

*An independent,
constitutionally
mandated
organisation*

*that leads,
pioneers and
catalyses*

*gender
development and
transformation.*

2024/2025 ANNUAL REPORT



Commission
for Gender
Equality

2024/2025
ANNUAL REPORT

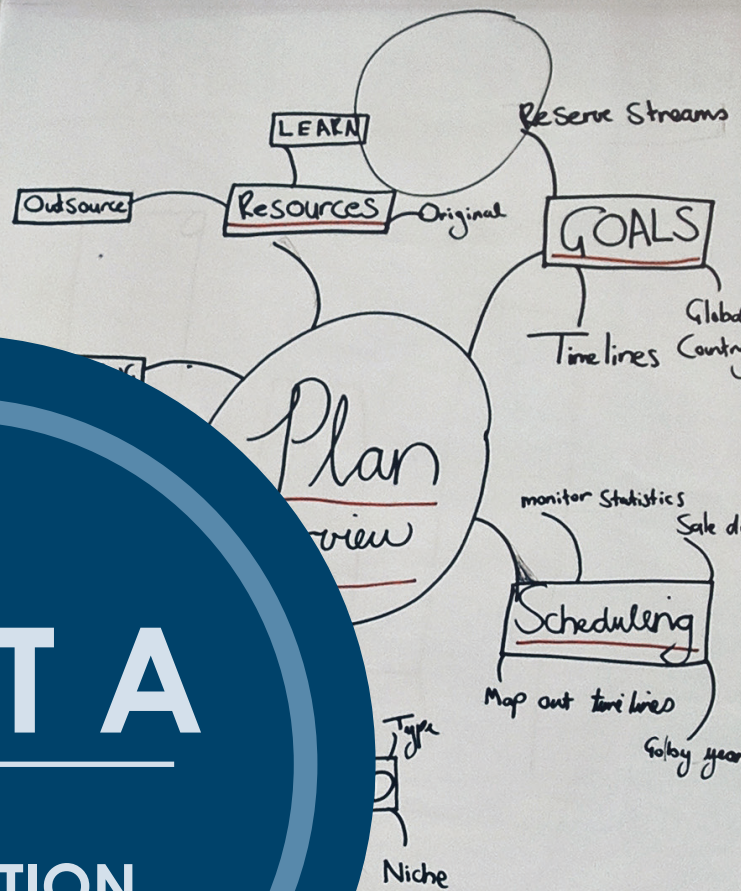
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PART A

GENERAL INFORMATION



ABOUT THE COMMISSION

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; conducting public education and information programmes; reviewing legislation from a gender perspective; investigating inequality; commissioning research and making recommendations to Parliament or other authorities; investigating complaints on

any gender-related issues and monitoring and reporting on South Africa's compliance with international conventions.

Section 187(2) grants the CGE "the power as regulated by national legislation, necessary to perform its functions, including the power to monitor, investigate, research, educate, lobby, advise and report on issues concerning gender equality". In addition, the CGE has powers to review policies of public and private entities from a gender perspective and to ensure gender-aware and responsive policy making and practices. As part of its work, the CGE evaluates legislation, policies, practices, and mechanisms and makes 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 is mandated to promote and protect gender equality through public awareness, education, and investigation, which is intended to contribute to change of behaviour and promote practices that promote social justice for victims of gender violations. When executing its mandate, the CGE identifies and monitors key issues that impact on gender equality and further investigates and evaluates issues that undermine the attainment of gender equality.



VISION

An independent, constitutionally mandated organisation that leads, pioneers and catalyses gender development and transformation.



MISSION

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

CHAIRPERSON'S FOREWORD



The 2024/2025 financial year came on the back of a very successful 2023/2024 cycle in terms of organisational strategy and performance. We had to use the 2024/2025 period to build on the achievements we gained in the year before.

We are still in the early phase of our new five-year strategic plan and the new business model, which means our focus had to be split across various organisational interests, one of which is the renewed emphasis on our legislative mandate. We have a duty to monitor the compliance of all institutions in the public and private sector with gender-related laws and policies to ensure that South Africa reaches its gender equality targets. We can only achieve this obligation through annual performance plans that are built on the strength of the CGE Act 39 of 1996, which is our legislative foundation. The police's quarterly crime statistics continue to show us that gender-based violence is on the increase in South Africa. From time to time the nation is gripped by shock and fear as a

woman gets brutally murdered by a man. Every year has a young woman who becomes a poster face of femicide and a subject of gender-based violence in the country.

The crime stats also show that children are also sexually violated and murdered. While this is enough to depress us as a society, we are always burdened with more depressing news from Statistics South Africa, whose unemployment stats have consistently painted black women as the population group that is hardest hit by unemployment.

This means women are faced with violence that threatens their lives on one side, and unemployment that increases their poverty and vulnerability on the other side. As the Commission, our role is to hold accountable all institutions that have a role to play in reversing this onslaught on the female gender.

During the 2024/2025 financial year we held accountability public hearings where we summoned the South African Police Service

and National Prosecuting Authority in KZN, Eastern Cape and Mpumalanga to account on the work they are doing as a security cluster to protect GBV victims.

We have been concerned with the high number of GBV cases that do not yield justice for victims for various reasons that occur within the processes of the criminal justice system. We have made our stance clear to these institutions and will be monitoring their compliance with our recommendations. We are happy with the monitoring work we did during the year because it shows that we prioritise the safety of women and do our due diligence to evaluate the work being done by public institutions. We will continue to build on this work in our quest to protect gender equality.

Adv Nthabiseng Sepanya-Mogale
Chairperson

CEO'S OVERVIEW



I look back to the 2024/2025 year with conviction and satisfaction that the Commission for Gender Equality (CGE) is on a good path towards achieving its mandate of promoting and protecting gender equality.

Through the leadership from our Chairperson and Commissioners, we were able to close the identified gaps in our administration to enable the CGE to live up to the objectives of its five-year strategic plan.

From a legal point of view, we made relevant legislative submissions to Parliament, held engagements with executive leaderships of government entities, conducted provincial investigations and diligently handled gender-related complaints received from members of the public. Assisting the public is of utmost importance to us because CGE exists to ultimately protect their rights and dignity. In our strategic plan, we have set out four strategic outcomes, one of them being to create an enabling legislative environment for gender

equality through submissions, recommendations, investigations and litigation.

Through our legislative submissions, we amplify the voices of the communities and drive transformational change in policies.

Another strategic outcome, which anchors our public engagement and education efforts, is centred on the management of information and education programmes to foster public understanding of gender equality. We travelled to every region of each of the nine provinces, delivering gender education through development workshops and community outreach programmes. Conducting advocacy initiatives is important for us because part of promoting and protecting gender equality in society lies in educating members of the public about this transformation.

Conducting advocacy programmes to educate the public requires us to have a strong knowledge-development

function from where to source information that has passed the integrity test.

It is for this reason that we have an effective research and policy department that has been tasked with formulating our research agenda and carrying out research studies on issues that undermine the attainment of gender equality. We produced eleven research reports during the financial year, which have been used in several local and regional summits as a benchmark. I am thrilled with the work we produced in the year and have been encouraged by the responses we have received from Parliament and other chapter nine and ten institutions together with whom we are working to strengthen our democracy.

Dr Dennis Matotoka

CEO

Statement of responsibility and confirmation of accuracy of the annual report

To the best of my knowledge and belief, I confirm the following: All information and amounts disclosed in the annual report is 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 that has been designed 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 that ended 31 March 2025.

Yours faithfully



Dr Dennis Matotoka

CEO

STRATEGIC OVERVIEW

IMPACT STATEMENT: A society and government that is knowledgeable, accountable and responsive about all dimensions of gender equality.

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 following outcomes are strategic pillars for achievement of the Commission's mandate.

#	STRATEGIC OUTCOME	PURPOSE
1	An enabling legislative environment for gender equality through submissions, recommendations, investigations, and litigation.	To evaluate legislation, policies, practices and mechanisms within public and private institutions and make recommendations and undertake litigation to advance the gender transformation agenda.
2	Develop and manage information and education programmes to foster public understanding of gender equality and the role of the Commission.	To conduct advocacy initiatives and develop and manage public education interventions with sector partners in the promotion of public understanding of gender equality and access to gender justice.
3	Monitoring compliance and research 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, effective and sustainable organisation.	To build and sustain efficient and effective organisational culture, organisational systems, operations, and governance processes, for the optimal performance of the institution in executing its mandate.



VALUES:

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

Independence – we impartially perform our duties without fear or favour, mindful of the independence of our office.

Professionalism – we timeously execute our responsibilities with the utmost care and diligent.

Teamwork – we support and work in collaboration with our colleagues, state organs and civil society to maximise the attainment of our objectives.

Accountability – we always give an account of our actions and decisions.

Ethical behaviour – we maintain high standards of Trustworthiness and Honesty; Respect; Empathy; and Integrity.

Confidentiality - We always ensure and maintain confidentiality.

LEGISLATIVE 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.

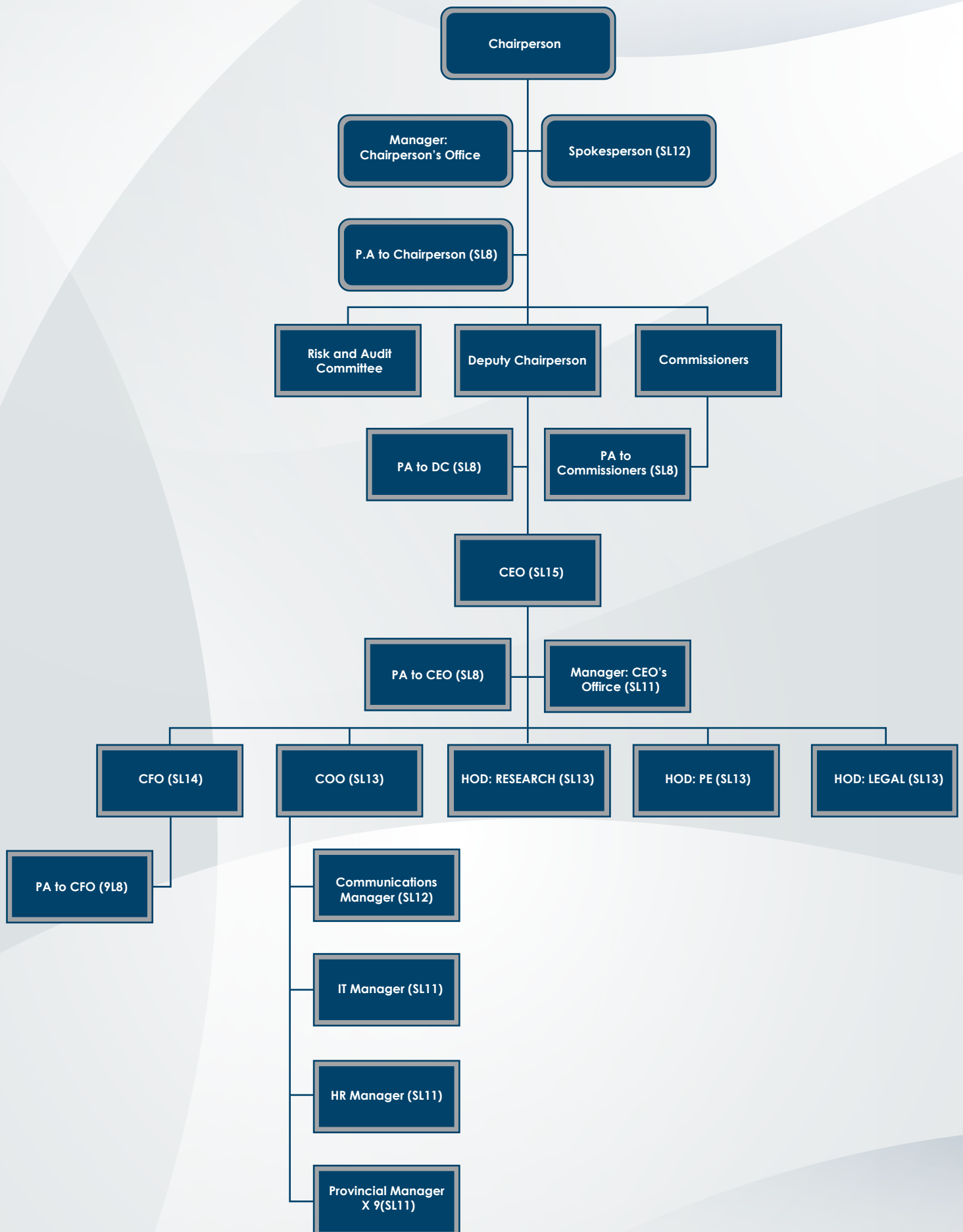
Section 187(1) of the Constitution of the Republic of South Africa reads: "Commission for Gender Equality must promote respect for gender equality and the protection, development and attainment of gender equality". The Commission is a catalyst organisation for the development and attainment of gender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

The Commission for Gender Equality (CGE) Act 39 of 1996 provides for the composition, powers, functions and functioning of the Commission and matters connected therewith.

The CGE Act empowers the Commission to advance, promote and protect gender equality in South Africa through undertaking research, public education, policy development, legislative initiatives, effective monitoring and litigation.

1. Organisational Structure



PART B

**PERFORMANCE
INFORMATION**

SUMMARY OF ANNUAL PERFORMANCE: 2024/2025

OUTCOME	Planned Annual Targets	Achieved Targets	Unachieved/ Partially Achieved Targets	Percentage Achieved Targets
1. An enabling legislative environment for gender equality.	04	03	1	75%
2. Gender equality promoted through information & education to foster public understanding.	06	06	0	100%
3. Monitoring and research investigations on issues that undermine the attainment of gender equality and women's empowerment.	04	04	0	100%
4. A renewed, efficient and effective organisation that is sustainable.	10	10	0	100%
Total Targets Achieved:	24	23	01	93.75%

Narrative:

Using the calculation of average achievements, the Commission has to date achieved 93.75% performance for the 2024/2025 financial year. This achievement is higher than the actual performance that was achieved during the previous 2023/2024 financial year. The 93.75% achievement is attributed to the concerted commitment the institution took in managing performance, whilst ensuring that it discharges its mandate within the guidelines of good governance.

LEGAL
PERFORMANCE
INFORMATION

*An enabling
legislative
environment for
gender equality
through submissions,
recommendations,
investigations, and
litigation.*

The purpose of this programme is to promote a legislative and policy environment that supports gender equality in South Africa. This is accomplished through the review and analysis of existing laws, development of recommendations for new or amended legislation, and the promotion of transformation and inclusivity. The programme also conducts national and provincial trend analyses, systemic investigations, and probes into complaints and emerging gender-related issues.

To advance gender equality, the programme engages with both the government, the private sector, and all spheres of society to address and implement its recommendations. Key tools used to achieve these objectives include litigation, mediation, strategic engagements, public investigative hearings, and the publication of investigative reports. These mechanisms are instrumental in holding institutions accountable, driving systemic change, and enabling data-driven initiatives that promote transparency and support evidence-based decision-making, being critical components for advancing gender equality.

Through our legislative submissions, we amplified the voices of communities and drove transformational change in policies.

APP Output 1.1: Legislative Submissions

In pursuit of its constitutional mandate to promote respect for, the attainment of, and the advancement of gender equality, the Commission successfully submitted twenty targeted and impactful legislative and policy submissions. These submissions addressed a wide spectrum of legal and policy frameworks ranging from municipal governance and economic participation to international human rights standards and the rights of vulnerable populations, including women, children, persons with disabilities, and intersex persons.

Each submission was developed through a gendered lens, ensuring that existing and proposed legislations reflect the principles of equality, inclusivity, and non-discrimination. By actively engaging in national, provincial, and international law reform processes, including inputs to United Nations bodies, domestic legislative amendments, and national standards, the

Commission ensured that gender perspectives were not only included but central to legislative discourse and development.

These submissions promote transparency, support evidence-based policymaking, and serve as critical tools for institutional accountability and systemic transformation.

This work reflected the Commission's sustained commitment to embedding gender equality at the heart of South Africa's legislative and governance architecture.

APP Output 1.2: Engagements with the Executive.

The Commission facilitated high-impact strategic engagements based on its prior investigative reports aimed at driving institutional accountability and catalysing systemic change for the past 10 years.

These engagements served as critical platforms to present the CGE's findings on gender transformation in higher learning and to drive alignment on actionable reforms.

These engagements culminated in substantive commitments, including ongoing collaboration, stakeholder outreach, and the institutionalisation of regular monitoring meetings to track implementation progress. Most notably, they laid the groundwork for a comprehensive legislative reform agenda aimed at addressing persistent gender inequalities in the higher education sector.

In accordance with section 11(1)(a) and (d) of the Commission for Gender Equality Act 39 of 1996, and in alignment with the Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000, the Commission recommends that Parliament enact new legislation and amend existing laws to standardise gender transformation across institutions of higher learning.

The proposed legislative reforms include the development of uniform gender policies; the introduction of a compulsory gender studies module; enhanced recruitment and representation of women and persons with disabilities; ring-fenced funding for

gender initiatives; supportive, inclusive infrastructure; timely release of financial aid to reduce vulnerability to gender-based violence; and mandatory annual compliance audits reported to Parliament.

These reforms address entrenched structural barriers, including the slow pace of transformation, pay disparities, inadequate data, and insufficient LGBTQIA+ inclusion, by embedding accountability, transparency, and gender responsiveness into the legislative framework governing the sector.

The CGE views this as a pivotal step in institutionalising gender equality in higher education. The proposed reforms represent not only a fulfilment of the Commission's statutory mandate but also a national imperative to build an equitable, inclusive, and socially just academic environment for all. The Commission urges Parliament and all relevant stakeholders to

act with urgency and resolve to translate these recommendations into binding legislative action.

APP Output 1.3: Provincial Investigations

The Commission conducted provincial investigations in the Eastern Cape, Mpumalanga, KwaZulu-Natal, Gauteng, and North West.

Eastern Cape: The state of Thuthuzela Care Centres in the Eastern Cape

The investigation into the state of TCCs in the Eastern Cape highlighted Significant challenges affecting their operations. The findings revealed Systemic issues including inadequate staffing, lack of standardised Protocols, inconsistent oversight, and resource constraints, all of which Hinder effective delivery of services to rape victims and/or survivors of GBV.

The table below indicates the clinical staff complement of Thuthuzela Care Centres (TCCs).

District	TCC	Operating Hours	Medical Officer	Forensic Nurses	Professional Nurses	Trained on Sensitivity
Alfred Nzo	Bizana Matatiele	24hrs (PO & FR) 7hrs – 16hrs	Casualty based. Casualty based.	None. One.	Casualty staff. 1 Forensic nurse. 2 Professional nurses. All casualty based.	No. No.
Amathole	Butterworth	24hrs	Casualty based.	One.	3 Professional nurses. 3 Enrolled nurses. 2 Enrolled assistants.	No.
BCM	Grey Mdantsane	24hrs (FR After 24hrs	Casualty based. Three medical doctors based at casualty called when there is a case and assisted by other sessional doctors.	None. No forensic nurse.	2 Professional nurses. 3 Professional nurses. 1 Enrolled assistant.	No. No.
Chris Hani	Cradock Komani	07hrs – 16hrs 07hrs – 16hrs	Casualty based. Casualty based.	None. None.	Casualty staff. 1 Professional nurse. 3 Professional nurses.	No. No.
NMM	Dora Nginza	24hrs	Medical Officer X1	Forensic Trained Nurses X3	3 Professional nurses.	No.
OR Tambo	Libode Lusikisiki Mthatha Sinawe	07hrs – 19hrs 24hrs 24hrs	Casualty based. Gynae OPD based. Casualty MO on call.	No Forensic. No Forensic. No Forensic.	4 Professional nurses. 4 Professional nurses. 2 Professional nurses.	No. No. N/A

The above table indicates a lack of dedicated medical officers and forensic nurses at most TCCs, which could severely impact the quality and timeliness of clinical and forensic services provided to GBV survivors. This shortage may lead to long waiting times and inadequate care, as observed during the oversight visits to the TCCs.

