaint by a member of the public. The Act stipulates that the Commission for Gender Equality should try, as far as possible, to resolve any dispute, rectify any act or omission by mediation, conciliation or negotiation. The Commission for Gender



Commission Investigates SAFA



Equality has the power to refer any matter, at any stage, to the SAHRC, the Public Protector or any other authority, depending on which one is appropriate to a particular case.

## EMPLOYMENT EQUITY HEARINGS

An assessment was carried out on the implementation of and compliance with the provisions of the Employment Equity Act (EEA) by employers in the public and private sectors to promote gender equality in the workplace. Private and public sector employers were required to respond to an open-ended questionnaire as well as appear at Public Hearings to provide relevant information on their compliance. Existing evidence based on previous work carried out by the Commission for Gender Equality and other organisations continues to show that despite the existence of a range of relevant laws to promote gender equality in the workplace, progress continues to be unsatisfactory.

Despite the general appearance of compliance and a façade of relevant internal policies, programmes, processes and practices to promote gender equity in the workplace, practical outcomes largely reveal a reality of continued neglect of gender equity as a constitutional, policy and legislative obligation. The EEA should be strengthened to promote greater compliance and sanctions for non-compliance.



Commission holds Employment Equity Hearing in KwaZulu-Natal Durban



Commission holds Employment Equity Hearing in North West Mafikeng

## COMPLAINTS MANAGEMENT

The Department works within specific timeframes for the management of complaints received. The Department received a total 254 complaints during 2011/2012 financial year. The table below indicates the complaints that the Commission received nationally during the 2011/ 2012 financial year.





## New Files opened during 2011/2012

Nature of Complaint	GP	LP	WC	MP	NW	FS	KZN	EC	NC	HO	TOTAL
Gender Discrimination	0	1	9	0	0	8	14	2	0	1	35
Domestic Violence	0	2	1	4	1	8	1	3	0	2	23
Maintenance	1	4	5	3	0	10	1	2	5	3	34
Divorce	0	0	1	1	0	8	0	0	11	1	22
Custody & access	0	1	1	0	0	1	0	0	2	0	5
Estate	2	1	2	4	0	10	0	0	1	1	21
Gender Based Violence	1	4	2	1	0	0	1	2	2	0	13
Sexual Harassment	0	0	2	0	0	1	1	1	4	0	9
Labour	0	0	2	1	0	0	0	2	5	5	13
Unlawful Eviction	1	0	2	0	0	3	0	0	2	0	8
Claim for Restitution	0	0	0	0	0	0	0	0	0	0	0
Tradition/ culture	0	2	0	0	0	0	0	3	0	0	5
Others	2	0	4	3	0	7	7	9	24	10	66
<b>Total</b>	<b>7</b>	<b>15</b>	<b>31</b>	<b>17</b>	<b>1</b>	<b>56</b>	<b>25</b>	<b>24</b>	<b>56</b>	<b>22</b>	<b>254</b>

The following table represents the files that were brought forward, opened and closed during 2011/ 2012 financial year. The Commission handled 442 complaints during the 2011/ 2012. Out of 442 files handled 188 were brought forward from 2010/ 2011, 254 were new files. 186 files were closed and 256 files are still pending.

Province	Brought Forward files	Opened Files	Closed files	Files pending
Gauteng	27	29	33	23
Limpopo	15	15	12	18
Western Cape	12	31	17	26
Mpumalanga	27	17	22	22
North West	11	1	5	7
Free State	22	56	19	59
Kwa Zulu Natal	38	25	28	35
Eastern Cape	9	24	12	21
Northern Cape	27	56	38	45
<b>Total</b>	<b>188</b>	<b>254</b>	<b>186</b>	<b>256</b>



Files brought forward: = 188  
Total number of new files opened: = 254  
Total number of files closed: = 186  
Total number of files pending: = 256

## WALK-IN AND TELEPHONIC CONSULTATIONS

The Legal Department also attends to 402 Public members who visited the Commission offices for consultations and lodging of the complaints during this financial year. Some of them had complaints that did not follow within the Commission for Gender Equality mandate; as a result such complainants were referred to the relevant institutions for further assistance. Some of these clients only needed legal advice and there could be no need to open files.

CONSULTATIONS	TOTAL
HEAD OFFICE & Gauteng	93
LIMPOPO	22
WESTERN CAPE	1
MPUMALANGA	80
NORTH WEST	14
FREE STATE	67
KZN	17
EASTERN CAPE	81
NORTHERN CAPE	27
TOTAL	402

## LITIGATION

The Commission is currently litigating on two matters one in Mpumalanga Province and the other one the Eastern Cape, both matters are regarding the dispute over the chieftainship. These cases deal with disputes regarding chieftaincy claims

## COURT MONITORING

The department monitored 21 cases countrywide where the responsibilities of the Legal Officer were to monitor court proceedings without actively being involved in the matter.



### 8.9 Establishing relations with like-minded organisations.

Sections 11 (f) and (g) of the Commission for Gender Equality Act call on the Commission not only to maintain a close working relationship with institutions, bodies, or authorities with similar objectives to the Commission such as the SAHRC, IEC, the Public Protector, but also, and more importantly, “to liaise and interact with any organisation which actively promotes gender equality and other sectors of civil society to further the objectives of the Commission”.

In its early years, the Commission established a number of partnerships with civil society organisations to implement its activities. Organisations that the Commission has engaged with are SACC, NDI-SA, UNDP and Sonke Gender Justice, Tshwaranang, Gender Links, Shukumisa, South African Law Reform Commission, COSATU, FEDUSA, Child Line, LRC, LRS, Department of Women and People with Disability and Department of Labour on issues relating to women in decision making and gender rights broadly.

The Commission has also engaged with Chapter 9 institutions across provinces where common issues are identified and shared with numerous communities specifically focusing on their respective mandates. These relationships are reconfirmed annually and terms of reference on working relationships are signed.

### 8.10 Communication activities

The Commission has identified communications as an important vehicle to transmit messages of gender awareness and gender transformation to the public at large, and to specifically targeted audiences. In the year under review, television, radio and print media were effectively used to promote the programmes and projects of the Commission for Gender Equality. This resulted from 746 interviews and media briefings being conducted. We also released more than 61 press statements on a variety of current gender-related issues.

In addition to responding to media enquiries, special communications activities were held including 16 Days of Activism 2011, Employment Equity Hearings and provincial stakeholder briefings on the Commission 2011/ 2015 Strategic Plan. We have began utilising social media, such as Facebook and Twitter, to inform our stakeholders about our events, emanating issues, press releases, collaborations, thematic areas under discussion, radio & TV interviews, appearance before the Portfolio Committee on Women, Children and People with Disabilities and launches. The interactive website for complaint lodging and communication is being further developed.





## 9. Annual performance Information 2011/2012

### Strategic Objective 1:

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

Sub-Strategies	Perfor- mance Indi- cator	Baseline	Target	Progress	Reason for non achievement/ Corrective Action
1. To monitor and evaluate the promotion of gender equality and any relevant policies and practices of the public and private sector and report to Parliament	Number of policies monitored and reported to Parliament	2 Reports per year	EE Reports EE Hearings	<p>Three concept documents for the National and Provincial EE Hearings were developed and finalised.</p> <p>The concept documents were used to conduct the three hearing at National and Provincial levels of KZN and NW. There three hearings are complete.</p> <p>The three individual reports for the one National and two Provinces have been prepared. The content of there reports are currently been edited to meet quality standards.</p>	<p>Due to the weaknesses identified in the reports as by our internal research department, management has taken the corrective action of submitting the reports to an external expert for quality assurance. The quality tested reports will be finalised in the third quarter of the 2012/2013 financial year.</p>
			To initiate a programme with the Department of Labour to use the affirmative action reports and established structures to monitor and promote gender equality in the workplace	<p>As part of the initiation of the program, two meetings in the Northern Cape have been held with the Dept of Labour.</p>	<p>The target of initiating a program has been achieved through the various provincial meeting. This is a multi-year program that will continue with further provincial and national meetings, culminating in a formalised monitoring mechanism agreed with the DOL. This is expected to be completed by the last quarter of the 2012/13 financial year. The delay in the EE report has negatively affected the completion of the target</p>
			Implementation of the Gender Barometer tool	<p>The national report on the Gender Barometer Tool was finalised and the tool was launched in 8 provinces. Limpopo is still outstanding. After the launch, the need to provide further training in the use of and understanding of the tool emerged.</p>	<p>The full implementation of the Gender Barometer Tool has been delayed due to the need for training. Management has taken the corrective action of adjusting the implementation plan by focussing training in the Gender Barometer Tool on Provincial and Municipal users</p>



<b>Strategic Objective 1: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality.</b>						
<b>Sub-Strategies</b>	<b>Perfor- mance Indi- cator</b>	<b>Baseline</b>	<b>Target</b>	<b>Progress</b>	<b>Reason for non achievement/ Corrective Action</b>	
2. To initiate and review for the improvement of the legislative framework in all spheres of government that impact on priority areas of gender equality	Number of Acts or legislative improve-ments initi-ated	10 Sub-missions per year	10 Submissions Per Year	This target has been exceeded as 14 submissions on reviewing bills from a gender perspective have been lodged with Parliament	No variation	
			Review of Pre-1994 legislation	The Commission for Gender Equality makes submissions to the SALRC based on the legislation as identified by them. Three submissions on the review of the pre-1994 legislation have been submitted to the South African Law Reform Commission.	The SALRC is currently conducting this activity, and the Commission for Gender Equality will feed into this process under Project 25.	
			Maternity benefits project	The maternity benefits project was initiated in partnership with COSATU. One national dialogue and 5 provincial dialogues were held in NC, Gauteng, MP, EC and FS. This is a multi-year project focused on improving the labour laws dealing with maternity benefits for the self-employed	No Variation	



<b>Strategic Objective 1: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality.</b>						
<b>Sub-Strategies</b>	<b>Perfor- mance Indi- cator</b>	<b>Baseline</b>	<b>Target</b>	<b>Progress</b>	<b>Reason for non achievement/ Corrective Action</b>	
3. To conduct periodic performance assessments of priority Ministries, State institutions, Government departments, political parties and the private sector, on the implementation of applicable legislation and policies that impact on gender equality	Number of assessments done of responsible Ministries	1 dialogue and Monitoring report per year	Monitor 365 Days Action plan	Report completed and submitted for printing and publication	Management has submitted the report for printing	
			Monitor the Victims Charter	Due to the delay in completing the 2010/11 report, and the need for additional fieldwork, the monitoring of the Correctional Services and Health departments required for completion of the 2011/12 report has been delayed.	Due to the delay in completing the 2010/11 report, the current year's report which was to monitor the departments of Correctional Services and Health will be rolled over to the next financial year	
			To initiate the development of behavioural gender-bias change educational programmes in collaboration with the Ministry of Education, for incorporation into the formal education syllabi, initiate discussion on the Education Report	This was initiated through the two provincial meetings that have been held with the educational authorities on the Education Report. MOU's have been signed with institutions of higher learning in this regard	No variation.	
			50/50 legislation	A national dialogue was held in collaboration with the National Development Institute of SA to achieve 50/50 representation in the political environment. A report on 50/50 legislation was produced as basis for the development of a policy framework promoting gender parity	No variation	
			Local govt elections	A report on the local government elections has been finalised and printed	No variation	



<b>Strategic Objective 1: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality.</b>						
<b>Sub-Strategies</b>	<b>Perfor- mance Indi- cator</b>	<b>Baseline</b>	<b>Target</b>	<b>Progress</b>	<b>Reason for non achievement/ Corrective Action</b>	
4. To evaluate the implementation and effectiveness of the national justice facilities for gender discrimination	Evaluation report	1 Report per year	Maintenance Courts Equality Courts Family Courts	21 courts have been monitored which cover the areas of maintenance, equality and family. In monitoring these facilities, various issues have been identified that require further analysis.	The legal research unit has been assigned responsibility for the completion of a synthesised consolidated report.	
5. To promote policy cohesion and institutional cooperation in gender equality for land, water, sanitation, transport and climate change	Submission and research report	1 Report per year	Water study  Sanitation policy and research  Climate change policy COP 17 project	The water study report has been finalised  This is contained within the water study and victims charter reports  9 Provincial dialogues were held. These dialogues were used to inform the Commission for Gender Equality attendance and participation in the COP 17 climate change conference that was held in KZN. The Commission for Gender Equality participated in the activities of the conference	No Variation  Sanitation as a stand-alone report has been abandoned because the water study and the Victims Charter reports cover sanitation.  No Variation	



