

2022/2023
ANNUAL REPORT



Commission for Gender Equality
A society free from gender oppression and inequality

TABLE OF CONTENTS

PART A: GENERAL INFORMATION.....	2
1. About the Commission for Gender Equality	3
2. List of Abbreviations	4
3. Foreword by Chairperson.....	6
4. Executive Overview by CEO	8
5. Statement of Confirmation and Accuracy	10
6. Strategic Overview.....	11
7. Vision and Mission Statements	13
8. Legislative and Other Mandates.....	14
9. Organisational Structure	16
PART B: PERFORMANCE INFORMATION.....	17
1. Programme Performance Information	18
2. Indicators and Targets	31
3. Provincial Performance Highlights.....	42
4. Commissioner's Activities.....	57
PART C: GOVERNANCE.....	137
1. Roles and Responsibilities of CGE's Governing Body.....	138
2. List of Commissioners.....	141
3. Report of the Audit and Risk Committee	143
4. Internal Audit and Audit Committee	146
5. B-BBEE Compliance.....	148
PART D: HUMAN RESOURCES MANAGEMENT.....	149
1. Introduction.....	150
2. Human Resources Statistics	151
PART E: FINANCIAL INFORMATION	157
1. General Information.....	158
2. Auditor General's Report.....	162
3. Annual Financial Statements	174

PART A:

GENERAL INFORMATION



1. About The Commission For Gender Equality

The Commission for Gender Equality (CGE) is one of the institutions established in terms of Chapter 9 of the Constitution of the Republic of South Africa (1996). In terms of section 187 of the Constitution, the mandate of the CGE is to contribute to strengthening and deepening constitutional democracy in South Africa through the promotion, protection, development, and attainment of gender equality.

The powers and functions of the CGE are further outlined in the CGE Act 39 of 1996 as amended ("CGE Act"), which include monitoring and evaluating the policies and practices of government, the private sector and other organisations to ensure that they promote and protect gender equality; public education and information; reviewing existing and upcoming legislation from a gender perspective; investigating inequality; commissioning research and making recommendations to Parliament or other authorities; investigating complaints on any gender-related issue and monitoring and reporting on South Africa's compliance with international conventions.

The CGE is therefore an independent institution that is subject to the Constitution and the laws of the Republic of South Africa, as well as public service governance guidelines and principles of administrative justice. The Commission must, therefore, operate in an impartial manner in the exercise of its powers and perform its functions without fear, favour or prejudice.

The Constitution expressly articulates that the Bill of Rights is the foundation of our democracy which preserves the rights of the citizens of the Republic by entrenching the democratic values of human dignity, equality and freedom and that these rights amongst others must be respected, protected and fulfilled. The Commission is an independent, catalyst organisation for the development and attainment of gender equality. Section 187(2) grants the Commission "the power as regulated by national legislation, necessary to perform its functions, including the power to monitor, investigate, research, educate, lobby and advise and report on issues concerning gender equality". Furthermore, the CGE has powers to review policies of public and private entities from a gender perspective and to ensure gender-aware and responsive policy making and practices.

The CGE evaluates legislation, policies, practices and mechanisms and make recommendations to bring about continuous improvements to advance gender equality. This enables the CGE to influence legislative and policy changes which advance gender equality, whilst monitoring state compliance with national, international, and regional instruments promoting gender equality. The CGE promotes and protect gender equality through public awareness, education, and investigation, which is intended to lead to a more gender aware society, to contribute to change of behaviour and promote practices that promote social justice for victims of gender violations.

These initiatives further promote gender responsive policies and practices and prevent systemic gender violations. Through executing its mandate, the CGE identifies and monitors key issues that impact on gender equality, investigate, and evaluate issues that undermine the attainment of gender equality leading to improved policy responses and practices on substantive equality. The CGE and its leadership strive to build and maintain efficient and effective organisational systems, processes and mechanisms whilst promoting and protecting gender equality. The Commission's head office is located in Johannesburg, and it has nine provincial offices across the country.

2. List of Abbreviations / Acronyms

AGSA	Auditor General of South Africa
APP	Annual Performance Plan
CAE	Chief Audit Executive
CBO	Community Based Organisation
CEDAW	Committee on the Elimination of Discrimination against Women
CGE	Commission for Gender Equality
COIDA	Compensation for Occupational Injuries and Diseases Act
DBE	Department of Basic Education
DOH	Department of Health
DWYPD	Department of Women, Youth and Persons with Disabilities
DPW	Department of Public Works
EEA	Employment Equity Act
EWP	Employee Wellness Programme
GBVF	Gender Based Violence and Femicide
GCIS	Government Communication and Information Systems
GRAP	Generally Recognised Accounting Practice
GRBF	Gender Responsive Budget Framework
GM	Gender Mainstreaming
IIA	Institute of Internal Auditors
IAS	International Accounting Standards
ISPIIA	International Standards for the Professional Practice of Internal Audit
IPSAS	International Public Sector Accounting Standards
ICT	Information and Communication Technology
IDP	Integrated Development Plan
IEC	Independent Electoral Commission
IESBA	International Ethics Standards Board of Accountants
IPV	Intimate Partner Violence
LGBTQIA	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual
NDP	National Development Plan
NGO	Non-Governmental Organisation
NSP	National Strategic Plan
NPA	National Prosecuting Authority
PAA	Public Audit Act
PFMA	Public Finance Management Act
PEPUDA	Promotion of Equality and Prevention of Unfair Discrimination Act

PPSA	Public Protector of South Africa
PWGD	Presidential Working Group on Disability
PWEGE	Promotion of Women's Economic and Gender Equality
SARS	South African Revenue Service
SAHRC	South African Human Rights Commission
SAPS	South African Police Service
SA GAAP	South African Statements of Generally Accepted Accounting Practice
STATSSA	Statistics South Africa
SRHR	Sexual and Reproductive Health Rights
TVET	Technical and Vocational Education and Training
VEP	Victim Empowerment Centre

3. Chairperson's Foreword



Adv Nthabiseng Sepanya-Mogale
Chairperson

The Commission for Gender Equality (hereinafter “the CGE” or “the Commission”) has a critical constitutional mandate in our country’s democracy and social transformation. For this reason, the Commission seeks to be fit for purpose and to always have the capability and capacity to deliver on its mandate. For us to effectively fulfil this mandate, we must build synergy between our administration and governance structure. The year under review was a critical period of transition and change in both areas.

In the last quarter of the year, I was appointed by His Excellency, President Cyril Ramaphosa as Chairperson of the Commission together with four new Commissioners, namely: Adv Thando Gumede, Prabashni Subrayan-Naidoo, Leonashia Leigh-Ann van der Merwe, and Bongani Ngomane. These appointments followed the end of my first tenure in 2022 together with three other Commissioners, namely: Tamara Mathebula, Sediko Rakolote and

Dr Nthabiseng Moleko. We were part of a team that contributed immensely to the period under review. This was the period when the organisation continued with its program to turn itself around and re-dedicate to an activist human rights entity that it is mandated to be.

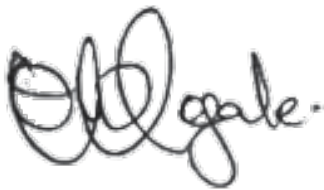
Ms Nomasonto Mazibuko, one of our commissioners since 2015, is now our Deputy Chairperson. We look forward to her continued contribution and leadership towards the growth and strengthening of the CGE. The newly appointed commissioners join Dibeela Mothupi, Lindiwe Ntuli-Tloubatla, Busisiwe Deyi and Ohara Ngoma-Diseko, who have collectively served the Commission from August 2019. With the arrival of new commissioners, we now have a full composition of commissioners ready and raring to go.

The new Commissioners have brought much needed strategic leadership in the thematic areas in the entire organisations and at provinces where most of our programmes are planned and implemented. The strength of this cohort of commissioners is the diversity in educational training, social background, and experience in the areas of human rights, social justice and feminist advocacy. The Commission has a big task of ensuring effective interventions of the public and private sectors, and a big obligation to hold entities in these two sectors accountable where there is lack of commitment to implement gender transformation. It is this diverse background of Commissioners and staff that will enable the CGE to continue to grow and be more effective in our interventions.

As the commission, our task is not to take up the responsibility neglected by the public and private entities of protecting all genders and ensuring equality. Our task is to ensure through monitoring, research, education, and litigation that those entrusted with the constitutional obligation as set out on section 7, 8, 9, 10, 11 and 33 amongst other rights, collectively deliver on their responsibilities, and build a society that is free of oppression and gender inequality. We take our role seriously and pledge to ensure that South Africa provides equal opportunities for all its people regardless of their gender and sexual orientation. We pledge to ensure that institutions that are meant to protect the people of this country, provide services to enhance their quality of life, and ensure a strong and responsive criminal justice system, deliver on their responsibilities. The Commission will work with vigour and determination for a society where girls, women and the LGBTQIA community will be safe from patriarchy, violence and covert discrimination.

The gains that have been made in several sectors of our society must be monitored and strengthened at all times. In the same vein, the CGE commits to continue exposing the gaps, monitor and advice on the challenges and litigate to protect the vulnerable and those whose rights are violated.

"It always seems impossible, until it is done." – Nelson Rolihlahla Mandela, President of the Republic of South Africa 1994 -1999.



Advocate Nthabiseng Sepanya-Mogale

Chairperson

4. Chief Executive Officer's Overview



Dr Dennis Matotoka
Acting Chief Executive Officer

I am pleased to present the Commission for Gender Equality's annual report for the 2022/2023 financial year. The Commission has an important role to play in the realisation of gender equality in South Africa, and this means an effective secretariat is needed to help the Commission achieve this goal. The year under review presented the organisation with administrative leadership changes that we are delighted to have overcome with determination and commitment to our annual performance plan. My office is the organisational centre upon which the expectations of a systemised and efficient administrative operation rely.

Our highest aim was to ensure that we reach our quarterly performance targets, which are important building blocks in helping us achieve our annual targets, which were set within the frameworks of our four strategic outcomes. We implemented initiatives within the framework of these strategic outcomes and have built solid stakeholder relationships with

like-minded institutions who will be instrumental in helping us move towards realising our vision. Through our legal department, which has been capacitated with new human resources, we have made several legislative submissions to Parliament, wherein we made sound proposals on amendments to certain parts of the law to ensure gender transformation. We are perfectly positioned to do this, because of our mandate to carry out legal hearings, systemic investigations and legal interventions in constitutional court cases that have a bearing on the body of gender-related laws in South Africa.

During the implementation of our performance programmes, we successfully built knowledge that will help us gain a better understanding of the complex issues that affect our society, such as the systemised patriarchy, harmful traditional stereotypes and practices, economic inequality, gender-based violence and femicide, structural exclusion of women and girls and many other societal issues that undermine the attainment of gender equality. Through our research department, we worked on five important research projects on topics that include 'Gender-Responsive Planning and Budgeting', 'Government's Implementation of the National Strategic Plan on Gender-Based Violence and Femicide', and the 'Policy Interplay on Teenage Pregnancy'.

One of our strategic objectives is to ensure that we promote gender equality through education and information to foster public understanding. During the year, our provincial offices, the Public Education department and the media and communications department continued to reach out to the public using various platforms to drive our key messages.

Our initiatives targeted rural communities, local municipalities, community workers, provincial governments, civil society organisations and the news-consuming public. All these initiatives would not be successful without a well-capacitated and efficient administration. My office has an important role to play in ensuring this. We continue to put in place operational improvements that will help us build a renewed, efficient, and effective organisation that is sustainable. This speaks to effective management systems, an improved corporate culture, ensuring professional norms and standards, ensuring financial feasibility and accountability, and a strengthened human capital that is responsive to the demands of the organisation. This annual report reflects the work we did in the 2022/2023 financial year and the high standards we have set for ourselves in the financial year after.



Dr Dennis Matotoka

Acting CEO

Date: **31/08/2023**

5. Statement of Responsibility and confirmation of accuracy for the annual report

To the best of our knowledge and belief, we confirm the following:

All information and amounts disclosed in the annual report are consistent with the annual financial statements audited by the Auditor General.

The annual report is complete, accurate and is free from any omissions. The annual report has been prepared in accordance with the guidelines on the annual report as issued by National Treasury.

The Annual Financial Statements (Part E) have been prepared in accordance with the standards applicable to the public entity.

The accounting authority is responsible for the preparation of the annual financial statements and for the judgements made in this information.

The accounting authority is responsible for establishing and implementing a system of internal control to provide reasonable assurance as to the integrity and reliability of the performance information, the human resources information and the annual financial statements. The external auditors are engaged to express an independent opinion on the annual financial statements.

In our opinion, the annual report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the entity for the financial year ended 31 March 2023.

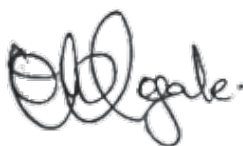
Yours faithfully



Acting Chief Executive Officer

Name: **Dr Dennis Matotoka**

Date: **31/08/2023**



Chairperson

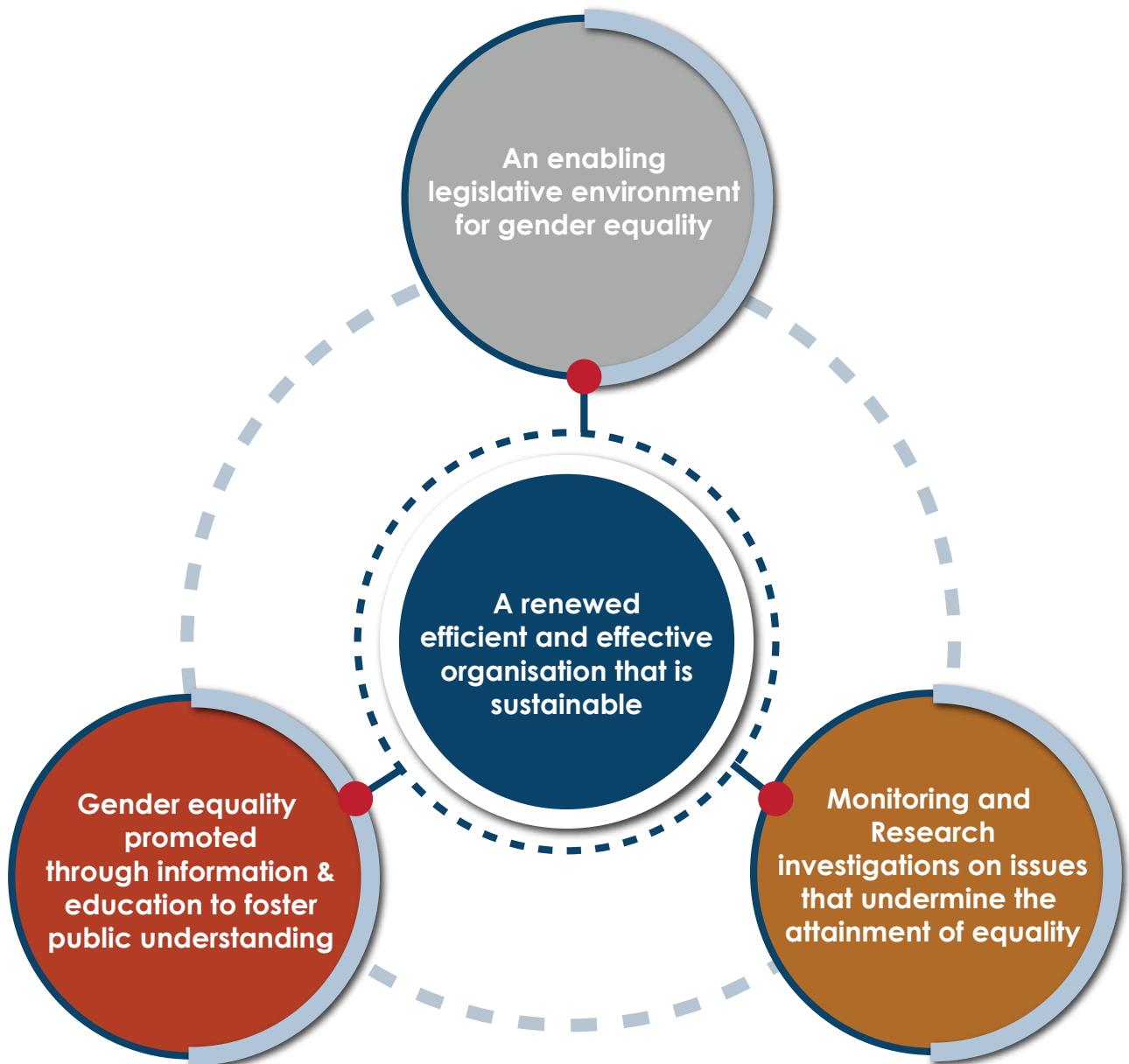
Name: **Adv Nthabiseng Sepanya-Mogale**

Date: **31/08/2023**

6. Strategic Overview

Our Strategic Outcomes:

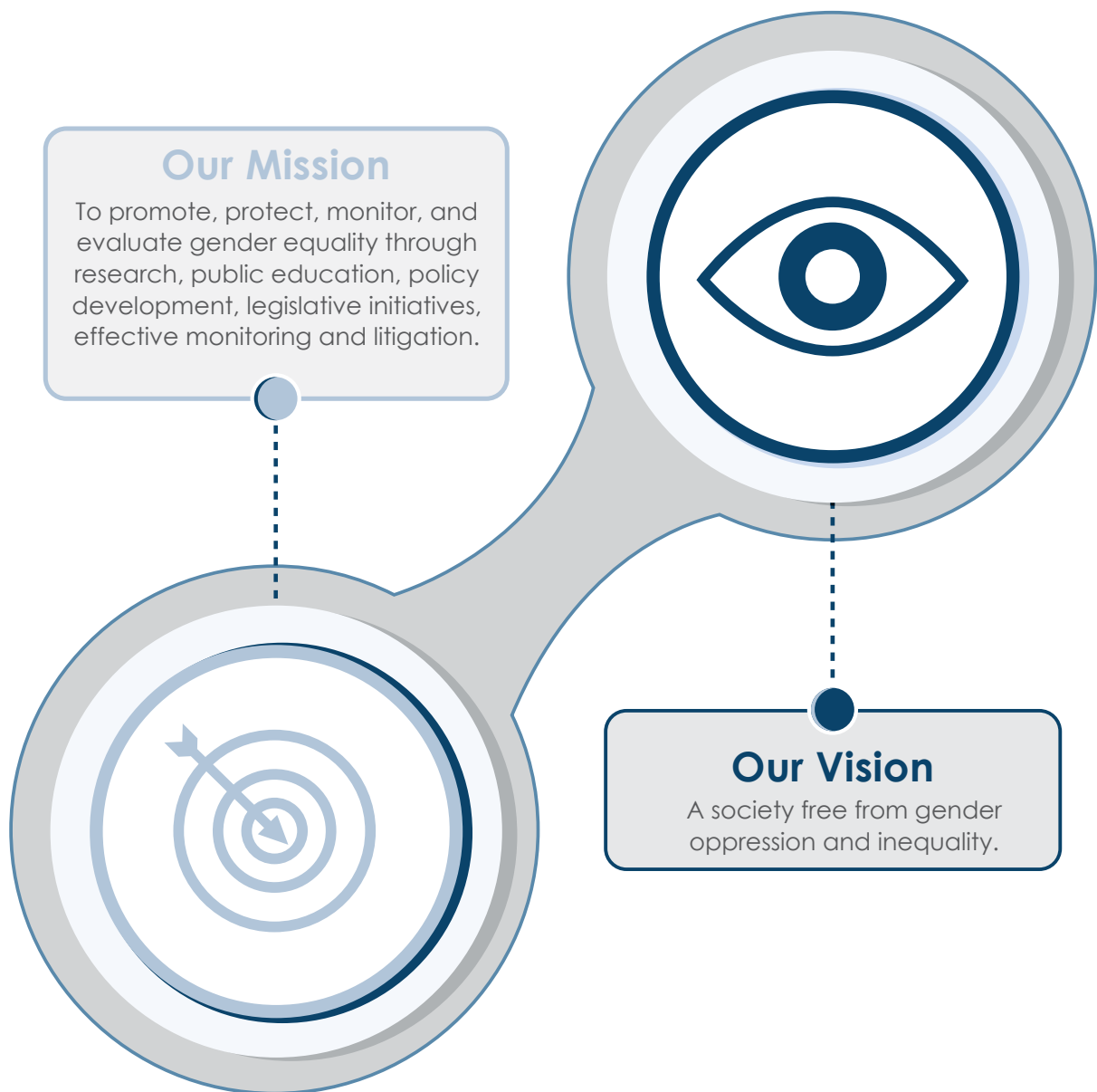
The CGE has translated its constitutional mandate and obligation into four strategic outcomes. These form the organisational framework for compliance, governance, and effective functioning. The outcomes are strategic pillars for implementation of the Commission's mandate and vision.



Purposes of our Outcomes:

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

7. Vision and Mission Statement



8. Legislative and Other Mandate

The Constitution expressly articulates that the Bill of Rights is the foundation of our democracy which preserves the rights of the citizens of the Republic by entrenching the democratic values of human dignity, equality and freedom and that these rights amongst others must be respected, protected and fulfilled. Section 187(1) of the Constitution of the Republic of South Africa reads: "Commission for Gender Equality must promote respect for gender equality and the protection, development and attainment of gender equality". The Commission is a catalyst organisation for the development and attainment of gender equality. Section 187(2) grants the Commission "the power as regulated by national legislation, necessary to perform its functions, including the power to monitor, investigate, research, educate, lobby and advise and report on issues concerning gender equality".

Legislative Mandate

The Commission for Gender Equality Act 39 of 1996, has been promulgated to give effect to S187 (3) of the constitution to guide the establishment of the commission. The Act provides for the composition, powers, functions and functioning of the Commission on Gender Equality; and to provide for matters connected therewith. Section 11 outlines the powers and functions as follows:

The Commission:

(a) shall monitor and evaluate policies and practices of	
	(i) organs of state at any level; (ii) statutory bodies or functionaries; (iii) public bodies and authorities; and (iv) private businesses, enterprises and institutions, to promote gender equality and may make any recommendations that the Commission deems necessary;.
(b) shall develop, conduct or manage	
	(i) information programmes; and (ii) 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	
	(i) any Act of Parliament; (ii) any system of personal and family law or custom; (iii) any system of indigenous law, customs or practices; or (iv) 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:	

- (i) resolve any dispute; or
- (ii) rectify any act or omission, by mediation, conciliation or negotiation: Provided that the Commission may at any stage refer any matter to
 - (aa) the Human Rights Commission to deal with it in accordance with the provisions of the Constitution and the law;
 - (bb) the Public Protector to deal with it in accordance with the provisions of the Constitution and the law; or
 - (cc) 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, 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

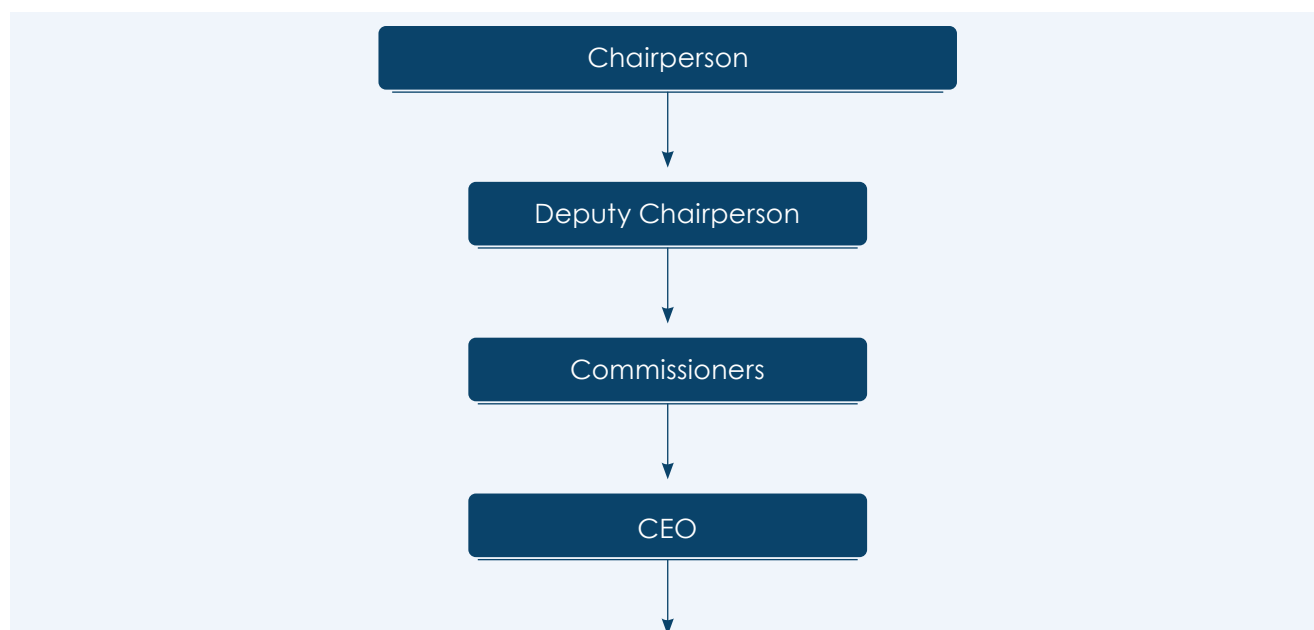
(i) shall prepare and submit reports to Parliament pertaining to any such convention, covenant or charter relating to the object of the Commission

(j) may conduct research or cause research to be conducted to further the object of the Commission;

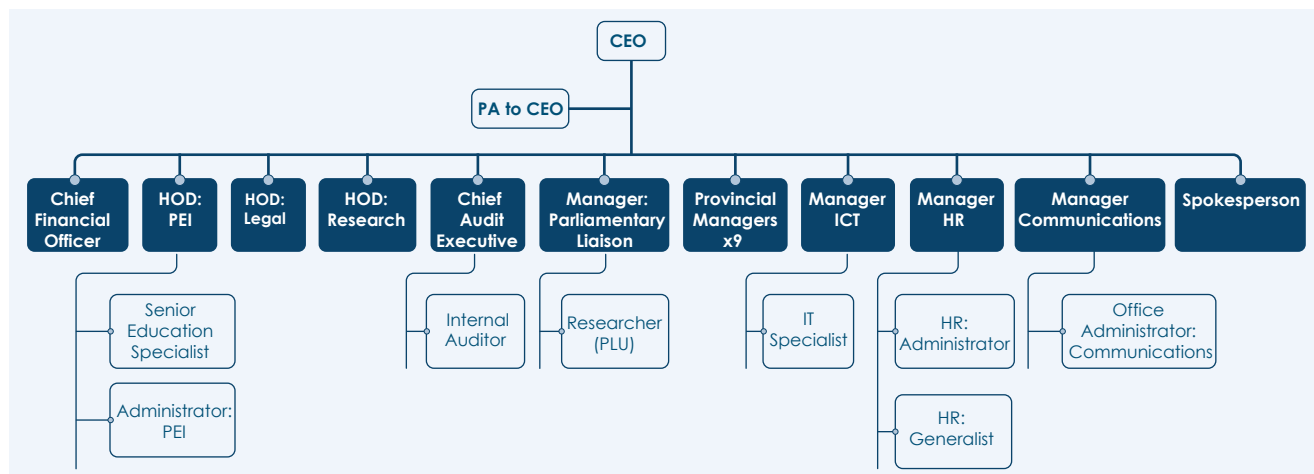
(k) may consider such recommendations, suggestions and requests concerning the promotion of gender equality as it may receive from any source

9. Organisational Structure

9.1 Governance Structure



9.2 Accounting Structure and Organisational Structure



PART B:

PERFORMANCE INFORMATION



1. Programme Performance Information

1.1 Strategic Outcome 1: An enabling legislative environment for gender equality.

1.1.1 Gender transformation in the Public and private sector

The Legal Department conducted Transformation Hearings which took place on 29 and 30 November 2022. The sectors demonstrated challenges of breaking the glass ceiling for women to assume managerial positions. Top managements levels are dominated by the males in both the public and private sector. The department compiled a comprehensive report at the end of quarter 4 and submitted it on 31 March 2023.

Follow up Gender Transformation 2022/2023 Public and private sector

The Legal Department conducted Transformation Hearings which took place on the 23rd and 24th November 2021. The following entities appeared the Commission:

- o South African National Parks.
- o Department of Forestry; Fisheries and Environment
- o SVA International and
- o Arcelor Mittal South Africa).

Progressive reports were submitted by the companies. These reports highlighted the willingness by the entities to create enabling environment for women, development and amendment of the existing sexual harassment policies. This however has not resulted in practical results where all employees from different racial groups and persons with disabilities are adequately represented at the workplace and at all levels in the workplace. A final report was submitted on 31 March 2023.

1.1.2 Initiating of Bill

The Legal Department held a meeting with the Department of Women, Youth and Persons with Disabilities (DWYPD) on 26 January 2023. During the meeting the DWYPD presented the Promotion of Women's Empowerment and Gender Equality (PWEGE) Bill. The Legal Department submitted its proposed Bill and inputs to the PWEGE for consideration by the DWYPD on 31 March 2023. The Legal department will be collaborating with DWYPD throughout 2023/2024 to finalise the PWEGE.

1.1.3 Systemic gender violations in Shelters

The Legal Department compiled its final progress report on the state of shelter investigation and submitted on 31 March 2023. The report highlighted that most entities complied with the recommendations made by the Commission. However, the lack of adequate resources has contributed to some of the recommendations not being effected. The Legal Department is nonetheless satisfied with the National Department of Social Development's commitment to not only comply with the recommendations of the investigation but further, to put progressive measures in place that will enhance the functioning of shelters in South Africa.

1.1.4. Maternal Health

During the reporting period the Legal Department attempted to engage the Department of Health, without success, regarding the implementation of the recommendations from the previous report of the Commission. The Legal Department will endeavor to hold an investigative hearing during quarter 1 of the 2023/2024 financial year, and call the Department of Health to account to the Commission on the failure to implement its recommendations.

1.1.5. Litigation

1. CGE intervening as co-applicant in van Wyk / Minister of Employment and Labour (Case number 2022-017842)

This matter concerns the constitutionality of section 25 and 26 of the Basic Conditions of Employment Act to the extent that the said provisions fail to provide paternity leave of four months to fathers or mothers in same sex marriages. The Commission was admitted as a co-applicant. The matter has been set down for hearing on 23-25 August 2023.

2. CGE as amicus curiae in State / Coko & Another appeal (High Court case number CA&R 219/2020)

The matter dealt with the question of implied consent on rape matters. The High Court held that the victim consented to penetration when she allowed the perpetrator to perform oral sex on her. This decision sets a dangerous precedent and the CGE as amicus curiae aims to demonstrate to the court the need to not have implied consent in rape matters.

3. CGE as amicus curiae in Greyling / Minister of Home Affairs (Constitutional court CCT Case No: 158/2022)

The matter concerns the constitutionality of section 7(3) of the Divorce Act. The CGE as a litigant supports the unconstitutionality of section 7(3) of the Divorce Act and It advances four arguments to support confirmation. First, international law obliges South Africa to allow for the departure from unjust antenuptial contracts in all marriages. Second, comparative law shows how – in countries with comparable legal and constitutional systems – it is possible to construct systems that respect antenuptial contracts but allow departures to avoid injustice in all marriages. Third, judicial interference in antenuptial contracts is consistent with the ordinary justifications for courts refusing to enforce contracts if doing so would be contrary to public policy. Section 7(3) merely provides a mechanism, a standard, and a remedy. Fourth,

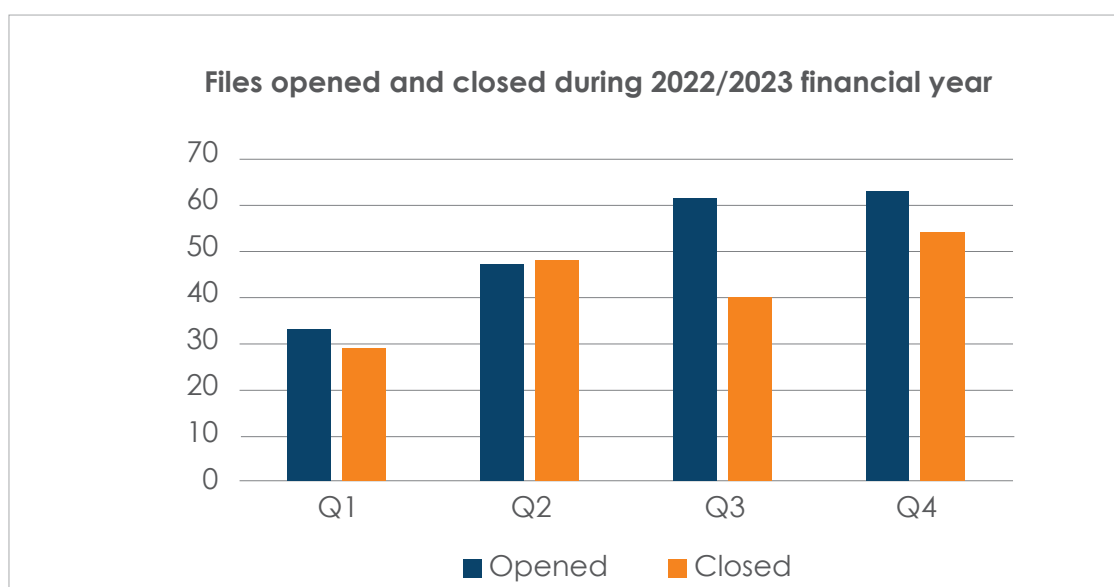
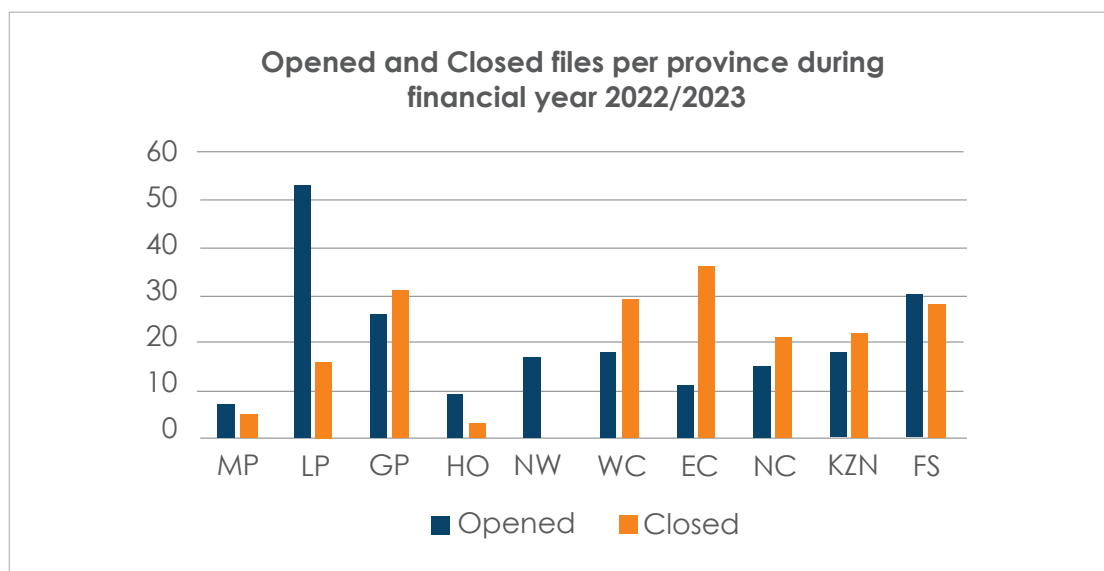
expanding the scope of s 7(3) to all marriages is an important first step to ensure substantive equality for women. But further law reform is needed to better guide litigants and courts in how it is applied. The matter was heard at the Constitutional Court on 10 May 2023. Judgement is reserved.

4 **Zukiswa Kona v Premier, Easter Cape Premier and Others – Case No. 3277/2018**

The matter concerns a number of factual and legal issues related to the headperson position in the Gqunqe Village, Centane. In essence, the applicant claims that the headman ship of the Gqunqe Village is a hereditary position and that as the eldest child of the incumbent headman from 1992 to 2006 she was (and remains) the rightful successor to the position. The matter is set down for trial commencing on 22 May 2023.

1.1.6. **Opened and closed files for the financial year 2022/2023.**

During this financial year a total of 204 complaints were received and 191 complaints were closed.



1.1.7. PLU Submissions

To advance the strategic outcome 1, the Parliamentary Liaison Unit made 16 submissions for the 2022/2023 financial year.

Publication of the Free State Integrated Local Economic Development and Transformation Bill, 26 May 2022.

Submission to the Director-General Department of Health the National Health Act, 2003: Regulations relating to environmental health, 15 April 2022.

Directive on Policy guidelines and Procedure for the Implementation of Recognition of Prior Learning (RPL) in the public service date issued: October 2021, 31 May 2022.

Small Enterprise Development Masterplan as the National Small Business Support Strategy Draft National Integrated Small Enterprise Development Masterplan, June 2022. National Minimum Wage Act – investigation into national minimum wage.

Cybercrimes Regulations (draft standard operating procedures) in terms of section 26 of the Cybercrimes Act, no. 19 of 2020.

- Basic Education Laws Amendment (**BELA**) Bill.
- Regulations relating to Covid-19 social relief of distress grant – draft
- Northern Cape Consumer Protection Bill.
- Regulations - Licensing Community Mental Health Day Care and Residential Care Facilities.
- SALARC discussion paper 157 project 100b review of Maintenance Act 99 of 1998.
- Draft Mine Health and Safety Amendment Bill.
- Domestic Violence Act: Regulations, Directives and Tariff.
- Childrens Act Amendment Bill.
- Northern Cape Consumer Protection Bill.
- Regulations-Licensing Community Mental Health Day Care and Residential care facilities.
- Regulations: Code of Conduct for Councillors.
- Decriminalisation of Sex Work Bill.

Strategic Outcome 2: Gender Equality promoted and protected through information, education, investigations, and litigations.

SUMMARY OF THE APP ACTIVITIES- QUARTER 1-4

Indicator 1: Localizing Sustainable Development Goals (SGD)in Municipalities through Gender Mainstreaming (GM) Sessions.

For the 2022 – 2023 Financial Year, the focus of the Public Education and Information (PEI) department was to localise SDGs using gender mainstreaming. All provinces made strides in conducting gender mainstreaming in municipalities. Gender Mainstreaming is a continuous process where you find that certain Municipalities are carried over and they become a continuation from the previous financial year. These numbers (three Municipalities) have added an increase to what was initially planned as a target.

Nationwide, The Following Municipalities During This Period Were Mainstreamed

PROVINCE	MUNICIPALITIES
Free State	• Maluti-A-Phofung • Setsoto Municipality
Gauteng Province	• City of Johannesburg • Sedibeng District Municipality
Eastern Cape	• Walter Sisulu Local Municipality
Northern Cape	• Sol Plaatjie Local Municipality • Gasegonyane Municipality
North West	• Kgetleng Rivier Local Municipality • Metlosana Local Municipality- Klerksdorp
KwaZulu Natal	• Madlangeni Local Municipality • Msinga Local Municipality
Limpopo	• Blouberg Local Municipality, Mopani District Municipality
Western Cape	• Garden Route District Municipality (continuation) • West Coast District Municipality • Swellendam Local Municipality (continuation) • Kannaland Local Municipality • Mosselbay Local Municipality (continuation) • Knysna Local Municipality • Drakenstein Local Municipality • Witzenberg Local Municipality • Breede Valley Local Municipality
Mpumalanga	• Dipaliseng Municipality • Pixsly Ka Isaka Seme Municipality

Indicator 2: Public Education Outreach (advocacy, and access to justice interventions)

The PEI Department is tasked with ensuring and achieving strategic outcome 2, i.e., Gender equality promoted through information & education to foster public understanding. The purpose of the strategic

outcome is to conduct advocacy initiatives and public education interventions in the promotion of public understanding of gender equality and access to gender justice. Output indicator 2.2 requires the Department to conduct public education outreach. Public education outreach by CGE includes information on legislation such as the Domestic Violence Act, Sexual Offences Amendment Act, Recognition of Customary Marriages Act, Civil Marriages Act, Maintenance Act, Protection from Sexual Harassment Act, Sexual Reproductive Health Rights access, the rights of the LGBTQIA+ Communities, amongst others. Outreach activities were planned and executed as part of the Advocacy and Access to Justice interventions. The focus for outreach during the past financial year focus was on the promotion of advocacy initiatives, deducing from the above Legislation.

Indicator 3: Community Radio Education Outreach

This indicator was used to amplify the voice of CGE as a wide-reaching medium for communities and stakeholders that are found at community level. This was achieved through the use of both Community and Commercial Radio slots. Various topics that intersect gender justice work and what communities experience within societies were at the epicenter of themes and topics that were covered during this period. All Provinces participated in the Radio Program, and this work is shown by the multi-media analysis (mentioning) that CGE uses in analysing and tracking its media presence. What has been observed during this period is a great need for brand presence and an intervention for mitigating the needed social justice information that ought to reach various CGE stakeholders. A broader and wider reach could have been achieved during this reporting period; however, the department had a limitation in media buying as this external contracted work (media buying) could not be fully achieved. It is important to note that this Program was done through free airtime allocated to CGE for both Commercial and Community Radios. Since realizing the listenership of Commercial and online radio where our stakeholders are found, the department will be expanding its targeted reach during the 2023/24 financial year to not just target community radios country-wide but also include commercial and online to cover vast topics that include economic aspects that intersect with gender equality.

Indicator 4: Gender and Development Workshops

The focus of gender and development was on equipping the Development Practitioners on the importance of understanding gender equality in the day-to-day implementation of their work. The aim is to dismantle the gender stereotypes mentality whilst promoting gender mainstreaming as a strategy to accelerate gender equality in all sectors of life and the economy. This was done through conducting Gender and Development workshops which normally takes over a period of two days (depending on the scope and levels of understanding for that particular identified stakeholder), and these were conducted across provinces. The focus of the workshops starts with the mandate of the CGE and how it relates to gender concepts, roles, norms, and development. This is then followed by specific Gender and Development topic of interest to the audience. The Gender and Development workshop is preceded by situation analysis whereby the Education Officer communicates with potential participants to establish what Gender and Development topics are, and what is of necessity. During this reporting period, Gender Equality, Substantive Equality and Equity and Gender Roles were themes presented. Also, prevailing issues that are GBV-related and how substance abuse contributes to the

increase of GBVF and how it affects the family system, women, children, men, and the community holistically have been presented. GAD Workshop presentations were conducted in conjunction with various stakeholders who are the first respondents to these social challenges. These include the Department of Social Development, Faith-Based Organisations, SAPS, Institutions of Higher Learning, Faith Based Organisations, the Justice Cluster, Institutions Supporting Democracy, Government Departments, Municipalities, the Mining Sector, Ward Committee Members, Economic Development Institutions, Financial Services Sector, etc.