CGE acknowledged the crucial role of the NPA and other stakeholders in ensuring that TCCs fulfil their mandate. However, the lack of uniformity in operational guidelines, the absence of monthly implementation meetings, and insufficient co-ordination among role players have compromised the TCCs' functionality and the quality of care.

CGE's recommendations aim to address these shortcomings by prioritising the legislation of the TCC model, implementing risk assessments, ensuring regular stakeholder meetings, and enhancing training in gender sensitivity.

Furthermore, addressing financial constraints, improving infrastructure, and strengthening accountability mechanisms are imperative to the

sustainable improvement of TCCs.

The CGE remained committed to monitoring the progress of the NPA and other stakeholders in implementing these recommendations. The CGE will continue to advocate for measures that ensure the dignity, safety, and justice for rape victims and/or survivors of GBV in South Africa.

Mpumalanga: Investigation and Withdrawal of Sexual Offences Cases in Mpumalanga

The Mpumalanga provincial investigation revealed persistent systemic challenges in the operations of the provincial offices of the South African Police Service and the National Prosecuting Authority. These include case backlogs, poor data management, and insufficient victim support initiatives that continue to undermine justice for survivors. While efforts have been made, the lack of a coordinated, data-driven strategy and real-time case tracking limits the efficiency and transparency of the justice process. Part of the challenges includes shortage of vehicles as demonstrated in the following table:

Fixed allocated vehicles.	Actual no of vehicles.	High mileage vehicles (350 000 km and above).	Shortage of vehicles.
91	75	28 in very bad condition.	-28

Another shortcoming relates to inadequate training demonstrated by the following table:

TRAINING PROGRAMME	2022/2023	2023/2024	2024/2025
First responder sexual offences.	-	138	-
Sexual offences course for investigating officers.	-	37	-
Dignity, diversity and policing.	-	1 028	22
Domestic violence learning programme.	740	853	-
Vulnerable groups learning programme.	740	708	-
Family violence, child protection and sexual offences.	41	27	-
Victim empowerment learning programme pilot.	-	1	-

The outstanding results of DNA samples in the province are alarming, doubling in the past three years as demonstrated in the table below:

YEAR	NO OF DNA SAMPLES FORWARDED TO FSL	NO OF REPORTS RECEIVED.	NO. OF OUTSTANDING REPORTS.
2021/2022	16 492	11 638	4 854
2022/2023	23 023	17 756	5 267
2023/2024	21 501	10 534	10 967

To address these shortcomings, the Commission recommended the urgent integration of a centralised technological system for both SAPS and the NPA. This system must capture the real-time status of GBV cases, including those under investigation, awaiting DNA analysis, prosecutorial instructions, or pending court readiness. It must also be capable of producing accurate, disaggregated data to enable targeted interventions and clarify where delays stem from.

Additionally, the absence of a unified mechanism to monitor “decision dockets” poses a serious accountability risk. The proposed system must also include docket tracking to prevent cases from stalling or falling through procedural gaps. Real-time monitoring will ensure improved transparency, accountability, and case resolution timelines. These reforms are not only essential to restoring public confidence in the justice system but also respond directly to South Africa’s obligations under Article

IV of the African Charter on the Rights of Women in Africa.

KwaZulu-Natal: Investigation into the implementation of Pillar 3 of the National Strategic Plan on gender-based violence and femicide.

The Commission urged SAPS and the NPA to implement these changes to enhance institutional responsiveness and safeguard the rights and dignity of GBV survivors. The Commission’s investigation into the implementation of Pillar 3 of the NSP-GBVF in KwaZulu-Natal identified both progress and persistent institutional failures across the DOJ&CD, SAPS, NPA, DoH, and DSD. Despite certain advancements, such as the establishment of three Thuthuzela Care Centres (TCCs) and plans for a Khuseleka One-Stop Centre, the response remains undermined by case backlogs, inadequate victim support, and poor interdepartmental coordination.

The following table indicates court backlog:

Office	District court outstanding roll	District court backlog	District court backlog %	Regional court outstanding roll	Regional court backlog	Regional court backlog %
Durban	141	10	7%	127	53	42%
Empangeni	270	18	7%	530	298	56%
Northern KZN	179	5	3%	360	187	52%
Pietermaritzburg	229	25	11%	229	85	37%
Ntuzuma	119	53	45%	100	74	74%
Southern KZN	114	7	6%	431	236	55%
Durban HC	-	-	-	1	1	100%
PMB HC	-	-	-	6	0	0%
KwaZulu-Natal	1,052	118	11%	1,784	934	52%

These statistics revealed high backlogs in certain courts, notably Ntuzuma (74%) and Empangeni (56%). Pillar 3 of the NSP-GBVF mandates clearing backlog

cases as a key activity led by SAPS supported by various entities, including the DOJ&CD. The response did not incorporate comparative data on backlog

trends over multiple years, making it difficult to assess whether the strategies implemented by DOJ&CD have improved case finalisation rates.

Moreover, no targeted intervention strategy was outlined to address delays in courts experiencing extreme backlogs, and DOJ&CD did not specify whether additional personnel or resources had been allocated to these high-demand courts to expedite cases.

A critical finding is the improper service of protection orders, particularly in eThekweni, where courts unlawfully require applicants to serve orders themselves, directly violating the Domestic Violence Act and endangering survivors. The DOJ&CD, SAPS, and NPA continue to struggle with tracking and reducing sexual offences case backlogs due to fragmented, unreliable data and a lack of a unified system.

The sustainability of TCCs is also in question due to the absence of a dedicated budget and a clear strategy for expansion or refurbishment. Severe shortages of forensic nurses and psychologists, along with KwaZulu-Natal's dependence on external forensic services, highlight the urgent need for a provincial DNA laboratory to expedite processing and support timely justice delivery. SAPS' failure to modernise its Integrated Case Docket Management System further limits accountability. Continued use of binary language and narrow definitions of family violence exclude LGBTQIA+ persons and diverse family structures, undermining constitutional protections.

The DSD has made some progress, but shelter availability remains critically low. Many facilities are unable to accommodate older male children or persons with disabilities, and inclusive services for LGBTQIA+ survivors are still lacking. Economic empowerment initiatives remain inconsistent, and overstretched social workers are unable to

meet growing demands, particularly following the expiration of temporary contracts in December 2023. Additionally, the DSD call centre remains underutilised due to financial and accessibility barriers.

The CGE underscored the urgent need for coordinated oversight, data sharing, and a survivor-centred approach. All entities must commit to clearly defined roles under the TCC Blueprint, accelerate backlog reduction, expand inclusive shelters, and enforce accountability in service delivery. Without systemic reforms, dedicated resources, and measurable outcomes, Pillar 3 of the NSP-GBVF will remain inadequately implemented, leaving survivors vulnerable and undermining the broader national commitment to eradicating GBVF.

Gauteng: Gender Transformation in the Informal Trading Sector

The data above reveals that there is a significant number of women in the informal trading sector, and this may have a multifaceted impact on their lives. This is because women in the sector often face economic vulnerability, lack of social security protection, unsafe working conditions, and limited access to resources. Given these challenges and the City of Tshwane's constitutional and statutory mandate, municipalities bear a heavier burden to ensure that the promotion of equality.

The majority of informal traders in the City are women; however, municipal planning and development processes do not adequately integrate gender-responsive policies to support and empower them. This gap has resulted in limited visibility and impact of existing initiatives intended to uplift women in the sector.

The table below indicates the allocation of permits to informal traders.

Disaggregated data of persons issued with trading permits.

	Disability		Men				Women				Foreign Nationals	
	Women	Men	African	White	Coloured	Indian	African	White	Coloured	Indian	Women	Men
	1 (African)	3 (African)	288	8	3	1	166	6	3	3	5	15
Sub Total	4		300				178				20	
Total	502											

Women traders continue to face significant structural barriers, including high transport costs, inadequate storage infrastructure, and limited access to safe and inclusive trading environments. Moreover, the City has not provided sufficient data or clarity on the scope and effectiveness of its empowerment efforts, making it difficult to evaluate progress or make targeted improvements. There is also a notable lack of consistent engagement and communication between the City and informal traders, which further impedes policy responsiveness.

The Commission found that the absence of clearly defined strategies to ensure safety, including the proper maintenance of trading spaces, undermines the well-being and sustainability of informal trading, particularly for women. Gender-specific needs remain inadequately addressed in areas such as access to facilities, financial resources, and public recognition of the role of women in the informal economy. To advance gender equality and improve conditions within this critical economic sector, the Commission recommended that the City of Tshwane integrate gender equality considerations into its informal trading policies and bylaws, and ensure these are supported by concrete, measurable plans. Educational programmes that enhance business management, digital literacy, and vocational skills should be made accessible to women traders through local community centres. The development

of transport subsidy models and improved trading infrastructure, particularly for food vendors, would help overcome economic and spatial barriers. In addition, structured mentorship initiatives and targeted public awareness campaigns should be introduced to foster empowerment and shift public perceptions around women's economic participation. Ultimately, while some foundational steps have been taken, the City must adopt a more intentional, coordinated, and gender-responsive approach to policy development and implementation in the informal sector. Doing so will not only advance the rights and economic prospects of women traders but also contribute meaningfully to inclusive urban economic development in the City of Tshwane.

North West: Traditional land allocation practices in North West

The investigation of traditional land allocation practice in North West revealed entrenched gender biases that disproportionately disadvantage women and individuals in non-traditional family arrangements. Despite the constitutional guarantees of equality and dignity, land allocation processes continue to reflect outdated norms that favour nuclear, formally married families and exclude permanent life partnerships. These practices are often applied without a codified policy, creating inconsistency and perpetuating biases based on gender, age, and marital status.

The following table shows disaggregated data on the allocation of land by the Royal Bafokeng Nation (RBN) 2019 TO 2024

Year	Total	Gender		Total	Marital Status	
		Women	Men		Married	Divorced/Unmarried
2019	72	33	39	62	38	24
2020	84	30	54	84	47	37
2021	58	16	42	58	40	18
2022	69	27	42	69	42	27
2023	146	57	89	146	75	71
2024	51	27	24	61	26	35
Total	480	190	290	480	268	212

As the above table illustrates, over the five-year period of 2019 to 2024, more men were allocated land than women, as 60% of successful applicants were men, and only 40% were women. Furthermore, most applicants allocated land were married (55.8%). The RBN also confirmed that no non-African persons had been allocated land, nor had any persons with disabilities.

Notwithstanding the disproportionate land allocation above, RBN emphasised that women within the RBN do not face challenges in accessing land, as there is a system of women's empowerment within the RBN. RBN submitted that in the olden days, men used to leave the RBN jurisdiction to work in Kimberly. As a result, most women were left behind therefore, women's access to land within the RBN's jurisdiction was natural because most women who were ploughing the fields owned the agricultural land.

The absence of a formalised, transparent application process, coupled with a lack of oversight mechanisms, has resulted in a system that is difficult to navigate and challenge. Without disaggregated data on land applications by gender, age, or disability, there is no reliable method to monitor trends, assess equality outcomes, or ensure accountability. Applicants who seek to contest allocation decisions are left without a clear record of reasons or outcomes, further undermining their access to justice.

To address these issues, the Commission recommended both institutional and legislative reform. At the local level, the Royal Bafokeng National must take immediate steps to formalise land allocation procedures through clear policies that address potential gender bias, establish review and appeal mechanisms, and ensure that decision-making is transparent and consistent. Data must be systematically collected and disaggregated to reflect age, gender, disability, and marital status, allowing for accurate monitoring and evidence-based interventions.

Additionally, broader legal reform is necessary. In line with Section 25(9) of the Constitution, Parliament must revisit and re-enact legislation governing land tenure, whether through an amended version of

the Communal Land Rights Act (CLARA) or through a new statute. Such legislation must be developed in consultation with traditional leaders and rural communities, but must remain firmly rooted in constitutional values of equality, dignity, and non-discrimination. It must also explicitly recognise permanent life partnerships and other evolving family structures as legitimate for land allocation purposes.

This legal framework should introduce a provincial land allocation register that ensures institutional accountability and captures all relevant data. Clear lines of responsibility must be assigned for implementation, supported by outreach and education programmes targeting traditional authorities and rural communities. These interventions must be designed to shift social norms and eliminate discriminatory practices entrenched in customary systems. Oversight bodies must also be empowered and resourced to monitor compliance, intervene where necessary, and support equitable development within customary land governance. The Commission concluded that unless the identified legal and procedural disparities are addressed, the land allocation system will continue to marginalise women and vulnerable groups. Urgent reform is required to align customary law practices with constitutional imperatives, promote inclusive governance, and ensure that all members of society can access and enjoy secure tenure on equal terms.

APP Output 1.4: Complaints Handling

The Commission made significant strides in promoting and protecting gender rights through litigation, investigative efforts and strategic stakeholder engagements. These activities were central to shifting public discourse, policy orientation, and institutional accountability on gender equality.

A landmark development was the Commission's participation as the fourth applicant in the *Van Wyk and Others v Minister of Employment and Labour* case. This matter was heard before the Constitutional Court to determine confirmation of the declaration of constitutional invalidity on the 1st of November 2024.

The Johannesburg High Court, in a progressive

judgment delivered on 25 October 2023, affirmed that South Africa's maternity and parental leave framework, as currently structured under the Basic Conditions of Employment Act and the Unemployment Insurance Fund Act, unfairly discriminates on the basis of gender. The court acknowledged that the law entrenched outdated gender roles by positioning birth mothers as the primary caregivers, thereby marginalising fathers and non-birthing parents.

The Commission joined the matter of the South African Human Rights Commission (SAHRC) v Lagardien case as an applicant, which concerns alleged hate speech and discrimination against LGBTQIA+ persons by a business owner in Gqeberha. The display of a sign explicitly stating that LGBTQ individuals were not welcome at the premises constituted a clear affront to human dignity and the right to equality. As a co-applicant in the matter, the CGE is actively engaged in litigation aimed at reinforcing anti-discrimination principles and fostering an inclusive, rights-based public environment.

Collectively, the litigation, investigations, and engagements pursued by the Commission over the reporting period reinforced the organisation's commitment to transforming gender norms through legal reform, institutional accountability, and public discourse.

Outcome	Outputs	Output Indicator	Audited Actual Performance 2022/2023	Planned Annual Target 2023/2024	Planned Annual Target 2024/2025	Actual Achievement 2024/2025 until date of tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
1. An enabling legislative environment for gender equality.	1.1 Submissions on gender aspects in legislation, policies, and prescripts.	Number of submissions and one consolidated report thereof.	16 Submission and report thereof.	20 Submission and report thereof.	Twenty submissions and one consolidated report.	Twenty submissions and one consolidated report.	No variance.	N/A
	1.2 Strategic engagements with the executive arm of government and the private sector on CGE's related report/s, and a report thereof.	Number of engagements and report thereof	2 systemic investigations conducted and a report thereof.	2 systemic investigations were conducted and a report thereof.	2 Systemic Investigations Conducted and a Report thereof.	Two systemic engagements with the executive arm of government and private sector on CGE's related report/s, and a report thereof.	No variance.	N/A
	1.3 Provincial investigations.	Number of investigations and a report thereof.	40 courts monitored and a report thereof.	40 Courts Monitored and a report thereof. New Indicator.	Five provincial investigations conducted and five reports thereof.	Five provincial investigations conducted and five reports thereof.	No variance.	N/A

Outcome	Outputs	Output Indicator	Audited Actual Performance 2022/2023	Planned Annual Target 2023/2024	Planned Annual Target 2024/2025	Actual Achievement 2024/2025 <u>until date of tabling</u>	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
1.4	Management of gender complaints in accordance with Complaints Handling Manual.	80 per cent compliance with CGE Complaints Handling Manual and a report thereon.	1 CGE Act amended bill submitted to the relevant authority. Progress report on situational analysis and consultation process for reviewing the Act.	One CGE Act review report.	One consolidated report on 80 per cent compliance with CGE Complaints Handling Manual.	One consolidated report on 69,15% percent compliance with CGE Complaints Handling Manual.	Target is not achieved with 10.85% shortfall.	Management did not ensure that adequate controls were in place over the review of the provincial complaints files to ensure compliance in terms of the Complaints Handling Manual.

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**PUBLIC
EDUCATION AND
INFORMATION**

2020

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*Develop and
manage information
and education
programmes
to foster public
understanding of
gender equality.*

Introduction

The Public Education and Information Department (PEI) has aligned its operational approach to the annual performance and operational plans to fulfil its quarterly performance mandate. For the reporting period, the department has achieved 100% performance. Some Key Performance Indicators have a positive variance. Collaborations with the Department of Higher Education and Training (DHET) and Higher Health yielded positive results.

Impact: This is marked by the recent high-level Deputy Ministerial stakeholder engagement, and a sexual harassment and gender-based violence awareness outreach launch for Institutions of Higher Learning (IHL). These initiatives were interventions emanating from the Sexual Harassment and Gender Transformation Research and Legal Investigative Reports. Commitments for policy mainstreaming, resource mobilisation, gender and development capacity building, and addressing Gender Based Violence broadly were made such that the roll-out of the interventions by DHET in collaboration with CGE is planned for targeted Universities and colleges.

The department has published and launched the Sepedi, Tshivenda, and Xitsonga gender terminology for the Limpopo Province.

Impact: Gender terminology is an educational tool that promotes inclusive language, which fosters gender equality, inclusion, and social cohesion amongst society. In addition to printing gender terminology booklets the department demonstrated innovation by creating a QR code that allows users to access the digital version of the gender terminology booklet. As a result, the impact of this initiative is significantly enhanced as the public now has access through printed booklets digital platforms and posters which broadens reach and accessibility for diverse audiences.

The Higher Education Sector is disseminating the CGE Public Education material, such as the Sexual Harassment video. **Impact:** The video is referenced as a source for campus (both for students and university employees) debates and radio awareness material.

The PEI department has co-produced and co-authored the public education Television content for Gender Space television show. The show was used as a public education and awareness platform to capacitate varied community segments about various aspects of gender equality, on topics of interest for the religious sector. To expand the reach and impact of this initiative the television episodes have also been made available on YouTube.

Outcome 2 of the 2024/2025 Annual Performance Plan has 6 Indicators. Below is the summary of observations per Output Indicator.

1.1 Gender Mainstreaming information and education initiatives led, promoted, and monitored with the Public and Private Sectors.

For the 2024–2025 financial year, the focus of the gender mainstreaming programme was to lead, promote, and monitor mainstreaming information and education programmes in both the private and public sectors. The department conducted several gender mainstreaming sessions across South Africa's nine provinces, engaging various sectors, including the Higher Education and Training, Local Government, Automotive, Legislature, Ports, Mining, Agriculture, Safety and Security, Organised Labour, and Transport Sectors. Gender mainstreaming is a transformative approach designed to address systemic inequalities by promoting diversity, inclusion, and gender equity.

These gender mainstreaming initiatives sought to institutionalise the principle of equality, ensuring organisations integrate gender perspectives into their decision-making processes, policies, and programmes. The programme promoted gender equality. Its purpose is to challenge discriminatory practices and foster environments where all individuals, especially those historically marginalised, such as women, girls, gender-diverse persons, and individuals with disabilities, can be protected and advanced in the workplace, equitably with men.

The programme capacitated organisations with a structured mechanism for identifying policy gaps that ensure compliance with gender-related legislation, whilst fostering accountability. It provided institutions with a comprehensive evaluation of gender responsiveness and assessed resource allocation for gender-related activities, whilst examining human resources and procurement policies and benchmarking transformation progress.

In instances where there are transformation gaps, such as non-existent or gender-blind policies, Institutions were guided with actionable gender action plans and tools that contribute to long-term, sustainable transformation, aligned with South Africa's constitutional commitment to equality.

The gender mainstreaming sessions contributed to building institutional capacity, with action plans that ought to integrate gender considerations in institutional program design and implementation. The Higher Education and Training Sector is showing commitment in integrating gendered policy and assessments at the national level, whilst individual provincial and local institutions demonstrate a growing need for actionable, substantive, mainstreaming commitments.

