

COMMISSION ON GENDER EQUALITY

ANNUAL REPORT 2004 / 5

Commissioner Letter

Letter from Auditor

Introduction

The Commission on Gender Equality [the CGE] was created in terms of Section 187 of the South African Constitution, to strengthen and deepen constitutional democracy in South Africa. The Commission on Gender Equality Act 36 of 1996 [the CGE Act] charges the CGE with a mandate to undertake the following:

- Promote respect for and the protection, development and attainment of gender equality.
- The Commission for Gender Equality has the power, as regulated by national legislation to perform its functions, including the power to:
- Investigate gender related complaints from members of the public or on its own initiative;
- Monitor and evaluate policies and practices of state organs, state agencies, public bodies, and the private sector in order to promote gender equality and the rights of women. The CGE may make recommendations regarding the protection and promotion of gender equality;
- Develop, conduct and manage education and information programmes to foster public understanding of matters pertaining to gender equality
- Evaluate any of the following Act of Parliament, systems of personal and/or family law, custom and/or customary practices, systems of indigenous law, or any other law.

MANAGEMENT

Human Resources Management

The year under review has not been easy in terms of human resources due to a managers position that was frozen pending investigation and weighing of the position. Cabinet has approved fourteen more positions for scantily staffed CGE seven provincial offices leading to a situation that will enable the CGE to have capacity in the provinces to deal with all the areas of the mandate.

Staff resignations for the period April 04 to March 05	Date resigned
Mmathari Mashao -HOD Legal	2005/03/04
Tshepiso Machabaphala -Administration Officer	2005/03/31
Caroline Kongwa -Complaints Officer	2005/03/31
Badelisiwe Mahlambi -Secretary PEI Department	2005/03/31
Noah Banda -Chief Financial Officer	2005/02/28
Phumelele Mazibuko -PA to CEO	2004/10/31
Tebogo Lesele -IT specialist	2004/06/30

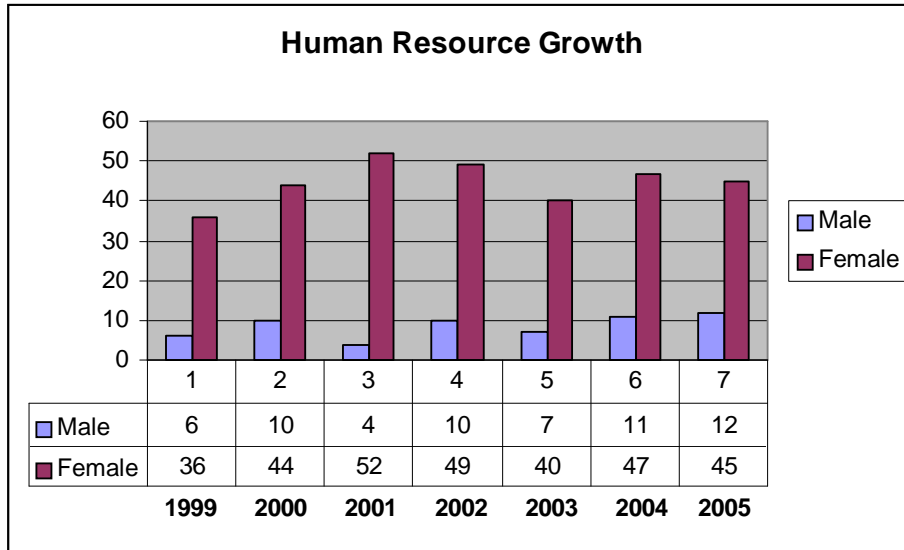
Staff appointed from April 04 -March 05	Date appointed
Thys Monosi -IT Specialist	2005/03/01
Emma Mazibuko -Secretary Legal Dept.	2005/02/01
Ntombi Gantana -Office Assistant N/West	2005/02/01
Michelle Mulondo -Assistant Director Research	2005/02/01
Ingrid Bowane -Secretary N/Cape	2004/12/01
Dineo Thlaole -Provincial Coordinator N/West	2004/12/01
Gadija Evans -Secretary W/Cape (contract)	2004/12/01
Badelisiwe Mahlambi -Secretary PEI Dept.	2004/08/01
Danaline Franzman -Snr Complaints Officer	2004/06/01
Caroline Kongwa -Complaints Officer	2004/05/01

Posts that were advertised for the period July 2004 to March 2005

Date	Position
2004/07/18	N/West and N/Cape Provincial Coordinator (2)
	IT Specialist
	N/West and N/Cape Provincial Secretary (2)
2004/09/01	W/Cape Provincial Coordinator
2004/10/13	Personal Assistant to CEO
	Education Officer -JHB
2005/10/21	Research coordinator
	Human Resource Officer
	Legal Researcher:Parliamentary Office
	Secretary -Legal Department
2004/11/16	Education Officer-JHB
2005/02/20	Events Manager
	Chief Financial Officer
	Legal Officers for provinces
	Senior Education Specialist
	Education Officers for provinces
	Human Resource Manager

Human Resource Growth

	1999	2000	2001	2002	2003	2004	2005
Total	42	54	56	59	47	58	57
Male	6	10	4	10	7	11	12
Female	36	44	52	49	40	47	45



Evaluation of the Commission on Gender Equality

The Commission on Gender Equality conducted as part of South Africa's Ten Year Review of Democracy , an evaluation of the Institution. This evaluation was guided by the keywords in the CGE mission statement. It confined itself to the following questions, which are visited and revisited throughout this report. These questions are

- What is the breadth and depth of the interventions pursued by the CGE?
- Is the CGE making any headway through its endeavours?
- Are the systems and capacities of the CGE appropriately geared for the task at hand?
- Are the current objectives strategic to addressing the challenges identified by the?

The evaluation was conducted with the understanding that there are debilitating factors that hamper proper development of the CGE

A recommendation to parliament in this regard is to help revisit contentious issues identified mainly as structural problems with the CGE

Restructuring the Commission on Gender Equality

The CGE has finalized the restructuring process that was initiated with the aim of revisiting the CGE mandated and determining skills require for effective fulfilment of the mandate. The process involved best practice study tour, team building workshop, skills audit, skill development plan, development of key performance areas, job weighing by DPSA and Doj Panel. The activities are involving in some cases renegotiation of employment contracts, signing of performance contracts and development of a performance management system.

Supply Chain Management

SAMDI has conducted a Supply Chain Management training for selected staff at the CGE. This situation has managed to update the CGE tendering processes. [Add info](#)

Internal Audit 2004/5

The Internal Audit for the year under review focused on three areas in the CGE as follows:-

- ❖ Human Resources
- ❖ Finances &
- ❖ Information Technology

Risk Management at the CGE

A Fraud Prevention Plan has been developed for the CGE. The plan manages to identify risk areas for managers who should in turn develop control measures.

Treasury Allocation Since Inception

	1999	2000	2001	2002	2003	2004	2005
Treasury Allocation	R8 m	R10,7m	R12,2m	R13,05m	R14,9m	R17,3m	R24m
Donor Funds	R0,62m	R1,2m	R0,25m	R0,25m	R1,5m	R1,7m	R2m
Annual Budget	R20m	R22m	R25m	R30m	R34m	R39m	R44m
Shortfall	R11,3m	R10m	R12,m	R16m	R18,5m	R20,1m	R18m

POLICY AND RESEARCH WORK OF THE COMMISSION ON GENDER EQUALITY.

GENDER MAINSTREAMING IN SPATIAL DEVELOPMENT INITIATIVES (SDI) – PUBLISHED

The Commission on Gender Equality carried out this monitoring survey on the Spatial Development Initiatives of the Department of Public Works established as part of the government's reconstruction and development work intended to benefit previously disadvantaged communities. The interest of the CGE in this regard is to determine to what extent this type of empowerment benefits women of South Africa

MAIN FINDINGS AND RECOMMENDATIONS ON SDIs

FINDINGS OF COEGA SDI

- The Coega SDI has gone a long way in their efforts to genuinely empower women into a predominantly male saturated industry like construction by engaging the participation of women and the local communities.
- The Coega SDI has endeavoured to mainstreamed gender into their construction projects. They have a Procurement Committee that is chaired by a woman although they do not have specific gender policies related to procurement practices and have adopted the government preferential procurement policy.
- Coega's procurement policy follows the World Bank guidelines though this is cumbersome for SMMEs.
- Coega has no formal gender policy and as such cannot enforce gender mainstreaming. Coega appears to attach more priority to attaining Black Empowerment targets than mainstreaming gender.
- Women's projects generally appear to have lower values in comparison to those awarded to men.
- One of the social benefits of community involvement at Coega is the dramatic decline in crime rate in the local community, improved standard of living and skills development.
- Coega has played a minimum role in tackling HIV-AIDS issues in the local communities.

FINDINGS OF RICHARDS BAY SDI

- Richards Bay SDI's do not have their own procurement policies but rely on government procurement policies and do not emphasize gender mainstreaming.
- The Richards Bay SDI Investment Centre has generated some, albeit very minute, opportunity for mainstreaming of women in local industrial development, not because of a policy that forces them to, but because of existing government regulations governing procurement.
- Responses from workshop participants in Richards Bay showed quite clear that the majority of the participants had never heard of the Richards Bay SDI.
- None of the participants were employed in projects within the SDI nor where their families or friends.
- There is marginalization on the basis of race since most of the contracts were perceived to be going to the white sector
- There is no active community participation with regards to acquiring information from SDI offices
- There are no active media strategy devised by the SDI management reach the community
- Political factions within councillors impede information dissemination
- Participants felt that meetings held were often late and were not accommodating their transport limitation.
- Lack of skills development in the community especially for disabled people
- There is no means of support for locally initiated projects especially projects that were initiated by local women
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FINDINGS OF PHALABORWA SDI

- In the Phalaborwa SDI women are not even part of the agenda in the awarding of any business and hence the majority of women resign to selling vegetables and the like at the local market places.
- The majority of workshop participants had never heard of the Phalaborwa SDI.
- None of the participants were employed in projects within the SDI nor where their families or friends. None of their family or friends had information or had heard about the SDI.
- The Phalaborwa SDI's do not have their own procurement policies but rely on government procurement policies and do not emphasize gender mainstreaming.

RECOMMENDATIONS

- Developing a National Partnership for Gender Mainstreaming in Development.
- Government institutions to prepare National Gender Plans of Action that incorporate gender mainstreaming in all developmental programmes and projects and develop sustainable targets.
- The CGE through Parliament must devise means of ensuring companies that win tenders and contracts to set-up management structures to evaluate gender mainstreaming goals, objectives and targets.
- A Gender Scorecard approach would assist with defining the criteria and measuring the corporate outcomes.
- Gender procurement mapping, based on gender data collected from different geographic regions would be a valuable tool for determining "spatial gender gaps" in the procurement processes. Policy can then be formulated to address the gaps.
- Also, communication between the projects and the beneficiaries at local level, especially women and people with disability, needs to improve.
- Setting up institutional frameworks such as task teams to assess the conceptualisation, designing, planning, implementation, monitoring and evaluation of spatial development initiatives.
- The CGE needs to evaluate the outcomes. These must be part and parcel of the planning and implementation processes as well as facilitating the implementation of a system of checks and balances to ensure that they are entrenched into procurement systems.
- Regular and periodic evaluations must be undertaken at specific intervals to review progress and any non-performance must be detected at early stages. CGE must consider creating a Compliance Section to enforce policies and oversee implementation.

GENDER AND BUDGETS AT LOCAL GOVERNMENT - PUBLISHED

MAIN FINDINGS ON THE GENDER AND LOCAL BUDGET AT LOCAL GOVERNMENT PROJECT

KGATELOPELE

- The municipality is still in the beginning stages in terms of dealing with issues regarding gender and it does not have the necessary skills or funds for implementation.
- There is awareness that cultural norms impact on how women respond to training opportunities.
- The councillors were able to provide more information about the gender committee and the draft employment equity plan, whereas the officials had limited information on these two issues.

KOPANONG

- The mayor argued that women were already catered for by existing mainstream municipal policies and did not see the necessity for creating gender provisions. He expressed the necessity to increase the participation of women within the municipality, believing women to be responsible for initiating policies that take gender into account.
- The municipality is constrained by its limited budget. Because of this constraint, projects relevant to women could not be initiated.

KUNGWINI

- The municipality did not yet have a gender desk and no formal gender policies in place. This perspective understands gender to be a separate concern from mainstream ones, needing a separate committee.
- There are various teething problems since the municipality had only existed since 2000 and had to integrate areas from the former Kwandebele homeland with areas from the "old" South Africa. Many policies are still to be formulated.
- One of the councillors acknowledged that they would need the help of "experts" in producing a gender policy.

LEPHALALE

- The councillors pointed out that women were responsible for most of the household responsibilities but did not speak out as much as men in community meetings.
- The municipality was limited by the size of its budget, which meant that they could not run any gender-based projects or even a gender desk.
- Free basic electricity and water policies still needed to be implemented or extended.
- The LED projects targeted women but these had many weaknesses, which were pointed out by all interviewees.