Indicator 5: Information & Communication Initiatives

Themes that are covered during PEIs Indicator 1-5 gets to be translated into content that's posted in various multi-media platforms. Our communication department is responsible for brand positioning of this produced content to cover all our initiatives. The Communications unit has ensured public dissemination of information through consistent media engagement in the form of media statements and interviews, digital platforms such as website and social media, the production of publications and the Commission's weekly newsletter.

Other Non-Annual Performance Plan Special Projects Conducted By The Department

Under this reporting period, several stakeholder engagements and monitoring campaigns were carried out on behalf of the commission. These include:

- The Back-to-School pilot assessments conducted in Gauteng, Free State, and Mpumalanga Provinces.
- The Women's Health Round-table Engagement with the United Nations Health Ambassador, Dr Elanor with CGE Stakeholders on issues of engendered women and girl-children health status in the globe.
- The Multi-party engagement, a roundtable public discussion that tabled the CGE Report of 2021 quotas on status of women in political parties, and issues of women in leadership positions.
- Engagements with various organizations of common interest on gender equity transformation, partnering & accountability such as META, IMF Article with National Treasury, TimiaAfrica NPO, Department of Small Business & Development, Graca Machel Trust.
- A collaboration technical engagement held with The Competition Commission: This engagement has led to a number of collaborations between the two organisations where synergies have been found as advocacy means to promote and advance gender equality.

1.2 Strategic Outcome 3: Monitoring and research investigations on issues that undermine the attainment of gender equality and women's empowerment.

The purpose of the strategic outcome is to transform behaviour to respect and uphold gender equality and to further ensure effectively and efficient social justice for victims of gender violations.

1.2.1. Research Study 1: When Relations Disentangle.

This study was carried out for two key reasons. Firstly, there continue to be persistent reports of complaints from unmarried, separated and/or divorced fathers regarding their rights in relation to children in the custody of their ex-partners. Secondly, this problem is clearly an issue that falls within the mandate of the Commission for Gender Equality to examine, with aim of seeking policy responses to ensure that the rights of separated, divorced and/or unmarried fathers are respected, protected, and promoted.

Despite provisions contained in the Children's Act stating and clarifying parental responsibilities and rights, there are persistent conflicts – often battles – between unmarried, separated and/or divorced parents in South Africa, over access to and contact with children. Fathers regularly complain of being denied contact with their children in the wake of a broken relationship with the child/children's mothers, and this seems to be increasing at an alarming rate. This is often due to an array of circumstances. The CGE notes that the law often appears not provide relief for them. The study sought to achieve the following objectives:

- To explore challenges that unmarried, divorced and/or separated fathers experience with accessing and enjoying full parental responsibilities and rights;
- To gain insights into the key factors (such as social, cultural, economic, and financial) that serve to prevent biological fathers from enjoying their full parental rights and exercising their responsibilities as fathers; and,
- To assess the effectiveness of current institutional, legislative, and legal initiatives or efforts to protect and promote the parental rights of unmarried, divorced and/or separated biological fathers.

Conclusions of the Study:

The Commission for Gender Equality comes to four conclusions based on the presentation of the findings of this study. Firstly, there is a combination of factors that lead to the prohibition of fathers enjoying their full responsibilities and rights, particularly the right of contact. Primarily, this is anchored on a soured relationship with the mother of the child.

More broadly, other economic, social and cultural factors rest on this which enables and sustains this denial of contact. In other words, issues experienced by either parent such as family interference, financial constraints, allegations of abuse or drugs and alcohol abuse, hinge on the sometimes volatile and hostile relationship between parents which paves the way for the denial of contact of fathers. Secondly, the broader legal and social system is incoherent, staggered and is not harmonious in dealing with individual cases brought forward.

Between the maintenance problems, parental plans, social systems, mediation and the justice system, there is poor execution of seamless duties to arrive at a satisfactory resolution. This result is the principle of the best interests of the child often being unattended and neglected. Thirdly, the role of finances on both fathers and mothers extends far beyond the issues of maintenance of the child. The financial burden of battling to gain contact through the courts and through paid services increased financial strain on all parties.

Lastly, the CGE concludes that all these factors ultimately disadvantaged the child and were not always in their best interests. Whether it was the mother, father or the systems involved with protecting the rights of those involved, children always bore the brunt of the battles. While this study covers the rights of the father in respect of contact with his child/ren, it is often the child who suffers most when such disputes occur and are not resolved.

1.2.2. Research Study 2: Illegal Initiation Schools in SA

The Commission for Gender Equality undertook this study primarily to assess the plight of young men when undergoing the rites of passage to manhood through the process of traditional initiation, which includes but is not limited to the ritual of circumcision (male circumcision is the partial or full removal of the foreskin of the penis).

The project was motivated by widespread reports in the news over the past few years about incidents of young men being subjected to harsh conditions of existence by illegal initiation schools, often leading to violations of their gender rights (i.e. their health and reproduction rights), as well as their human rights. Numerous media reports over the years have exposed incidents of severe physical injuries, including death, at the hands of unscrupulous initiation school operators. The CGE's concern is driven by its constitutional mandate and obligation to protect and promote the rights of both men and women to be treated equally.

The main aim of this study was to explore the causal factors that lead to the establishment and persistence of illegal initiation schools. This will assist in developing measures that can be put in place to remedy the situation by preventing this scourge and protecting the lives of the victims of such atrocities.

Conclusions of the Study:

Firstly, we conclude that the current policy and legislative framework that governs or regulates the practice of traditional initiation and circumcision in the country is fragmented, with various discreet aspects of the practice regulated by various pieces of national and provincial legislation, as well as local government ordinances. This creates a disjointed legislative and regulatory regime which lacks the necessary national consolidation to ensure country-wide coordination and consistency, as well as standards for service quality control, monitoring, and oversight.

Secondly, our conclusion is that due to the lax legislative and regulatory system (and poor enforcement) within which the practice of traditional initiation and circumcision takes place in various parts of the country, this environment has encouraged the emergence of illegal, unregistered as well as fraudulently registered initiation schools alongside the registered initiation schools across the country.

Thirdly, in addition to the above, the lack of effective enforcement has made it possible for the illegal initiation schools, including in some cases the legal initiation schools, to disregard the rules, regulations and accepted formal practices and codes of conduct governing the practices of initiation and circumcision. This has also created the basis for a range of illegal and criminal activities, including the threats and risks to the health, welfare and lives of initiates that have characterised the sector for the past decade, or longer.

Fourthly, we conclude that the processes and practices of recruiting initiates are not standardised or consistently applied across the country, and therefore are highly open to abuse, especially by unscrupulous operators of initiation schools, to the detriment of the rights of initiates. As a result, the risks of underaged boys being misled, forced or tricked into entering initiation and circumcision practices pre-maturely are increased, leading to the contravention of the Children's Act.

Finally, the numerous problems identified above lead to the conclusion that the traditional initiation sector suffers not only from a lack of effective enforcement of current laws, rules and regulations, but also a lack of effective, direct and ongoing monitoring of the activities of initiation schools. We conclude that there is lack of clearly defined national, and in some cases provincial, norms and standards for the regular oversight, monitoring, and evaluation of the work of traditional initiation schools.

1.2.3. Research Study 3: One Step Forward, One Step Backward

This study was part of the Commission for Gender Equality long-standing strategic focus on monitoring and assessing government's responses and interventions to gender-based violence in general and violence against women in particular. The CGE has, therefore, made compliance with CEDAW's General Recommendation 19 part of its strategic focus on the government's efforts to combat gender-based violence. This report serves as testimony to the efforts made by the CGE. We continue to hold government responsible to deliver on this commitment through various initiatives, including our research focus on gender-based violence. This report contains some of the insights on the challenges that have, and continue to face, the joint efforts of government, civil society, and other stakeholders to develop effective policy, legislative and programmatic responses, and interventions to combat gender-based violence in the South Africa.

The study objectives that underpinned the work carried out are as follows:

- To examine and assess the programmes, processes and activities of the government aimed at addressing GBVF as set out in the Presidential Summit Declaration against Gender-Based Violence and Femicide.
- To examine and assess the role and participation of key role-players, particularly government and civil society organisations, in the work of establishing the multi-sectoral coordinating body on GBVF in line with Article 4 of the Summit Declaration.
- To monitor and assess the development and implementation of the National Strategy and Action Plan on GBVF in line with Article 4 of the Summit Declaration.
- To assess the implementation of the six-month National Emergency Response Action Response Plan.

Conclusions of the Study:

Firstly, the aim of the Commission for Gender Equality in this study was to monitor and assess government's efforts and interventions in dealing with gender-based violence in the country. One of these interventions was the implementation, under leadership and oversight of the former interim steering committee (ISC), of resolutions of the 2018 Presidential Summit on Gender-Based Violence and Femicide as outlined in the summit declaration. We conclude that, based on this study, one of the central resolutions of the summit has not been fulfilled: the establishment of the national coordinating structure on gender-based violence and femicide (GBVF). Related to the above, we conclude that the protracted and conflict-ridden nature of the process has been the key factor in the failure to fulfil this key Summit resolution.

Secondly, the CGE has reason to conclude that the current post-ISC process of establishing a national coordination structure to deal with gender-based violence has been handled poorly, thus leading to uncertainty and suspicion among key stakeholders, particularly from civil society. As indicated in above discussions, such suspicions are borne of a lack of transparency and clarity related to some of the current developments that followed the abolition of the ISC in April 2020, with some stakeholders alleging a lack of consultation and exclusion from critical decision-making processes regarding new institutional reforms to drive national interventions and strategies to deal with gender-based violence in the country. In particular, the apparent establishment of a new structure called the board of trustees appears to have engendered confusion and controversy, which is currently being handled poorly.

Lastly, the CGE concludes that the Emergency Response Action Plan (ERAP) initiative as a necessary, appropriate, and timely national intervention and response towards a national crisis of gender-based violence. The initiative assisted significantly in providing critical baseline information on some of the key challenges relating to critical support services for victims of gender-based violence in the country. Based on the CGE's review of implementation of the ERAP initiative, we also conclude that while the initiative did achieve some of its objectives, it also did not achieve many of its very critical objectives due to a several operational challenges such as lack of adequate preparation, poor coordination, ineffective oversight, and accountability processes.

1.2.4. Research Study 4: Government's Gender Responsive Budget Framework

This study sought to provide an assessment of the South African government's Gender Responsive Budgeting Framework (GRBF), formally named the Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework (GRPBMEAF). The framework was formally adopted by the National Cabinet on 27 March 2019. This was a response to longstanding public demands for the greater prioritisation of gender policy issues when allocating resources in the South African national budget.

As part of the Commission for Gender Equality's constitutional and legislative mandate to hold government accountable for programmes aimed at promoting gender equality and transformation, this work was aimed at assessing the extent to which this framework has been embraced, prioritised, planned for and implemented by various government departments. As this report will show, the GRBF is a new initiative by government, intended to formally introduce the concept of gender responsiveness in budgeting processes across government.

The report identifies some of the challenges faced by the Department of Women, Youth and Persons with Disabilities (DWYPD) in its attempts to ensure that the framework is embraced and implemented by all national government departments. The main aim of this research study was to assess the readiness/preparedness of national government departments in the implementation of the GRBF for the financial year 2020/2021. The objectives of the study included:

- Assessing the measures or systems put in place by national government departments in preparation for the implementation of the GRBF;
- Assessing what resources were required, both financial and human, to implement the GRBF;
- Assessing levels of awareness of the GRBF tool by the various national government departments; and,
- Assessing experiences and challenges faced by the national departments in implementing the GRBF.

Conclusions of the Study:

Based on the presentation, discussion, and analysis of the findings in this report, the CGE has drawn several conclusions, listed in this section. It is clear from the research study that a number of challenges face the implementation of the Gender Responsive Budgeting Framework (GRBF) and gender responsive budgeting generally in South Africa. One of the challenges observed is that although the DWYPD is the lead department in the implementation of the GRBF, it lacks the resources – both financial and human to implement Gender Responsive Budgeting (GRB) in South Africa.

GRB should already have been implemented by all national departments as of 2020, however this is not the case, and already implementation is lagging based on the timelines and projections of the DWYPD. This is a cause for concern and needs urgent intervention to address the issue and ensure the projected timelines of the implementation of the GRBF are observed or are as close as possible to initial projections. Secondly, the DWYPD is quite a small department, and so is its share of the budget allocation in comparison to other departments budgets like education and health.

The DWYPD needs to be assisted urgently by the National Treasury and other key government departments like the DPME, the DPSA and the Presidency in the implementation of GRB in South Africa. Also, more financial resources must be provided by national government to implement gender responsive budgeting. Thirdly, we conclude that there is a lack of clear and effective communication channels regarding the specific roles and responsibilities of the various key departments in terms of the GRBF, particularly among the core departments (i.e. DWYPD, DPME and National Treasury).

PROGRAMME PERFORMANCE INFORMATION

1. SUMMARY OF ANNUAL PERFORMANCE : 2022/2023

OUTCOME	Planned Quarterly Targets	Achieved Targets	Unachieved/Partially Achieved Targets	Percentage Achieved Targets
1. An enabling legislative environment for gender equality.	6	2	1 partially achieved	33.3%
2. Gender equality promoted and protected through information, education, investigations and litigations.	5	2	1 unachieved. 2 partially achieved.	40%
3. Monitoring and research investigations on issues that undermine the attainment of gender equality and women's empowerment.	4	4	Fully achieved	100%
4. An efficient, effective and sustainable organisation that promotes good corporate governance.	10	4	6. unachieved.	40%
Total Targets Achieved:	25	12	10 unachieved 3 partially achieved	53% average.

Narrative:

Using the calculation of average achievements, the Commission has achieved 53.3%. However, when using the actual performance achieved (12 achieved targets vs the 25 planned targets), the actual achievement is 48%.

2. ANNUAL PERFORMANCE PLAN ACHIEVEMENTS: OUTCOME 1

Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	Actual Achievement 2022/2023 <u>until date of re-tabling</u>	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations	Reasons for revisions to the Outputs/ Output indicators/ Annual Targets
1. An enabling legislative environment for gender equality	1.1 Legislative Submissions.	Number of legislative submissions.	16 submissions on new and proposed legislation based on the project plan	16 submissions on new and proposed legislation that substantively promotes and protects gender equality	16 submissions on new and proposed legislation based on the project plan	16 submissions new and proposed legislation	Quarterly reports were developed and submitted; however consolidated report was omitted.	Quarterly reports were developed and submitted, however, the consolidated report was omitted.	none
	1.2 Systemic investigations	Number of systemic investigations			2 systemic investigations.	3 systemic investigations State of shelters investigation completed and report thereof tabled. Transformation hearing in the public and private sector: 2022/2023 completed.	2 systemic investigations State of shelters investigation completed and report thereof tabled. Transformation hearing in the public and private sector: 2022/2023 completed.	2 systemic investigations State of shelters investigation completed and report thereof tabled. Transformation hearing in the public and private sector: 2022/2023 completed.	2 systemic investigations
						Forced Sterilization investigation to continue into 2023/2024		Forced Sterilization investigation to continue into 2023/2024	

ANNUAL PERFORMANCE PLAN ACHIEVEMENTS: OUTCOME 1

Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	Actual Achievement 2022/2023 <u>until date of re-tabling</u>	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations	Reasons for revisions to the Outputs/ Output indicators/ Annual Targets
						Gender Transformation Public and Private sector: Progress report on 2021/2022 entities completed.		Gender Transformation Public and Private sector: Progress report on 2021/2022 entities completed.	
	1.3 Court Monitoring	Number of courts monitored			40 Courts Monitored and a report thereof	0 courts monitored.	Unachieved. 40 courts were not monitored.	Due to change of leadership, follow up of this indicator to ensure compliance was not done.	
	1.4. SAPS & TCCs Monitoring	Number of SAPS and TCCs monitored			144 SAPS & TCCs Monitored				

ANNUAL PERFORMANCE PLAN ACHIEVEMENTS: OUTCOME 1

Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	Actual Achievement 2022/2023 <u>until date of re-tabling</u>	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations	Reasons for revisions to the Outputs/ Output indicators/ Annual Targets
	1.5 Review of the CGE Act	Number of CGE Act Amendment Bill submitted to the relevant authority. Progress report on Situational analysis and consultation processes for reviewing the Act			1 CGE Act Amendment Bill submitted to the relevant authority	CGE Act Amendment Bill not submitted, however a report has been completed.	0 number of CGE Act Amendment Bills submitted	The Mpumalanga High Court decision in the matter of South African Human Rights Commission v Agro Data CC and Boshoff, FG held that the decisions of the SAHRC are not automatically binding. This judgement had a bearing on the proposed amendment of the CGE Act. As such, it was resolved that an in-depth consultation is required before the CGE Act is amended in view of the judgement	

ANNUAL PERFORMANCE PLAN ACHIEVEMENTS: OUTCOME 1

Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	Actual Achievement 2022/2023 until date of re-tableting	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations	Reasons for revisions to the Outputs/ Output indicators/ Annual Targets
	1.6. Submit CGE initiated Bill	No of CGE initiated Bills submitted to the relevant authority.	N/A	N/A	1 CGE initiated Bill submitted to relevant authority.	1 CGE initiated Bill submitted to the Department of Women, Youth and Persons with Disability	None	None	None

ANNUAL PERFORMANCE PLAN ACHIEVEMENTS: OUTCOME 2

Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	Actual Achievement 2022/2023 until date of re-tabling	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations	Reasons for revisions to the Outputs/ Output indicators/ Annual Targets
2. Gender equality promoted and protected through information, education, investigations, and litigations	2.1 Localizing Sustainable Development Goals (SDG) in Municipalities through Gender Mainstreaming (GM) Sessions.	18 Municipalities in which SDGs were localized through GM sessions and a report thereof.	Targeted education and information material on gender equality guided by project plan	A report on the development of education and information programmes for the year	18 Municipalities in which SDGs were localized through GM sessions	21 Municipalities in which SDGs were localized through GM sessions	Positive variance of 3 municipalities forms the previous financial year.	Positive variance was achieved at no extra cost to the CGE. Additional Municipalities were carried-over and were a continuation from the previous financial year.	
	2.2 Public Education Outreach.	Number of people reached through Public Education Outreach.	One consolidated report on gender mainstreaming	One consolidated report on gender mainstreaming	4320 people reached through public education outreach.	5862 people reached through public education outreach.	Positive variance.	Outreach is an outdoor engagement for communities. Over-attendance cannot be controlled.	

ANNUAL PERFORMANCE PLAN ACHIEVEMENTS: OUTCOME 2

Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	Actual Achievement 2022/2023 until date of re-tabling	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations	Reasons for revisions to the Outputs/ Output indicators/ Annual Targets
	2.3 Community Radio Education Outreach.	540 000 people reached through community radio education outreach and a report thereof.	A consolidated report education and information programmes delivered via community radio.	72 community radio slots	540 000 people reached through community radio education outreach.	165 000 people reached through community radio education outreach.	Negative variance.	Negative variance of 375 000 is the number of people reached through Community Radio Outreach, and this was free airtime. However, a report thereof was omitted.	
	2.4 Gender and Development (GAD) Workshops.	720 Stakeholders reached through GAD workshop and a report thereof.	A report on a high-level panel discussion on the withdrawal of Intimate Partner Violence (IPV) cases.	N/A	720 stakeholders reached through GAD.	1 162 stakeholders reached through GAD.	Positive variance	442 Variance was achieved at no extra cost to the CGE. The variance was as a result of mobilization used by partners during the November campaigns.	

ANNUAL PERFORMANCE PLAN ACHIEVEMENTS: OUTCOME 2

Outcome	Output	Output Indicator	Audited Actual Performance 2020/2021	Audited Actual Performance 2021/2022	Planned Annual Target 2022/2023	Actual Achievement 2022/2023 until date of re-tabling	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations	Reasons for revisions to the Outputs/ Output indicators/ Annual Targets
	2.5 Information & Communication Initiatives	Number of people reached through Information & Communication Initiatives.	4 social media campaigns	2 social media campaigns	48 000 000 people reached through communication initiatives.	Reached 66 884 130 people through media initiatives.	Positive variance of 18 884 130 above the planned target.	The variance is a result of the achievement that is higher than the planned target. The cause of the higher variance is the excess media interviews done from events implemented by Communications: SAPS Report Launch. CGE 25th Anniversary event. 40% research report.	

ANNUAL PERFORMANCE PLAN ACHIEVEMENTS: OUTCOME 3

Outcome	Output	Output Indicator	Audited Actual Performance 2019/2020	Audited Actual Performance 2020/2021	Planned Annual Target 2022/2023	Actual Achievement 2022/2023 until date of re-tabling	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
Monitoring and Research Investigation on issues that undermine the attainment of gender equality.	3.1. Research Agenda initiative implemented.	Percentage implementation of the Research Agenda initiatives.	N/A	N/A	100% Annual Research Agenda initiatives implemented.	100% Annual Research Agenda initiatives implemented.	N/A	N/A
	3.2 Research Report recommendations from previous financial years followed up and a report thereof.	Percentage research recommendations from previous financial years followed up and a report thereof.			100% research recommendations from previous financial years followed up and a report thereof.	100% research recommendations from previous financial years followed up and a report thereof.	N/A	N/A
	3.3 Policy Dialogues	Number of Policy Dialogues			2 Policy Dialogue convened.	2 Policy Dialogue convened.	N/A	N/A
	3.4. Report on the monitoring of the country's compliance or CGE's influence on compliance with regional/ international instruments	Number of reports on the country's compliance or CGE's influence on compliance with the regional/ international instrument			1 report on the country's compliance or CGE's influence on compliance with regional/ international instruments.	1 Report on the country's compliance or CGE's influence on compliance with regional/ international instruments.	N/A	N/A

ANNUAL PERFORMANCE PLAN ACHIEVEMENTS: OUTCOME 4

Outcome	Output	Output Indicator	Audited Actual Performance 2019/2020	Audited Actual Performance 2020/2021	Planned Annual Target 2022/2023	Actual Achievement 2022/2023 until date of re-tabling	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
4. A renewed, efficient organization that is sustainable	4.1. Organisational Effectiveness systems implemented.	% Implementation of defined organisational effectiveness of systems.	Good governance policies and practice	Commissioner's handbook updated to reflect King IV and to clarify roles and responsibilities	75% implementation of defined organizational effectiveness systems	Not achieved	It is agreed that the target was not achieved.	Due to change of leadership, the output was not achieved during the financial year
	4.2. Costed Business Plan submitted to Treasury for funding	Number of costed business plans submitted to Treasury for funding	Good governance policies and practice	Commissioners' handbook updated to reflect King IV and to clarify roles and responsibilities	1 costed Business Plan submitted to Treasury for funding	Not achieved	N/A	Change in leadership
	4.3 Business model implementation plan	% Implementation of the Business Model as per defined criteria	N/A	N/A	75% Implementation of the business model as per defined criteria	20% of implementation of defined organizational effectiveness systems	80% underperformance on the implementation.	Changes in leadership.
	4.4 Implementation of the Legal and Research Tracking Tool	Number of updates reports on the implementation of the tracking tool			4 update reports on the implementation of the tracking tool	Achieved	N/A	N/A

ANNUAL PERFORMANCE PLAN ACHIEVEMENTS: OUTCOME 4

Outcome	Output	Output Indicator	Audited Actual Performance 2019/2020	Audited Actual Performance 2020/2021	Planned Annual Target 2022/2023	Actual Achievement 2022/2023 until date of re-tabling	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
	4.5 Expenditure improvement plan	Level of expenditure on planned improvement initiatives			100% Expenditure on planned improvement initiatives.	94% Achieved	6% is on commitments	N/A
	4.6 Audit Action Plan of the previous FY implemented.	% Audit Action Plan of the previous financial year implemented			100% Audit Action Plan of the previous financial year implemented	75% Achieved	Delayed responses and investigations	Outstanding investigations and responses from OCPO and OAG
	4.7. Risk mitigation plans implemented	% Risk mitigation plan implemented			% Risk mitigation plan implemented	Not Achieved	Change in leadership	N/A
	4.8. Compliance with legislative requirements identified in the compliance universe.	% Compliance with legislative requirements identified in the compliance universe			100% compliance with legislative requirements identified in the compliance universe	Not Achieved	The Commission complied with the output to the extent of generating a compliance universe report. The outstanding aspect of the output is the confirmation by a compliance officer.	Lack of capacity

ANNUAL PERFORMANCE PLAN ACHIEVEMENTS: OUTCOME 4

Outcome	Output	Output Indicator	Audited Actual Performance 2019/2020	Audited Actual Performance 2020/2021	Planned Annual Target 2022/2023	Actual Achievement 2022/2023 until date of re-tableting	Deviation from planned target to Actual Achievement 2022/2023	Reasons for deviations
	4.9. Maintained acceptable standard of vacancy rate	% Vacancy rate		5% vacancy rate	5% Vacancy rate	Achieved	No variance	N/A
	4.10. Training and Development	Number of training and development initiatives conducted		4 training and development initiatives conducted	4 training and development initiatives conducted	Achieved	No Variance	N/A
	4.11. Strategic partner engagements & report thereof	Number of Strategic partners engaged and report thereof		4 MoUs	10 Strategic partners engaged and a report thereof	Achieved	No variance	N/A

3. Provincial Performance Highlights

3.1. GAUTENG



Khutso Monyepao
Gauteng Provincial Manager

3.1.1 Legal Work

- Gauteng Provincial Office as guided by the CGE's Complaints Handling and Management Manual has been handling 105 complaints from the beginning of the financial year.
- Gender-based violence and femicide sexual offences and workplace sexual harassment cases are the highest complaints received in the province.
- Child maintenance complaints from men who are being denied access to their child(ren) are slowly increasing because during outreach, men were informed about the Childrens Act No. 38 of 2005 and their parental rights and obligations thereof.
- Delays in DNA results have a negative impact on access to justice for GBVF victims even if there is sufficient evidence to secure conviction, but the DNA results do not corroborate the evidence presented.
- The CGE's Legal Department has recently wrote an opinion piece on the backlog of DNA samples that compromise conviction which was later supported by the Deputy Director of Public Prosecution.
- The province played an active role to monitor SAPS police stations to assess the compliance and responses of the personnel in relation to GBVF cases. A report titled "CALL TO ACTION": United to end GBVF Commission for Gender Equality Biannual SAPS Report" has then being compiled and launched during the financial year.
- The provincial office has managed to resolve the complaints and reduced them from the initial 105 to 55 at the end of the financial year.

3.1.3 Public Education, Information and Community Outreach

- **Gender mainstreaming**

The Gauteng Provincial Office has implemented Gender Mainstreaming process in the City of Joburg Metropolitan Municipality and Sedibeng District Municipality. Gender Mainstreaming defined as the public policy concept of assessing the implications for people of different gendered of any planned policy action, including legislation and programmes. It is a process of adopting a gender inclusive perspective across different types of activities or projects for the benefit of all. Localizing sustainable development goals through gender mainstreaming was therefore instituted with the two Municipalities wherein an audit tool was administered to assess the Transformation progress. The responded audit tools were analysed, findings and recommendations were dispatched to both Municipalities to come up with an implementation plan to address the findings and recommendations. Amongst the findings were lack of Transformation policies, not meeting the equity targets (Employment Equity, Skills Development and BBBEE) and the transformation of programmes and services intended to the constituencies. The CGE is then monitoring the implementation of the plan for both Municipalities on quarterly basis.

- **Gender and Development Workshops:**

GAD workshops were implemented in Magaliesburg (Mogale City Municipality), Benoni CBD (City of Ekurhuleni Municipality), Kammeeldrift (City of Tshwane) and Roodepoort (City of Johannesburg).

Outcomes: At institutional level, participants can share outcomes that concerns of women and men are taken into account, leading to better informed policies and decision-making, as well as improved organizational practices. Informed gender practitioners provide improved services that aim at reducing gender inequalities in different policy areas. Improve participants ability to recognize and take account of gender issues in their own work.

- **Public Information and Outreach**

Public information and education sessions has been conducted with the aim of fostering understanding and disseminating information around gender issues in the province. Themes and topics covered includes and not limited to the CGE Mandate, Bill of rights, identifying and understanding gender discrimination, gender terminology, hate speech, transformation agenda, managing diversity and inclusivity, the rights of LGBTQIA+, the PEPUA ACT of 2000, information on equality courts, information on laws the CGE advocates for, international instruments and conventions, women socio-economic empowerment related themes, GBVF, victim empowerment and justice, human trafficking, statutory rape, sexual assaults, practicing and understanding consent, SRHR, men and boys rights (access of children& custody), steps to lodge a complaint with the CGE, youth development gender needs.

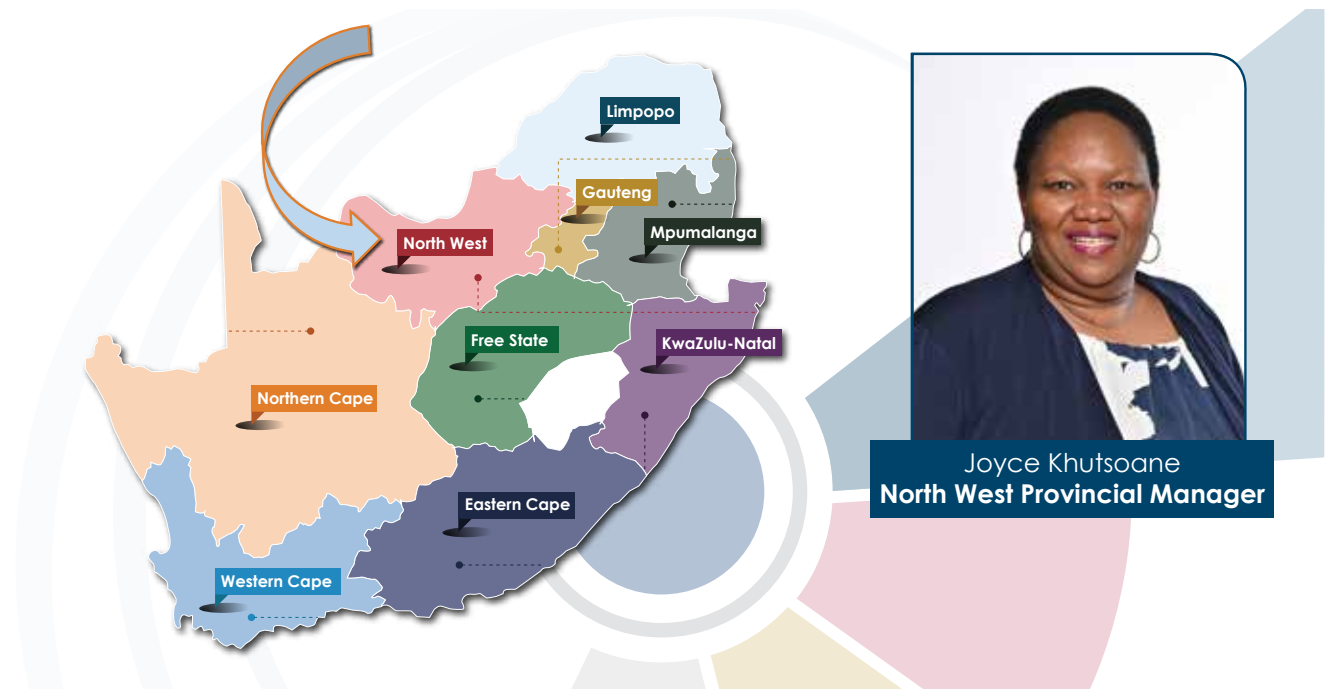
The following are the areas that were covered during the outreach sessions:

Devon (Lesedi Municipality), Vaal Marina (Midvaal local Municipality, Bophelong (Emfuleni Local Municipality), Kagiso (Mogale city local municipality), Olievenhoutboch (City of Tshwane), Tarlton (Mogale city), Jabavu (City of Joburg), Vlakfontein (City of Joburg), and Snakpark (City of Joburg).

3.1.3 Research

- The provincial office has provided the Research Department with performance information for the compilation of the Maputo protocol country report.
- Provincial office contributed to a focus group discussion for the Gender Focal Persons study that is underway.
- The provincial has contributed to the research project on Expert engagements on the Digital upskilling for women and girls in Africa.
- It has contributed to the conceptualization of the NSP for GBVF stakeholder dissemination letters (Office of the Premier).
- It has provided provincial stakeholder database for research & policy dialogue initiatives.
- The provincial office has hosted UNECA's meeting on Demographic Dividend in support of the Research Department on the 27 June 2022. The research Department coordinated the engagement to further the discussion held in Ethiopia in the beginning of June 2022.

3.2 NORTH WEST



The North West Provincial Office coordinated Outreach and Advocacy sessions in all 4 District Municipalities:

The office conducted 14 Public education and outreaches, +- 12 community radio interviews. Focus was on Gender-Based Violence & Femicide (GBVF), Sexual and Reproductive Health Rights (SRHR), Maintenance, Customary marriages, engagements with men and boys on gender-related matters such as gender equality, gender identity, sexual orientation.

3.2.1 Stakeholder Engagement

- The CGE NW hosted the Portfolio Committee for Women, Youth and Persons with Disabilities.
- Did presentation during the Provincial Gender Summit on Gender Based Violence and Femicide.
- Did presentation to the Men's sector in Rustenburg District Municipality, Mafikeng Local Municipality and University of North West.
- Did presentation for the North West House of Traditional and the Khoi San Leaders, Greater Rustenburg Pastors Forum and SALGA Women Lekgotla) on GBV to make presentation on GBV&F.
- Held a policy dialogue in Dr. Ruth Segomotsi district to share a report on illegal initiation schools in SA.
- Did presentation for the Department of Education on Gender Stereotypes.
- Did presentation for the Department of Agriculture and Rural Development – Sexual Harassment and LGBTQI+.

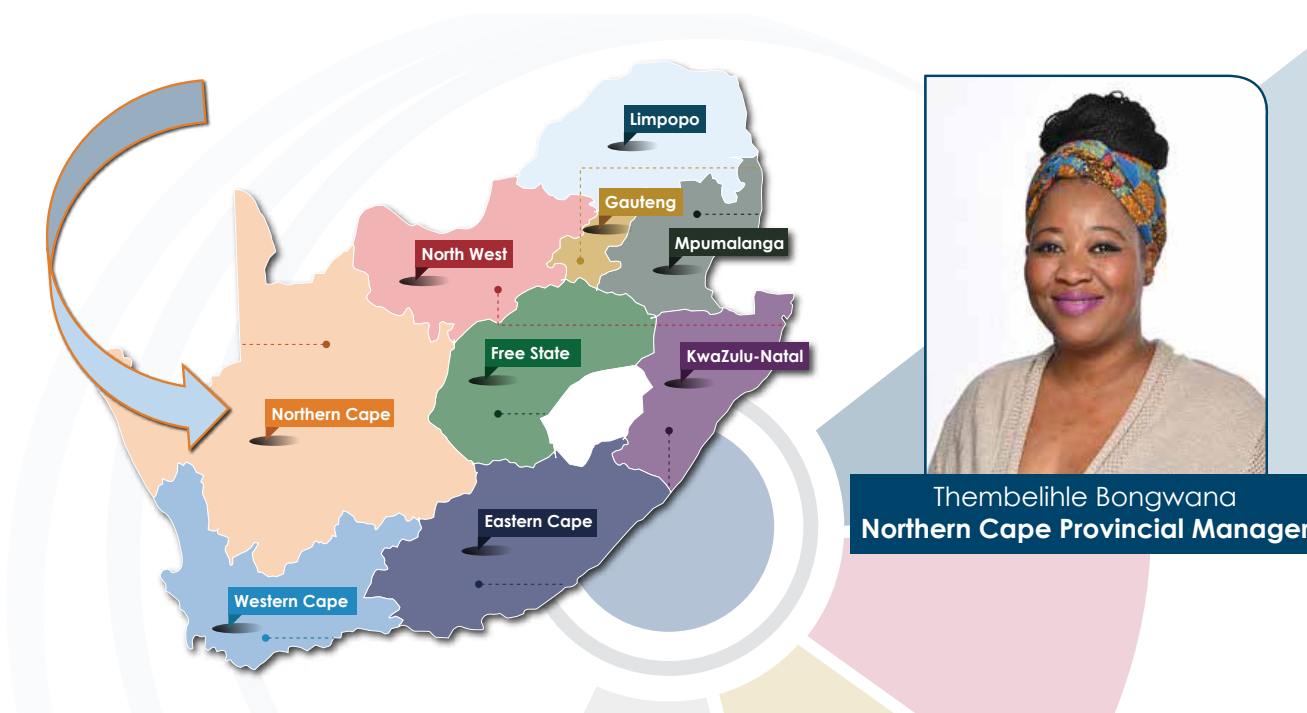
3.2.2 GAD

- The Office has conducted 5 GAD workshops, reaching up to 26 Stakeholders with Civil Society Organisations and government institutions.

Gender Mainstreaming (Localising SDGs through Gender mainstreaming)

- Conducted two gender mainstreaming workshops at DR. Kenneth Kaunda (City of Matlosana local municipality) and Bojanala district (Kgetlengrevier local municipality).

3.3 NORTHERN CAPE



Thembelihle Bongwana
Northern Cape Provincial Manager

- The Northern Cape office made continuous contribution in the 2022/23 financial year through various APP activities. The summary are inputs and contributions made holistically by the team thereby including admin staff, legal, public education, and PM's contributions of the NC team.
- CGE received recognition award for empowerment programmes in the Northern Cape. The CGE was recognised for its collaborative work and stakeholder engagement initiatives including its awareness campaigns in the Northern Cape. The MEC, Social Development in the Northern Cape, Ntokozo Vilakazi awarded a certificate of excellence to the CGE's Education Officer.
- The newly deployed Commissioner of the Northern Cape attended and gave an address at the Dept of Social Development's awards Ceremony where the CGE NC officials jointly received their certificate of recognition from the MEC: Social Development.
- The NC appeared and made contributions on several print media communications this financial year, including several newsletter publications and a Women's Month article on the Sunday Times.
- The NC also made an appearance on the SABC news channel 404 on DSTV for a Men's Dialogue facilitated by the Department of Public Works where the PM made a presentation and was panellist.
- The Northern Cape legal department identified a project which it intends to pilot for future utilisation by other provinces or at the national level. The project entails a critical investigation of the criminal justice system in respect case flow from reporting at the South African Police Service, investigations, DPP decisions, withdrawals, prosecutions, court processes and finalisation. The project will analyse the case load, duration and capacity of officials handling the matters, particularly GBV. The legal officer engaged the Head of Legal Department, the Provincial Manager, Prosecutors and Police officials regarding the intended project and its planning. The legal department resolved that conceptualisation and the operationalising of the project should be initiated from April 2023.

- The Northern Cape Legal Officer made inputs into several Bills open for comment, among others Divorce Amendment Bill, Decriminalisation of Sex Work Bill, Muslim Marriages Bill, and Relocation of Seat of Parliament Bill.
- In respect of child maintenance matters, the legal department observed that different presiding officers are often utilised as relief magistrates on maintenance matters. As a result, magistrates are not giving maintenance matters the same attention as they would ordinarily give under the courts that they are permanently stationed.
- Regarding labour matters, the legal department continues to receive labour matters. The legal department identified a gap whereby the employees are not fully informed internally regarding the labour rights. The legal department will provide education to various employees in conjunction with other stakeholders among others the department of labour, the CCMA, the Bargaining Councils, unions, and the labour relation officials to sensitise employees on labour processes and rights.
- The NC Legal Officer also attended the World Consumer Rights Day in Rietfontein on behalf of the PM. Most of the consumers are not aware of their gender rights emanating from consumer transactions perpetrated by supplier and service providers. The CGE has, in accordance with its mandate sensitized the community on their gender rights and on the mechanisms in place to deal with gender discrimination in the supply of goods and services as provided for in the Consumer Protection Act.
- The legal department observed that most of the court monitoring matters of GBV have been ongoing for a long time in the courts and under investigations. It appears that the investigation and prosecution of GBV matters gains momentum at the early stages from the date of reporting, however, same loses momentum as the case prolongs.
- The SAPS cited that some of the GBV matters were referred to the Senior Public Prosecutor's and others to the Director of Public Prosecutions for decision making, however some matters were referred for over 6-12 months without any outcome. It is essential to obtain and examine the actual reasons for this notion. This observation necessitates the critical investigation and analysis of the criminal justice system as mentioned above.
- Despite gender-based violence being reported to the relevant authorities, the received complaints indicates that the perpetrators are not expeditiously investigated, prosecuted, and disciplined internally by the National Prosecuting Authority /South African Police Service and/or employers. Of concerning, certain services like the Pre-Exposure Prophylaxis and counselling are not provided at all, if not delayed.
- In respect of the maintenance matters, the Department of Justice and Constitutional Development often delay or fail to distribute funds received to the applicants, such a practice denies applicants access to funds and the use thereof. In a specific matter, the applicant waited for over two months for the Department of Justice and Constitutional Development to transfer the funds that were already in its possession. The Department of Justice and Constitutional Development lacks a proactive system of maintenance that will automatically prompt or require action to release the funds that are overdue.