The engagement assessments with the local government sector demonstrated a deepening policy gender integration gap. This highlighted the need for structured training and support for municipalities to expand their understanding of gender integration

Municipalities have focused primarily on gender-based violence-related initiatives without embedding gender mainstreaming as a systemic practice. This demonstrated a lack of structured gender action plans, a lack of allocation of gender focal persons, a lack of allocation of dedicated budgets, and integration of gender into core planning and performance frameworks for inclusive and developmental local government.

The taxi associations under the transport sector, which is an underrepresented sector in gender dialogues, highlighted the need for gender responsiveness and sensitization in the informal transport industry.

The mining sector engagements demonstrated gender considerations in some of their approaches, such as showing increased awareness of gender responsibilities. While these considerations are in place, an engendered policy integration is needed in the mining sector.

Identified Gender Mainstreaming Gaps:

- Inconsistent use and return of the gender audit tool: Only a few sectors and provinces returned or analysed the audit tool, while others have not implemented it or experienced delays. This inconsistency hindered CGE's ability to assess fully the extent of gender mainstreaming progress across sectors and provinces.
- Weak gender focal persons (GFPs) functionality: While GFPs are in place in several institutions, their roles are often unclear, under-valued, under-resourced, or sidelined from strategic decision-making. There is a need to strengthen their capacity, clarify their mandates, and integrate them fully into institutional governance structures.
- Limited institutionalisation of gender mainstreaming across identified sectors in provinces: Many stakeholders, particularly in local government, tend to focus primarily on GBV-related initiatives without embedding gender mainstreaming as a systemic practice. There is a lack of structured gender action plans, dedicated budgets, and integration of gender into core planning and performance frameworks.
- Lack of monitoring, evaluation, and accountability mechanisms: There is a gap in regular reporting and mechanisms to assess progress or challenges in implementing transformation.
- Intersectionality is not yet mainstreamed: Although some mainstreaming initiatives with trade unions showed awareness of intersectional issues, most mainstreaming initiatives in the sector do not fully integrate considerations of race, class, disability, sexual orientation, or rural/urban divides into their gender mainstreaming approaches.
- Resource and capacity constraints: Many institutions cited limited financial or human resources as barriers to implementing gender mainstreaming. This includes a lack of training, technical expertise, and leadership support for gender transformation initiatives.

- Fragmented coordination among stakeholders: There is insufficient coordination between institutions, municipalities, universities, and government departments, leading to duplication, siloed efforts, and missed opportunities for collaborative action on gender equality.

Nationwide, gender mainstreaming information and education programs were led, promoted, and monitored with the following Institutions.

Province	Institution
Western Cape	Fairtrade Africa Nelson Mandela University Department of Local Government and Traditional Affairs (Garden Route District, Hessequa Local Municipality, Overberg District Municipality, Central Karoo District Municipality) South African Local Government and Association
Eastern Cape	Ikhala TVET College Automotive Industry Development Centre Eastern Cape SOC Ltd
Kwa Zulu-Natal	KwaZulu-Natal Multiparty Women's Caucus (Legislature) University of KwaZulu-Natal Disability Unit Greys Hospital
Free State	Cooperative Governance and Traditional Affairs. Free State Provincial Taxi Council (SANTACO). Thabo Mofutsanyana Region Taxi Association. Motheo Region Taxi Association.
Northern Cape	Department of Transport, Safety, and Liaison. Black Rock Mine. South African Local Government Association. Phokwane Municipality.
North West	Harmony Gold Mine. South African Local Government Association (SALGA).
Gauteng	Department of Higher Education & Training. Department of Water and Sanitation. Tshwane University of Technology. Sefako Makgatho Health Sciences University. University of Tshwane South College (Odi Campus). City of Johannesburg Public Safety Department. South African National Parks.
Mpumalanga	South African Police Services South African Democratic Teachers Union Provincial Gender Desk
Limpopo	University of Limpopo University of Venda Waterberg TVET College Bokoni Mine

1. Developed sectoral gender equality sphere of knowledge and influence for the public and private sectors.

The Commission used this programme as its methodology to facilitate gender rights education, gender justice knowledge, as a way of shifting attitudes, whilst influencing behavioural change for different sectors and segments of society. Through this programme, the Commission used public outreach initiatives mainly as one of the approaches that enabled the Commission to have direct interaction with the workplace communities and the public at large, in all nine provinces of South Africa. The programme's focus areas were informed by societal trends, indicators, and issues that impede the achievement of gender equality. The outreach sessions were critical in providing the community with valuable gender-related information that is viewed to be hindering gender equality.

The programme also found the need to leverage on digital technologies as a tool to reach broader communities who are found in most rural and diverse geographical locations of the country. The digital outreach gained momentum in creating awareness about the most sensitive gender rights and gender justice topics. The digital outreach had a significant impact on various stakeholder groups. These benefits included:

- **Ensuring** that communities that are traditionally left out of mainstream media are informed and sensitized from a wider reach perspective, without having to travel to outreach venues.
- **Increased Engagement:** The concise and direct nature of digital outreach facilitated easy access to information, encouraging stakeholders to engage with the content and take necessary actions.
- **Empowerment:** The digital outreach campaigns empowered diverse communities to advocate for gender equality and human rights within their respective communities and professional spheres.
- **Enhanced Awareness:** The campaigns effectively raised awareness on critical issues, which translated to dialogue creation amongst the higher education communities.
- **Enhanced resources:** The reach of digital outreach initiatives afforded information to

diverse communities with mobile engagements at no direct cost. This alleviated communities from the pressure of having to have mobile data as the receivers of information.

Wider communities that were engaged during the reporting period included workplace employees, school children, higher learning and training institutions students and their student bodies, the elderly, youth, traditional leaders, religious and spiritual bodies.

For some initiatives, collaborations were made with different institutions of interest. The following are the outreach themes that were developed to foster the sphere of knowledge on gender equality.

- CGE State of Maternity and Neonatal Health Care in the Eastern Cape Report.
- CGE Illegal Initiation Schools Report.
- CGE Exploring Barriers to Women's Access to Communal Land Report.
- CGE Teenage/Learner Pregnancy Report.
- CGE Sexual Harassment and lack of transformation in Institutions of Higher Learning Reports.
- Sexual Harassment and lack of transformation in Institutions of Higher Learning Reports.
- Harmful Traditional and Cultural Practices (such as discriminatory practices affecting widows, ukuthwala, child marriages, forced marriages, Funelani Nganeno).
- Criminal and Sexual Offences Amendments Act, targeting traditional healers.
- Domestic Violence Act Amendment 14 of 2021.
- Popularising the Criminal Law Amendment Act 13 of 2021 (reporting of sexual crimes against vulnerable persons).
- Marital regimes in South Africa.
- Understanding the concept of sexual consent.
- Protecting the rights of the LGBTQI+ community.
- The intersection of disabilities and gender equality.
- Benefits of working with men and boys in combating GBVF.
- GBVF and Human Trafficking.
- Sexual & Reproductive Health Rights.
- Advancing Safer Campuses and Gender Transformation in Institutions of Higher Learning.
- Right to Access Education.
- How to lodge gender-related complaints to CGE.

The programme was instrumental in providing public education and awareness to capacitate the society about the role of the Commission. As a response to the increasing incidents of Gender Based Violence and Femicide, the educational information on Domestic Violence Amendments was distributed to different groups of community segments, including traditional leaders, religious and cultural leaders, social workers, civil society, men and boys formations, youth structures, and church leaders. The objective of the message was to ensure that there is a promotion of increased protection and accessibility. Understanding the amendments empowers civil society organisations and social workers to better support victims by informing them of their expanded rights and the stricter measures against perpetrators.

The public, especially those vulnerable to domestic violence, benefits from knowing the simplified process for obtaining protection orders and reporting mechanisms where there is an unsatisfactory response to reported cases. Above all, society was empowered to be aware of the services of the CGE.

2) Radio Education Outreach initiatives for communities.

The Commission for Gender Equality (CGE) has leveraged radio as a highly effective medium for disseminating information on gender equality and raising awareness about critical issues affecting communities. Radio outreach has proven to be one of the most far-reaching and cost-effective methodologies for engaging both rural and urban populations across South Africa. Similarly, with the public education outreach, using radio boosted the Commission's profile and reach. Radio slots were facilitated through paid and sponsored airtime with community radio stations nationwide. The radio education program empowered communities with legislation updates, Commission Reports, and landmark cases, it addressed local issues that impact gender equality, and provided critical knowledge that promotes the culture of inclusivity and awareness on a range of topics.

The Radio Outreach focused on the following themes:

- CGE Report on Exploring Barriers to Women's

Access to Communal Land in Selected Provinces Of South Africa.

- The rights and well-being of boys in South Africa, particularly focusing on Mental Health, whilst advocating for support and dignity, sensitising communities against gender discrimination suffered by those with the condition.
- CGE Report on Men, Masculinities and Gangs.
- Parental alienation, how this disproportionately affects children and parents during divorce.
- Understanding of the Domestic Violence Amendment Act of 2021 in line with the 16 Days of Activism against violence on women and children, as the World celebrates 30 years of the Beijing Declaration and Platform for Action.
- Understanding Sexual Harassment in Higher Learning Institutions.
- The LGBTQIA+ Rights in South Africa, Human Rights, and the Role of the Commission for Gender Equality.
- Learning and understanding the role of Equality Courts in South Africa.

3) Gender and Development Workshop Content and Programs Developed and Managed for the Public and Private Sectors.

During the reporting period, the Gender and Development (GAD) program focused on providing training and capacity-building workshops for gender and development practitioners in various sectors. The workshop programme is provided to educate practitioners about global and national commitments to gender equality, addressing gaps that hinder the effective integration of gender perspectives into development planning and implementation. The GAD training was used as a strategic tool to strengthen institutional capacity that promotes inclusive development and advances national and international gender equality norms. The workshops challenge gender stereotypes and unequal power dynamics persistent in society and workplace environments. They transform systems that perpetuate inequality, whilst fostering just and equitable development outcomes. The workshop Participants learn how to apply gender-sensitive indicators and tools to monitor, evaluate, and report on gender outcomes, improving transparency and impact in development programs. GAD training

is a critical component for effective rights-based development. The GAD Practitioners are expected to educate other trainers at the workplace and in communities.

4) The following content was developed for the Gender and Development Workshops.

- Gender terminologies.
- Gender concepts and how these should be used as a framework to eliminate stereotypes and nuances for youth structures and VEP Forum structures.
- Social Workers' tools for gender mainstreaming.
- Promotion of labour laws with a human rights-based approach that ensures that all forms of discrimination and oppression are prohibited, prevented, and eliminated.
- Promoting mainstreaming of human rights approaches in the workplace for gender focal persons.
- Combatting trafficking of persons in collaboration with the Justice Cluster.
- Gender equality in education.
- Gender inclusion in agriculture and rural development.
- Understanding the LGBTQIA+ rights.
- Intersectionality of disability and gender.
- The politics of sexualities, gender identities, and reassignment surgery for transgender persons.
- Presentation on key international frameworks, such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Beijing Platform for Action, and Maputo Protocol.
- Victim empowerment and livelihoods sustainability.
- Legal empowerment.

5) Challenges and observations of the GAD Programme.

- **Grassroots challenges:** Resistance to gender-related discussions due to deeply ingrained cultural norms and traditional practices was observed in several communities. Limited participation from marginalized groups, such as LGBTQIA+ individuals and rural women, hindered the inclusivity of certain workshops.
- **Personnel challenges:** Many participants lacked

prior knowledge of gender-related frameworks, reducing engagement and understanding of workshop topics. Empowerment gaps, including low confidence among attendees, made it difficult for them to translate learning into actionable steps.

- **Systematic challenges:** Inconsistent enforcement of gender-sensitive legislation and policies at the provincial and local levels created barriers to implementing workshop recommendations. Structural inequities, such as limited access to education or leadership opportunities, often mirrored the challenges discussed in the workshops.

GAD training should not be an optional add-on, but a critical core component of effective rights-based development of all public servants and implementing partners. Investing in gender and development capacity-building helps ensure policies and programs are inclusive, accountable, and aligned with national and global gender equality goals.

6) Stakeholder Engagements on Critical Gender Issues.

Stakeholder engagements focused on advocacy and monitoring engagements that foster institutional accountability on gender equality matters. Issues that were addressed included policy gaps that require intervention by policymakers and policy implementers. These engagement interventions were meant to create awareness and monitor whether CGE report recommendations are implemented. They were also used to monitor the implementation of various pillars of the National Strategic Plan and Sustainable Development Goals that intersect with gender equality. Stakeholder engagements also addressed provincial and national trends that affect the status of gender equality.

For the reporting quarter, the themes identified were also based on provincial-national trends and reports. Stakeholder engagements are crucial for strengthening accountability whilst transforming the country in its efforts to address social justice, equality, and human rights concerns.

7) Stakeholder engagement initiatives included;

- Engagement of the traditional leaders of the Amathole District in Eastern Cape Province to address the traditional leaders on the Traditional Courts Act, 9 of 2022, fostering accountability about the spate of Illegal Initiation Schools in the province.
- Monitoring the status of shelters and Thuthuzela Care Centres in Free State and Limpopo Provinces, following the outcomes of the 2022/2023 CGE investigation.
- Engagement with the Northern Cape Provincial Heads of Departments about the status of Gender Focal Persons in respective roles.
- Collaborations with Fairtrade Africa under the theme "Equity in Action: Empowering Women and Youth Through Inclusive practices, challenges with Substance Abuse, Teenage Pregnancies and Gender Based Violence Under Our Youth.
- Collaboration with the Gauteng Province Department of Community Safety in creating a coordinated strategy for chairpersons and municipalities to address gender-based violence and ensure the successful implementation of the NSP pillars from the different corridors.
- Engagement with the Traditional Leadership of Roodevalley in Gauteng Province to foster the National Strategic Plan on Gender-Based Violence and Femicide for the implementation of GBVF intervention programs and campaigns in their communities.
- Engagement with the North West Provincial Initiation Coordinating Committee (PICC) and COGTA to address the issue of illegal initiation schools in the province, as observed from the 2023 report, which highlighted a high death rate of initiates during winter and summer periods in Ngaka Modiri Molema and Dr Kenneth Kaunda Districts.

- CGE 30 Anniversary Conference on the "Deliberations of Gender Equality since Democracy".

Quarter 2:

- Gauteng Province engagement focusing on addressing the institutional barriers that hinder the growth and development of women's empowerment in the informal trading sector.
- Limpopo Province engagement with Civil Society Organizations popularising the CGE Mandate, its new strategic direction and approach in strengthened partnerships and collaborative strategies to address gender equality challenges.
- Mpumalanga engagement with the South African Police Services, Department of Social Development, and the Emalahleni Local Municipality regarding measures they have to combat the high levels of GBVF cases in Vosman Police Station and in the area.
- North West Province engagement aimed at preparing for the provincial hearing on land allocation by the Royal Bafokeng Authority, with a focus on gender-related aspects of customary law in the North West Province. The goal was to address the social, cultural, and economic barriers that hinder people's access to communal land in the province and evaluate the effectiveness of existing institutional, legislative, and policy frameworks in promoting access to communal land.
- Collaborative engagement with the Free State Province Department of Sports, Recreation, Arts and Culture, PanSALB, DEAF Society, Department of Justice, and the University of Free State about the creation of digital content on sexual harassment and dangers of Sexting, a new phenomenon that exposes persons with disabilities online.
- Eastern Cape Province engagement with the Chief Executive Officers about the CGE Report titled "The State of Maternity and Neonatal Healthcare in the Eastern Cape Province" to track progress on the CGE recommendations in improving the poor state of maternity wards.
- Northern Cape Victim Empowerment Programme stakeholders' quarterly meeting in the Frances Baard district, Kimberley, where stakeholders met to discuss challenges that hamper gender transformation.

- Western Cape engagement in collaboration with SALGA under the theme "Empowering Women for Inclusive Governance: Co-creating a sustainable future". The engagement was meant to give capacity building for women in leadership roles, whilst facilitating dialogues and partnerships to design and implement gender responsive budgeting programmes to address gender disparities.
- Kwa-Zulu Natal Province accountability engagement with the Religious sector, targeting particularly the female church Pastors about their role in promoting gender equality. Nationally, the province of KwaZulu-Natal records high numbers of gender-based violence reported by the South African Police Services (SAPS).
- Kwa-Zulu Natal: Women's Economic Empowerment in the Ports Sector engagement, addressing gender inequality in the maritime industry, fostered discussions on women's representation, participation, and leadership within the male-dominated sector. The engagement highlighted the systemic barriers that women face, including high certification costs, cultural stereotypes, and limited access to education, while also showcasing initiatives such as skills development, mentorship programs, and gender-based violence prevention efforts aimed at empowering women and promoting inclusivity in the industry.
- Limpopo Province engagement with Chapter 9&10 Institutions Supporting Democracy to share the strategic identification of key catalytic projects that promote constitutional democracy and gender equality.

Quarter 3:

- Gauteng Province accountability engagement on Learner Teenage Pregnancy and Statutory Rape in Gauteng. Theme "Ensuring Accountability in Multisectoral Efforts to Address Learner Teenage Pregnancy and Statutory Rape in Gauteng", the engagement addressed vulnerabilities that disproportionately affect young women and girls, such as learner teenage pregnancy and statutory rape. CGE engaged the Department of Basic Education (DBE). Department of Health (DoH). South African Police Services (SAPS). National Prosecuting Authority (NPA) – Thuthuzela Care Centre. Section 27. South African Council for Educators (SACE). Grassroots NGO – Vhathu Vhothe.
- North West Province engagement in Lehurutshe to address traditional leaders about issues relating to resolving cases of rape within Traditional Courts. This engagement brought together diverse stakeholders committed to addressing the critical issue of Gender-Based Violence and Femicide. Stakeholders included the civil society, policymakers, SAPS, the Department of Social Development, healthcare providers, educators, and the House of Traditional Leaders.
- Western Cape Province engagement focusing on presenting the CGE report titled "Men, masculinities and Gangs: Investigating the persistence of male gangs in selected provinces in South Africa" with the SAPS and the Department of Community Safety.
- Eastern Cape Province engagement to foster accountability with the Kariega (Uitenhage) about the spate of hate crimes and killings of LGBTQIA members in the Nelson Mandela Metro. The engagement was about monitoring accountability on whether duty bearers such as SAPS, Department of Social Development, National Prosecuting Authority, and Department of Justice give attention to hate crimes in the region.
- Northern Cape Province engagement about monitoring progress on gender-equality related goals, ensuring that commitments to gender equality are met and that there is accountability for addressing gender-based issues.
- Free State Province Launch of the Digital Education Content on sexual harassment, sexting, and bullying to demonstrate the intersectionality of gender mainstreaming, disability mainstreaming, and multilingualism. The engagement was a platform to hear from various stakeholders about gender and disability challenges faced by persons with disabilities in various sectors.