<b>Strategic Objective 2:</b> <i>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.</i>					
Sub-Strategies	Performance Indicator	Baseline	Target	Progress	Reason for non achievement/ Corrective Action
1. To timeously investigate complaints of violations of gender rights and identify appropriate redress	Number of complaints finalised- Subject to capacity	Finalisation of complaints in accordance with the Complaints procedure manual	Investigations & Referrals	Complaints have been handled in terms of the complaints manual	No variation.
			Installation of a Toll Free Line	For the current year a feasibility study was undertaken. A feasibility report was done.	A feasibility study completed in the current financial year. Toll Free Line to be installed
			Acquire Electronic Complaints handling system	In the current financial year an analysis was undertaken and the actual roll over will take place next financial year, as this is dependent on the IT infrastructure upgrade scheduled for next year.	This activity is included in the IT infrastructure upgrade/ overhaul as per IT plan
2. To Initiate investigations of systemic violations of gender rights in the public and private sector and identify appropriate redress	Appropriate redress identified	Analysis of complaints	Litigation & development of Manual	Draft litigation manual has been developed. Report is awaiting approval	Report awaiting approval
			To develop and disseminate a 'Code of Good Practice for the Protection and Promotion of Gender Equality' applicable to all sectors of society	A draft code has been developed. The Codes awaits approval by relevant Stakeholders	The development of the codes has been delayed due to capacity constraints. The necessary capacity has been acquired and the fast track the approval dissemination of the Code
			Develop a Gender Equality Charter	A draft charter has been developed	The development of the codes has been delayed due to capacity constraints. The necessary capacity has been acquired and the fast track the approval dissemination of the Charter





<b>Strategic Objective 2: To protect and promote gender equality by engaging with relevant stakeholders to educate and raise awareness on issues of gender equality, challenge patriarchal perceptions and stereotypes and take action against infringements of gender rights through the implementation of appropriate redress.</b>					
Sub-Strategies	Performance Indicator	Baseline	Target	Progress	Reason for non achievement/ Corrective Action
3. To initiate the development of a coordinated programme to eliminate gender discrimination	Programme on gender discrimination	Defined target	<p>To develop and implement a gender equality promotion campaign: 16 Days and Women's month</p> <p>To ensure that all relevant Commission for Gender Equality publications on gender equality are translated into the officially recognised language of the target audience</p>	<p>A total of 44 interventions were held for 16 days and total of 42 intervention were held nationally for Women's month</p> <p>Initially when this activity was conceptualised, PANSALB was going to be engaged to help with translations. Upon engaging with PANSALB it became clear that a translation is not part of their mandate and as such the Commission for Gender Equality had to re-conceptualise. The Commission for Gender Equality has now included in its budget the first leg of this process which includes inter-alia, simplifying the mandate and then translating it into different languages.</p> <p>The preliminary work on the Strategy has been done.</p>	<p>No variation</p> <p>During engagement with PANSALB, it was established that this falls outside their mandate. The Commission for Gender Equality will set a budget aside with a view to engage the services of an alternate service in the next financial year.</p> <p>Upon soliciting quotations, it became clear that a tender process was required. This will be finalised in next financial year in terms of the SCM process.</p>
			<p>Develop and coordinate a media and advocacy intervention programme through using Radio slots, Publications, Press Statements, Opinion Pieces Media strategy and Advertisorials</p>		





<b>Strategic Objective 2: To protect and promote gender equality by engaging with relevant stakeholders to educate and raise awareness on issues of gender equality, challenge patriarchal perceptions and stereotypes and take action against infringements of gender rights through the implementation of appropriate redress.</b>					
Sub-Strategies	Performance Indicator	Baseline	Target	Progress	Reason for non achievement/ Corrective Action
4. To initiate interventions for the sustainable development and promotion of gender equality in the social, cultural, political, economic, security and human rights dimensions	Gender Equality promotion campaigns & programmes conducted	Defined target	<p>Initiate a programme to eliminate gender-based discriminatory practices with traditional and faith-based organisations</p> <p>To promote the expansion of outreach programmes as a catalyst organisation, using alternative distribution channels in all geographical areas</p> <p>To initiate the development of a programme in collaboration with the Ministry of Public Works, to promote the economic participation of woman in infrastructure projects</p>	<p>Meetings and Consultations were held by Provinces involving Provincial House of Traditional Leaders and Council of Churches</p> <p>All planned outreach programmes were done</p> <p>This process was initiated through meetings held with the Ministry</p>	<p>No variation</p> <p>No variation</p> <p>No variation and the project will be an on-going project</p>
5. To collaborate with organs of state, civil society and other institutions to effectively develop, protect, promote and attain gender equality	Functional Gender Sector	Activity reports	<p>Interaction and attendance of meetings at national, Provincial - Gender Machinery x 4</p> <p>Develop Collaboration Charter</p> <p>To collaborate with Chapter 9 institution</p>	<p>Interaction done and 36 interventions were reported by Provinces</p> <p>A draft charter has been developed</p> <p>MOUs and TOF signed</p>	<p>No Variation</p> <p>Final approval of this charter will be obtained in the second quarter</p> <p>No variation</p>



<b>Strategic Objective 3: To monitor state compliance with regional and international conventions, covenants and charters which have been acceded to or ratified by the Republic, relating to the object of the Commission for Gender Equality</b>						
Sub-Strategies	Performance Indicator	Baseline	Target	Progress	Reason for non achievement/ 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	Reviews and audit reports done	Compliance Reports Produced	To develop a comprehensive list of all the obligations under regional and international conventions, covenants and charters which have been acceded to or ratified by the Republic, relating to the object of the Commission of the Republic. All obligations recorded. Database of Obligations is the output	Comprehensive list done	No Variation	
			To monitor and produce assessment reports on SA Government's compliance with CEDAW, BEIJING and MDGs	The reporting under this project spans 5 years. Data is collected over the period to support the reports. The Commission for Gender Equality has collected gender data through the barometer tool and other research.	No Variation	
			Removal of SA Reservations on African Charter on Human & Peoples rights on the Rights of Women (Engage Parliament & DIRCO)	Discussions have been held with DIRCO to remove the reservations as they are identified. This is an on-going project	No variation.	



<b>Strategic Objective 3: To monitor state compliance with regional and international conventions, covenants and charters which have been acceded to or ratified by the Republic, relating to the object of the Commission for Gender Equality</b>					
<b>Sub-Strategies</b>	<b>Performance Indicator</b>	<b>Baseline</b>	<b>Target</b>	<b>Progress</b>	<b>Reason for non achievement/ Corrective Action</b>
2. To interact with and report to national, regional and international bodies on state compliance with conventions, covenants and charters acceded to or ratified and to make recommendations for improvements	Engagement with relevant National and International bodies	Interaction and attendance of meetings at national, regional and international level	Interaction and attendance of meetings at national, regional and international level- Parliament Gender Machinery, SRVAW, UN Women, CEDAW committee, CSW, MDGs	Engaged with and attended meetings of these parties	No variation



Strategic Objective 4: To build an effective, efficient and sustainable institution that will fulfil its constitutional mandate on gender equality						
Sub-Strategies	Performance Indicator	Baseline	Target	Progress	Reason for non achievement/ Corrective Action	
1. To create a well-defined governance structure for effective oversight by the Commissioners over the Chief Executive Officer, with clear roles, responsibilities and a delegation framework	Governance structure	Defined target	Develop a training programme for Commissioners and management	Preliminary research done and a draft document put together.	To be formalised on appointment of Commissioners	
2. To develop a financial management strategy that consistently delivers an unqualified audit	Audit report	Unqualified opinion	Improved audit outcome	Achieved	No Variation	
3. To develop and maintain an IT infrastructure that supports the organisational objectives of the Commission for Gender Equality	IT Strategy	Defined target	Assessment of IT infrastructure	Assessment report on IT infrastructure done and gaps identified.	The identified gaps in the IT infrastructure are being addressed. A detailed improvement plan will be completed in the new financial year	
4. To develop a comprehensive HR Strategy that aspires to address all HR related matters in a coordinated fashion	HR Strategy	Defined target	A comprehensive HR strategy	Preliminary work has been done and draft policies prepared	The drafts will be finalised and approved in the new financial year	
5. To develop a long term funding model for the Commission for Gender Equality that includes funding from the National Treasury and donor agencies	Funding model	Defined target	Approved funding model	Engagements with external funders were held	Funding proposals to be developed in the new financial year	
6. To develop a coherent communications strategy that promotes a positive public image of the Commission for Gender Equality	Communications Strategy	Defined Target	Approved communications strategy	An external service provide is currently being sought to prepare a communications strategy	This will be completed in the next financial year	



## 10. HUMAN RESOURCES MANAGEMENT REPORT

### Employee expenditure

Departments budget in terms of employee expenditure for specific programmes based on salary bands.

#### 10.1 Personnel costs by salary band 2011/2012

The Table indicates the expenditure incurred on average for each employee as per each salary band, in order to reflect the total cost of all employees employed by the commission.

Salary band	Number of employees	Personnel expenditure (R)	Percentage of total personnel cost	Average personnel cost per employee (R)
Skilled (Level 3-5)	9	3 629 806	11%	403 312
Highly skilled (6-8)	21	8 469 547	24%	403 312
Highly skilled supervision (9-12)	41	16 535 782	48%	403 312
Senior Management (13-14)	5	2 016 559	6%	403 312
Commissioners (13)	6	3 597 520	11%	599 587
<b>Total</b>	<b>82</b>	<b>34 249 213</b>	<b>100%</b>	<b>417 673</b>





## 10.2 Personnel costs by programme 2011/2012

Programme	Total expenditure (R)	Personnel expenditure (R)	Training expenditure (R)	Number of employees	Personnel cost as a % total	Average personnel cost per employee
Commissioners	3 597 520	3 597 520	0	6	11%	599 587
CEO	1 433 373	1 433 373	0	2	4%	716 687
Financial Management	3 234 711	3 234 711	0	9	9%	359 412
Internal audit/Monitoring and Evaluation	599 415	599 415	0	1	2%	599 415
Human Resources	1 458 632	1 458 632	0	4	4%	364 658
Public Education and Training	3 422 665	3 422 665	0	10	10%	342 267
Legal Services	4 968 630	4 968 630	0	10	15%	496 863
Research and Policy Programme	4 187 269	4 187 269	0	11	12%	380 661
Parliamentary Liaison and Legislation	642 334	642 334	0	1	2%	642 334
Information Communication	2 273 035	2 273 035	0	5	7%	454 607
Administration	8 431 629	8 431 629	0	23	25%	366 593
<b>Total</b>	<b>34 249 213</b>	<b>34 249 213</b>	<b>0</b>	<b>82</b>	<b>100%</b>	<b>417 673</b>



## 10.3 Salaries, overtime, home owner's allowances and medical assistance by programme 2011/2012

The following tables provide a summary per programme and salary band of expenditure incurred as a result of salaries, overtime, home owner's allowance and medical assistance.

Programme	Salaries (R)	Overtime (R)	Home owner's all (R)	Medical assistance (R)
Commissioners	3 597 520	0	0	20 592
CEO	1 433 373	0	0	0
Financial Management	1 433 373	0	0	0
Internal audit/Monitoring and Evaluation	599 415	0	0	0
Human Resources	1 458 632	2 599	13 212	22 032
Public Education and Training	3 422 665	5 954	39 636	60 588
Legal Services	4 968 630	3 852	39 636	59 322
Research and Policy Programme	4 187 269	670	26 424	60 776
Parliamentary Liaison and Legislation	642 334	2 822	0	0
Information Communication	2 273 035	13 172	26 424	33 048
Administration	8 431 629			
<b>Total</b>	<b>34 249 213</b>	<b>61 027</b>	<b>171 756</b>	<b>256 358</b>



#### 10.4 Performance related rewards (cash bonus), by salary band.

The following table illustrates how much performance related rewards in the form of cash was paid out to employees as per salary bands listed below and the total rewards expenditure thereof.

Salary band	Beneficiary Profile	% of total within band	Total cost (R)
	Number of employees		
Commissioners	0	0%	0
Senior Management	2	3%	132 965
Middle Management	15	22%	620 506
Staff	52	75%	2 304 735
<b>Total</b>	<b>69</b>	<b>100%</b>	<b>3 058 206</b>

#### 10.5 Foreign workers

The table below indicates the number of employees employed by the commission who come from outside the Republic of South Africa.

Foreign workers within the CGE in 2011/2012	3
---	---

##### 10.5.1 Sick leave 2011/12 (1 April 2011 to 31 March 2012)

There is always a need to monitor the utilization of sick leave. The following tables provides an indication of the use of sick leave for the period under review.