- The Northern Cape Office conducted several engagements in De Aar, among other the Men's dialogue on 22 November 2022, Stakeholder Engagement on 23 November 2022, and a Community Outreach on 24 November 2022. The engagements highlighted the following:
- Loss of employment was emphasized as a factor contributing to depression, anxiety, domestic violence, and sexual harassment in the workplace. Some men lost hope on the justice system citing failure by the system to register and investigate the reports of gender-based violence.
- During the men's dialogue, the CGE unearthed that most of men who attended the dialogue are not aware of their rights and could not take necessary steps to report and seek protection against abuse. They lacked knowledge of where and how to apply for protection orders, maintenance, parental care and contact and access regarding minor children, harassment, and victimisation in the workplace.
- The platform allowed men to raise challenges, indicate the roles that men must play and discuss solutions to the fight against GBV. The CGE sensitized participants on gender equality, their rights, and responsibilities. Continuous interventions by the CGE to the community at large is desirable.
- The Northern Cape Office also conducted 16 days activities engagements in Postmasburg in conjunction with the Department of Social Development, National Prosecuting Authority, love Life, The Department of justice and Constitutional Development and the Department of Transport, Safety and Liaison. Among other activities conducted were door to door visits, outreach engagements, stakeholder engagements. The community raised lack of service delivery including GBV services.
- A stakeholder meeting took place at the CGE NC Offices under the VEP Forum banner to discuss, coordinate and collaboratively plan for the upcoming Integrated Human Trafficking programme for the new financial year.
- The NC team conducted successful outreach initiatives and stakeholder engagements in this financial year around our work, accessing our services and raising awareness on the impact of substance abuse on GBV particularly around the communities of Colesberg, Ritchie etc.
- Another progressive stakeholder engagement took place on the 09 March 2023 that covered the APP activities to be implemented for the last quarter of 2022/23 financial year. The CGE held a consultative/plenary meeting with the area social worker, TSGYDC NGO, Cristian Regeneration Movement and community forum member.
- The NC office also hosted and facilitated Gender and Development Training Workshops this financial year. The overall goal of the gender and development training workshop was to strengthen the capacity of organisations in implementing gender responsive programmes that are aimed at creating a culture of human rights and gender equality.

3.4 MPUMALANGA



Output Indicator 1.4 - Number of SAPS and TCC's monitored.

- Maternity wards = 2 visited (Nkangala District)
- Gender Mainstreaming was conducted in 2 Municipalities i.e. Pixley ka Isaka Seme and Dipaliseng Local Municipalities
- 13 Public Education and Information sessions
- Several partnerships on GBVF and Women Empowerment
- Campaigns/meetings
- 3 Terms of Reference signed.
- Gender and Transformation to Traditional Councils focusing on Headmen and women.
- Gender Transformation to Traditional Councils focusing on Headmen and women.
- Public Transformation in various camps in Kruger National Park on Sexual Harassment
- Participated in different forums e.g., Provincial Gender Machinery, Ehlanzeni Social Cluster, Civil Society Forum, Men's Forum, Faith Based Organisation Forum, MP Human Trafficking Task Team, LGBTIQA, etc.
- MOU with the Mpumalanga House of Traditional and Khoisan leaders approved by the Executive.
- 23 Radio Slots i.e. Ligwalagwala FM (SABC Radio), Ikwewezi FM (SABC Radio), Barberton Community Radio (BCR)
- 4 Gender and Development (GAD) workshops conducted with the following municipalities: Dipaliseng, Mkhondo, Pixley ka Isaka Seme and Victor Khanye Local Municipalities.
- Back to school campaigns conducted.
- Gender Based Violence and Bullying in schools conducted.
- Dialogue with Men and Boys
- Stakeholder engagements focusing on women empowerment.
- Session on assessment of GBV offenders in Nelspruit Correctional Centre, Program to provide in depth research and psychological analysis and better understanding of the triggers of them committing

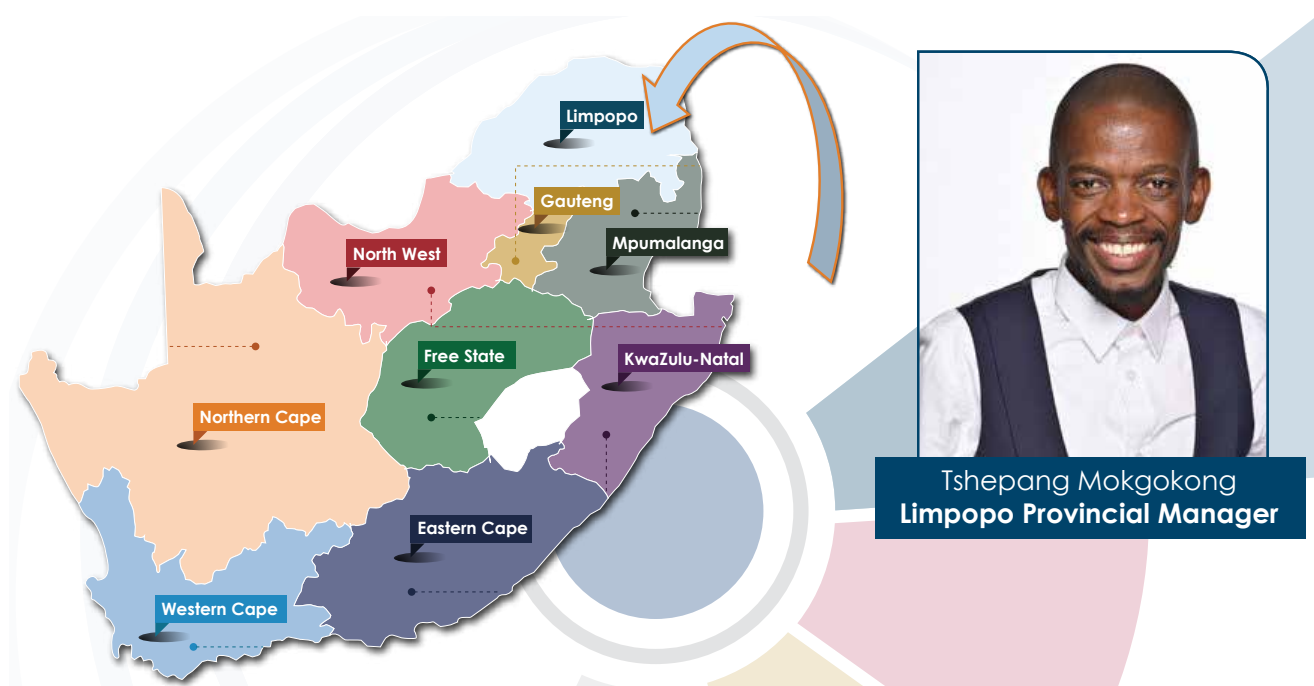
GBV&F and guide CGE programmes on GBV.

- Stakeholder engagements through PGM on CGE research findings on the following reports: A promise without Commitment, Overview of State Compliance with the President's 40% Procurement Allocation and Assessing Second Year of Implementing Governments Gender Responsive Budgeting Framework

Achievements

- Approved reviewed MOU with the Provincial House of Traditional and Khoi-san Leaders.
- Successful partnership with Correctional Services and NICRO for the GBVF offenders' programme.
- Contributed to the reviewal of the Women's Charter coordinated by the Portfolio Committee.
- Contributed to the SALGA Lekgotla to assist municipalities on gender transformation matters.
- Gender transformation in Faith Based Organizations promoted successfully.

3.5 LIMPOPO



PEGAC – CGE gives technical advice to PEGAG on the provincial growth and development strategy and through the influence of the CGE the province has embarked on drafting a women empowerment and gender equality strategy.

Gender based violence and femicide –CGE is part of GBVF-technical Committee and also assisted the province in working with UNFPA in developing M&E framework to the provincial plan. Secondly location in two districts.

VEP &Shelters- Working with DSD on referring victims of GBVF to shelters. DSD is also assisting us with referral of cases to the CGE and community mobilization (also community advice offices).

Limpopo House of Traditional and Khoisan Leaders – CGE has signed an MOU with Provincial House of Traditional Leaders on key educational work on transformation in the traditional sector including joint investigations and referral of cases.

CCMA – CGE has entered a partnership with the CCMA on promotion and localization of the Code of Good Practice on the Prevention and Elimination of Harassment. The focus will be on educating institutions in both the public and private sector on elimination of sexual harassment in the world of work. This is also part of the key work on the localization of NSP on GBVF.

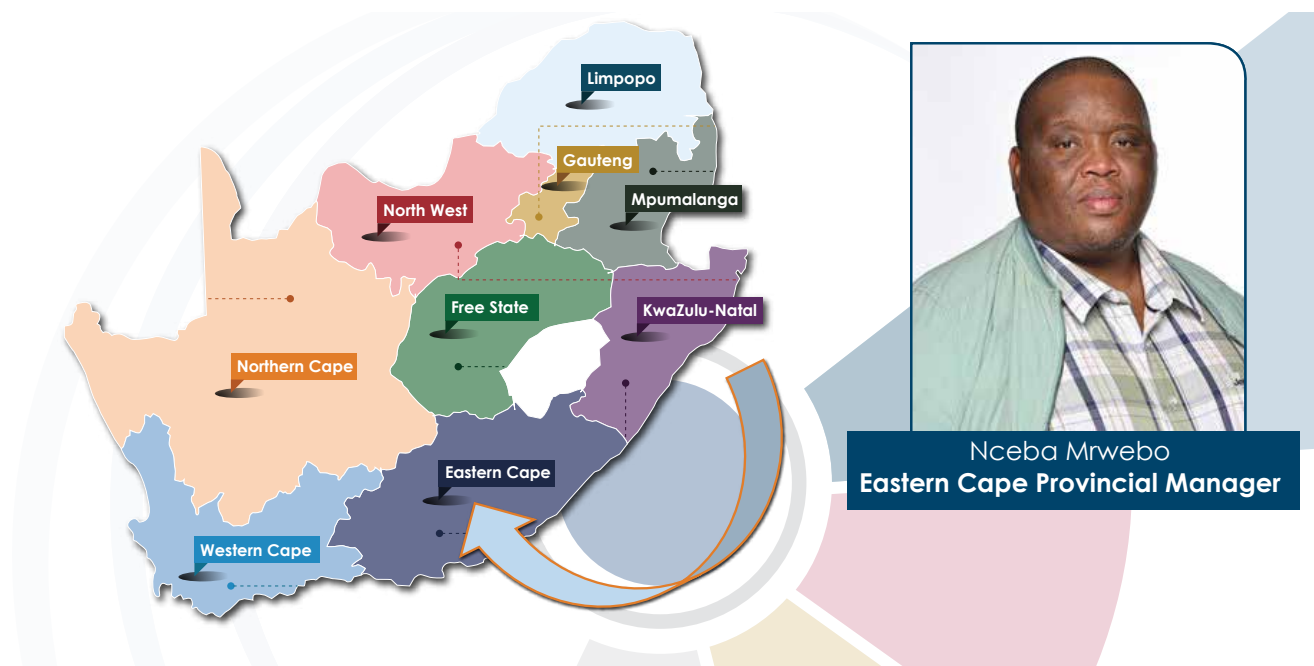
Higher Education - The CGE works with universities on gender mainstreaming, gender transformation and education and awareness. University of Limpopo- assisted with technical support during the setting up of the Gender Desk and sensitization of executives and all other management echelons- as a result the university now has an accountability forum on gender that is chaired by the vice chancellor. Partnership with Marketing department, the performing arts department University of Venda –Resuscitation of the work that emanates from the transformation hearings, discussions on signing of MOU.

Higher Health – assists in accessing TVETs on GBVF and other related issues. Through this partnership we were able to assist two students in accessing shelters.

Disability sector – working with DEAFSA on issues of inclusion and access and podcasts for persons within the deaf community to ensure that they are not left behind.

Gender terminology – Limpopo did the term harvesting and finding equivalents for three local languages (Tshivenda, Xitsonga and Sepedi) The next step will be engagements with language specialists and stakeholders.

3.6 EASTERN CAPE



Nceba Mrwebo
Eastern Cape Provincial Manager

The initiative by IEC of reviving and strengthening working relations of the Forum of Institutions Supporting Democracy (FISD) are gaining credence.

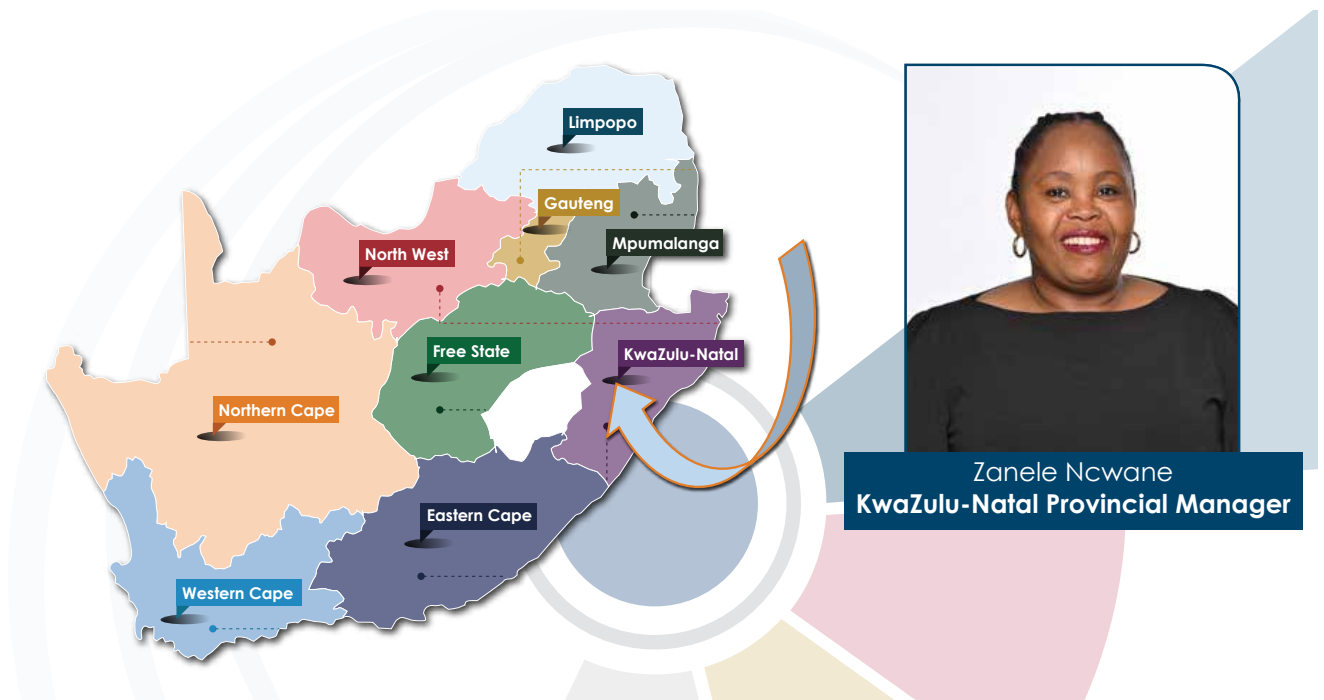
The IEC urge FISD forum members to use its local offices for support since it has footprint in every local municipality. The support and commitment of the FISD members to see to it that both chapter 9 and chapter 10 institutions are reaching out the most remote areas will enable the public to have access to range of services that are rendered by these institutions has revive the working relations amongst the us.

The initiative by Communication Unit through partnership with Mpuma Kapa TV has enabled the CGE share its reports and findings with the public on a range of topics, namely, (the intersectionality between gender equality and GBVF, when relationships disentangle, gender equality and harmful practices, illegal Schools initiation Schools).

The good working relations with SALGA Eastern Cape provincial office has enabled the CGE Eastern Cape to make presentations on the following platforms:

- SALGA Women caucus multi-party induction workshops (Buffalo City Metro, OR. Tambo District, Mquma local municipality, Matatiele LM and
- Provincial SALGA Womens Lekgotla, CGE Eastern Cape addressing representatives from local, districts municipality and metros on gender mainstreaming.
- The CGE Eastern Cape office participated in various stakeholders' engagements and did various presentations at place such as the Ndevana Community Hall (CGE mandate and Maintenance), Mquma Local Municipality (CGE Mandate) and other places as well.
- The legal officer also made interventions in collaboration with the Provincial Department of Social Development at Falakahla Village where an elderly woman and her disabled son were chased out of the community and their issues were resolved through the interventions and she and her disabled son were accepted back in the community.
- SAPS and Thuthuzela care centres visits.
- Oversight visits to disaster areas under Alfre Nzo District municipality and OR. Tambo district municipalities to assess the gender response disaster plans and recovery plans and security measures in place to protect the most vulnerable members of society that is women and children.

3.7 KWAZULU-NATAL



Zanele Ncwane
KwaZulu-Natal Provincial Manager

Strategic Partnerships

Provincial Government

- Provincial Gender Machinery where the CGE plays a crucial catalyst role of technical advice, monitoring, and education.
- Working with the Office of The Premier to capacitate senior management on elimination of violence and sexual harassment in the world of work as per the C190 ILO convention.
- Human Trafficking, Pornography, Prostitution and Brothels Task Team to put a spotlight on cases and public education and information programmes led by members of the Task Team.
- KZN PTT on focused engagements pertaining to hate crimes.
- JCPS Cluster – Action Working Group 9 under Community Safety and Liaison
- Victim Empowerment Programmes to monitor services for the victims.

SALGA

- Women's Commission presentations on pertinent gender equality matters.
- Induction training for newly elected council members.
- Partnering in gender mainstreaming in the Municipalities.

Municipalities

- Community outreach.
- Resource mobilization.
- Gender mainstreaming through the analysis of the IDP and tracking the implementation of the Sustainable Development Goals.

Faith Sector

- Working with the KZN Council of Churches in conducting legal clinics, advocacy, and outreach awareness programmes.
- Conducting awareness programmes with Interfaith in partnership with We Will Speak Out reaching multiple stakeholders and offering supporting to victims of crime.

KwaZulu-Natal Legislature

- Presenting in sessions hosted by the Legislature, observing and honouring opening of the Legislature.
- Case handling and referrals through sharing of resources.
- Outreach programmes and stakeholder engagements.

Working with Civil Society GBVF Task Team/s

- Preparations for the National Summit on GBVF.
- Public information and education on the mandate of the Commission for Gender Equality.
- Working with Masiphephe Network to reach communities.

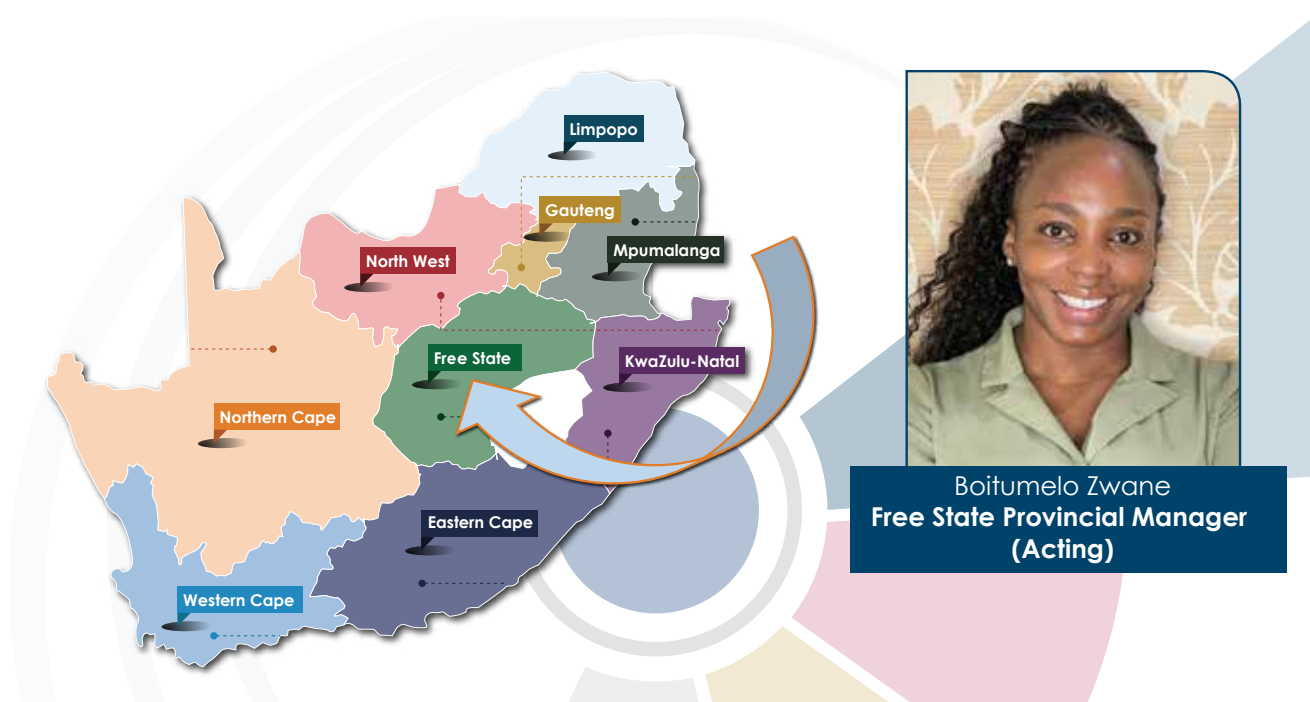
Gender and Disability

- Working with the KwaZulu-Natal Deaf Association to raise awareness and educate members of the community, to also take further challenges faced by Deaf people in accessing their rights. There are a no sign language interpreters in Government offices like the health facilities, the Sizakala centers, Courts remind cases due to lack of interpreters.
- Conducted awareness and sensitization sessions with the KZN Blind and Deaf Society to educate on the mandate of the CGE with the intention to promote access to Justice.

Sweat and Asijiki Coalition

- Decriminalisation of Sex work through awareness and raising our voices.
- Advocacy and Outreach and receiving complaints.

3.8 FREE STATE



Boitumelo Zwane
**Free State Provincial Manager
(Acting)**

Free State Provincial Performance Highlights 2022/23

The Free State Office conducted two key stakeholder engagements held in the first and second quarter titled “An impact engagement on promotion, protection, and development of gender equality in the Free State Province for 2021/22 Financial Year” and “Engagement with Women: Nipping widowhood woes in the bud”. The engagements targeted various government department at provincial and local government as well as civil society organisations and Chapter 9 institutions. SAWID and the Department of Justice and Constitutional Development- Master of the High Court were key stakeholders for the widowhood engagement.

Public education outreaches have been conducted in various disadvantaged communities, that were identified to have GBVF response challenges. Areas reached were Phase 9 & 6 in Bloemfontein, Thaba Nchu, Rouxville, Jacobsdal, Bethulie, Kestell, Heidedal and Kroonstad. These areas are situated in the Mangaung Metro, Xhariep District, Thabo Mofutsanyana District and Fezile Dabi District. The public education outreaches mainly focused on advocacy for access to justice, whereby key justice cluster departments were afforded platform to educate communities on government services in response to GBVF. The public education outreaches resulted in 1 139 people being reached.

Through community radio platforms such as Mosupatsela FM, CUT FM, Med FM and Cape Town TV, communities were educated on key topics and were kept abreast on key projects undertaken by the provincial office. Topics and projects covered were the relationship between Freedom and Gender Equality during Freedom Month, Child Maintenance, 16 Days of Activism and the NSP-GBVF, 100 day challenges, the CGE back to school project, Gender Rights vs Human Rights during human rights month and Sexual Reproductive Health Rights. Access to the above community radio station has been made possible through provincial stakeholder relations forged with the Free State Office of GCIS and the Central University of Technology.

Gender and Development workshops were implemented for the Performing Arts Centre of the Free State, Senekal Stakeholder Forum, and some Mangaung Metro Ward Committees. Popular topics that stakeholders requested to be capacitated on were sexual harassment, LGBTQIA+ and Gender Mainstreaming in addition to understanding the mandate of the CGE and various international, regional, and national gender and human rights frameworks.

The Free State office continues to capacitate the local government sector on gender mainstreaming and gender transformation. Setsoto Local Municipality, and Maluti-a-Phofung Local Municipality have benefited from capacity building workshop conducted collaboratively between the CGE, COGTA and SALGA.

The Free State Office, despite various challenges faced, all APP targets were met for the financial year supported by strategic stakeholder relations that have been forged and maintained. The Free State Office has been able to make footprints throughout the five district municipalities.

The Free State Office was identified as one of the key stakeholders to participate in the 100-day challenge on implementation of the NSP-GBVF seeking to achieve ambitious results on Pillar 3 within 100 days. The Free State team focused on maintenance at the Bloemfontein Regional Court. The Education Officer (FS- CGE) was nominated as the team leader for the 100 days challenge team and had a coordinating and monitoring role on progress made by the team.

The Free State Office was involved in the planning for the 2022 Provincial GBVF Summit. These summits are conducted to deepen the understanding of GBVF in the province; to reflect on the implementation of the NSP-GBVF with a specific focus on progress, challenges, and opportunities; to make recommendations on what needs to be accelerated, what needs to be amplified/ scaled up, how can accountability be strengthened and what needs to be done differently.

The Free State Office continued to convene the stakeholder management and accountability forum (est. 2019) meetings whose objectives are to ensure that the CGE discharges its mandate on monitoring and holding various stakeholders accountable in terms of their mandates and towards eradicating GBVF and towards realization of gender inequality. The forum is a platform for the provincial manager to strengthen stakeholder relations, for the education officer to report on public education programmes and gender emerging issues in the communities and for the legal officer to report on legal complaints handled in the CGE and challenges experienced in complaints management.

The Free State Office participated in the back-to-school project led by the Office of the Chairperson and discharged by Commissioners in the provinces. A total of four schools were visited in the Free State Province: Kagisano Combined School, Barend Van Rensburg Intermediary School, Seithati Primary School, and Beang tse Molemo Senior Secondary. The back-to-school project exposes to the greatest extent the state of inequality within the education sector. Schools in previously and currently disadvantaged communities are completely left behind in terms of development.

Visits to police stations were conducted by the Free State Office on a project led by the CGE Free State Provincial Commissioner. Police stations were visited in Ficksburg, Bainsvlei and Bloemfontein. The visits aimed at assessing the status of readiness by the SAPS to receive and give service to survivors of GBVF.

4. Commissioners' Activities

Commissioners are appointed at national level but deployed to provinces to provide strategic leadership and raise the profile of the Commission. All specific roles and responsibilities are delineated in the terms of reference of all oversight committees. The primary purpose of the Commissioners is to:

- Assist with planning and development of recommendations for the thematic areas.
- Perform an oversight role in the implementation of agreed upon programmes of the Commission.
- Perform a support role in the implementation of agreed upon programmes as required.

The Commissioners undertook various activities during the financial year 2022 - 2023 to ensure that the mandate of the Commission was realised through participating in virtual seminars, dialogues, and strategic meetings. A brief overview is provided highlighting some of the activities Commissioners undertook in the year under review.

Dates of Plenaries

Term	Dates
Quarter 1	27 July & 05 August 2022
Quarter 2	27 & 28 October 2022
Quarter 3	15 & 16 February 2023

Name of Commissioner	Strategic Objectives (SOs) 1-4	Progress Report
Commissioner Ntuli-Tloubatla	<u>Strategic Objective One: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality.</u> <u>Strategic Objective Two: To promote and protect gender equality through public awareness, education, investigation, and litigation.</u> <u>Strategic Objective Three: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.</u> <u>Strategic Objective Four: To build organisational capacity and ensure that the operations of the organisation have an impact on society</u>	On the 25th April 2022, attended the Mpumalanga Provincial Government on the implementation of the Gender Equality Framework. Compliance of government concerning the advancement of women and persons with disabilities. Implementation of the act and ascertaining an enabling legislative framework. Radical follow-up on compliance and progress made on the act. Attached is the MP compliance register from DPSA. Recommended that the GESF is attached and the National compliance list from DPSA. This is a strategic tool for advancement of women into senior management level in the public sector. It holds Director Generals and Heads of Departments accountable for gender equity. Report submitted and has been processed accordingly. On the 19th June 2022, was invited to the dialogue hosted by the Methodist Church of South Africa on: • Gender Transformation • Gender Based Violence and Femicide • The role of men in the church in curbing gender-based violence.

Name of Commissioner	Strategic Objectives (SOs) 1-4	Progress Report
Commissioner Ngoma-Diseko	<u>Strategic Objective One: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality.</u> <u>Strategic Objective Two: To promote and protect gender equality through public awareness, education, investigation, and litigation.</u> <u>Strategic Objective Three: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.</u> <u>Strategic Objective Four: To build organisational capacity and ensure that the operations of the organisation have an impact on society</u>	Led the Portfolio Committee visit to Themba Police Station in Hammanskraal and IKhaya Le Themba in Braamfontein in April 2022. Was part of the delegation that conducted the oversight of the impact of the floods in KwaZulu Natal in accordance with the mandate of the CGE. Attended the annual report session of the Commission for Employment Equity in accordance with its mandate reports annually on progress in the transformation of the workplace. In accordance with Section 33 of the Employment Equity Act 1998. It was proposed to the Chair of the EEC that the 2022 EE report be presented to the CGE for monitoring purposes and comparison with the CGE workplace transformation reports. MoU with the CEE is desirable because they are the responsible for workplace transformation in terms of employment, conditions and workplace harassment. The CGE is responsible for monitoring workplace transformation including gender equality advancement. CGE NC must continue to monitor the institutionalisation of the NG and how the socio-economic conditions are being prioritised. In preparing for the presentation the NC Commissioner briefed the presenting Commissioner that there was slow progress in GM and institutionalising it. She emphasised that it seemed like there was no progress and the same issues and challenges were being reported. It is recommended that the CGE should conduct more stringent oversight and hold the Premier and Legislature to account Oversight visit to the Lenasia South TCC was conducted on the 10th and 15th April 2022. Between 12- 20 May conducted assessments of the performance of the CEO i.e. CEO's 6-month assessment during probation Conducted the shortlisting of the CFO candidates CFO interviews and appointment of the CFO. Quarterly meeting of the Commissioners

Name of Commissioner	Strategic Objectives (SOs) 1-4	Progress Report
Commissioner Mazibuko	<u>Strategic Objective One: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality.</u> <u>Strategic Objective Two: To promote and protect gender equality through public awareness, education, investigation, and litigation.</u> <u>Strategic Objective Three: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.</u> <u>Strategic Objective Four: To build organisational capacity and ensure that the operations of the organisation have an impact on society</u>	On the 8th June 2022, participated as panel member and delivered presentation on the "An assessment of SA's Gender Responsive Planning and Budgeting, Monitoring Evaluation and Auditing Framework (GRPBMEA) as requested by event host. Part of and participated in a focus group with a small group of advocates with disabilities from across Africa on the issue of gender inclusion and disability rights spaces. This was held virtually on the 12 May 2022. On the 25th May, participated at the commemoration of the Organisation of Africa Unity (OAU) establishment in 1963, wherein Africa became a pioneer in being the first continent to focus on continental unity and to encourage nation building through unity and freedom from oppression. Raising awareness on albinism, social ills and teenage pregnancy and facilitated community dialogues on these. From the 14- 24 June participated in the discussions on the NAP and the formation of an Albinism Sector central body that will be able to represent persons with albinism in South Africa. Also discussed issues pertaining to Albinism month and albinism awareness. Panel member discussing the importance of inclusion and raising awareness on the importance thereof, including the use of language towards people with disabilities. Form the 2nd – 5th May, led the delegation of Commissioners and staff who were deployed by office the Chairperson to conduct oversight monitoring visits to the flood disaster areas in KwaZulu Natal. Participated in the Portfolio Committee oversight to evaluate and assess the Commission and implementation of mandate. Included visit to a shelter in the North-West and a police station in Hammanskraal in April. Met PEI at H/O to discuss the inclusion of people with disabilities and the elderly people into the work and focus of the Commission. Establish the state and progress of reasonable accommodation on 2 June 2022.

Name of Commissioner	Strategic Objectives (SOs) 1-4	Progress Report
Commissioner Mothupi	<u>Strategic Objective One: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality.</u> <u>Strategic Objective Two: To promote and protect gender equality through public awareness, education, investigation, and litigation.</u> <u>Strategic Objective Three: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.</u> <u>Strategic Objective Four: To build organisational capacity and ensure that the operations of the organisation have an impact on society</u>	Between April – June 2022, has been involved in the review of the sexwork decriminalisation of CGE On 17th June 2022, raised awareness on toxic masculinity, on gender awareness, around the dangers of drug and alcohol abuse and around rights and responsibilities of young men Listen to young men talking about their role in building a society free from violence. - On the 7th June presented on the CGE annual report to stakeholders. - Clarify the role and mandate of CGE to stakeholders - Receive reports from different stakeholders on their role in the services to GBV survivors and awareness raising within communities - come up with strategies or recommendations to deal with GBV in the province Attended the ACPHR Seminar on 27 – 29 June 2022 on the obligation of States Parties under the African Charter, the Maputo Protocol and other relevant instruments in respect of the right to health care and health services and social services to: Identify gaps in the health care systems and social protection sector in AU member States as well as the regional and continental levels. Raise awareness on/ address the issue of deficient health care systems and research purposes. Collect data on quality of health care systems and social protection in State Parties. Share best practices regarding health care systems and social protection in State Parties, Formulate key recommendations to address the issues specific to the African context in this regard for implementation by the various stakeholders, namely States Parties, NHRI's, NGO's and other partners; Raise awareness on the Draft Protocol on the Rights of Citizens to Social Protection and Social Security

Name of Commissioner	Strategic Objectives (SOs) 1-4	Progress Report
Commissioner Rakolote	<u>Strategic Objective One: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality.</u> <u>Strategic Objective Two: To promote and protect gender equality through public awareness, education, investigation, and litigation.</u> <u>Strategic Objective Three: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.</u> <u>Strategic Objective Four: To build organisational capacity and ensure that the operations of the organisation have an impact on society</u>	Nothing to report about in this reporting quarter Nothing to report about in this reporting quarter Nothing to report about in this reporting quarter Conducted performance assessment of the CEO and contributed to the report to be submitted to Plenary for discussions and adoption on the 09 May 2022 and the 18 May 2022.
Commissioner Deyi	<u>Strategic Objective One: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality.</u> <u>Strategic Objective Two: To promote and protect gender equality through public awareness, education, investigation, and litigation.</u> <u>Strategic Objective Three: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.</u> <u>Strategic Objective Four: To build organisational capacity and ensure that the operations of the organisation have an impact on society</u>	Report not submitted.

Name of Commissioner	Strategic Objectives (SOs) 1-4	Progress Report
Commissioner Sepanya-Mogale	<u>Strategic Objective One: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality.</u> <u>Strategic Objective Two: To promote and protect gender equality through public awareness, education, investigation, and litigation.</u> <u>Strategic Objective Three: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.</u> <u>Strategic Objective Four: To build organisational capacity and ensure that the operations of the organisation have an impact on society</u>	Report not submitted.
Commissioner Moleko	<u>Strategic Objective One: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality.</u>	On 25 April held a virtual meeting with Meeting with the Department of Justice to discuss Sex-Work Legislative Reform. On 17 and 25 May 2022, held virtual consultative meetings on sex work in South Africa with SANAC, SAMRC/PHRU. The CGE objectives of the engagements were to gain insight and/or a better understanding into decriminalisation legislation, research and insights. Meeting sought to discuss key issues, amongst them was to: Outline the challenges and suggested solutions to challenges. Provide suggested solutions to identified challenges. Provide experiences and appropriate recommendations on interventions; Share research and work conducted in this regard Legislative framework. These meetings with S6 Committee continued on the 8th, 16th and 24th June 2022. On 30th May 2022, participated at the virtual Special plenary to review commissioner's handbook.
	<u>Strategic Objective Two: To promote and protect gender equality through public awareness, education, investigation, and litigation.</u>	Attended 20-24 April 2022, Attended the virtual meeting by the Portfolio Committee on Women, Youth and Persons with Disabilities to hear the CGE's 4th Q Report and outstanding matters by Portfolio Committee. On 11 May 2022, attended the Portfolio Committee's virtual meeting where CGE presented on its Annual report for 2021

Name of Commissioner	Strategic Objectives (SOs) 1-4	Progress Report
	<u>Strategic Objective Three: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.</u> <u>Strategic Objective Four: To build organisational capacity and ensure that the operations of the organisation have an impact on society</u>	Provided inputs and written piece for national discourse on the role of women in the Economy. https://www.sabcnews.com/sabcnews/black-women-the-face-of-unemployment/ Article written on recently reported unemployment data that was released. From 25 April – 29 June 2022, involved in a process undertaken to finalise SAPS report that included using consultants to finalise the work of the report. Due to several quality constraints and lack of understanding of the brief, Research internal unit finalised the report. With the appointments of Section 6 Committee members finalised, the task team regularly met with the members between 19 April and 30 June and the following had been done to date: 1. TORs approved 2. Appointment of Section 6 Committee 3. Working meetings have taken place with the draft report imminent from 06 October 2021 and 09 November 2021 4. An interim draft report was presented to the members by Section 6 committee 5. Roundtable date requested to be diarised Deputy Chair has requested all correspondence on this process come from the appropriate office. Chairperson as Executive Authority or the Office of the CEO. It was agreed in previous meeting that all matters be dealt with at institutional level, as it was noted with concern that media requests have been made and external parties on the issue of the Section 6 Committee. The plenary will be appraised on any other matter during the meeting.
		No meetings with provincial staff held on APP implementation, despite request to encourage joint planning. My recommendation to strengthen processes and support at provincial level there needs to be the following: 1. Processes that guide roles and responsibilities with Commissioners and provincial managers. 2. Minimal standard operating procedures (SOPs) guiding the working relationship as any other office would have 3. Reporting (as and where necessary) to Commissioners as a standard practice (to be included in the SOPs) – on legal cases/complaints and or high level/strategic engagements

Name of Commissioner	Strategic Objectives (SOs) 1-4	Progress Report
		Involved in Parliamentary internal preparation on the 13th April 2022. Participated in the Handbook review Sessions held on 17 and 30 May 2022 to review and finalise edits and adopt once edits processed. Participated in the Job Profile Meeting with Presidency. A process is underway to standardise the job profiles across the Chapter 9 Institutions. This was circulated and shared – the job description was also shared and updated. The CGE further added challenges and constraints faced in a high level report. April - June 2022, attended ITC Sub-Committee 11 April 2022, PEI & Research; 12 April 2022, SPME 26 April 2022, Plenary 19-20 May 2022 Present and Special Plenary and other Committee Chairperson's & Commissioner meetings

Name of Commissioner	Strategic Objectives (SOs) 1-4	Progress Report
Commissioner Mathebula	<u>Strategic Objective One: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality.</u>	Climate Change Bill: In May 2022, the CGE welcomed and had an opportunity to make inputs into the Climate Change Bill and reiterated the proposed sections under the Climate Change Bill. It is a well-known fact that climate change has detrimental effects, which can be felt in both the short-term through natural hazards, such as landslides, and floods and in the long-term, through more gradual degradation of the environment. Furthermore, these adverse effects of such events are already felt in many areas, including agriculture and food security, biodiversity and ecosystems; water resources; human health; human settlements and migration patterns, energy, and the transportation sector. Moreover, women face social, economic and barriers that limit their coping capacity. First, women and men in rural areas are especially vulnerable when they are highly dependent on local natural resources for their livelihood. Those responsible for securing water, food, and fuel for cooking and heating face the most significant challenges. Secondly, when coupled with unequal access to resources and decision-making processes, limited mobility places women in rural areas in a position where they are disproportionately affected by climate change. It is thus essential to identify gender-sensitive strategies to respond to the environmental and humanitarian crises caused by climate change. Overall, the CGE submitted that the Bill in its current form did not echo an urge or need to take effective measures to prevent and mitigate the adverse effects and responses to disasters and climate change to ensure that the rights of women and girls were respected, protected and fulfilled. Health Regulation Bill: The Minister of Health in terms of Section 9 (1) (a) and (w) of the National Health Act, (Act No 61 of 2003), invited stakeholders to make comments or representation on the proposed regulations related to the Public Health Hazards that also have short and long-term detrimental effects to women and girls. On the 30 April 2022, the CGE made formal written submission to the Health Regulation Bill in relation to the impacts of the public health hazards and non-compliance to the Public Health Hazard Regulations.