Quarter 4:

- Gauteng Provincial Stakeholder Engagement with the Forum for Institutions Supporting Democracy (FISD), focusing on enhancing collaboration among constitutional institutions, raising public awareness on human rights, and strengthening accountability in service delivery.
- Northern Cape engagement with various government entities and organizations, including the Department of Social Development, Department of Health, South African Police Services (SAPS), and National Prosecuting Authority, about demonstrating accountability in addressing challenges related to the National Strategic Plan (NSP) on Gender-Based Violence and Femicide implementation.
- Eastern Cape engagement with the O.R. Tambo District Municipality multi-sectoral leaders to identify and address critical accountability issues related to illegal initiations and gender equality in the region, ahead of the winter initiation season.
- KwaZulu-Natal Men's engagement with stakeholders from various sectors, including government, civil society, and community leaders, to address root causes of Gender-Based Violence and Femicide and its deep connections to harmful masculinities. The engagement was grounded in fostering accountability and creating transformative change through the active involvement of men.
- North West Province accountability engagement on learner and teenage pregnancy on issues and areas requiring immediate attention, such as prevention of Learner and Teenage Pregnancy, strengthening reporting mechanisms for sexual violence, and challenging harmful cultural norms through using systematic interventions.
- Western Cape engagement with the religious sector and broader society to challenge patriarchal attitudes and harmful norms that perpetuate gender-based violence and undermine the dignity of women and marginalized groups.
- Mpumalanga Province engagement to improve comprehensive coordination between the Department of Health and the Department of Social Development to enhance survivor support and safety provisions for victims and survivors of teenage pregnancy, GBV and sexual assault.
- Limpopo Province engagement on monitoring of implementation of Pillar 1 of the National Strategic Plan (NSP) on Gender-Based Violence and Femicide, addressing leadership, coordination, and accountability. The engagement focused on addressing concerns of minimal TCCs in the province, that is 08 TCCs out of 36 hospitals, lack of medical training on GBV cases, inadequate victim waiting rooms, case withdrawals, access to justice, and shortage of Forensic Nurses.
- Free State Province engagement on persistent challenges of GBV in Higher Education to dismantle power dynamics and foster Institutional Frameworks and Policy Implementation.
- Collaborations with the National Department of Higher Education and Training (DHET) and Higher Health about launching stakeholder and outreach initiatives to mainstream concerns on GBV, sexual harassment, and lack of transformation in Institutions of Higher Learning (IHL). These initiatives were interventions emanating from the CGE Sexual Harassment and Gender Transformation Research and Legal Reports. Commitments for institutional policy transformation and the creation of campus safe spaces were made.

ANNUAL PERFORMANCE PLAN ACHIEVEMENTS: OUTCOME 2

Outcome		Outputs	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	Actual Achievement 2024/2025 until date of tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Develop and manage information and education programmes to foster public understanding of gender equality and the role of the Commission.	2.1	Lead, promote and monitor gender mainstreaming information and education programs in both private and the public sectors.	Number of Gender Mainstreaming information and education initiatives led, promote, and monitored with Public and Private Sector, and a report thereof.	18 Municipalities in which SDGs were localized through Gender Mainstreaming and a report thereof.	72 Gender Mainstreaming sessions conducted with municipalities and other institutions/ public sector.	72 Gender Mainstreaming interactions promoted and monitored for both the public and private sectors, and a report thereof.	78 Gender Mainstreaming interactions promoted and monitored for both the public and private sectors, and a report thereof.	Positive variance of 6.	Despite the target for the year, the department responded to the ongoing sectoral/ institutional continuation requests/ needs where transformation had to be addressed.
	2.2	Develop sectoral gender equality sphere of knowledge and influence.	Lead and develop gender equality education and information initiatives for dissemination in public and private sector, and a report thereof.	4320 people reached through public education outreach and a report thereof.	108 public education sessions.	108 developed gender equality education and information initiatives for dissemination in public and private sector, and a report thereof.	227 developed gender equality education and information initiatives for dissemination in public and private sector, and a report thereof.	Positive variance of 119.	The overachievement was driven by key calendar events, including the back-to-school period which coincided with the Universities opening, a need to raise awareness about the Harmful Cultural and Traditional Practices following the GBVF statistics which highlighted an increase of incidents in the country,

Outcome	Outputs	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	Actual Achievement 2024/2025 until date of tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
								the need to popularize Sexual Health and Reproductive Rights (access and prevention) for students who were transitioning to Institutions of Higher Learning. These issues required a sustained awareness thus fostering the message whilst matters are still fresh in the minds of communities in pursuit of fostering gender equality.
2.3	Radio Education Outreach initiatives for communities.	Outreach initiatives using Radio to educate and engage communities about the mandate of the Commission.	540 000 people reached through community radio education outreach and a report thereof.	72 outreach sessions using radio (Slots)	72 Outreach initiatives using Radio to educate and engage communities about the mandate of the Commission.	137 Outreach initiatives using Radio to educate and engage communities about the mandate of the Commission	Positive Variance of 65.	The positive variance was caused by a need to address trends that are undermining the status of gender equality. These interviews were sponsored by institutions who took interest for popularisation of key issues, and were beneficial for addressing societal gender issues.

Outcome	Outputs	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	Actual Achievement 2024/2025 until date of tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
2.4	Gender equality thought leadership is provided through developing and managing training of trainers' Gender and Development programmes for both public and private sectors.	Gender And Development Training content and programmes developed and managed for both private and public sectors.	720 Stakeholders reached through Gender and Development (GAD) workshops and report thereof.	36 training workshops on Gender and Development	36 GAD Training content and programmes developed and managed for both private and public sectors.	47 GAD Training content and programmes developed and managed for both private and public sectors.	Positive Variance of 11.	N/A The positive variance is as a result of positively responding to additional requests for gender and development and development and development. The positive response is beneficial for society.
2.5	Content development to lead public discourse on gender equality through innovative and strategic use of communication initiatives and technologies.	Content development initiatives for communication platforms and technologies to amplify the CGE mandate.	48 000 000 people reached through information and communication initiatives and a report thereof.	88 media and communications initiatives executed to amplify the mandate of the CGE.	108 content development initiatives for communication platforms and technologies to amplify the CGE mandate.	153 content development initiatives for communication platforms and technologies to amplify the CGE mandate.	Positive variance of 45.	N/A The over-achievement of content development initiatives augmented the increasing number of CGE initiatives conducted during the year and were beneficial to society.

Outcome	Outputs	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	Actual Achievement 2024/2025 until date of tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
	2.6 Coordinate stakeholder engagements on critical gender issues.	Stakeholder engagements coordinated on critical gender issues, and a report thereof.	-----	36 stakeholder engagements and a report thereof.	36 Stakeholder engagements coordinated on critical gender issues, and a report thereof.	52 Stakeholder engagements coordinated on critical gender issues, and a report thereof.	Positive variance of 16.	N/A The department could not turn down the initiatives due to the impact they have on monitoring the policy progress environment for critical transformation issues.

RESEARCH
PERFORMANCE
INFORMATION

*Monitoring
compliance and
research on issues
that undermine
the attainment of
gender equality.*

EQUAL
OPPORTUNITY

Research and monitoring initiatives that were carried out in 2024-2025:

1. Convention on the Elimination of All Forms of Discrimination Against Women.

The Commission for Gender Equality (CGE) has developed an Alternative Report to assess South Africa's compliance with the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). This thorough review highlights significant achievements in promoting gender equality while also addressing ongoing gaps and challenges in implementation from 2020 to 2025. The CGE's efforts are rooted in its constitutional mandate, which requires monitoring the government's adherence to various international human rights instruments.

This monitoring encompasses treaties and agreements focused on gender equality and women's rights. It is crucial for ensuring accountability and promoting the effective implementation of gender equality initiatives at all levels of government. The report indicates that considerable advancements have been made in policy and legislative reforms, with new laws enhancing gender equality and supporting women's rights. Institutional reforms and comprehensive strategies have been launched to combat discrimination and violence against women, as well as to improve support services for victims of gender-based violence. However, many government and state institutions still lack adequate resources, which hampers the effective implementation of these interventions.

The establishment of three comprehensive legislative frameworks aimed at addressing gender-based violence and femicide, along with the development of the National Strategic Plan on GBVF, represents a significant milestone in advancing women's rights and safety. Despite these positive developments, such initiatives often face challenges like chronic underfunding and inadequate resources for their execution. Additionally, a lack of thorough planning, effective monitoring, and rigorous evaluation further exacerbates these problems.

This report is intended to be a valuable resource for the CEDAW Committee, government officials, Members of Parliament, and other key stakeholders in the gender policy sector. It aims to invigorate public discourse about the country's advancements in promoting women's rights and foster informed discussions that encourage collaborative efforts toward achieving gender equality and empowering women throughout society.

2. Elections project.

The CGE compiled a report in 2024/25 to provide an in-depth analysis of women's representation and participation during the 2024 national and provincial elections in South Africa. The assessment is based on comprehensive data collected by the CGE throughout all phases of the electoral process. The study evaluates the initiatives taken by selected political parties and state institutions to promote gender equality while highlighting the ongoing challenges and overall progress in women's political empowerment.

Key findings reveal significant disparities in political parties' commitments to gender equality. An analysis of party manifestos showed substantial gaps in addressing gender issues, with some parties using gender-neutral language without acknowledging systemic disparities. On election day, the Independent Electoral Commission (IEC) reported a high representation of women in electoral roles, with 68% of presiding officers and 73% of other voting staff being women. However, challenges remained for persons with disabilities and non-binary individuals, whose levels of representation were low.

The election results indicate that women's representation in the National Assembly has decreased to 43%, down from 46% in 2019. In contrast, representation in the National Council of Provinces has improved, rising to 44% from 21% in 2019. Overall, the report highlights that while some areas have seen advancements, significant challenges to gender equality and representation continue to persist.

3. Women's access to communal land.

This report presents the second comprehensive investigation conducted by the CGE regarding the obstacles women face in accessing communal land in South Africa. Building on the findings from the first report released in 2023/24, which focused on the provinces of Limpopo, North West, and Eastern Cape, this study now shifts its attention to the Free State, KwaZulu-Natal, Mpumalanga, and Northern Cape.

The CGE initiated this project to identify the complex historical, social, cultural, economic, and legislative barriers that hinder women from accessing communal land rights. This initiative was prompted by a noticeable increase in complaints from women across various provinces who have reported persistent challenges in securing their rightful access to communal land within their rural communities. Many of these women encounter traditional customs prioritizing male ownership, legislative frameworks that inadequately protect their rights, and economic constraints that limit their ability to assert access and ownership.

The findings reveal that access to communal land in South Africa is fraught with challenges. Women face multiple barriers, including traditional governance systems, inheritance practices, financial constraints, and weak institutional support. The patrilineal inheritance system limits women's ability to claim land, as ownership is typically passed through male lineage. Widows are particularly vulnerable, often losing access to their deceased husband's land, which is returned to male relatives. Even in areas where matrilineal influences are present, decision-making frequently remains in male hands.

Financial access is another significant hurdle, as women often encounter various costs associated with land occupancy. These fees, which can vary widely, disproportionately affect women, particularly widows and women with disabilities, leaving many without secure tenure. Additionally, traditional leaders play a substantial role in land allocation, typically favouring men, while women and LGBTQIA+ individuals face further exclusion, as traditional structures often do not recognize non-traditional family arrangements.

Finally, the study found that institutional shortcomings within the departments overseeing land governance compound these challenges. Inadequate support for women seeking land for agricultural or business purposes leaves them struggling to navigate the system, facing bureaucratic delays and receiving limited financial assistance.

4. Experiences of female farmworkers.

The report examines the experiences of women in the horticulture and meat product sectors, focusing specifically on vineyards and dairy farming. It builds on a previous study conducted during the 2023/24 financial year, titled "Do Women Reap What They Sow? The Experiences of Women Farm Workers." This research extends the discussion by shedding light on the unique challenges women face in these vital sectors.

Women working on farms in South Africa operate within a complex and often challenging landscape, characterized by various socio-economic, cultural, and labour-related dynamics. Agriculture is a key provider of employment in rural areas, and the contributions of women are crucial to its success across multiple subsectors, including crop production, livestock management, and processing.

Despite their indispensable roles, these women face systemic inequities that affect their daily lives. Many work under temporary contracts or as seasonal labourers, which leads to job insecurity and income instability. They are also at high risk of exploitation, including instances of sexual abuse and harassment in the workplace. This situation is often exacerbated by the absence of effective reporting mechanisms and inadequate protection.

Moreover, women in agriculture frequently find themselves marginalised in decision-making processes that impact their working conditions and livelihoods. Cultural norms and institutional barriers restrict their participation in leadership roles, limiting their ability to advocate for better wages, safer working conditions, and improved access to resources.

This multifaceted struggle underscores the urgent need for interventions that promote gender equity

and protect the rights of women in agriculture, ensuring they receive the recognition and support they deserve in this essential sector.

5. GBV Index.

The report is the second instalment in an ongoing series focused on documenting the advancements made in developing the Gender-Based Violence Index. It analyses the key activities undertaken during the second year, including the strategies employed, partnerships formed, and data collection efforts. The report also addresses challenges faced during this process, such as a lack of cooperation from some key departments, limits in data accessibility, and difficulties in integrating diverse perspectives on GBV data. Overall, it provides a comprehensive overview of both the progress made and the obstacles encountered, paving the way for future enhancements to the GBV Index.

A central feature of the report is the series of high-level stakeholder meetings conducted with key representatives from government departments involved in justice, crime prevention, and security, along with relevant entities engaged in collecting and analysing GBV data. These meetings took place over several days and were specifically aimed at promoting the Index, securing buy-in from all stakeholders, and establishing a structured collaborative framework. This framework was designed to facilitate the sharing of critical insights and best practices among the entities, thereby enhancing the overall effectiveness of GBV data collection.

The discussions covered important topics such as data accuracy, accessibility, and the integration of findings into policymaking processes. They highlighted the significance of comprehensive collaboration in collecting, storing, and sharing GBV data. The report identified several key challenges that hinder effective data collection and analysis, including fragmented approaches to data gathering, inconsistent use of indicators across entities, varying definitions and understandings of gender-based violence and femicide, and inadequate coordination among different departmental units. These discrepancies complicate the development of the GBV Index and affect the overall effectiveness of interventions aimed at combating GBV.

Despite these challenges, it is noteworthy that all entities involved in this process acknowledged the importance of the proposed GBV Index. They expressed their commitment to support and collaborate in its development and utilisation, recognizing it as a vital tool for informed decision-making and policy formulation. This consensus marks a significant step toward fostering a unified approach to addressing GBV and improving data-driven strategies for prevention and response.

6. Dissemination of research.

The initiative prioritised the comprehensive dissemination of research findings across a diverse array of platforms. This included conducting policy dialogues, facilitating stakeholder engagements, and leveraging various communication channels. The overarching aim was to actively involve a wide range of stakeholders in sharing the insights and recommendations derived from the CGE research and monitoring efforts. Through these engagement strategies, the initiative sought to enhance understanding and encourage discussions that would drive informed decision-making, programming, and planning.

In terms of engagements, they ignited vibrant discussions among participants, fostering an environment where diverse perspectives could be freely shared. This exchange of valuable insights not only enriched participants' understanding of the subject matter but also enabled them to pinpoint several actionable items. These items, carefully articulated and prioritized, are geared toward driving future initiatives and improving overall outcomes in our projects.

Infographics were created and distributed, featuring key insights from an engaging X-space discussion centred on the CGE report addressing the issue of school dropout among girls during pregnancy and the postpartum period. These visually compelling infographics were shared across a diverse range of communication platforms, including Facebook, X, Instagram, and LinkedIn, effectively reaching and raising awareness among a broad audience.

Annual Performance Plan Achievements: Outcome 3

Outcome	Outputs	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	Actual Achievement 2024/2025 until date of tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
Monitoring compliance and research on issues that undermine and amplify the attainment of gender equality.	3.1 Research, monitoring and evaluation Projects completed.	Number of Research, monitoring and evaluation Projects completed.	100% Annual Research agenda initiatives implemented.	Six Research Projects completed.	Four Research, monitoring and evaluation Projects completed.	Four Research, monitoring and evaluation Projects completed	No variance	N/A
	3.2 Reporting on the monitoring of the country's compliance with regional/ international instruments.	Number of reports on the country's compliance with regional/ international instruments	1 report on the country's compliance or CGE's influence on compliance with regional/ international instruments.	One report on the country's compliance with regional/ international instruments.	One report on the country's compliance with regional/ international instruments.	One report on the country's compliance with regional/ international instruments.	No variance	N/A
	3.3 Dissemination of research findings and recommendations to stakeholders.	Number of Policy Dialogues convened to communicate findings and recommendations of reports. Number of Engagements to share research reports with various stakeholders.	2 Policy dialogues.	2 Policy dialogues.	Two Policy Dialogues convened.	Two Policy Dialogues convened.	No Variance	N/A

Outcome	Outputs	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	Actual Achievement 2024/2025 until <u>date of tabling</u>	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
	3.4 Dissemination of research findings and recommendations to stakeholders.	Number of research and monitoring reports published on communication platforms.	_____	_____	12 research and monitoring reports published on communication platforms.	12 research and monitoring reports published on communication platforms.	No variance	N/A

A hand is shown using a black calculator on a desk. The calculator has a small orange button on the left. In the background, there are several papers and a blurred figure of a person. The overall scene suggests a professional or administrative setting.

ADMINISTRATION PERFORMANCE INFORMATION

*A renewed,
efficient, effective
and sustainable
organisation*

Programme Four: Effective Organisation.

The strategic objective of this programme is to build and sustain efficient and effective organisational culture, organisational systems, and maintain good operations and governance for the optimal performance of the institution in executing its mandate.

The programme ensures that the Secretariat of the Commission supports the other three Programmes with an efficient and effective organisation that ensures the best possible systems, processes and policies, ensures the highest levels of corporate governance and the management of risk and compliance, enables financial management in line with the best international practices, and retains competent, motivated and engaged workforce.

Interdependencies:

This programme provides corporate support to the organisation's main programmes which seek

to achieve the constitutional mandate of the organisation. This support is rendered through business services required for the programmes to undertake their work, such as human resources management, ICT support, finance and audit management, and corporate communications and brand management.

Monitoring and Evaluation:

The programme undertakes ongoing monitoring and evaluation of its work to assess whether it is providing effective and efficient support to the organisation and ensure compliance with organisational policies, treasury regulations, relevant legislation and governance guidelines.

The annual performance plan for this programme is as indicated in the following performance table on the next page:

Annual Performance Plan Achievements: Outcome 4

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	Actual Achievement 2024/2025 until date of tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
A renewed, efficient, effective, and sustainable organisations.	4.1 Development of a Corporate Organisational Strategy which is informed by evidence-based interventions.	Corporate organisational strategy.	_____	_____	Development of a Corporate Organisational Strategy which is informed by evidence-based interventions.	A Corporate Organisational Strategy which is informed by evidence-based interventions.	No variance	N/A
	4.2 Effective operation of Management Committee.	Number of scheduled Management committee meetings held, and resolutions taken.	_____	_____	8 scheduled management committee meetings conducted with signed minutes or resolutions thereof.	8 scheduled management committee meetings conducted with signed minutes or resolutions thereof.	No variance	N/A
	4.3 Implementation of change management plan as per the new Business Model	Progress report on the implementation of change management plan.	_____	_____	One progress report on the implementation of a change management plan.	One progress report on the implementation of a change management plan.	No variance	N/A
	4.4 Effective financial management of the institution.	Level of expenditure on planned improvement initiatives.	Average: 85% expenditure.	100% expenditure on planned initiatives.	100% expenditure on planned initiatives.	100% expenditure on planned initiatives.	No Variance	N/A

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	Actual Achievement 2024/2025 until date of tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
		Percentage implementation of Audit action plan of the previous financial year.		100% Audit action plan of the previous financial year implemented.	75% Audit Action Plan of the previous financial year implemented.	75% Audit Action Plan of the previous financial year implemented.	No variance	N/A
	4.5	Compliance with relevant legislation.	implement compliance with legislation.	100% compliance with legislation implemented.	100% compliance with legislation implemented.	100% compliance with legislation implemented.	No Variance	N/A
	4.6	Implementation of Risk Management Plan.	100% Risk mitigation plan implemented.	100% Risk mitigation plan implemented.	100% compliance with Risk Management Plan.	100% compliance with Risk Management Plan.	No Variance	N/A
	4.7	Effective human capital planning and management.	5 % Vacancy rate.	5 % Vacancy rate.	5 % Vacancy rate.	5 % Vacancy rate.	No Variance.	N/A
		12 CGE policies will be reviewed.		14 CGE policies will be reviewed.	12 CGE policies will be reviewed.	12 CGE policies will be reviewed.	No Variance.	N/A
		A culture transformation plan is developed.			Culture transformation plan developed.	Draft plan, to be finalized after consultation with management.	No Variance	N/A

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	Actual Achievement 2024/2025 until date of tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
4.8	Enabled and supported institution through effective Information Technology systems.	Number of training and development conducted.	4 Training and Development initiatives.	4 Training and Development initiatives.	Four Training and Development initiatives.	Four Training and Development initiatives conducted.	No variance	N/A
		Development and management of Technology Infrastructure.	_____	_____	Information and Technology Infrastructure managed and developed.	Information and Technology Infrastructure managed and developed.	No variance	N/A
4.9	Improved organisational governance, risk management and internal controls through independent and effective internal audit support	Value add internal Audit report issued.	_____	13 internal reports issued.	Consolidated Four quarterly value add internal Audit reports issued.	Consolidated Four quarterly value add internal Audit reports issued.	No Variance	N/A

Outcome	Output	Output Indicator	Audited Actual Performance 2022/2023	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	Actual Achievement 2024/2025 until date of tabling	Deviation from planned target to Actual Achievement 2024/2025	Reasons for deviations
4.10	Provision of effective corporate communication and media support to the institution.	Media and communications plan developed to provide effective corporate communication and media support to the institution.	48 000 000 people reached through information and communication and the report.	88 Media and communication initiatives executed to amplify the mandate of the CGE.	Implementation of the media communications plan developed to provide effective corporate communication and media support to the institution.	Media communications plan developed and implemented, supporting the institution.	No Variance	N/A
		Number of people reached through communication platforms.			Four reports on number of people reached through media and communication platforms.	Four reports on number of people reached through media and communication platforms.	No Variance	N/A



PART C

GOVERNANCE

1. Introduction

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 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 Commission, for the purposes of this document reference will be made to the Commission for Gender Equality (CGE) Act, the Public Finance Management Act (PFMA), and Treasury Regulations.