Salary band	Number of employees	Total days taken	% days with medical certification	Number of employees using sick leave	% of total employees using sick leave	Average cost per employee (R)	Average days per employee
Skilled (level 3-5)	9	77	12%	6	67%	1 410	8.56
Highly skilled (6-8)	21	123	20.5%	12	57%	2 756	5.86
Highly skilled supervision (9-12)	41	141	10.84%	13	32%	2 306	3.44
Senior Management (13-16)	5	0	0	0	0	0	0
Commissioners	6	0	0	0	0	0	0
<b>Total</b>	<b>82</b>	<b>341</b>	<b>11%</b>	<b>31</b>	<b>38%</b>	<b>6 472</b>	<b>18</b>

## 10.5.2 Annual leave (1 April 2011 to 31 March 2012)

In an attempt to monitor policy guidelines informing how annual leave should be used, annual leave entitlement and its utilization thereof is always monitored. The following tables provides an indication.

Salary band	Number of employees who have taken leave	Total days taken	Average per employee
Skilled (level 3-5)	9	166	18.44
Highly skilled (6-8)	21	260	12.38
Highly skilled supervision (9-12)	41	570	13.90



Senior Management (level 13-16)	5	60	12
Commissioners	6	70	11.67
<b>Total</b>	<b>82</b>	<b>1126</b>	<b>13.73</b>

### 10.5.3 Leave payouts (Non-Taken Annual Leave) 1 April 2011 to 31 March 2012

The following table summarises annual leave payments made to employees as a result of leave that was not taken due to operational requirements.

Reason	Number of employees who got paid out	Total amount paid out (R)	Average per employee (R)
Leave payout due to non leave taken for the previous year 11/12	2	76 916	38 458
Capped leave payout on termination of service for 11/12	0	0	0
Current leave payout on termination of service 11/12	1	14 650	14 650
<b>Total</b>	<b>3</b>	<b>91 566</b>	<b>30 522</b>





## 10.6 Employment changes

This part provides information on changes in employment over the financial year. Turnover rates give an indication of trends in the employment profile of the organization. The following tables provide a summary of such turnover rates by salary band (Table 3.1) and by critical occupations (Table 3.1.1)

### 10.6.1 Annual turnover rates by salary band for the period 1 April 2011 to 31 March 2012

Salary band	Number of employees per band as on 1 April 2011	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Skilled (level 3-5)	9	0	0	0
Highly skilled (level 6-8)	21	0	0	0
Highly skilled supervision (level 9-12)	41	3	5	6%
Senior Management band 13-15	5	4	0	0
Commissioners	6	0	3	4%
<b>Total</b>	<b>82</b>	<b>7</b>	<b>8</b>	<b>10%</b>



### 10.6.2 Annual turnover rates by critical occupation for the period 1 April 2011 to 31 March 2012

The commission had only one (1) employee who got transferred from one location to another but within the same department (i.e. Johannesburg to Pretoria office).

Occupation	Number of employees per occupation as on 1 April 2011	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
Legal Service	10	1	0	1%
Education	10	0	0	0%
Research	0	0	0	0%
<b>Total</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>1%</b>

### 10.6.3 Reasons why staff are leaving the department

The table below indicates the reasons why the employees left the commission during the period under review.

Termination Type	Number
Death	0
Resignation	5
Expiry of contract	3 (Commissioners)
Dismissal – operational changes	0
Dismissal – misconduct	0
Dismissal – inefficiency	0
Discharge due to illness	0
Retirement	0
Transfers to other public service departments	0
Other	0
<b>Total</b>	<b>8</b>



## 10.7 Employment Equity

### 10.7.1 Total number of employees (including employees with disabilities) in each of the following occupational categories as on 31 March 2012

Occupational Categories	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	2	0	0	0	4	2	0	1	9
Professionals	7	0	1	0	4	1	0	0	13
Technicians and associate professional	17	1	0	0	11	0	2	1	32
Clerks	2	0	0	0	14	2	0	0	18
Service and sales workers	0	0	0	0	9	0	0	0	9
Skilled agriculture and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0
Elementary occupations	0	0	0	0	0	0	0	0	0
Employees with disabilities	0	0	0	0	1	0	0	0	1
<b>Total</b>	<b>28</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>43</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>82</b>



### 10.7.2 Employment and vacancies

10.7.3 The following table indicates the number of vacancies the commission had for the period under review. In the same vein the table illustrate how many of those vacancies have been filled to date as per the categories listed below.

Programme	Number of vacancies	Number of posts	Number of posts filled
Commissioners	9	12	6
Human Resources	1	5	3
IT/C	1	6	5
Legal – National	2	5	2
Research – National	0	4	4
Education – National	1	3	2
Provincial Co-ordinators	3	9	6
Provinces – Legal	1	9	8
Provinces – Research	3	9	6
Provinces – Education	2	9	7
Provinces – Administrators	0	9	9
Provinces – Office Assistants	1	9	8
Finance	0	9	9
Parliament	0	1	1
PA/Admin – National	1	5	3
Driver – National	0	1	1
Office Assistants – National	0	1	1
CEO's office	1	2	1
<b>Total</b>	<b>26</b>	<b>108</b>	<b>82</b>



## 10.8 Recruitment for the period 1 April 2011 to 31 March 2012

The table below indicates the amount of recruitment that has taken place for the period under review in accordance with gender representation.

Occupational bands	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	3	0	0	0	0	1	0	0	4
Professionally qualified,	0	0	0	0	3	0	0	0	3
Skilled technical, academically qualified workers	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionally decision making	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>7</b>





### 10.9 Promotions for the period 1 April 2011 to 31 March 2012

No promotions have been effected during the period under review.

Occupational bands	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	0
Professionally qualified,	0	0	0	0	4	1	0	0	5
Skilled technical, academically qualified workers	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionally decision making	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
Employees with disabilities	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>5</b>



## 10.10 Terminations for the period 1 April 2011 to 31 March 2012

The table below indicates terminations and/or resignations that have taken place for the period under review as per gender representation.

Occupational bands	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	0
Professionally qualified,	4	0	0	0	0	0	1	0	5
Skilled technical, academically qualified workers	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionally decision making	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
Employees with disabilities	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>5</b>



### 10.11 Disciplinary Matters

10.11.1 Disciplinary action taken for the period 1 April 2011 to 31 March 2012

The table below indicates the number of disciplinary actions taken against employees for the period under review as per gender representation.

Occupational bands	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Professionals	1	0	0	0	0	1	0	0	2
<b>Total</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>



## 11. Information Technology

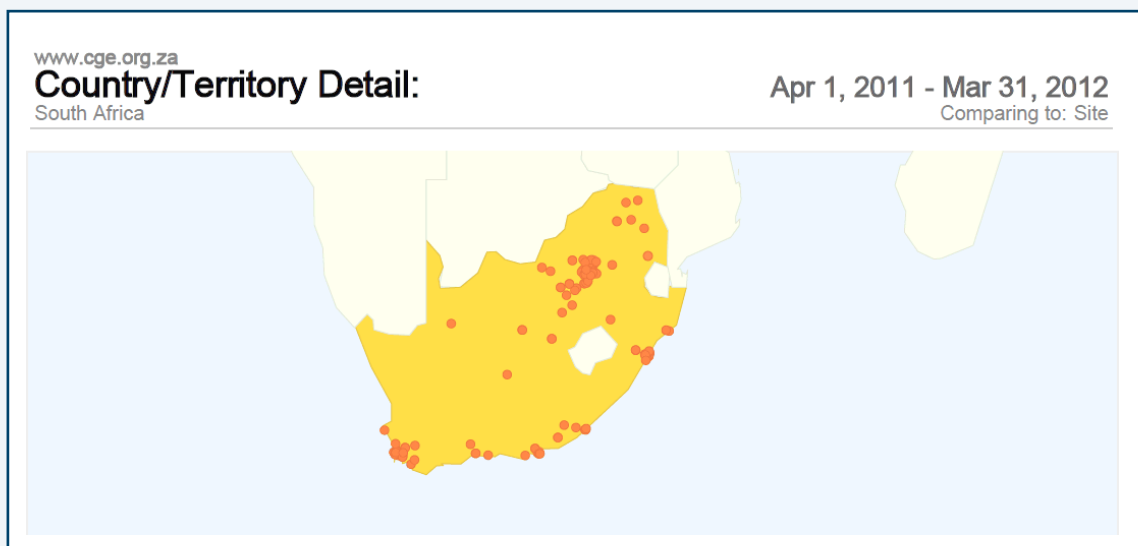
The purpose of IT department is to drive the commission's operations and fulfilling its mandate by providing IT infra-structure solutions.

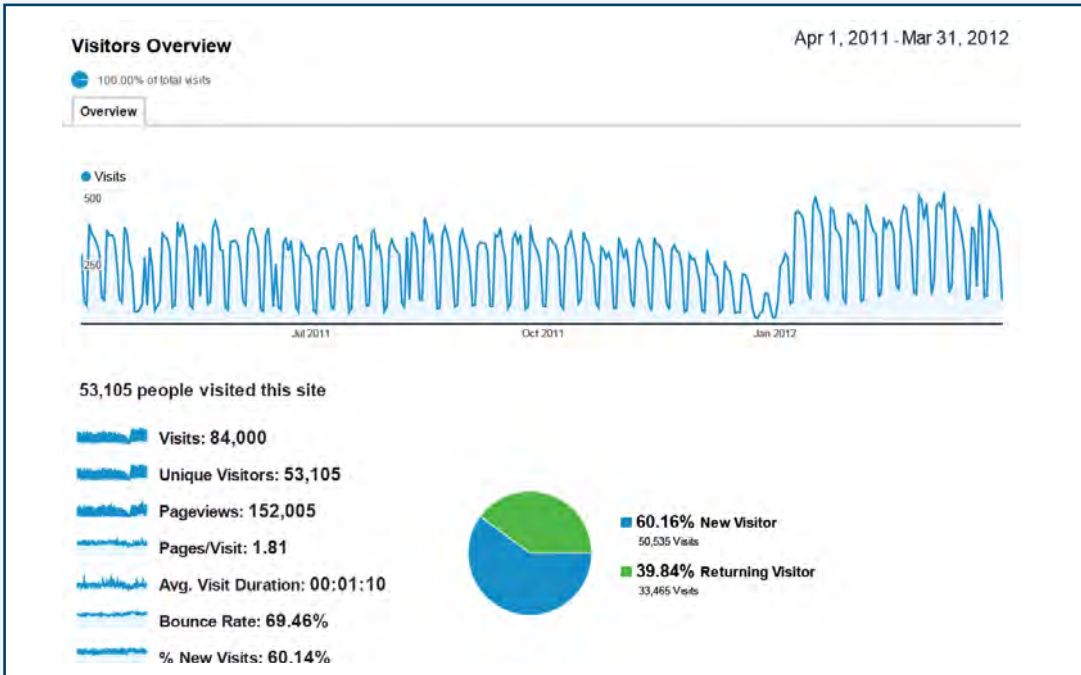
The IT infrastructure has had a preliminary assessment and significant limitations were identified. A detailed assessment will be done and a process of planned upgrades of both hardware and software applications will be followed to meet the operating requirements of the multi-office location of the Commission and its growing capacity and applicant needs. This will enable improvements in use and reliability of operational business processes that are dependent on technology.

The Commission website performance has improved with a total of 84,000 visits from 168 cities, compared to 61,183 visits in the previous year. This is an increase of 16% in new visitors. The highest visits were recorded from Johannesburg and Pretoria.

The Commission concluded the strategic planning session for the year 2011/2012 with specific objectives on Information Technology section, this enabled the IT department to focus primarily on reviewing the infrastructure with the objective to overhaul the Information systems environment.

The current environment has been in place for the last six years and has served its purpose in providing infrastructure services to the CGE organization. The current hardware infrastructure has long reached its end of life support and spare parts for the server hardware have become increasingly difficult to replace or repair. The software versions on the servers are 2 generations old with little or no support for these outdated software versions. The age of the server operating systems makes patch management and securing of the environment difficult as updated patches will not be released due to the operating system reaching end of life status.