MAFIKENG

- The councillors repeatedly commented that they were constrained by the limited nature of the budget.
- The agenda or focus of the intended gender desk was still under discussion.
- The gender councillor, Plaatje-Molefe, had many ideas for the committee and a focus that was on broad societal problems. The official's approach towards gender appeared to be one that focused on employment equity.

MHLONTLO

- The councillor expressed a lot of frustration in terms of the municipality's delivery on gender equality commitments. She felt that Mhlontlo pays lip service to gender equality.
- She noted that both the IDP and the five-year plan are silent on gender issues. She noted the very small allocation to the SPU unit, under which gender falls. It seems, firstly, that the biggest challenge for the municipality is to shift from having the gender component of the SPU as events-driven.

NKOMAZI

- The councillors noted that a special committee was responsible for raising gender issues. The status and functions of the gender committee/s are, however, uncertain and information given about it, contradictory.
- Two of the officials were not even familiar with the term "gender".
- The councillors emphasised what the municipality was doing right relating to gender policy and did not comment on where improvement was needed (or whether it was needed at all).
- The LED projects contained provisions to include women and the community garden project had support mechanisms for mothers.

SWARTLAND

- There is a relatively low level of gender awareness among officials (and perhaps councillors) in this municipality.
- The census information shows that 15 761 households (the majority of the households) use electricity. The 2001/2 expenditure on electricity was R20 108 000 (against a total budget of R88 167 040) and the 2002/3 the expenditure was R21 751 000.
- When asked about provisions for gender or women-headed households in respect of electricity, the councillors and officials did not think it was important to make special provision for the reasons given previously.

RECOMMENDATIONS

- Better communication between municipalities and community representatives.
- Ward committees as fairly new structures need to take measures to ensure that they are aware of municipal policies and practices.
- Improve attendance and representation of community members at meetings and workshops by municipalities assuming responsibility of travelling costs.
- Training on gender awareness and on how officials can incorporate gender awareness that they acquire into their daily tasks.
- There needs to be guiding policy frameworks in place and assistance and support from other institutions, particularly the Office on the Status of Women.
- In order to be more profitable, more thought needs to be put into the marketing and management concerns before income-generating projects are initiated.
- Municipal gender structures need to have the necessary funding to not implement projects or suggestions provided by the community in consultations as well as make allocations that would be targeted at gender, women or female-headed households.

THE IMPLEMENTATION OF THE MAINTENANCE ACT IN SOUTH AFRICAN MAGISTRATE'S COURT – PUBLISHED

The Commission on Gender Equality conducted a monitoring survey of the Maintenance System as established through the Maintenance Act No of 2002. Interest in the maintenance system emanates from the notion that if South Africa is committed to empowerment of women, such systems that mostly affect women should be closely monitored.

MAIN FINDINGS ON THE IMPLEMENTATION OF THE MAINTENANCE ACT IN SOUTH AFRICAN MAGISTRATE'S COURT

- When asked directly whether they knew about the Maintenance Act, virtually all participants said they did not.
- Maintenance recipients carry a lot of responsibility and in many cases; the maintenance payments are the only source of income.
- The process of quantum determination does not seem to be very transparent, at least to the recipients.
- It appears that the sum the father is willing to pay is the biggest determinant in the quantum rather than the basic needs of the child.
- Fathers were viewed in many cases as being in debt despite substantial monthly incomes.
- There is little evidence of income and expenditure calculations being used for quantum determination. This may be exacerbated by the lack of clear guidelines as well as lack of training for maintenance staff.
- The lack of financial resources as well as trained and caring staff represent a serious problem as it impacts on the service recipients receives after maintenance has been awarded to them.
- The problems experienced by many women when they come to collect their money are exacerbated by unhelpful (or possibly untrained and overworked) staff.
- Many women said that many men felt that the fact that women received R160 child support grant from the government, this absolved them (the men) of responsibility.
- Several of the groups reported that men gave up their jobs on purpose when women claimed maintenance so as to avoid helping with the child.
- Several groups also said that perceptions of corruption which favoured men prevented many women from using the maintenance courts.

RECOMMENDATIONS

- Quantum - clear guidelines on how quantum is to be determined. These guidelines need to disseminate to all court officials.
- Training - in particular the maintenance officers, who need training on quantum, as well as on how to attempt to equalise power relations in the mediation.
- Record-Keeping - The use of simple standard forms for the recording of income and expenses needs to be enforced for all cases. Forms should be available in all languages.
- Cash Hall Operations - all cash halls should have computerised systems.
- Days and hours for receipt of money from fathers should be extended to accommodate those who are working.
- Systems developed by means where women can find out whether their money has been paid in.
- A standardised way of dealing with money that is not collected needs to be developed.
- The Department of Justice needs to find more and better ways to disseminate information on the details of the Maintenance Act. NGOs and community or local radio stations could assist in disseminating information.
- A widespread awareness campaign on the responsibility of fathers to pay maintenance need to be instituted. The campaign should be directed at both women and men. The campaign could be part of government's Moral Regeneration initiative.
- Court officials need to inform all women at the time of the first application of their right to claim regular increases, the importance of doing so, and how to go about it.
- All maintenance orders, by default, should provide for annual increases equal to the inflation rate.
- The CGE should ask that the Department of Justice report against each of the Lund Committee proposals explaining (a) which they have implemented, and to what extent; (b) which they have not implemented, and the reasons for non-implementation; and (c) any plans which the Department has to implement any of the outstanding recommendations.

GENDER BASED VIOLENCE RESEARCH IN GAUTENG – COMPLETED BUT UNPUBLISHED, STILL IN REVIEW STAGE

MAIN FINDINGS ON GENDER BASED VIOLENCE RESEARCH IN GAUTENG

- Whereas violence was tolerated in the past, there are indications that this behaviour is no longer perceived as acceptable and therefore normative. 86% of the CBO's responded that they still experience GBV in their areas.
- The CBO'S indicated that after retrenchments and long periods of unemployment, even men who were not formerly abusive in their families become aggressive and hostile to women and children indicating a connection between socio-economic status and GBV.
- As men's role as household heads is seen to be threatened, husbands often do not value women's efforts to provide a safety net. The frustration and humiliation is expressed through violence.
- 84% of persons interviewed knew about the Domestic violence Act but did not understand its terms and how to utilize it effectively; 77% knew about the Maintenance Act 77% and only 54% were aware of the Recognition of Customary Marriages.
- There is lack of adequate and accessible facilities to meet the needs of survivors - 66% of the CBO are interviewed stated that they did not have enough resources to help the victims.
- There is a lack of professionalism and cooperation within the police force to assist survivors and to work with the CBO's and NGOs. 54% of the CBO's thought that the role of police was appropriate.
- Inaccessibility and unavailability of social workers, which delays the assistance of the survivors. In some cases, organisations reported that
Most of the CBO's do not know of the institutions they could approach or information pertaining to the Acts and training. The mainstream National NGO's require payment for any training that they are to administer.

RECOMMENDATIONS

- Service provider's personnel should be trained and educated about the Acts and how to treat and handle the GBV survivors.
- The communities should be educated on their rights to ensure that all cases of violence are reported and dealt with in proper ways.
- The Government should have Voluntary Counselling Programmes and health care facilities in place to help the GBV victims.
- SAP departments must establish mechanisms to link and liaise with civil society (CBO's in particular).
- GBV programmes should be established and intertwined with the police programmes, this including the special programmes, which will basically focus on the needs of lesbian and gay people as well as commercial sex workers.
- A nationwide campaign is needed to inform the police officials about the legal rights of gay and lesbian people, commercial sex workers and that of GBV survivors as a whole. This campaign should emphasize the penalties that face the police officers that fail to comply with the Act.
- The government needs to develop a clear policy specifically designed to combat hate speech and other forms of GBV.

GENDER DISCRIMINATION IN THE LEGAL PROFESSION COMPLETED BUT UNPUBLISHED, STILL IN REVIEW STAGE

MAIN FINDINGS ON GENDER DISCRIMINATION IN THE LEGAL PROFESSION

- Generally the responses indicated that there is an unconcealed gender bias in the legal profession. 92% of the women lawyers perceive a subtle but pervasive gender bias within the legal profession.
- Tasks such as typing, filing, photocopying or making and pouring tea is traditionally perceived as a woman's workwomen lawyers are expected to do.
- Women lawyers are treated and regarded as damage controllers during emergencies.
- Women lawyers are also made not to forget the 'gender divides' between men and women – in most cases they are like the housewives in a big firm.
- Women lawyers indicated that the "all boys" club still exists in the legal profession.
- In most cases women are not able to attend these social gatherings because they have family responsibilities to attend to, while men attend men clubs that are strictly for men membership.

- The language that is normally used by male lawyers or clients when they address a woman lawyer is both discriminatory and derogatory. Women lawyers are often called "baby, sweetie, love, honey and darling".
- The clients most often request for a male partner to be involved if a woman lawyer is the person handling the case.
- Some clients go as far as sexually harassing the female lawyers. They bring them presents and expect not to be rejected. It is quite clear from the research that male and some female clients do not trust women lawyers especially when they work alone.
- The research also exposed the negative attitudes the older generation of male lawyers has towards younger women lawyers.
- Some Magistrates, especially the older ones, show no respect for women lawyers at all, often ridiculing women lawyers in front of the courtroom and her male counterparts.
- Women lawyers indicated that there are lesser career opportunities for women than men.
- Women lawyers are often expected to deal with divorce and child support cases and are not free to choose their own cases.

RECOMMENDATIONS

- It is important to promote equal opportunities and work\family balance for women professionals.
- Issues that perpetuate the inequalities like difference of salary between male and female lawyers who are on the same level should be addressed.
- Measures should be taken to ensure that there is representational equity between men and women in law firms.
- The work activities that take place outside the offices should be structured in way that they do not exacerbate the 'isolation' culture of the profession on women lawyers.

EXPLORATORY STUDY ON THE GENDERED NATURE OF POVERTY AMONG THE ELDERLY

MAIN FINDINGS ON Exploratory Study on Gendered Nature of Poverty among the Elderly

- There are huge disparities in the allocation of resources between rural, farming and urban areas. In rural areas across most provinces social services for the aged are inadequate.
- Rural areas still fall under male-dominated traditional authorities, which has negative implications for the quality of life of aged widows.
- Widows previously married under local custom have problems in inheriting property and pensions from their deceased husbands.
- Poverty and evictions among the aged are rife on farms. In some cases, it is felt that farmers have not been paying back money that they deducted from their husbands' wages as pensions.
- Both aged men and women on the farms complained of widespread evictions carried out by farmers on the basis that they were no longer economically productive.
- The main concern among older persons in informal settlements and urban areas is that some of the services are being cut because people cannot afford to pay.
- Aged women are increasingly finding themselves faced with the burden of looking after large 'workerless' families swelled by the HIV/AIDS pandemic, and their pensions, if they can access them, cannot even cover the most basic food necessities of these families.
- Evidence emerged that aged widows were being forced out of their husbands' houses by both relatives and children and subsequently find themselves living in shacks located in the informal settlements.
- From all areas, older persons complained of long delays, inefficiency, red tape, corruption and the capture of wrong information by officials in the processing of identity documents.
- In Limpopo and Mpumalanga, the majority of older persons are living in extreme poverty because Home Affairs is very slow in issuing the necessary documents for people to access social services, grants and pensions.
- Many older persons in Limpopo and Mpumalanga are migrant labourers from neighboring countries over the last 50 years. Many of them are still effectively illegal immigrants and cannot access social services, social grants and pensions.

RECOMMENDATIONS

- Sensitizing policy delivery to understand the specific needs of the elderly, in particular the needs of elderly women.
- Increasing coordination or maximizing synergy.
- Traditional, often patriarchal structures need to be democratized in line with the constitution of the country.
- The amendment of the Social Assistance Act (SAA) so that both men and women receive the state old age pension at 60 years of age.
- Current social assistance mostly excludes non-citizens such illegal immigrants and refugees. This should be amended.
- The SOAP (State Old Age Pension) be revised upwards from the current R740 per month to R1000 per month.
- Creation of an integrated food and social security system in South Africa to alleviate poverty by speeding up land reform, both for purposes of boosting rural food security and the provision of housing.
- The establishment of integrated social service centres, designed from the various Social Cluster Departments, to facilitate the processing of identity documents, birth certificates, affidavits, and for the payment of old age pensions, disability and child support grants.
- State provision of funeral insurance policies for the aged.
- State provision of old age homes for the poor, both in rural and urban areas.
- A comprehensive framework for income support for victims of HIV/AIDS and AIDS orphans.
- Increasing the number of social workers distributed across provinces to attend to the problems faced by older persons in rural, semi rural, urban and peri-urban areas.
- Speeding up the process of granting title deeds where appropriate in favour of land ownership.
- Improving the standards and performance of health clinics and officials assisting the older persons.
- Effective implementation of the criminal law and the Domestic Violence Act in situations where crimes are committed against the aged.
- Thorough implementation of the principles of Batho Pele with special emphasis on the aged.