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.

2. Governing Body's Roles and Responsibilities

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

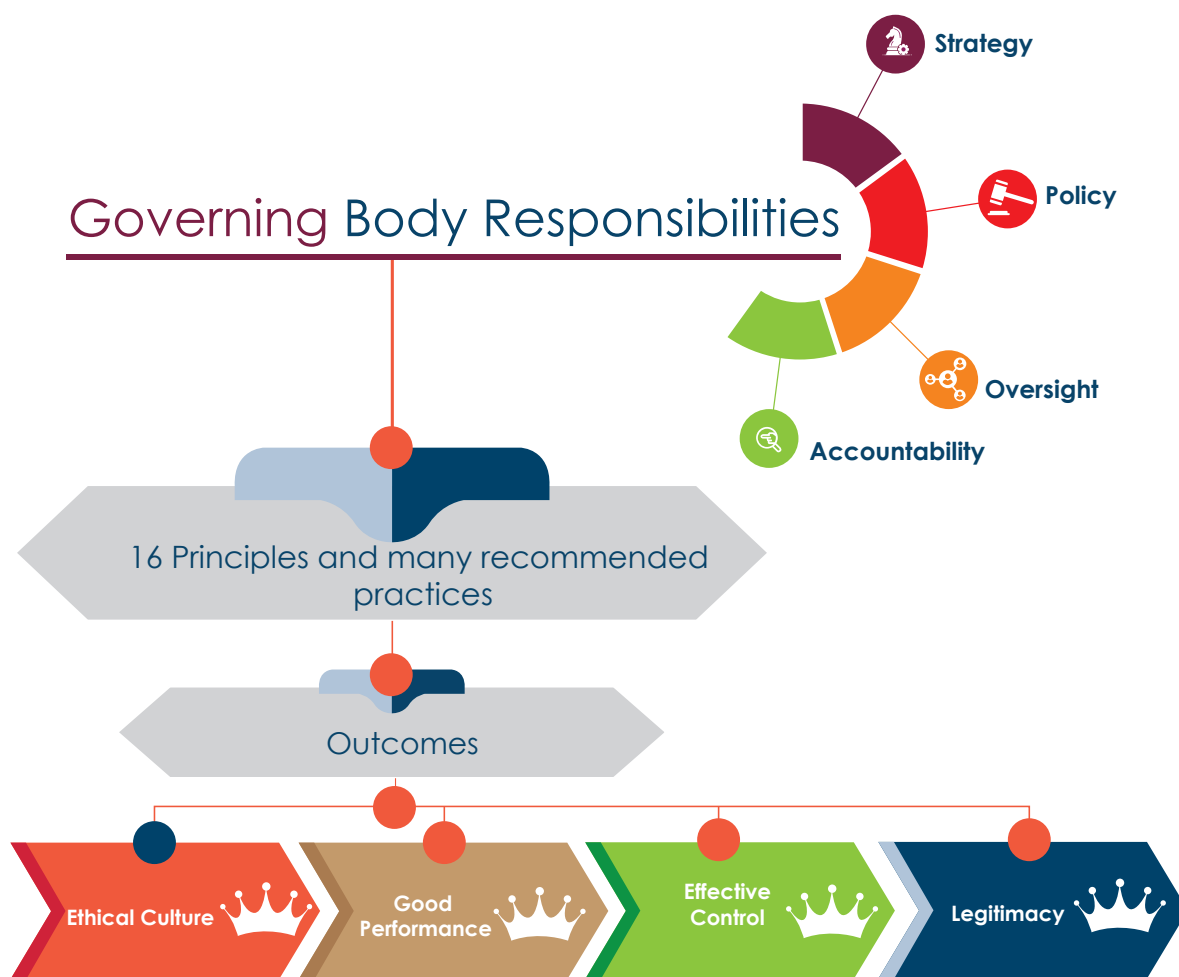
- Providing strategic direction.
- Approving policies to effectuate strategy.
- Providing informed oversight for strategy implementation and performance.

The Commission has sub-committees that enable Commissioners to ensure effective oversight and achievement of constitutional mandate. 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 CGE in decision-making processes; and
- (g) Monitoring project implementations, budgeting, and expenditure.

The graphic below gives a summarised account/illustration of the functions and responsibilities of the Commission's governing structure:



3. Oversight Committees for the Commission's Plenary

In order to assist the Commissioners to collectively fulfil their responsibilities to conduct periodic oversight on the administration and ensure accountability, Plenary established the following sub-committees:

- (a) Human Resources Committee;
- (b) Legal Committee;
- (c) Research & Public Education Committee;
- (d) Strategic Planning, Monitoring and Evaluation Committee;
- (e) Good Governance Committee;
- (f) Information Technology Committee;
- (g) Communications Committee; and

(h) Finance Committee.

Some of the additional roles and responsibilities of Commissioners in sub-committees are as follows:

- 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



**Adv Nthabiseng
Sepanya-Mogale**
Chairperson



**Prabashni
Subrayan-Naidoo**
Deputy Chairperson



Mfundo Nomvungu
Commissioner



Bongani Ngomane
Commissioner



**Leonashia Leigh-Ann
Van der Merwe**
Commissioner



Dr Charnell Naidu
Commissioner



Mulalo Nemataheni
Commissioner



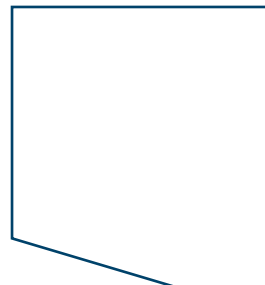
HRH Eurika Mogane
Commissioner



Kamohelo Teele
Commissioner



Seehaam Samaai
Commissioner



Adv Thando Gumedede
Commissioner

TERMS ENDED DURING THE FINANCIAL YEAR



Nomasonto Mazibuko
Commissioner



Dibeela Mothupi
Commissioner



Mbuyiselo Botha
Commissioner



Ohara Ngom-Diseko
Commissioner



In accordance with the Codes of Good Practice issued under Section 9(1) of the Broad-Based Black Economic Empowerment Act No 53 of 2003, as amended on 11 October 2013

This is to certify that

COMMISSION FOR GENDER EQUALITY

COMPANY REGISTRATION NO:	N/A
VAT REGISTRATION NO:	N/A
CLIENT VERIFICATION NO:	BE13253-310325
ADDRESS:	2 Kotze Street, Braamfontein, 2017

Has a current overall Broad-Based BEE Status of

NON-COMPLIANT

In terms of the Amended DTIC Specialised Sector Codes – Generic Scorecard (Gazette No: 38766)

SCORECARD ELEMENT	ENTITY SCORE	WEIGHING POINTS	VALIDATIONS	
MANAGEMENT CONTROL	15.58	20.00	Principle Applied	FTP
SKILLS DEVELOPMENT	0.27	25.00	Black Owned percentage	N/A
ENTERPRISE AND SUPPLIER DEVELOPMENT	0.00	50.00	Black Women Owned Percentage	N/A
SOCIO-ECONOMIC DEVELOPMENT	0.00	5.00	Designated Group Supplier	NO
TOTAL	15.85	100.00	Black Designated Group percentage	0.00%
EMPOWERING SUPPLIER	YES		Black Youth percentage	0.00%
DISCOUNTING PRINCIPLE APPLIED	YES		Black Disabled percentage	0.00%
PARTICIPATED IN Y.E.S	NO		Black Unemployed percentage	0.00%
ACHIEVED YES TARGET + 2.5% ABSORPTION	NO		Black People in Rural areas percentage	0.00%
ACHIEVED YES TARGET + 5% ABSORPTION	NO		Black Military Veterans percentage	0.00%
ACHIEVED 2 X YES TARGET + 5% ABSORPTION	NO		Exclusion Principle	NO
			Financial Year End	MAR 2024

And a BEE Procurement Recognition Level of 0%

Period of Validity: 12 Months from Issue Date

Issue Date: 31-03-2025

Expiry Date: 30-03-2026

Hlumelo Mavume

Technical Signatory



VERIFIED RATING

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Doc Control: BO111-09, Modified: 15 Dec 2020



BVA 038

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 & Risk Committee (ARC).

The purpose, authority, and responsibility of the Internal Audit function established per Treasury Regulation (TR) 3.2.4 of the PFMA is defined in the Internal Audit Charter approved by the 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 subscribes to and accepts the mandatory nature of the definition of Internal Audit as defined by the International Standard of the Professional Practice of Internal Auditing (ISPPA) which defines an internal audit as "an independent, objective assurance and consulting activity designed to add value and improve an organisation's operations. It helps an organisation achieve its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk Management, control, and governance processes."

The key objectives of the Internal Audit function are to assist the ARC 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-added recommendations to improve the effectiveness and efficiency of the operations of the Commission. It is within this context

that Internal Audit 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 Chief Audit Executive (CAE) met the statutory reporting obligations to quarterly appraise the ARC of the progress in implementing the annual Internal Audit Coverage Plan, and where needed, engaged on issues requiring their intervention towards ensuring the effectiveness of the system of Internal Audit.

Progress Made Against the Approved Annual Internal Audit Coverage Plan

The Internal Audit progress to which this section of the report relates, covers the period 01 April 2024 to 31 March 2025, and includes progress on the planned audit projects that were undertaken during the reporting period.

In this reporting period, Internal Audit planned to conduct nine (9) 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 ARC, to monitor the progress made by Management on the implementation of recommendations and action plans.

The following are all planned audit projects that were successfully executed, and we would like to extend our appreciation to the Accounting Officer and the rest of Management for their cooperation.

No.	Planned Audit – 2024/25	Internal Audit Report Issued (Yes/No)
1	Financial Discipline	Yes
2	Supply Chain Management	Yes
3	Asset & Fleet Management	Yes
4	Human Resources Management	Yes
5	Performance Information	Yes
6	Information Technology	Yes
7	Provincial Offices	Yes
8	Annual Financial Statements	Yes
9	Follow-Ups	Yes



Ms. Lindiwe Nkosi CA(SA)
Chief Audit Executive

Date: 31 March 2025

Report of the Audit and Risk Committee

The Audit and Risk Committee (ARC) reports on the audit, risk management, governance and performance results of the Commission for Gender Equality (CGE) for the financial year ended 31 March 2025.

Audit and Risk Committee members and meeting attendance

The Audit and Risk Committee (ARC) for the year under review was composed of the members listed in the table below. 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 2025, the ARC held six (6) meetings. Two special meetings were convened for the recommendation of the 2024/2025 annual financial statements, and for the recommendation on the appointment of the internal auditor, SAMBA SOLUTION INC. The four ordinary meetings held attended to the responsibility of the ARC to provide oversight and in year monitoring on the audit, financial administration and governance at the CGE. The table below report on the number of meetings held with member present.

Table 1 Member attendance of meetings

Name of Member	Designation	Number of meetings attended
Mr Nkosini Mashabane	Chairperson (external)	6
Mr. Suren Maharaj	Member (external)	6
Ms Portia Chilwane	Member (external)	6

The committee was duly constituted during the performance cycle and had complied with the legislative composition requirements of at-least three-members.

Audit and Risk Committee’s responsibility

We report that the ARC had fulfilled 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 approved by the accounting officer. The committee responsibilities during the performance period included oversight on processes for collating and reporting on information pertaining to organisational performance management, financial management, audit and governance. We note the progress achieved in these areas and highlight the aspects which requires further improvement.

ARC reports for the in-year monitoring were submitted to plenary and discussed with the commissioners. The ARC was able to report on weaknesses and make recommendations to the governing body. We submit that Plenary, supported by the accounting officer had implemented our recommendations. Additional to these engagements had been our participation at the portfolio committee of Parliament, where at the ARC was afforded an opportunity to report on the audit, financial administration and governance systems at the CGE.

Effectiveness of the internal control systems

The Commission for Gender Equality (CGE) has designed a system of internal control to provide assurance that it delivers on the mandate economically, effectively, and efficiently.

Internal audit provided the ARC and management with review reports on the effectiveness of the design and implementation of the internal control systems. The assurance provided by internal audit was consistent with the requirements of the PFMA, and the International Standards for the Professional Practice of Internal Auditing issued by the Institute of Internal Auditors.

Some control deficiencies were reported by auditors. Several matters reported in the previous period were addressed. Progress to address the irregular and fruitless expenditure reported in previous years is noted. The Accounting officer undertook a determination test on transactions that were flagged as irregular and fruitless during prior audits. The determination test provided the accounting officer with a basis to implement consequential steps to resolve matters which were determined to be irregular, fruitless or wasteful expenditure. This process was not yet concluded as at the reporting date of 31 March 2025.

The Committee is pleased with the high-performance achievement rate against targets set for strategic objectives during the year ending 31 March 2025. The leadership in the institution had contributed effectively to the achievement of the results, which are further explained in the non-financial performance report section of this annual report.

We note the improvement in the strength of the internal control systems, especially control activities surrounding the preparation of annual financial statement and the report on performance information. The Auditor General had reported no material corrections in the annual financial statements audited, proving confidence in the systems that produced these credible annual financial statements. We highlight the need to urgently strengthen the internal verification process undertaken during the quarter reporting on performance information. The Auditor General had detected an under-achievement on one performance indicator, which was not identified by the internal verification process during the reporting period. The accounting officer must improve the verification procedures in the institution to ensure that all accountability documents are credible and pass the audit test.

The committee congratulates the institution for the unmodified opinion presented by the AGSA on the annual financial statements for the year ending 31 March 2025. The report of the AGSA is clearly described in the section contained in this annual report, and present fairly the state of matter at the CGE during the financial year ending 31 March 2025.

Internal audit activities

The ARC had reviewed all the internal audit reports to ensure that internal audit activities were conducted in terms of the approved risk based annual plan. Internal audit has discharged its responsibilities in terms of the approved internal audit charter and executed the plan accordingly. The ARC notes the strategic response by the accounting officer to capacitate the audit unit, in the appointment of an external firm that renders objective and independent audit services. We are pleased to report that internal audit delivered against its annual plan and reported on all the planned audit tasks.

Risk management activities

Management is responsible for proactively identifying, evaluating, managing, and monitoring all significant risks faced by the CGE. The CGE has put in place risk management controls with a view to safeguard its staff, assets, organisational credibility, and reputation. Furthermore, a risk management committee was established and chaired by a member of the Audit & Risk Committee.

We report that 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. Monitoring on the implementation of these control measures needs enhancement. The Accounting officer must improve accountability measures on risk mitigation plans and ensure that performance achieved is continuously reported by the executive management monthly, and to the governing body and committees on a quarterly basis.

We note the recent reports concerning the constitutional court order setting aside the appointment of five commissioners, which appointment process was reported to lack the necessary public participation. The effects of the developments in the context of the annual report were considered by the Audit and Risk Committee in consultation with the Auditor General and the Accounting officer. No material adjustments were due on the audited reports because of the publication regarding the constitutional court order.

Auditor General's Report

The ARC has considered the reports of the Auditor-General for the financial year ended 31 March 2025 and we agree with her conclusions.

The ARC has reviewed the CGE's audit outcome action plan to address audit findings raised in the year 2023/2024. We note that findings raised by the Auditor General in the previous year were addressed, except matters which the CGE was still consulting with the Accountant General.

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

Chairperson of the Audit and Risk Committee

PART D
HUMAN RESOURCES
MANAGEMENT

Introduction

Human Resources Department

The Human Resources (HR) Department remains committed to supporting the strategic objectives of the commission by driving a people-focused agenda rooted in performance excellence.

During the reporting period, the HR Department played a central role in the successful implementation of HR agenda within the commission. Employees actively engaged in aligning their Performance Agreements with the new framework, supported by the department through ongoing communication. The department demonstrated a strong willingness to provide support to all staff members, regardless of function. Our team prioritised accessibility, empathy, and proactive service in responding to employee needs and queries. HR department provided professional service with performance matters, employee relations matters, recruitment, wellness, and policies reviews. The HR Department remained a trusted and approachable point of contact.

Internship and Youth Development Programme

As part of CGE's commitment to youth empowerment and skills development, the HR Department managed an internship programme aligned with national skills development priorities.

Notably, **ten (10) interns** were successfully hosted by CGE through funding and support from the Education, Training and Development Practices, **Sector Education and Training Authority (ETDP SETA)**. The partnership with ETDP SETA made it possible to onboard these interns, providing them with valuable workplace exposure and learning opportunities over a 24-month period.

These interns were placed in the following departments:

- Human Resources
- Finance
- Legal
- Public Education and Information
- Policy and Research

This collaboration not only contributed to CGE's social responsibility goals but also addressed the national agenda of reducing youth unemployment and improving employability through experiential learning.

Looking forward, the department will continue to drive strategic HR initiatives that foster a resilient, capable, and motivated workforce in alignment with APP.