Name of Commissioner	Strategic Objectives (SOs) 1-4	Progress Report
	<u>Strategic Objective Two: To promote and protect gender equality through public awareness, education, investigation, and litigation.</u>	Forum for Institutions Supporting Democracy (FISD): The heads of the Independent Constitutional Bodies met virtually on Tuesday, April 19, 2022, under the banner of the Forum for Institutions Supporting Democracy (FISD) to discuss and explore a collaborative approach to monitor, exercise due diligence and oversight over government disaster relief efforts following the recent floods that ravaged KwaZulu-Natal and parts of the Eastern Cape provinces. The meeting culminated into the development of a draft FISD Disaster Action Plan (2022) which proposed the establishment of the central disaster coordinating "nerve centre or war room" for accountability by all FISD members, collectively and sub-committees clustered in accordance to the areas of expertise and mandates. See the link below: Draft FISD Disaster Action Plan - EC-KZN-NW (002) A further internal intervention by the CGE in providing oversight monitoring visits to the KZN, Eastern Cape and North West Provinces was made. The Chairperson deployed Commissioners and the CEO deployed staff members to the aforementioned 3 provinces following the rain floods that resulted in the loss of lives and damage to property, infrastructure and the environment caused by heavy rain, flooding, strong winds and landslides, as a National Disaster. Between 6 and 7 April, The Chairperson opened and presented at the National Women in Leadership Conference organised by Pinpoint Stewards and ECSA in Oubaai in George. The presentation was on the 12 Critical areas relating to the Beijing Platform for Action in April 2022. On the 7th April, made a presentation and actively participated at the UN Women – ESARO webinar that was tackling issues of substantive gender equality. The webinar was organised by the UN Women SA office and invited women leaders at country and regional levels. The conference discussed the regional and international conventions including

Name of Commissioner	Strategic Objectives (SOs) 1-4	Progress Report
		domestication of some of the conventions made by member countries towards achievement of gender equality. On the 6th June 2022, attended The Department of Justice and Constitutional Development's Programme of Action launch and 20th Anniversary.. This followed the DoJ&CD's commissioned baseline study to determine levels of racism, anti-foreigner sentiments, homophobia, racial incidents, inter-racial relations and perceptions of national identity in South Africa. The CGE was invited to the 20th Anniversary celebration to present on how to achieve equality through effective "Equality Courts in South Africa" The two-day event was hosted by the DoJ&CD in Kempton Park - east of Johannesburg. The Chairperson gave background about the evolution of Equality Courts, how they were created by the Promotion of Equality and Prevention of Unfair Discrimination Act (PEPUDA) 4 of 2000 which was promulgated as a direct result of section 9 of the Constitution of South Africa. Equality Courts are specialised courts designated to adjudicate matters specifically relating to infringements of the right to equality, unfair discrimination and hate speech, with a view toward eradicating the ever-present post-apartheid spectre which essentially has divided the country along racial, gender and monetary related lines. The Equality courts were extended to the magistrate's courts primarily to bring access to justice to the marginalized and vulnerable citizens to assert their rights. She gave synopsis of the cases that have been reported, handled and successfully prosecuted in these courts. On the 27th May 2022, the Commission for Gender Equality was invited by the NCOP to present on its oversight work regarding gender mainstreaming in government and local municipalities as part of the Women's Charter Review process by the Deputy Chairperson of the NCOP. The Chairperson made the presentation about the Limpopo gender mainstreaming intervention by CGE. The presentation covered the

Name of Commissioner	Strategic Objectives (SOs) 1-4	Progress Report
	<u>Strategic Objective Three: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.</u>	prevailing socio-economic challenges experienced by the previously disadvantaged people including women in the province, and the gender mainstreaming programmes across departments and district municipalities. There were shared findings and recommendations to be implemented including training and capacity building and including mainstreaming gender in their IDPs. On the 20th June 2022, the CGE was invited to the COSATU National Gender Inaugural Conference and to present on how to achieve Gender Equality in the workplace which the Chairperson attended. At the conference she made a presentation that unpacked the legal frameworks, ILO guidelines and the policy framework on achieving gender transformation in the workplace. Between April – June 2022, conducted interviews with various television and radio stations to raise awareness and educate the public about substantive gender equality. On the 13th April, the Chairperson chaired a meeting of the 2 Chapter 9 Institutions i.e. the SAHRC and the CGE to discuss the Beloffebos wedding venue case that these institutions were investigating in terms of the approach based on the human and gender rights that were violated by the owner of the venue. The owner is still exploring options provided by both C9s to either settle out of court or give a public apology for refusing to offer the venue to the homosexual partners who were getting married. On the 26th April 2022, presented at meeting hosted by UNISA that discussed how to improve governance, systems and processes in the public sector. On the 27th May 2022, presented the progress on the CGE's gender mainstreaming interventions in Limpopo province. A detailed presentation was made which covered key information on the following areas:

Name of Commissioner	Strategic Objectives (SOs) 1-4	Progress Report
	<u>Strategic Objective Four: To build organisational capacity and ensure that the operations of the organisation have an impact on society</u>	- The CGE's mandate, - The background information, - The prevailing socio-economic challenges affecting women and a girl-child in the province, - Progress on the CGE's gender mainstreaming intervention in the government departments, across the 5-district municipalities On the 5th of June 2022, the Chairperson was invited as a guest to participate at the National Summit hosted by the Public Service Commission on Corruption, Xenophobia and related Intolerance in Menlyn, Pretoria. April - July. Continued to monitor provincial and national domestic GBV&F cases reported during the quarter and its adverse effects of COVID-19 lockdown alert level 1 - 4. Monitored adherence to the Institutional COVID-19 Protocol for CGE and other Institutions. 19 & 24 April 2022. Held Ordinary and Special Plenary meetings that tabled the 4th Quarter reports and to adopt various HR Policies for CGE implementation. Chaired special plenary meeting to discuss urgent business matter. April and May convened meetings with Commissioners to review the draft Commissioner's Handbook that was submitted by Consultants in April 2022 and subjected it to internal review process. 50% of the review work was done and it was agreed that the office of the Chairperson would identify another date to finalise the outstanding review work in the second quarter. April – May Chaired several internal meetings that discussed the 25th Anniversary and other logistical processes. As the ex-officio members attended and made inputs into the CGE's Q1 Oversight Committees that commenced on Tuesday, 19 – 26 July 2022.

Name of Commissioner	Strategic Objectives (SOs) 1-4	Progress Report
		29 April 2022, conducted the CEO's Annual Performance assessment process based on the extended probation period. Out of all the 3 assessments conducted for six months, twelve months and extended six months, the CEO has failed to achieve on the identified 7 Key Performance Areas within which assessment was made. The report was developed and tabled at Special Plenary in May 2022. The report was tabled at the Special plenary in May 2022. In April 2022, prepared and hosted the Portfolio Committee on WY&PD during their oversight monitoring visits to the CGE supported programmes in the North-West and Gauteng provinces. Between April and June, reviewed and made substantive inputs into the draft reports, Evaluation of the Plenary and Sub-committee Reports by the external service provided. Solicited and could not get additional inputs from Commissioners. Engaged with the appointed service provider with regards to the internal changes made concerning the 2 consultants who since left the company, hence the delays experienced in finalising the report. On the 17th April – participated in a virtual meeting by the Independent Commission on Remuneration of Office Bearers. The purpose of the meeting was to review the draft shared report of the Deputy Chairperson's job profile and that of the Part-Time Commissioners. A process is underway to standardise the job profiles across the Chapter 9 Institutions. The CGE further added a detailed report on challenges and constraints experienced by the CGE and proposed solutions to the constraints faced.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
L. Ntuli-Tloubatla	Strategic Outcome 1: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality. Strategic Outcome 2: To promote and protect gender equality through public awareness, education, investigation, and litigation.	<u>Gender Equality Strategic Framework and Gender Transformation:</u> On the 31st of August 2022, CGE made a presentation on Gender Equality Strategic Framework and Gender Transformation. The presentation to cover progress made towards the advancement of women. Way Forward / Recommendations: Vehement implementation of policies of gender transformation. <u>Human Rights Training Workshop:</u> Attended a Human Rights training workshop on 18 July 2022. Empowering Community Based Structures with South Africa National Action Plan on Women Peace and Security is vital for deepening a culture of peace and safe communities. The WPS recognise women and youth as important stakeholders in peace building, and management of conflicts in communities. Human Rights Institute of South Africa, Institute for Justice and Reconciliation, Lady of Peace. Community Foundation, South Africa Women in Dialogue, Foundation for Human Rights, Access Chapter are assisting then government to implement National Action Plan on Women Peace & Security in communities. The partners are playing instrumental roles in building peace through coordination of public dialogues, capacity building training workshops, peace tables, women election mechanism for peace, including peace advocates, peace messengers and peace envoys in South Africa and beyond. <u>Launch of the CGE SAPS GBVF Report:</u> Launching of the CGE SAPS GBVF report which is a product of oversight visits to SAPS Police Stations by CGE Commissioners on 12 July 2022. Way Forward / Recommendations: The launch was a success and came up with clear findings and recommendations which CGE is ready to monitor its implementation as part of fighting the scourge of GBVF.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
	Strategic Outcome 3: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.	<u>Women's Charter Review - Reporting Process</u> Reported and made a presentation on work done by CGE as part of Gender Transformation on 23 September 2022 Way Forward / Recommendations: The report was presented. MP was able to report on 10 of the 12 Women Charter Articles. <u>Mpumalanga SALGA Women Commission Lekgotla:</u> The Commission for Gender Equality (CGE) made a presentation on the CGE mandate, Generation Equality: Realizing Women's Rights for an Equal Future". "How do we localize the global efforts to achieve gender equality by 2030"? on 04 August 2022. Way Forward / Recommendations: Mpumalanga need to accelerate gender transformation, focus more on programs and projects not events. <u>SAPS Oversight Visits Ackonhoek, Bushbuckridge, Verena and Kwamhlanga:</u> CGE conducted oversight visits on 10 – 11 August 2022 as part of GBVF in the country, Mitigation process and monitoring role as part of the CGE Constitutional Mandate. Way Forward / Recommendations: A report will be presented at the end of the process, Official launch underway. <u>SANDF and Silulumanzi Women's Day Celebration:</u> CGE made a presentation on its mandate, work done by CGE including women empowerment and development on 12 August 2022. IEC: CGE made a presentation on 16 August 2022 on Rural customs and beliefs – impact on women's democratic rights – comment.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
	Strategic Outcome 4: To build organisational capacity and ensure that the operations of the organisation have an impact on society	• Women in Politics • The Women's Charter 2021 Way Forward / Recommendations: IEC affirmed that they shall run awareness campaigns to advance women's involvement in political and civic life matters 16 August 2022. <u>SAPS Oversight Visits Ogies and Phola:</u> CGE oversight as part of the GBVF monitoring, mitigation process in line with the CGE Constitutional Mandate 15 – 16 September 2022. Way Forward / Recommendations: Final report will be presented and launched by the Commission. <u>Committee Meetings Attended:</u> • Section 6 Committee meeting - 14 July 2022 • Research Meeting - 19 July 2022 • HRRC Meeting - 21 July 2022 • Plenary Meeting - 27-28 July 2022 • Special Plenary Meeting - 05 August 2022

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
O. Ngoma-Diseko	Strategic Outcome 1: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality.	<u>Inputs into the Basic Education Laws Amendment (Bela) Bill:</u> The purpose was to insert and amend the South African Schools Act, 1996 to create an offence in respect of the interruption, disruption, or hindrance of school, among others, The input of the CGE related to learner pregnancy and related matters. Way Forward / Recommendations: 1. Monitor and oversee the implementation of the legislation and the Policy for the Prevention and Management of Learner Pregnancy. 2. Monitor if the implementation of the regulations governing the teachers who are responsible for statutory rape and related consequences. 3. Public education and information regarding the teenage and learner pregnancy which must be characterised as statutory rape. <u>National Gender Machinery and Youth and Persons with Disability Consultation:</u> The purpose was for CGE to participate in the DWYPWD stakeholder engagement to review the NGM and how it can be strengthened: 21 – 23 September 2022. Way Forward / Recommendations: 1. Monitor and oversee the implementation of the legislation and the Policy for the Prevention and Management of Learner Pregnancy. 2. Monitor if the implementation of the regulations governing the teachers who are responsible for statutory rape and related consequences. 3. Public education and information regarding the teenage and learner pregnancy which must be characterised as statutory rape. The CGE must monitor the NGM as it is a critical structure to implement the gender transformation agenda.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
	Strategic Outcome 2: To promote and protect gender equality through public awareness, education, investigation, and litigation.	<u>National Conference on Local Government Accountability and Human Rights:</u> To review the effectiveness of the governance in local government and exploring an effective integrated system of local government - 31/08 - 01/09/22 at the Capital on Park, Sandton. Way Forward / Recommendations: • The CGE should reflect and identify points of action to advance gendered service delivery. • The CGE must also engage with the relevant stakeholders such as COGTA and SALGA through transformation hearings. • This was further important as the CGE is monitoring the implementation of the Women's Charter and reports to the NCOP on progress. <u>Monitoring the Mkhonza case:</u> CGE has been monitoring this case since it was reported in November 2020. The case is about a domestic worker who was attacked by the son of her employer while also calling her a "keffer". The domestic worker, Ma Mkhonza also lost her job. This is therefore a case involving GBV, racism and worker rights – 15 August 2022. Way Forward / Recommendations: Commissioners Mazibuko and Ngoma-Diseko have been attending, The case starts in earnest on the 24-28/10/22 and it is recommended that the CGE be a friend of the court monitor the case. <u>Meeting with Portfolio Committee of WYPD:</u> Presented the quarterly performance reports. Way Forward / Recommendations: Follow up issues raised.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
	Strategic Outcome 3: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.	<u>Monitoring the case of Ma Mkhonza, a domestic worker who was assaulted and abused by the son of her employer 15 August 2022.</u> - To monitor issues that undermine gender equality. Way Forward / Recommendations: - Monitoring the case <u>Research and writing opinion on teenage pregnancy</u> - Highlighting the impact of teenage pregnancy on the affected girl-child and highlighting it as a development issue. Secondly to propose that there be a social compact to address this crisis. Way Forward / Recommendations: - The CGE must be in the forefront of monitoring systemic and structural issues that enable this problem such as: - Monitor the legislation regarding learner pregnancy and the implementation of the policy on the Prevention and Management of learner pregnancy. - Problematise learner pregnancy and an intervention such as awareness raising and mobilising for a social compact to address this crisis. <u>Launch of the SAPS Report – 26 August 2022</u> - Report on the oversight findings of the 30 GBV hotspots identified by Minister Cele in 2019. Way Forward / Recommendations: Continued monitoring with better methodology and tools for consistency of findings. <u>Preparation for the launch of the 25th anniversary celebration:</u> - Preparation for the anniversary of the 25th anniversary of the CGE – 12 & 17 August 2022.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
	Strategic Outcome 4: To build organisational capacity and ensure that the operations of the organisation have an impact on society	<u>Oversight to the CGE Gauteng Provincial Office</u> - Visited the provincial office to engage with staff on the Operational Plan and progress as well as the conduciveness of the office for better performance. Way Forward / Recommendations: - Report with recommendations to improve performance. Gauteng provincial office. <u>Portfolio Committee meeting – 12 September 2022:</u> - Debriefing following the PC meeting on issues raised. Way Forward / Recommendations: - Commissioners must always reflect and debrief on the meeting to improve. <u>Attended the CGE - 25th anniversary celebration on 26 August 2022 at Constitution Hill:</u> - To reflect on the work of the CGE since inception and charting a way forward. Way Forward / Recommendations: - The CGE remains relevant and must be strengthen and sustained in accordance with SO4 of the CGE Strategy. <u>Plenary - Quarterly meeting of the Commissioners: 27 – 28 October 2022:</u> - Plenary resolutions will be implemented. Commissioners Handbook Review – 29 August 2022: - To review the Commissioners Handbook. Way Forward / Recommendations: - Handbook must be completed.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
		Special Plenary – 27 September 2022: - To discuss progress or lack of the implementation of the Business Model. <u>CGE Roadmap – 29 August 2022</u> - Committee Meetings Attended: - Finance and Fund-Raising – 25 July 2022 - Good Governance and Ethics – 25 July 2022 - Legal and Complaints – 20 July 2022 - Human Resources and Remuneration Committee – 21 July 2022 - HRRC (Terms of Reference) – 30 August 2022 - Ordinary Audit Meeting – 25 July 2022 - Research and Education – 29 July 2022 - Ordinary Plenary Meeting – 05 August 2022 - Special Plenary – 24 August 2022
N. Mazibuko	Strategic Outcome 1: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality. Strategic Outcome 2: To promote and protect gender equality through public awareness, education, investigation, and litigation.	<u>National Gender Machinery and Gender, Youth and Persons with Disabilities Machineries Consultative Sessions: 21 – 22 September 2022:</u> - Participated in the consultative sessions hosted by the Department of Women, Youth and Persons with Disabilities to contribute to the National Gender and Youth and Persons with Disabilities Machineries at Diep in die Berg, Tshwane. <u>Joy of Inclusion Cremora – 09 July 2022:</u> - To celebrate the inclusion of all diverse people in their differences and to give platform to people with disabilities to influence a change in behaviour and language addressing people with disabilities at Constitution Hill. <u>Decriminalisation Meeting Briefing – 17 July 2022:</u> - Briefing on Decriminalisation of Sex-Work and Provincial Consultations. <u>Visual Impairment Awareness Webinar with the National Prosecuting Authority – 29 July 2022:</u> - The webinar sought to give platform to discuss issues of blindness and to create awareness and to give platform to discuss issues of access to information, services, and other services to the blind community via Teams.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
	Strategic Outcome 3: To monitor and evaluate issues that undermine the promotion and attainment of gender equality. Strategic Outcome 4: To build organisational capacity and ensure that the operations of the organisation have an impact on society	<u>Northwest SALGA's Women Lekgotla – 18-19 August 2022:</u> - Presented on the provincial gender equality status to contribute to some of the goals of the lekgotla which included sharing good practices on gender mainstreaming strategies, projects, and programmes in local government in Magalies Park, Hartbeespoort. <u>SAPS Biannual Report Launch – 12 July 2022:</u> - Launched the report that outlined the Commissioners spearheaded project of monitoring police stations to assess their readiness and effectiveness in dealing with sexual and violent crimes such as rape and sexual assault at Constitution Hill. <u>Attended Mama Mkhonza Court Case – 16 August 2022:</u> - Monitoring the case of Mama Mkhonza and her daughter Popi Mkhonza who were assaulted by their employer. <u>Gauteng Office Staff Meeting – 03 August 2022:</u> - To fulfil the roles and responsibilities as outlined in the Commissioners Handbook of undertaking an oversight visit to provincial offices – Gauteng Provincial Office, Tshwane. <u>Human Resources Management Meeting – 17 August 2022:</u> - To establish progress on the reasonable accommodation policy and appointment of personal assistant – Head Office, Johannesburg. <u>Meeting with/regarding Part-Time Commissioners with the Auditor General – 24 August 2022:</u> - To discuss the issue of the transition of irregular expenditure to wasteful expenditure pertaining to the payment part-time Commissioners during COVID-19 – via Teams.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
		<u>25th Anniversary and Gala Dinner – 26 August 2022:</u> - To celebrate the 25 years of the Commission's establishment, assess its impact in delivering on its mandate, to create a platform for stakeholders to share on their observation on areas of improvement and to discuss an ideal, more impactful institution for the future. - Gala Dinner was to celebrate individuals that make up the institution and celebrated those who have been long serving in the institution – held at Sunnyside Park Inn, Parktown. <u>Women Economic Empowerment Project – 05 September 2022:</u> - To discuss Women Economic Empowerment Project and SAPS report – via Teams. <u>Business Model Session – 07 September 2022:</u> - To discuss the implementation of the business model, of which the programme and session changed due to lack of consultation as reported by staff, thus leaving “birthing” a conceptualisation session instead – Protea Hotel OR Tambo. <u>Portfolio Committee Preparation Meeting – 12 September 2022:</u> - To prepare the Acting Chief Executive Officer for the Portfolio Committee Meeting – via Teams. <u>Portfolio Committee Debriefing Meeting – 14 September 2022:</u> - To reflect on some of the concerns raised by the Portfolio Committee and prepare for the future engagements with the Committee pertaining to these issues – via Teams.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
		<u>KwaZulu Natal Provincial Office Visit – 19 September 2022:</u> - To accompany the Acting Chief Executive Office (ACEO) and Chairperson to the provincial office as the province's designated lead Commissioner to share challenges faced by the provincial office and to allow the ACEO to meet the staff and gain knowledge of their needs – KwaZulu Natal Provincial Office, Durban. <u>Committee Meetings Attended:</u> - Finance and Fundraising Meeting 25 July - Public Education and Information and Research Meeting 29 July Present - Good Governance and Social Ethics Committee 25 July - Plenary 27 – 29 July - Strategic Plan, Monitoring & Evaluation 19 July 22 July, 1 August, 3 August - Plenary 05 August - Extra Ordinary Plenary for update on CEO's Performance (now former CEO) 24 August - Special Plenary 27 September <u>Special Committees:</u> - SAPS Report Launch Planning Committee Debriefing Session. 13 July 25th Anniversary Planning Committee Meeting. • 15 July • 22 July • 29 July • 12 August • 16 August • 17 August • 19 August • 24 August • 25 August - SPME Sub Committee 03 August 2022 25th Anniversary Planning Committee Debriefing. 29 August 2022 <u>Portfolio Committee Meetings Attended:</u> - Portfolio Committee on Women, Youth and Persons with Disabilities – 13 September 2022

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
D. Mothupi	Strategic Outcome 1: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality. Strategic Outcome 2: To promote and protect gender equality through public awareness, education, investigation, and litigation.	<u>Section 6 Committee on Sexual work decriminalisation – 07 July 2022</u> <u>Section 6 Committee on decriminalisation on sex work – 11 July 2022</u> <u>Launch of SAPS Report – 12 July 2022:</u> • Gave an account on the oversight visits to police stations. • Informed the public about the findings of the oversight visits to police stations and TCC's. <u>Addressing UCR FM on the outcome of the SAPS report – 12 July 2022:</u> • Raised awareness around the oversight visits and the findings thereof. • Encouraged survivors of GBV to report their cases so that justice can be served. • Raised awareness around withdrawal of GBV cases. <u>Addressing Lesedi FM on the SAPS report – 12 July 2022:</u> • Raised awareness around the oversight visits and the findings thereof. • Encouraged survivors of GBV to report their cases so that justice can be served. • Raised awareness around withdrawal of GBV cases. <u>Addressing Lesedi on the SAPS report findings – 14 July 2022:</u> • Raised awareness around the oversight visits and the findings thereof. • Encouraged survivors of GBV to report their cases so that justice can be served. • Raised awareness around withdrawal of GBV cases. <u>Addressing Mosupatsela FM on the SAPS report findings – 19 July 2022:</u> • Raised awareness around the oversight visits and the findings thereof. • Addressing Senior Managers of the Department of Health FS – 23 August 2022:

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
		• Raised awareness around gender equality in the workplace. • Raised awareness on sexual harassment and bullying in the workplace. • Raised awareness around challenges towards women's participation in the economy. • Raised awareness around GBV. • Engaged on the challenges towards ensuring that there is gender equality in the management of the department. • Engaged on challenges towards provision of services being approached with a gender lens by employees of the department and its leadership. <u>Addressing Methodist Church Women – 21 August 2022:</u> - Raised awareness around the relationship between religion and gender inequality - Raised awareness around the relationship between Culture and GBV • Raised awareness around challenges that women face in relation to participating in the economy. • Awareness on how women's triple responsibilities sometimes become a barrier their participation in the mainstream economy. • Raised awareness on how patriarchy influences relations between men and women. • Encouraged women to develop confidence in themselves. <u>Addressing Catholic Women – 28 August 2022:</u> - Raised awareness around the relationship between religion and gender inequality - Raise awareness around the relationship between Culture and GBV • Raised awareness around challenges that women face in relation to participating in the economy. • Awareness on how women's triple responsibilities sometimes become a barrier their participation in the mainstream economy. • Raised awareness on how patriarchy influences relations between men and women. • Encouraged women to develop confidence in themselves.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
	Strategic Outcome 3: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.	<u>Addressing Youth event of SAPS and constituency office of the deputy Speaker of NA:</u> - Raised awareness around teenage pregnancy and how it affects girls different from boys. - Raised awareness around gender roles within the society. - Raised awareness around GBV amongst and against young women within families and the broader society. Encourage young men and women to dialogue so that they can identify possible solutions to GBV. • Raised awareness on the relationship between GBV and substance abuse. <u>Addressing women's month event of the Rouxville Development agency – 19 August 2022 – Role Leya Thunya Community Hall:</u> - Raised awareness around challenges that women face in relation to participating in the economy. - Awareness on how women's triple responsibilities sometimes become a barrier their participation in the mainstream economy. - Raised awareness on how patriarchy influences relations between men and women. - Raised awareness on the role of culture in gender inequality. - Encouraged women to develop confidence in themselves. <u>Site Visit to the Qwaqwa TCC – 20 July 2022 – Elizabeth Ross Hospital Qwaqwa:</u> In line with monitoring of access to justice by survivors of GBV; - Assess the site identified for the TCC in Phuthaditjhaba. - Assess preparedness of the role players in the planned TCC. - Assess accessibility of the TCC for both survivors and the health workers. - Identify possible challenges to the project so that relevant departments can address them. <u>Way Forward / Recommendations:</u> - CGE to monitor progress on the project.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
	Strategic Outcome 4: To build organisational capacity and ensure that the operations of the organisation have an impact on society	<u>Oversight Visit to Jagersfontein after the disaster – 28 September 2022 – Jagersfontein:</u> - Monitored emergency services provided by government to victims of the disaster. - Followed up on government's commitment to relief of victims of the disaster. - Engaged with some of the victims on their challenges. <u>Attended the Following Meetings / Workshops:</u> - 25th Anniversary Preparation: 22 July 2022 - Handbook Review Session: 25 August 2022 - 25th Anniversary Prep Meeting: 24 August 2022 - 25th Anniversary Planning Meeting: 19 August 2022 - 25th Anniversary Prep Meeting: 29 August 2022 Virtual - CGE Handbook Review Session: 30 August 2022 - Business Model Workshop: 6 – 7 September 2022 Kempton Park - 25th Anniversary Event: 26 August 2022, Constitution Hill - Committee of Chairpersons: 30 August 2022, Virtual - POPI Act Workshop: 4 August 2022 <u>Committee Meetings Attended:</u> - HRRC – 21 July 2022 - Good Governance and Ethics – 25 July 2022 - Plenary – 27 – 28 July 2022 - SPME – 19 July 2022 - ITC – 22 July 2022 - Special Plenary – 24 August 2022
S. Rakolote	Strategic Outcome 3: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.	<u>Overcoming Barriers to Women's Economic Empowerment Webinar – 03 August 2022:</u> - The webinar was about barriers to women's economic empowerment. <u>Way Forward / Recommendations:</u> - CGE must monitor compliance with national policy and legislative frameworks aimed at promoting gender equality and economic transformation. <u>Coida Webinar – 23 September 2022:</u> - The webinar was about new regulations under the Compensation for Occupational Injuries and Diseases Act (COIDA). <u>Way Forward / Recommendations:</u> - CGE must endeavour to reach more audience that are affected by new regulations under the Compensation for Occupational injuries and Diseases Act (COIDA). - Noting to report about during this reporting period.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
N. Moleko	Strategic Outcome 1: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality. Strategic Outcome 2: To promote and protect gender equality through public awareness, education, investigation, and litigation.	<u>SAPS Launch and Planning Meetings. Report was titled “Call to action”.</u> - “A call to Action” report gives a glimpse of some of the issues at the Thuthuzela Care Centres and Police Stations. 66 Police Stations and various Thuthuzela Care Centres were visited. The CGE played an oversight role, henceforth monitoring what's happening on the ground. This was informed by the lack of justice for victims and survivors of gender-based violence (CGE). 12 July 2022 [Launch Date], 04 July 2022, 07 July 2022, 08 July 2022 11 July 2022. Way Forward / Recommendations: - This report seeks to find tangible solutions based on the recommendations made. The recommendations would be followed through by the Commission for Gender Equality (CGE) in order to ensure implementation with the view that the mindset would change. <u>Consultative Meeting on Decriminalisation of Sex-work In South Africa – SAMRC/PHRU – 11 and 14 July 2022:</u> - Consultative meetings held with various stakeholders and engagements held during quarter. Way Forward / Recommendations: - Report to be presented in plenary on the Section 6 recommendations. <u>Women Economic Empowerment Meeting – 05 September 2022:</u> - CGE seeks to outline the status quo of women in variety of sectors with the intention of outlining strategies and policy amendments necessary. Way Forward / Recommendations: - Position CGE in economic discourse on economy and make factual and evidence-based recommendations. <u>De Beers Women’s Day Webinar – 11 August 2022</u> - Webinar (Planning meetings and prior to actual event). On 1 August 2022 had a planning meeting to outline expectations.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
	Strategic Outcome 3: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.	Way Forward / Recommendations: - Overview of CGE Status and status of private sector transformation. - Focus on the mining sector in particular. <u>Annual Social Justice Summit and International Conference – 10 & 11 October 2022, Stellenbosch:</u> Way Forward / Recommendations: - The areas of strengthening are following up on and actioning recommendations made in such webinars with advocacy, APP focus where possible and allocation of resources and partnerships being strengthened with stakeholders in these sectors. <u>Portfolio Committee on Women, Youth and Persons with Disabilities attended Committee meeting – 14 October 2022, Virtual Parliament:</u> - Parliament undertook to hear CGE presentation on Annual report for 2022 and outstanding matters. <u>SAPS Site Visits Consolidations – SAPS Police Stations, Quarter 3 Franschhoek, Paarl, Cloeteville, Khayamandi, Wellington, Paarl East, Stellenbosch, Klapmuts:</u> - Process undertaken to monitor SAPS and do onsite visits with Station commanders in province. GBV hotspots were visited with others that were not. - Due to COVID regulations and level 2-4 during most of this period the outbreak reduced the ability to meet the targeted 12 in the quarter. We thus agreed to add the additional 4 in the next quarter. - CEO must advise on the resource required to collate a national report on the work done in the first 6 months. July to end Q3 no research support given; it would be necessary to do now that Q2 has ended for national report with provincial chapters. Status on progress per province also must be assessed and tabulated.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
	Strategic Outcome 4: To build organisational capacity and ensure that the operations of the organisation have an impact on society	<u>Decriminalisation Task Team – 14 July and 13 October 2022:</u> Appointments of Section 6 Committee members was underway, and the task team regularly met with the members. The following had been done to date: 1. TORs approved. 2. Appointment of Section 6 Committee 3. Working meetings have taken place with the draft report imminent from 06 October 2021 and 09 November 2021 4. An interim draft report will be presented 19 October to the members by Section 6 committee. 5. Roundtable date requested to be diarised. Consultative meetings held with various stakeholders and engagements held during quarter. Report to be presented in plenary on the Section 6 recommendations. Way Forward / Recommendations: - CGE to always have organisational response rather than individual response on these matters. 14 July 2022 13 October 2022 Any other dates for consultations in Section 6 report. Report to be presented in plenary for consideration and actioning. <u>CGE Provincial Support:</u> WC: No Meetings with provincial staff held on APP implementation, despite request to encourage joint planning. My recommendation to strengthen processes and support at provincial level there needs to be the following: 1. Processes that guide roles and responsibilities with Commissioners and provincial managers (PMs). 2. Minimal standard operating procedures (SOPs) guiding the working relationship as any other office would have. 3. Reporting (as and where necessary) to Commissioners as a standard practice (to be included in the SOPs) – on legal cases/complaints and or high level/strategic engagements. Way Forward / Recommendations: - In previous 2 quarters raised request for improving intra-provincial work. Concerns were raised, though provincial work is ongoing. Nothing

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
		<u>Presidential GBVF Summit Planning Steering Committee</u> <u>- 22 July 2022 26 July 2022 29 July 2022 12 August 2022</u> <u>Every 2nd Friday until launch 7 October 2022 14 October 2022:</u> - Represented CGE as the only Chapter 9 institution in the planning committee. Main aim was to ensure the framing of summit is based on. <u>25th Anniversary (and planning) - 7 July 2022 15 July 2022 22 July 2022 August 10 August 2022 12 August 2022 16 August 2022 – Briefing Sessions 17 August 2022 19 August 2022 23, 24 and 25, 26th August 2022:</u> - CGE hosted its 25th Anniversary and formed part of the planning committee and drove key outcomes to ensure a launch representative of the CGE's past, present, and future. Various outcomes such as the documentation and finalising all aspects of the planning: - Research component (made a report). - Logistical and program. - Stakeholder engagement -Internal awards and building of institution and teamness. Way Forward / Recommendations: - During tenure as Acting Chairperson established a planning committee that would meet every Friday until event took place 25th August 2022. <u>Chairpersons Committee Meeting – 29 August 2022:</u> - Planning for CEO appointment process and roadmap was developed. <u>HOD Appointment Process – 14 October, 18 October, 19 October, 21 October 2022:</u> - Participated in shortlisting and appointment process of HOD PEI and HOD Legal. Way Forward / Recommendations: Appointment of recommended name by panel. <u>Standing Committees Attended:</u> ITC Sub-Committee 22 July 2022 PEI & Research; Legal and Complaints; 19 July 2022 SPME 19 July 2022, 22 July 2022, 03 August 2022 Plenary 27-28 July 2022 S Special Plenary and other Committee Chairperson's & Commissioner meetings 05 August 2022, 10 October 2022

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
T. Mathebula	Strategic Outcome 1: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality.	<u>National Minimum Wage Bill – 07 September 2022:</u> - The Commission for Gender Equality (CGE) was granted an opportunity to make written representations on the publication of the investigation into the National Minimum Wage. Leading up to the implementation of a national minimum wage, there have been debates around the question of the protection of workers against non-compliance which has overshadowed the actual protection that the introduction of a minimum wage actual affords low-wage earners. The CGE therefore, submitted that the introduction of a wage floor can afford a greater protection, as it results in meaningful developments that raises the wages of many South Africans within the ultra-low wage economy and thus the protection of workers in ensuring that there is an established floor to raise where there was none before. However, it has to be noted that given the current economic climate, if employers are likely to not afford the increase, there is a likelihood of many applications for exemptions. Way Forward / Recommendations: - Minimum wages are an important labour market intervention with various benefits. Furthermore, it is an important aspect that wages be adjusted with inflation. As the lack of an adjustment will result in the real values of the existing wages decreasing overtime and thus leaving a large number of the population, not only work poor, however, disenfranchised in respect of finding themselves in a greater state of the skewed income distribution, larger regional disparities, and low growth. Which will just lead to a bigger gap of gender inequality.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
		The Mineral Resources and Energy's Draft Mine Health and Safety Amendment Bill (2022) – 07 September 2022: - The CGE welcomed the opportunity to make inputs into Bill and shall reiterate the proposed sections under the review of the draft Mine Health and Safety Amendment Bill for the Department. Cognisant that historically the mining industry has been a male-dominant sector and the introduction and insurance of the full incorporation of women into this sector have been a challenge. Gender equality in the world of work is generally undermined by the widespread problem of conscious – as well as unconscious bias, where women find themselves sometimes being held back by gender stereotypes, company practices and structures that favours men's traditional roles and lifestyles over those of women and the mining sector has been no exception to this. The CGE wishes to commend the Department of Mineral Resources and Energy on the bill and its attempt to introduce an aspect of a gender element. However, the CGE finds that the bill is still very gender blind, particularly as it pertains to the actual health and safety of women miners and noted that it fails to comply with Part 3: Preventative and Protective measures at the Mine – Article 6 "Responsibilities of the Employers", Way Forward / Recommendations: - The CGE welcomed the need for the amendment of the bill, however, there was also a need to strengthen the aspect of occupational health and safety to include the entirety of the science in protecting the most vulnerable worker in the male-dominated industry. <u>Portfolio Committee (PC) on Women, Youth and Persons with Disabilities – 12 & 13 September 2022:</u> - The Commission for Gender Equality presented its first quarter progress, financial and audit reports to the Portfolio Committee highlighting its achievements and challenges during the period under review, A follow-up meeting was held on Friday, 14 October and CGE presented its Annual Report 2022/23 at this meeting. - Way Forward / Recommendations: - CGE to undergo forensic investigation.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
	Strategic Outcome 2: To promote and protect gender equality through public awareness, education, investigation, and litigation.	<u>Meeting with the Forum of Institutions Supporting Constitutional Democracy (FISD) – 21 July 2022:</u> - To discuss the following: - The negative effects of corruption on the public and private sector – identifies through individual programmes and interventions thereof. - The need for support and collaboration in dealing with emerging issues and violations of Human Rights. - Implications of professionalisation of Public Workers. - Need for a constant M&E and select few areas to monitor such as the performance assessments of government. Ministers etc. - Preparedness of C9s for National Disasters and consider individual and collective capacity. - Follow up on letter to the Speaker on delinking budgets, - Discuss presentation by the independent Commission responsible for the Remuneration of Office Bearers and - Review of the FISD Tors. Way Forward / Recommendations: The FIDS to continue with these quarterly meetings to engage on matters affecting the mandates of C9, 10 and 13 Institutions. <u>Community Dialogues on Gender Based Violence and Femicide in the Eastern Cape – 12, 14 & 15 September 2022 at Emalahleni District Municipality:</u> - Held Community dialogues at the Machubeni, eZinqolweni and surrounding villages in the Eastern Cape – following the reported domestic violence, gbv and femicide as well as assault grievous bodily harm cases in these villages last year. CGE intervened with the SAPS officials and a total of 6 suspects were found guilty of committing these crimes in villages. CGE was accompanied to all the villages by SAPS (Stations Commanders, and police from different units) DoSD, Traditional and Political Leaders, Members of the Chapter 9 Institutions i.e., SAHRC, IEC. The apologies came from the Premier's office and DoJ&CD.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
		Way Forward / Recommendations: - Eastern Cape CGE and other stakeholders to continue raising awareness and encourage SAPS, DODS, and others to play their part in reducing gbv&f in these communities. <u>Interviews with various Radio and TV Stations such as SABC Channels, Newsroom Africa, Power FM, SAFM, and various Nguni Radios such as Xhosa, Zulu, Metsweding – July to October 2022:</u> - GBV and femicide and follow-up interventions Way Forward / Recommendations: - To continue with the media interventions to promote CGE's visibility, to educate the community on the CGE's broad mandate and interventions and share contact details for complaints. <u>Article on the SAPS 4th and 1st Quarter Crime Statistics 2021 and 2022 – July to October 2022:</u> - Co-authored the analysis on the 4th and 1st quarter crime statistics released by SAPS (Minister Bheki Cele) which depicted increase in crime rates related to gbv, assault gbv and related murders. Way Forward / Recommendations: - CGE to continue to monitor these crime rates and advocate for interventions in the form of policy frameworks and targeted programmes to reduce gbvf. <u>Employment Equity Investigative Hearings – September to October 2022:</u> - Chaired a two-day investigation hearing that seek to promote employment Equity in the workplace. Entities presented on their progress in terms of implementing the CGE's recommendations. Way Forward / Recommendations: - CGE to continue to make follow-ups in cases of non-compliance with EE Plans etc.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
	Strategic Outcome 3: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.	Meeting with the House of Traditional Leaders Limpopo – 13 October 2022: - CGE had signed an MoU with the House of Traditional Leaders in 2014 and the two entities have been working collaboratively in handling or referring cases to each other since. The CGE Provincial delegation led by the Chairperson met with the House to discuss the MoU. A formal presentation was made. The meeting discussions have been deferred to the next provincial House sitting – date to be confirmed. Way Forward / Recommendations: - CGE to continue engaging the House, get a buy-in and sign a new MoU. <u>Revised SAPS and Court Monitoring Tools – August to September 2022:</u> - Based on the plenary recommendation, facilitated the review of the SAPS and Court monitoring tools for effectiveness and efficiency in collecting the data from these entities. The Research Team was requested to assist in the review of both tools, and they can be applied in the scheduled SAPS, TCC and Court monitoring by Commissioners during the 3rd and 4th Quarter of the current financial year. Way Forward / Recommendations: - To consolidate the previous year's report and disseminate and commence with the visits using the revised tool. <u>Oversight Committee and Plenary Meetings – July to October 2022, Virtual:</u> In accordance with the CGE Act 39, PFMA, Commissioner's Handbook the Quarterly Committee meetings and Plenary meetings were held during the reporting period. The Chairperson chaired the plenary and several special plenary meetings and GG&SE Committee to table the 1st quarter reports and corporate governance matters.
	Strategic Outcome 4: To build organisational capacity and ensure that the operations of the organisation have an impact on society.	

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
		Way Forward / Recommendations: - Progress report received, interrogated and recommendations/resolutions made on various service delivery or systems strengthening aspects. <u>Media Statements and Briefings – July to October 2022:</u> - Working with the Communication Unit and Research Unit on the Commission's statements issued with the Chairperson who co-authored regarding the analysis made on Q4 and Q1 preparing/dealing with the media (refer guidelines developed). Way Forward / Recommendations: - Refer to developed guidelines. <u>Performance Assessment and Enquiry for the former CEO – July to October 2022:</u> - Involved in the performance assessment of the former CEO and one-month extensions given. In August, a performance enquiry process was started and finalised on the 16 August by the 3rd party. Both parties (CGE and Former CEO) entered into a separation agreement. <u>Appointment of the CEO for CGE:</u> -The Chairperson facilitated the process of appointing the CEO for the Commission which commenced. <u>Internal review of the Commissioners Handbook and the PPR&R Policies for the current financial year – July to October 2022. Hybrid. Virtual and physical meetings held:</u> - Facilitated the Commissioner's internal process of re-drafting the Commissioner's Handbook. The final draft has been subjected and tabled at the Good Governance Committee and recommended for approval at Plenary. 3 more HR Policies have been tabled at Special Plenary and duly adopted. Way Forward / Recommendations: - Commissioner's Handbook will be presented to Plenary of 27 and 28 October for approval. Secretariat to implement the approved policies.

Name of Commissioner	Strategic Outcomes	Quarter 2 Activity Report
		<u>Acting CEO Appointment and Induction – August to October 2022:</u> - Following the departure of the former CEO, the Chairperson appointed the Acting CEO – Dr. Twalo who is the appointed Head of Research as the interim Accounting Officer. Dr. Twalo has managed to pick up from where the former CEO left off. He has been subjected to a rigorous induction process that included meetings and working with Commissioners, MANCO, and Provincial Offices which he also visited. <u>Way Forward / Recommendations:</u> - To continue to provide support to ACEO whilst appointing the CEO for the Commission <u>Other Recommendations:</u> - To subject the Commissioner's Handbook to the final approval process. - To approve ToRs for all Committees that have been reviewed for compliance and alignment with national legislative frameworks. - To work on a handover process including submitting an exit report. - To appoint the CEO for the Commission and appoint the Audit and risk committee Members. - To hold a handover virtual meeting with the Eastern Cape stakeholders

Name of Commissioner	Strategic Outcomes	Quarter 3 Activity Report
L. Ntuli-Tloubatla	Strategic Outcome 1: To promote and protect gender equality through public awareness, education, investigation, and litigation.	<u>GBV and Women and Health High Tea – 22 October 2022:</u> - GBV and Women and Health High Tea – Women engagement on GBV and Women and Health. <u>SAPS GBV Oversight Visits – 10 November 2022:</u> - Conduct oversight visits on SAPS and closely monitored compliance on the Victim Friendly Rooms. - Elukwatini and Badplaas SAPS. <u>SAPS GBV Oversight Visits – 18 November 2022:</u> - Conduct oversight visits on SAPS and closely monitored compliance on the Victim Friendly Rooms. - Hendrina and Middelburg SAPS <u>SAPS GBV Oversight Visit – 02 November 2022:</u> - During an oversight visit CGE discovered that most of the police stations in Mpumalanga were using expired blood alcohol kits. A letter was sent by HOD Legal to withdraw all the expired blood alcohol kits. <u>Way Forward / Recommendations:</u> - The province will continue to closely monitor the process and its related matters.

Name of Commissioner	Strategic Outcomes	Quarter 3 Activity Report
O. Ngoma-Diseko	Strategic Outcome 1: To promote and protect gender equality through public awareness, education, investigation, and litigation.	<u>Inaugural Seminar on Sexual and Reproductive Justice – 06 October 2022:</u> The Department of Social Development convened the seminar, one of a series to be held nationally to assess the accessibility of SRHR Justice. Presentations were made on: • Key issues and highlights from the High-Level Commission Report on Nairobi Summit on ICPD25 Report (2021) titled, 'No Exceptions, No Exclusions: Realising Sexual and Reproductive Health, Rights and Justice for all'. • Framing sexualities and reproduction: from population control to rights to justice. • From Theory to Practice: Domesticating SRJ for effective implementation of laws and policies in South Africa. Way Forward / Recommendations: • The DSD will be conducting a series of SRHR Justice in the provinces. • SRHR Justice is an important area that the CGE must monitor as a human rights matter affecting the most vulnerable namely women, people with disability and the LGBTQI persons. • SRHR is one of the themes of the CGE work and the CGE should monitor the Departments responsible for SRHR and duly monitor in a structured and systematic for impact. <u>Attended the Court Case of Ma Mkhonza – 24 – 29 October 2022:</u> • CGE has been monitoring the court case of Ma Mkhonza since November 2020. This was an assault case had gender-based violence and racial undertones and therefore monitored by the CGE. Way Forward / Recommendations: • Continue to monitor the case until finalised. <u>Second Presidential GBV&F Conference – 1-2 December 2022</u> • The purpose was to report on progress in the monitoring of the implementation of the GBVF NSP.