GENDER ANALYSIS OF EMPLOYMENT EQUITY REPORTS

MAIN FINDINGS ON GENDER ANALYSIS OF EMPLOYMENT EQUITY REPORTS

- Of the 365 top management positions in the companies surveyed, only 29 (8%) of them are filled by women
- Of the 1533 senior management positions in the companies surveyed, only 336 (21%) are filled by women
- 20% of the companies surveyed had at least one black woman in top management positions
- 35% of the companies surveyed had at least one white woman in top management positions
- In all the companies surveyed male employees (both black and white) outnumbered female employees at top and senior management level.
- 80% of the companies surveyed showed women employees concentrated at the semi-skilled occupational level while 20% showed women employees concentrated at the junior management level.
- 55% of the companies surveyed showed white women employees concentrated at the semi-skilled occupational level while 40% showed women employees concentrated at the junior management level. Only 5% of the companies surveyed showed a concentration of white women employees at top management level.
- 70% of the companies surveyed showed black women employees concentrated at the semi-skilled occupational level, while 15% were concentrated at the junior management level. A further 15% were concentrated at the unskilled occupational level.
- In a male-dominated industry such as mining, the number of women employees at top management is nil as compared to 6 for men and 9 senior management female employees as compared to 176 senior management male employees.
- Building and construction companies such as Amitech SA and Columbia DBL, which are traditionally male-dominated industries, showed 95% and 89% of employees to be male respectively. In the case of Amitech SA, 10% of the male employee population was located at senior management positions while the total number of female employees was located at the semi-skilled occupational level. At Columbia DBL, 5% of the male employee population was located at the senior management level and the majority at the unskilled level.
- Industries such as clothing and textiles, which is usually associated with a large presence of women workers, might be changing as suggested by the workforce profile in Aranda Textiles Mills. Firstly 40% of the employees are female and 60% male. While it is not surprising that much of the workforce at the semi-skilled level would be female, the percentage of males at that level and below reflects a changing picture; 82% of all male employees were concentrated at the semi-skilled and unskilled levels while 2% of the male employees were at top and senior management levels compared to nil for female employees.

RECOMMENDATIONS

- A stronger gendered focus of the concept, climate and implementation of Black Economic Empowerment (BEE). BEE is still considered to be benefiting Black middle class men and if it is meant to be broad-based, a gendered analysis of women's lives must take place.
- The Employment Equity reporting procedure is largely quantitative. There is an assumption that greater number of women in management positions suggests a more gender-sensitive climate. This is obviously not always the case. Reporting should include, in a detailed manner, what, if any aspects of gender mainstreaming have been achieved.
- Further to the above point, companies should be strongly encouraged to be implement the South African National Framework for Gender Equality (Gender Policy Framework). In this way, there is a committed effort to include qualitative initiatives such as gender mainstreaming with quantitative initiatives such as Employment Equity.
- It is very unclear if there are follow-ups on what company's report, especially in respect to the Employment Equity Plans that companies produce. There need to be stronger accountability methods for companies to commit to and realise the plan they have submitted.
- In cases where organisations employ large amounts of non-permanent staff, the demographics and positions held are not reflected in the report. Hence, there may be to a high degree, inadequate representation of previously disadvantaged groups within the non-permanent employees. There is also a potential to conceal exploitation of particular groups accompanied by this manner of reporting. Forms should be amended to reflect details on non-permanent employees.
- There should be monitoring and support of the promotions of persons from disadvantaged backgrounds in order to refute notions of tokenism and window dressing.
- There should more frequent awards of excellence for companies who have successfully implemented Employment Equity, thus providing incentives for other companies to follow suit.

Summary of National Activities for the year ending 31st March 2005

Objective	Activity	Venue & Date	Target	Outcome
Objective 1:				

Monitoring, Research and Evaluation				
a) Laws and Policies; evaluate any Act of Parliament or any other law or treaty affecting or likely to affect gender equality or the status of women and make recommendations to Parliament or such body with regard hereto	Monitor selected courts	Limpopo and Western Cape between April and Sept 2004 and the rest of the country Ongoing	Equality courts; Family courts; Maintenance courts and Sexual Offences	
Section 11-1c/d; section 11-1e/j)				
b) Investigation of availability and accessibility of Equality courts in all provinces with appropriate follow-up action.	Process complaints	Ongoing at CGE offices	Men and women	Cases reported on the basis of gender discrimination addressed See annexure
c) Gender sensitive policy analysis and guidelines for the public sector in order to maximize gender equality	Policy input			
Objective 2: Investigate any gender related issues of its own accord or on receipt of a complaint and endeavour to resolve any dispute or rectify any act or omission. (Section 11-1e/j)	Gender Analysis of the Employment Equity reports from selected employers	CGE office April 2004 –March 2005	Various sectors in the Private sector	Recommendations on advancement of women as a designated group
	Annual Report Card in the municipalities	April 2004 – March 2005	Local government and SALGA	Gender mainstreaming in local government
	Gender Opinion Survey	Dec 2004 to March 2005	The general public of South Africa	Public Opinion about where South Africa is today in terms of gender transformation
Objective 3: Cross cutting Create strategic linkages nationally, regionally and internationally to ensure mutual support, effective collaboration and recognition of the need to promote and protect gender equality. (Section 11-1f/g)	Analysis of previous CGE reports on gender mainstreaming and private sector policies	Underway although at a slower pace due to inadequate resources		Gender mainstreaming and gender sensitised policies
	Responded to Black Management Forum request for the CGE to assist with the gender perspective of revamping its blueprint on BEE	August 2004		Gender sensitised BEE
	ABSA received guidance on Gender Development Forum	Sept 2004		Gender sensitised policy

Objective	Activity	Venue & Date	Target	Outcome
	African Life received guidance on gender mainstreaming policy formulation from CGE	Sept 2004		Gender sensitised policy
	Developed a Gender Stats website in collaboration with Women's Net			
	Submission and contributions to NEDLAC on Sexual Harassment amendment processes	July – Sept 2004		
	Assisting and guidance to employers on policy development on gender equality	May 2004		
	Public and private institutions e.g. University of Venda, Potchefstroom municipality, and others	April 2004 – March 2005		Gender sensitised policies
	Participation in the process of developing the SADC Gender Index – OSW	OSW in the Presidency Sept 2004	Civil society and national gender machinery	Finalization of gender equality measuring tool in Africa
	Hosted the Iranian Delegation headed by a Minister as part of activities for the Country to Country Agreement signed between The Islamic Republic of Iran and South Africa	CGE offices and abroad Aug 2004 ongoing	Co-operation and working relationship	MOU signed between the CGE and the Iranian Centre for Women's participation
	Commonwealth meeting on Beijing +10 preparations	Fiji - Sept 2004	Country report on Beijing +10	Input into civil society comments on country report
	Oxfam, GAP civil society workshop	Johannesburg – Sept 2004	Civil society and stakeholders	Clarification of civil society's role in the ACHPR Protocol on the Rights of women in Africa; role in country report on Beijing - 10
	Conference on the forthcoming elections in Zimbabwe	Pretoria - Oct 2004	Civil society in SA	Role of civil society in free and fair elections processes in Zimbabwe
	Participated in and facilitated discussions on the establishment of the African Court in terms of the provisions African Charter on Human and People's Rights	Ongoing	Judiciary, Chapter 9 institutions and civil society	Task team set up to engage the AU and discussion document developed
	Participated as part of the SA delegation to the United Nations in the Beijing + 10 process	February to March 2005	Civil Society and government	Presentation to the United Nations on the status of gender transformation in SA

Objective	Activity	Venue & Date	Target	Outcome
	Develop CGE internal litigation protocol	CGE Apr – May 2004		Draft protocol presented to plenary
	Provide relevant reports and information to CGE stakeholders	Braamfontein – May 2004	Implementing organizations and institutions	Recommendations referred and communicated to relevant govt departments and organs of state
	Conduct follow-up with government departments as appropriate	Sept – Dec 2004 and other provinces	Government departments	Gender mainstreaming
Objective 4: Develop, conduct or manage information programs and education programs to foster public understanding of matters pertaining to the promotion of gender equality and the role and activities of the Commission (Phosa) (Section 11-1b)	<p style="text-align: center;">Website</p> Information dissemination to the public	CGE Head Office Ongoing updated daily	Civil society; private sector and public sector; regional and international	Information about CGE and its work
	<p style="text-align: center;">Resource Centre</p> Information dissemination and imparting knowledge to the public	CGE offices	Civil society; private sector and public sector. This includes students both at high schools and tertiary institutions	Increased knowledge about issues of gender and women
	<p style="text-align: center;">Media</p> Democracy and citizenship Gender and poverty Gender and poverty Employment equity Sexual orientation HIV and AIDS etc.	Print Electronic media	The public in general Particularly those who are illiterate	Increased knowledge on gender and the work of the CGE Gender awareness
	<p style="text-align: center;">Contributions to other publications</p> Enterprising magazine: CGE contributed in the first issue published Top Women in Business and Government	Johannesburg – May 2004 Johannesburg – March 2004	General Public General Public	Publicising the work of the CGE Publicizing the work of the CGE
	<p style="text-align: center;">Public Enquiries</p> Responding to public enquiries about issues of gender equality and the work of the CGE	CGE offices Ongoing	Public in general specifically those who experience gender inequality	Gender awareness

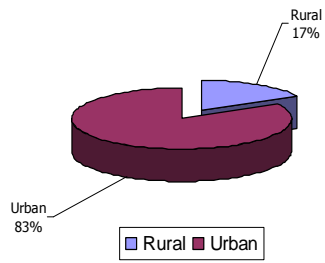
re	Activity	Venue & Date	Target	Outcome
	<p>Publications</p> <p>Reports on Research are published and are also posted on the website</p>	<p>CGE Head Office July 2004</p>	<p>Relevant government departments, institutions and the public</p>	<p>Increased knowledge on issues the implementation of gender mainstreaming</p>
	<p>Newsletter</p>	<p>CGE Head office Half yearly</p>	<p>The public</p>	<p>Increased knowledge about the work of the CGE</p>
<p>5:</p> <p>id monitor any Act of Parliament or any r treaty affecting or likely to affect ality or the status of women and make lations to Parliament or such other or treaty body with regard hereto. -1c/d</p>	<p>Track New Legislation</p> <p>National Health Bill; Child justice Bill; Traditional Leadership and Governance Framework Bill; Property Rates Bill; Children’s Bill; Older Persons Bill; Islamic Marriages Bill; Stalking Bill; Alteration of Sex Description and Status Bill</p>	<p>CGE Parliamentary Office - ongoing</p>	<p>Parliament and institutions</p>	<p>Submissions to influence legislation on gender issues and rights of women</p>
	<p>Process Legislation Amendments to Acts and Policies</p> <p>Termination of Pregnancy; Sexual Sterilization; Corrections Draft White paper</p>	<p>CGE Parliamentary Office - ongoing</p>	<p>Parliament and institutions</p>	<p>Submissions to influence legislation on gender issues and rights of women</p>
	<p>Organize Public Hearings</p> <p>Comprehensive Social Security Systems - Older persons Hearing</p>	<p>April 2004 at least two each in all provinces</p>	<p>Civil society and relevant government departments</p>	<p>Report, recommendations and submission</p>

COMPLAINTS

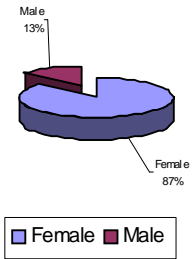
STATS FOR ANNUAL REPORT: COMPLAINTS 2004/2005

Nature of Complaint	Number of Complaints	Location		Gender		Pending	Referred	Finalised & Closed
		Rural	Urban	Female	Male			
Maintenance	189	42	147	183	6	49	83	57
G B V	121	15	106	109	12	33	24	64
Labour	25	5	20	22	3	7	13	5
Education, Religion and Culture	8	4	4	6	2	3	3	2
Social security	16	-	16	10	6	9	5	2
Disputance property	15	3	12	5	10	4	9	2
Court processes	26	3	23	11	15	2	24	-
Sexual Harassment	29	1	28	26	3	19	-	10
Registration & Regis. of population	-	-	-	-	-	-	-	-
Access to service govt	2	-	2	-	2	-	2	-
Access to service private sector	-	-	-	-	-	-	-	-
Inquiries Walk-in/Tel	158	53	105	99	59	-	158	-
Media	1	-	1	1	-	1	-	-
Others	58	9	49	36	22	-	58	-

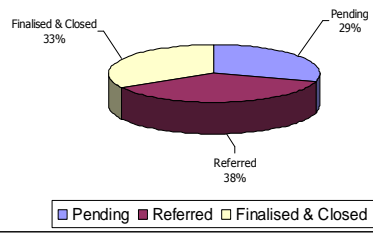
Location Rural and Urban



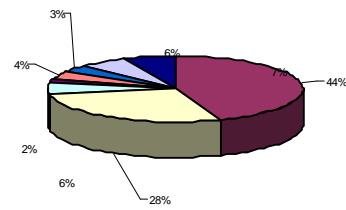
Gender Male and Female



Pending - Referred and Finalised/Closed



Number of complaints: Total = 429



GENDER-RELATED COMPLAINTS ABOUT ADVERTISEMENTS IN RESPECT OF WHICH CGE SUBMITTED OPINIONS FROM 1 APRIL 2004 – 31 MARCH 2005