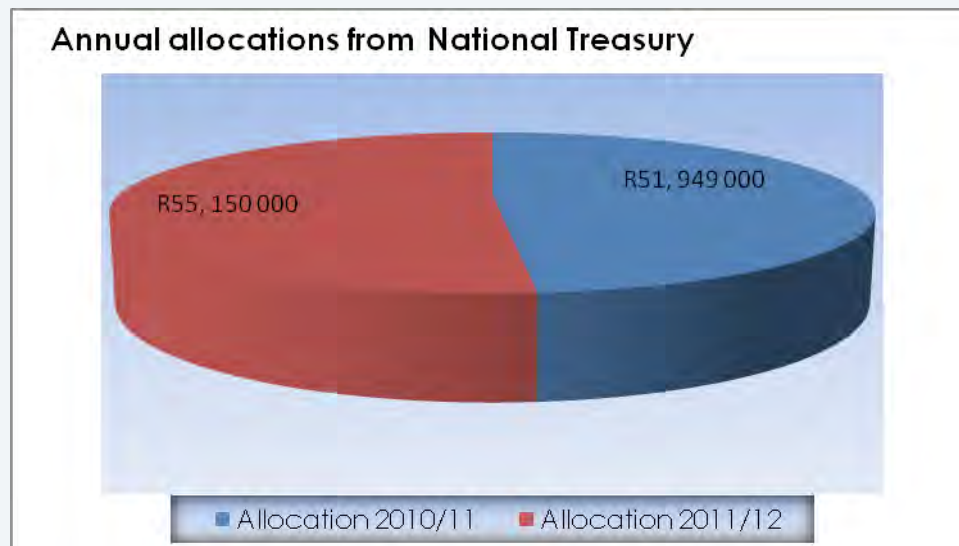
## 12. Financial overview

### 12.1 Financial Performance

The Commission reported a surplus of R4, 9 million compared to a restated surplus of R2, 6 million in the previous financial year. The surplus came as a result of under spending as will be fully explained in the ensuing paragraphs.

#### 12.1.1 Income

For the year under review the Commission received transfers amounting to R55, 15 million compared to the allocation of R51, 95 million received in 2010/11 period, representing a 6% annual growth in grants from National Government. These transfers were received through a Vote appropriation under the Department for Women, Children and Persons with Disabilities.

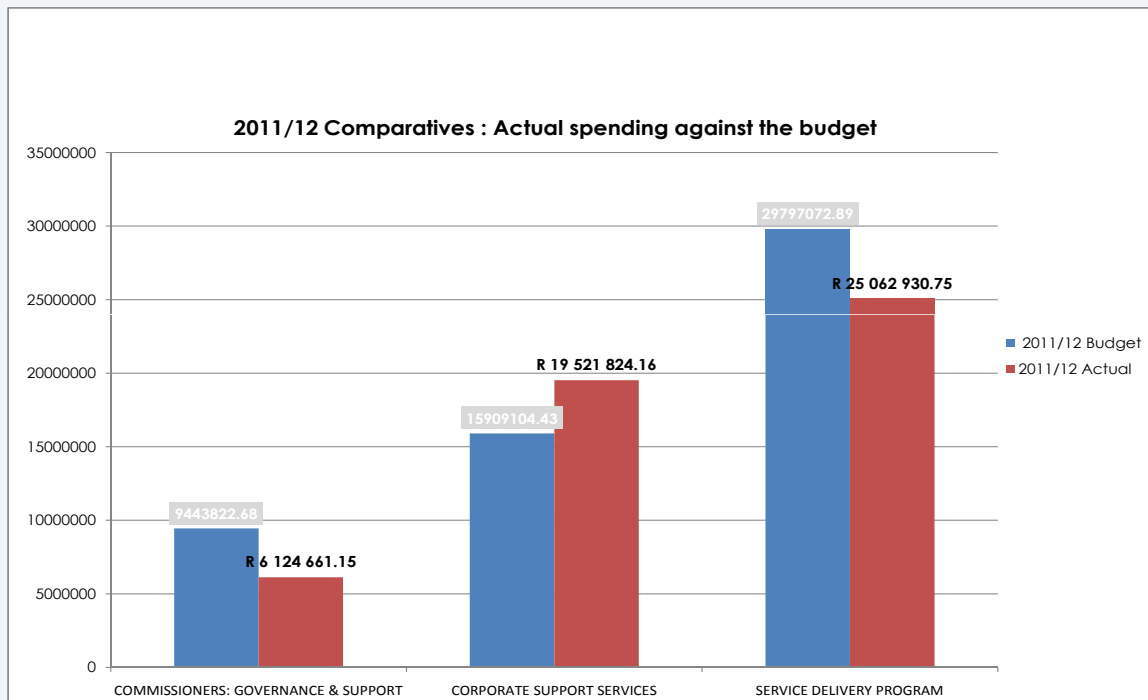


In addition, the Commission recorded sundry income amounting to R515, 231 mainly arising from interest income from positive cash balances that were held during the course of the financial year.

#### 12.1.2 Expenditure

##### 12.1.2.1 Budget Comparatives per Program

During the reporting period, a combined program spending was realized to the total amount of R50, 7 million or a 2.4% increase from prior year's restated figure of R49, 5 million. The program for Commissioners reported a saving of R3, 3 million mainly attributable to vacancies within the Commissioners establishment. A further under-expenditure of R1, 1 million was realized from the Corporate Services and Core Service delivery program mainly because of staff vacancies that existed during the early part of the financial year as well under-expenditure on Travel line item due to effective cost controls undertaken during the period. The graph below indicates the corresponding budget and actual spending level for the three programs.



## 12.1.2.2 Expenditure per location and department

In the below table, spending for the period under review is shown across departments and by economic classification.

Department	Compensation of Employees	Depreciation & Amortisation	Goods & Services	Loss on disposal of assets	Purchase of assets under R5000	Grand Total
ALL		1 355 927	8 432	74 968	1 439	1 440 766
CHIEF EXECUTIVE OFFICER	2 000 221		1 731 647			3 731 868
CHIEF OPERATIONS OFFICER	197 713		24 060			221 773
COMMISSIONERS	4 791 157		1 333 504			6 124 661
COMMUNICATIONS	644 228		807 206			1 451 434
EASTERN CAPE	2 037 131		451 958			2 489 089
FINANCE & ADMINISTRATION	4 030 573		4 027 855			8 058 428
FREE STATE	1 210 069		269 561			1 479 630
GAUTENG	1 601 878		219 736			1 821 615
HUMAN RESOURCES	1 290 467		1 298 269			2 588 736
INFORMATION TECHNOLOGY	920 642		1 329 949			2 250 591
KWAZULU NATAL	2 118 729		307 857			2 426 587
LEGAL	1 429 356		573 810			2 003 165
LIMPOPO	1 238 729		221 942			1 460 670
MPUMALANGA	1 989 945		422 807			2 412 752
NORTH WEST	1 902 361		457 582			2 359 943
NORTHERN CAPE	2 214 315		348 240			2 562 555
PUBLIC EDUCATION & INFORMATION	868 097		323 634			1 191 731
RESEARCH	1 717 697		278 068			1 995 765
WESTERN CAPE	2 045 905		591 751			2 637 656
<b>Grand Total</b>	<b>34 249 213</b>	<b>1 355 927</b>	<b>15 027 869</b>	<b>74 968</b>	<b>1 439</b>	<b>50 709 416</b>
<i>Relative % contribution</i>	<b>67.5%</b>	<b>2.7%</b>	<b>29.6%</b>	<b>0.1%</b>	<b>0%</b>	



For the reporting period, 67, 5 % (or R34, 25 m) of spending went to the Compensation of Employees component whilst Goods & Services made up R15 million (or 29, 6%). The depreciation and losses on disposal of assets consumed the remaining 2.7% of the total reported spending.

## 12.2 Financial Position

At the reporting date, the Commission net asset position has increased from a restated R3, 6 million at the end of the 2010/11 financial year to R8, 5 million, attributable to the surplus reported in the current financial year. This situation reflects a materially improved solvency position when compared to previous periods.

As of 31 March 2012, the Commission's liquidity position was positive at a current ratio of 236% (compared to 104%, restated figures of 2010/11). This is mainly due to increased cash held at R11, 5 million (R9 million; 2010/11). The reduction in current liabilities from R8, 7 million in 2010/11 to R4, 9 million as well contributed to this improved situation.

The net carrying amounts for non-current assets has decreased by R1, 3 million to R1, 9 million mainly attributable to the depreciation provision that was charged against the statement of financial performance during the reporting period.



## 13. Report of the Auditor-General

### REPORT OF THE AUDITOR-GENERAL TO PARLIAMENT ON THE COMMISSION FOR GENDER EQUALITY

#### REPORT ON THE FINANCIAL STATEMENTS

##### Introduction

1. I have audited the financial statements of the Commission for Gender Equality set out on pages 76 to 109, which comprise the statement of financial position as at 31 March 2012, the statement of financial performance, statement of changes in net assets and the cash flow statement for the year then ended and the notes, comprising a summary of significant accounting policies and other explanatory information.

##### Accounting officer's responsibility for the financial statements

2. The accounting officer is responsible for the preparation and fair presentation of these financial statements in accordance with South African Standards of Generally Recognised Accounting Practice (SA Standards of GRAP) and the requirements of the Public Finance Management Act of South Africa, 1999 (Act No. 1 of 1999) (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.

##### Auditor-General's responsibility

3. My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with the Public Audit Act of South Africa, 2004 (Act No. 25 of 2004) (PAA), the *General Notice* issued in terms thereof and International Standards on Auditing. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.
4. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.
5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

##### Opinion

6. 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 2012, and its financial performance and cash flows for the year then ended in accordance with SA Standards of GRAP and the requirements of the PFMA.



## Emphasis of matters

7. I draw attention to the matters below. My opinion is not modified in respect of these matters.

## Restatement of corresponding figures

8. As disclosed in note 14 to the financial statements, the corresponding figures for 31 March 2011 have been restated as a result of errors discovered during 2012 in the financial statements of the Commission for Gender Equality at, and for the year ended 31 March 2011.

## Significant uncertainties

9. With reference to note 21 to the financial statements, the entity is the defendant in a lawsuit claim against a supplier with regards to a cancelled contract. Furthermore, there is also uncertainty with regards to expenditure claims from a national department for office space leased by the entity. The ultimate outcome of these matters cannot presently be determined and no provision for any liability that may result has been made in the financial statements.

## Material losses

10. As disclosed in note 11 to the financial statements, material losses of assets with a historical cost of R768 591 and accumulated depreciation of R693 623 were incurred as a result of inadequate controls over the safeguarding of assets.

## Material impairments

11. As disclosed in note 10 to the financial statements, the entity had receivables totalling R441 007 at 31 March 2012, which had been outstanding for more than 12 months. The recoverability of these amounts is doubtful.

## REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

12. In accordance with the PAA and the *General Notice* issued in terms thereof, I report the following findings relevant to performance against predetermined objectives, compliance with laws and regulations and internal control, but not for the purpose of expressing an opinion.

### Predetermined objectives

13. I performed procedures to obtain evidence about the usefulness and reliability of the information in the annual performance report as set out on pages 38 to 47 of the annual report.
14. The reported performance against predetermined objectives was evaluated against the overall criteria of usefulness and reliability. The usefulness of information in the annual performance report relates to whether it is presented in accordance with the National Treasury annual reporting principles and whether the reported performance is consistent with the planned objectives. The usefulness of information further relates to whether indicators and targets are measurable (i.e. well defined, verifiable, specific, measurable and time bound) and relevant as required by the *National Treasury Framework for managing programme performance information*.



The reliability of the information in respect of the selected objectives is assessed to determine whether it adequately reflects the facts (i.e. whether it is valid, accurate and complete).

15. The material findings are as follows:

## **Usefulness of information**

### **Presentation**

#### **Reasons for major variances not explained**

16. A total of 38% of major variances between planned and actual achievements were not explained in the annual performance report for the year under review as per the National Treasury annual report preparation guide. This was due to inadequate review of the presentation of the annual performance report by management.

## **Consistency**

### **Reported targets not consistent when compared with planned targets**

17. Treasury Regulation (TR) 5.2.4 requires that the strategic plan should form the basis for the annual report, therefore requiring the consistency of objectives, indicators and targets between planning and reporting documents. A total of 33% of the reported targets are not consistent with the targets as per the approved strategic plan. This was due to inadequate review of the completeness of reporting documents by management.

## **Additional matter**

18. I draw attention to the following matter below. This matter does not have an impact on the predetermined objectives audit findings reported above.

## **Achievement of planned targets**

19. Of the total number of 56 planned targets, only 25 were achieved during the year under review. This represents 55% of total planned targets that were not achieved during the year under review. This was as a result of the entity not adequately monitoring performance against predetermined targets on an ongoing basis to take appropriate steps timeously in ensuring achievement of targets.