Name of Commissioner	Strategic Outcomes	Quarter 3 Activity Report
	Strategic Outcome 2: To promote and protect gender equality through public awareness, education, investigation, and litigation.	Way Forward / Recommendations: • Continuous monitoring of the implementation of the NSP. • The conference resolved that C9 institutions and particularly the CGE should be strengthened and capacitated to discharge its monitoring and oversight duty. <u>Employment Equity Commission Stakeholder Engagement – 23 November 2022:</u> • Stakeholder engagement on Equal Pay / Remuneration for Work of Equal Value. Way Forward / Recommendations: • This was an important engagement both for the CGE as an employer and an overseer of the protection, development and attainment of gender equality everywhere including in the workplace. • In support of the SO4 the CGE should review its workplace policies such as remuneration and job evaluation policies in accordance with the EE Act and codes of good practice. <u>Hearing of complaint by Ms Cupido against the employer, the Sol Plaatje Municipality – 06 October 2022:</u> • In accordance with the CGE mandate, to investigate a workplace sexual harassment complaint. Way Forward / Recommendations: • The hearing concluded the matter. No further action is required. <u>Monitoring the Mkhonza case – 24 October 2022:</u> • CGE has been monitoring this case since it was reported in November 2020. • The case is about a domestic worker who was attacked by the son of her employer also calling her a “keffer”. The domestic worker, MaMkhonza also lost her job. This is therefore a case involving GBV, racism and worker rights. Way Forward / Recommendations: • Commissioners Mazibuko and Ngoma-Diseko have been attending since it started in 2019. The CGE ideally should attend such cases as amicus curiae, but this has been hindered by the lack of registration with the PLC, a matter which is currently being attended.

Name of Commissioner	Strategic Outcomes	Quarter 3 Activity Report
	Strategic Outcome 3: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.	<u>Meeting with Portfolio Committee on Women, Youth and Persons with Disabilities – 14 October 2022:</u> - Briefing on the Annual Report 2020/2021. Way Forward / Recommendations: - The PC raised issues pertaining to the payment of salaries of past Commissioners, and the 13th cheque payment. I would recommend that in future the annual report must have explanatory notes for such matters. <u>Transformation Hearings: 29 – 30 November 2022:</u> - Investigation into Employment Equity and Transformation as the Department of Water and Sanitation. - Department of Small Business Development. - Clover Way Forward / Recommendations: - The hearings to be rescheduled. <u>Monitoring the case of Ma Mkhonza, a domestic worker who was assaulted and abused by the son's employer: 24 – 28 October 2022:</u> - To monitor issues that undermine gender equality. Way Forward / Recommendations: - Monitoring the case. <u>Monitoring the number of young women and girls who gave birth during the festive season:</u> - These high numbers continue to highlight the problem of teenage pregnancy. KZN and Limpopo provinces high numbers of girls gave birth to babies on Christmas day. - The CGE must monitor this closely because of the negative impact on the girl-child and entrenches gender inequality. Way Forward Recommendations: - Develop a programme to oversee and monitor the different role players/stakeholders to reduce teenage pregnancy. - In this regard the CGE must be in the forefront of monitoring systemic and structural issues to enable this problem - Conduct hearings DOSD, DBE, DOH, SAPS and Justice on what their roles and responsibilities on addressing teenage pregnancy.

Name of Commissioner	Strategic Outcomes	Quarter 3 Activity Report
		<u>Policy Dialogue – Reading Research Report on the Local Government Elections of 2021 (Refer to report)</u> - To analyse the report findings through a gender-lens monitoring the gender representation in the local government elections. Way Forward / Recommendations: - Seminar of stakeholders to engage and action to sustain and maintain gender equality in this critical arm of government. <u>Seminar on GBV&F at the Tshwane University of Technology – 01 December 2022:</u> - CGE was invited to set the tone at the seminar with the theme: Unite Activism to end Gender Based Violence against Women, Children and People with Disabilities. Way Forward / Recommendations: - Concerted effort to monitor, support and oversee campus safety in line with the NSP Pillar 1 – Safety and Security for all. <u>International Anti-Corruption Day: 08 – 09 December 2022:</u> - To reflect on the cost of the failure of governance, ethics, and oversight: "A collective response to tackle the scourge of corruption in the Public Sector". Way Forward / Recommendations: - The CGE must reflect on the report and the implications for the protection of gender equality and what the role of the CGE would be in the fight against the scourge of corruption. <u>CEO short listing – 11 October 2022:</u> - Short listing for the position of the CEO. <u>Commissioner's Handbook – October 2022:</u> - Reviewing the Commissioner's Handbook. <u>Portfolio Committee meeting – 14 October 2022</u> <u>Debriefing following the PC meeting on issues raised. Commissioners must always reflect and debrief on the meeting to improve.</u>
	Strategic Outcome 4: To build organisational capacity and ensure that the operations of the organisation have an impact on society.	

Name of Commissioner	Strategic Outcomes	Quarter 3 Activity Report
		<u>CEO Interview – 20 October 2022:</u> - Recommend the suitable candidate for position of CEO. <u>Botha Hearing – 20 October 2022:</u> <u>Shortlisting for position of Audit Chair:</u> - To identify suitable candidates for interview for the position of Audit Chair. <u>Committee Meetings Attended:</u> - Finance and Fundraising – 20 October 2022 - Good Governance and Ethics – 17 October 2022 - Legal and Complaints – 19 October 2022 - Special HR meeting regarding Performance Bonusses – 26 October 2022 - Audit and Risk Committee – 25 October 2022 - Research and Education – 05 August 2022 - Ordinary Plenary meeting – 27-28 October 2022 <u>Other Recommendations:</u> - The Report Template is difficult to fill because of alignment etc. and therefore more time is spent on trying in vain to align content. I recommend that IT should review the template and make it user-friendly. - On the 23rd of November 2022 the CGE attended the stakeholder engagement of the Commission for Employment Equity (CEE) on Equal Pay/Remuneration for Work of Equal Value where several policies relating to best practice were discussed including the annual review of remuneration policy. The CGE can learn and improve its own practices and it is therefore recommended that the CGE should invite the EEC to assist. This could contribute immensely to achieving strategic objective/ outcome 4 of the Strategic Plan, namely, To build organisational capacity and ensure that the operations of the organisation have an impact on society.

Name of Commissioner	Strategic Outcomes	Quarter 3 Activity Report
N. Mazibuko	Strategic Outcome 1: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality. Strategic Outcome 2: To promote and protect gender equality through public awareness, education, investigation, and litigation.	<u>Inaugural Seminar on Sexual Reproductive Justice – 06 October 2022 at the Lakes Hotel and Conference Centre in Benoni:</u> • Provided a platform for stakeholders to have in-depth engagements on SRJ; and to showcase innovations and success in SRJ training, education, practices, research, and policy engagements as well as to strengthen partnerships and collaborations amongst policy makers and practitioners in the areas of SRJ. <u>Women's Month-Symposium and Gala Dinner: 07 October 2022 at the Birchwood Hotel, Boksburg:</u> • A Department of Agriculture, Land Reform and Rural Development 2 session symposium and gala dinner, awards ceremony 07 Oct, Birchwood Hotel, Boksburg Page 8 of 31 with Women in Agriculture and Agro -Processing, under the theme: "Women's Socio-Economic Rights and Empowerment: Building Back Better for Women's Improved Resilience". <u>Presidential Summit on Gender-Based Violence and Femicide: 01-02 November 2022 at Gallagher Convention Centre:</u> • To uphold the principle of accountability, and call those Summit called to uphold the principle of accountability, and call those tasked with implementation to account where not enough is being done. <u>You-FM – 02 November 2022 (Telephonic):</u> • To reflect on the GBVF Summit. <u>Inanda FM – 03 November 2022 (Telephonic):</u> • To discuss the state of GBVF in the country. <u>Umhlobo Wenene FM – 04 November 2022 (Telephonic):</u> • To discuss the state of GBVF in the country.

Name of Commissioner	Strategic Outcomes	Quarter 3 Activity Report
		<u>Webinar on Women in Academia: 23 November 2022 – Virtual Zoom:</u> • Raised awareness of the gender challenge in the tertiary landscape in South Africa and the African continent Consideration of what are the relevance and implications of the article in M&G on 30/9? Stimulate debate on opportunities, challenges, and successes of women in academia on the continent. Thought leader articles in media on the gender outlook – what is holding women back from taking their place at the top levels at institutions of higher learning. 23 Nov, Virtual (Zoom) Page 10 of 31 Provoke debate and awareness. <u>Illicit Financial Flows and Tax Update: 24 November 2022 – Cape Town:</u> • As efforts are underway for the establishment of a coordination mechanism for the SDGs, it is important to ensure that the Parliament plays its rightful role in giving political impetus towards localising, implementing, and monitoring progress on the SDGs. With less than eight years left for the realisation of the SDGs, Legislatures will be essential actors in ensuring political buy-in, financing and accountability. <u>16 Days of Activism of No Violence Against Women and Children Campaign Launch: 25 November 2022 – NASREC:</u> • Activism Campaign, an annual preventative and awareness campaign against the abuse of women and children. <u>Albinist Society of South Africa Year End Function: 26 November 2022 – Benoni:</u> • Celebrating the 2022 calendar year and reenforcing basic awareness safety and health precaution for people with albinism. <u>16 Days of Activism of No Violence Against Women and Children Campaign Launch: 27 November 2022 – Meadowlands:</u> • Attended the launch of the 16 Days of Activism Campaign, an annual preventative and awareness campaign against the abuse of women and children.

Name of Commissioner	Strategic Outcomes	Quarter 3 Activity Report
	Strategic Outcome 3: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.	<u>Summit on Economic Empowerment for People with Disabilities: 07 – 08 December 2022 – Radisson Hotel and Convention Centre (OR Tambo):</u> - Attended the The Department of Women, Youth and Persons with Disabilities hosted the Economic Empowerment Summit for persons with disabilities in line with DRAM2022, under the theme "Economic Empowerment of Persons with Disabilities through resourceful, sustainable and safe environments" and Week 3 Sub-Theme: Capacity building on entrepreneurship and business skilling for persons with disabilities. <u>Employment Equity Hearings:</u> To evaluate the level and progress of transformation within the public sectors: - Department of Small Business Development – 27 October 2022 at Sunnyside Park Hotel. - SVA, Clover SA – 27 October 2022 at Sunnyside Park Hotel. - To evaluate the progress of transformation based on the equity hearings recommendations provided to SANParks – 04 October 2022 at the CGE Head Office. - To evaluate the progress of transformation based on the equity hearings recommendations provided to Sol Plaatje Municipality – 05 October 2022 at the CGE Head Office. <u>Court Case Monitoring:</u> - Court Case Monitoring To monitor the case of Ma Mkhonza who was assaulted by her employer and son. 24 - 25 Oct, Springs Magistrate's Court. <u>Legal Transformative / Employment Equity Hearings:</u> - To monitor and establish the progress of transformation within the public and private sectors of the South African economy distributors in terms of employers. 29 – 30 Nov, Sunnyside Park <u>Police Station Monitoring / Oversight Visits: 05 – 07 December 2022:</u> - To monitor the state of GBVF status and the responsiveness and readiness thereof, of police station and officials to victims of GBVF crimes. - Osizweni and Mtunzini in KZN

Name of Commissioner	Strategic Outcomes	Quarter 3 Activity Report
	Strategic Outcome 4: To build organisational capacity and ensure that the operations of the organisation have an impact on society	<u>PEI HOD Shortlisting: 13 October 2022 at CGE Head Office</u> - To identify suitable candidates to call back for interviews for vacancies. <u>PEI HOD Interviews: 19 October 2022 at CGE Head Office:</u> - To identify suitable candidates to call back for interviews for vacancies. <u>Legal HOD Shortlisting: 17 October 2022 at CGE Head Office:</u> - To identify suitable candidates to call back for interviews for vacancies. <u>Interviews HOD Legal: 22 October 2022 at the Maslow Hotel:</u> - To identify suitable candidates for the filling of posts. <u>Meeting with Lawyers: 17 October 2022 – CGE Head Office:</u> - The lawyers working on the CGE vs Commissioner Botha case sought to brief Commissioners on the status of the case, and what to expect procedurally regarding the unfolding and next steps of the case handling. <u>Preparation for the Commission for Gender Equality vs Commissioner Mbuyiselo Botha Hearing Preparation with Lawyers: 19 October 2022 – Virtual:</u> - Briefing sessions with lawyers on what to expect at the hearings that would be taking place pertaining to the legal matter of Commissioner Botha vs the CGE. <u>Commission for Gender Equality vs Commissioner Mbuyiselo Botha Hearings: 20 October 2022 - 1st Floor Katherine Street, Sandton:</u> - To establish the facts of the incident which resulted in the legal status of the institutions one of its Commissioners who has since been suspended. <u>Commission for Gender Equality vs Commissioner Mbuyiselo Botha Hearings: 26 October 2022 – Bridge Group Sandown:</u> - To continue with the hearings.

Name of Commissioner	Strategic Outcomes	Quarter 3 Activity Report
		<u>Meeting with HR Manager: 07 November 2022 – CGE Head Office:</u> To discuss the following items: • Staff Development • Position on Actin CEO (duration of the contract) • Procedure on appointment of incoming CEO Way Forward / Recommendations: Review Policy on Performance and Development signed on 7 May 2012 containing the 2013 November plenary resolutions. Team Building and wellness. Team building, consider including business model training/integration by an external 07 Nov, CGE Head Office Page 20 of 31 facilitator to sensitise employees. The Acting CEO's capacity as per agreement is until 31 January of the following calendar year. The HR Manager had begun the process of communicating with the prospective CEO. <u>Meeting with HR Manager, CFO: 07 November 2022 – CGE Head Office:</u> To discuss the following items: • Position on staff performance bonuses. • Review of staff salary levels. • Overtime Way Forward / Recommendations: No bonus, notch progression consideration to be communicated via MANCO. CGE Salaries are not based on DPSA, CFO requested to review. Work and individual dependent review. <u>Meeting with ACEO: 08 November 2022 – CGE Head Office:</u> • Communication of the 17% Plenary resolution. • Terms of Reference for the internal auditor, Cedric Seaba. • December Festive Holidays Leave (office closure).

Name of Commissioner	Strategic Outcomes	Quarter 3 Activity Report
		Way Forward / Recommendations: Gave feedback to individuals affected by the 17% matter (matter is closed). Nceba is pursuing it further. Approached with feedback enticing his response, waiting on his response. He 08 Nov, CGE Head Office Page 22 of 3 has been given 7 working days to file response. Edward requested to check his payslips and contract to verify employment start date and employment remuneration package Possible disciplinary hearing Human Resources and office of the CEO to first confirm availability of Page 23 of 31 staff/employee leave days to allow for proper procedures. Employees do not seem to have leave days; they just simply go on leave without following the proper procedure (annual leave application). <u>Meeting with the administrative team of the office of the Chair: 08 November 2022 – CGE Head Office:</u> • Operations during transitional period. • Working procedures in the office of the Chairperson. • Open files and work in progress that require urgent attention and completeness. • Establish work coordination. Way Forward / Recommendations: Filing system, labelling (DC office), Full Time Commissioners vs Part Time (office space), PA office for DC. Invitations, response to Commissioners. Policies, Commissioners files (2014 -2018, 2017 – 2022). Administrators in the office of the Chairperson reassured of their employment. Nikiwe to remain PA to Commissioners. Berylene to remain PA in the office of the Chairperson. Mikateko to continue in her assistance to Acting Chairperson for Reasonable Accommodation. <u>Special Meeting with Commissioners: 09 November 2022 – Virtual:</u> • Oversight visits to Police Stations. • Hospital and clinics oversight visits. • 16 Days of activism of no violence against women and children. • Communication protocol. • APP planning session.

Name of Commissioner	Strategic Outcomes	Quarter 3 Activity Report
		Way Forward / Recommendations: Commissioners to continue with oversight visits using the tool as revised by research. Oversight and monitoring on Hospitals and Clinics visits are to be put on hold until the inclusion thereof in the APP for the next financial year. CGE community will participate in the activities of the 16 days. The APP planning session was proposed to be Page 27 of 31 moved to the 14 and 15 December to enable commissioners and CGE employees to participate in the activities of the 16 days of activism of no violence against women and children. <u>Meeting with HR Manager, CFO:</u> • Organisation's organogram including department structures. • Status on the prospective CEO. • Salary level review (DPSA/Chapter 9 standards). • Supply Chain Manager post. Way Forward / Recommendations: including department structures. Status on the prospective CEO Salary level review (DPSA/Chapter 9 standards) Organogram to must be retrieved for reviewing. Salary increments at 3% based on DPSA standard, rescind. CGE payment standard to reflect DPSA. Assess approval of salary standard. To be revisited after viewing organisation organogram. <u>Attended a Colleague's Late Mother's Funeral: 19 November 2022 – Oakley Village Mpumalanga:</u> • Attended the funeral of our Gauteng Legal Officer's mother. <u>Strategic Planning Session: 13 – 14 December 2022 – Sandton City:</u> • Strategic planning cycle for the next financial year (2023/2024) which will culminate in the submission of annual performance to Parliament.

Name of Commissioner	Strategic Outcomes	Quarter 3 Activity Report
		<u>Committee Meetings Attended:</u> • Special PEI Committee Meeting: 05 & 10 October 2022. • Special Plenary: 10 October 2022. • SPME Committee Meeting: 13 October 2022. • GG Committee Meeting: 17 October 2022. • FINCOM Committee: 20 October 2022. • Plenary: 27 – 28 October 2022. • Portfolio Committee on Women, Youth and Persons with Disabilities: 14 October 2022. <u>Special Committees:</u> • Procurement Report Launch Planning Meeting: 11 October 2022. • Portfolio Committee Preparation Meeting: 13 October 2022. • Special Legal Committee: 10 November 2022.
D. Mothupi	Strategic Outcome 1: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality. Strategic Outcome 2: To promote and protect gender equality through public awareness, education, investigation, and litigation.	<u>Section 6 Committee on Sexual work decriminalisation: 18 October 2022 – Virtual:</u> • Review of the sex work decriminalisation position of CGE. • Identify possible roles for different role players in the decriminalisation. • Identify possible challenges to decriminalisation and solutions thereof. • Engage stakeholders for and against decriminalisation. • Engage sex workers through their civil society organisations. • Consult around this internally. <u>Sanparks Investigative Hearing: 04 October 2022:</u> • Hold the entity accountable on gender equality in the workplace. • Identify possible shortcomings/ gaps around promotion of gender equality in the workplace. • Assess their gender policies. • Assess their plans and programs with the intention of protecting gender equality in the workplace. • Find out if the entity empowers women economically (as previously disadvantaged) through procurement. <u>Sol Plaatje Municipality Hearing: 05 October 2022:</u> • Find out if allegations of sexual harassment by certain employees were addressed by the municipality. • Find out if allegations of sexual harassment were indeed handled correctly by the municipality. • Find out if the municipality has the anti-sexual harassment and bullying policy and if the policy is being followed.

Name of Commissioner	Strategic Outcomes	Quarter 3 Activity Report
		• Women's Charter Accelerated Development Session: 11 November 2022: • Assessment of how far different government departments at different spheres have gone in ensuring that there is gender mainstreaming in the workplace. • CGE submitting a report on the work it has undertaken in monitoring gender mainstreaming. <u>Addressing Methodist Women's Manyano black Thursday event: 26 November 2022 – Botshabelo:</u> • Raise awareness around GBV. • Outline CGE mandate and its role in GBV. • Raise awareness around gender equality. • Raise awareness around the role patriarchy is playing in relation with gender inequality. • Raise awareness around the role of churches in the attainment of gender equality and ending GBV. <u>IEC Thought Leadership Summit (Women's Representation in Legislatures: 30 November 2022 – Sol Plaatje University Kimberley:</u> Engage around women's representation in government. • Identify possible solutions' to ensuring that there is 50% representation of men and women in legislatures at different levels. • Identify challenges towards equal representation of men and women in legislatures. <u>Research Council Gender Mainstreaming in the Workplace Summit: 07 – 08 December 2022:</u> • Raise awareness around gender mainstreaming in the workplace. • Identify possible challenges towards gender mainstreaming in the workplace. • Engaging on what can be done to ensure that there is gender mainstreaming. • Engage on the employers making it possible for the workplace to enable gender mainstreaming. • Identify challenges around accommodating needs and addressing challenges faced by LGBTQIA communities within the workplace.

Name of Commissioner	Strategic Outcomes	Quarter 3 Activity Report
	Strategic Outcome 3: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.	<u>Oversight Visit to Ficksburg Police Station: 15 November 2022:</u> • Assess the state of victim friendly room. • Assess the level of training by officers assisting survivors and victims of GBV at the station. • Assess the resources provided for FCS at the station. • Assess the relationship between different stakeholders in provision of services to survivors and victims of GBV. • Assess the relationship between the station and the department of justice in ensuring that justice is served. <u>Oversight Visit to Mangaung Police Station: 16 November 2022:</u> • Assess the state of victim friendly room. • Assess the level of training by officers assisting survivors and victims of GBV at the station. • Assess the resources provided for FCS at the station. • Assess the relationship between different stakeholders in provision of services to survivors and victims of GBV. • Assess the relationship between the station and the department of justice in ensuring that justice is served. <u>Oversight Visit to Bainsvlei Police Station: 16 November 2022:</u> • Assess the state of victim friendly room. • Assess the level of training by officers assisting survivors and victims of GBV at the station. • Assess the resources provided for FCS at the station. • Assess the relationship between different stakeholders in provision of services to survivors and victims of GBV. • Assess the relationship between the station and the department of justice in ensuring that justice is served. <u>Women's Exclusion from Procurement Report Launch: 24 October 2022:</u> • Raise awareness around the research report. <u>GBV Summit Free State Chapter: 06 October 2022:</u> • Culmination of the national Presidential GBV summit.

Name of Commissioner	Strategic Outcomes	Quarter 3 Activity Report
	Strategic Outcome 4: To build organisational capacity and ensure that the operations of the organisation have an impact on society.	<u>FS Stakeholder Engagement on the SAPS Stations and TCC Oversight Visits: 29 November 2022:</u> • Inform stakeholders about the findings around the oversight visits. • Engage stakeholders around the findings. • Ensure that different stakeholders commit to addressing challenges relevant to them. • Ensure that survivors and victims of GBV get services they deserve from stakeholders. <u>Way Forward / Recommendations:</u> • That a summit of all stakeholders including the department of education be convened in FS to engage around teenage pregnancy and statutory rape. • That the department of health ensures that emergency medical services are always available whenever there is an emergency at police stations. • SAPS to ensure that victim empowerment rooms throughout the province are in a good state. • That there should be something done to curb against women withdrawing GBV cases. • Department of health to make sure that their services at TCC's and hospitals providing services for GBV survivors are up to date. • That the challenges round the SAPS laboratory services be addressed by SAPS as they delay justice for victims and survivors. <u>Employment Equity Commission Stakeholder Engagement Session: 23 November 2022:</u> • The EEC was engaging stakeholders on ensuring that there is gender equality in the workplace. <u>Human Trafficking Awareness Webinar by Brave to Love: 19 October 2022:</u> • Increase knowledge on human trafficking. • Be able to identify possible victims of trafficking. • Stakeholders sharing their role in dealing with human trafficking. • Understand the relationship between human trafficking and drug trafficking. • Understand the relationship between human trafficking and other crimes.

Name of Commissioner	Strategic Outcomes	Quarter 3 Activity Report
		<u>Business Model Session:</u> • Ensure that the CGE community understands the business model. • Synergising the business model and APP for implementation. • Engage with the administration on the business model. <u>Commissioners Handbook Review Session: 29 October 2022</u> <u>Appearance Before the Portfolio Committee on WYPD: 14 October 2022</u> <u>Committee Meetings Attended:</u> • Plenary: 27 – 28 October 2022. <u>Other Recommendations:</u> • That the commission convene a thought leadership summit around gender mainstreaming in the workplace with different stakeholders participating in the new financial year. • That the commission convene a summit on GBV with different stakeholders in the new financial year.
B. Deyi	Strategic Outcome 1: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality.	<u>LGBTI Equality Project (CGE Position Papers on Various Issues: September 2022 (Ongoing):</u> • The primary work done in this quarter on this project has primarily concentrated on forming solidarity networks with various NGOs in order to obtain information that is relevant to the South African context in relation to the areas under investigation – including Intersex Genital Mutilation, Access to Health for Transgender persons (public and private sectors), the right to education, discrimination within the criminal justice systems. • I have also researched both foreign comparative law and international human rights in relation to the issues under investigation in order to develop legal position papers on the various issues. <u>Way Forward / Recommendation:</u> • In the incoming quarter, I will be drafting the various papers and ensuring that a proper legal position is workshopped within the CGE and rollout a public comment on the draft papers on the various areas.

Name of Commissioner	Strategic Outcomes	Quarter 3 Activity Report
	Strategic Outcome 2: To promote and protect gender equality through public awareness, education, investigation, and litigation. Strategic Outcome 4: To build organisational capacity and ensure that the operations of the organisation have an impact on society.	<u>Simon Nkoli Memorial Lecture 2023: 11 November 2022:</u> - This lecture brought together young activists and academics in honour of Simon Nkoli – the LGBTI/AIDS and Anti-Apartheid gay activist. The purpose of the lecture was to create a space for young activists and academic to discuss contemporary issues relation to the struggles of LGBTI peoples in South Africa. - I was present as both host and guest speaker to talk about the work of the CGE in the areas and further extrapolate on the possibilities for CGE to continue to engage in an impactful manner with the LGBTI community. <u>EE Hearings: 28 November 2022:</u> - The purpose of the hearings was to investigate Gender equity within various public and private sector organisations. These hearings were held to interrogate whether there was effective implementation of employment equity measures within the Departments of Water and Sanitation and the Department of Small Business. Way Forward / Recommendations: - Whilst various impactful comments and insights came from these hearings, it was clear, particularly with the Department of Water and Sanitation that there was a lack of proper and effective understanding of the role of gender equity in relation to the implementation of the Department's mandate – particularly in relation to its service mandate. - The CGE should follow up closely on the issues raised during these hearings as gender is an important aspect of the service provision. <u>EE Hearings Pre-Briefing: 27 November 2022:</u> - Related to the above – pre-briefings are an opportunity for the Legal Unit and the Commissioners to discuss in-depth the organisations who will be present before the CGE and raise key areas of concern. - This practice should be preserved as it allows both the Legal Unit and Commissioners to align their key areas of concern and ensure that the questions asked during the hearings are properly raised in line with the procedural aspects of. <u>Committee Meetings Attended:</u> - IT Committee Meeting: 11 October 2022. - Emergency Legal Committee Meeting: 11 November 2022.

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
L. Ntuli-Tloubatla	Strategic Objective One: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality. Strategic Objective Two: To promote and protect gender equality through public awareness, education, investigation, and litigation.	<u>National Conference on the Constitution: 22 – 24 March 2023:</u> - This was a National Conference on the Constitution. The intention of the conference was to have a reflection on the constitution and the road ahead. <u>TCC Kabhokweni Oversight Visit: 30 January 2023:</u> - Monitor the effectiveness of the TCCs in the 9 Provinces. TCCs are a one stop facilities that have been introduced as a critical part of South Africa's anti rape strategy. - The oversight visits intend to ascertain whether the aim to reduce secondary victimisation and improve conviction rates is in place. Way Forward / Recommendations: - There is a need for the state and the private sector to invest on the TCCs (Human, physical and finance). - Accentuate that the TCCs model of providing women and children with better, humane treatment by reducing secondary victimisation is implemented. - Address existing gaps on GBVF. <u>TCC Tonga Oversight Visit: 31 January 2023:</u> - Monitor the effectiveness of the TCCs in the 9 Provinces. TCCs are a one stop facilities that have been introduced as a critical part of South Africa's anti rape strategy. - The oversight visits intend to ascertain whether the aim to reduce secondary victimisation and improve conviction rates is in place. Way Forward / Recommendations: - There is a need for the state and the private sector to invest on the TCCs (Human, physical and finance). - Accentuate that the TCCs model of providing women and children with better, humane treatment by reducing secondary victimisation is implemented. - Address existing gaps on GBVF. <u>TCC Witbank Oversight Visit: 02 February 2023:</u> - Monitor the effectiveness of the TCCs in the 9 Provinces. TCCs are a one stop facilities that have been introduced as a critical part of South Africa's anti rape strategy. - The oversight visits intend to ascertain whether the aim to reduce secondary victimisation and improve conviction rates is in place.

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
		Way Forward / Recommendations: • There is a need for the state and the private sector to invest on the TCCs (Human, physical and finance). • Accentuate that the TCCs model of providing women and children with better, humane treatment by reducing secondary victimisation is implemented. • Address existing gaps on GBVF. <u>SAPS Ngodwana Oversight Visit: 07 February 2023:</u> • A Commissioners led program that aims to monitor the work done by SAPA in the fight against GBVF. The purpose is to ensure that police response to allegations and GBVF cases are coordinated with efficacy and victims are attended to in a way that restores dignity, privacy, and confidentiality etc. the emphasis is the implementation of a victim friendly approaches in sexual crimes investigations. Way Forward / Recommendations: • The backlog on DNA has to be accelerated and finalised. • Timeline of sexual offences kits has to be closely monitored (Manufacturing date and expiry date). • Consistency of the name Victim Friendly Rooms (VFR). The name changes from one SAPS to another. • Utilisation of VFR as a place that provides privacy, confidentiality, and restoration of dignity. Based on available evidence they are not efficiently utilise (Compliance) more training needed on gender and domestic violence. <u>TCC Rob Ferreira Hospital Nelspruit: 07 February 2023:</u> • Monitor the effectiveness of the TCCs in the 9 Provinces. TCCs are a one stop facilities that have been introduced as a critical part of South Africa's anti rape strategy. • The oversight visits intend to ascertain whether the aim to reduce secondary victimisation and improve conviction rates is in place. Way Forward / Recommendations: • There is a need for the state and the private sector to invest on the TCCs (Human, physical and finance). • Accentuate that the TCCs model of providing women and children with better, humane treatment by reducing secondary victimisation is implemented. • Address existing gaps on GBVF.

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
		SAPS Ermelo Oversight Visit: 08 February 2023: - A Commissioners led program that aims to monitor the work done by SAPS in the fight against GBVF. The purpose is to ensure that police response to allegations and GBVF cases are coordinated with efficacy and victims are attended to in a way that restores dignity, privacy, and confidentiality etc. the emphasis is the implementation of a victim friendly approaches in sexual crimes investigations. - Way Forward / Recommendations: - The backlog on DNA has to be accelerated and finalised. - Timeline of sexual offences kits has to be closely monitored (Manufacturing date and expiry date). - Consistency of the name Victim Friendly Rooms (VFR). The name changes from one SAPS to another. - Utilisation of VFR as a place that provides privacy, confidentiality, and restoration of dignity. Based on available evidence they are not efficiently utilise (Compliance) more training needed on gender and domestic violence. TCC Ermelo Oversight Visit: 08 February 2023: - Monitor the effectiveness of the TCCs in the 9 Provinces. TCCs are a one stop facilities that have been introduced as a critical part of South Africa's anti rape strategy. - The oversight visits intend to ascertain whether the aim to reduce secondary victimisation and improve conviction rates is in place. Way Forward / Recommendations: - There is a need for the state and the private sector to invest on the TCCs (Human, physical and finance). - Accentuate that the TCCs model of providing women and children with better, humane treatment by reducing secondary victimisation is implemented. - Address existing gaps on GBVF.

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
		<u>SAPS Oversight Visit Evander: 09 February 2023:</u> - A Commissioner led program that aims to monitor the work done by SAPS in the fight against GBVF. The purpose is to ensure that police response to allegations and GBVF cases are coordinated with efficacy and victims are attended to in a way that restores dignity, privacy, and confidentiality etc. the emphasis is the implementation of a victim friendly approaches in sexual crimes investigations. Way Forward / Recommendations: - The backlog on DNA has to be accelerated and finalised. - Timeline of sexual offences kits has to be closely monitored (Manufacturing date and expiry date). - Consistency of the name Victim Friendly Rooms (VFR). The name changes from one SAPS to another. - Utilisation of VFR as a place that provides privacy, confidentiality, and restoration of dignity. Based on available evidence they are not efficiently utilise (Compliance) more training needed on gender and domestic violence. <u>TCC Oversight Visit Evander: 09 February 2023:</u> - Monitor the effectiveness of the TCCs in the 9 Provinces. TCCs are a one stop facilities that have been introduced as a critical part of South Africa's anti rape strategy. - The oversight visits intend to ascertain whether the aim to reduce secondary victimisation and improve conviction rates is in place. Way Forward / Recommendations: - There is a need for the state and the private sector to invest on the TCCs (Human, physical and finance). - Accentuate that the TCCs model of providing women and children with better, humane treatment by reducing secondary victimisation is implemented. - Address existing gaps on GBVF. <u>LM Mokoena Back to School Oversight Visit: 21 February 2023:</u> Monitor and ensure equitable access to education to all learners from all social classes. Special focus was given to: - Learner school nutrition - Learner population in class - Learner pregnancy, sexual abuse - Availability and quality of learning/teaching resources - School hygiene, water and sanitation including menstrual hygiene. - Educator knowledge and policy matters

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
		- Promotion of dignity and provision for learners with disabilities Way Forward / Recommendations: A comprehensive plan needed to address menstrual hygiene at schools. Children in SA miss certain days of schooling due lack of sanitary towels. This has serious negative effects and impact. The high school need to pay more emphasis on cognitive and soft skills. Soft skills such as: - Self confidence - Critical thinking - Work ethics - Leadership - Communications - Creativity - Listening skills Post matric support for tertiary education for grade 12 learners. <u>Fairyland Pre-school Oversight Visit: 22 February 2023:</u> Monitor and ensure equitable access to education to all learners from all social classes. Special focus was given to: - Learner school nutrition - Learner population in class - Learner pregnancy, sexual abuse - Availability and quality of learning/teaching resources - School hygiene, water and sanitation including menstrual hygiene. - Educator knowledge and policy matters - Promotion of dignity and provision for learners with disabilities Way Forward / Recommendations: Cognitive development of pre-school learners to be accentuated. More emphasis to be given to pre-school key areas: Gross motor skills (crawling, jumping and running) Fine motor skills (writing and drawing) Speech and language Cognitive and intellectual (counting and identifying shapes) Social and emotional skills such as playing with other children.

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
		<u>Ntlokozwi Pre-school: 22 February 2023:</u> • Monitor and ensure equitable access to education to all learners from all social classes. Special focus was given to: • Learner school nutrition • Learner population in class • Learner pregnancy, sexual abuse • Availability and quality of learning/teaching resources • School hygiene, water and sanitation including menstrual hygiene. • Educator knowledge and policy matters • Promotion of dignity and provision for learners with disabilities Way Forward / Recommendations: Cognitive development of pre-school learners to be accentuated. More emphasis to be given to pre-school key areas: • Gross motor skills (crawling, jumping and running) • Fine motor skills (writing and drawing) • Speech and language • Cognitive and intellectual (counting and identifying shapes) Social and emotional skills such as playing with other children. <u>Siyakhula Primary School Oversight Visit: 23 February 2023:</u> Monitor and ensure equitable access to education to all learners from all social classes. Special focus was given to: • Learner school nutrition • Learner population in class • Learner pregnancy, sexual abuse • Availability and quality of learning/teaching resources • School hygiene, water and sanitation including menstrual hygiene. • Educator knowledge and policy matters • Promotion of dignity and provision for learners with disabilities Way Forward / Recommendations: More emphasis to be given on school readiness and development:

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
		- Physical and motor development - Emotional and social development - Cognitive development - Language development (literacy, listening, speaking and vocabulary) - Emotional maturity <u>SAPS Butterworth Oversight Visit: 06 March 2023</u> <u>TCC Oversight Visits: 06 March 2023</u> <u>SAPS King Williamstown Oversight Visit: 07 March 2023</u> <u>TCC Kind Williamstown Oversight Visit: 07 March 2023</u> <u>SAPS Grahamstown Oversight Visit: 07 March 2023</u> <u>SAPS Galvendale Oversight Visit: 08 March 2023</u> <u>SAPS Kwanobuhle Oversight Visit: 08 March 2023</u> <u>SAPS Motherwell Oversight Visit: 09 March 2023</u> <u>SAPS Walmer Oversight Visit: 09 March 2023</u> <u>Women Empowerment Session: 14 March 2023:</u> This was a women economic empowerment initiative in partnership with Old Mutual, FNB and Standard Bank. This was a follow-up programme aimed at monitoring progress made between women beneficiaries, Old Mutual and the banks. Way Forward / Recommendations: Women remain unemployed and under employed. We need to change the narrative that portrays women as the face of poverty. The narrative that women globally have lower wages than men with a 22% pay gap and are often the first to lose their jobs. Women also face discrimination in education and this needs to be changed. We need to bring the following programs as part of women economic empowerment: - Girls' education movement - Techno Girls Campaign

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
O. Ngoma-Diseko	Strategic Objective One: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality. Strategic Objective Two: To promote and protect gender equality through public awareness, education, investigation, and litigation. Strategic Objective Three: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.	<u>Results of Grade 12: 19 January 2023:</u> - Announcement of the Grade 12 results and performance. Way Forward / Recommendations: - Monitoring schools and learning environment to promote learning and completion of school. <u>Back to School Campaign: 07 February 2023 – Mogale City:</u> - Oversight to schools Matla Combined School, Zwartburg Combined School, ECD. <u>Way Forward / Recommendations:</u> - The oversight visits were undertaken as a pilot, report is outstanding. - Recommend that the pilot project report be submitted in order to continue with the oversight. Multi-Party Engagement on Local Government Election Results 2021: 30 March 2023 – Parktonian Hotel: - To share the 2021 LGE Report and recommendations for 2024 elections. - Engage on the challenges for women's political participation and decision making. Way Forward / Recommendations: - The report with recommendations still to be tabled. <u>Addressing Community Women in Development on International Women's Day Event: 08 March 2023:</u> - Public education and information sharing on the occasion of the International Women's Day. - Addressing community women about gender and ethical leadership. The role of women in the quest for a free and democratic SA. Way Forward / Recommendations: - Ongoing education and information sharing on women leadership. <u>Limpopo Stakeholder Engagement on Women's Economic Empowerment held on the 24th of February 2023 at Bolivia Lodge:</u> - Stakeholder engagement in partnership with WECONA which is responsible for implementing Pillar 5: Women's Economic Empowerment in the NSP. - The purpose was to engage women on their experiences in accessing economic opportunities the Limpopo Government and other state entities.

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
	Strategic Objective Four: To build organisational capacity and ensure that the operations of the organisation have an impact on society	- The information gathered will be input into a broader strategy to monitor women's access to economic opportunities in the province. Way Forward / Recommendations: - The report of the stakeholder engagement is still outstanding. <u>Multi-Party-Political Party Roundtable Engagement on the 2021 Local Government Elections Report: 30 March 2023:</u> - Engage the different political parties on the 2021 Local Government Elections and the regression in participation of women in local government in accordance with the mandate to protect and promote gender equality. Way Forward / Recommendations: - Awaiting the report with recommendation for plan of Action of Action to monitor women's participation in political leadership. <u>Attended Higher Education Portfolio Meeting: 17 February 2023:</u> - To report hearing on progress on gender transformation in higher education. Way Forward / Recommendations: - Monitoring and oversight is ongoing. <u>Commissioners Handbook:</u> - Reviewing the Commissioners Handbook. Way Forward / Recommendations: - Handbook must be completed. <u>Shortlisting:</u> - Reviewing CVs of applicants for audit positions. - Interviews: 06 March 2023: - Recruitment and appointment of audit members <u>Wellness Session: 31 January 2023:</u> - Wellness of employees. <u>APP:</u> - To finalise the Annual Performance Plan.

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
		<u>Committee Meetings Attended:</u> • Finance and Fundraising: 25 January 2023. • HR Committee: 19 January 2023. • Good Governance and Ethics: 09 February 2023. • SPME & Legal and Complaints Committee: 09 February 2023. • Audit and Risk Committee: 06 February 2023. • Ordinary Plenary: 15 – 16 February 2023. • Special Plenary: 13 March 2023. <u>Other Recommendations:</u> • The Report Template is difficult to fill because of alignment etc. and therefore more time is spent on trying in vain to align content. I recommend that IT should review the template and make it user-friendly.

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
N. Mazibuko	Strategic Objective One: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality. Strategic Objective Two: To promote and protect gender equality through public awareness, education, investigation, and litigation.	<u>Approved Request for Litigation Pursuit: 04 January 2023:</u> - The HoD of Legal submitted a request to pursue litigation on the unfair discrimination based on status, as the complainant is born not from a royal family or royal family, with an element of Gender Based Violence. The Complaint alleges that in her complaint she was married to the King of Pursue litigation. 04 Jan Page 7 of 21 Amampondomise (Luzuko Matiwane) in terms of the customary marriage in April 2019 of which the marriage is still in existence. Way Forward / Recommendations: - Pursue litigation. <u>Submission on Decriminalisation of Sex Word: 27 January 2023:</u> - The institution made and submitted inputs into the Bill and shall reiterate the proposed sections under the review of the Bill and respond thereto. <u>Stakeholder Engagement – Official Introduction of the CEO: 20 January 2023 – Hybrid CGE Head Office:</u> - The engagement was to officially introduce the CEO to some of the institution's key stakeholders. Way Forward / Recommendations: - More collaboration and accountability amongst stakeholders should be employed. <u>Rights of Persons with Disabilities – Sub-Programme: Governance and Compliance Validation Workshop: 25 – 25 January 2023 – Pretoria Southern Sun:</u> - To evaluate the status of the White Paper on the Rights of People with Disabilities. <u>Training Forum on Albinism: 06 – 10 February 2023 – Tanzania:</u> - Forum was for participants to be trained on: -The effective use of the AU Plan of Action, Human Rights advocacy, and reporting strategies to develop and domesticate the Plan of Action/National Action Plan. -How to develop operations/management skills and grant writing skills to drive national partnerships to implement the Plan of Action/National Action Plan.