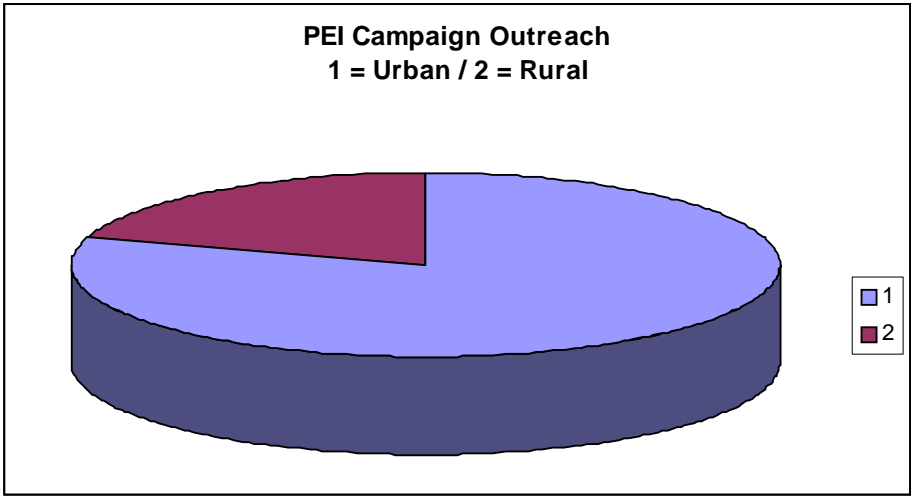
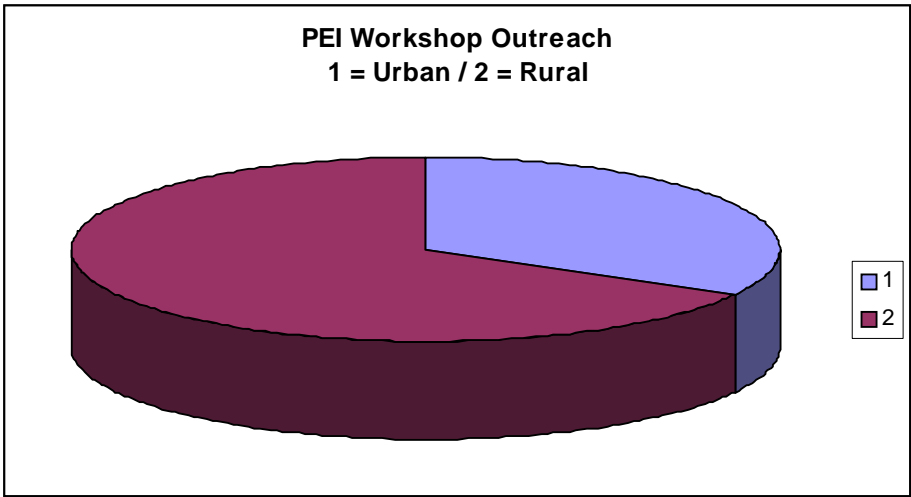
Advertisement	Nature of complaint	Place advertised
Hollard Life Insurance	Naked torso and buttocks of woman on butter - shocking and indecent, sexually objectifying women	Billboard
City Lodge	Male guest / businessman at hotel kisses, pats the buttocks of and rubs against a female staff member, as he is so at home at the hotel that he thinks the female is his wife - said to be encouraging sexual harassment and to be demeaning to women	Electronically – TV and Print
Vitalinea Yoghurt	A woman after consuming Vitalinea yoghurt acquires a body she flaunts, camera zooms in on body of woman in bikini next to the pool	Electronically - TV
V Energy Drink	Mosquitoes after consuming V energy drink assuming human traits and behaving like perverts over a woman's naked breasts	Electronically - TV
Claïrol Herbal Essences 1	Woman in airplane washing her hair in bathroom having a totally "Organic" experience with strong sexual overtures	Electronically - TV
Wonderbra	Woman with exposed cleavage in lift full of men, lift won't close because her cleavage in way	Electronically- TV
SABC TV license	Female secretary tries to "copy" an email for her boss by putting the actual computer on top of photocopier machine	Electronically - TV
Hang Ten	Ad shows girl coming out water and two boys having to turn over due to an implied erection	Electronically - TV
Axe Deodorant	Ad attempts to glamorize threesomes, using it to promote campaign of getting three packs of Axe for the price of two	Electronically - TV
Claïrol Herbal Essences II	Shower ad where woman washes hair with shampoo advertised and has an "organic experience"	Electronically - TV
SMS Wild	Pornographic-like ad promoting a premium service to adults for raunchy sex rhymes to be sent to cell phones	Electronically - TV
Sasol (bathroom)	Ad campaign promoting friendly convenient neighbourhood stores, showing woman in a bath and strange man shopping with trolley in bathroom	Electronically - TV
Ingrams Skin renew	Image showing flesh and buttocks of naked woman amongst rocks at waterfall used in ad to promote skin product	Electronically - TV
DSTV Billboard	Ad promoting BBC Food about "people who are dedicated to food", using food items to replace women's body parts to illustrate that women are passionate about food and cooking	Billboards
Yogi sip temptation (library)	Ad features a man sitting in library who sees an attractive woman walking past him; she climbs up a ladder in short skirt, and the voice-over states "Temptation. Sometimes you can resist it, sometimes not", comparing the man's temptation to consume yogi sip with his sexual interest in the woman	Electronically - TV
Strip Club competition	Ad featuring inter alia scantily clad women in car and pole dancing, promoting a competition to win a "weekend of your life in Cape Town" including visit to a strip club	Electronically - TV
Twinsoft toilet paper	Ad features a woman's naked buttocks next to a roll of toilet paper with an upside down heart on the packaging which illustrates the "luv your bum" campaign	Billboard
Axe Deodorant Yfm	Ad centres around calls made to a love doctor who speaks pidgin English, the caller enquires about his lack of luck with "coochies" (women), an Ebonic slang term for vagina and therefore regarded as derogatory	Electronically - Radio

Advertisement	Nature of complaint	Place advertised
Triumph Lingerie	Ad showing a woman prancing around suggestively in front of mirror in a push-up bra and g-string, revealing her bare buttocks	Electronically - TV
Lentheric fragrance	Sexy model wearing Lentheric perfume walking down street past camera shops, inducing camera lenses to zoom out, implying or suggestive of an erection	Electronically - TV

First for Women insurance	Ad claiming that "women are better drivers than men" and portraying men as unsafe drivers	Electronically – TV and Radio, print media
Weylandts furniture	Ad features a sultry looking woman in a provocative dress sitting on a chair with her legs open with furniture in background, small print below reads "stunning but temperamental model sold separately".	Print media
Elizabeth Arden Provocative Perfume	Ad features men melting into a puddle of water at the sight of a beautiful woman, presumably wearing the advertised perfume	Electronically - TV
Teasers Christmas party	Ad promoting Teasers adult club/restaurant as a venue for office Christmas parties "at this year's Christmas party, let someone else dance on the tables."	Billboard
Good Hope FM summertime	Ad showing a female torso and scantily clad cleavage, on one breast is written "it's all good", the Good Hope FM pay off line	Billboard
Freshpak rooibos	Ad features a series of scenes, one depicting a bride sitting in a car in the middle of a herd of cattle. In that scene the voice-over says "it is in the way we value our women in terms of cattle" presumably referring to the African custom of lobola	Electronically -TV
Kulula.com	Ad featuring image of women's back wearing a black bra, with someone (presumably male) trying to cut her bra straps with a pair of scissors, caption reads "new direct routes" on Kulula but suggesting direct routes to the women's breasts	Billboard
YDE	Billboard ad depicting life size image of women dressed only in her underwear bending over, displayed in public area in mall. Web-based game that lures the player to spank or hit either a male or female person wearing only underwear, with sound effects and images of the pain and discomfort felt by the person as they are being spanked, while points are awarded to the player for spanking the target.	Internet and billboard

Public Education & Information

Province	Workshop			Campaign		
	Urban	Rural	Total	Urban	Rural	Total
Eastern Cape	419	369	788	1516	0	1516
Free State	169	902	1071	1254	2382	3636
Kwa-Zulu Natal	0	683	683	0	650	650
Limpopo	324	579	903	7000	2150	9150
Northern Cape	32	206	238	0	250	250
North West	0	234	234	0	150	150
Western Cape	542	47	589	12171	0	12171
Total	1486	3020	4506	21941	5582	27523



PUBLIC EDUCATION AND INFORMATION

EASTERN CAPE

WORKSHOP	LOCATION	NUMBER OF PARTICIPANTS	CONSTITUENCY ESTIMATION PER PARTICIPANTS (1500)
Equality Act	Uitenhage – Urban	49	1500 x 49 73000
Equality Act	East London – Urban	77	115500
Gender Based Violence	Umtata, Mandela Park – Peri-urban	62	94500
Poverty	Upper Mjika – Rural	52	78000
Tradition, Culture and Religion	Dluzula – Rural	87	130500
Governance	Qintsa – Rural	120	180000
Sexual Orientation	Qamata – Rural	110	165000
Democracy	Centane – Per-urban	122	183000
Citizenship	East London – Urban	77	115500
Equality Act	Uitenhage – Urban	32	48000
	Total (Urban)	419	628500
	Total (Rural)	369	553500
	Grand Total	788	1,182,000
CAMPAIGN	LOCATION	NUMBER OF PARTICIPANTS	CONSTITUENCY ESTIMATION PER PARTICIPANTS (1500)
Women’s Day	Mbashe – Urban	1200	1,800,000
Provincial Men Summit	Aliwal North – Urban	150	225000
16 Days of Activism	East London – Urban	166	249000
	Total (Urban)	1516	2,274,000

FREE STATE

WORKSHOP	LOCATION	NUMBER OF PARTICIPANTS	CONSTITUENCY ESTIMATION PER PARTICIPANTS (1500)
Gender Based Violence	Villiers – Rural	68	102000
Gender Based Violence	Memel – Rural	75	112500
Tradition Culture and Religion	Thaba Nchu – Rural	186	279000
Equality Act	Thaba Nchu – Rural	33	49500
Democracy and Citizenship	Koffiefontein - Rural	139	208500
HIV/AIDS	Sasolburg – Urban	74	111000
Poverty	Koffiefontein – Rural	303	454500
Poverty	Bloemfontein – Urban	56	84000
Governance	Bloemfontein – Urban	39	58500
Domestic Violence Act	Boshof – Rural	98	147000
	Total (Urban)	169	253500
	Total (Rural)	902	1,353,000
	Grand Total	1071	1,606,500

CAMPAIGN	LOCATION	NUMBER OF PARTICIPANTS	CONSTITUENCY ESTIMATION PER PARTICIPANTS (1500)
Provincial Men Summit	Welkom – Urban	386	579000
Women’s Day	Qwawa – Rural	500	750000
Rural Women’s Day	Fouriesburg – Rural	782	1,173,000
16 Days of Activism	Welkom – Urban	156	234000
16 Days of Activism	Bloemfontein – Urban	356	534000
World Aids Day	Tweeling – Rural	800	1,200,000
International Human Rights Day	Ladybrand – Rural	300	450,000
International Women’s Day	Bloemfontein – Urban	356	534000
	Total (Urban)	1254	1,881,000
	Total (Rural)	2382	3,573,000
	Grand Total	3636	5,454,000

KWA- ZULU NATAL

WORKSHOP	LOCATION	NUMBER OF PARTICIPANTS	CONSTITUENCY ESTIMATION PER PARTICIPANTS (1500)
Equality Act and Poverty	Ndumo – Rural	127	190500
Gender Based Violence	Uthukela – Rural	112	168000
Equality Act	Nongoma – Rural	105	157500
Democracy, Citizenship and Sexual Orientation	Amajuba – Rural	70	105000
Equality Act	Jozini – Rural	79	118500
Equality Act	Eshowe – Rural	45	67500
Equality Act	Cleremont – Rural	17	25500
Equality Act	Cleremont – Rural	53	79500
Gender Based Violence	Diakonia - Rural	75	112500
	Total (Rural)	683	1,024,500
CAMPAIGN	LOCATION	NUMBER OF PARTICIPANTS	CONSTITUENCY ESTIMATION PER PARTICIPANTS (1500)
Provincial Men Summit	Durban – Urban	650	975000
	Total	650	975000