Personnel Costs By Salary Band 2024/2025

Row Labels	Sum of Number of employees	Sum of TOTAL	Percentage of total personnel	Average personnel cost per employee
1.Skilled (Level 5)	13	2 684 030	6%	206 464
2.Highly Skilled (Level 6-8)	22	6 677 178	14%	303 508
3.Highly Skilled Supervision (Level 9-12)	42	24 016 172	50%	571 814
4.Senior Management (Level 13-15)	4	6 186 368	13%	1 546 592
5.Commissioners	13	6 895 314	14%	530 409
6.Temporary and Internships	9	1 889 133	4%	209 904
Grand Total	103	R48 348 194,15	100%	469 400

Salaries, Overtime, Home-Owners' Allowances and Medical Assistance by Programme 2024/2025

Programme	Home Owners	Leave payout	Overtime	Salaries	Medical Assistance	Grand Total
Administration	66 060,00	44 532,59	15 545,51	15 109 349	99 960,59	15 335 447,46
CEO's office	-	102 678,90		3 201 558		3 304 237,18
Commissioners Office	-	329 919,55		9 118 037		9 447 956,16
Financial Management	60 555,00	110 675,89	129 399,14	6 139 865	36 720,00	6 477 215,13
Human Resources	13 212,00			1 813 383	13 770,00	1 840 364,69
Information & communication	26 424,00	14 242,28		3 188 913		3 229 579,46
Internal Audit/ monitoring & evaluation	-			714 542		714 542,23
Legal services	52 848,00	21 965,45		7 334 551	55 998,00	7 465 362,55
Parliamentary liaison & legislation	-			-		-
Public education & information	47 343,00	66 764,16		6 791 305	61 794,00	6 967 206,12
Research & policy program	-		1 340,48	4 987 749	23 868,00	5 012 957,00
Grand Total	266 442,00	690 778,82	146 285,13	58 399 251,44	292 110,59	59 794 867,98

Performance-Related Rewards in 2024/2025

Management Level	Number of Employees	Amount Paid
Commissioners	-	-
Middle Management	14	1 519 225,29
Senior Management	4	372 298,71
Staff	53	1 783 953
Grand Total	71	3 752 101,26

Foreign Workers Employed by the CGE in 2024/2025

Country of origin	Number
Lesotho	0
Zimbabwe	1
Total	1

Sick Leave over the Period

Salary Band	Number of employees	Total days taken	Number of employees using sick leave	Average days per employee
Skilled (Level 3-5)	14	62	7	9
Highly Skilled (Level 6-8)	24	68	8	9
Highly Skilled Supervision (Level 9-12)	45	180	27	7
Senior Management (Level 13-15)	4	0	0	0
Commissioners	13	2	1	2
Temporary and Internships	8	27	3	9
Grand Total	108	339	46	7

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)	12	194,00	16,17
Highly Skilled (Level 6-8)	17	281,00	16,53
Highly Skilled Supervision (Level 9-12)	33	679,23	20,58
Senior Management (Level 13-15)	2	58,00	29,00
Commissioners	2	21,00	10,50
Temporary and Internships	6	39,00	6,50
Grand Total	72	1 272,23	17,67

Leave Payouts for 2024/2025

Reason	Number of employees paid out	Total amount paid out	Average pay-out over employee
Termination of services	6	292 840	146 423
End of contracts	10	397 939	198 974
Retirement	1	0	1
Death	0	-	-
Grand Total	17	690 779	345 398

Employee Changes in the Year

Termination type	Number	% Total
Death	0	0%
Resignation	4	25%
Expiry of contract	9	56%
Dismissal - operational changes	0	0%
Dismissal - misconduct	0	0%
Dismissal - inefficiency	0	0%
Discharge due to illness	0	0%
Promotion	2	13%
Retirement	1	6%
Transfer to other public service departments	0	0%
	16	100%

Employment Equity Per Race and Gender

Programme	African		Coloured		Indian		White		Total per Gender		Total per Race				Grand Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	African	Coloured	Indian	White	
Administration	15	3	2	0	0	0	0	0	17	2	18	2	0	0	20
CEO's office	7	5	1	0	0	0	0	0	8	5	12	1	0	0	13
Commissioners Office	5	4	2	0	2	0	0	0	9	4	9	2	2	0	13
Financial Management	7	6	0	0	0	0	0	0	6	6	12	0	0	0	12
Human Resources	2	1	0	0	0	0	0	0	2	1	3	0	0	0	3
Information & communication	1	3	0	0	0	0	0	0	1	3	4	0	0	0	4
Internal Audit/ monitoring & evaluation	0	1	0	0	0	0	0	0	0	1	1	0	0	0	1
Legal services	7	2	1	0	0	0	0	1	8	3	9	1	0	1	11
Parliamentary liaison & legislation	-	-	0	0	0	0	0	0	-	0	0	0	0	0	0
Public education & information	7	3	0	0	0	0	0	0	7	3	10	0	0	0	10
Research & policy program	5	2	0	0	0	0	0	0	5	5	7	0	0	0	7
Grand Total	56	30	6	-	2	-	0	1	63	33	85	6	2	1	94

Employment and Vacancies by Programme as at 31 March 2025

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	12	8%	0
Human Resources	1	4	3	25%	0
IT/C	1	4	3	25%	0
Legal - National	0	4	4	0%	-
Research - National	4	13	9	31%	-
Education - National	0	3	3	0%	-
Provincial Managers	1	9	8	11%	-
Provinces - Legal	2	9	7	22%	-
Provinces - Education	1	9	8	11%	-
Provinces - Administrators	1	9	8	11%	-
Provinces - Office Assistants	0	9	9	0%	-
Finance	1	9	8	11%	-
Parliament	0	0	0	0%	-
PA/Admin - National	1	4	3	25%	-
Driver - National	0	2	2	0%	-
Office Assistant - National	0	1	1	0%	-
Internal Audit	1	2	1	50%	-
CEO's Office	3	4	1	75%	-
TOTAL PERMANENT	18	107	90	17%	0
Temporary & Internships	0	3	3	0%	-
Grand Total	18	110	93	16%	-

Recruitment over the Period

Occupational bands	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Commissioners	2				2	1	1		6
Senior Management (Level 13-15)	1								1
Professionally qualified (Level 11-12)									
Skilled, technical and academically qualified workers(Level 9-10)	2				4				6
Semi-skilled and discretionally decision making(Level 6-8)	3								3
Unskilled and defined decision making(Level 5)	1				1				2
Employees with disabilities									
Trainees & Internships									
TOTAL	9				7	1	1		18

Promotions over the Period

Occupational bands	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Commissioners									
Senior Management (Level 13-15)	1								1
Professionally qualified (Level 11-12)									
Skilled, technical and academically qualified workers(Level 9-10)									
Semi-skilled and discretionally decision making(Level 6-8)									
Unskilled and defined decision making(Level 5)									
Employees with disabilities					1				1
Trainees & Internships									
TOTAL	1	0	0	0	1		-	-	2

Terminations over the Period

Occupational bands	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Commissioners	1				3				4
Senior Management (Level 13-15)									0
Professionally qualified (Level 11-12)					1				1
Skilled, technical and academically qualified workers(Level 9-10)	3				2				5
Semi-skilled and discretionally decision making(Level 6-8)	1				1				2
Unskilled and defined decision making(Level 5)	1								1
Employees with disabilities					1				1
Trainees & Internships	1				2				3
TOTAL	7	-	0	-	10	0	-	0	17

Disciplinary Matters over the Period

Occupational bands	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Commissioners									0
Senior Management (Level 13-15)					1				1
Professionally qualified (Level 11-12)					2				2
Skilled, technical and academically qualified workers(Level 9-10)	1								1
Semi-skilled and discretionally decision making(Level 6-8)	1								1
Unskilled and defined decision making(Level 5)									0
Employees with disabilities									0
Trainees & Internships									0
TOTAL	2	-	0	-	3	-	-	-	5

Skills Development for 2024/2025

Occupational bands	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Commissioners									0
Senior Management (Level 13-15)					2				2
Professionally qualified (Level 11-12)	4			1	8	1			14
Skilled, technical and academically qualified workers(Level 9-10)	2			1	5	1			9
Semi-skilled and discretionally decision making(Level 6-8)	5				9	1			15
Unskilled and defined decision making(Level 5)					4				4
Employees with disabilities									0
Trainees & Internships									0
TOTAL	11	-	-	2	28	3	-	0	44

PART E

**FINANCIAL
INFORMATION**

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

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

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

General Information

Members of the Commission

Adv. N.S. Mogale (Chairperson- Full-time Commissioner) Appointment as Chairperson-Full time from 01 March 2023.

HRM. C.R. Mogane (Part-time Commissioner) - Appointed as Part-time Commissioner effective from 18 September 2024,

Ms. D.G. Mothupi (Full-time Commissioner) - Appointed as Part-time Commissioner from 01 August 2019,converted to Full- time effective 09 March 2022. Contract lapsed on 31 July 2024.

Mr. M.A. Botha (Full-time Commissioner) - Appointment effective from 01 August 2019.Contract lapsed 31 May 2024.

Ms. N.G. Mazibuko (Deputy Chairperson -Full-time) - Appointed as Full-time Commissioner effective from 01 February 2022. Contract lapsed on 31 July 2024.

Mr. K.R. Teele (Full-time Commissioner) - Appointment effective from 18 September 2024.

Ms. O. Ngoma-Diseko (Full-time Commissioner) - Appointed effective from 01 August 2019. Contract lapsed 31 March 2024.

Ms. M.G. Nemataheni (Full-time Commissioner) - Appointment effective from 18 September 2024.

Dr. C.R Naidu (Part-time Commissioner) - Appointment effective from 18 September 2024.

Mr. M. Nomvungu (Full-time Commissioner) - Appointment effective from 18 September 2024.

Ms. S. Samaai (Full-time Commissioner) - Appointment effective from 18 September 2024.

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

Ms. P Subrayan-Naidoo (Deputy Chairperson-Full time Commissioner)-Appointment effective from 01 March 2023. Covered to full-time from 01 February 2024.Appointment as Deputy Chairperson effective from 01 November 2024.

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

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. Deceased 20 November 2023.

Dr. M.D. Matotoka

Dr. A.R. Ngwenya

Chief Executive Officer

Chief Financial Officer

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

Report on the Audit of the Financial Statements Opinion

Opinion

1. I have audited the financial statements of the Commission for Gender Equality set out on pages 78 to 120, which comprise the statement of financial position as at 31 March 2025, 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 2025 and its financial performance and cash flows for the year then ended in accordance with the Standards of Generally Recognised Accounting Practise (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.

Emphasis of matters

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

Irregular expenditure

7. As disclosed in note 19 to the financial statements, irregular expenditure of R3 049 968 was incurred, as the supply chain prescripts not followed.

Restatement of corresponding figures

8. As disclosed in note 31 to the financial statements, the corresponding figures for the 31 March 2024 were restated as a result of an errors in the financial statements of the constitutional institution at and for the year ended 31 March 2025.

Responsibilities of the accounting officer for the financial statements

9. The accounting officer is responsible for the preparation and fair presentation of the financial statements in accordance with the 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.

10. 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

11. 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.
12. A further description of my responsibilities for the audit of the financial statements is included in the annexure to this auditor's report. This description, which is located at page 7 forms part of our auditor's report.

Report on the Annual Performance Report

13. 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 information against predetermined objectives for the selected material performance indicators presented in the annual performance report. The accounting officer is responsible for the preparation of the annual performance report.
14. I selected the following material performance indicators related to outcomes presented in the annual performance report for the year ended 31 March 2025. I selected those indicators that measure the constitutional institution's performance on its primary mandated functions and that are of significant national, community or public interest.

Outcome 1 - An enabling legislative environment for gender equality:

- Number of submissions and one consolidated report thereof
- Number of engagements and report thereof
- Number of investigations and a report thereof
- 80 per cent compliance with CGE Complaints Handling Manual and a report thereon

15. I evaluated the reported performance information for the selected material performance indicators 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.
16. 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

- all the indicators relevant for measuring the constitutional institution s performance against its primary mandated and prioritised functions and planned objectives are included
- the indicators are well defined to ensure that they are easy to understand and can be applied consistently, as well as verifiable so 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 those committed to in the approved initial or revised planning documents
- the reported performance information presented in the annual performance report in the prescribed manner and is comparable and understandable

17. There is adequate supporting evidence for the achievements reported and for the reasons provided for any over- or underachievement of targets. I performed the procedures to report material findings only; and not to express an assurance opinion or conclusion.

I did not identify any material findings on the reported performance information for the following outcomes pertaining to outcome 1 - An enabling legislative environment for gender equality:

- Number of submissions and one consolidated report thereof
- Number of engagements and report thereof
- Number of investigations and a report thereof
- 80 per cent compliance with CGE complaints handling manual and a report thereon

Other matters

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

Achievement of planned targets

19. The annual performance report includes information on reported achievements against planned targets and provides explanations for over or underachievement's.
20. The table that follows provides information on the achievement of planned targets indicators that were not achieved as reported in the annual performance report. The reasons for any underachievement of targets are included in the annual performance report on pages xx to xx.

Outcome 1

Targets achieved: 69,15 %		
Key indicator not achieved	Planned target	Reported achievement
80 per cent compliance with CGE Complaints handling manual and a report thereon.	80%	69,15%

Material misstatements

21. I identified material misstatements in the annual performance report submitted for auditing. These material misstatements were in the reported performance information for 80 per cent compliance with CGE complaints handling manual and a report thereon. Management subsequently corrected the misstatements, and I did not include, any material findings in this report.

Report on compliance with legislation

22. 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.
23. 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.
24. 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.
25. The material findings on compliance with the selected legislative requirements, presented per compliance theme, are as follows:

Consequence Management

26. 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 due to proper and complete records that were not maintained as evidence to support the investigations into irregular expenditure.
27. 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 due to proper and complete records that were not maintained as evidence to support the investigations into fruitless and wasteful expenditure.

Other information in the Annual Report

28. 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 material indicators in the scoped-in outcomes presented in the annual performance report that have been specifically reported on in this auditor's report.
29. 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.
30. 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 material indicators in the scoped-in outcomes presented in the annual performance report or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

31. The other information I obtained prior to the date of this auditor's reports are the accounting officer's report
The remainder of the governance reports are expected to be made available to me after 31 July 2025.
32. If, based on the work I have performed on the other information that I obtained prior to the date of the 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.
33. 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 to 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

34. 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.
35. 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.
36. 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.

Auditor - General

Pretoria

31 July 2025



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 material performance indicators and on the Constitutional Institutions 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 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	Section, regulation or paragraph
Public Finance Management Act 1 of 1999	Section 38(1)(b); 38(1)(c)(iii); 38(1)(d); 38(1)(f); 38(1)(h)(iii); 40(1)(a); 40(1)(b); 40(1)(c)(i); 44; 45(b)
Treasury Regulations, 2005	Regulation 4.1.1; 4.1.3; 5.1.1; 5.2.1; 5.2.3(a); 5.2.3(d); 5.3.1; 8.1.1; 8.2.1; 8.2.3; 8.4.1; 9.1.1; 9.1.4; 10.1.1(a); 10.1.2; 12.5.1; 15.10.1.2(c); 16A3.2; 16A3.2(a); 16A6.1; 16A6.2(a); 16A6.2(b); 16A6.3(a); 16A6.3(b); 16A6.3(e); 16A 6.4; 16A 6.5; 16A6.6; 16A7.1; 16A7.3; 16A7.6; 16A8.3; 16A8.4; 16A9.1(b)(ii); 16A9.1(d); 16A9.1(e); 16A9.1(f); 16A9.2; 16A9.2(a)(ii); 17.1.1; 18.2; 19.8.4
Construction Industry Development Board Act 38 of 2000	Section 18(1)
Construction Industry Development Board Regulations, 2004	Regulation 17; 25(7A)
National Treasury Instruction No. 5 of 2020/21	Paragraph 4.8; 4.9; 5.3
Second amendment National Treasury Instruction No. 5 of 202/21	Paragraph 1
Erratum National Treasury Instruction No. 5 of 202/21	Paragraph 2
National Treasury Instruction No. 1 of 2021/22	Paragraph 4.1
National Treasury Instruction No. 4 of 2015/16	Paragraph 3.4
National Treasury SCM Instruction No. 4A of 2016/17	Paragraph 6
National Treasury SCM Instruction No. 03 of 2021/22	Paragraph 4.1; 4.2(b); 4.17; 4.3; 4.4(a); 7.2; 7.6
National Treasury SCM Instruction No. 11 of 2020/21	Paragraph 3.4(a); 3.4(b); 3.9
National Treasury SCM Instruction No. 2 of 2021/22	Paragraph 3.2.1; 3.2.4; 3.2.4(a); 3.3.1
National Treasury Practice Note 5 of 2009/10	Paragraph 3.3
National Treasury Practice Note 7 of 2009/10	Paragraph 4.1.2
Preferential Procurement Policy Framework Act 5 of 2000	Section 1; 2.1(a); 2.1(f)
Preferential Procurement Regulations, 2022	Regulation 4.1; 4.2; 4.3; 4.4; 5.1; 5.2; 5.3; 5.4
Preferential Procurement Regulation, 2017	Regulation 4.1; 4.2; 5.1; 5.3; 5.6; 5.7; 6.1; 6.2; 6.3; 6.6; 6.8; 7.1; 7.2; 7.3; 7.6; 7.8; 8.2; 8.5; 9.1; 10.1; 10.2; 11.1; 11.2
Prevention and Combating of Corrupt Activities Act 12 of 2004	Section 34(1)

Commission for Gender Equality

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Abbreviations used:

DWYPD	Department of Women, Youth and Persons with Disabilities
GRAP	Generally Recognised Accounting Practice
IAS	International Accounting Standards
IPSAS	International Public Sector Accounting Standards
PFMA	Public Finance Management Act

Commission for Gender Equality

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 2025 from page 78 to 120.



Dr. Dennis Matotoka
Chief Executive Officer

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Statement of Financial Position as at 31 March 2025

Figures in Rand	Note(s)	2025	2024 Restated*
Assets			
Current Assets			
Inventories	2	44 218	52 052
Receivables from exchange transactions	3	1 379 775	830 306
Receivables from non-exchange transactions	4	207 953	5 274 580
Cash and cash equivalents	5	21 411 924	17 842 030
		23 043 870	23 998 968
Non-Current Assets			
Property, plant and equipment	6	8 971 967	10 263 962
Intangible assets	7	352 594	444 492
Receivables from exchange transactions	3	41 371	165 486
		9 365 932	10 873 940
Total Assets		32 409 802	34 872 908
Liabilities			
Current Liabilities			
Finance lease obligation	8	497 172	553 444
Payables from exchange transactions	9	10 491 474	10 912 914
Taxes and transfers payable (non-exchange)	30	105 839	1 832
Provisions	10	6 542 058	5 407 018
		17 636 543	16 875 208
Non-Current Liabilities			
Finance lease obligation	8	221 867	766 692
Total Liabilities		17 858 410	17 641 900
Net Assets		14 551 392	17 231 008
Accumulated surplus		14 551 396	17 231 007
Total Net Assets		14 551 396	17 231 007

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Statement of Financial Performance for the year ended 31 March 2025

Figures in Rand	Note(s)	2025	2024 Restated*
Revenue			
Revenue from exchange transactions			
Other income	11	1 483 413	1 803 763
Gain on disposal of assets and liabilities		-	5 641
Inventories reversal		-	8 814
Total revenue from exchange transactions		1 483 413	1 818 218
Revenue from non-exchange transactions			
Transfer revenue			
Public contributions and donations	12	-	12 990
Transfers from National Government	13	93 568 000	95 273 000
Total revenue from non-exchange transactions		93 568 000	95 285 990
Total revenue		95 051 413	97 104 208
Expenditure			
Employee related costs	15	(63 189 374)	(63 122 498)
Depreciation and amortisation		(2 366 642)	(2 306 977)
Finance costs	16	(34 936)	(21 207)
Gain or loss on disposal of assets and liabilities		(258 620)	-
General Expenses	14	(31 881 454)	(34 649 662)
Total expenditure		(97 731 026)	(100 100 344)
Deficit for the year		(2 679 613)	(2 996 136)

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Statement of Changes in Net Assets for the year ended 31 March 2025

Figures in Rand	Accumulated surplus / deficit	Total net assets
Balance at 01 April 2023	25 902 143	25 902 143
Changes in net assets		
Deficit for the year	(2 996 136)	(2 996 136)
Funds Surrendered to National Treasury	(5 675 000)	(5 675 000)
Total changes	(8 671 136)	(8 671 136)
Restated* Balance at 01 April 2024	17 231 009	17 231 009
Changes in net assets		
Deficit for the year	(2 679 613)	(2 679 613)
Total changes	(2 679 613)	(2 679 613)
Balance at 31 March 2025	14 551 396	14 551 396

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Cash Flow Statement for the year ended 31 March 2025

Figures in Rand	Note(s)	2025	2024 Restated*
Cash flows from operating activities			
Receipts			
Grants		98 568 000	98 667 000
Interest Income		1 174 024	1 661 057
Public Contributions and Donations		-	12 990
Sundry Income		309 389	142 356
		100 051 413	100 483 403
Payments			
Employee costs		(63 623 944)	(60 260 913)
Suppliers		(30 980 170)	(40 693 144)
		(94 604 114)	(100 954 057)
Net cash flows from operating activities	18	5 447 299	(470 654)
Cash flows from investing activities			
Purchase of property, plant and equipment	6	(1 241 368)	(715 569)
Proceeds from sale of property, plant and equipment	6	1 700	4 658
Net cash flows from investing activities		(1 239 668)	(710 911)
Cash flows from financing activities			
Finance lease payments		(637 737)	(249 460)
Net increase/(decrease) in cash and cash equivalents		3 569 894	(1 431 025)
Cash and cash equivalents at the beginning of the year		17 842 030	19 273 055
Cash and cash equivalents at the end of the year	5	21 411 924	17 842 030

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Statement of Comparison of Budget and Actual Amounts

Budget on Accrual Basis

Figures in Rand	Approved budget	Adjustments	Final Budget	Actual amounts on comparable basis	Difference between final budget and actual	Reference
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Statement of Financial Performance Revenue

Revenue from exchange transactions

Other income	-	-	-	1 483 413	1 483 413	Note 22
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Revenue from non-exchange transactions

Transfer from National Government	93 568 000	3 305 103	96 873 103	93 568 000	(3 305 103)	Note 22
Total revenue	93 568 000	3 305 103	96 873 103	95 051 413	(1 821 690)	

Expenditure

Personnel	(71 066 851)	5 084 897	(65 981 954)	(63 189 374)	2 792 580	Note 22
Depreciation and amortisation	-	-	-	(2 366 642)	(2 366 642)	Note 22
Finance costs	-	-	-	(34 936)	(34 936)	Note 22
General Expenses	(22 501 149)	(8 390 000)	(30 891 149)	(31 881 454)	(990 305)	Note 22
Total expenditure	(93 568 000)	(3 305 103)	(96 873 103)	(97 472 406)	(599 303)	
Operating deficit	-	-	-	(2 420 993)	(2 420 993)	
Loss on disposal of assets and liabilities	-	-	-	(258 620)	(258 620)	Note 22
Deficit before taxation	-	-	-	(2 679 613)	(2 679 613)	

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Significant Accounting Policies

1. Significant accounting policies

The significant accounting policies applied in the preparation of these annual financial statements are set out 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;

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:

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Significant Accounting Policies

1.4 Significant judgements and sources of estimation uncertainty (continued)

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.