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
		<u>National Senior Certificate (NSC) Results for the Class of 2022: 19 January 2023 – Randburg:</u> - To engage the matric results of the class of 2022 to assess the performance of school pupils who completed their grade 12 in 2022. Way Forward /Recommendations: - Back-to-school campaign. <u>Prayer Against Gender Based Violence and Social Ills Okhahlamba: 02 February 2023 – Okhahlamba:</u> - An inter-faith prayer against Gender Based Violence & Social ills which will be hosted by the MEC for Social Development Mrs NM Khoza. <u>Roundtable Engagement: 03 February 2023 – Hybrid CGE Head Office:</u> - Gender and Public Health -lessons post COVID pandemic or Gender and Teenage Pregnancy issues. <u>Tanzania Prevention of Sexual Exploitation and Abuse (PSEA) Network Monthly Meeting: 09 January 2023 – Virtual Zoom:</u> - To prevent, mitigate and respond to sexual exploitation and abuse deliberations and progress thereof. Way Forward / Recommendations: South Africa needs to strengthen its relations with the South African and with UNICEF. <u>Commission on the Status of Women 67th Session: 07 – 17 March 2023 – New York:</u> - To discuss issues of gender equality relating to innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls. <u>Side Event with Kenyan and Zimbabwe Gender Commissions. 16 March 2023 at the United Nations, New York.</u> - Constitutional Gender Commissions Role in Promoting Accountability towards Gender Equality and the Empowerment of Women in Africa. <u>Side Even with CVSR: 17 March 2023 – The Salvation Army, New York:</u> Experiences of rural women empowerment initiatives in Africa: Learning Roundtable

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
	Strategic Objective Three: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.	Way Forward / Recommendations: - We need a SADC Gender Commission, compelling the Southern Africa region to implement gender equality and equity transformative frameworks. We also need a global treaty on GBV and femicide i.e., tobacco treaty. <u>Visit of the Committee on National Cohesion and Equal Opportunity Kenya: 29 March 2023 – Hybrid CGE Head Office:</u> - A knowledge and information sharing session on the role of the Gender Commissions and gender equality work and processes to attain gender equality, equity and transformation. Way Forward / Recommendations: - A further engagement in Kenya on equality. <u>SAPS Monitoring: 02 January 2023 – KwaZulu Natal (with Portfolio Committee), 22 – 23 February 2023 – Northwest:</u> To assess the level of readiness and conditions of police stations and their services to victims of gender abuse and violence. <u>Meeting between the CGE and GIA/GOPA: 26 January 2023 – Teams:</u> - A knowledge and information sharing session where GIZ/ GOPA was interested in the functions of the institution, our legislative mandate and role and delivery of these. <u>Meeting with South Africa's High Commissioner to Tanzania: 09 February 2023 – Ambassador's Residency Tanzania:</u> - To discuss possible future partnerships in the "war" against gender disparities between the two countries with the Ambassador. Way Forward / Recommendations: - A collaboration in observing. <u>Meeting with Tshwane University of Technology: 13 February 2023 – TUT Campus:</u> - To pass condolences to the TUT community, get more facts about the incidents and use the opportunity to reflect on the progress TUT has made to-date since CGE engagement in 2014 and other subsequent engagement.

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
	Strategic Objective Four: To build organisational capacity and ensure that the operations of the organisation have an impact on society	<u>Multiparty Roundtable Dialogue Meeting: 30 March 2023 – Hybrid Parktonian Hotel and Teams:</u> - Confronting and deliberating on issues affecting women's participation and representation in political party leadership and public office since the 2021 local government elections saw a reversal of the past gains made in the overall representation of women at the local government level. <u>Meeting with CEO and Commissioner Ngoma-Diseko: 03 January 2023 – Acting Chairperson's Office:</u> - A briefing session to appraise the incoming CEO on the status of the institution. <u>CEO's APP Presentation: 09 January 2023 – Virtual Teams:</u> - The CEO was sharing inputs/feedback received from National Treasury on the submitted Annual Performance Plan. <u>Third Quarter Reporting Session: 18 January 2023 – Sunnyside Park Holiday Inn Hotel:</u> - The session was an opportunity for the former Acting CEO and CFO are to present the 3rd quarter reports. This meeting was also set up as part of the handing over process from the former Acting CEO to the new CEO of the institution. <u>Employee Wellness: 31 January 2023 – Glenburn Lodge:</u> - To build employee morale and wellness to increase productivity. <u>Committee Administration Allocation: 27 January 2023:</u> - Some of the CGE oversight committees have been allocated designated administrators, namely the HR &R and SPME committees. <u>Shortlisting for Audit Committee Members x2 at CGE: 14 February 2023 – CGE Head Office:</u> - To shortlist suitable candidates for interviewing for the filling of vacant posts in the Audit Committee. <u>Interviews for the Audit Committee Members: 27 February 2023 – CGE Head Office:</u> - To fill vacant post within the institution for capacity and performance evaluation.

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
		<u>Employees Union Preparation Meeting: 21 & 23 February 2023 – Teams:</u> - A consultation meeting to get a green light whether Secretariat is on the right track with the regarding their engagement with the union (HOSPERSA). <u>Commissioners Welcome Session: 02 March 2023 – Hybrid CGE Head Office:</u> - The institution officially welcomed Commissioners whose term begun 1 March 2023 as appointed by the President. The session was to give a highlight on the state of the institution for knowledge sharing purpose. <u>Meeting with the Chairperson and CEO: 23 March 2023 – Killarney Mall:</u> - To appraise the Chairperson on the status of the institution, to discuss Commissioners provincial and committee deployment amongst other matters. <u>Committee Meetings Attended:</u> - Special Legal Committee Meeting: 16 January 2023. - Human Resources and Remuneration Committee: 19 January 2023. - Finance and Fundraising Committee Meeting: 30 January 2023. - Quarter 3 Plenary Meeting: 15 – 16 February 2023. - Special Plenary: 28 March 2023. - Portfolio Committee on Higher Education, Science and Innovation: 17 February 2023. <u>Other Recommendations:</u> - The institution's job entry should not be lower than level 6. - Strengthen and capacitate the offices of the Chairperson and CEO. - Employee wellness and team building. - Bursary budget allocation. - CGE is not a state institution (government), therefore the issue of hotel rates using government rates for us need to be resolved.

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
D. Mothupi	Strategic Objective Two: To promote and protect gender equality through public awareness, education, investigation, and litigation. Strategic Objective Three: To monitor and evaluate issues that undermine the promotion and attainment of gender equality.	<u>14th Annual Mining Expo: 22 – 24 February 2023:</u> - To discuss whether the mining industries is reaching the desired goals on achieving inclusivity. - Ensuring women take a seat at the table and make a change by putting ESG at the centre of policy making. - Transform the mining industry by advocating for change and assisting women with getting into key positions. - Highlight the role played by women in mining forums in advancing the African mining sector. - Eradicating discrimination against LGBTQIA community for more inclusive mining industry - Dissertation on the type of leadership required to eliminate fatalities in mining industry. - Raise awareness on women's safety in the mining industry. - Raise awareness around sexual harassment in the mining industry. - These being the objectives of the expo CGE was invited to make a presentation. <u>SABC Interview: Schools Oversight Visits: 14 February 2023:</u> - Gave briefing on the objectives of the school oversight visits. - Gave a briefing on the preliminary findings at visited schools. <u>E-TV Interview: Schools Oversight Visits: 15 February 2023</u> <u>Newsroom Africa Interview: Schools Oversight Visit: 11 February 2023</u> <u>Equal Access to Education Monitoring (Oversight Visit to Barend Van Rensburg School): 09 February 2023 – Ficksburg:</u> - Observe access to education by class. - Observe access to education per Gender. Observe availability of tools of trade: - Observe the person power available for the school (teacher learner ratio). - Observe environment at the schools (cleanliness etc). - Observe hygiene for learners. - Observe safety at school for both learners and educators. - Observe the relationship between the school management and SGB.

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
		- Observe relationship between the school and parents as well as community surrounding the school. <u>Equal Access to Education (Monitoring Visit to Seithati Intermediate School): 13 February 2023 – Botshabelo:</u> - Observe access to education by class. - Observe access to education per Gender. Observe availability of tools of trade: - Observe the person power available for the school (teacher learner ratio). - Observe environment at the schools (cleanliness etc). - Observe hygiene for learners. - Observe safety at school for both learners and educators. - Observe the relationship between the school management and SGB. - Observe relationship between the school and parents as well as community surrounding the school. <u>Police Station Oversight Visit (Trompsburg Police Station): 22 March 2023:</u> - Observe availability of DNA kits for the station. - Observe person power assigned to deal with survivors and victims of GBV. - Observe resources allocation for FCS. - Observe knowledge on GBV and the ever-changing environment around GBV by officers dealing with GBV survivors and victims. - Observe total person power for the station. - Observe reception of public at the community service centre of the station. - Observe how police react to and assist members of the LGBTQIA community. - Observe the relationship between the station, the hospital, DSD and other stakeholders in the GBV value chain. - Observe GBV awareness campaigns conducted by the station. <u>Oversight Visit to (Albert Nzula Hospital): 22 March 2023:</u> - Since Trompsburg does not have a TCC the hospital provides TCC services. - Observe availability of tools of trade. - Observe availability of services to survivors of GBV around the clock.

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
		• Observe the round about time for filling in J88 form as by doctors at the hospital. • Observe the relationship between the hospital, SAPS, DSD and other stakeholders in the GBV value chain. • Observe person power assigned to provide services to GBV survivors and victims. <u>Oversight Visit to Ladybrand Police Station: 23 March 2023:</u> • Observe availability of DNA kits for the station. • Observe person power assigned to deal with survivors and victims of GBV. • Observe resources allocation for FCS. • Observe knowledge on GBV and the ever-changing environment around GBV by officers dealing with GBV survivors and victims. • Observe total person power for the station. • Observe reception of public at the community service centre of the station. • Observe how police react to and assist members of the LGBTQIA community. • Observe the relationship between the station, the hospital, DSD and other stakeholders in the GBV value chain. • Observe GBV awareness campaigns conducted by the station. <u>Oversight Visit to Senyorita Ntlabathi Hospital: 23 March 2023:</u> • Since Ladybrand does not have a TCC the hospital provides TCC services. • Observe availability of tools of trade. • Observe availability of services to survivors of GBV around the clock. • Observe the round about time for filling in J88 form as by doctors at the hospital. • Observe the relationship between the hospital, SAPS, DSD and other stakeholders in the GBV value chain. • Observe person power assigned to provide services to GBV survivors and victims. <u>Stakeholder Consultation by Department of Social Development FS: 10 February 2023:</u> • Brief stakeholder on the establishment of a shelter for GBV in Koffiefontein.

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
	Strategic Objective Four: To build organisational capacity and ensure that the operations of the organisation have an impact on society	• Access the progress in terms of refurbishing the house donated by department of public works (to be turned into a shelter). • Get briefing from different stakeholders on their services in the Koffiefontein area (Municipality, SSASA etc). • Get an outline from DSD on the processes leading to the launch of the shelter and the services to be provided by the shelter. <u>Matric Results Announcement Observation: 19 January 2023:</u> • Observe performance of schools per quintile in terms of gender. • Observe performance of special schools against ordinary schools. <u>Free State SOPA: 28 February 2023:</u> • Observe how gender issues are accommodated in the provincial plans. • Observe what the state of the province is in relation to gender issues. • Observe how the NSP on GBV finds an expression in the provincial plans. • Observe how the Women's charter and other articles, declarations, legislations and policies addressing gender issues find an expression in the provincial plan of action. <u>Briefing on APP Comments from National Treasury: 09 January 2023 – Virtual:</u> • To ensure that CGE's APP is in line with National Treasury regulations. • To mitigate against possible audit findings on the APP. <u>Briefing with New CEO: 18 January 2023:</u> • Introduction of CEO to Commissioners. <u>Stakeholder Engagement and Introduction of the New CEO to Stakeholders: 20 February 2023</u> <u>Wellness Event: 31 January – 01 February 2023</u> <u>Round Table on Gender and Public Health: 03 February 2023</u> <u>Introduction of New Commissioners: 01 March 2023</u>

Name of Commissioner	Strategic Outcomes	Quarter 4 Activity Report
		<u>Committee Meetings Attended:</u> - Plenary: 15 – 16 February 2023. <u>Other Recommendations:</u> - That the as we conduct oversight visits in the Free State on health institutions we follow up on teenage pregnancy in the province, in particular the role played by police officers when statutory rape cases are reported by health professionals.
B. Deyi	Strategic Objective One: To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of Gender Equality. Strategic Objective Two: To promote and protect gender equality through public awareness, education, investigation, and litigation. Strategic Objective Four: To build organisational capacity and ensure that the operations of the organisation have an impact on society	<u>Intersex Normalising Legal Position (LGBTI Project): Ongoing Commissioner Project:</u> - In the Quarter 3 Plenary in December 2023, Plenary officially adopted the LGBTI Commissioner Project, which is set to publish a number of papers on various issues pertaining to the LGBTI community and gender equality. The first of these papers is set to be presented at Plenary. The Chairperson (Mogale) has requested a presentation on this matter to Plenary. <u>Way Forward / Recommendations:</u> - The position paper on this is set to be presented in Plenary (24 April 2023). After which, it will be published for public commentary and finalisation through Plenary. <u>Speaker (Department of Social Development – Sexual and Reproductive Conference: 23 March 2023):</u> - The Department of Social Development invited me as Commissioner to speak on the role of Chapter 9 institutions in protecting and ensuring the protection of sexual and reproductive rights in South-Africa. <u>Way Forward / Recommendations:</u> - The CGE has an incredibly huge role in ensuring that the protections guaranteed by the Constitution on the right to access sexual and reproductive health is continuously protected and accessible across demographics in South Africa. The implementation of the "Forced Sterilisation Report" came up during question-and-answer session – this is an area of concern that requires continuous follow-up with the Department of Health. SAFM Interview on Ugandan Anti-Homosexuality Bill: 27 March 2023 <u>Heading the Handbook EDITS Committee – Ongoing:</u> - Edits have been done and finalised and sent through to the Deputy Chairperson for her to forward to the Chairperson. <u>Way Forward / Recommendations:</u> - We await instructions from Plenary.

PART C:

GOVERNANCE



1. Roles and Responsibilities of CGE's Governing Body

The role of the Governing Body, in this case the Commissioners (collectively constituted as Plenary and/or its related structures/committees), is to lead the Commission for Gender Equality (CGE) by discharging its responsibilities in relation to strategic direction, policy approval, oversight and accountability to achieve, good performance, effective control, legitimacy with stakeholders and sustain an ethical corporate culture.

In terms of current legislative and other frameworks governing the roles and responsibilities of the Plenary as the Governing Body of the CGE, for the purposes of this document reference will be made to the CGE Act, the PFMA, Treasury Regulations as well as King III™ & King IV™ Principles. Whereas the CGE Act, Section 5 (1-5) outlines and defines the decision-making powers of the members of the Commission in Plenary, in terms of the PFMA, the role and decision-making powers of the Plenary are not provided for. In other words, in terms of the PFMA, members of the Commission (constituted as Plenary or otherwise) do not have any decision-making powers over matters allocated as the responsibilities of the executive authority or the Accounting Officer.

However, according to the King IV™ Principles and codes of good corporate governance, the members of the Commission would, collectively, constitute a Governing Body. In other words, collectively, the members of the Commission, for the purposes of King IV™ Principles and codes of good practice, are a Governing Body of the CGE whose responsibilities should be consistent with good corporate governance principles as outlined and explained in the King IV™ Report on Corporate Governance for South Africa, 2016.

Furthermore, it is important to take note of the fact that the King IV™ Principles, (particularly under Principle 7) place a great deal of emphasis on the non-executive nature of the responsibilities of the members of the Governing Body. In terms of King IV™ Part 5.3, Recommended Practice 8, the Governing Body should comprise a majority of non-executive members, most of whom should be independent. The King IV™ report further recommends an appropriate mix of executive, non-executive and independent non-executive members. In the case of the CGE, all the members of the Commission (i.e. Commissioners) are non-executive. In terms of section 49 of the PFMA, the Chairperson of the CGE is defined as the Executive Authority. However, this does not equate with Executive Officer nor does it confer executive management responsibility on the position of Executive Authority.

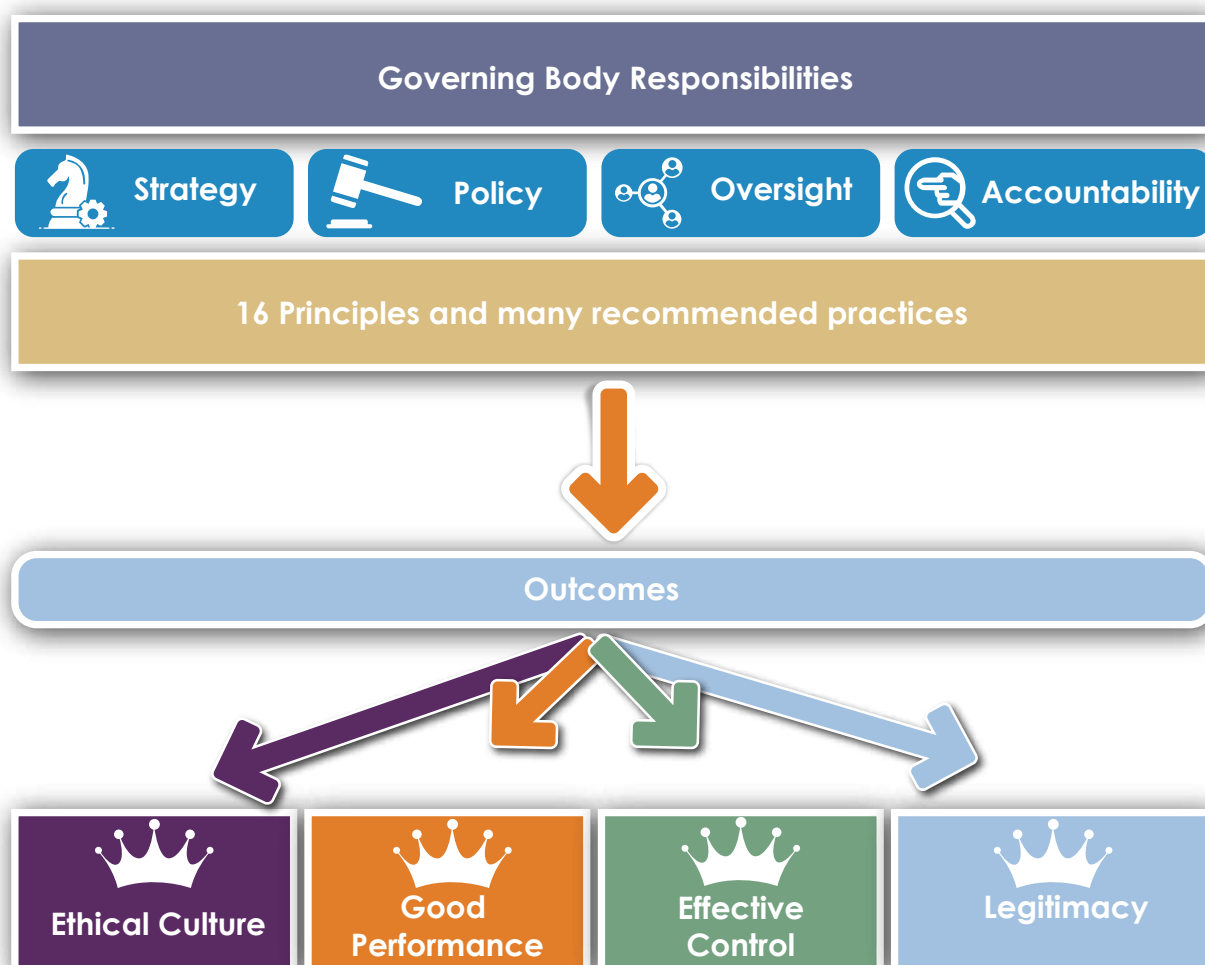
While King IV™ does not offer a definition of a non-executive member of the Governing Body, King III™ defines non-executive as “not being involved in the management of the company” [and] being independent of the management on all issues, including strategy, performance, sustainability, resources, transformation, diversity, employment equity, standards of conduct and evaluation of performance.

Therefore, in terms of the provisions of the CGE Act, the PFMA, the King III™ & King IV™ Principles and Codes of good corporate governance, the members of the Governing Body (in the case of the CGE, this refers to the Commissioners) should be independent of, and therefore have no decision-making powers and responsibilities over the management, administrative and operations of the organisation except for purposes of conducting periodic oversight and ensuring accountability of the CEO and

Administration on the implementation and execution of decisions taken by the Governing Body¹. What the discussion above means is that other than the authority of a duly constituted Plenary and/or its related structures, through which Commissioners are empowered to exercise their oversight functions and accountability enforcement responsibilities (as outlined in terms of the CGE ACT and King IV™ Principles), the PFMA gives only the Chairperson of the CGE, as the Executive Authority, a set of clearly defined responsibilities that are consistent with the objectives of the PFMA.

1.1. Summary of Roles and Responsibilities of CGE Governing Body as per King IV™ Principles of Good Governance

As indicated in Section 4.2 above, the King IV™ Code provides a set of Principles (17 of which are applicable to the CGE) accompanied by 208 recommended practices that should assist the Governing Body and the organisation in achieving the governance outcomes intended by these Codes and the accompanying recommended practices. The graphic below gives a summarised account/illustration of the functions and responsibilities of the members of the Governing Body in line with the King IV™ Principles and code of practice for good governance:



¹ King IV™ defines 'independence' as "the exercise of objective, unfettered judgement. It further adds that 'when used as a measure by which to judge the appearance of independence, or to categorise a non-executive member of the governing body or its committees as independent, it means the absence of an interest, position, association, or relationship which, when judged from the perspective of a reasonable and informed third party, is likely to influence or cause bias in decision-making.

In brief therefore, the overarching responsibilities of the Governing Body are as follows:

- Providing strategic direction.
- Approving policies to effectuate strategy.
- Providing informed oversight for strategy implementation and performance.
- Corporate disclosure.

Intended Outcomes in line with King IV™ Principles and Practices

The following are intended outcomes of the effective and sustained application of responsibilities of the Governing Body, in line with provisions of the PFMA, Treasury Regulations as well as the King IV™ Principles:

- Sustainable performance and value creation.
- Adequate and effective control; and
- Protecting and building trust in the organisation, for reputation and legitimacy.

The CGE has established committees to enable commissioners to ensure effective achievement of objectives and lend support thereto as required. The committees' objectives are:

- a) Providing input, advice, and assistance in addressing strategic and policy issues and challenges.
- b) Identifying significant emerging issues affecting the implementation of programmes and providing solutions for approval by plenary.
- c) Making recommendations to further develop and improve the CGE's policy framework.
- d) Formulating the integration of committee issues into CGE strategic planning, to guide the implementation of designated projects, and monitor and evaluate CGE activities.
- e) Reporting to plenary, deliberating on issues referred to them by plenary, and providing recommendations to plenary.
- f) Supporting and assisting the Commission in decision-making processes; and
- g) Monitoring project implementations, budgeting, and expenditure.

Current Oversight Structures for the Commission's Plenary

In order to assist the commissioners to collectively fulfil their responsibilities to conduct periodic oversight on the work of the CGE Administration and ensure effective accountability, the following internal structural arrangements (i.e. sub-committees of Plenary) were established by Plenary [this is in line with King IV™ Principle 8, which contemplates the inherent prerogative of a Governing Body to make arrangements and organise its internal structures in order to effectively discharge its duties and responsibilities.

Oversight Sub Committees of Plenary:

- (a) HR Committee.
- (b) Legal Committee.
- (c) Research & PEI Committee.
- (d) Strategic Planning Committee.
- (e) Good Governance Committee.
- (f) Information Communication and Technology Committee; and
- (g) Finance Committee.

Some of the Roles of Commissioners in Oversight Committees:

- Providing oversight on implementation of programmes.
- Providing oversight by actively participating in CGE Committee meetings.
- Providing a link between Committees and Plenary, taking forward any issues requiring decision or guidance from Plenary.

Commissioners' Activities

Commissioners are appointed at national level but deployed to provinces to provide strategic leadership and raise the profile of the Commission. All specific roles and responsibilities are delineated in the terms of reference of all oversight committees. The primary purpose of the Commissioners is to:

- Assist with planning and development of recommendations for the thematic areas.
- Perform an oversight role in the implementation of agreed upon programmes of the Commission.
- Perform a support role in the implementation of agreed upon programmes as required.

The Commissioners undertook various activities during the financial year 2022 - 2023 to ensure that the mandate of the Commission was realised through participating in virtual seminars, dialogues, and strategic meetings. A brief overview is provided highlighting some of the activities Commissioners undertook in the year under review.

Institutional policies and strategies

In implementing its mandate, the Commission takes into consideration the following policy mandates,

- National Development Plan (NDP) - Vision 2030
- New Growth Path 2011
- South Africa's National Policy Framework for Women's Empowerment and Gender Equality (2000)

2. List of Commissioners

Name	Term
Tamara Mathebula (Chairperson)	Term ended 31 October 2022
Dr. Nthabiseng Moleko (Deputy Chairperson)	Term ended 31 October 2022
Adv Nthabiseng Sepanya-Mogale	Term ended 31 October 2022
Nomasonto Mazibuko	
Busisiwe Deyi	
Lindiwe Ntuli-Tloubatla	
Dibeela Mothupi	
Sediko Rakolote	Term ended 31 October 2022
Mbuyiselo Botha	
Ohara Ngoma-Diseko	
Adv Nthabiseng Sepanya-Mogale (Chairperson)	Appointed 01 March 2023
Adv. Thando Gumede	Appointed 01 March 2023
Bongani Ngomane	Appointed 01 March 2023
Leonashia Leigh-Ann van der Merwe	Appointed 01 March 2023
Prabashni Subrayan-Naidoo	Appointed 01 March 2023



Tamara Mathebula
Chairperson
Term ended 31 Oct 2022



Dr Nthabiseng Moleko
Deputy Chairperson
Term ended 31 Oct 2022



Adv Nthabiseng Sepanya-
Mogale
Commissioner
Term ended 31 Oct 2022



Sediko Rakolote
Commissioner
Term ended 31 Oct 2022



Adv Nthabiseng Sepanya-
Mogale
Chairperson
Started 01 March 2023



Nomasonto Mazibuko
Deputy Chairperson



Dibeela Mothupi
Commissioner



Mbuyiselo Botha
Commissioner



Ohara Ngoma-Diseko
Commissioner



Leonashia Leigh-Ann
Van der Merwe
Commissioner
Started 01 March 2023



Bongani Ngomane
Commissioner
Started 01 March 2023



Adv Thando Gumede
Commissioner
Started 01 March 2023



Busisiwe Deyi
Commissioner



Prabashni Subrayan-
Naidoo
Commissioner
Started 01 March 2023



Lindiwe Ntuli-Tloubatla
Commissioner

3. Report Of The Audit And Risk Committee 2022/23.

We are pleased to present our report for the financial year ended 31 March 2023.

3.1. Audit and Risk Committee members and attendance

The Audit and Risk Committee (ARC) for the year under review comprised of two external members. The members of the ARC are listed hereunder. The ARC is required to meet at least four times a year according to its approved charter, the PFMA and National Treasury Regulations. During the year ended 31 March 2023, the ARC held six (6) meetings. Note that members who did not participate at all six meetings were appointed effective April 2023, after the financial year under review

Name of Member	Designation	Number of meetings attended
Mr Nkosini Mashabane	Chairperson	6
Mr. Duke Mathebula *	Member (External)	6
Mr. Suren Maharaj ***	Member (External)	-
Ms Tamsin Gray***	Member (External)	-
Ms Portia Chilwane ***	Member (External)	-

* Resigned on the 21 April 2023.

*** Appointed as member from April 2023.

3.2. Audit and risk committee responsibility

We report that the ARC had fulfil its responsibilities ito. sections 38 (1) (a) and 77 of the Public Finance Management Act No. 1 of 1999 and Treasury Regulation 3.1. The ARC had adopted a formal committee charter that prescribes its terms of reference. The business affairs of the ARC were in accordance with the charter adopted by the ARC and approved by the accounting officer.

3.3. Effectiveness of internal control systems

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

Internal Audit provided the ARC and management with assurance on whether the design and implementation of the internal control systems are adequate and effective. The assurance provided by internal audit was In line with the PFMA, the International Standards for the Professional Practice of Internal Auditing issued by the Institute of Internal Auditors and the requirements of the King IV Report on Corporate Governance

Control deficiencies were identified and reported by internal audit. A number of matters reported in the previous period were addressed, however certain instances of non-compliance which caused

the CGE to incur irregular, fruitless, and wasteful expenditure remain unresolved. Management have made commitments to address the deficiencies by obtaining the required approval to address the non-compliance matters. The ARC had observed with concern the decline in performance against performance indicators on strategic objectives. The changes in the person who occupies the position of CEO had an unfavourable impact on the organisational performance.

We report that meaningful progress has been made in establishing internal controls over risk management systems and processes. The progress achieved had attended to the development of risk mitigation strategies & plans, risk registers and assignment of resources to monitor and report on risk management activities. We of the opinion that steps taken are sufficient to improve the risk maturity of the organisation in the upcoming year 2023/2024. We shall monitor the progress toward the realisation of an enterprise-wide risk management system at the CGE in the upcoming financial year.

Instances of non-compliance with legislations were identified and communicated in the report by the Auditor General. The non-compliance matters pertain to the preparation of fairly presented financial statements and the prevention of irregular, fruitless, and wasteful expenditure.

Except for the deficiencies described in this section of our report, we are satisfied with the key controls implemented over financial and performance management & reporting at the CGE during the period under review.

3.4. Internal Audit

The ARC reviewed the internal audit quarterly reports to ensure that internal audit activities were conducted in terms of the approved risk based annual and three-year rolling plan. Internal audit has discharged its responsibilities in terms of the approved charter and executed the plan accordingly. The ARC applaud management for creating the human resource capacity needed for internal audit through the in-sourcing strategy. We are pleased to report that the implementation of this strategy caused the internal audit to realise its annual plan and conclude on the audit tasks.

3.5. Risk Management

Management is responsible for proactively identifying, evaluating, managing, and monitoring all significant risks faced by the CGE. The CGE has developed a risk management controls with a view to safeguard its staff, assets, corporate credibility, and reputation.

As noted in the earlier sections, satisfactory progress has been achieved to establish an effective risk management system at the CGE. The CGE was able to compile a risk register which listed the priority risk at both strategic and operational levels for the year 2023/2024.

3.6. In-year management and quarterly report

The ARC has reviewed the content and quality of the quarterly financial and performance reports of the CGE during the year under review in compliance with the statutory reporting framework. The Committee notes the continuous improvement in the quality of quarterly financial reports submitted by management. We had observed a decline in the quality of reports on non- financial performance,

and in certain meetings failure by the accounting officer to submit non-financial performance reports. The committee support the intervention made by the accounting authority in order to remedy the leadership weaknesses that occurred.

3.7. Evaluation of annual financial statements

The ARC has reviewed and discussed financial statements and performance information for the 2022/23 financial year with management and duly recommended them for approval. We have also reviewed the CGE's compliance with legal and regulatory requirements and note the observations made by the Auditor General and the deficiency communicated in the section on effectiveness of internal controls, of this report.

3.8. Auditor General's report

The ARC has considered the reports of the Auditor-General for the financial year ended 31 March 2023 and we concur with her conclusions.

The ARC has reviewed the CGE's audit outcome action plan to address audit findings raised in the year 2021/2022. We note that findings raised by the Auditor General in the previous year were not all addressed. The committee will increase its emphasis on the monitoring of the audit outcome improvement plan to prevent the recurring audit findings and non- compliance matters.

We express our appreciation to the commissioners, the accounting officer, management, and internal audit for their commitment and support to the work of the audit and risk committee. We congratulate the CGE on the outcome of the annual external audit and the achievement of an unqualified audit opinion during the period under review.



Mr. Nkosini Mashabane

Acting Chairperson of the Audit and Risk Committee

4. Internal Audit Report

Section 38 of the PFMA requires the Accounting Officer to, amongst other things, ensure that the Commission for Gender Equality (CGE) has and maintains a system of internal audit under the control and direction of the audit committee.

The purpose, authority and responsibility of the internal audit function established per Treasury Regulation (TR) 3.2.4 of the PFMA is defined in internal audit charter approved by the Audit and Risk Committee (ARC), which is consistent with the requirements stipulated in TR 3 of the PFMA, requiring alignment with the International Standards for the Professional Practice of Internal Audit ("ISPPA") set by the Institute of Internal Auditors (IIA) prescribed by TR3.2.5. As required, the CAE reports functionally to the ARC and administratively to the Accounting Officer.

The Internal Audit (IA) subscribes to and accepts the mandatory nature of the definition of internal audit as defined by ISPPA which defines an internal audit as "an independent, objective assurance and consulting activity designed to add value and improve an organization's operations. It helps an organization achieve its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes." ¹

The key objectives of the Internal Audit Function are to assist the Audit & Risk Committee in the effective discharge of their responsibilities, provide strategic support to the Chief Executive Officer ("CEO") and management that contributes towards the establishment of adequate and effective systems of governance, risk management and internal control processes through providing value-adding recommendations to improve the effectiveness and efficiency of the operations of the Commission. It is within this context that the IA strives to continuously strengthen and understand its stakeholders, their specific requirements and business drivers so that there is continuous strategic alignment and value add to long term and short-term goals of the CGE.

The CAE met the statutory reporting obligations to quarterly appraise the ARC of the progress in implementing the annual audit plan and where needed, issues requiring their intervention towards ensuring the effectiveness of the system of internal audit.

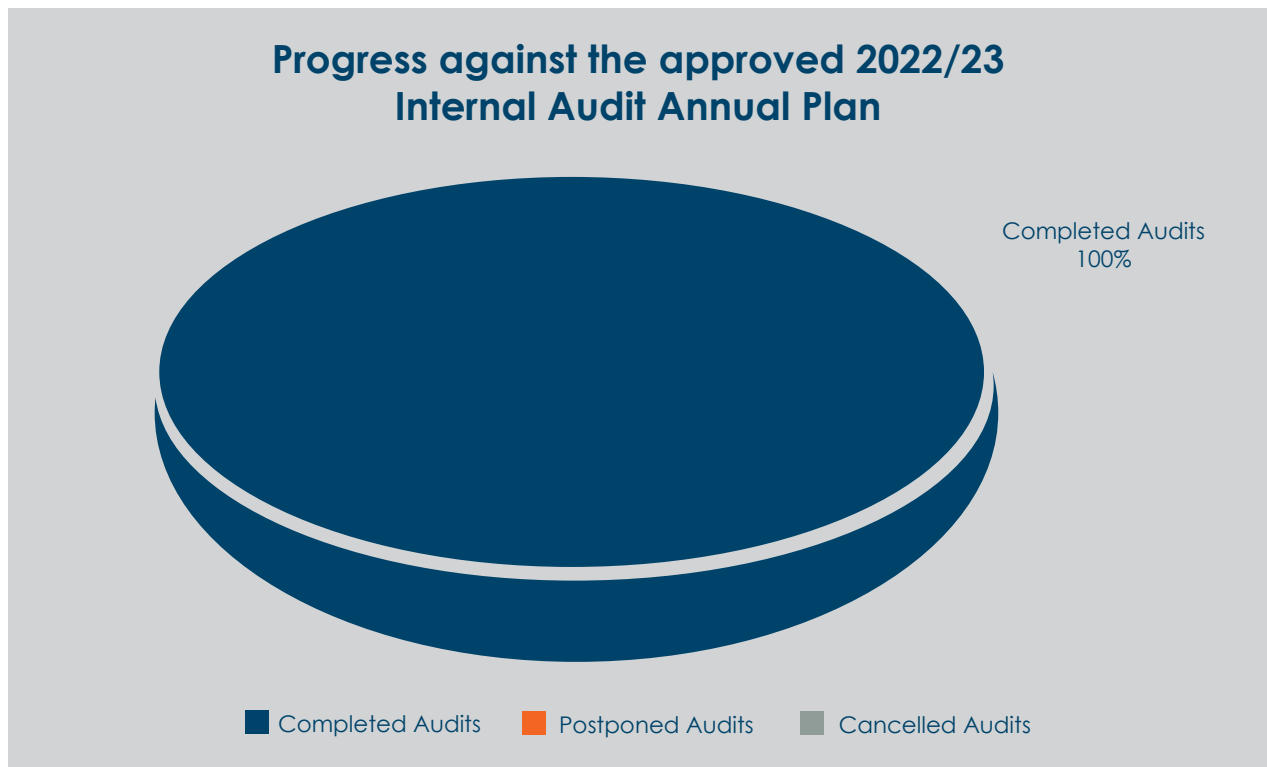
4.1. Progress made against the approved Annual Internal Audit Plan

The internal audit progress to which this section of the report relates to covers the period 1 April 2022 to 31 March 2023, the section of the report includes progress on the planned audit projects as well as special audit requests (if any) that were undertaken during the reporting period.

In this reporting period, Internal Audit planned to conduct thirteen (13) audits and they were satisfactorily executed as planned.

All the areas for improvement identified through the audit efforts were communicated to management through the internal audit reports. Management continues to ensure that internal audit findings are resolved, through the implementation of recommendations and/or through the agreed-upon action

plans. Internal Audit also conducts a follow-up on the implementation of internal and external audit recommendations/agreed action plans. These reports are presented to the Audit and Risk Committee, to monitor the progress made by management on the implementation of recommendations and action plans.





Honeycomb

BEE Ratings

0861 HONEYCOMB

BROAD-BASED BEE VERIFICATION CERTIFICATE

We Certify that
Commission for Gender Equality

Company Address: 2 Kotze Street, East Wing Women's Jail, Constitution Hill, Braamfontein
Registration Number: N/A **VAT Number:** N/A

Has been verified for compliance with the B-BBEE Act No. 53 of 2013 and the Codes of Good Practice
Gazette No. 38766 of May 2015 and has achieved the following:

BEE RATING

Non-Compliant Contributor
(Generic – Specialised Scorecard)

BEE PROCUREMENT RECOGNITION LEVEL

0%

Analysis	Score	Element	Results
Black Ownership	N/A	Ownership	N/A
Black Woman Ownership	N/A	Management Control	12.00
Black Designated Group	N/A	Skills Development	0.00
Black Youth	N/A	Enterprise & Supplier Development	0.00
Black Disabled	N/A	Socio-Economic Development	0.00
Black Unemployed	N/A	Total	12.00
Black People Living in Rural Areas	N/A	Y.E.S. Initiative Implemented	No
Black Military Veterans	N/A	Y.E.S. Target Achieved	N/A
Black New Entrants	N/A	Number of Levels Promoted	N/A
Exclusion Principle Applied	N/A	Certificate Number	HR_GEN_2977_22
Modified Flow Through Principle	N/A	Version Number	1.0
Empowering Supplier	Yes	Issue Date	22 May 2023
Discounting Applied	Yes	Expiry Date	21 May 2024
Financial Period Reviewed	01 April 2021 – 31 March 2022	Revision Date	N/A


Verification Manager
Zunaid Vallee
Honeycomb BEE Ratings



PART D:

HUMAN RESOURCES MANAGEMENT



1. Introduction

The Human Resources Unit is a critical corporate and administrative support function in the Commission for Gender Equality. Part of its responsibility is to ensure the appointment and retainment of adequate, skilled, and qualified personnel, and its health and wellness. It is for this reason that in February 2023, the Unit organised an employee wellness session that lasted two days. This was the first session of its nature in the past three years of the organisation. The session allowed new and old employees to be integrated outside of the workplace, and also allowed the leadership of the organisation to address organizational issues that were of concern to employees.

Through various initiatives such as employee wellness, the HR Unit intends to transform organisational culture with a purpose of ensuring that behaviour reflects espoused organisational values. The Commission would like to have a workplace that lives its values and will be able to undertake a change management programme around culture and values.

In the financial year under review, the Human Resources Unit worked harder to fill a number of vacant positions to strengthen the Legal, Research and Public Education units. The Legal Unit plays a critical function in the mandate of the organisation through its handling of investigations, court cases, legislative submissions, and public gender transformation hearings wherein the organisation subpoenas public and private entities to account for the pace or lack of gender transformation in their respective workplaces.

The Research Unit provides critical research, knowledge systems development and policy dialogues, while the Public Education department ensures that the mandate of the Commission is communicated to communities and the public to foster better understanding.

The vacancy rate was reduced by the Implementation of 100% defined quarterly recruitment activities. 100% quarterly recruitment activities were done to reduce the vacancy rate. 25% Vacancies were reduced in quarter one.

The HR Unit conducted an internal review session of organizational policies by setting up an employee engagement session where employees made inputs and comments on workplace policies that are due to review. Led by the Office of the CEO, the policy consultation sessions assisted the organisation in understanding the needs and concerns of its employees. This will assist in subsequent processes when policies are reviewed by management. The following tables and figures provide detailed information on all issues that affect employees, such as leave management, remuneration and compensation, terminations and recruitment, employee demographics, and skills development and training.