LIMPOPO

WORKSHOP	LOCATION	NUMBER OF PARTICIPANTS	CONSTITUENCY ESTIMATION PER PARTICIPANTS (1500)
Equality Act	Polokwane – Urban	56	84000
HIV/AIDS	Modimolle – Rural	63	94500
Culture, Religion and tradition	Groblerdal – Rural	72	108000
Equality Act	Makhado – Rural	58	87000
Equality Act	Sekororo – Rural	79	118500
Gender Based Violence	Giyani – Urban	55	82500
HIV/AIDS	Modimolle – Urban	63	94500
Democracy and Citizenship	Polokwane – Urban	50	75000
Sexual Orientation	Polokwane – Urban	50	75000
Governance	Jane Furse – Rural	50	75000
Poverty	Lepelle-Nkumbi – Urban	50	75000
Employment Equity	Damfries – Rural	78	117000
HIV/AIDS	Malamulele – Rural	63	94500
Gender Based Violence	Moletjie – Rural	50	75000
Culture, Religion and Tradition	Venda – Rural	66	99000
	Total (Urban)	324	486000
	Total (Rural)	529	793500
	Grand Total	853	1,279,500
CAMPAIGN	LOCATION	NUMBER OF PARTICIPANTS	CONSTITUENCY ESTIMATION PER PARTICIPANTS (1500)
Provincial Men Summit	Thohoyandou – Rural	250	375000
Women’s Day	Polokwane – Urban	1000	1,500,000
Equality Act Roadshow	Waterburg – Urban	3000	4,500,000
Equality Act Roadshow	Vhembe – Rural	1900	2,850,000
Men’s March	Polokwane – Urban	3000	4,500,000
	Total (Urban)	7000	10,500,000
	Total (Rural)	2150	3,225,000
	Grand Total	9150	13,725,000

NORTHERN CAPE

WORKSHOP	LOCATION	NUMBER OF PARTICIPANTS	CONSTITUENCY ESTIMATION PER PARTICIPANTS (1500)
Equality Act	Warrenton – Rural	48	72000
Gender Based Violence	Warrenton – Rural	48	72000
Equality Act	Hartswater – Rural	18	27000
Gender Based Violence	Hartswater – Rural	18	27000
Equality Act	Barclely West – Rural	37	55500
Gender Based Violence	Barclely West – Rural	37	55500
Equality Act	Kimberley – Urban	16	24000
Equality Act	Kimberley – Urban	16	24000
	Total (Urban)	32	48000
	Total (Rural)	270	405000
	Grand Total	238	357000
CAMPAIGN	LOCATION	NUMBER OF PARTICIPANTS	CONSTITUENCY ESTIMATION PER PARTICIPANTS (1500)
Provincial Men Summit	Upington – Urban	250	375000

NORTH WEST

WORKSHOP	LOCATION	NUMBER OF PARTICIPANTS	CONSTITUENCY ESTIMATION PER PARTICIPANTS (1500)
Equality Act	Bophirima – Rural	24	36000
Equality Act	Central – Rural	20	30000
Equality Act	Bojanala – Rural	48	72000
Citizenship	Bophirima – Rural	38	57000
Poverty	Bophirima - Rural	34	51000
Governance	Bojanala – Rural	40	60000
Culture, Religion and Tradition	Central - Rural	30	45000
	Total (Rural)	234	351000
CAMPAIGN	LOCATION	NUMBER OF PARTICIPANTS	CONSTITUENCY ESTIMATION PER PARTICIPANTS (1500)
Provincial Men Summit	Klerksdorp – Urban	150	225000
	Total	150	225000

WESTERN CAPE

WORKSHOP	LOCATION	NUMBER OF PARTICIPANTS	CONSTITUENCY ESTIMATION PER PARTICIPANTS (1500)
Gender	Cape Town – Urban	67	100500
Beijing Plus 10	Cape Town – Urban	33	49500
Equality Act	Atlantis – Peri-urban	28	42000
Equality Act	Mitchell’s Plain – Urban	36	54000
Equality Act	Bellville – Urban	38	57000
Equality Act	Wynburg – Urban	31	46500
Equality Act	Khayelitsha – Urban	17	25500
Equality Act	George – Rural	47	70500
Gender Based Violence	Mitchell’s Plain – Urban	32	48000
Gender Based Violence	Atlantis – Per-urban	29	43500
Gender Based Violence	Khayelitsha – Urban	33	49500
Gender Based Violence	Bellville – Urban	45	67500
Equality Act	Paarl –Per-urban	36	54000
Gender Based Violence	Paarl – Per-urban	39	58500
Equality Act	Rawsonville – Urban	39	58500
Gender Based Violence	Worcester – Urban	39	58500
	Total (Urban)	542	813000
	Total (Rural)	47	70500
	Grand Total	589	883500
CAMPAIGN	LOCATION	NUMBER OF PARTICIPANTS	CONSTITUENCY ESTIMATION PER PARTICIPANTS (1500)
Women’s Month Celebrations	Cape Town –Urban	7500	11,250,000
Women’s Day	Mitchell’s Plain – Urban	1000	1,500,000
Provincial Men Summit	Sea Point – Urban	221	331500
16 Days of Activism	Green Point – Urban	3000	4,500,000
16 Days of Activism	Gugulethu – Urban	450	675000
	Total	12171	18,256,500

***PROVINCIAL
COMPREHENSIVE REPORTS***

North West Province

Limpopo Province

This annual report indicates the priority areas and activities undertaken for the 2005-2005 financial year, as mandated by Act 39 of 1996.

- **Monitoring and evaluation**

1. Equality Courts

The office has monitored all designated Equality Courts in the province. The objective was set up to:-

- Monitor the effectiveness or lack thereof of the Equality Courts
- Develop where necessary effective access and utilization of the court by members of the public.
- Assess the state of readiness of the court to deal with cases relevant to the mandate of the court
- Assess the level of training and appointment of appropriate personnel for the court
- Ascertain existence of community outreach programmes geared towards informing the public about the services offered by the court
- Establish staff compliment in terms of gender composition

- 1.1 Findings by the Commission

- Presiding Officers

All designated presiding officers have undergone training on the provisions of the Equality Act. The majority of the recipients interviewed were satisfied about the theoretical aspect of the training. Whilst others indicated that issues of jurisdiction and the tasks of the sheriffs were not adequately dealt with during the training. Also some sections of the legislation were not address especially the interpretation part and the case law. Their offices are designated Equality Courts. They are just congested to accommodate a reasonable number of people. All courts can reasonable accommodate the physically impaired beneficiaries and those with special needs. Necessary equipment is still lacking.

- Clerk of the Court

Training for the Clerks was conducted. Recipients interviewed reflected their dissatisfaction about the training on the provisions of the Act, especially the aspect of discrimination with reference to the listed grounds in the Act and the Constitution were never clearly distinguished from ordinary complaints falling under pieces of legislation. They also indicated a need for further training especially on the interpretation of the legislation and case law which was not dealt with adequately.

The Clerk of the courts is overworked. They have overlapping duties which includes; interpretation, clerk of civil and criminal courts and etc. Sometimes they act as accounts clerks. It was established that none of the courts have received a single complaint.

Recommendation

- A budget for community outreach programmes should be established.
- Recruitment of more Clerks and Interpreters to ameliorate duties of the existing Clerks.
- Media campaigns should be reinforced to give effect to the implementation of the Equality Act.
- Refresher training be considered for the Court personnel (Presiding Officer and Clerk)
- Involvement of civil society organizations to educate and advise the public on the provisions of the Act.

Complaints Investigation

Investigation has been ongoing and for this fiscal year the office was able to render service to 34 Males and 61 Females. Total number of 95 complaints have been registered. The office has managed to close 85 cases successfully and presently 10 cases are still pending. Of the total number of cases, only 8 were referred to other legal institutions. Complainants were satisfied with our intervention to a larger extent. We are satisfied that men are gradually registering their complaints with our office. This positively indicates that men are also victims one way or another.

Conduct Education and Information Programmes to foster Public awareness

1.1 Take Back the Night Campaign

The campaign was part of Women's month celebration. The aim of this campaign was to unite both men and women to fight GBV in one voice. The premise was to create a zero tolerance for GBV and to empower everyone to stand against GBV wherever they see it and to take more direct action to stop it, whether it be through speaking out. The campaign took place at night with a rally and followed by a march in the street of Polokwane CBD. Representatives from various civil and political institutions addressed the rally. The Provincial Premier accompanied by three MECs gave a strong warning to the perpetrators of GBV. Victims and survivors were also commemorated during the rally. A march followed the rally with participants raising their voices loudly to say " No more silence, stop the violence.

1.2. Men's March and Religious Services- Restoration of Family Values

In partnership with the Office of the Premier, SACC, Bahai and the Muslim, the CGE organized this campaign. The purpose of the campaign was to engage men to start to restore the family values and morals. Also to educate men to responsible citizens. Leaders of various faith based organizations led the march in the city center of Polokwane to Peter Mokaba Stadium, where a religious service was conducted in commemoration of the victims of GBV. It was a victory for the CGE to be able to pull both men and women. The Premier delivered a keynote address on revival and restoration of family values.

Mpumalanga Province

Introduction

The CGE 's constitutional mandate is to serve all provinces in the Republic of South Africa irrespective of their socio-economic environment and geographic setting. Mpumalanga is among the few provinces, which has casually not benefited from this constitutional mandate. As the country celebrates its ten years of democracy Mpumalanga was left on the edge, this time with no social services forthcoming. The social service catastrophe experienced by this province has led the Deputy Chairperson to request the Limpopo Province to extend its services beyond its borders. The request to further CGE's mandate to the masses of Mpumalanga, was unequivocally accepted. Consequently a result – orientated zoomed in planned of action was prepared focusing on strategic spheres of support in government and civil society. To date the Limpopo province of its own accord has convincingly managed to achieve the following in a short space of time:

1. Provincial Men's Summit

In collaboration with the OSW, we managed to stage the Men's Summit n the 05th -06th October 2004 at Nelspruit. Both institutions equally incurred the summit. The summit was able to attract the three district municipalities, government departments and civil society organisations. The enthusiasm was well reflected during the preparatory phase, whereby theses institutions were very much committed in making the summit a success. The meaningful discourse of the summit established a Men's Forum. A team of Six (6) men was elected to further the interests of the summit as discussed. A **delegation of 110** was able to interrogate the summit objectives.

2. The Equality Act Activities

2.1 Equality Courts Survey

The Justice Department had been well informed about our intensions to visit the courts. The very department indicated their support for our fact- finding mission. On arrival, little did we know that our mission would be unreasonably blocked by beaurocrats, who heads the magistrates. The dragonistic attitude of the Chief Magistrate left us with no choice but to retreat and temporarily suspend our mission. He continuously argued that his national office had conducted a survey of this nature, and he therefore referred us to them, for a report. Even though we fully intended to exercise our constitutional mandate, objectives of our mission were still going to be compromised. Therefore, we resorted to revisiting our drawing board with an intention to re –strategise.

2.2 Workshops on Equality Act

Gert Sibande District Municipality

Theme: Poverty

A Work Shop was conducted at Gert Sibande District Municipality for civil society organisations and municipal employees including the councillors. We relied on the municipality to identify district civil society structures. A **delegation of 58** actively participated in the workshop.

Male	25
Female	33

Ehlanzeni District Municipality

1. Barberton

Theme: Employment Equity

Government and municipal officials within the district attended the workshop. A special focus was on departmental GFPs , Special Programmes and IDP officials within the municipality. The workshop was conducted at Emjindini Community Hall in Barberton. A **delegation of 43** pitched up for the workshop.

Male	15
Female	28

2. Sabie Community Hall

Theme: HIV and Aids

A **delegation of 51 civil society** members participated in the workshop. NGOs, Faith-based Organisations and CBOs benefited from the workshop. The aim was to empower participants on the provision of the Act, in order for them to give proper and accurate advice to their constituencies.

Male	16
Female	35

3. Ngodwana Community Hall

Theme: Good Governance

Political structures i.e. Federations and Unions, Political Organisations (including youth organs) and municipal councillors took part in the workshop. A fair representation in terms of gender was attained. The debates with this group were more political in nature in the context of human rights and good governance. One got shocked to realise that legislations crafted to protect and promote human rights were unknown t them. A **delegation of 49** contributed in the workshop.

Male	16
Female	33

4. Jeppes Reeve Community Hall

Theme: Equality Act.

The House of Traditional Leaders was invited to this workshop. Members of this house within the district took part in the workshop. English language remains a barrier for this sector. CGE materials are produced in the foreign language, and this compels the facilitator to translate to the indigenous language. This legislation was a foreign concept to the participants. However, they managed to internal the Act to their daily traditional practices exerted by the house. The Chiefs were accompanied by royal aid. We have managed to reach **55 participants.**

Male (Chief)	12
Female (Chief)	1

Male	30
Female	12

Ekangala District Municipality

1. Witbank

Theme: Employment Equity

An invitation was extended to government and municipal officials within the district. The CGE attained enormous support from these institutions in terms of attendance. The attendance exceeded the anticipated number of 60 delegates. District government departments and local municipalities were well represented. A **delegation of 75** was part of the audience of the workshop.