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.

Provisions and contingent assets and liabilities

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

1.5 Revenue from exchange transactions

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

An exchange transaction is one in which the entity receives assets or services, or has liabilities extinguished, and directly gives approximately equal value (primarily in the form of goods, services or use of assets) to the other party in exchange.

Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction.

Other revenue from exchange transactions is recognised when the goods and services are received and recognised to increase the net asset.

Interest

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

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Significant Accounting Policies

1.6 Revenue from non-exchange transactions

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

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

Control of an asset arise when the entity can use or otherwise benefit from the asset in pursuit of its objectives and can exclude or otherwise regulate the access of others to that benefit.

Exchange transactions are transactions in which one entity receives assets or services, or has liabilities extinguished, and directly gives approximately equal value (primarily in the form of cash, goods, services, or use of assets) to another entity in exchange.

Expenses paid through the tax system are amounts that are available to beneficiaries regardless of whether or not they pay taxes.

Fines are economic benefits or service potential received or receivable by entities, as determined by a court or other law enforcement body, as a consequence of the breach of laws or regulations.

Non-exchange transactions are transactions that are not exchange transactions. In a non-exchange transaction, an entity either receives value from another entity without directly giving approximately equal value in exchange, or gives value to another entity without directly receiving approximately equal value in exchange.

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

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

Tax expenditures are preferential provisions of the tax law that provide certain taxpayers with concessions that are not available to others.

The taxable event is the event that the government, legislature or other authority has determined will be subject to taxation. Taxes are economic benefits or service potential compulsorily paid or payable to entities, in accordance with laws and or

regulations, established to provide revenue to government. Taxes do not include fines or other penalties imposed for breaches

of the law.

Gifts and donations, including goods and services in-kind

Gifts and donation, including service in kind, are recognised as asset and revenue when received.

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Significant Accounting Policies

1.6 Revenue from non-exchange transactions (continued)

Transfers from National Government

Transfers are inflows of future economic benefits or service potential from non-exchange transactions, other than taxes. The entity recognises an asset in respect of transfers when the transferred resources meets the definition of an asset and satisfy the criteria for recognition of an asset.

1.7 Property, plant and equipment

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.

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.

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 - 20 years
Office equipment	Straight-line	5 - 25 years
IT equipment	Straight-line	5 - 20 years
Leased Assets	Straight-line	2 - 4 years

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Significant Accounting Policies

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.

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.

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

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.

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Significant Accounting Policies

1.9 Leases (continued)

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.

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

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.

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.

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Significant Accounting Policies

1.11 Financial instruments (continued)

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.

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 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.

Payables from exchange transactions

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

Derecognition

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.

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Significant Accounting Policies

1.11 Financial instruments (continued)

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.

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 the requirements 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 the 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.

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Significant Accounting Policies

1.15 Related parties (continued)

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.

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.
- Finance Cost.

The approved budget covers the fiscal period from 2024/04/01 to 2025/03/31.

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.

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Significant 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 2024 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 01: Presentation of Financial statements	01 April 2024	It is not expected to have a any significant impact.
GRAP 105:Transfer of functions between entities	01 April 2024	It is not expected to have any significant impact. under common control.

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.

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
- 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.

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Significant Accounting Policies

1.20 Statutory receivables (continued)

Initial measurement

The entity initially measures statutory receivables at their transaction amount.

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.

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

Figures in Rand	2025	2024
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2. Inventories

Consumable stores	44 218	52 052
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3. Receivables from exchange transactions

Trade debtors	205 000	-
Software Subscriptions Prepaid	1 155 146	919 042
GCIS Media Slots Prepaid	61 000	61 000
Deposits and Rental paid in advance	-	15 750
	1 421 146	995 792
Non-current assets	41 371	165 486
Current assets	1 379 775	830 306
	1 421 146	995 792

Trade and other receivables past due but not impaired

Trade and other receivables which are less than 3 months past due are not considered to be impaired. All receivables were less than 30 days due as at 31 March 2025.

4. Receivables from non-exchange transactions

Government grants and subsidies	-	5 000 000
Staff debtors	130 894	146 887
Cash Advance	77 059	127 693
	207 953	5 274 580

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

DWYPD-Government grants and subsidies Receivables	-	5 000 000
Financial asset receivables included in receivables from non-exchange transactions above	207 953	274 580
Total receivables from non-exchange transactions	207 953	5 274 580

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 2025, receivables from non-exchange transactions of R73 773 (2024: R125 594) 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.

The ageing of amounts past due but not impaired is as follows:

1 month past due	-	-
2 months past due	-	-
3 months past due	73 773	125 594

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

Figures in Rand	2025	2024
5. Cash and cash equivalents		
Cash and cash equivalents consist of:		
Cash on hand	18 710	8 314
Bank balances	21 393 214	17 833 716
	21 411 924	17 842 030

6. Property, plant and equipment

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

	2025			2024		
	Cost / Valuation	Accumulated depreciation and accumulated impairment	Carrying value	Cost / Valuation	Accumulated depreciation and accumulated impairment	Carrying value
Furniture and fixtures	4 379 998	(3 597 613)	782 385	4 452 081	(3 455 186)	996 895
Motor vehicles	8 844 923	(4 235 463)	4 609 460	9 607 681	(4 103 653)	5 504 028
Office equipment	1 738 684	(1 226 218)	512 466	1 255 108	(1 011 823)	243 285
IT equipment	8 276 688	(6 234 288)	2 042 400	7 677 490	(5 553 801)	2 123 689
Leased Assets	2 432 106	(1 406 850)	1 025 256	2 396 435	(1 000 370)	1 396 065
Total	25 672 399	(16 700 432)	8 971 967	25 388 795	(15 124 833)	10 263 962

Reconciliation of property, plant and equipment - 2025

	Opening balance	Additions	Disposals	Depreciation	Total
Furniture and fixtures	996 895	-	(375)	(214 135)	782 385
Motor vehicles	5 504 028	-	(201 670)	(692 898)	4 609 460
Office equipment	243 285	490 763	(1)	(221 581)	512 466
IT equipment	2 123 689	696 087	(49 505)	(727 871)	2 042 400
Leased Assets	1 396 065	54 518	(7 068)	(418 259)	1 025 256
Total	10 263 962	1 241 368	(258 619)	(2 274 744)	8 971 967

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

6. Property, plant and equipment (continued)

Reconciliation of property, plant and equipment - 2024

	Opening balance	Additions	Depreciation	Total
Furniture and fixtures	1 110 559	162 160	(275 824)	996 895
Motor vehicles	6 196 925	-	(692 897)	5 504 028
Office equipment	332 710	32 732	(122 157)	243 285
IT equipment	2 376 396	520 676	(773 383)	2 123 689
Other leased Assets # 1	309 518	1 436 352	(349 805)	1 396 065
	10 326 108	2 151 920	(2 214 066)	10 263 962

Pledged as security

Carrying value of assets pledged as security:

No items of Property, plant and equipment were pledged as security by the entity.

Assets subject to finance lease (Net carrying amount)

Leased Assets

1 025 256 1 396 065

7. Intangible assets

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

	2025			2024		
	Cost / Valuation	Accumulated amortisation and accumulated impairment	Carrying value	Cost / Valuation	Accumulated amortisation and accumulated impairment	Carrying value
Computer software, other	907 071	(585 098)	321 973	907 071	(493 200)	413 871
Intangible assets under development	30 621	-	30 621	30 621	-	30 621
Total	937 692	(585 098)	352 594	937 692	(493 200)	444 492

Reconciliation of intangible assets - 2025

Computer software, other
Intangible assets under development

Opening balance	Amortisation	Total
413 871	(91 898)	321 973
30 621	-	30 621
444 492	(91 898)	352 594

Reconciliation of intangible assets - 2024

Computer software, other
Intangible assets under development

Opening balance	Amortisation	Total
506 782	(92 911)	413 871
30 621	-	30 621
537 403	(92 911)	444 492

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

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

Figures in Rand	2025	2024
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7. Intangible assets (continued)

The intangible asset under development relates to Human Resources Management System. The system was envisaged to go live in 2024/25. HR Premier configuration was affected by the migration of the Commission servers to Cloud in the beginning of 2024/25 financial year. However, the process to finalize the remaining 30% was in progress by the 31st of March 2025. It is estimated for completion in the third quarter of the new financial year ending 31 March 2026.

No items of intangible assets were pledged as security by the entity.

8. Finance lease obligation

Minimum lease payments due

- within one year	594 471	693 067
- in second to fifth year inclusive	313 350	915 093

less: future finance charges

(180 365)	(229 881)
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Present value of minimum lease payments

727 456	1 378 279
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Present value of minimum lease payments due

- within one year	505 589	552 358
- in second to fifth year inclusive	221 867	825 921

727 456	1 378 279
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Non-current liabilities

221 867	766 692
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Current liabilities

497 172	553 444
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719 039	1 320 136
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These leases are imputed at relevant prime lending rate between 7.25% and 11.75%. 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	3 176 555	1 783 304
Leave Accrual	3 490 229	3 366 386
Annual Bonus - 13th Cheque	597 336	613 768
Accrued expenses	3 001 691	3 072 718
Payroll creditors	225 663	2 076 738
	10 491 474	10 912 914

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

10. Provisions

Reconciliation of provisions - 2025

Provision for pending settlement negotiations
Performance Bonus

Opening Balance	Additions	Utilised during the year	Reversed during the year	Total
2 533 989	508 482	-	-	3 042 471
2 873 029	3 499 587	(2 780 167)	(92 862)	3 499 587
5 407 018	4 008 069	(2 780 167)	(92 862)	6 542 058

Reconciliation of provisions - 2024

Provision for pending settlement negotiations
Performance Bonus

Opening Balance	Additions	Utilised during the year	Reversed during the year	Total
2 011 240	522 749	-	-	2 533 989
2 318 848	2 873 029	(1 966 224)	(352 624)	2 873 029
4 330 088	3 395 778	(1 966 224)	(352 624)	5 407 018

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 four (4) 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 four (4) of the affected employees and their legal representatives attended. In the current year of review Ms M Mavuso and Mr N Mrwebo, a judgement was handed down in February 2025 in favour of the employees. However, the Commission is intending to appeal this matter. Mr T Monosi is also pending on the same matter.

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

Figures in Rand	2025	2024
11. Other income		
Interest Received	1 174 024	1 661 057
Sundry Income	309 389	142 706
	1 483 413	1 803 763

12. Public contributions and donations

Donation in Cash	-	12 990
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The Commission for Gender Equality did not receive any donations nor public contributions in the current year of review ending

31 March 2025.

13. Transfers from National Government

Transfers received	93 568 000	95 273 000
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A transfer of R93 568 000 (2024: R95 273 000) was allocated to the Commission from the Department of Women, Youth and Persons with disabilities in the current year of review. In the 2024/25 financial year, the Commission has seen a moderate decrease in MTEF allocation from National Treasury. The budget has decreased from R95.3 million for the 2023/24 to R93.6 million for the current year ending 31 March 2025. The reduction of the budget was also affected by the budget cuts to accommodate the cost containment measures to assist the national departments, public entities and provincial offices to close the fiscal gap experience in the country.

14. General expenses

Advertising	124 995	95 028
Auditors remuneration	2 795 532	4 095 099
Bank charges	58 492	53 606
Office Cleaning, Maintenance, Plants and Security	1 889 107	2 129 095
Consulting and professional fees	2 172 273	2 312 344
Courier Services	69 405	194 820
Conferences and seminars	3 040 959	3 393 730
Legal fees	2 432 727	4 366 978
Computer Servicing, IT and Website	240 912	751 792
System development	888 427	2 051 362
Printing and stationery	263 492	250 478
Repairs and maintenance	499 531	200 096
Software expenses	2 105 903	1 616 574
Subscriptions and membership fees	6 527	83 229
Telecommunication Expenses	1 751 526	330 825
Travel - local	5 578 713	4 864 805
Travel - overseas	1 431 752	965 503
Report Writing, Printing and Publishing	4 991 816	5 013 333
Staff Training and Development	276 000	306 959
Operating lease expenses	87 115	255 125
Other office running costs	776 897	967 061
Office Consumables and Refreshments	399 353	351 820
	31 881 454	34 649 662

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

Figures in Rand	2025	2024
15. Employee related costs		
Basic	49 215 629	50 018 882
Performance Bonus	3 752 101	2 873 030
Unemployment Insurance Fund	189 985	193 163
Workers Compensation Assistance	105 123	109 086
Leave pay provision charge	1 302 373	868 504
Provident Fund - Employer Contributions	5 222 195	5 568 009
Overtime payments	146 659	115 100
13th Cheque	2 040 193	2 195 054
Allowances	266 442	269 745
Employer Contributions - Other	576 563	525 319
Long Service Awards - Cash	80 000	65 000
Medical aid - Employer contributions	292 111	321 606
	63 189 374	63 122 498

16. Finance costs

Finance Cost	34 936	21 207
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Finance cost comprises of interest amortised on the finance leases of an amount R34 936.

17. Related parties

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

Unless specifically disclosed, the transactions between the CGE and these entities are concluded on an arm's length basis. There are no restrictions in the CGE's capacity to transact with any entity

Related party transactions

Donation in Cash

Auditor General of South Africa	-	12 990
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There were no donation in kind nor cash that was received in the current year.

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

Figures in Rand	2025	2024
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17. Related parties (continued)

Other transactions with public sector departments and entities

Department of Women, Youth and Persons with Disabilities - Government Grant	93 568 000	95 273 000
National Department of Public Works - Recovery of municipal services	(1 609 621)	(2 336 140)
Government Communication and Information Systems - Radio slots	(61 000)	(61 000)
South African School of Government - Training services	(150 825)	(203 580)
South African Revenue Services - PAYE, SDL and UIF	(15 179 207)	(13 422 502)
South African Broadcasting Corporation - Television licences	(3 108)	(3 108)
Department of Employment and Labour - Workmen's Compensation	(105 123)	(109 085)
Education, Training and Development Practices - SETA - Skills development grant	102 689	89 716
Auditor General of South Africa - External audit services	(2 189 832)	(4 095 099)
South African National Roads Agency Limited - E-toll fees	-	(9 309)

Key management information

Class	Description	Number
Commissioners	Part-time Commissioners	4
Commissioners	Chairperson, Deputy Chairperson and 7 Full-time Commissioners	7
Executive management	Chief Executive Officers and Heads of Departments	6

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

17. Related parties (continued)

Remuneration of management

Commissioners

2025

Name

D.G. Mothupi - Full-time-Contract lapsed 31 July 2024	
M.A. Botha - Full-time-Contract lapsed 31 May 2024	
N.G. Mazibuko - Full-time-Contract lapsed 31 July 2024	
N.S. Mogale - Full-time-Re-appointment from 01 March 2023	
O. Ngoma-Diseko - Full-time-Contract lapsed 31 March 2024	
B. Deyi - Part-time Contract lapsed on 25 April 2024	
O.L. Ntuli-Tloubatla - Full-time-Deceased 20 November 2023	
T.S. Gumede - Full-time-Contract commenced on 01 March 2023	
P.L. Naidoo - Part-time-Contract commenced on 01 March 2023.	
Converted to full time effective 01 March 2024	
L.L. Van Der Merwe - Part-time-Contract commenced on 01 March 2023	
C.R. Naidu-Part-time-Contract commenced on 18 September 2024	
E.T. Mogane-Part-time-Contract commenced on 18 September 2024	
K.R. Teele-Full-time-Contract commenced on 18 September 2024	
M.G. Nemataheni-Full-time-Contract commenced on 18 September 2024	
M. Nomvungu-Full-time-Contract commenced on 18 September 2024	
S. Samadi-Full-time-contract commenced on 18 September 2024	

*Commissioners are provided with transport when attending official meetings.