2. Human Resources Statics

1. Personnel Costs By Salary Band 2022/2023

Row Labels	Sum of Number of employees	Sum of TOTAL	Percentage of total personnel	Average personnel cost per employee
1.Skilled (Level 3-5)	11	3 392 319	6%	308 393
2.Highly Skilled (Level 6-8)	23	9 526 970	16%	414 216
3.Highly Skilled Supervision (Level 9-12)	43	33 333 617	56%	775 200
4.Senior Management (Level 13-15)	5	5 155 802	9%	1 031 160
5.Commissioners	10	7 905 779	13%	790 578
6.Temporary and Internships	4	235 170	0%	58 792
Grand Total	96	59 549 657,23	100%	620 309

2. Salaries, Overtime, Home-Owners' Allowances and Medical Assistance by Programme 2022/2023

Programme	Home Owners	Leave payout	Overtime	Salaries	Medical Assistance	Grand Total
Administration	58 353,00		31 861,51	14 496 486	74 127,96	14 660 828,83
CEO's office		257 231,46	-	1 784 116		2 041 347,68
Commissioners Office	-	72 690,52	71 781,54	10 099 828	22 032,00	10 266 332,40
Financial Management	66 060,00	12 931,65	307 008,80	5 590 431	55 080,00	6 031 511,38
Human Resources	13 212,00		-	2 317 626	11 016,00	2 341 854,01
Information & communication	13 212,00	-	5 364,18	3 469 938		3 488 513,86
Internal Audit/ monitoring & evaluation	-		-	1 543 712	-	1 543 711,96
Legal services	44 040,00	109 836,23	-	6 013 043	46 818,00	6 213 736,98
Parliamentary liaison & legislation			-	-	-	-
Public education & information	39 636,00	-	-	6 992 756	65 520,00	7 097 912,13
Research & policy program	25 323,00	59 824,27	2 767,37	5 728 699	47 294,04	5 863 908,00
Grand Total	259 836,00	512 514,13	418 783,40	58 036 635,70	321 888,00	59 549 657,23

3. Performance-Related Rewards in 2022/2023

Management Level	Number of Employees	Amount Paid
Commissioners		-
Middle Management	30	1 413 148
Senior Management	2	169 961
Staff	28	710 991
Grand Total	60	2 294 099,95

4. Foreign Workers Employed by the CGE in 2022/2023

Country of origin	Number
Lesotho	1
Zimbabwe	2
Total	3

5. Sick Leave over the Period

Salary Band	Number of employees	Total days taken	% days with medical certification	Number of employees using sick leave	Average cost per employee per day	Average days per employee
Skilled (Level 3-5)	6	27	50%	6	1327.27	5
Highly Skilled (Level 6-8)	14	99	96%	14	1934.15	7
Highly Skilled Supervision (Level 9-12)	24	190	97%	24	3314.67	8
Senior Management (Level 13-15)	2	9	100%	2	6915.74	5
Commissioners	0	0	0%	0	-	
Temporary and Internships	0	0	0%	0	-	
Grand Total	46	325		46		7

6. Annual Leave over the Period

Salary Band	Number of employees who have taken leave	Total days taken	Average days taken per employee
Skilled (Level 3-5)	11	348	31,6
Highly Skilled (Level 6-8)	22	664,666	30,2
Highly Skilled Supervision (Level 9-12)	47	9075,284	193
Senior Management (Level 13-15)	5	37,666	8
Commissioners	4	93,495	23,4
Temporary and Internships	0	0	0,0
Grand Total	89	10219,111	114,8

7. Leave Payouts for 2022/2023

Reason	Number of employees paid out	Total amount paid out	Average pay-out over employee
Termination of services	6	99 121	16 520
End of contracts	10	72 691	7 269
Retirement	0	-	-
Death	2	35 143	17 571
Grand Total	18	206 954	11 497

8. Employee Changes in the Year

Termination type	Number	% Total
Death	2	11%
Resignation	5	26%
Expiry of contract	8	42%
Dismissal - operational changes	1	-
Dismissal - misconduct	0	0%
Dismissal - inefficiency	0	-
Discharge due to illness	0	-
Promotion	3	
Retirement	0	0%
Transfer to other public service departments	0	-
	19	79%

9. Employment Equity Per Race and Gender

	African		Coloured		Indian		White		Total per Gender						Grand Total
Programme	Female	Male	Female	Male	Female	Male	Female	Male			African	Coloured	Indian	White	
Administration	18	6	2	-	-	-	1	-	20	6	24	2	0	1	27
CEO's office	1			-	-	-		-		0	1	0	0	0	1
Commissioners Office	13	1	1	-	1	-	-	-	13	1	14	1	1	0	16
Financial Management	7	5	-	-	-	-	-	-	7	5	12	0	0	0	12
Human Resources	2	1	-	-	-	-	-	-	2	1	3	0	0	0	3
Information & communication	1	5	-	-	-	-	-	-	1	5	6	0	0	0	6
Internal Audit/ monitoring & evaluation		2	-	-	-	-	-	-	0	2	2	0	0	0	2
Legal services	6	3	1	-	-	-		-		3	9	1	0	0	10
Parliamentary liaison & legislation	-	-	-	-	-	-	-	-	-	0	0	0	0	0	0
Public education & information	6	5		-	-	-	-	-	6	5	11	0	0	0	11
Research & policy program	4	3	1	-	-	-	-	-	4	3	7	1	0	0	8
Grand Total	58	31	5	-	1	-	1	-	53	31	89	5	-	1	96

10. Employment and Vacancies by Programme as at 31 March 2023

Position	Number of vacancies	Number of funded positions in the establishment	Number of positions filled	Vacancy rate	Number of additional positions - unfunded
Commissioners	1	12	11	8%	0
Human Resources	0	3	3	0%	0
IT/C	1	4	3	25%	0
Legal - National	1	4	3	25%	-
Research - National	5	13	8	38%	-
Education - National	0	3	3	0%	-
Provincial Co-ordinators	1	9	8	11%	-
Provinces - Legal	2	9	7	22%	-
Provinces - Education	0	9	9	0%	-
Provinces - Administrators	0	9	9	0%	-
Provinces - Office Assistants	1	9	8	11%	-
Finance	1	9	8	11%	-
Parliament	1	1	0	100%	-
PA/Admin - National	2	4	2	50%	-
Driver - National	0	2	2	0%	-
Office Assistant - National	0	1	1	0%	-
Internal Audit	0	2	2	0%	-
CEO's Office	0	1	1	0%	-
TOTAL PERMANENT	16	104	88	15%	0
Temporary & Internships	0	6	6	0%	-
Grand Total	16	110	94	15%	-

11. Recruitment over the Period

Occupational bands	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Commissioners	1	0	0	0	2	1	1	0	5
Senior Management	2	0	0	0	3	0	0	0	5
Professionally qualified	0	0	0	0		0	0	0	0
Skilled, technical and academically qualified workers	4	0	0	0	6	1	0	0	11
Semi-skilled and discretionally decision making	2	0	0	0	0	0	0	1	3
Unskilled and defined decision making	0	0	0	0	1	0	0	0	1
Employees with disabilities	0	0	0	0	0	0	0	0	0
Trainees & Internships	3	0	0	0	2	0	0	0	5
TOTAL	12	0	0	0	14	2	1	1	30

12. Promotions over the Period

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

13. Terminations over the Period

Occupational bands	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Commissioners	1	-	-	-	3	-	-	-	4
Senior Management	0	-	0	-	2	-	-	-	2
Professionally qualified	1	-	-	-	0	-	-	1	2
Skilled, technical and academically qualified workers	4	-	-	-	1	-	-	-	5
Semi-skilled and discretionally decision making	0	-	-	-	0	-	-	1	1
Unskilled and defined decision making	-	-	-	-	-	1	-	-	1
Employees with disabilities	-	-	-	-	-	-	-	-	0
Trainees & Internships	1	-	-	-	2	-	-	-	3
TOTAL	7	-	0	-	8	1	-	2	18

14. Disciplinary Matters over the Period

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

15. Skills Development for 2022/2023

Occupational bands	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Commissioners	0	-	-	-	0	-	-	-	0
Senior Management	1	-	-	-	1	-	-	-	2
Professionally qualified	3	-	-	-	7	-	-	1	11
Skilled, technical and academically qualified workers	7	-	-	-	5	-	-	-	12
Semi-skilled and discretionally decision making	2	-	-	-	3	0	-	-	5
Unskilled and defined decision making	2	-	-	-	1	-	-	-	3
Employees with disabilities	-	-	-	-	-	-	-	-	0
Trainees & Internships	0	-	-	-	0	-	-	-	0
TOTAL	15	-	-	-	17	0	-	1	33

FINANCIAL INFORMATION

Financial Statements for the year ended 31 March 2023

General Information

Country of incorporation and domicile	South Africa
Nature of business and principal activities	The Commission for Gender Equality is one of the institution established in terms of Chapter 9 of the Constitution of the Republic of South Africa. In terms of the section 187 of the constitution, the mandate of the CGE is to contribute to strengthen and deepening constitutional democracy in South Africa through promotion, protection, development and attainment of gender equality.
Business address	Women's Jail East Wing No 2 Kotze Street Constitutional Hill Braamfontein 2017
Postal address	P.O Box 32175 Braamfontein 2017
Bankers	First National Bank Parktown PO Box 31512 Braamfontein 2017
Auditors	Auditor-General of South Africa

Financial Statements for the year ended 31 March 2023

General Information

Other 1

Members of the Commission

Ms. T. Mathebula (Chairperson - Full-time) - Appointed as Chairperson effective from 01 September 2019. Contract lapsed 31 October 2022.

Dr. N.M. Moleko (Deputy Chairperson - Full-time) - Appointed as Deputy Chairperson effective from 01 September 2019, Contract lapsed 31 October 2022.

Ms. D.G. Mothupi (Full-time Commissioner) - Appointed as Part-time Commissioner effective from 01 August 2019, converted to Full-time effective 09 March 2022.

Mr. M.A. Botha (Full-time Commissioner) - Appointed effective from 01 August 2019.

Ms. N.G. Mazibuko (Deputy Chairperson - Full-time) - Appointed as Part-time Commissioner effective from 01 August 2019, converted to full time effective from 01 February 2022.

Mr. S.D. Rakolote (Part-time Commissioner) - Appointed effective from 01 November 2017. Contract lapsed on 31 October 2022.

Adv. N.S. Mogale (Chairperson- Full-time Commissioner) Appointment as part-time Commissioner effective from 01 November 2017. Contract lapsed 31 October 2022.

Re-appointment as Chairperson-Full time from 01 March 2023.

Ms. O. Ngoma-Diseko (Full-time Commissioner) - Appointed effective from 01 August 2019.

Ms. B. Deyi (Part-time Commissioner) - Appointed effective from 01 August 2019.

Adv. T. Gumede (Full-time Commissioner) - Appointment effective from 01 March 2023.

Ms. P Subrayan-Naidoo (Part-time Commissioner)-Appointment effective from 01 March 2023.

Mr. B Ngomane (Part-time Commissioner) - Appointment effective from 01 March 2023.

Financial Statements for the year ended 31 March 2023

General Information

Ms. L Van Der Merwe (Part-time Commissioner) - Appointment effective from 01 March 2023.

Ms. O.L. Ntuli-Tloubatla (Full-time Commissioner) - Appointed effective from 01 August 2019.

Other 2

Chief Executive Officer

Dr Dennis Matotoka (Acting)

Other 3

Chief Financial Officer

Dr. A Ngwenya

Financial Statements for the year ended 31 March 2023

Index

The reports and statements set out below comprise the annual financial statements presented to the parliament:

Page

Report of the Auditor General to Parliament on the Commission for Gender Equality	162
Accounting Officer's Responsibilities and Approval.....	173
Statement of Financial Position	174
Statement of Financial Performance	175
Statement of Changes in Net Assets	176
Cash Flow Statement	177
Statement of Comparison of Budget and Actual Amounts.....	178
Accounting Policies	179 - 189
Notes to the Financial Statements	190 - 219

COID	Compensation for Occupational Injuries and Diseases
GRAP	Generally Recognised Accounting Practice
PFMA	Public Finance Management Act

1. Report of the Auditor General to Parliament on the Commission for Gender Equality

Report on the audit of the financial statements

Opinion

1. I have audited the financial statements of the Commission for Gender Equality set out on page 174 to 300, which comprise the statement of financial position as at 31 March 2023 the statement of financial performance, statement of changes in net assets, cash flow statement and statement of comparison of budget and actual amounts for the year then ended, as well as notes to the financial statements, including a summary of significant accounting policies.
2. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Commission for Gender Equality as at 31 March 2023, and its financial performance and cash flows for the year then ended in accordance with the Standards of Generally Recognised Accounting Practice (Standards of GRAP) and the requirements of the Public Finance Management Act 1 of 1999 (PFMA).

Basis for opinion

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

Other matter

6. I draw attention to the matter below. My opinion is not modified in respect of this matter.

National Treasury Instruction Note No. 4 of 2022-23: PFMA Compliance and Reporting Framework

7. On 23 December 2022 National Treasury issued Instruction Note No. 4: PFMA Compliance and Reporting Framework of 2022-23 in terms of section 76(1)(b), (e) and (f), 2(e) and (4)(a) and (c) of the PFMA, which came into effect on 3 January 2023. The PFMA Compliance and Reporting Framework also addresses the disclosure of unauthorised expenditure, irregular expenditure and fruitless and wasteful expenditure. Among the effects of this framework is that irregular

and fruitless and wasteful expenditure incurred in previous financial years and not addressed is no longer disclosed in the disclosure notes of the annual financial statements, only the current year and prior year figures are disclosed in notes 19 and 20 to the financial statements. The movements in respect of irregular expenditure and fruitless and wasteful expenditure are no longer disclosed in the notes to the annual financial statements of Commission for Gender Equality. The disclosure of these movements (e.g. condoned, recoverable, removed, written off, under assessment, under determination and under investigation) are now required to be included as part of other information in the annual report of the auditees. I do not express an opinion on the disclosure of irregular expenditure and fruitless and wasteful expenditure in the annual report.

Responsibilities of the Accounting Officer for the financial statements

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

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

Responsibilities of the Auditor General for the audit of the financial statements

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

Report on the audit of the annual performance report

11. In accordance with the Public Audit Act 25 of 2004 (PAA) and the general notice issued in terms thereof, I must audit and report on the usefulness and reliability of the reported performance against predetermined objectives for selected outcomes presented in the annual performance report. The accounting officer is responsible for the preparation of the annual performance report.

12. I selected the following outcomes presented in the annual performance report for the year ended 31 March 2023 for auditing. I selected outcomes that measure the constitutional institution's performance on its primary mandated functions and that are of significant national, community or public interest.

Outcomes	Page numbers	Purpose
Outcome 1 - An enabling legislative environment for gender equality	33	To evaluate legislation, policies, practices and mechanisms within public and private institutions and make recommendations to advance the gender transformation agenda.
Outcome 2 - Gender equality promoted through information & education to foster public understanding	34	To conduct advocacy initiatives and public education interventions in the promotion of public understanding of gender equality and access to gender justice.
Outcome 3 - Monitoring and research investigations on issues that undermine the attainment of gender equality	36	To identify and monitor key issues that impact on gender equality, evaluate contributions by role-players to gender equality and make recommendations to promote and attain gender equality.

13. I evaluated the reported performance information for the selected outcomes against the criteria developed from the performance management and reporting framework, as defined in the general notice. When an annual performance report is prepared using these criteria, it provides useful and reliable information and insights to users on the constitutional institution's planning and delivery on its mandate and objectives.
14. I performed procedures to test whether:
- the indicators used for planning and reporting on performance can be linked directly to the constitutional institution's mandate and the achievement of its planned objectives.
 - the indicators are well defined and verifiable to ensure that they are easy to understand and apply consistently and that I can confirm the methods and processes to be used for measuring achievements.
 - the targets can be linked directly to the achievement of the indicators and are specific, time bound and measurable to ensure that it is easy to understand what should be delivered and by when, the required level of performance as well as how performance will be evaluated.
 - the indicators and targets reported on in the annual performance report are the same as what was committed to in the approved initial or revised planning documents.
 - the reported performance information is presented in the annual performance report in the prescribed manner.
 - there are adequate supporting evidence for the achievements reported and for the reasons provided for any over- or underachievement of targets.
15. I performed the procedures for the purpose of reporting material findings only; and not to express an assurance opinion.
16. I did not identify any material findings on the reported performance information for the selected outcomes.

Other matters

17. I draw attention to the matters below.

Achievement of planned targets

18. The annual performance report includes information on reported achievements against planned targets and provides explanations for over- and under achievements. This information should be considered in the context of the material findings on the reported performance information.

Material misstatements

19. I identified material misstatements in the annual performance report submitted for auditing. These material misstatements were in the reported performance information of Outcome 1: an enabling legislative environment for gender equality and Outcome 2: gender equality promoted through information and education, to foster public understanding. Management subsequently corrected all the misstatements and I did not include any material findings in this report.

Report on compliance with legislation

20. In accordance with the PAA and the general notice issued in terms thereof, I must audit and report on compliance with applicable legislation relating to financial matters, financial management and other related matters. The accounting officer is responsible for the constitutional institution's compliance with legislation.
21. I performed procedures to test compliance with selected requirements in key legislation in accordance with the findings engagement methodology of the Auditor-General of South Africa (AGSA). This engagement is not an assurance engagement. Accordingly, I do not express an assurance opinion or conclusion.
22. Through an established AGSA process, I selected requirements in key legislation for compliance testing that are relevant to the financial and performance management of the constitutional institution, clear to allow consistent measurement and evaluation, while also sufficiently detailed and readily available to report in an understandable manner. The selected legislative requirements are included in the annexure to this auditor's report.
23. The material findings on compliance with the selected legislative requirements, presented per compliance theme, are as follows:

Annual financial statements

24. The financial statements submitted for auditing were not prepared in accordance with the prescribed financial reporting framework as required by section 40(1) (b) of the PFMA.

Material misstatements of statutory receivables, financial instruments and disclosures relating to irregular expenditure identified by the auditors in the submitted financial statements were corrected, resulting in the financial statements receiving an unqualified opinion.

Expenditure management

25. Effective and appropriate steps were not taken to prevent irregular expenditure, as disclosed in note 19 to the annual financial statements, as required by section 38(1)(c)(ii) of the PFMA and treasury regulation 9.1.1.

The majority of the irregular expenditure was caused by payments made to employees who were not appointed in accordance with the recruitment policy.

26. Effective steps were not taken to prevent fruitless and wasteful expenditure, as disclosed in note 20 to the annual financial statements, as required by section 38(1)(c)(ii) of the PFMA and treasury regulation 9.1.1.

The majority of the fruitless and wasteful expenditure was caused by payments made to part-time commissioners as a retainer with no timesheets submitted to vouch for actual time.

27. I was unable to obtain sufficient appropriate audit evidence that public money was spent with the approval of the accounting officer, as required by treasury regulation 8.2.1.

Consequence management

28. I was unable to obtain sufficient appropriate audit evidence that disciplinary steps were taken against officials who had incurred irregular expenditure, as required by section 38(1)(h)(iii) of the PFMA. This was because investigations into irregular expenditure were not performed.

29. I was unable to obtain sufficient appropriate audit evidence that disciplinary steps were taken against officials who had incurred fruitless and wasteful expenditure, as required by section 38(1)(h)(iii) of the PFMA. This was because investigations into fruitless and wasteful expenditure were not performed.

Procurement and contract management

30. Some of the contracts were awarded to bidders based on evaluation/adjudication criteria that differed from those stipulated in the original invitation for bidding as required by Treasury Regulation 16A6.3(a) and (b).
31. Some of the deviations and procurement by other means are not in line with the circumstances provided in the SCM policy under which the procurement can occur as required by PFMA instruction note no.3 of 2021/22 par. 4.3 and 4.4 (c).
32. Some of the tenders which failed to achieve the minimum qualifying score for functionality criteria were not disqualified as unacceptable in accordance with 2017 Preferential Regulation 5(6).
33. Some of the tenders which achieved the minimum qualifying score for functionality criteria were not evaluated further in accordance with 2017 Preferential Procurement Regulation 5(7).

Other information in the Annual Report

34. The accounting officer is responsible for the other information included in the annual report. The other information referred to does not include the financial statements, the auditor's report and those selected outcomes presented in the annual performance report that have been specifically reported on in this auditor's report.
35. My opinion on the financial statements, the report on the audit of the annual performance report and the report on compliance with legislation, do not cover the other information included in the annual report and I do not express an audit opinion or any form of assurance conclusion on it.
36. My responsibility is to read this other information and, in doing so, consider whether it is materially inconsistent with the financial statements and the selected outcomes presented in the annual performance report, or my knowledge obtained in the audit, or otherwise appears to be materially misstated.
37. The other information I obtained prior to the date of this auditor's report are the accounting officer's report, information on irregular and fruitless and wasteful expenditure and the human resource management information. The remainder of the governance reports are expected to be made available to me after 31 July 2023.
38. If, based on the work I have performed on the other information that I obtained prior to the date of this auditor's report, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.
39. When I do receive and read the remaining governance reports, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance and request that the other information be corrected. If the other information is not corrected, I may have to retract this auditor's report and re-issue an amended report as appropriate. However, if it is corrected this will not be necessary.

Internal control deficiencies

40. I considered internal control relevant to my audit of the financial statements, annual performance report and compliance with applicable legislation; however, my objective was not to express any form of assurance on it.
41. The matters reported below are limited to the significant internal control deficiencies that resulted in the material findings on compliance with legislation included in this report.
42. Leadership exercised inadequate oversight responsibility regarding financial reporting pertaining to statutory receivables, financial instruments and irregular expenditure disclosures as well as related internal controls.

43. Insufficient oversight responsibility was exercised by management with regards to compliance and related internal controls, particularly in the area of expenditure management. This was due to inadequate record keeping, as the commission did not have the proper recording system to ensure that documents were kept and were available for audit purposes. This resulted in public monies being spent without the approval of the accounting officer.
44. Management did not implement adequate internal controls to ensure that investigations were performed relating to irregular, fruitless and wasteful expenditure incurred in the prior year and to ensure that disciplinary steps were taken against officials who had incurred or permitted the expenditure. This was due to vacancies and challenges in other administrative matters that would allow for a proper investigation and adequate disciplinary steps against officials who had incurred or permitted the expenditure. This resulted in non-compliance on matters related to consequence management.
45. Insufficient oversight responsibility was exercised by management with regards to compliance and related internal controls surrounding procurement and contract management. This was due to non adherence with the supply chain management policy and legislation applicable to the constitutional institution which resulted in the numerous material non-compliances reported in the current year.

Auditor - General

Pretoria

31 July 2023



AUDITOR - GENERAL
SOUTH AFRICA

Auditing to build public confidence

Annexure to the Auditor's report

The annexure includes the following:

- the auditor-general's responsibility for the audit
- the selected legislative requirements for compliance testing.

Auditor General's responsibility for the audit

Professional judgement and professional scepticism

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

Financial statements

In addition to my responsibility for the audit of the financial statements as described in this auditor's report, I also:

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

Communication with those charged with governance

I communicate with the accounting officer regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide the accounting officer with a statement that I have complied with relevant ethical requirements regarding independence and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence and, where applicable, actions taken to eliminate threats or safeguards applied.

Compliance with legislation – selected legislative requirements

The selected legislative requirements are as follows:

Legislation	Sections or regulations
Public Finance Management Act No.1 of 1999 (PFMA)	Section 38(1)(a)(iv); 38(1)(b); PFMA 38(1)(c) ;38(1)(c)(i); 38(1)(c)(ii); 38(1)(d); 38(1)(h)(iii); Section 39(1)(a); 39(2)(a); Section 40(1)(a); 40(1)(b); 40(1)(c)(i) Section 43(4); 44; 44 (1) and (2); 45(b); Section 50(3); 50(3)(a)
Treasury Regulations for departments, trading entities, constitutional institutions and public entities (TR)	Treasury Regulation 4.1.1; 4.1.3 Treasury Regulation 5.1.1; 5.2.1; 5.2.3(a); 5.2.3(d); 5.3.1 Treasury Regulation 8.1.1; 8.2.1; 8.2.2; 8.2.3; 8.4.1 Treasury Regulation 9.1.1; 9.1.4 Treasury Regulation 10.1.1(a); 10.1.2 Treasury Regulation 12.5.1 Treasury Regulation 15.10.1.2(c') Treasury Regulation 16A 3.1; 16A 3.2; 16A 3.2(a); 16A 6.1; 16A6.2(a) & (b) & (e); 16A 6.3(a); 16A 6.3(a)(i); 16A 6.3(b); 16A 6.3(c); 16A 6.3(d); 16A 6.3(e); 16A 6.4; 16A 6.5; 16A 6.6; TR 16A.7.1; 16A.7.3; 16A.7.6; 16A.7.7; 16A8.2 (1) and (2);16A 8.3; 16A 8.3(d); 16A 8.4; 16A9.1(b)(ii); 16A 9.1(d); 16A 9.1(e); 16A9.1(f); TR 16A 9.2; 16A 9.2(a)(ii);TR 16A 9.2(a)(iii) Treasury Regulation 17.1.1 Treasury Regulation 18.2 Treasury Regulation 19.8.4
Public service regulation	Public service regulation 18; 18 (1) and (2);
Prevention and Combating of Corrupt Activities Act No.12 of 2004 (PRECCA)	Section 34(1)
Construction Industry Development Board Act No.38 of 2000 (CIDB)	Section 18(1)
CIDB Regulations	CIDB regulation 17
PPPFA	Section 2.1 (a); 2.1 (b); 2.1 (f)
PPR 2017	Paragraph 4.1; 4.2 Paragraph 5.1; 5.3; 5.6; 5.7 Paragraph 6.1; 6.2; 6.3; 6.5; 6.6; Paragraph 7.1; 7.2; 7.3; 7.5; 7.6; Paragraph 8.2; 8.5 Paragraph 9.1; 9.2 Paragraph 11.2 Paragraph 12.1 and 12.2
PPR 2022	Paragraph 4.1; 4.2; 4.3; 4.4 Paragraph 5.1; 5.2; 5.3; 5.4
National Treasury Instruction No.1 of 2015/16	Paragraph 3.1; 4.1; 4.2

Legislation	Sections or regulations
NT SCM Instruction Note 03 2021/22	Paragraph 4.3; 4.4; 4.4(a); 4.4 (c) -(d); 4.6 Paragraph 5.4 Paragraph 7.2; 7.6
NT SCM Instruction Note 11 2020/21	Paragraph 3.1; 3.4 (b); 3.9; 6.1;6.2;6.7
NT SCM Instruction note 2 of 2021/22	Paragraph 3.2.1; 3.2.4(a) ; 3.3.1; 3.2.2 Paragraph 4.1
NT instruction note 4 of 2015/16	Paragraph 3.4
Second amendment of NTI 05 of 2020/21	Paragraph 4.8; 4.9 ; 5.1 ; 5.3
Erratum NTI 5 of 202/21	Paragraph 1
Erratum NTI 5 of 202/21	Paragraph 2
Practice note 7 of 2009/10	Paragraph 4.1.2
NT instruction note 1 of 2021/22	Paragraph 4.1

Accounting Officer's Responsibilities and Approval

The Chief Executive Officer is designated an Accounting Officer in accordance with Public Finance Management Act, No. 1 of 1999 (PFMA). As provided in the Act, the Accounting Officer is responsible for the preparation and the integrity of the financial statements and related information included in the Annual Report.

In terms of the provisions of the PFMA, the Accounting Officer must develop and maintain an effective system of internal control and is therefore ultimately responsible for the system of internal financial controls established at the Commission for Gender Equality (hereinafter: CGE) and as such places a considerable importance on maintaining a strong control environment. To enable the Accounting Officer to meet the responsibility, the Commission sets standards for internal control aimed at reducing the risk of error or loss in a cost-effective manner. These standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the CGE and all employees are required to maintain the highest ethical standards in ensuring the CGE's mandate is conducted in a manner 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 CGE.

While operating risk cannot be fully eliminated, the Accounting Officer endeavours to minimize it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints. Monitoring of these controls includes a regular review of their operations by the Accounting Officer and independent oversight by an Audit & Risk 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 Auditor-General. The Auditor-General South Africa (AGSA) is 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, guidelines and directives issued by the Accounting Standards 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 CGE will continue to operate as 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 2023 as set out on pages 171 to 216 on 31 July 2023:



Dr Dennis Matotoka
Acting Chief Executive Officer

Financial Statements for the year ended 31 March 2023

Statement of Financial Position as at 31 March 2023

Figures in Rand	Note(s)	2023	2022
Assets			
Current Assets			
Inventories	2	72 603	55 819
Receivables from exchange transactions	3	1 009 441	889 952
Receivables from non-exchange transactions	4	8 693 170	201 052
Cash and cash equivalents	5	19 273 055	26 398 296
		29 048 269	27 545 119
Non-Current Assets			
Property, plant and equipment	6	10 326 108	7 477 857
Intangible assets	7	537 403	531 766
Receivables from exchange transactions	3	-	29 573
		10 863 511	8 039 196
Total Assets		39 911 780	35 584 315
Liabilities			
Current Liabilities			
Finance lease obligation	8	98 890	315 520
Payables from exchange transactions	9	9 436 421	9 257 827
Taxes and transfers payable (non-exchange)	30	127 362	-
Provisions	10	4 330 088	3 841 949
		13 992 761	13 415 296
Non-Current Liabilities			
Finance lease obligation	8	16 876	68 226
Total Liabilities		14 009 637	13 483 522
Net Assets		25 902 143	22 100 793
Accumulated surplus		25 902 143	22 100 793
Total Net Assets		25 902 143	22 100 793

Financial Statements for the year ended 31 March 2023

Statement of Financial Performance for the year ended 31 March 2023

Figures in Rand	Note(s)	2023	2022
Revenue			
Revenue from exchange transactions			
Other income	11	1 266 717	712 547
Revenue from non-exchange transactions			
Transfer revenue			
Public contributions and donations	12	178 259	-
Transfers from National Government	13	100 722 000	91 376 000
Total revenue from non-exchange transactions		100 900 259	91 376 000
Total revenue		102 166 976	92 088 547
Expenditure			
Employee related costs	15	(59 752 639)	(54 299 604)
Depreciation and amortisation		(1 582 705)	(1 297 947)
Finance costs	16	(23 044)	(42 697)
Bad debts written off		(14 415)	-
Loss on disposal of assets		(14 310)	(98 323)
General Expenses	14	(33 478 516)	(22 097 088)
Total expenditure		(94 865 629)	(77 835 659)
Surplus for the year		7 301 347	14 252 888

Financial Statements for the year ended 31 March 2023

Statement of Changes in Net Assets for the year ended 31 March 2023

Figures in Rand	Accumulated surplus	Total net assets
Balance at 01 April 2021	19 800 454	19 800 454
Surplus for the year	14 252 888	14 252 888
Funds Surrendered to National Treasury	(11 952 549)	(11 952 549)
Total changes	2 300 339	2 300 339
Balance at 01 April 2022	22 100 796	22 100 796
Surplus for the year	7 301 347	7 301 347
Funds Surrendered to National Treasury	(3 500 000)	(3 500 000)
Total changes	3 801 347	3 801 347
Balance at 31 March 2023	25 902 143	25 902 143

Financial Statements for the year ended 31 March 2023

Cash Flow Statement for the year ended 31 March 2023

Figures in Rand	Note(s)	2023	2022
Cash flows from operating activities			
Receipts			
Grants		92 328 000	91 376 000
Interest income		1 185 365	616 789
Public contributions and donations		18 000	-
Sundry Income		67 683	95 758
		93 599 048	92 088 547
Payments			
Employee costs		(58 501 876)	(54 372 015)
Suppliers		(37 482 320)	(31 579 306)
		(95 984 196)	(85 951 321)
Net cash flows from operating activities	18	(2 385 148)	6 137 226
Cash flows from investing activities			
Purchase of property, plant and equipment	6	(4 360 058)	(712 332)
Proceeds from sale of property, plant and equipment	6	1 747	12 043
Purchase of other intangible assets	7	(92 590)	(508 150)
Net cash flows from investing activities		(4 450 901)	(1 208 439)
Cash flows from financing activities			
Finance lease payments		(289 192)	(394 920)
Net increase/(decrease) in cash and cash equivalents		(7 125 241)	4 533 867
Cash and cash equivalents at the beginning of the year		26 398 296	21 864 429
Cash and cash equivalents at the end of the year	5	19 273 055	26 398 296

Financial Statements for the year ended 31 March 2023

Statement of Comparison of Budget and Actual Amounts for the year ended 31 March 2023

Budget on Accrual Basis						
	Approved budget	Adjustments	Final Budget	Actual amounts on comparable basis	Difference between final budget and actual	Reference
Figures in Rand						
Statement of Financial Performance Revenue						
Revenue from exchange transactions						
Other income	-	-	-	1 266 717	1 266 717	Note 22
Revenue from non-exchange transactions						
Transfer revenue						
Public contributions and donation	-	-	-	178 259	178 259	Note 22
Transfers from National Government	100 722 000	-	100 722 000	100 722 000	-	Note 22
Total revenue from non-exchange transactions	100 722 000	-	100 722 000	100 900 259	178 259	
Total revenue	100 722 000	-	100 722 000	102 166 976	1 444 976	
Expenditure						
Personnel	(70 982 748)	-	(70 982 748)	(59 752 639)	11 230 109	Note 22
Depreciation and amortisation	-	-	-	(1 582 705)	(1 582 705)	Note 22
Finance costs	-	-	-	(23 044)	(23 044)	Note 22
Bad debts written off	-	-	-	(14 415)	(14 415)	Note 22
General Expenses	(29 739 252)	-	(29 739 252)	(33 478 516)	(3 739 264)	Note 22
			739 252)			
Total expenditure	(100 722 000)	-	(100 722 000)	(94 851 319)	5 870 681	
Operating surplus	-	-	-	7 315 657	7 315 657	
Loss on disposal of assets and liabilities		-	-	(14 310)	(14 310)	Note 22
Surplus for the year	-	-	-	7 301 347	7 301 347	

Financial Statements for the year ended 31 March 2023

Accounting Policies

1. Presentation of Annual Financial Statements

The annual financial statements have been prepared in accordance with the Standards of Generally Recognised Accounting Practice (GRAP), issued by the Accounting Standards Board in accordance with Section 122(3) of the Public Finance Management Act (Act 29 of 1999).

These annual financial statements have been prepared on an accrual basis of accounting and are in accordance with historical cost convention as the basis of measurement, unless specified otherwise.

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

A summary of the significant accounting policies, which have been consistently applied in the preparation of these annual financial statements, are disclosed below.

1.1 Presentation currency

These annual financial statements are presented in South African Rand, which is the functional currency of the entity. All financial information presented in South African Rand has been rounded to the nearest Rand, unless otherwise stated.

1.2 Reporting Entity Background

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

- The promotion for the respect of gender equality and
- Protection, development and attainment of gender equality. Its additional mandate is further provided for in the Commission on Gender Equality Act (Act No. 39 of 1996) as amended.

The primary objective of Chapter Nine institutions, including the CGE, is to strengthen constitutional democracy. The core business of the entity is: -

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

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

Financial Statements for the year ended 31 March 2023

Accounting Policies

1.3 Going concern assumption

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

1.4 Significant judgements and sources of estimation uncertainty

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimated and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected. Information about significant areas of estimation, uncertainty and critical judgements in applying accounting policies that have the most significant effect on the amount recognised in the financial statements is given in the following notes:

1.4.1 Depreciation and amortisation

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

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

1.4.2 Impairment of non-cash generating assets

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

1.4.3 Provisions and contingent assets and liabilities

Provisions were raised based on management's estimate using the information available.

Financial Statements for the year ended 31 March 2023

Accounting Policies

1.5 Revenue from exchange transactions Measurement

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

1.5.1 Interest

Interest is recognised in surplus or deficit using the effective interest rate method.

1.6 Revenue from non-exchange transactions Measurement

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

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

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

Gifts and donations, including services in kind, are recognised as assets and revenue when received.

1.6.2 Transfers

The entity recognises an asset in respect of transfers when the transferred resources meet the definition of an asset and satisfy the criteria for recognition as an asset.

1.7 Property, plant and equipment

1.7.1 Measurement

The cost of an item of Property, Plant and Equipment is recognised as an asset if, and only if, it is probable that future economic benefits or service potential associated with the item will flow to the entity, and if the cost or fair value of the item can be measured reliably. 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.

Financial Statements for the year ended 31 March 2023

Accounting Policies

1.7.2. 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.

1.7.3. Depreciation

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

The useful lives of items of property, plant and equipment have been assessed as follows:

Item	Depreciation method	Average useful life
Office Furniture	Straight-line	5 - 20 years
Motor vehicles	Straight-line	7 - 15 years
Office equipment	Straight-line	5 - 20 years
IT equipment	Straight-line	5 - 20 years
Leased Assets	Straight-line	2 - 4 years

1.7.4. De-recognition

The gain or loss arising on the disposal or retirement of an item of property, plant and equipment is determined as the difference between the sales proceeds and the carrying value and is recognised in Surplus or Deficit.

1.7.5 Impairment

Where the carrying amount of an item of property, plant and equipment is greater than the estimated recoverable service amount, it is written down immediately to its recoverable service amount and an impairment loss is charged to Surplus or Deficit.

An impairment is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined had no impairment been recognised. A reversal of the impairment is recognised in Surplus or Deficit.

1.8 Intangible assets

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

Financial Statements for the year ended 31 March 2023

Accounting Policies

1.8.1 Amortisation

Amortisation is charged so as to write off the cost or valuation of assets over their estimated useful lives, using the straightline method.

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

Item	Amortisation method	Average useful life
Computer software	Straight-line	5 - 9 years

The gain or loss arising on the disposal or retirement of an intangible asset is determined as the difference between the sales proceeds and the carrying value and is recognised in Surplus or Deficit.

1.9 Leases

1.9.1 Finance leases - lessee

The discount rate used in calculating the present value of the minimum lease payments is the incremental borrowing rate.

Minimum lease payments are apportioned between the finance charge and reduction of the outstanding liability. The finance charge is allocated to each period during the lease term so as to produce a constant periodic rate of on the remaining balance of the liability.

1.9.2 Operating leases - lessee

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

1.10 Employee benefits

1.10.1 Short-term employee benefits

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

These short-term employee benefits are measured at their undiscounted costs in the period the employee renders the related service, or the specific event occurs.

Financial Statements for the year ended 31 March 2023

Accounting Policies

1.10.2 Defined contribution plans

This contribution expense is measured at the undiscounted amount of the contribution paid or payable to the fund.

1.10.3 Termination Benefits

Termination benefits are measured at their undiscounted costs in the period the employee service is terminated.

1.11 Financial instruments

1.11.1 Measurement

The entity measures all financial assets and financial liabilities after initial recognition using the amortised cost. All financial assets measured at amortised cost are subject to an impairment review.

1.11.2 Financial assets

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

1.11.3 Receivables

Receivables are subsequently stated at amortised cost, less provision for impairment. All receivables are assessed at least annually for possible impairment. Impairments of receivables are determined in accordance with the accounting policy for impairments. Impairment adjustments are made through the use of an allowance account.

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

1.11.4 Cash and cash equivalents

Cash and cash equivalents are measured at amortised cost.

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

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

Financial Statements for the year ended 31 March 2023

Accounting Policies

1.11.5 Financial liabilities

All financial liabilities are measured at amortised cost, comprising original debt less principle payments and amortisation. The entity's principle financial liabilities are accounts payable.

1.11.6 Payables from exchange transactions

Trade payables are subsequently measured at amortised cost using the effective interest rate method.

Derecognition

1.11.7 Financial assets

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

The right to receive cash flows from the asset have expired;

The entity 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 entity has transferred its rights to receive cash flows from the asset and either

- Has transferred substantially all the risks and rewards of the asset or,
- Has neither transferred nor retained substantially all the risks and rewards of the asset but has transferred control of the asset.

1.11.8 Financial liabilities

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

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

1.12 Commitments

Items are classified as commitments when an entity has committed itself to future transactions that will normally result in the outflow of cash. Disclosures are required in respect of unrecognised contractual commitments.

Financial Statements for the year ended 31 March 2023

Accounting Policies

1.13 Irregular expenditure

Irregular expenditure as defined in section 1 of the PFMA is expenditure other than unauthorised expenditure, incurred in contravention of or that is not in accordance with a requirement of any applicable legislation, including this Act. Irregular expenditure is recognised as an expense in the Statement of Financial Performance in the year that the expenditure was incurred. The expenditure is classified in accordance with the nature of the expense.

If liability as a result of losses incurred in relation to irregular expenditure can be attributed to a person, a debt account must be created if such a person is liable in law.

1.14 Fruitless and wasteful expenditure

Fruitless expenditure means expenditure which was made in vain and would have been avoided had reasonable care been exercised. Fruitless and wasteful expenditure is recognised as an expense in the Statement of Financial Performance in the year that the expenditure was incurred. The expenditure is classified in accordance with the nature of the expense.

If liability as a result of losses incurred in relation to fruitless and wasteful expenditure can be attributed to a person, a debt account must be created if such a person is liable in law.

1.15 Related parties

Significant influence is the power to participate in the financial and operating policy decisions of an entity, but is not control over those policies.

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. Entities in the National Sphere of government are considered related parties of the entity by virtue of the common control through Parliament.

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

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.

Financial Statements for the year ended 31 March 2023

Accounting Policies

1.16 Events after reporting date

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

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

1.17 Inventories

Inventories comprise current assets for consumption or distribution during the ordinary course of business. Inventories are initially measured at cost except where inventories are acquired through a non-exchange transaction, then their costs are their fair value as at the date of acquisition. Cost generally refers to the purchase price, plus taxes, transport costs and any other costs incurred in bringing the inventories to their current location and condition.

The cost of inventories is assigned using the weighted average cost formula. The same cost formula is used for all inventories having a similar nature and use. Inventory is presented at the lower of cost or current replacement cost.

1.18 Budget information

The approved budget is prepared on a accrual basis and presented by economic classification linked to performance outcome objectives. Due to the CGE's operations, the following income and expense items are not budgeted for:

- Depreciation and Amortisation;
- Interest income.

The approved budget covers the fiscal period from 2022/04/01 to 2023/03/31.

The annual financial statements and the budget are on the same basis of accounting therefore a comparison with the budgeted amounts for the reporting period have been included in the Statement of comparison of budget and actual amounts.

Financial Statements for the year ended 31 March 2023

Accounting Policies

1.19 Standards and guidelines approved not yet effective

The CGE has not applied the following standards and interpretations, which have been published and are mandatory for the entity's accounting periods beginning on or after 01 April 2022 or later periods:

Standards/Interpretation	Effective Date	Expected Impact
GRAP 104 (amended): Financial Instruments	01 April 2025	It is expected that there will be a significant impact on the impairment of financial assets.
GRAP 25: Employee Benefits	No effective date	It is not expected to have any significant impact.
iGRAP 21: application of Materiality to Financial Statements	No effective date	It is expected that there will be a significant impact on the assessment of material transaction and balances.
GRAP 23: Revenue from non-exchange transaction.	01 April 2023	It is expected that there will be significant impact

Management is of an opinion that the adoption of these Standards in future periods will have no material impact on the financial statement when they are adopted as these Standards have been issued to formulate and inform the current accounting policies and disclosures where applicable to the Commission for Gender Equality.

1.20 Statutory receivables Identification

Statutory receivables are receivables that arise from legislation, supporting regulations, or similar means, and require settlement by another entity in cash or another financial asset.

Carrying amount is the amount at which an asset is recognised in the statement of financial position.