Female	46
Male	29

2. Delmas

Theme: HIV and Aids

Civil society organisations were invited to participate. Representatives were ferried from various parts of the district i.e. Pankop , Vaalbank, Mamatlake and Kwakuqa. The workshop attracted **81 delegates** from the district.

Female	52
Male	29

3. Kwamhlanga

Theme: Equality Act

Members of the House of Traditional Leaders participated in the workshop, which was staged at Kwamhlanga. It was identified because statistics reflect a high number of traditional authorities in the vicinity. Some members attached to the traditional authority were ferried to the workshop venue. A delegation of **63 members** attended the workshop.

Male (Chief)	19
Female (Chief)	3

Male	33
Female	8

4. Belfast

Theme: Good Governance

Federations and Unions, Political parties, SANCO and Youth structures were invited to this workshop. The purpose of the workshop was to present the provisions of the Equality Act in the context of good governance as guaranteed by the South African Constitution. Moreover local government elections are nearby; therefore it was imperative to present good governance principles and practices for this group. The workshop attracted **85 delegates**.

Male	36
Female	49

General Findings and Recommendations

Mpumalanga is province diversified in terms of ethnicity. Challenges encountered during this activity were language related. The southern part of the province is a settlement for the Ndebele and the Tswana speaking people. Whereas the northern part caters for the Pedi and Swati speaking people. The majority being the Swati. Sometimes it has been difficult to meet language needs of different groupings in the same workshop simultaneously. We need to develop a language strategy that would meet and enhance the needs of indigenous groupings of this province. However, much needs to be done, considering the fact that people of this province they are deeply rooted in oppressive cultural and traditional practices that discriminate against women.

Local government and housing Department

Theme: Gender-Based Violence.

During the 16 Days of Activism a Workshop was conducted for the above-mentioned department. Men were the targeted group. The department has incurred the expenses for the workshop i.e. accommodation for the CGE facilitator and refreshments for the participants. A **total number of 71 employees** were addressed in the workshop.

3. 16 Days of Activism Presentation

The Department of Land Affairs invited the institution to make a presentation on Land Restitution and Women in their summit, which was held at Gert Sibande District Municipality. The Deputy Chairperson delegated a staff member to this summit on his behalf. A presentation was prepared by the Deputy to be read by a delegate.

Future Plans

The CGE KZN, will proceed implementing our mandate in the province. CGE Limpopo will no longer extend its services to the province.

Free State Province

INTRODUCTIONS:

The year 2004 had its own challenges for the office of the Commission on Gender Equality-Free State. The workload increase with the time as communities started to initiate awareness campaigns in various areas. This also gave the CGE an opportunity to market itself in communities and raise the visibility of the office. The resignation of the Commissioner create a vacuum in so far as political leadership and guidance, we however manage to get through with the support and assistance from national office viz. the Chairperson and CEO.

Some activities that are not reflected in the Plan Of Action and that does form part of the CGE mandate had to be attended to.

STAFF COMPLEMENT

The Free State Provincial office is staffed with the following:

1 x Provincial Coordinator

1 x Contract Employee

1 x Provincial Administrator / Secretary

1 x Office Assistant

The bulk of the work is the responsibilities of the Provincial Coordinator who has to ensure that plans are implemented, staff moral has been boosted, invitations been attended too, together with the contract employee assist complainants and ensure the smooth running of the office.

INVITATIONS

The Commission is always invited to participate in activities organized by communities, and various other stakeholders. In the absence of non-attendance, a letter of apology will be forwarded to the institution.

The Provincial Gender Forum meets on a quarterly basis where information are being shared and collaborative efforts are being explored in order for us to maximize duplication of services. This has help a lot also in as far as resource mobilization is concern, we could always assist each other and share in the cost of an event.

Outside of the POA we participated in the Women's Day activities planned and organized by the Office on the Status of Women, which was held in QwaQwa. The Chairperson of the Commission was invited to speak at this event; Participation to the event was good.

The Lejweleputswa District Municipality invited the office to participate and address the women during their women's day activity that was hosted by the Executive Mayor. We had further discussions on the Promotion of Equality and Prevention of Unfair Discrimination Act no 4 of 2000. A workshop for a smaller group was proposed which the office will facilitate.

The Mangaung Local Municipality approached the office to assist with the development a gender policy for the municipality. We are in continuous consultation with the person responsible for the gender unit.

SCHOOL OUTREACH

During this period two schools was visited where we shared information on the CGE and its mandate. This is a very important element of our constituency that we are continuously leaving behind. The abuses of children are increasing at an alarming rate. It is incumbent on institutions like the CGE to inform learners that they need to be vigilant and be guardians of their fellow learners. I strongly believe that school programmes should include issues of gender equality as a learning area.

LEGISLATION

With the assistance of the Parliamentary office, we were able to submit inputs on the Draft Free State Traditional Leadership and Institutions Bill. We firstly facilitated a workshop with community members in Thaba Nchu to get their views on the Bill and further had discussion on the inputs present for the National Bill. Some of these inputs were then submitted to the relevant committee that is dealing with the draft bill for inputs into the final document. The Bill is currently with the Portfolio Committee of Local Government who is consulting with various other stakeholders in the Province on the Bill.

PROVINCIAL VISITS

In the absence of no Commissioner, the Chairperson of the CGE Me. J. Piliso-Seroke visited the Province and held motivation discussion with the staff. She further assisted with the Poverty Hearings that was held in the Province. Attended a meeting with the Premier, Me. B. Marshoff to share information about the CGE and to solicit more support in the work of the CGE.

The CEO Me. Chana Majake visited the Province during her routine visits to access work done and to motivate staff and boost their moral. Discussion was centered on the implementation of the POA what is expected from each individual and the importance of having individual work plans in place. These visits gave staff the opportunity to share with the CEO their experience and expectations with regard to their work and how they see themselves developing within the space given to them.

The Deputy Chairperson, Comm. Bafana Khumalo has been assigned to work with the Province and has been visiting on a regular basis to interact with staff and stakeholders on issues of the CGE. His presence in the office made a lot of changes since we were without a Commissioner for some time. We from time to time consult with him on matters that need his urgent attention in the Province.

CONSTRAINTS / CHALLENGES

The lack of staff in the Provincial Office hampers the smooth implementation of the POA. This also leads to a lot of responsibilities on the Provincial Coordinator that has to manage. A great concern is that we are just scratching the surface in terms of rural women's and farming communities, much more effort needs to be made to ensure the advancement of rural and farming women is achieved. It could be of great advantage if the office could have the full staff compliment this will increase the visibility of the CGE in the Province and more work could be done.

Kwa-Zulu Natal Province

1. Complaints

In terms of the mandate the KZN office was able to fulfill its mandate in terms of investigating gender related complaints. The nature of complaints varied from maintenance, domestic violence, estates, gender discrimination, sexual harassment, custody and status. The maintenance, domestic violence and estates were on top of the list of complaints that the office received. It means that the KZN office should intensify its educational programmes on these three issues that are on top of the list. The KZN office tried to ensure that when workshops are run the legal officer or legal intern was available to take complaints that might arise during workshops. The Office also was also taking complaints from newspapers and follows them up. Since the office does radio slot in UKhozi FM and other community radio stations, it has been observed that immediately after the radio slot people flock into the office to report about gender issues.

2. Public awareness and research (workshops) Campaigns

Since the commission has powers and functions to develop, conduct or manage information programmes and education programmes as a way of fostering public understanding of matters pertaining to the promotion of gender equality and the role and activities of the commission. The commission has been focusing on educating people about gender equality. This is very important since people have their own misconceptions about gender equality. In KwaZulu-Natal the education programme has been taking place in both rural and urban areas- informal settlements were not left out. Most people in KZN believe in their culture and some of these cultural beliefs are against the notion of gender equality that's why the education programme becomes a necessity. Radio slots are being used by the office to disseminate information to various structures and individuals. Tekatekano and contributions to other newspaper has helped the commission to spread the message of gender equality. The KZN gender machinery is working as a unity to deliver on provincial priorities like the 16 days of activism, the National Women's day, International (rural) women's day and other important events. We treat these days as very important days where the province should make an impact. We ensure that educational materials are distributed during these days. This means that the office run workshops for government structures, non governmental organizations and other interested organizations. The national men's summit was the highlight for KZN since it took place in the province.

As a way of monitoring and evaluating policies and practices the KZN office has focused on the Gender Opinion Survey as part of its research focus. KZN got a large sample size. They are other research processes that are in the pipeline. The commission is ensuring that research is taken seriously in the CGE. CGE is implementing and even distribution or spread of programmes as informed by the CGE mandate. The Office was also engaged in Annual Report Card workshop which was attended by Mayors, Councilors and Officials. This workshop was used as one of the tools to gather information about gender mainstreaming in municipalities.

As part of monitoring the KZN office observed Elections in April 2004. The office also participated in different local municipalities' budget Council sitting. Ethekwini municipality and Zululand District council were observed.

3. Equality courts

In terms of the Promotion of Equality and Prevention of Unfair Discrimination Act no. 04 of 2000, the State with the assistance of the relevant constitutional institutions has duty and a responsibility to promote and achieve equality. In the fulfillment of this, the Department of Justice has been conducting awareness campaigns, Equality Courts Awareness campaign in Chatsworth. The community was addressed by the Commissions (SA Human Rights, Gender Equality), Department of Justice-National and the Equality Courts' members of Chatsworth and Durban. CGE looked at Gender discrimination and Equality Courts. CGE shared with the community the availability of training manuals related to Equality Act.

4. Legislative work

CGE is mandated to make recommendations on the adoption of new legislation which would promote gender equality and status of women. In fulfillment of this the CGE held a workshop in Durban to get participants about Islamic Marriages act. The information gathered was going to inform the law making process of the said bill.

CGE was also invited by the KZN adhoc Constitutional Committee to make submission on the 23 of March 2005 into the Proposed KZN constitution. CGE's presentation formed part of the other presentations that was made by other organizations.

Northern Cape Province

Eastern Cape Province

1.1. Introduction.

The Eastern Cape Office has partner with number of institutions to promote gender equality some of the activities that the office has been involved into include campaigns and meetings with Provincial Stakeholders.

1. Strategic Thrust: Meetings/ Partnerships /Outreach.

In terms of the CGE Act number 39 of 1996 section 11(g) the Commission is mandated to liaise and interact with any organization which actively promotes gender equality and other sectors of civil society to further the objectives of the Commission. The CGE Eastern Cape Office has been engaging with provincial stakeholders as well as National stakeholders to input on the programmes that sought to promote gender equality. Further of the activities that the CGE Eastern Cape Office has been involved into include planning meetings for Programmes of Action that will be taken to commemorate National Calendar events.

National/ Calendar Events.

On the 13 July 2004, the meeting was organizing to discuss the planning for the National Women Day Activities. The meetings resolved that stakeholders need to support each other, and it's was agree that members of the Provincial legislature with be deployed in each event.

On the 23rd June 2004, the office held a meeting with Mbashe Municipality. The purpose of the meeting was to discuss collaboration between the two offices in organizing and planning for women day event that our office was planning to hold on the 27 August 2004 at Mbashe. The Commissioner briefed the meeting about the mandate of the CGE and the purpose of the meeting. On the

27 August 2005 the CGE in collaboration with Mbashe Municipality hosted National Women Day event at Dutywa town hall. The event that the office held with Mbashe Municipality was a success, + - 700, 00 people attended the event. In attendance were members of the Provincial Legislature, traditional leaders as well as councilors.

On the 3rd to 4th August the Eastern Provincial Gender Machinery held National Women's Day celebration at Ukhahlamba District Municipality; community members were provided with a plat form to ask questions to the cabinet. The vent was attended by at list + - 600 people.

On the 07 August 2004, an event was organized by Masonwabisane Women Support Centre in Tsomo. A plat form was given to the CGE to inform the public about its mandate and raise awareness about gender based violence. The vent was attended by + - 70 people. The public was informed about the Domestic Violence Act, Maintenance Act and where to report incidents of Gender Based Violence.

12 August 2004

The CGE was one of the stakeholders that were provided with a platform at the Provincial legislature to address women of the province. Women throughout the Province were invited to Provincial legislature to come and raise their concerns and voice out issues that affect them to the executive. The event was attended by +- 500 people.

The University of Forth Hare organizes women day celebration, the event was held on the 13 August 2004 at University of Forth Hare campus in Alice.

The Commissioner was provided with an opportunity to present a paper.

The Commissioner presentation highlighted the role of women in the struggle, the importance of women to play role on decision making positions. Further the paper seeks to raise awareness about gender based violence.

23rd -24 August 2004.

On the a fore mentioned day the Legal –Intern and Coordinator were delegated by the Commissioner to attend the Women Caravan.The CGE was provided with a platform to inform the public about the mandate of the CGE and use that opportunity to encourage members of the Public to report incidents of gender based violence. A display was depicted on the work of the CGE and public was informed about the mandate of the CGE. Information was distributed on the work of the CGE; we as well as the brochures on Domestic Violence and Maintenance Acts that were supply by SAPS and Justice Department.