## **Compliance with laws and regulations**

20. I performed procedures to obtain evidence that the entity has complied with applicable laws and regulations regarding financial matters, financial management and other related matters. My findings on material non-compliance with specific matters in key applicable laws and regulations as set out in the *General Notice* issued in terms of the PAA are as follows:

## **Annual financial statements**

21. The financial statements submitted for auditing were not prepared in accordance with the prescribed financial reporting framework and supported by full and proper records as required by section 40(1)(a) and (b) of the PFMA. Material misstatements of disclosure items identified by the auditors in the submitted financial statements were subsequently





corrected and the supporting records were provided subsequently, resulting in the financial statements receiving an unqualified audit opinion.

## **Asset management**

22. Proper control systems to safeguard and maintain assets were not implemented, as required by section 38(1)(d) of the PFMA and TR 10.1.1(a).
23. Bank reconciliations were not performed on a daily basis, as required by TR 15.10.1.2(j).

## **Expenditure management**

24. The accounting officer did not take effective steps to prevent irregular, fruitless and wasteful expenditure, as required by section 38(1)(c)(ii) of the PFMA and TR 9.1.1.
25. Contractual obligations and money owed by the entity were not settled within 30 days or an agreed period, as required by section 38(1)(f) of the PFMA and TR 8.2.3.
26. Effective and appropriate disciplinary steps were not taken against officials who made or permitted irregular, fruitless and wasteful expenditure, as required by section 38(1)(h)(iii) of the PFMA and TR 9.1.3.

## **Procurement contract management**

27. Goods and services with a transaction value below R500 000 were procured without obtaining the required price quotations, as required by TR 16A6.1.
28. The preference point system was not applied in all procurement of goods and services above R30 000 as required by section 2(a) of the Preferential Procurement Policy Framework Act and TR 16A6.3 (b).

## **Internal control**

29. I considered internal control relevant to my audit of the financial statements, annual performance report and compliance with laws and regulations. The matters reported below under the fundamentals of internal control are limited to the significant deficiencies that resulted in the findings on the annual performance report and the findings on compliance with laws and regulations included in this report.

## **Leadership**

30. The accounting officer and management did not adequately exercise oversight responsibility regarding financial and performance reporting and compliance and related internal controls.
31. Management did not timeously monitor the implementation of action plans to address internal control deficiencies resulting in repeat audit findings.
32. Management did not adequately establish and communicate policies and procedures to enable and support understanding and execution of internal control objectives, processes and responsibilities.



## Financial and performance management

33. Management did not prepare regular, accurate and complete financial and performance reports that are supported and evidenced by reliable information.
34. Management did not review and monitor compliance with applicable laws and regulations.

Pretoria

31 July 2012





## Commission for Gender Equality

A society free from gender oppression and inequality



## **14. ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2012**

<b>Table of content</b>	<b>Page</b>
<b>Statement of responsibility and approval of Annual Financial Statements</b>	<b>74</b>
<b>General information</b>	<b>75</b>
<b>Statement of Financial Performance</b>	<b>76</b>
<b>Statement of Financial Position</b>	<b>77</b>
<b>Statement of Changes in Net Assets</b>	<b>78</b>
<b>Cash Flow Statement</b>	<b>79</b>
<b>Accounting Policies</b>	<b>80 - 94</b>
<b>Notes to the Financial Statements</b>	<b>95 - 109</b>



## Statement of Responsibility for 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 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; Commission for Gender Equality ) 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 Commission for Gender Equality and all employees are required to maintain the highest ethical standards in ensuring the Commission for Gender Equality 's mandate is conducted in a manner that, 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 Commission for Gender Equality .

While operating risk cannot be fully eliminated, the Commission for Gender Equality endeavours to minimize it by ensuring that appropriate infrastructure, controls, systems and ethical behavior 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 2012 as set out on pages 76 to 109 on 31 July 2012 which were signed on its behalf by

  
J Hicks  
Acting Chairperson

  
Kekeiso Maema  
Chief Executive Officer



## General Information

### Members of the Commission - Commissioners

Mr M Shozi (Deputy and Acting chairperson since Aug 2009 until expiry of contract on 30 Nov 2011)

Dr T Maitse (Acting chairperson from 1 December 2011 until expiry of contract on 7 May 2012)

Ms J Hicks (Acting chairperson at the time of reporting, 31 May 2012, succeeding Dr. Maitse's term)

Ms N Loyilane (Contract expired: 30 November 2011)

Dr Y Abrahams (Contract expired: 04 December 2011)

Ms K Meruti (Contract expired 30 May 2012)

### 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





# Annual Report 2011-2012

A society free from gender oppression and inequality

## Statement of Financial Performance for the year ended 31 March 2012

	Note	2012 (R)	2011 Restated (R)
<b>Revenue</b>			
Transfers from other government entities	2	55,150,000	51,949,000
Other revenue	3	515,231	206,972
<b>Total revenue</b>		<b>55,665,231</b>	<b>52,155,972</b>
<b>Expenses</b>			
Administrative expenses	4	12,507,681	15,108,340
Personnel	5	34,249,213	29,892,207
Other operating expenses	6	2,484,588	1,696,909
Finance costs	7	37,040	85,267
Assets written off	8	74,968	112,622
Depreciation and amortisation expense	11	1,355,927	2,641,406
<b>Total expenses</b>		<b>50,709,417</b>	<b>49,536,751</b>
<b>Surplus for the year</b>		<b>4,955,815</b>	<b>2,619,221</b>



## Statement of Financial Position as at 31 March 2012

	Note	2012 (R)	2011 Restated (R)
<b>ASSETS</b>			
<b>Current assets</b>			
Cash and cash equivalents	9	11,288,433	8,870,501
Receivables from non-exchange transactions	10	171,892	150,514
		<b>11,460,325</b>	<b>9,021,015</b>
<b>Non-current assets</b>			
Property, plant and equipment	11	1,915,642	3,235,498
Intangible assets	11.2	-	-
		<b>1,915,642</b>	<b>3,235,498</b>
<b>Total Assets</b>		<b>13,375,968</b>	<b>12,256,513</b>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Payables from exchange transactions	12	3,072,487	3,932,741
Provisions	13	1,779,037	4,755,145
		<b>4,851,524</b>	<b>8,687,886</b>
<b>Total liabilities</b>		<b>4,851,524</b>	<b>8,687,886</b>
<b>Net assets</b>		<b>8,524,443</b>	<b>3,568,627</b>
<b>NET ASSETS</b>			
Accumulated surplus		8,524,443	3,568,627
<b>Total Net Assets</b>		<b>8,524,443</b>	<b>3,568,627</b>



## Statement of Changes in Net Assets for the year ended 31 March 2012

	Note	Accumulated surplus/(deficit) (R)	Total: net asset (R)
<b>Balance at 31 March 2010</b>		<b>(969,627)</b>	<b>(969,627)</b>
Prior period error	14	1,919,033	1,919,033
<b>Restated balance</b>		<b>949,406</b>	<b>949,406</b>
Surplus for the year restated		2,619,221	2,619,221
<b>Balance at 31 March 2011 restated</b>		<b>3,568,627</b>	<b>3,568,627</b>
Surplus for the year		4,955,815	4,955,815
<b>Balance at 31 March 2012</b>		<b>8,524,443</b>	<b>8,524,443</b>


**Cash Flow Statement for the year ended 31 March 2012**

	Note	2012 (R)	2011 Restated (R)
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
<b>Cash receipts from stakeholders</b>		<b>55,665,231</b>	<b>52,155,972</b>
Grants	2	55,150,000	51,949,000
Interest received	3	272,961	6,160
Other income	3	242,270	200,812
<b>Cash paid to stakeholders</b>		<b>53,136,259</b>	<b>44,717,650</b>
Personnel & Suppliers		53,099,219	44,715,522
Interest paid	7	37,040	2,128
<b>Net cash flows from operating activities</b>	15	<b>2,528,972</b>	<b>7,438,322</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Purchase of property, plant and equipment	11	(111,040)	(180,891)
Proceeds from sale of property, plant equipment	11	-	2,000
<b>Net cash flows from investing activities</b>		<b>(111,040)</b>	<b>(178,891)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
<b>Net cash flows from financing activities</b>		<b>-</b>	<b>-</b>
<b>Net increase/(decrease) in net cash and cash equivalents</b>		<b>2,417,932</b>	<b>7,259,431</b>
<b>Net cash and cash equivalents at the beginning of year</b>		<b>8,870,501</b>	<b>1,611,070</b>
<b>Net cash and cash equivalents at end of year</b>	9	<b>11,288,433</b>	<b>8,870,501</b>



## Accounting policies for the year ended 31 March 2012

---

### 1. Statement of compliance

The Annual Financial Statements are prepared in accordance with the effective South African Standards of Generally Recognised Accounting Practice (SA GRAP) including any interpretations, guidelines and directives issued by the Accounting Standards Board, and section 40(1) (a) and (b) of the Public Finance Management Act.

#### 1.1 Reporting entity

The Commission for Gender Equality 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 ;
- 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 Commission for Gender Equality, is to strengthen constitutional democracy.

The core business of the Commission for Gender Equality is:-

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

The principle accounting policies applied in the preparation and presentation of these financial statements are set out below.

These policies have been consistently applied to the years presented, unless otherwise stated:

- Consideration was made on whether the accounting policy is reasonable, given the circumstances of the Commission for Gender Equality and noted that it is important and reasonable as well.

#### 1.1 Basis of preparation

##### 1.1.1 Basis for measurement

The financial statements have been prepared on the historical cost basis, except where otherwise indicated.

##### 1.1.1 Functional and presentation currency

These financial statements are presented in South African rands, which is the Commission for Gender Equality's functional currency. All financial information presented in rands has been rounded to the nearest rand, unless otherwise stated.



## Accounting policies for the year ended 31 March 2012

### 1.1.3 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 ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

In particular, 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:

#### ***Property, plant and equipment***

Property, vehicles, plant and equipment is depreciated over their useful life taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In reassessing asset lives, factors such as technological innovation and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

#### ***Intangible assets***

Intangible assets are depreciated over their useful life taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In reassessing asset lives, factors such as technological innovation and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

#### ***Impairment of non-financial assets***

The Commission for Gender Equality assesses at each reporting date whether there is any indication that an asset may be impaired. If any such indication exists, the Commission for Gender Equality estimates the recoverable amount of the asset.

#### ***Going concern***

These financial statements are prepared in accordance with the going concern principle and on an accrual basis with the measurement basis applied being the historical cost unless stated otherwise. 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.





## Accounting policies for the year ended 31 March 2012

### *Provisions and contingent assets and liabilities*

A provision is a liability of uncertain timing or amount. In general sense, all provisions are contingent because they are uncertain timing or amount. However, 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 Commission for Gender Equality .

### 1.1 Standards of General Recognised Accounting Practice effective for financial periods commencing on or after 1 April 2012

Standard	Summary and impact	Effective date
GRAP 18 – Segment Reporting	<p>This standard establishes principles for reporting financial information by segments.</p> <p>The impact on the financial results and disclosure is considered to be minimal.</p>	<p>Issued by the ASB – March 2005</p> <p>Effective date - To be determined by the Minister of Finance</p>
GRAP 21 – Impairment of Non-cash-generating Assets	<p>This standard prescribes the procedures that the CGE applies to determine whether a non-cash generating asset is impaired and to ensure that impairment losses are recognised.</p> <p>The impact on the financial results and disclosure is considered to be minimal.</p>	<p>Issued by the ASB – March 2009</p> <p>Effective date – 1 April 2012</p>
GRAP 23 – Revenue from Non-exchange transactions	<p>This standard prescribes the requirements for the financial reporting of revenue from non-exchange (grants and transfer payments transactions).</p> <p>The impact on the financial results and disclosure is considered to be minimal.</p>	<p>Issued by the ASB – February 2008</p> <p>Effective date – 1 April 2012</p>


**Accounting policies for the year ended 31 March 2012**

Standard	Summary and impact	Effective date
GRAP 24 – Presentation of Budget Information in the Financial Statements	<p>This standard requires a comparison of budget and actual amounts and an explanation for material differences.</p> <p>The impact on the financial results is considered to be minimal. However the impact on disclosure is significant.</p>	<p>Issued by the ASB – November 2007 Effective date – 1 April 2012</p>
GRAP 25 - Employee Benefits	<p>The standard prescribes the accounting treatment and disclosure for employee benefits.</p> <p>The impact on the financial results and disclosure is considered to be minimal.</p>	<p>Issued by the ASB – November 2009 Effective date - To be determined by the Minister of Finance</p>
GRAP 26 - Impairment of Cash-generating Assets	<p>This standard prescribes the procedures to determine whether a cash generating asset is impaired and to ensure that impairment losses are recognised.</p> <p>The impact on the financial results and disclosure is considered to be minimal.</p>	<p>Issued by the ASB – March 2009 Effective date – 1 April 2012</p>
GRAP 104 – Financial Instruments	<p>This standard establishes principles for recognising, measuring, presenting and disclosing financial instruments.</p> <p>The impact on the financial results and disclosure is considered to be minimal.</p>	<p>Issued by the ASB – October 2009 Effective date – 1 April 2012</p>



## Accounting policies for the year ended 31 March 2012

Standard	Summary and impact	Effective date
GRAP 105 –Transfer of functions between entities under common control	<p>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</p> <p>The impact on the financial results and disclosure is considered to be minimal.</p>	Issued by the ASB – To be determined by the Minister of Finance
GRAP 106 – Transfer of functions between entities not under common control	<p>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</p> <p>The impact on the financial results and disclosure is considered to be minimal.</p>	Issued by the ASB – To be determined by the Minister of Finance
GRAP 107 – Mergers	<p>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</p> <p>The impact on the financial results and disclosure is considered to be minimal.</p>	Issued by the ASB – To be determined by the Minister of Finance
Improvements to the Standards of GRAP	<p>Improvements are proposed to the following standards of GRAP: GRAP 1- 4, 9,13,14,17,19 and 100 as part of the ASB's improvement project.</p> <p>The impact on the financial results and disclosure is considered to be minimal.</p>	Proposed effective date 01 April 2011



## Accounting policies for the year ended 31 March 2012

---

### 1.4 Revenue recognition

Revenue is recognised to the extent that it is probable that the economic benefit will flow to the Commission for Gender Equality and the revenue can be reliably measured. The following specific recognition criteria must also be met before revenue is recognised. Revenue is derived substantially from the grants allocated by National Treasury.