Basic salary	13th Cheque and Leave Payouts	Employer Contributions	Total	Backpay	Grand Total
323 863	82 212	-	406 075	37 487	443 562
138 713	28 730	11 659	179 102	33 317	212 419
348 032	82 197	-	430 229	40 285	470 514
1 242 400	-	-	1 242 400	57 530	1 299 930
-	82 212	-	82 212	29 148	111 360
-	-	-	-	2 001	2 001
-	102 790	-	102 790	-	102 790
989 646	-	-	989 646	52 082	1 041 728
963 848	56 982	-	1 020 830	79 897	1 100 727
388 966	-	-	388 966	22 230	411 196
246 971	-	-	246 971	1 652	248 623
222 520	-	-	222 520	2 252	224 772
507 587	-	-	507 587	4 169	511 756
507 587	-	-	507 587	4 169	511 756
507 587	-	-	507 587	4 169	511 756
507 587	-	-	507 587	4 169	511 756
6 895 307	435 123	11 659	7 342 089	374 557	7 716 646

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

17. Related parties (continued)

2024

Name	Basic salary	13th Cheque and Leave Payouts	Employer Contributions	Total	Backpay	Grand Total
D.G. Mothupi - Full-time	948 009	-	12 124	960 133	51 879	1 012 012
M.A. Botha - Full-time	810 118	66 682	79 618	956 418	63 327	1 019 745
N.G. Mazibuko - Full-time	940 779	76 622	12 927	1 030 328	62 795	1 093 123
T.E. Mathebula - Full-time-Contract lapsed 31 October 2022	-	-	384	384	20 724	21 108
S.D. Rakolote - Part-time-Contract lapsed 31 October 2022	-	-	156	156	7 840	7 996
N.M. Moleko - Full-time-Contract lapsed 31 October 2022	-	-	354	354	17 739	18 093
N.S. Mogale - Full-time-Re-appointment from 01 March 2023	1 190 128	-	14 452	1 204 580	42 625	1 247 205
O. Ngoma-Diseko - Full-time-Contract lapsed 31 March 2024	948 009	-	12 124	960 133	51 879	1 012 012
B. Deyi - Part-time	68 309	-	1 647	69 956	14 154	84 110
O.L. Ntuli-Tloubatla - Full-time -Deceased 20 November 2023	554 398	-	50 623	605 021	47 163	652 184
T.S. Gumede - Full-time-Contract commenced on 01 March 2023	948 009	-	11 864	959 873	25 939	985 812
P.L. Naidoo - Part-time-Contract commenced on 01 March 2023. Converted to full time effective 01 March 2024	544 131	-	7 712	551 843	14 525	566 368
L.L. Van Der Merwe - Part-time-Contract commenced on 01 March 2023	452 427	-	6 582	459 009	11 025	470 034
	7 404 317	143 304	210 567	7 758 188	431 614	8 189 802

17. Related parties (continued)

Management class: Executive management

2025

Name	Basic salary	13th Cheque & Leave Payouts	Allowances	Total	Backpay	Performance Bonus	Grand Total
A.R. Ngwenya - Chief Financial Officer - Contract commenced on 15 June 2022	1 156 002	-	139 000	1 295 002	13 043	92 924	1 400 969
P. Gabela - HOD Public Education and Information Contract commenced on 1 December 2022	1 231 994	-	-	1 231 994	13 042	92 924	1 337 960
M.D. Matofoka - Chief Executive Officer-Contract commenced 01 May	1 816 481	102 679	-	1 919 160	16 925	112 756	2 048 841
T.J. Shuping-HOD Legal Contract commenced 01 March 2025	86 059	-	-	86 059	-	-	86 059
	4 290 536	102 679	139 000	4 532 215	43 010	298 604	4 873 829

2024

Name	Basic salary	13th Cheque & Leave Payouts	Employer Contribution	Allowances	Total	Backpay	Termination Benefits	Grand Total
A.R. Ngwenya - Chief Financial Officer - Contract commenced on 15 June 2022	989 521	30 000	75 938	153 000	1 248 459	4 921	-	1 253 380
T.G. Twalo - HOD Research - Contract commenced on 01 July 202	944 033	63 676	120 951	15 000	1 143 660	5 068	-	1 148 728
P. Gabela - HOD Public Education and Information Contract commenced on 1 December 2022	1 072 174	40 000	138 492	-	1 250 666	4 921	-	1 255 587
M.D. Matofoka - HOD Legal - Contract commenced on 01 December 2022	1 227 366	-	18 099	364 386	1 609 851	4 921	-	1 614 772
P. Nkomo Chief Executive Officer - Contract on 03 January 2023 commenced	328 499	88 550	47 604	30 000	494 653	6 135	562 744	1 063 532
	4 561 593	222 226	401 084	562 386	5 747 289	25 966	562 744	6 335 999

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

Figures in Rand	2025	2024
18. Cash generated from (used in) operations		
Deficit	(2 679 613)	(2 996 136)
Adjustments for:		
Depreciation and amortisation	2 366 642	2 306 977
Gain on sale of assets and liabilities	258 620	-
Finance costs - Finance leases	34 936	21 207
Movements in provisions	1 135 040	1 076 930
Inventory losses or write-downs	-	8 814
Funds Surrendered to National Treasury	-	(5 675 000)
Changes in working capital:		
Inventories	7 834	20 551
Receivables from exchange transactions	(425 354)	13 649
Other receivables from non-exchange transactions	5 066 627	(17 198)
Statutory receivables	-	3 418 590
Payables from exchange transactions	(421 440)	1 476 492
Taxes and transfers payable (non-exchange)	104 007	(125 530)
	5 447 299	(470 654)

19. Irregular expenditure

Add: Irregular Expenditure - current	3 049 968	4 078 489
	3 049 968	4 078 489

Incidents/cases identified in the current year include those listed below:

The determination test was conducted for 2022/23 and 2023/2024 financial year conducted by Internal Audit and concluded in February 2025 and the letter to OCPO to request condonation was sent afterwards. The Accounting Officer subsequently implemented consequence management to the affected employees.

Legal Panel-Awards made to legal panel members in contravention with PPPFA regulation	2 431 927	3 809 947
Deloitte - Similar services procured individually	-	12 378
Vodacom- Bid not published as required by National Treasury regulations	618 041	63 937
Salaries for Commissioners' PAs - incurred in contravention of Recruitment Policies	-	187 977
Inyameko Trading 445CC- Lowest quote not obtained	-	4 250
	3 049 968	4 078 489

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

Figures in Rand	2025	2024
20. Fruitless and wasteful expenditure		
Add: Fruitless and wasteful expenditure identified - current	244 554	345 103
Less: Amount recovered - current	-	(132 400)
	244 554	212 703

Fruitless and wasteful expenditure disclosed in the current year 31 March 2025 amounting to R244 554 is broken down as follows:

- R154 014 was incurred as a result of a policy change on Medical Subsidy for staff not communicated to payroll office due to exit in management. R62 229 was incurred as a result of a policy change on Housing Subsidy for staff not communicated to payroll office due to exit in management.
- R 28 312 was as a result of employees missing their flights and shuttles for engagements on behalf of the commission.

The determination test was conducted for 2022/23 and 2023/2024 financial year conducted by Internal Audit and concluded in February 2025 and the letter to OCPO to request condonation was sent afterwards. The Accounting Officer subsequently implemented consequence management to the affected employees.

Amount recovered

In the current year under review, the Commission did not recover any fruitless and wasteful expenditure, except for the previous year of 2023/2024 which is as follows:

- 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, subsequently the fruitless and wasteful was disclosed in the previous year of 2022/23 and the amount was recovered from the staff member in the current financial year of review resulting in receivable from the staff member of an amount of R132 400.

First Car Rental / SIXT Rent a Car-3rd Party liability	-	(132 400)
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21. Reconciliation between budget and statement of financial performance

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

Net deficit per the statement of financial performance	(2 679 613)	(2 996 136)
Adjusted for:		
Other income not budgeted for	(1 483 413)	(1 803 763)
General expenses lower than the budget	805 848	7 179 027
Personnel expenditure in lower than the budget	(2 608 123)	(4 679 867)
Depreciation and amortisation are non-cash items	2 366 642	2 306 977
Disposal of Non Current Assets	258 620	(5 641)
Finance costs not budgeted for	34 936	21 207
Donations in kind	-	(12 990)
Inventory losses/write downs	-	(8 814)
Transfer from National Government-Retention Surplus	3 305 103	-
Net deficit per approved budget	-	-

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

Figures in Rand	2025	2024
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22. Budget differences

Material differences between budget and actual amounts

For the period under review a net deficit of -R2 679 613 was reported as compared to a deficit of -R2 996 136 in the previous period. The main contributor to the deficit was mainly caused by travel expenses for the Commission in order to reach its APP targets. Furthermore, the Commission earned interest on a positive bank balance amounting to R1 174 024, other income R309 389 which consist of R106 488 (EDTP-SETA discretionary grants to assist with the Commission's skills development efforts) and the disposal of assets amounting to -R258 293.

In addition to the above, the primary contributor to the reported deficit was an under-expenditure of R2 608 123 on personnel costs due to positions that were vacant in the year under review. The main contributors were 6 Commissioners as a vacant position which was filled towards the end of quarter two in the current year under review, Head of Research, DD:PEI, Head of legal positions which were also vacant. 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 R65 981 954.

General expenses also reflected an over-spending of R990 305 which was due to increase in spending from the third quarter expenditure as traveling of locals to reach the APP targets amounted to R5 578 713(2024: R5 338 872), additionally to local travel, there was also an increase of international travel of R1 431 752 as compared to the previous expenditure of R965 503, a significant decrease in audit fees also recorded amounting to R2 795 532 (2024: R4 095 099) . A further contributor was due to usage of Report writing,Printing and Publishing amounting to R4 991 816 (2024: R5 013 333) for producing reports. A decrease in legal fees of R2 432 727.29 as compared to the previous year 2023/24 of R4 366 978 contributed reflecting a decrease in the irregular expenditure disclosure of contravening with the PPPFA regulations.

The depreciation and amortisation expense of R2 366 642 had a counter-effect to the above deficit since this provision was not budgeted for when the 2024/2025 budget was compiled.

Finance costs relates to the implicit interest incurred on the finance leases for cellphones and multifunctional printing equipment for an amount R34 936.

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.

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

Figures in Rand	2025	2024
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23. Risk management (continued)

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.

Liquidity risk

The entity's risk to liquidity is a result of the funds available to cover future commitments. The entity manages liquidity risk through an ongoing review of future commitments and credit facilities.

Credit risk

Credit risk consists mainly of cash deposits, cash equivalents, derivative financial instruments and trade debtors. The entity only deposits cash with major banks with high quality credit standing and limits exposure to any one counter-party.

Trade receivables comprise a widespread customer base. Management evaluated credit risk relating to customers on an ongoing basis. If customers are independently rated, these ratings are used. Otherwise, if there is no independent rating, risk control assesses the credit quality of the customer, taking into account its financial position, past experience and other factors. Individual risk limits are set based on internal or external ratings in accordance with limits set by the board. The utilisation of credit limits is regularly monitored. Sales to retail customers are settled in cash or using major credit cards. Credit guarantee insurance is purchased when deemed appropriate.

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

Financial instrument		
Cash and cash equivalent	21 395 036	17 840 277
Receivables from non-exchange transactions	410 954	316 368

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

Figures in Rand	2025	2024
24. Financial instruments disclosure		
Categories of financial instruments		
2025		
Financial assets		
		At amortised cost
Other receivables from non-exchange transactions		412 953
Cash and cash equivalents		21 411 924
		21 824 877
Financial liabilities		
		At amortised cost
Trade and other payables from exchange transactions		6 178 246
2024		
Financial assets		
		At amortised cost
Other receivables from non-exchange transactions		274 580
Cash and cash equivalents		17 842 030
		18 116 610
Financial liabilities		
		At amortised cost
Trade and other payables from exchange transactions		4 856 022

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

Figures in Rand	2025	2024
25. Commitments		
Authorised capital expenditure		
Already contracted for but not provided for		
• Property, plant and equipment	821 535	1 744 375
Total capital commitments		
Already contracted for but not provided for	821 535	1 744 375
Authorised operational expenditure		
Already contracted for but not provided for		
• Goods and Services	13 810 144	14 602 630
Total operational commitments		
Already contracted for but not provided for	13 810 144	14 602 630
Total commitments		
Total commitments		
Authorised capital expenditure	821 535	1 744 375
Authorised operational expenditure	13 810 144	14 602 630
	14 631 679	16 347 005

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	12 943	12 943
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1. The 3 parking bay for limpopo office with escalating at 6% compounded annually ending 31 October 2025.

Rental expenses relating to operating leases

Minimum lease payments	12 154	244 124
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Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

Figures in Rand	2025	2024
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26. Contingencies

In terms of the National Treasury practice notes, the Commission is required to surrender surplus funds R5 363 109 generated from operating activities in a reporting period back to the Revenue Fund. For the 2024/2025 period, the Commission reported a net deficit of R2 679 613. The possible exposure of the surrender of the surplus funds has been estimated to be R5 363 109 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 2025/2026 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 2025.

Furthermore, the Commission was taken to court for an application by the former Commissioner Botha for payment of his leave days. The Commission has opposed the application and by the end of March 2025, the pleadings were still open and therefore it is still pending.

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 are opposing and the claim have been accrued pending the final determination by the Court.

The Commission further opposes a labour court case amounting to R201 300 of a dismissed I.T Manager who failed to honour the terms and conditions of the employment contract with the Commission, the case has since been at CCMA where the Commission won the case, however the matter has escalated to the labour court and awaiting for court date.

27. Segment information

General information

Identification of segments

The Commission operates its affairs through three sub-programmes. The Corporate Services and Commissioner's 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.

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

27. Segment information (continued)

Segment surplus or deficit, assets and liabilities

Segment surplus or deficit

2025

2025	Revenue form non-exchange transactions	Interest Received	Other income	Total Segment revenue	Salaries and wages	Depreciation and amortisation	Other expenses	Total Segment expenditure	Total segment (deficit) surplus
Revenue									
Commissioners and Governance	16 617 512	-	-	16 617 512	9 086 416	440 688	5 644 451	15 171 555	1 445 957
Corporate Support Services	21 151 360	1 174 024	309 389	22 634 773	15 223 414	560 922	16 196 099	31 980 435	(9 345 662)
Service Delivery	55 799 128	-	-	55 799 128	38 879 544	1 365 032	10 334 460	50 579 036	5 220 092
Total	93 568 000	1 174 024	309 389	95 051 413	63 189 374	2 366 642	32 175 010	97 731 026	(2 679 613)
Entity's revenue	95 051 413								(2 679 613)
Entity's Surplus (deficit) for the period									

In the current year ending 31 March 2025, interest to the amount of R34 936 incurred in relation to lease contracts was included in other expenses under Corporate Support Services. Refer to note 16.

2024

Revenue	Revenue form non-exchange transactions	Revenue form exchange transactions	Public Contributions and Donations	Interest Received	Other income	Total Segment revenue	Salaries and wages	Depreciation and amortisation	Other expenses	Total Segment expenditure	Total segment (deficit) surplus
Commissioners and Governance	16 920 317	-	-	-	-	16 920 317	10 427 627	53 267	6 245 989	16 726 883	193 434
Corporate Support Services	21 536 781	142 706	12 990	1 661 057	15 195	23 368 729	13 856 534	1 434 781	15 623 086	30 914 401	(7 545 672)
Service Delivery	56 815 902	-	-	-	-	56 815 902	38 838 337	818 929	12 802 534	52 459 800	4 356 102
Total	95 273 000	142 706	12 990	1 661 057	15 195	97 104 948	63 122 498	2 306 977	34 671 609	100 101 084	(2 996 136)
Entity's revenue	97 104 948										
Entity's Surplus (deficit) for the period	(2 996 136)										

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

27. Segment information (continued)

Segment assets and liabilities

2025

Commissioners and Governance
Corporate Support Services
Service Delivery

Total segment assets

Total as per Statement of financial Position

Non Current Assets	Cash and Cash Equivalents	Receivables	Other Current Assets	Total segment assets	Total segment liabilities
240 639	-	-	-	240 639	-
6 002 926	21 411 924	1 587 728	44 218	29 046 796	17 636 543
3 122 367	-	-	-	3 122 367	-
9 365 932	21 411 924	1 587 728	44 218	32 409 802	17 636 543
				32 409 802	17 636 543

2024

Commissioners and Governance
Corporate Support Services
Service Delivery

Total segment assets

Total as per Statement of financial Position

Other information

Measurement of segment surplus or deficit, assets and liabilities

Information about geographical areas

The entity's operations are in the Gauteng Province.

Non Current Assets	Cash and Cash Equivalents	Receivables	Other Current Assets	Total segment assets	Total segment liabilities
278 908	-	-	-	278 908	-
6 917 385	17 842 030	6 104 886	52 052	30 916 353	16 875 208
3 677 647	-	-	-	3 677 647	-
10 873 940	17 842 030	6 104 886	52 052	34 872 908	16 875 208
				34 872 908	16 875 208

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

Figures in Rand	2025	2024
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27. Segment information (continued)

2025

	Total expenditure	Non-current assets*
Head Office	65 446 987	6 192 902
Gauteng	4 334 353	332 090
Free State	2 597 699	365 279
North West	3 458 239	549 904
Northern Cape	3 374 699	291 680
Limpopo	3 402 275	331 248
Mpumalanga	3 884 060	343 339
Kwazulu- Natal	3 448 629	288 888
Western Cape	3 613 351	316 879
Eastern Cape	4 170 734	353 723
	97 731 026	9 365 932

2024

	Total expenditure	Non-current assets*
Office	78 194 721	7 196 293
Gauteng	1 703 642	384 903
Free State	1 514 893	423 370
North West	2 420 031	637 357
Northern Cape	2 684 882	338 067
Limpopo	2 866 407	383 928
Mpumalanga	2 805 291	397 941
Kwazulu-Natal	2 892 869	334 831
Western Cape	2 061 446	367 273
Eastern Cape	2 956 162	409 977
	100 100 344	10 873 940

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

Figures in Rand	2025	2024
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28. Events after the reporting date

Corruption Watch v Speaker of the National Assembly and others (CCT 333/23)(01 August 2025)

On the 1st of August 2025, the Constitutional Court delivered a judgement in the matter of Corruption Watch v Speaker of the National Assembly and others (CCT 333/23). Corruption Watch had approached the Constitutional Court to declare the appointment of 5 Commissioners in March 2023 as invalid because Parliament had failed to allow for a reasonable public participation in recommending candidates for these positions. The failure centered on 3 critical aspects of the recruitment process:

- a) The provision of inadequate information about the shortlisted candidates to enable meaningful and effective submissions by interested parties.
- b) The 14 days period for submissions.
- c) Restriction of online forms limiting returned submissions to 2000 characters

The Constitutional Court declared as invalid the appointment of the 5 Commissioners, however the order was suspended for a period of 12 months. The Court however did not make any finding on the Commissioners' suitability for the roles.

The ruling solely relates to the Constitutional obligations of Parliament in terms of Section 59(1) of the Constitution.

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

The entity had the 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	-	5 000 000
The relating line item where statutory receivables are included is		
Receivables from non-exchange transactions (Refer to note 4)		

Statutory receivables (other than exchange or non-exchange) general information

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

There were no statutory receivables in the current financial year ending 31 March 2025.

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

Notes to the Financial Statements for the year ended 31 March 2025

Figures in Rand	2025	2024
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30. Taxes and transfers payable (non-exchange)

Other payables from non-exchange transactions	105 839	1 832
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Payable from non-exchange transactions comprised payables of R105 839 relating to South African Revenue Services(PAYE) amounting to R716 (2024: R1 832) and Workmen's compensation amounting to R105 123.15 in the current year under review.

31. Prior period errors

The following prior period errors have been identified and the specific effect on the financial statement is set out on note 31. These errors have been corrected and comparatives restated accordingly and rounded off.(R'000)

To enhance presentation and provide more detailed information to users, additional line items have been reclassified or disclosed separately. Such adjustment had financial implications on the deficit reported in the previous year . The Commission is exempt from the Income Tax Act and as such these reported errors have no tax effect.

Increase in general expenses	R438 364
Decrease in Accumulated surplus	-R438 364

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2025

PFMA Compliance Report

Figures in Rand	2025	2024
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Reconciliation of irregular expenditure

Description	2024/2025	2023/2024	2022/2023
	R	R	R
Opening balance	17 902 708	13 824 219	12 821 799
Prior Period Errors	-	-	-
As Restated	17 902 708	13 824 219	12 821 799
Add: Irregular expenditure confirmed	3 049 968	4 078 489	1 002 420
Less: Irregular expenditure condoned	-	-	-
Less: Irregular expenditure not condoned and removed	-	-	-
Less: Irregular expenditure recoverable	-	-	-
Less: Irregular expenditure not recovered and written off	-	-	-
Closing balance	20 952 676	17 902 708	13 824 219

Reconciling notes to the annual financial statement disclosure

Description	2024/2025	2023/2024	2022/2023
	R	R	R
Irregular expenditure that was under assessment	-	-	-
Irregular expenditure that relates to prior year but identified in current	618 041	63 937	-
Irregular expenditure for the current year	2 431 927	4 014 552	1 002 420
Total	3 049 968	4 078 489	1 002 420

Detailed fruitless, wasteful expenditure at end of report Appendix B

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Annual Financial Statements for the year ended 31 March 2025

PFMA Compliance Report

Figures in Rand	2025	2024
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Reconciliation of irregular expenditure

Description	2024/2025	2023/2024	2022/2023
	R	R	R
Opening balance	7 357 198	7 144 476	5 694 008
Prior Period Errors	-	-	-
As Restated	7 357 198	7 144 476	5 694 008
Add: Fruitless, wasteful expenditure confirmed	244 554	345 103	1 450 468
Less: Fruitless, wasteful expenditure condoned	-	-	-
Less: Fruitless, wasteful expenditure not condoned and removed	-	-	-
Less: Fruitless, wasteful expenditure recoverable	-	(132 400)	-
Less: Fruitless, wasteful expenditure not recovered and written off	-	-	-
Closing balance	7 601 732	7 357 178	7 144 476

Reconciling notes to the annual financial statement disclosure

Description	2024/2025	2023/2024	2022/2023
	R	R	R
Fruitless, wasteful expenditure that was under assessment	-	-	-
Fruitless, wasteful expenditure that relates to prior year but identified in current	-	-	-
Fruitless, wasteful for the current year	244 554	212 703	1 450 468
Total	244 554	212 703	1 450 468

Detailed fruitless, wasteful expenditure at end of report Appendix A

[illegible]

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