3rd September 2004. East London.

The Commissioner attended a meeting that was organized by Masimanyane Women Support Centre. The purpose of the meeting was brief the Swedish Parliamentary Committee on the work that is done by civil society organization and to enlighten the Swedish Parliamentary Committee. The meeting also explore the difficulties which NGO's face.

9th – 11 November 2004.

CGE Eastern Cape Office held a meeting with Director for Zingisa Educational Project. The purpose of the meeting was to strengthen working relations that CGE had established with the Trust for Community Outreach and Education (TCOE). The meeting resolved that both offices will collaborate on organizing the event.

12 November 2004, Amathole District Municipality a Preparatory meeting.

On the 12 November 2004, the Coordinator attended the planning for the Sixteen Days of Activism on no Violence Against women and children. The purpose of the meeting was to share plans for the Sixteen Days of Activism with other stakeholders. The outcomes of the planning were has fellows provincial stakeholders shared their programmes for the period of Sixteen Day's of Activism. The meeting was attended by a list 35 participants.

22-25 November 2004 Door to Door Campaign and the Launch of Sixteen Days of Activism.

On 22nd -25th November 2004, Commissioner and Coordinator participated on a Door to Door campaign that was held at Port Elizabeth. The purpose of the campaign was to raise awareness about Gender Based Violence. Information was distributed on the Domestic Violence Act and Maintenance Act. We were able to reach +- 3500 people during the door to door campaign.

30 November 2004 Launch of photo exhibition and Sixteen Days of Activism's event CGE in Collaboration with Zingisa Educational Project.

The CGE in collaboration with Zingisa Educational Project an affiliate to TCOE in the Province together with the CGE gathered approximately 300 community leaders. In commemorating the Sixteen Days of Activism the event focused on the plight of rural women, landlessness, poverty and linkages with HIV/AIDS. Further explore synergies between poverty, gender based violence, HIV and AIDS. During the programme awareness was raised on Gender Based Violence, HIV /AIDS and landlessness; public was inform about the mandate of the CGE and awareness was raised on the Equality Act. Public was sensitized about Gender Based Violence, HIV/AIDS and poverty.

1.2. Collaboration with Chapter Nine Institutions and Youth Commission.

In terms of the CGE Act, the Commission is mandated to maintain close liaison with institutions bodies or authorities with similar objectives to the Commission in order to foster common policies and practices and to promote –co-operation. The CGE Eastern Cape in partnership with Human Rights Commission, Independent Electoral Commission, Public Protector, Commission for the Promotion and Protection of the Rights of cultural, Religious and Linguistic Communities and Youth Commission. The afore mention chapter nine institutions have established Provincial chapter nine forum. The purpose of the forum is to coordinate and collaborate on educational programmes including calendar events. Recently the forum has collaborated on organizing human rights week that was held at Cofimvaba in collaboration with Intsika Yethu local Municipality. Further the programme sought to coordinate educational programmes that will have impact in particular on rural communities. The forums also strengthen working relations of chapter nine institutions in the Province and promote collaboration. Moreover chapter nine institutions are able to share their expertise and resources in organizing educational programmes.

22 April 2004 Meeting with Public Protector Office East London.

The CGE office held meeting with the representative from the Public Protector. The purpose of the meeting was to establish working relations with the office of the Public Protector and to see which programmes we can implement together particularly around public awareness on human rights.

The representative from the Public Protector introduced the work of her office. She stated the office of the Public Protector is there to investigate any complaints of misconduct, by government officials. She informed the meeting that her office does not have a role over judiciary matters, if complaints are currently being handled by the courts; they could not intervene on such cases.

The two offices agreed that there is a need to convene another meeting where both offices will share their Plan of Actions, and identify ways of collaboration.

1-2 July 2004 Attended Training on Promotion and Prevention of Unfair Discrimination Act.

The Coordinator attended training workshop that was offered by South African Human Rights Commission on the Promotion and Prevention of Unfair Discrimination Act.

Information was shared on the Unfair, fair discrimination, prohibited grounds.

Participants were informed on how to lodge complaint through the Equality Courts and the role of the chapter nine institutions. Outcomes of the workshops acquired knowledge on how to assess complaints that are received by the Office. Able to use the information acquired to conduct public education programmes.

17 September 2004, Elliotdale Opening of the Equality Court.

The Department of Justice invited CGE to the launch of the of the Equality Court. CGE was given a platform to inform the Public about its mandate and briefly about the Equality Act. Public was informed about the mandate of the CGE, information was also shared with the public about the role of chapter nine institutions as stated on the PEPUDA.

22 September 2004, Commissioner Attended Women Economic Development Summit and Delivered a Paper.

The Commissioner attended women Economic Development Summit. The Commissioner presented a paper. The paper that was presented by the commissioner highlighted the importance of women to participate in the economy and decision making positions. It further informed the delegates about the legislation frame work that has been put into place such as Employment Equity Act no 55 of 1998, Skills Development Act no 97 of 1998, and Preferential Procurement Policy Framework Act no.5 of 2000, which are enabling women to benefit in the economy. Outcomes of the CGE involvement on the conference were as follows: - -

- (a) Strengthening working relations
- (b) Awareness was raised the legislation that promote women.

30 July 2004, Nelson Mandela Metropolitan Municipality.

29 October 2004 / 28 January 2005 Buffalo City Municipality.

Meetings of Forum for Democracy and Human Rights Education.

A meeting was held at the South African Human Rights Commission (SAHRC) office. The purpose of the meeting was to share information with the stakeholders about Forum for Democracy and Human Rights Education. The Provincial Coordinator of the SAHRC, Advocate Sakhele Poswa stated that the purpose of the meeting was to resuscitate a Forum for Democracy and Human Rights Education. He said that the forum had been in existence since the 1990s and became inactive because of some reasons, which were not mentioned. He stated that they have just attended a national forum meeting in Gauteng early in June 2004, and they were mandated as provincial representatives to resuscitate the forum, hence the meeting was called.

Lindie Le Roux stated that the main purpose of the forum was to ensure that human rights education is filtered through and becomes part of the school curriculum. This was to be achieved by lobbying the Department of Education. Adv Poswa stated that the forum's activities were mainly related to National Human Rights Days.

Out Comes:-

-Strengthening working relations and collaboration in programmes that seek to raise awareness about Human Rights.

-The meeting agreed that the forum should focus on raising awareness about the Equality Act.

Meetings of Chapter Nine Institutions Forum.

05 November 2004

28 January 2005

25 February 2005

The purpose of the meetings was to discuss collaboration for national days. The first meeting after the Forum was established discussed and planned the Human Rights week. The Forum agreed on that each institution will need to play a role in organizing and planning for the week. Furthermore, it agreed on that each institution will be given a slot to make a presentation about its mandate or nature of work; Human Rights Commission was to deliver key note address since the day was about the Human Rights.

Out Comes

-Forum strengthened working relations of chapter nines.

-Sharing of calendar events that are important to each chapter nine institution.

-Run programmes that will inform the Public about the mandate of chapter nine institutions.

Meetings between Chapter Nine Institutions and Intsika Yethu Municipality

17 February 2005 and 02 March 2005.

Chapter nine institutions held met with Intsika Yethu Municipality to sought collaboration with the Municipality in planning and organizing the Human Rights Day and Equality Act workshops. The municipality welcomed the idea and committed itself by sponsoring the Human Rights Day, 21 March 2005. Chapter nine institutions contributed towards planning and organizing workshops on the 22 and 23 March 2005.

Out Comes

-Strengthened working relations with Local Government.

-Awareness was raised on the role of chapter nine institutions and the Youth Commission.

-Shared resources towards making the Human Rights Week a success.

11 March 2005, Meeting of Chapter Nine's Forum.

The Coordinator attended a meeting of chapter nine institutions whose purpose was to discuss logistics of the Human Rights week that was going to be held at Cofimvaba.

21 March 2005 Human Rights Day Commemoration.

On 21 March 2005, the Commission on Gender Equality, Human Rights Commission, Public Protector, Youth Commission, Independent Electoral Commission, Commission for the Promotion and Protection of the Rights of Cultural Religious and Linguistic Communities in collaboration with Intsika Yethu Municipality, community, the Traditional Leaders, the govt. depts. commemorated the Human Rights Day at Cofimvaba. All the afore-mentioned Commissions were granted a slot in the programme of the day. The public was entertained by cultural groups. Most of the groups that performed on the day performed songs that have message about HIV/AIDS. This indicated clearly that our communities are affected by the disease; further these groups were raising awareness about the disease.

The afore-mentioned commissions spent three days at Cofimvaba. 21st March 2005 was celebration of the Human Rights day and on 22-23 March they held awareness raising workshops on the mandates of their institutions and Equality Act in three areas namely: - Qitsi, St Marks and Qamata. The Municipality worked with the Traditional Leaders in organizing the workshops.

On 22 March 2005, one of the local chief lamented that the area where the workshop was held has high prevalence of crime and violence against women and children and what is surprising is that almost all the cases that have taken place in the area no legal steps have been taken by the community yet they know who the perpetrators are. He said that he wished that the presence of the Human rights bodies will come with a solution to this problem by changing the mind set and the attitudes of the people of that particular community.

We were able to reach at list +- 1000 people during the event.

Outreach to Traditional Leaders.

In rolling out public education and foster public understanding about gender, the CGE Eastern Office has identified traditional leaders as one of the crucial role players that play an important role in our communities. Meetings were arranged with the traditional leaders; the purpose of the meetings was to introduce the CGE and established working relations with the traditional leaders. Moreover these meetings enable the CGE to invite the traditional leaders to allow the commission to do public education on their areas and invite the commissions to their imbizo's to conduct Public Education on the promotion of gender. Further our office has done Public Education programme on Port St Johns at the following areas Dluzula, Manzimhlophe the office received assistance on organizing these workshops from Nyandeni Tribal authority.

06 May 2004, Mnquma Municipality

The purpose of the meeting was to introduce the CGE and establish working relations with the traditional leaders especially in areas around promotion of gender equality within their areas. To lobby traditional leaders to slot the Commission when they have community meetings in their areas to educate the public about gender equality. Approximately 60 traditional leaders attended the meeting.

Out Comes.

- Working relations were established with the Traditional Leaders.
- Traditional leaders were informed about the work of the CGE and its mandate.

24 June 2004, Buffalo City Municipality.

The office planned to have a meeting with King Sandile. The purpose of the meeting was to introduce the CGE and establish working relations with the AmaRharhabe Kingdom. The meeting did not materialize because of the unavailability of his majesty. However, the CGE delegation had an informal meeting with Prince Langa Mavuso and the CEO of Mgqesha Trust.

Outcomes

The meeting resolved that a forum should be established between chapter nine institutions and Traditional Leaders.

05 July 2004 Meeting with Centane Traditional Leaders and Equality Act Workshop.

The Commissioner presented a paper on the perspective of CGE on initiation Schools. Some of the things that were highlighted by the presentation are as follows: -

- 1) Cultural Rights are protected by the Constitution; however, cultural rights should not be in contradiction with the Constitution.
- 2) Practice of the culture and tradition does not infringe on the rights of one group or the other person.
- 3) Socialization of males whilst still in the initiation schools need to install good values that will promote a respect for women, because incidents of GBV are committed by young men some of them have went to the initiation Schools.

Out Comes.

- Awareness was raised on the constitution.
 - Traditional leaders were urged to monitor the initiation schools and ensure that positive behavior is installed to the initiates that will promote respect for women.
 - Working relations were strengthened with the Traditional Leaders.
- A total of 122 participants attended the workshop this include the traditional leaders.

27 -28 September 2004 Commissioner Attended a Conference on Initiation Schools and delivered a Paper.

The Commissioner presented a paper on the perspective of CGE on initiation Schools. Some of the things that were highlighted by the presentation are as follows: -

- 1) Cultural Rights are protected by the Constitution; however, cultural rights should not be in contradiction with the Constitution.
- 2) Practice of the culture and tradition does not infringe on the rights of one group or the other person.
- 3) Socialization of males whilst still in the initiation schools need to install good values that will promote a respect for women, because incidents of GBV are committed by young men some of them have went to the initiation Schools.

Out Comes.

- Awareness was raised on the constitution.
- Traditional leaders were urged to monitor the initiation schools and ensure that positive behaviour is installed to the initiates that will promote respect for women.
- Working relations were strengthened with the Traditional Leaders.

25 October 2004, East London Commissioner attended a Conference that was Organized by the House of Traditional Leaders.

The Commissioner attended a conference that was organized by the house of traditional leaders. The purpose of the conference was to engage Civil Society Organizations, Government, Traditional healers, independent institutions and traditional leaders on a debate that sought to come up with recommendation on how initiation schools can improve. Further the conference deliberated on the role of traditional leaders in making sure that this custom is preserved and practiced accordingly.

Out Comes.

- Strengthen working relations with traditional leaders.
- A paper was delivered by the Commissioner on the mandate of the CGE as well putting gender perspective around initiative school.