#### 1.4.1 Transfers from other government entities

A transfer from other government entities constitutes transfer payments from the Department for Women, Children and People with disabilities.

#### 1.4.2 Interest income

Interest income is accrued on favourable balances with commercial banking institutions. Interest income is accrued on a time basis, by reference to the principal outstanding and at the effective interest rate applicable, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount.

#### 1.4.3 Gains or losses on disposal of property, plant and equipment

Gains or losses on disposal are included in surplus or deficit for the year and are determined by comparing sales proceeds to the carrying amounts.

#### 1.4.4 Other income

Other income is recognised when it is probable that future economic benefits will flow to the Commission for Gender Equality and is measured at their fair-value of the consideration received or receivable.

### 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.



## Accounting policies for the year ended 31 March 2012

---

### 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

Subsequent costs are included in the asset's carrying amount only when it is probable that future economic benefits or service potential associated with the item will flow to the Commission for Gender Equality and the cost of the item can be measured reliably.

#### 1.6.4 Depreciation

Depreciation is charged against the assets on a straight line basis so as to fully depreciate the asset to its net residual at the end of its useful live, from the date available for use.

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.

The assets residual values, useful lives and methods of depreciation are reviewed and adjusted if necessary, at each financial year-end.



## Accounting policies for the year ended 31 March 2012

### 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	3-7 years
Furniture & fittings	5-8 years
Office equipment	5-8 years
Motor Vehicle	6-7 years

Assets held under finance leases are depreciated over their expected useful lives on the same basis as owned assets or, where shorter, the term of the relevant lease.

### 1.6.6 Derecognition

The carrying amount of property, plant and equipment is derecognised on disposal or when no future economic benefits are expected from its use or disposal.

Gains or losses on disposal are included in surplus or deficit for the year and are determined by comparing sales proceeds to the carrying amounts.

## 1.7 Intangible assets

### 1.7.1 Initial recognition

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 Subsequent expenditure

Subsequent expenditure is capitalised only when it increases the future economic benefit embodied in the specific asset to which it relates. All other expenditure, including expenditure on internally generated brands is recognised in the Statement of Financial Performance as incurred.

### 1.7.3 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.





## **Accounting policies for the year ended 31 March 2012**

---

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.

### **1.7.4 Useful lives**

Intangible assets are amortised over the following periods, considered to be their estimated useful lives: Computer software 2 – 7 years.

### **1.7.5 Derecognition**

The carrying amount of intangible assets is derecognised on disposal or when no future economic benefits are expected from its use or disposal. Gains and losses on disposal are included in the Statement of Financial Performance for the year and are determined by comparing sales proceeds with the carrying amounts.

## **1.8 Impairment of non monetary assets**

At each reporting date, the Commission for Gender Equality 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). Where it is not possible to estimate the recoverable amount for an individual asset, the recoverable amount is determined for the cash-generating unit to which the asset belongs.

If the recoverable amount of an asset (cash generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (cash generating) is reduced to its recoverable amount. Impairment losses are immediately recognised as an expense, unless the relevant asset is carried at a revalued amount under another standard, in which case the impairment loss is treated as a revaluation decrease under the standard.

Where an impairment loss subsequently reverses, the carrying amount of the asset (cash-generating unit) 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 (cash generating unit) in prior years.

A reversal of an impairment loss is recognised as income immediately, unless the relevant asset is carried at a revalued amount under another standard, in which case the reversal of the impairment loss is treated as a revaluation increase under that other standard.

## **1.9 Leases**

### **1.9.1 Finance leases**

Leases where substantially all the risks and rewards of ownership of the underlying asset are transferred to the Commission for Gender Equality are classified as finance leases. Assets held under finance leases are initially recognised as assets



## **Accounting policies for the year ended 31 March 2012**

---

at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments.

The corresponding liability to the lessor is included in the Statement of Financial Position as a finance lease obligation. Lease payments are apportioned between finance charges and the reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability.

Finance charges are charged directly to the Statement of Financial Performance. Contingent rentals are recognised as expenses in the periods in which they are incurred.

### **1.9.2 Operating leases**

Leases that the Commission for Gender Equality enters into 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**

Obligation for contribution to defined contribution provident fund plans are recognised as an expense in surplus/(deficit) when they are due.

### **1.10.2 Termination benefits**

Termination benefits are recognised as an expense when the Commission for Gender Equality 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 Commission for Gender Equality 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 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 Commission for Gender Equality 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.



## Accounting policies for the year ended 31 March 2012

---

### 1.11 Financial instruments

#### 1.11.1 Recognition

Financial assets and financial liabilities are recognised on the statement of financial position when the Commission for Gender Equality becomes a party to the contractual provisions of the instrument.

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

#### 1.11.2 Measurement

##### 1.11.2.1 Financial assets

The Commission for Gender Equality's principle financial assets are accounts receivable and cash and cash equivalents, which are classified as “loans and receivables”.

##### 1.11.2.2 Receivable from non-exchange transactions

Accounts receivables are stated at amortised cost using the effective interest rate method reduced by appropriate allowances for impairment.

Accounts receivables are financial assets that have fixed or determinable payments and are not quoted in an active market.

##### 1.11.2.3 Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and deposits held with banks, all of which are available for use by the Commission for Gender Equality unless otherwise stated.

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

##### 1.11.2.4 Financial liabilities

The Commission for Gender Equality's principle financial liabilities are accounts payable.

##### 1.11.2.5 Payables from exchange transactions

Accounts and other payables are stated at their nominal value.

Short-term payables with no interest rate are measured at the original invoice amount if the effect of discounting on individual transactions is immaterial.



### Accounting policies for the year ended 31 March 2012

All payables are settled within 30 days. Where there is a delay in payment it is usually due to a dispute on the transaction.

Under such circumstances the time delay is not regarded as being material.

#### 1.11.3 Derecognition

The Commission for Gender Equality derecognises a financial asset (or where applicable part thereof) only when:

- the right to receive cash flows from the asset have expired;
- the Commission for Gender Equality 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.

#### Derecognition (continues)

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.

#### 1.11.4 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 Commission for Gender Equality 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.

#### 1.11.5 Risk Management of Financial Assets and Liabilities:

It is the policy of the Commission for Gender Equality 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.



## **Accounting policies for the year ended 31 March 2012**

---

*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 Commission for Gender Equality '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.



## Accounting policies for the year ended 31 March 2012

---

### 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 Commission for Gender Equality ; 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 Commitments

Commitments are classified as commitments when the Commission for Gender Equality commits itself to future transactions with external parties.

### 1.15 Prior period error

Prior period errors are omissions from and misstatements in, the Commission for Gender Equality 's financial statements for one or more prior periods arising from failure to use/ misuse of reliable information that was available when the financial statements for that period were issued, and could have been reasonably expected to be taken into account in those financial statements.

All errors identified should be corrected retrospectively. The comparative amounts for prior periods are restated corresponding periods in which the error occurred or if the error occurred before that date, restate opening balance of assets, liabilities and net assets for earliest period presented.

If impractical to determine period specific effects of the error, restate opening balances for earliest period practicable.

### 1.16 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 Commission for Gender Equality 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 Commission for Gender Equality . All individuals from Management up to the Commissioners are key management individuals in their dealings with the Commission for Gender Equality .

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.





## **Accounting policies for the year ended 31 March 2012**

---

### **1.17 Comparatives**

In order to conform to changes, comparative figures have been adjusted, where necessary. The comparative figures are restated, therefore it will not agree with the previous year's audited financial statements. Therefore reference can't be made to the previous year's audited figures.

### **1.18 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.

**Notes to the annual financial statements**

for the year ended 31 March 2012

	2012 (R)	2011 Restated (R)
<b>2 Revenue from non-exchange transactions</b>	<b>55,150,000</b>	<b>51,949,000</b>
<b>3 Exchange revenue</b>		
Interest received	272,961	6,160
Donation received	-	127,805
Impairment reversal (recovered)	-	65,735
Sundry income	242,270	7,272
	<b>515,231</b>	<b>206,972</b>
<b>4 Administrative expenses</b>		
Bank Charges	32,966	27,733
Computer Servicing, Internet & Website	783,209	833,276
Office Cleaning, Maintenance, Plants & Security	225,378	236,940
Telecommunication Expenses	534,253	616,046
Staff travel - claims and related expenditure	196,240	256,137
Other expenses	31,687	283,178
Other administrative expenses	230,329	268,339
Travel expenses	3,693,817	5,107,719
Water & Electricity	640,261	332,724
Printing and photocopying	1,129,459	1,596,133
Postal, telecom and delivery fees	2,044,031	1,961,218
Publicity functions and conference	772,065	819,731
Audit fees	1,598,044	1,599,049
Consulting fees	595,940	1,170,117
	<b>12,507,681</b>	<b>15,108,340</b>
<b>5 Personnel</b>		
Basic	22,015,532	21,428,809
Medical aid-company contribution	434,862	432,670
Unemployment Insurance Fund	118,207	120,047
Performance bonus - paid in lieu of past periods	1,713,908	-
Performance bonus - provision for 2011/12	1,344,298	-
Provision for leave pay	581,895	(519,399)
13th Cheque	1,770,301	2,083,945
Overtime	93,379	52,959
Provident fund-company contribution	2,641,987	2,542,220
Allowances	3,017,345	3,172,514
Company contribution other	517,499	578,443
	<b>34,249,213</b>	<b>29,892,207</b>

**Note:**

The Commissioners and key management's remuneration is included in Note 16 as contained in this report.