The cost method is the method used to account for statutory receivables that requires such receivables to be measured at their transaction amount, plus any accrued interest or other charges (where applicable) and, less any accumulated impairment losses and any amounts derecognised.

The transaction amount for a statutory receivable means the amount specified in, or calculated, levied or charged in accordance with, legislation, supporting regulations, or similar means.

1.20.1 Recognition

The entity recognises statutory receivables as follows:

- if the transaction is an exchange transaction, using the policy on Revenue from exchange transactions;
- if the transaction is a non-exchange transaction, using the policy on Revenue from non-exchange transactions (Taxes and transfers); or

Financial Statements for the year ended 31 March 2023

Accounting Policies

- if the transaction is not within the scope of the policies listed in the above or another Standard of GRAP, the receivable is recognised when the definition of an asset is met and, when it is probable that the future economic benefits or service potential associated with the asset will flow to the entity and the transaction amount can be measured reliably.

1.20.2 Initial measurement

The entity initially measures statutory receivables at their transaction amount.

1.20.3 Subsequent measurement

The entity measures statutory receivables after initial recognition using the cost method. Under the cost method, the initial measurement of the receivable is changed subsequent to initial recognition to reflect any:

- interest or other charges that may have accrued on the receivable (where applicable);
- impairment losses; and
- amounts derecognised.

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
-----------------	------	------

2. Inventories

Consumable stores	72 603	55 819
-------------------	--------	--------

3. Receivables from exchange transactions

Software Subscriptions Prepaid	926 313	629 701
GCIS Media Slots Prepaid	61 000	289 824
Deposits and Rental paid in advance	22 128	-
	1 009 441	919 525
Non-current assets	-	29 573
Current assets	1 009 441	889 952
	1 009 441	919 525

Trade and other receivables past due but not impaired

Trade and other receivables which are less than 3 months past due are not considered for impairment. All receivables were less than 30 days due as at 31 March 2023.

4. Receivables from non-exchange transactions

Government grants and subsidies	8 394 000	-
Staff debtors	78 152	84 738
Cash Advance	221 018	136 782
Provision for doubtful debts	-	(20 468)
	8 693 170	201 052

Statutory receivables included in receivables from non-exchange transactions above are as follows:

DWYPD-Government grants and subsidies Receivables	8 394 000	-
---	-----------	---

Financial asset receivables included in receivables from non-exchange transactions above	299 170	201 052
---	----------------	----------------

Total receivables from non-exchange transactions	8 693 170	201 052
--	-----------	---------

Receivables from non-exchange transactions past due but not impaired

Other receivables from non-exchange transactions which are less than 3 months past due are not considered to be impaired. At 31 March 2023, receivables from non-exchange transactions of R32 616 (2022: 181 398) were past due but not impaired since the recoverability of the debt is collectable on a monthly basis and its collectivity is considered as secured.

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
Receivables from non-exchange transactions (continued)		
The ageing of amounts past due but not impaired is as follows:		
1 month past due	-	-
2 months past due	-	-
3 months past due	32 616	181 398

5. Cash and cash equivalents

Cash and cash equivalents consist of:

Bank balances	19 261 126	26 382 135
Cash on hand	11 929	16 161
	19 273 055	26 398 296

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
-----------------	------	------

6. Property, plant and equipment

	2023			2022		
	Cost / Valuation	Accumulated depreciation and accumulated impairment	Carrying value	Cost / Valuation	Accumulated depreciation and accumulated impairment	Carrying value
Office Furniture	4 289 921	(3 179 362)	1 110 559	3 979 154	(2 948 117)	1 031 037
Motor Vehicles	9 607 681	(3 410 756)	6 196 925	7 802 195	(2 954 291)	4 847 904
Office Equipment	1 222 376	(889 666)	332 710	1 054 335	(787 591)	266 744
IT Equipment	7 156 814	(4 780 418)	2 376 396	5 149 861	(4 313 855)	836 006
Leased Assets	960 084	(650 566)	309 518	916 436	(420 270)	496 166
Total	23 236 876	(12 910 768)	10 326 108	18 901 981	(11 424 124)	7 477 857

Reconciliation of property, plant and equipment - 2023

	Opening balance	Additions	Disposals	Depreciation	Total
Office Furniture	1 031 037	310 767	-	(231 245)	1 110 559
Motor Vehicles	4 847 904	1 805 486	-	(456 465)	6 196 925
Office Equipment	266 744	175 228	(4 072)	(105 190)	332 710
IT Equipment	836 006	2 006 953	-	(466 563)	2 376 396
Leased Assets	496 166	61 624	(11 983)	(236 289)	309 518
	7 477 857	4 360 058	(16 055)	(1 495 752)	10 326 108

Reconciliation of property, plant and equipment - 2022

	Opening balance	Additions	Disposals	Depreciation	Total
Office Furniture	1 096 833	171 865	-	(237 661)	1 031 037
Motor Vehicles	5 101 885	-	-	(253 981)	4 847 904
Office Equipment	381 131	29 675	(18 601)	(125 461)	266 744
IT Equipment	661 177	510 791	(27 125)	(308 837)	836 006
Leased Assets	598 535	179 731	(1 299)	(280 801)	496 166
	7 839 561	892 062	(47 025)	(1 206 741)	7 477 857

Assets subject to finance lease (Net carrying amount)

Leased Assets	309 518	496 166
---------------	---------	---------

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
-----------------	------	------

Property, plant and equipment (continued)

Change in Accounting Estimates

The Commission changed its accounting policy for depreciating Property, plant and equipment. Management takes view that the change in accounting policy provides a more reliable and more relevant information on the usage of the class of assets in order to achieve its mandate. Accordingly the adoption of the change in accounting policy for the below class of assets has no effects on prior years. The accounting policy has been applied prospectively.

Change in Accounting Policies:

Included in the depreciation for 2022/23 financial year is an effect of a change in estimate arising from management decision to change the useful life of Office equipment from 5-15 years to 5-20 years, I.T equipment effected from 5-15 years to 5-20 years in terms of the GRAP 17 and GRAP 3.

Office equipment depreciation included the effect of a changes of R38 199 arising from management's decision. This change of policies will result in R38 199 decrease in depreciation in the current period and the corresponding increase in depreciation in the future period.

I.T equipment depreciation included the effect of a changes of R68 201 arising from management's decision. This change of policies will result in R68 201 decrease in depreciation in the current period and the corresponding increase in depreciation in the future period.

Change in estimates: Depreciation included change in estimates for class of Office furniture amounting to R7 863 arising from management's decision. This changes of estimates will result in a R7 863 decrease in depreciation in the current period and the corresponding increase in depreciation in the future period.

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
-----------------	------	------

7. Intangible assets

	2023			2022		
	Cost / Valuation	Accumulated amortisation and accumulated impairment	Carrying value	Cost / Valuation	Accumulated amortisation and accumulated impairment	Carrying value
Computer Software	907 071	(400 289)	506 782	814 480	(313 335)	501 145
Intangible assets under development	30 621	-	30 621	30 621	-	30 621
Total	937 692	(400 289)	537 403	845 101	(313 335)	531 766

Reconciliation of intangible assets - 2023

	Opening balance	Additions	Amortisation	Total
Computer Software	501 145	92 590	(86 953)	506 782
Intangible assets under development	30 621	-	-	30 621
	531 766	92 590	(86 953)	537 403

Reconciliation of intangible assets - 2022

	Opening balance	Additions	Disposals	Amortisation	Total
Computer Software	148 965	508 150	(64 764)	(91 206)	501 145
Intangible assets under development	30 621	-	-	-	30 621
	179 586	508 150	(64 764)	(91 206)	531 766

Intangible assets in the process of being constructed or developed**Cumulative expenditure recognised in the carrying value of Intangible assets**

Intangible assets under development	30 621	30 621
-------------------------------------	--------	--------

The intangible asset under development relates to Human Resources Management System. The system was envisaged to go live in 2022/2023, however, capacity constraints in Human Resources Department caused a further delay. In the current year under review, the system had started with the configurations with the intention to go live. Therefore it is foreseen that this will be activated during 2024 financial year at no additional significant cost.

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
8. Finance lease obligation		
Minimum lease payments due		
- within one year	104 159	334 543
- in second to fifth year inclusive	17 536	70 268
	121 695	404 811
less: future finance charges	(5 929)	(21 065)
Present value of minimum lease payments	115 766	383 746
Present value of minimum lease payments due		
- within one year	98 890	315 520
- in second to fifth year inclusive	16 876	68 226
	115 766	383 746
Non-current liabilities	16 876	68 226
Current liabilities	98 890	315 520
	115 766	383 746

These leases are imputed at relevant prime lending rate between 7.25% and 10%. The leases relates to cellphone and photocopiers contracts procured under National Treasury Transversal contracts for a period of two years and four years respectively.

Depreciation on usage of the assets is allocated over 24 months lease period for cellphones and over 48 months period for photocopiers.

The obligations under finance leases are secured by the lessor's charge over the leased assets.

9. Payables from exchange transactions

Trade payables	1 503 613	1 564 699
Leave Accrual	2 901 542	2 512 711
Annual Bonus- 13th Cheque	622 890	500 128
Accrued expenses	4 348 220	4 601 606
Payroll creditors	60 156	78 683
	9 436 421	9 257 827

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
-----------------	------	------

10. Provisions**Reconciliation of provisions - 2023**

	Opening Balance	Additions	Utilised during the year	Reversed during the year	Total
Performance Bonus	2 450 679	2 318 847	(2 294 099)	(156 579)	2 318 848
Provision for pending settlement negotiations	1 391 270	619 970	-	-	2 011 240
	3 841 949	2 938 817	(2 294 099)	(156 579)	4 330 088

Reconciliation of provisions - 2022

	Opening Balance	Additions	Utilised during the year	Reversed during the year	Total
Performance Bonus	2 885 315	2 450 679	(2 716 684)	(168 631)	2 450 679
Provision for pending settlement negotiations	730 983	739 495	(79 208)	-	1 391 270
	3 616 298	3 190 174	(2 795 892)	(168 631)	3 841 949

The performance bonus is payable to staff and management in terms of the Performance Management and Development Policy of the Commission. The performance bonus is payable within the ensuing 12 months' period after the reporting date, and is determined on the basis of an objective assessment of individual staff member's performance during the period. The provision is estimated to the current figures subject to the finalisation of the assessment as referred above.

Furthermore, in terms of the internal policies, performance bonus is payable subject to a strict condition that the financial position of the Commission permits, and such payment would be relative to the financial performance objectives of the Commission for a given period.

Provision for pending settlement negotiations came as a result of a salary dispute between CGE and five (5) of its employees. Plenary took a resolution in July 2021 for management to consult the affected employees and negotiate a settlement agreement. A consultation meeting was convened on 22 April 2022, in which five (5) of the affected employees and their legal representatives attended. In the current year negotiations reconvened in September 2022. Negotiations are still to be finalised which necessitated a need to make a provision for figures subject to the matter.

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
11. Other income		
Interest Received	1 185 366	616 789
Sundry Income	81 351	95 758
	1 266 717	712 547

12. Public contributions and donations

Donation in Cash	178 259	-
------------------	---------	---

Whilst the Commission is primarily funded by National Government, it occasionally receives donations from third parties. In the current year of 31 March 2023, the Commission received R18 000 from First National Bank as a contribution to the celebration of 25 years in the Commission's existences. Furthermore the Commission received an amount of R160 259 from the Auditor General as a FSD member in contribution to PSET and TVET's Gender Based Violence workshop

13. Transfers from National Government

Transfers received	100 722 000	91 376 000
--------------------	-------------	------------

In the current year of review, transfers allocation received from the Department of Women, Youth and Persons with Disabilities for the allocations of the annual operating budget was increased by R9 346 000 from last year's allocation of R91 376 000. The increase represents a restoration of the baseline following significant budget cuts recorded in the 2020/21 financial year as a result of COVID-19 on the general economy and fiscal conditions. No budget cuts were instituted in the current financial year.

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
14. General expenses		
Advertising	160 811	141 531
Auditor-General remuneration	2 885 299	2 681 565
Bank charges	46 456	49 644
Office Cleaning, Maintenance, Plants and Security	2 603 577	2 439 672
Consulting and professional fees	1 937 346	1 492 423
Courier Services	73 032	105 941
Interest and penalties	-	84 064
Conferences and seminars	4 473 027	1 982 473
Legal Fees	5 592 151	3 818 229
Computer Servicing, IT and Website	893 800	696 326
Printing and stationery	232 042	111 339
Repairs and maintenance	195 121	708 066
Software expenses	1 720 870	1 544 775
Subscriptions and membership fees	241 077	263 853
Telecommunication Expenses	445 892	868 952
Travel - local	5 857 342	2 430 234
Travel - overseas	809 027	-
Report Writing, Printing and Publishing	2 999 609	1 284 791
Staff Training and Development	484 524	116 978
Operating lease expenses	593 591	563 701
Other office running costs	909 018	518 951
Office Consumables and Refreshments	324 904	193 580
	33 478 516	22 097 088

15. Employee related costs

Basic	46 386 125	42 604 063
Medical aid - Employer contributions	321 888	327 872
Unemployment Insurance Fund	188 154	174 854
Performance Bonus	2 302 778	2 450 679
Leave pay charge	901 343	660 606
Provident Fund - Employer Contributions	5 194 151	4 812 678
Workers Compensation Assistance	111 862	108 068
Overtime payments	426 782	512 237
13th Cheque	3 120 067	1 886 669
Long Service Awards - Cash	22 500	62 500
Allowances	259 836	214 945
Employer Contributions - Other	517 153	484 433
	59 752 639	54 299 604

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
16. Finance costs		
Finance Cost	23 044	42 697

Finance cost comprises of interest amortised on the finance leases of an amount R21 212 and interest charged on underpayment-SARS amounting to R1 832.

17. Related parties

Relationships

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.

Related party transactions

Donation in Cash		
First National Bank	18 000	-
Auditor General of South Africa	160 259	-

• First National Bank

The Commission as part of its mandate develops, conducts and manage public education and information programmes, in the current year as celebration of its 25 years of existence, the Commission received an amount of R18 000 as a donation from First National Bank. First National Bank as a main banker of the Commission, the donation is outside normal transaction and by virtue of receiving the funding for the celebration, the amount is disclosed as related parties.

• Auditor General of South Africa

In exercising their role to support democracy, the Forum for Institution Supporting Democracy (FISD) identified the need to engage the Minister of Higher Education and Training on the matters pertaining to the performance of the sector. A presentation was made in June 2016 by the Minister of DHET, following from the Minister's presentation, the FISD members resolved to have a PSET workshop to gain more insight and explore ways to deal with the challenges in the sector.

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
-----------------	------	------

Related parties (continued)

The FISC intervention on GBV will be managed by the Commission with support from AGSA and any other FISC member available to support. The AGSA will avail the FISC PSET funds of R160 258 for the GBV intervention.

Other transactions with public sector departments and entities

Telkom South Africa - Fax services	(6 596)	(15 434)
Department of Women, Youth and Persons with Disabilities - Government Grant	100 722 000	91 376 000
National Department of Public Works - Recovery of municipal services	(1 445 296)	(1 047 159)
Government Communication and Information Systems - Radio slots	(61 000)	(283 000)
South African School of Government - Training services	(216 750)	-
South African Revenue Services - PAYE, SDL and UIF	(13 673 242)	(12 587 594)
South African Broadcasting Corporation - Television licences	(3 108)	(3 108)
Department of Employment and Labour - Workmen's Compensation	(111 863)	(108 068)
Education, Training and Development Practices - SETA - Skills development grant	39 947	93 206
Auditor General of South Africa - External audit services	(2 493 161)	(2 681 565)
South African National Roads Agency Limited - E-toll fees	(15 202)	(15 482)

Key management information

Class	Description	Number
Commissioners	Part-time Commissioners	5
Commissioners	Chairperson, Deputy Chairperson and Full-time Commissioners	7
Executive management	Chief Executive Officers and Heads of Departments	5

The above full complement in terms of Section 3(1) of the Commission for Gender Equality Act 39 of 1996 (as amended) provides that the Commission shall consist of a Chairperson and no fewer than seven and no more than eleven members.

Under section 4 the Act states that members of the Commission may be appointed as full-time or part-time members. No fewer than 2 or no more than 7 shall be appointed on a full-time basis.

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

17. Related parties (continued)

Remuneration of management

Commissioners

2023

Name	Basic Salary	13th Cheque & Leave Payouts	Allowances	Employer Contribution	Total	Backpay	Grand Total
D.G. Mothupi - Full-time	924 976	-	-	11 741	936 717	35 160	971 877
M.A. Botha - Full-time	784 503	65 375	-	77 021	926 900	45 791	972 691
N.G. Mazibuko - Full-time	928 096	48 726	80 304	77 409	1 134 536	36 520	1 171 057
T.E. Mathebula - Full-time-Contract lapsed 31 October 2022	665 417	46 150	-	9 398	720 966	68 860	789 827
S.D. Rakolote - Part-time-Contract lapsed 31 October 2022	254 380	-	-	4 192	258 572	23 162	281 734
N.M. Moleko - Full-time-Contract lapsed 31 October 2022	532 759	26 540	-	49 461	608 761	46 747	655 509
N.S. Mogale - Full-time-Re-appointment from 01 March 2023	425 062	-	-	6 103	431 166	25 887	457 053
O. Ngoma-Diseko - Full-time	924 976	-	-	11 833	936 809	45 791	982 601
B. Deyi - Part-time	395 092	-	-	6 215	401 307	25 969	427 276
O.L. Ntuli-Tloubatla - Full-time	858 378	-	-	77 773	936 151	45 791	981 942
T.S. Gumede - Full-time-Contract commenced on 01 March 2023	78 607	-	-	963	79 570	-	79 570
P.L. Naidoo - Part-time-Contract commenced on 01 March 2023	37 663	-	-	553	38 217	-	38 217
L.L. Van Der Merwe - Full-time-Contract commenced on 01 March 2023	12 398	-	-	247	12 646	-	12 646
Total	6 822 307	186 791	80 304	332 909	7 422 318	399 678	7 822 000

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Related parties (continued)

2022

Name	Basic salary	13th Cheque & Leave Payouts	Allowances	Employer Contribution	Total
D.G. Mothupi - Part-time	565 065	-	4 020	7 543	576 628
M.A. Botha - Full-time	784 504	65 968	-	76 511	926 983
N.G. Mazibuko - Part-time	589 040	-	804	20 756	610 600
T.E. Mathebula - Full-time	1 140 716	-	3 216	13 476	1 157 408
S.D. Rakolote - Part-time	517 845	-	-	7 116	524 961
N.M. Moleko - Full-time	913 302	-	7 906	82 070	1 003 278
N.S. Mogale - Part-time	536 696	-	-	7 258	543 954
O. Ngoma-Diseko - Full-time	915 818	-	-	11 227	927 045
B. Deyi - Part-time	545 100	-	-	7 492	552 592
O.L. Ntuli-Tloubatla - Full-time	849 879	-	4 154	76 531	930 564
	7 357 965	65 968	20 100	309 980	7 754 013

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Related parties (continued)

Executive management ecutive management

2023

Name	Basic Salary	13th Cheque & Leave Payouts	Employer Contribution	Allowances	Total	Backpay	Termination Benefits	Grand Total
J. De Klerk - HOD Public Education and Information - Contract ended 30 June 2021 (Backpay)*	-	-	191	-	191	9 587	-	9 779
M. Putu - Chief Financial Officer - Contract ended 31 December 2021 (Backpay)*	-	-	469	-	469	29 171	-	29 639
T.J. Rapoo - HOD Research - Contract ended 31 March 2022 (Backpay)*	-	-	557	-	557	37 998	-	38 556
J. Robertson - Chief Executive Officer - Contract lapsed 31 August 2022	671 492	99 120	86 333	-	856 946	93 844	897 317	1 848 108
N. Mabaso - Chief Financial Officer (Interim) - Contract ended 07 April 2022	25 542	31 283	967	-	57 793	11 085	-	68 878
A.R. Ngwenya - Chief Financial Officer - Contract commenced on 15 June 2022	638 208	17 500	101 474	150 086	907 269	32 199	-	939 468
T.G. Twalo - HOD Research - Contract commenced on 01 July 2022	768 396	-	102 092	215 238	1 085 727	36 777	-	1 122 504
P. Gabela - HOD Public Education and Information - Contract commenced on 1 December 2022	336 429	-	43 494	6 780	386 704	-	-	386 704
M.D. Matotoka - HOD Legal - Contract commenced on 01 December 2022	366 104	-	24 013	6 780	396 897	-	-	396 897
P. Nkomo - Chief Executive Officer - Contract commenced on 03 January 2023	317 480	-	45 169	35 085	397 735	-	-	397 735
	3 123 651	147 903	404 759	413 969	4 090 288	250 661	897 317	5 238 268

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Related parties (continued)

2022

Name	Basic salary	13th Cheque & Leave Payouts	Employer Contributions	Allowances	Total	Performance Bonus	Grand Total
J. De Klerk - HOD Public Education and Information - Contract ended 30 June 2021	221 098	205 316	34 364	19 500	480 278	88 562	568 840
M. Putu - Chief Financial Officer - Contract ended 31 December 2021	810 367	291 688	14 007	45 000	1 161 062	91 239	1 252 301
T.J. Rapoo - HOD Research - Contract ended 31 March 2022	911 152	128 936	126 609	36 000	1 202 697	88 562	1 291 259
J. Robertson - Chief Executive Officer-Contract commenced 01 November 2020	1 611 583	-	201 241	-	1 812 824	-	1 812 824
N. Mabaso - Chief Financial Officer (Interim) - Contract commenced on 11 January 2022	225 860	-	2 972	22 500	251 332	-	251 332
	3 780 060	625 940	379 193	123 000	4 908 193	268 363	5 176 556

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
18. Cash (used in) generated from operations		
Surplus for the year	7 301 347	14 252 888
Adjustments for:		
Depreciation and amortisation	1 582 705	1 297 947
Loss/(Profit) on sale of assets and liabilities	14 310	98 323
Finance costs	23 044	42 697
Bad debts written off	14 415	-
Movements in provisions	488 139	225 651
Funds Surrendered to National Treasury	(3 500 000)	(11 952 549)
Changes in working capital:		
Inventories	(16 784)	111
Receivables from exchange transactions	(85 694)	591 170
Increase/(Decrease) in Provision for impairment of staff debtors	(20 468)	-
Receivables from non-exchange transactions	(98 118)	852
Statutory receivables	(8 394 000)	-
Payables from exchange transactions	178 594	1 580 136
Increase in Payables from-non exchange transactions	127 362	-
	(2 385 148)	6 137 226

19. Irregular expenditure

Opening balance as previously reported	11 724 799	3 745 346
	-	-
Add: Irregular Expenditure - current	1 002 420	10 732 793
Correction of Opening Balance	-	(2 753 340)
Closing balance	12 727 219	11 724 799

Incidents/cases identified in the current year include those listed below:**Cases under investigation**

The irregular expenditure as at 31 March 2023 amounted to a total of R1 002 420 which were identified and in contravention with the requirement of the Public Finance Management Act, Investigations are currently underway to determine liability and effect additional measures to strengthen systems of internal controls in a manner of enabling the commission to fulfil its obligations.

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
19. Irregular expenditure (continued)		
Legal Panel-Awards made to legal panel members in contravention with PPPFA regulation	327 205	9 076 455
Deloitte - Similar services procured individually	48 782	77 062
Telkom - No contract	6 596	15 434
Tic and Mend-Bid awarded without approval from delegated official/s	65 148	-
Dawn Creation Solution-Payment with no invoice	35 000	-
Salaries for Commissioners' PAs - incurred in contravention of Recruitment Policies	508 391	786 954
Vuvuzela Hotline - Bid awarded without approval from delegated official/s	-	164 335
Ducharme - Bid awarded without approval from delegated official/s	-	88 723
TGF Consulting - Bid awarded without approval from delegated official/s	-	498 070
Mindworx Consulting - Bid awarded without approval from delegated official/s	-	25 760
Holiday Inn Sunnyside Park Hotel - Three quotes not obtained	11 298	-
Closing balance	1 002 420	10 732 793

20. Fruitless and wasteful expenditure

Opening balance as previously reported	5 694 008	248 299
Add: Expenditure identified - prior period	-	2 753 340
Add: Expenditure identified - current	1 450 468	2 692 369
Closing balance	7 144 476	5 694 008

Fruitless and wasteful expenditure disclosed in the prior year, forming part of the cumulative balance, relates to a rental for WAN Services amounting to a total of R125 275 paid 3 months out of the lease period from which no services were received for the consideration, electronic Case Management System that was acquired and not brought into use amounting to a total of R113 266, costs incurred on the recruitment process which was halted for the appointment of Commissioners' PAs amounting to a total of R9 758, R2 381 665 was incurred in respect of payments made to Part-time Commissioners as retainer with no timesheets submitted to vouch for actual time of the remuneration, R169 147 and R52 493 incurred as a result of a policy change on Medical Subsidy and Housing Subsidy respectively for staff not communicated to payroll office due to exit in management, an amount of R5000 cash gratuity paid to an employee for long service award with no full contractual documentation in the employee file to vouch for the period under consideration, R84 064 relates to penalty and interest charged by South African Revenue Services as a result of late submission of a tax return, which management have since drafted a letter requesting for remission of the penalty.

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
-----------------	------	------

Fruitless and wasteful expenditure (continued)

Fruitless and wasteful expenditure amounting to R2 753 340 was incurred in the prior year in respect of payments made to Part-time Commissioners as retainer with no timesheets submitted to vouch for actual time of the remuneration. The amount was reclassified in the current year from irregular expenditure to fruitless and wasteful expenditure after management obtained a legal opinion from an independent party to confirm the assessment and classification. Management awaits an assessment outcome from National Treasury-Office of the Accounting General.

In line with the requirements of the Public Finance Management Act and Fruitless and Wasteful Expenditure Framework, investigations are currently underway to determine liability.

Fruitless and wasteful expenditure disclosed in the current year amounting to R1 450 468 is broken down as follows;

- R1 012 273 was incurred in the current year in respect of payments made to Part-time Commissioners as retainer with no timesheets submitted to vouch for actual time of the remuneration. The amount was reclassified in the previous year from irregular expenditure to fruitless and wasteful expenditure. Management obtained a legal opinion from an independent party to confirm the assessment and classification. Management awaits for an assessment outcome from National Treasury-Office of the Accounting General.
- R205 600 was incurred as a result of a policy change on Medical Subsidy for staff not communicated to payroll office due to exit in management.
R58 236 was incurred as a result of a policy change on Housing Subsidy for staff not communicated to payroll office due to exit in management.
- R132 400 was incurred as a result of staff member who incurred an accident on the 17th of August 2022 from a hired motor vehicle to attend the SALGA event as per invite and third party liability was imposed to the Commission.
- The remaining balance comprised of R1 832 of interest imposed on underpayment to SARS resulting in interest and penalties being charged. In the current year traffic fines and unverified assets amounting to R34 884 was written off as bad debts. Cellphones which were lost in the current year amounted to R5 243, investigations are still underway.

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023**21. Reconciliation between budget and statement of financial performance**

Reconciliation of budget surplus with the surplus in the statement of financial performance:

Surplus per the statement of financial performance	7 301 347	14 252 888
Adjusted for:		
Other income not budgeted for	(1 266 717)	(712 547)
General expenses lower than the budget	3 739 264	(5 804 812)
Personnel expenditure in lower than the budget	(11 230 109)	(9 174 496)
Depreciation and amortisation are non-cash items	1 582 705	1 297 947
(Gain)/Loss on disposal of Assets	14 310	98 323
Impairment of debts allowance and Bad debts written off	14 415	-
Finance costs not budgeted for	23 044	42 697
Donations in kind	(178 259)	-
Surplus per approved budget	-	-

22. Budget differences**Material reconciling items between budget and actual amounts**

For the period under review a net surplus of R7 301 347 was reported as compared to a surplus of R14 252 888 in the previous period. The main contributor to the surplus was due to an increase in the parliamentary grant transferred amounting to R9 346 000. Furthermore, the Commission earned interest on a positive bank balance amounting to R1 185 365, other income R67 683 which consist of R62 153 (EDTP-SETA discretionary grants to assist with the Commission's skills development efforts), sundry income from insurance amounting to R5 503 and donation in cash of R178 259.

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
-----------------	------	------

22. Budget differences (continued)

In addition to the above, the primary contributor to the reported surplus was an under-expenditure of R11 230 109 on personnel costs due to positions that were vacant in the year under review. The main contributors were four (4) outgoing Commissioners positions whose term ended 31 October 2022 and filling of five (5) new Commissioners which occurred in the last month of the financial year end, 01 March 2023. Furthermore the surplus contributor arose from the Head of Legal Department, Head of Parliamentary Liaison Unit, Chief Financial Officer, Head of Public Education and Information, Head of Research and a middle manager position that were vacant in the first quarter of the financial year. Moreover, there has also been a number of vacant critical staff positions within the CGE which contributed to the recorded under-utilisation of the annual budget allocation on personnel cost of R70 982 748.

General expenses also reflected an over-spending of R3 739 264 which was due to increase in spending from the second quarter expenditure as the lock down restrictions being uplifted as local of amounting to R5 857 342 as both local and international traveling resumed. A further contributor was due to usage of conferences and seminars amounting R4 473 027 due to upliftment of the lockdown restrictions. As compared to the previous year, the Commission saw an increase in international travels which recorded R809 027 in the year of 2022/23. An increase in legal fees of R5 592 151 as compared to the previous year 2021/22 of R3 818 229 contributed to the overspending of general expenses.

The depreciation and amortisation expense of R1 582 705 had a counter-effect to the above surplus since this provision was not budgeted for when the 2022/2023 budget was compiled. Staff debtors of R34 883 were assessed as not recoverable, in the previous financial year an amount of R20 468 was provisioned and in the current year 2022/23, the Commission was unable to recover the staff debtors amounting to R14 415 which was subsequently written off .

Penalty imposed by SARS were recovered as remittance amounting to R13 668, as at 31 March 2023 the SARS-remittance was not received from SARS and subsequently a receivable was raised. Finance Costs relates to the implicit interest incurred on the finance leases for cellphones and multifunctional printing equipment for an amount R21 212, furthermore an interest of R1 832 was imposed for PAYE underpayment to SARS. In the current year of review, assets disposal amounting to R14 310 which related to office equipment and leased assets were items that further accounted for the variance as the disposal was not budgeted for.

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
-----------------	------	------

23. Risk management**Financial risk management**

In ordinary course of operations, an entity's activities expose it to a variety of financial risks: cash flow interest rate risk, credit risk and liquidity risk. It is therefore a policy of CGE to disclose information that enables the user of its financial statements to evaluate the nature and extent of risk arising from financial instruments to which the CGE is exposed on the reporting date. CGE's overall risk management approach involves the work done by the Internal Audit who report to the Audit and Risk Committee on risks, internal control, financial management and compliance matters.

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

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

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

At 31 March 2023	Less than 1 year
Outflow	9 436 421
At 31 March 2022	Less than 1 year
Outflow	9 257 827

Credit risk and Interest rate risk

Credit and interest rate risks consists mainly of cash deposits, cash equivalents and other receivables. The CGE only deposits cash with major banks and limits exposure to any other counter party. The credit quality of the bankers was downgraded to BB in March 2020 using Fitch Ratings and in November 2022 the rating remains unchanged. The risk of default on receivables from non-exchange transactions is very low. The CGE's general exposure to credit risk is very minimal.

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
-----------------	------	------

Risk management (continued)

Financial assets exposed to credit risk at year end were as follows:

Financial instrument		
Cash and cash equivalent	19 273 055	26 398 296
Receivables from non-exchange transactions	299 17 0	201 052

24. Financial instruments disclosure**Categories of financial instruments****2023****Financial assets**

	At fair value
Other receivables from non-exchange transactions	299 170
Cash and cash equivalents	19 273 055
	19 572 225

Financial liabilities

	At fair value
Trade and other payables from exchange transactions	9 436 421

2022**Financial assets**

	At amortised cost
Other receivables from non-exchange transactions	201 052
Cash and cash equivalents	26 398 296
	26 599 348

Financial liabilities

	At amortised cost
Trade and other payables from exchange transactions	9 257 827

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
25. Commitments		
Authorised capital expenditure		
Already contracted for but not provided for		
• Property, plant and equipment	818 537	1 194 879
• Intangible assets	-	814 362
	818 537	2 009 241
Total capital commitments		
Already contracted for but not provided for	818 537	2 009 241
Authorised operational expenditure		
Already contracted for but not provided for		
• Goods and services	12 689 572	9 185 479
Total operational commitments		
Already contracted for but not provided for	12 689 572	9 185 479
Total commitments		
Total commitments		
Authorised capital expenditure	818 537	2 009 241
Authorised operational expenditure	12 689 572	9 185 479
	13 508 109	11 194 720

This committed expenditure relates to property, plant and equipment, intangible assets as well as goods and services and will be financed by available cash resources and retained surpluses.

Operating lease commitments**Minimum lease payments due**

- within one year	589 261	593 572
-------------------	---------	---------

The operating lease payments relates to rental of parking facilities for the Commission's offices in Cape Town (6 parking bays), Polokwane (3 parking bays) and Head Office (23 parking bays). The lease in Western Cape parking bays is on a month to month basis and will be honoured until the Commission vacates these premises.

Rental expenses relating to operating leases

Minimum lease payments	587 878	557 397
------------------------	---------	---------

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
-----------------	------	------

26. Contingencies

In terms of the National Treasury practice notes, the Commission is required to surrender surplus funds generated from operating activities in a reporting period back to the Revenue Fund. For the 2022/2023 period, the Commission reported a net surplus of R 7 301 347. The possible exposure of the surrender of the surplus funds has been estimated to be R 14 982 905 based on the computation guidelines provided by National Treasury.

The Commission intends to apply for a permission to retain the whole of the surplus for use during the 2023/2024 financial year, and it is expected that National Treasury will grant the application. In terms of the regulatory prescriptions, the decision for surrender or retention will be made upon a declaration based on the audited results and contingent upon the discretion of the Director-General of National Treasury. A final determination shall be upon application by the Commission on the basis of audited outcomes set for 31 July 2023.

In addition, a claim by a former Chief Executive Officer on unfair discrimination have been referred to the Labour Court, and the Commission through its lawyers has since opposed the suit. As of reporting date, the matter is yet to be decided in the Labour Court. In terms of Section 194 of the Labour Relations Act No.66 of 1995, a limit to compensation is between 12 and 24 months salary which is therefore to a maximum of R3 million at the upperbound of the financial exposure to the Commission.

Furthermore, the former Chief Executive Officer is also challenging CGE in the Labour Court on leave days issue. The Commission through its lawyers has not opposed and the claim have been accrued pending the final determination by the Court.

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
-----------------	------	------

27. Segment information

General information

Identification of segments

The Commission operates its affairs through three sub-programmes. The Corporate Services and Commissioners' sub- programmes are considered predominantly administrative. The third sub-programme is considered a segment that focuses on the core service delivery objectives of the Commission.

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Segment information (continued)

Segment surplus or deficit, assets and liabilities

Segment surplus or deficit

2023

Revenue	Revenue from non-exchange transactions	Revenue from exchange transactions	Public Contributions and donations	Total Segment revenue	Salaries and wages	Depreciation and amortisation	Other expenses	Total Segment expenditure	Total segment (deficit) surplus
Commissioners and Governance	16 503 971	-	-	16 503 971	9 867 145	63 686	6 170 977	16 101 808	402 163
Corporate Support Services	29 130 622	1 266 717	178 259	30 575 598	13 111 749	539 918	14 711 259	28 362 926	2 212 672
Service Delivery	55 087 407	-	-	55 087 407	36 773 745	979 101	12 648 049	50 400 895	4 686 512
Total	100 722 000	1 266 717	178 259	102 166 976	59 752 639	1 582 705	33 530 285	94 865 629	7 301 347
Entity's revenue	102 166 976								
Entity's Surplus (deficit) for the period	7 301 347								

2022

Revenue	Revenue from non-exchange transactions	Revenue from exchange transactions	Public Contributions and donations	Total Segment revenue	Salaries and wages	Depreciation and amortisation	Other expenses	Total Segment expenditure	Total segment (deficit) surplus
Commissioners and Governance	14 074 400	-	-	14 074 400	9 675 054	51 131	4 117 811	13 843 996	230 404
Corporate Support Services	27 225 700	712 547	712 547	27 938 247	11 906 481	460 744	10 850 944	23 218 169	4 720 078
Service Delivery	50 075 900	-	-	50 075 900	32 718 069	786 072	7 269 353	40 773 494	9 302 406
Total	91 376 000	712 547	712 547	92 088 547	54 299 604	1 297 947	22 238 108	77 835 659	14 252 888
Entity's revenue	92 088 547								
Entity's Surplus (deficit) for the period	14 252 888								

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Segment information (continued)

Segment assets and liabilities

2023

	Non Current Assets	Cash and Cash Equivalents	Receivables	Other Current Assets	Total segment assets	Total segment liabilities
Commissioners and Governance	269 282	-	-	-	269 282	-
Corporate Support Services	6 190 102	19 273 055	9 702 611	72 603	35 238 371	14 009 637
Service Delivery	4 404 127	-	-	-	4 404 127	-
Total segment assets	10 863 511	19 273 055	9 702 611	72 603	39 911 780	14 009 637
Total as per Statement of financial Position					39 911 780	14 009 637

2022

	Non Current Assets	Cash and Cash Equivalents	Receivables	Other Current Assets	Total segment assets	Total segment liabilities
Commissioners and Governance	173 572	-	-	-	173 572	-
Corporate Support Services	2 918 732	26 398 296	1 091 004	55 819	30 463 851	13 483 522
Service Delivery	4 946 892	-	-	-	4 946 892	-
Total segment assets	8 039 196	26 398 296	1 091 004	55 819	35 584 315	13 483 522
Total as per Statement of financial Position					35 584 315	13 483 522

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
-----------------	------	------

Segment information (continued) Information about geographical areas

The strategy deployment and delivery of the service are carried out through service offices in the nine provinces of the republic. The line function departments at Head Office based in Johannesburg also render services which are directly contributing to the delivery in the main segment as defined in GRAP18. The Segment's main activities are to roll out the legislative mandate ranging from Public Education and awareness on gender rights. Research and Monitoring of gender related policy and practice issues as well as the protection and advancement of gender equality within the private and public sector. Revenue is centrally received in Head Office and no revenue is generated in the provincial offices.

2023

	Total expenditure	Non-current assets*
Head Office	56 670 495	6 466 794
Gauteng	4 062 564	467 650
Free State	4 329 101	498 331
North West	6 509 190	749 286
Northern Cape	3 615 843	416 227
Limpopo	3 718 926	428 093
Mpumalanga	3 996 795	460 079
Kwazulu-Natal	3 690 205	424 786
Western Cape	3 929 325	452 312
Eastern Cape	4 343 185	499 953
	94 865 629	10 863 511

2022

	Total expenditure	Non-current assets*
Head Office	50 902 447	3 396 785
Gauteng	2 373 136	518 645
Free State	2 488 769	507 167
North West	1 765 382	732 429
Northern Cape	2 992 346	465 642
Limpopo	3 504 205	425 692
Mpumalanga	3 466 583	449 504
Kwazulu-Natal	3 160 901	458 836
Western Cape	3 729 775	538 316
Eastern Cape	3 452 115	546 180
	77 835 659	8 039 196

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
-----------------	------	------

28. Events after the reporting date**1. Mpumalanga Regional Office-Office Accommodation**

At reporting date, the lease contract for Mpumalanga regional office had lapsed on the 30th of April 2023. Alternative office accommodation was requested by CGE from the Department of Public works on the 5th of August 2022. The request for alternative accommodation was included in the DPW procurement plan and submitted to National Treasury on the 1st September 2022 and subsequent approval by the National Treasury was concluded November 2022.

As a result of absence in office accommodation provided by DPW, it was decided through Plenary that the Mpumalanga staff will work remotely from home and the assets at the regional transferred to storage while the sourcing of alternative office accommodation is still underway. CGE deliberated on the temporary arrangement by Plenary in relation to staff working remotely due to alternative office accommodation from being sourced and underway, on the 5th of May 2023, DPW noted that the anticipated occupation will be in July 2023. The location of the current storage for storing the assets is located at with an approximation of R446 305 value of assets.

2. Legal Claim instituted against the Commission for Gender Equality

In the current year, the Commission appointed an I.T Manager who was subsequently dismissed due to not honouring the terms and conditions of the employment contract. As a result the I.T Manager instituted a claim against the Commission for an unfair dismissal to CCMA. The Commission through consultation with its lawyers has since consulted for opposition of the claim.

The CCMA heard the matter and reached a judgement on the 20th of June 2023 in favour of the Commission whereby the CCMA found the dismissal being fair.

29. Statutory receivables relating to other Standards of GRAP (other than exchange or non-exchange receivables)

The entity had following statutory receivables where other Standards of GRAP (other than Standards of GRAP on Revenue from Exchange Transactions or Revenue from Non-exchange Transactions) have been applied, for the initial recognition:

DWYPD-Government grants and subsidies Receivables	8 394 000	-
---	-----------	---

The relating line item where statutory receivables are included is Receivables from non-exchange transactions (Refer to note 4)

Financial Statements for the year ended 31 March 2023

Notes to the Financial Statements for the year ended 31 March 2023

Figures in Rand	2023	2022
Statutory receivables relating to other Standards of GRAP (other than exchange or non-exchange receivables (continued))		

Statutory receivables (other than exchange or non-exchange) general information Transaction(s) arising from statute

The above statutory receivables arose from the untransferred tranche in March 2023 of government grants from the Department of Women, Youth and Persons with Disabilities. As at 31 March 2023, the Commission had not received the final monthly tranche from DWYPD. The amount receivable of R 8 394 000 was raised as a debtor.

As at 31 March 2023, no impairment was raised as the transfer was received in the first quarter of 2024. No interest was levied on the transfer.

30. Taxes and transfers payable (non-exchange)

Other payables from non-exchange transactions	127 362	-
---	---------	---

Payable from non-exchange transactions comprised payables amounting R127 362 which consisted of R111 863 relating to workmen's compensation and PAYE underpayment of R15 499 to the South African Revenue Services. - .

Tel: +27 (0)11 403 7182
E-mail: info@cge.org.za
Website: <http://www.cge.org.za>

ISBN: 978-0-621-51163-5