# Annual Report 2011-2012

A society free from gender oppression and inequality

## Notes to the annual financial statements

for the year ended 31 March 2012

	2012	2011
	(R)	Restated (R)
<b>6 Other operating expenses</b>		
Staff training and development	-	15,938
Legal fees	1,934,103	896,738
Maintenance, repairs and running costs		
-Property and buildings	37,489	11,550
-Other maintenance repairs and running costs	192,712	191,665
Entertainment	136,889	211,668
Operating lease expenses	183,394	369,350
	<b>2,484,588</b>	<b>1,696,909</b>
<b>7 Finance cost</b>		
Imputed interest	37,040	83,129
Bank interest paid	-	2,138
	<b>37,040</b>	<b>85,267</b>
<b>8 Assets written off (Note 11)</b>		
Cost	768,591	1,756,289
Accumulated depreciation	(693,623)	(1,641,668)
<b>Book value</b>	<b>74,968</b>	<b>114,621</b>
Proceeds	-	2,000
<b>Assets written off</b>	<b>(74,968)</b>	<b>(112,621)</b>
<b>9 Cash and cash equivalents</b>		
Cash at bank	11,281,223	8,865,387
Cash on hand	7,210	5,114
	<b>11,288,433</b>	<b>8,870,501</b>
<b>10 Receivables from non-exchange transactions</b>		
Other receivables	612,899	870,164
Less: Impairment allowance	(441,007)	(719,650)
	<b>171,892</b>	<b>150,514</b>


**Notes to the annual financial statements**

for the year ended 31 March 2012

	2012 (R)	2011 Restated (R)
<b>10.1 Receivables: Ageing</b>		
Current (0 - 30 days)	161,240	120,301
31 - 60 days	-	30,213
61 - 90 days	10,652	-
+365 days	441,007	719,650
	<b>612,899</b>	<b>870,164</b>
<b>10.2 Impairment allowance: Ageing</b>		
+365 days	441,007	719,650
	<b>441,007</b>	<b>719,650</b>
<b>10.3 Reconciliation of impairment allowance</b>		
Balance at beginning of year	719,650	785,385
Impairment debts written off against provision	(278,641)	-
Recovered	-	(65,736)
	<b>441,008</b>	<b>719,650</b>



**Notes to the annual financial statements**  
for the year ended 31 March 2012

**Note 11 Property, Plant and Equipment 2012**

<b>Reconciliation of carrying value</b>	<b>Office equipment (R)</b>	<b>Motor vehicles (R)</b>	<b>Office furniture (R)</b>	<b>Computer equipment (R)</b>	<b>Total (R)</b>
<b>Opening net carrying amount</b>	<b>596,734</b>	<b>572,973</b>	<b>654,779</b>	<b>1,411,011</b>	<b>3,235,497</b>
Gross carrying amount	1,954,451	1,765,080	3,260,007	7,196,428	14,175,966
Accumulated depreciation	(1,357,717)	(1,192,107)	(2,605,228)	(5,785,417)	(10,940,469)
<b>Additions and adjustments</b>	<b>5,008</b>	<b>-</b>	<b>79,956</b>	<b>26,076</b>	<b>111,040</b>
Additions	5,008	-	79,956	26,076	111,040
Deemed cost	-	-	-	-	-
<b>Disposals and adjustments</b>	<b>30,473</b>	<b>-</b>	<b>-</b>	<b>44,495</b>	<b>74,968</b>
Carrying amount	180,535	-	-	588,056	768,591
-Cost of disposal:	(150,062)	-	-	(543,561)	(693,623)
-Accumulated depreciation of disposal	-	-	-	-	-
Depreciation	<b>(248,174)</b>	<b>(199,771)</b>	<b>(247,013)</b>	<b>(660,970)</b>	<b>(1,355,927)</b>
<b>Closing net carrying amount</b>	<b>323,096</b>	<b>373,203</b>	<b>487,722</b>	<b>731,622</b>	<b>1,915,642</b>
Gross carrying amount	1,778,925	1,765,080	3,339,963	6,634,449	13,518,416
Accumulated depreciation	(1,455,829)	(1,391,878)	(2,852,241)	(5,902,826)	(11,602,774)



**Notes to the annual financial statements**  
for the year ended 31 March 2012

**Note 11 Property, Plant and Equipment 2011**

<b>Reconciliation of carrying value</b>	<b>Office equipment (R)</b>	<b>Leased equipment (R)</b>	<b>Motor vehicles (R)</b>	<b>Office furniture (R)</b>	<b>Computer equipment (R)</b>	<b>Total (R)</b>
<b>Opening net carrying amount</b>	<b>953,959</b>	<b>0</b>	<b>862,546</b>	<b>1,111,435</b>	<b>2,856,737</b>	<b>5,784,678</b>
Gross carrying amount	2,110,908	1,436,315	1,765,080	3,265,929	8,609,446	17,187,678
Accumulated depreciation	(1,156,949)	(1,436,315)	(902,534)	(2,154,494)	(5,752,709)	(11,403,001)
<b>Additions and adjustments</b>	<b>112,753</b>	<b>-</b>	<b>-</b>	<b>39,389</b>	<b>28,749</b>	<b>180,891</b>
Additions	112,753	-	-	39,389	28,749	180,891
Deemed cost	-	-	-	-	-	-
<b>Disposals and adjustments</b>	<b>83,460</b>	<b>-</b>	<b>-</b>	<b>15,498</b>	<b>15,663</b>	<b>114,621</b>
Carrying amount	269,210	1,436,315	-	45,312	1,441,767	3,192,604
-Cost of disposal;	(185,750)	(1,436,315)	-	(29,813)	(1,426,104)	(3,077,982)
-Accumulated depreciation of disposal	-	-	-	-	-	-
Depreciation	<b>(386,518)</b>	<b>-</b>	<b>(289,573)</b>	<b>(480,547)</b>	<b>(1,458,812)</b>	<b>(2,615,450)</b>
<b>Closing net carrying amount</b>	<b>596,734</b>	<b>-</b>	<b>572,973</b>	<b>654,779</b>	<b>1,411,011</b>	<b>3,235,498</b>
Gross carrying amount	1,954,451	-	1,765,080	3,260,007	7,196,428	14,175,966
Accumulated depreciation	(1,357,717)	-	(1,192,107)	(2,605,228)	(5,785,417)	(10,940,469)





## Notes to the annual financial statements

for the year ended 31 March 2012

	2012 (R)	2011 Restated (R)
--	-------------	-------------------------

### 11.1 Change in accounting estimate

Included in depreciation for 2011/12 is an effect from a change in estimate of R805 623 arising from the management decision to change the useful life.

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

	Current	Future (Increase)
Computer Equipment	399,166	(399,166)
Motor Vehicles	88,597	(88,597)
Office Furniture	246,655	(246,655)
Office Equipment	71,205	(71,205)
Software	-	-
<b>Total decrease/(Increase)</b>	<b>805,623</b>	<b>(805,623)</b>

### 11.2 Intangible assets

Reconciliation of carrying value

Opening net carrying amount	-	25,956
Gross carrying amount	490,843	1,187,838
Accumulated amortisation	(490,843)	(1,161,882)
Additions	-	-
<b>Disposals &amp; Adjustments</b>		
Carrying Amount	-	-
-Cost of disposal	212,274	696,995
-Accumulated depreciation of disposal	(212,274)	(696,995)
Amortisation	-	25,956
<b>Closing net carrying amount</b>	<b>-</b>	<b>-</b>
<b>Gross carrying amount</b>	<b>278,569</b>	<b>490,843</b>
<b>Accumulated amortisation</b>	<b>(278,569)</b>	<b>(490,843)</b>

11.3 During the financial year end the following PPE and intangible assets were fully depreciated and still in use:

Office equipment	-	116,977
Office furniture	-	533,670
Computer equipment	-	2,589,066
Computer software	278,569	490,843
	<b>278,569</b>	<b>3,730,556</b>



## Notes to the annual financial statements

for the year ended 31 March 2012

	2012 (R)	2011 Restated (R)
<b>12 Payables from exchange transactions</b>		
Trade creditors	1,800,476	3,267,133
Payroll creditors	1,246,049	661,106
South African Revenue Service	25,962	4,502
	<b>3,072,487</b>	<b>3,932,741</b>
<b>13 Provisions</b>		
Provision for salary increases	-	309,183
Provision for salary bonus	434,739	421,179
Provision for workmens compensation	-	381,497
Provision for SARS interest and penalties	-	496,206
Provision for municipal charges	-	1,727,990
Provision for legal claims	-	1,419,092
Provision for performance bonus	1,344,298	-
	<b>1,779,037</b>	<b>4,755,145</b>
<b>Provision for annual bonus</b>		
Balance	421,179	391,597
Contribution to provision:	-	
Expenditure incurred	404,755	391,195
Utilised during the year	(391,195)	(361,613)
	<b>434,739</b>	<b>421,179</b>

## 14. Prior period errors

The following prior period errors have been identified and the specific effect on financial statements accordingly disclosed. These errors have been corrected and comparatives restated accordingly.

Effects on 2012 financial statements are as follows:

These prior period errors have no tax effect as CGE is exempt in terms of the Income Tax Act

### 14.1 Useful lives

The depreciation methods and the useful lives were reviewed at each reporting date in prior years as required by Property, plant and equipment (SA GRAP 17). Management did not change the useful lives of certain assets, due to the fact that, there was no intention for keeping those assets for too long and therefore, management has opted to disclose those fully depreciated assets. Management has noted that this was not in compliance with SA GRAP 17 and this error has been corrected retrospectively and the comparative figures have been appropriately restated. The effect of the correction of the error on the results for 2011 is as follows:



## Notes to the annual financial statements

for the year ended 31 March 2012

(R)

### 14.1 Useful lives (Continues)

Decrease in opening accumulated depreciation for 2011:

<b>Computer equipment</b>	810,210
<b>Motor vehicles</b>	35,395
<b>Office furniture</b>	49,966
<b>Office equipment</b>	34,546
<b>Increase in opening accumulated surplus for 2011</b>	<b>930,117</b>
Effect on surplus/(deficit) for 2011	
<b>Computer equipment</b> (Increase in depreciation)	66,690
<b>Motor vehicles</b> (Decrease in depreciation)	(5,644)
<b>Office furniture</b> (Decrease in depreciation)	(100,706)
<b>Office equipment</b> (Decrease in depreciation)	(364)
<b>Increase in surplus</b>	<b>(40,025)</b>

### 14.2. Payables from exchange transactions

Being the correction of omitted invoices in prior years. The effect of the correction of the error on the results on 2011 is as follows:

Increase in payables in 2011 financial year	(41,005)
<b>Decrease in surplus/ (deficit) for 2011</b>	<b>41,005</b>

Being the adjustment to correct the difference between the leave schedule and the general ledger

Increase in receivable from non-exchange transactions	45,352
<b>Increase in surplus for 2011</b>	<b>(45,352)</b>

#### 14.2.1 Four Rivers

In 2009, following a change in the Management of the Commission, a Service Provider presented an invoice which the incoming management disputed. The invoices were for consulting service purportedly rendered to CGE by Four Rivers. It has since emerged that the expenditure was never incurred thus the accounting entry made in 2009/10 financial year was incorrect

The effect of the correction of the error on the results for 2011 is as follows:

Decrease in payables in 2011 financial year	530,598
<b>Increase in opening accumulated surplus for 2011</b>	<b>(530,598)</b>

#### 14.2.2 Leppan Beech

In 2009, Leppan Beech invoiced CGE for legal fees in lieu of legal disputes on behalf of the CGE and the then Interim CEO, Mr. D. Setshedi. The invoice included costs that management disputed for reasons that such were for the liability of Mr. Setshedi in his personal capacity. An error was however made when such liability was accrued whilst not incurred by the Commission



## Notes to the annual financial statements

for the year ended 31 March 2012

	(R)	(R)
<b>14.2.2 Leppan Beech (Continues)</b>		
Decrease in payables in 2011 financial year		458,318
<b>Increase in opening accumulated surplus for 2011</b>		<b>(458,318)</b>
<b>14.3. Reconciliation</b>		
<b>Opening accumulated surplus</b>		<b>1,605,222</b>
<b>Adjusted against opening accumulated surplus for 2010</b>		
14.3.1 Useful lives	930,117	
14.3.2 Payables from exchange transactions	530,598	
14.3.3 Payables from exchange transactions	458,318	<b>1,919,033</b>
<b>Adjusted against surplus for 2011</b>		
14.3.4 Useful lives	40,025	
14.3.5 Payables from exchange transactions	(41,005)	
14.3.6 Payables from exchange transactions	45,352	44,372
<b>Restated balance</b>		<b>3,568,627</b>

## 15. Cash generated by/(utilised in) operations

15 Net cash flows from operating activities	2012 (R)	2011 Restated (R)
Surplus/(Deficit) for the year	4,955,815	2,619,221
Adjustment for:		
Depreciation and amortisation	1,355,928	2,641,406
(Gain)/Loss on sale of assets	74,968	112,622
Contribution to provision	(2,976,108)	2,734,739
Finance cost	-	-
Other income	-	-
Interest	-	-
<b>Operating surplus/(deficit) before working capital changes</b>	<b>3,410,602</b>	<b>8,107,988</b>
(Increase)/Decrease in receivables	(21,376)	(105,162)
Increase/(Decrease) in payables	(860,254)	(564,504)
<b>Cash generated by/(utilised in) operations</b>	<b>2,528,972</b>	<b>7,438,322</b>

## 16. Related parties

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.



## Notes to the annual financial statements

for the year ended 31 March 2012

### 16.1. Key management

Fees paid to commissioners and executive management remuneration:

COMMISSIONERS			2012	2011
	Salaries (R)	Allowances (R)	Total (R)	Restated Total (R)
TE Maitse	591,208	159,945	751,153	597,444
JL Hicks	511,005	138,170	649,175	539,881
DM Shozi	462,972	250,809	713,781	691,182
YN Abrahams	430,906	129,946	560,852	599,098
NEP Loyilane	406,344	66,446	472,790	600,244
NS Khutsoane (Resigned: 4 December 2010)	-	-	-	241,232
R Shabodien (Resigned 31 October 2010)	-	-	-	215,502
KV Meruti	339,600	110,170	449,770	397,584
A Keet (Resigned: 31 August 2010)	-	-	-	193,952
<b>TOTAL</b>	<b>2,742,034</b>	<b>855,486</b>	<b>3,597,520</b>	<b>4,076,119</b>

MANAGEMENT	Salaries	Allowances			2012	2011
			Performance Bonus	Total	Total	
Keketso Maema	691,609	199,472	69,744	960,826	795,256	
Moshabi Putu	667,389	39,910	72,680	779,979	720,024	
Venet Napo	223,406	181,543	43,697	448,647	660,029	
Joan De Klerk	484,875	136,520	37,533	658,928	660,193	
Victor Mavhidula	323,223	381,938	43,269	748,430	658,765	
Tasneem Du Pont	397,760	190,082	-	587,842	660,071	
TJ Rapoo	221,531	17,216	-	238,747	-	
PK Moholola	59,670	-	-	59,670	-	
<b>TOTAL</b>	<b>3,069,463</b>	<b>1,146,683</b>	<b>266,923</b>	<b>4,483,068</b>	<b>4,154,338</b>	

### 16.2. Related party transaction with government institutions

Accommodation services	Department of Public Works	refer to note 21.1
------------------------	----------------------------	--------------------

### 17. Irregular expenditure

During the Financial year 2008/09, 2009/10 the CGE did not have supply chain management unit as required by PFMA Act and Treasury Regulations, as a result Irregular expenditure was incurred. A SCM unit was duly established during the 2010/11 year. At the time of reporting the irregular expenditure amounting to **R28 966 996** was still to be regularised by the Relevant Authority. In this case, National Treasury is being consulted to grant approval for an application for condonation.



## Notes to the annual financial statements

for the year ended 31 March 2012

	<b>2012</b> <b>(R)</b>
<b>17 Reconciliation Irregular expenditure</b>	
<b>Opening balance:</b>	38,008,131
Adjusted - Reversal of invoices (Note 14.2.1 & 2)	(988,916)
Less Expenditure Regularized : during 2011/12	(13,626,079)
	<u>23,393,136</u>
Irregular expenditure for 2011/12 financial year <i>3 quotations method followed whilst outside of the threshold</i>	5,573,861
Total irregular expenditure incurred	<u>28,966,996</u>
<b>18 Fruitless and wasteful expenditure</b>	
Interest and penalties paid	<u>37,040</u>

## 19. 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 risk arising from financial instruments to which the CGE is exposed on the reporting date.

### 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 ongoing review of future commitments and the cash flows arising from allocations by National Treasury.

### Interest rate risk

The CGE's exposure to the interest rate is limited, as the CGE has no significant interest bearing liabilities.

### Liquidity risk

The financial liabilities maturity analysis of the CGE, for the reporting period shows contractual cash outflows on an undiscounted basis as below





## Notes to the annual financial statements

for the year ended 31 March 2012

### Liquidity risk (continues)

Financial Instrument	Current interest rate	Due in less than a year	Due in one to two years	Due in two to three years	Due in three to four years	Due after five years
Trade and other payables	8.5%	R1 800 476	-	-	-	-

### Credit risk

Credit risk consists mainly of cash deposits, cash equivalents and trade receivables. The CGE only deposits cash with major banks with high quality credit standing and limits exposure to any other counter party.

### 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.

## 20. Events after the reporting date

The CGE Act makes provision for the composition of the CGE to constitute a juristic person by giving threshold on minimum number members. During the reporting period, the minimum threshold was not met due to resignations and expiration of member contracts. The situation was restored after the appointment by the President of the Republic of new Members into the Commission, who will commence work effective from 1 June 2012.

## 21. Contingent liabilities

### 21.1 Department of Public Works

The Commission, for the purposes of office accommodation, occupies offices whose lease contracts are entered into with third party landlords through assistance and administrative support of the Department of Public Works(hereinafter DPW) . The relationship between the lessor and lessee are governed through the lease agreements whilst the relationship between the Commission and DPW are regulated through rules and/or prescripts determined by National Treasury which includes a Framework devolving budgets to finance the rental fees. In terms of the framework, user departments are responsible for the cost and budget in relation to the rental fees. In this regard, the budget that relates to the Commission's rental fees was understandably devolved to Department of Justice and Constitutional Development (Hereinafter DoJ) at commencement of the framework. According to this framework, by all necessary implications the CGE is directly liable for rental fees incurred only in instances that contracts are entered into without securing the related funding.

At reporting date, the DPW has indicated an existence of a liability with regards to some premises currently occupied by the Commission for which the rental fees are recoupable by



DPW from the Commission. It is not certain how the contracts came into being without having funds secured by the CGE or whether or not the lease contracts relating to the claim formed part of the baseline budget of DoJ at the inception of the framework in 2006. These factors and circumstances creates an uncertainty of the existence of a liability relating to a claim of R6 094 012 by DPW.

## 21.2 Axolute Investments CC

Axolute Investments CC was contracted by the CGE to provide information technology services on a contract effective during the 2007-2009 reporting period. The CGE has unilaterally cancelled the contract in 2008 for reasons of improper procurement procedures. The Service provider has, in 2009, instituted litigation proceedings against the CGE for claims amounting to R814, 192.56, representing fees for the remainder of the contract. No provision has been made in the Annual Financial Statements as management believes that there are good prospects of defending the case. The matter was set down for August 2011 but subsequently postponed at the instance of the plaintiff to a date still to be determined by the South Gauteng Court.

## 22. Reconciliation of the budget with surplus deficit in the statement of financial performance.

	2012 (R)	2011 Restated (R)
<b>Surplus/(Deficit) for the year</b>	<b>4,955,815</b>	<b>2,619,221</b>
<b>Adjustment for:</b>		
Portion of grant earmarked for Capital spending **	(1,350,000)	(1,565,330)
<b>Net operating surplus</b>	<b>3,605,815</b>	<b>1,053,891</b>
<b>Attributable to :</b>		
Administration expenses over/(under) spent	(2,576,819)	3,078,624
Depreciation not budgeted for	1,355,927	2,641,387
Operating expenses over/(under) spent	1,979,388	(1,751,073)
Personnel costs under-spent	(3,961,087)	(5,325,492)
Imputed interest	37,040	83,128
Staff training and development underspent	-	15,938
Assets written off	74,967	112,622
Provision for workmen's compensation	-	90,975
Additional income not budgeted for	(515,231)	-
<b>Approved budget surplus/(deficit)</b>	<b>-</b>	<b>-</b>

\*\* refer to note 11 for the actual capital spending recorded in the relevant period

## 22. 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:



## Notes to the annual financial statements

for the year ended 31 March 2012

		2012 (R)	2011 Restated (R)
<b>Current financial assets</b>			
<b>Carrying amount</b>			
	Notes	<b>11,460,325</b>	<b>9,021,015</b>
Cash and cash equivalents	9	11,288,433	8,870,501
Trade receivables	10	171,892	150,514
<b>Current financial liabilities</b>			
<b>Carrying amount</b>			
Trade and other payables	12	3,072,487	3,932,741
		2012 (R)	2011 Restated (R)
<b>Current financial assets</b>			
<b>Fair value</b>			
	Notes	<b>11,460,325</b>	<b>9,021,015</b>
Cash and cash equivalents	9	11,288,433	8,870,501
Trade receivables	10	171,892	150,514
<b>Current financial liabilities</b>			
<b>Fair value</b>			
Trade and other payables	12	3,072,487	3,932,741



## Notes to the annual financial statements

for the year ended 31 March 2012

---

### Fair values

As indicated above CGE's financial instruments consist mainly of cash and cash equivalents, trade and other receivables and trade and other payables. No financial instruments were carried at an amount in excess of its fair value and fair values could be reliably measured for all financial instruments.

Financial assets and financial liabilities are recognised on the entities Statement of Financial Position when the entity becomes party to the contractual provisions of the instrument. The following methods and assumptions are used to determine the fair value of each class of financial instruments:

### Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and are subject to an insignificant risk of changes in value. These are initially and subsequently recorded at fair value. The carrying amount of cash and cash equivalents approximates fair value due to the relatively short-term maturity of these financial assets.

### Accounts receivable

Trade and other receivables are subsequently measured at amortised cost using the effective interest method, less any impairment losses. The carrying amount of accounts receivable, net of allowance for bad debt, approximates fair value due to the relatively short-term maturity of these financial assets.

### Accounts payable

Trade and other payables are stated at amortised cost, which approximates their fair value due to the relatively short-term maturity of these financial liabilities.

### Financial instrument risk

In the course of the CGE operations it is exposed to market, interest rate, credit, and liquidity risk. The risk management process relating to each of these risks is discussed under the headings below:

#### Market risk

##### Foreign exchange risk

CGE does not initiate any transactions with international parties and is therefore not exposed to any exchange risk due to currency fluctuations. All transactions are denominated in South African Rand with local vendors.

##### Price risk

CGE is not exposed to equity securities price risk because it does not have investments held and classified as financial assets at fair value through surplus / deficit on the Statement of Financial Position. CGE is not exposed to commodity price risk.

##### Cash flow and fair value interest rate risk

As CGE does not have significant interest bearing liabilities, the expense and cash flows are not substantially dependent on changes in market interest rates.



## 15. Glossary and Abbreviations

AIDS	Acquired Immune Deficiency Syndrome
ANCRA	Association for Community and Rural Advancement
AGDI	African Gender and Development Index
AGSA	Auditor-General of South Africa
ASA	Advertising Standards Authority of South Africa
AU	African Union
CBO	Community-Based Organisation
CEE	Commission for Employment Equity
CEO	Chief Executive Officer
CEDAW	The Convention on the Elimination of All Forms of Discrimination against Women
CFO	Chief Financial Officer
CGE	Commission for Gender Equality
COO	Chief Operations Officer
CLR	Cultural and Linguistic Rights
CSO	Civil Society Organisation
CSW	United National Commission on the Status of Women
CWG	CEDAW Working Group
DWAFFD&GG	Department of Water and Forestry and Good Governance
DOJCD	Department of Justice and Constitutional Development
DOL	Department of Labour
DLRN	Distance Learning Resource Network
DVA	Domestic Violence Act of 1998
EE	Employment Equity
FBO	Faith-based Organisation
FGM	Female Genital Mutilation
GB	Gender Barometer
GBV	Gender-based Violence
GCIS	Government Communication and Information System
HIV	Human Immunodeficiency Virus
HOD	Head of Department
ICASA	Independent Communications Authority of South Africa
IEC	Electoral Commission of South Africa
ISBN	International Standard Book Number
IT	Information Technology
KZN	KwaZulu-Natal
LGBTI	Lesbian, Gay, Bisexual, Transgendered and Inter-sexed
LOC	Local Organising Committee (World Cup 2010)
MANCO	Management Committee



MDDA	Media and Diversity Development Agency
MDG	Millennium Development Goals
MMA	Media Monitoring Africa
MOU	Memorandum of Understanding
NCOP	National Council of Provinces
NA	National Assembly
Nersa	National Energy Regulator of South Africa
NGM	National Gender Machinery
NGO	Non-governmental Organisation
NPA	National Prosecuting Authority
NVAW	Network on Violence against Women
OSW	Office on the Status of Women
OVC	Orphaned and Vulnerable Children
PEI	Public Education and Information Programme
PEPUDA	Promotion of Equality and Prevention of Unfair Discrimination Act
PEU	Professional Education Union
PGM	Provincial Gender Machinery
PLWHA	People Living with HIV and AIDS
POWA	People Opposing Women Abuse
PPR&R	Procedures, Policies, Rules and Regulations
PUPA	Passion Unlimited Peers in Action
PWMSA	Progressive Women's Movement of South Africa
SA	South Africa
SABC	South African Broadcasting Corporation
SACC	South African Council of Churches
SADC	Southern African Development Community
SALGA	South African Local Government Association
Sawid	South African Women in Dialogue
SCA	Supreme Courts of Appeal
SP	Strategic Planning
UN	United Nations
UNIFEM	United Nations Development Fund for Women
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commission for Refugees
UNPF	United Nations Population Fund
WARD	Women in Agricultural and Rural Development
WCWVAW	Western Cape Women's Network on Violence against Women