03 December 2004 Meeting with Nyandeni Tribal Authority.

The CGE had a meeting with the Traditional Leaders at Nyandeni Tribal Authority. The purpose of the meeting was to introduce the CGE and establish working relations with the traditional leaders. Furthermore, to request the assistance of traditional leaders in conducting public education in their areas. The CGE also requested the Traditional Leaders to slot the commission in their Imbizo's to inform the public about gender and raise awareness on Gender Based Violence.

Out Comes.

- Consequently, the CGE in January 2005 conducted two Equality Act workshops in Port St Johns and the Chiefs of the area assisted with respect to mobilization and some offered their Tribal Authorities as venues.

1.3. Public Education and Information.

In terms of the CGE Act section 119(3) (b), CGE is mandate to develop, conduct or manage information programmes and education programmes, to foster public understanding of the matters pertaining to the promotion of gender equality and the role and activities of the Commission. In carrying out this mandate the CGE Eastern Cape Office has collaborated with number of institutions in planning and organizing public awareness programmes such as workshops, Provincial Men's Summit, National Women Day and Sixteen Days of Activisms.

Workshops on Equality Act.

A workshop was conducted at Uitenhage (Nelson Mandela Metro) on the 08 October 2004. The workshop was organized with the assistance of Nelson Mandela Metro. Present at the workshop were community members, Councillors, NGOs and staff from the regional department of Justice as well as National Department of Justice. The participants were informed about the provisions of the Equality Act as well as the role of the Commission on Gender Equality, and other chapter nine institutions. Participants were also informed on how to lodge a complaint through the Equality Courts. The workshop was attended by 59 participants.

Out Comes.

- More training on the Equality Act was requested by participants.
- Material that was used in the workshop need to be translated into other languages such Xhosa and Afrikaans in order for the people to read on their own.

02 December 2004 Equality Act Workshop was conducted in Partnership with Zingisa Educational Trust.

On the 2nd December 2004, a workshop was held at Cambridge Hall, in attendance to the workshop were government officials youth organizations as well as church members. The workshop was attended by 68 participants. In summary through the evaluation of the workshop, participants indicated that the workshop was an eye opener to them, further they were able to clarify between fair and unfair discrimination.

08 December 2004 Equality Act Workshop and GBV.

CGE Eastern Cape assisted by the Department of Correctional services conducted a workshop on the Equality Act for inmates of East London West Bank Prison as well as staff members. The workshop was attended by 23 participants. On same day the Department of Correctional services was launching it men's forums.

Out Comes.

The CGE was invited to do more awareness raising workshops particular for inmates who have been convicted of Gender Based Violence. Further CGE should conduct these workshops for inmates in other centres of Correctional services in the Province.

19 January 2005 Equality Act and HIV and AIDS (Manzamhlope Village) OR Tambo District.

CGE assisted by traditional leaders conducted a workshop at Manzamhlophe. The workshop was targeting community members approximately 112 participants attended the workshop.

Out Comes

More awareness raising workshop need to be conducted in the area, this due to the fact that most community members in this area are still practicing cultural custom that oppressed women such as polygamy.

20 January 2005 Equality Act and Culture, Tradition and Religion. (Ndluzula)

On the 20 January 2004, CGE assisted by traditional leaders conducted workshop on Equality Act and culture, Tradition and Religion. A total of 97 participants attended the workshop.

15 February 2005 Equality Act and GBV (Mandela Park) OR Tambo District

16 February 2005 Equality Act and Poverty. (Upper Mjika) OR Tambo District

CGE assisted by Umtata Women Support Centre conducted two workshops with OR Tambo District Municipality. A Total of 114 participants attended these workshops. Participants in these areas stress the need for the CGE to do more awareness raising workshops particular on issues such as GENDER BASED VIOLENCE and Women Rights. Moreover participants on these workshops stated that the information that they have acquired will be used to educate other community members.

21 February 2005.

A workshop was conducted on the Equality Act and Governance. The workshop was attended by 122 participants mostly traditional leaders. Participants on the workshop stress a need for the CGE to translate the information that was given to them to Xhosa so that they are able to use it. The workshop was successful, traditional leaders welcomed the initiative taken by the CGE to empower them with knowledge.

22 -23 March 2004 Equality Act Workshops were conducted.

On 22-23 March 2005 CGE in collaboration with other chapter nine institutions conducted awareness raising workshops on their mandates of chapter nine institutions as well as the Equality Act. On the day of the 22nd March 2005 at Qitsi approximately 120 people attended. On the following day of the 23rd March 2005 110 people at Qamata attended the workshop. Both workshops were successful.

30 March 2005 Equality Act Workshop Nelson Mandela Metro.

A workshop was conducted on the Equality Act, due to CGE first visit at Uitenhage on the 8th October 2004, the community of Uitenhage requested the CGE to do follow up workshop on the Equality Act. On the 30th March 2005 a workshop was conducted on the Equality Act. In attendance to the workshop were members of civil society organizations, trade unions as well as councillors. The number of participants that attended the workshop was 32. Since the participants on the workshops were coming from civil society organization, they indicated that they are going to use the information that they have acquired within their working environment for the benefit of their organizations as well as helping the community.

15 October 2004 Provincial Men's Summit.

On the 15 October 2004, the CGE Eastern Cape assisted by various stakeholders hosted a Provincial Men's Summit. The district Municipalities assisted the organizers of this summit by making sure their delegates are represented on the summit by transporting their delegates. Further summit also attracted government officials, civil society organization as well as traditional leaders. Delegates from the summit show interest on establishing men forums within their district. The summit was attended by a total of **105 delegates**.

Outreach to the Premier Office

The Commission on Gender Equality Eastern Cape Office saw it imperative to have an established relationship with the office of the Premier since it is the highest government office of the Province. In our view this office will make it easier for us to do monitoring and evaluation of the public sector. Also they will assist us with resources that will sensitize public about gender and carrying out programmes that sought to emancipate women. The Commission also sees the Premier office as a strategic partner that our office can collaborate with in organizing public awareness programmes on issues such as gender based violence, HIV/AIDS and poverty. This also provides an opportunity to the commission and Premier office to inform the public about government programmes that are intended to address the aforementioned areas of concerns in our Province. As the result of consultative meetings with the Premier Office and the request that was made the Premier Office to institutions to submit their proposal for funding for projects; the CGE is one of the organizations that have been chosen to be the beneficiaries on the Premier Discretionary Fund in order to implement programmes that benefit communities on areas around gender based violence, women economic development through poverty alleviation and skills development.

In conclusion the working relations that have with other chapter nine's in the Province will play a major role on raising awareness around issues such as gender based violence, equality, equal access to resources and women representation on decision making positions. Further this will enable our institutions to share the resources. Moreover for the next coming financial year chapter nine's institutions on the province will support each other in calendar events and programmes will be coordinated jointly. This will play a major role on informing the public about the work and mandate of the chapter nine institutions.

Western Cape Province

Introduction

Gender Equality is central to building Democracy in SA. The Western Cape with its complex dynamics face a number of challenges with regard to issues of gender and the promotion of gender equality. Despite the challenges presented to the Western Cape office it is pleased to report that during this year the has made significant strides in ensuring that an engendered society exists and prevails as required by the mandate of the Constitution and other legislative frameworks.

Public Education sessions on the Equality Act (PEPUDA)

Through the CGE's POA 2004-2005 it has made a commitment to providing a series of workshops on the Equality Act for several marginalised communities, in the Western Cape. The decision was strategic to ensure the outreach programme ensures the enforcement and adjudication mechanisms more accessible and "user-friendly". These workshops will be built upon each other so that participants gain greater awareness of the Equality Act, and the rights that the Act entrenches. By targeting these communities in particular, the CGE will be promoting itself as a state institution that can assist complaints and help resolve disputes. The Equality and GBV workshop has also fostered greater awareness and understanding amongst participants and the larger communities.

Provincial Gender Machinery Meeting

The Provincial Gender Machinery was ghosted by the CGE on the 31st March and was attended by a broad spectrum of NGO's government departments as well as the OSE. The meeting was based on the objectives to i) discuss the National Gender Machinery in order to understand its beginnings, its achievements and challenges, ii) review the roles and functions of the different state gender structures in the Province in order to deepen our understanding of the different roles, responsibilities and accountabilities accorded to them and iii) review the role of civil society in order to enhance its participation in the Provincial Gender Machinery. The meeting was defined by a respectable and honest atmosphere out of which the following recommendations will be implemented.

- a. Sectoral forums will be established in the NGO community.
- b. Strategically mobilising to influence the budgets of provincial departments.
- c. Formalising the Women's Committee in the provincial legislature.
- d. A meeting to be held in the 3 months time which will be convened by the CGE.

Beijing +10 – Where are we? Round Table discussion

Relying on the questions and comments from the participants at the meeting, the CGE needs to encourage Civil Society organizations to become more active in the debate around International Instruments. The gains that women have from the Beijing Declaration (including the 12 critical areas for action) should not be renegotiated but should be strengthened and clustered in line with the Millennium Development Goals and Targets (2000) to enable more effective implementation. The following were recommended:

- CGE should have ongoing meetings covering International Instruments and Policies that affect the lives of women and children including national, continental and international instruments to ensure that Civil Society organizations are given platform to share information
- To develop a communication mechanism that shares information on a provincial basis with civil society organizations, government departments as well as other interested role players to inform of the activities of the CGE e.g. email newsletter.

Interfaith Consultative meeting: “ Exploring strategies to affirm women in our Faiths”. The meeting will discuss the above in context with PEPUDA.

The purpose of the meeting was to establish an interactive atmosphere in which participants could learn from their various experiences in relation to i) what is gender ii) gender relationships and patriarchy and how these relate to our various faiths. The group discussions focused on my faith and what I find challenging about my faith. Discussions on aspects of religious texts which raise issues around gender, gender relations and affirming texts of women. Ways and means of raising gender awareness amongst people of all faiths. Conclusions drawn from the meeting were that often traditions are seen as contradictory. The difference between faiths and what tradition has dictated for years. Imbalances between relationships between men and women. The thinking of communities are to change, but its important to acknowledge cultural context. To strive and achieve Equity. It was recommended that The CGE host more information sharing discussions/workshops on the gender, culture tradition and religion.

Celebrating 10 Years of Freedom – Women building a better South Africa and a better world”

A Women’s caravan housing a multimedia exhibition on achievements of women in the past decade will travel across the country. The purpose would be to showcase 10 years of freedom and provide an opportunity for government departments to highlight services available. A convoy of mobile MPCCs will follow the main vehicle carrying the national exhibition. The event was well attended by men, women and youth from the surrounding communities. This was the first time that citizens could access a majority of government departments under one roof. This was an ideal showcase for Batho Pele. The parallel training sessions by civil society organizations supported and added value to the occasion. Recommendations drawn were that This event reinforced the need for the CGE to be more visible in the communities (urban, peri urban and rural) and to assist other government departments in being accessible to the ordinary community dweller. Constant monitoring and evaluation of the access to gender information by the marginalized communities.

10 Years of Democracy – Where are the Men in Gender Transformation – Provincial Summit

In the past decade, there have been several attempts to organize men as a sector to participate in the gender struggle. These attempts have not realized the expected success. It is precisely for this reason we argued for an engaged process that will bring men together. During the presentations by the various commissions the following came through- Men must mobilize and be part of the process of Gender Transformation, developing forums to discuss their issues and perceptions of Maleness, Masculinity and the role of men in Society. It was reiterated that men felt that they were ignored in important decision making and development processes and now felt that they have been given a mandate to mobilize men. This is clearly seen in the Summit Statement.

The CGE and stakeholders as part of the spin offs from the Men’s Summit hosted in the province hosted 1 day Gender training sessions for men. The participants were interactive and participatory during the training session. They were prepared to voice their opinions as well as share their experiences of socialization. There were many from a diverse section of the government departments who held gender focal positions. This workshop was indeed timely as the 16 days of Activism would be an ideal vehicle for them to launch their campaigns and mobilize men in the struggle for equality. Many present requested that they join the Men’s Development Coalition (a recommendation that emerged from the Summit Statement) thus strengthening and widening the representation of the Men’s Development Coalition. The training was well received and judging from the evaluations, much needed.

PLAN OF ACTION

TABLES

PUBLIC EDUCATION AND INFORMATION PLAN OF ACTION 2004/5
NORTH WEST

OBJECTIVE	ACTIVITIES	INDICATOR	IMPACT	AREA	DATE	STATUS
Develop educational material & publication on the Equality Act to create public awareness in the current Financial year	Gender-Based Violence	Workshop & Participants' evaluation report, Attendance register.	GBV awareness	Southern	December 2004	Incomplete Time constraints
	HIV/AIDS		Promotion of Reproductive rights	Bojanala	7 March 2005	Complete
	Poverty		Access to social grants	Bophirima	9 March 2005	Complete
	Tradition, Culture & Religion		Promote equal treatment of women.	Central	8 March 2005	Complete
	Employment Equity		Awareness of gender based discrimination in the workplace.	Southern	February 2005	Incomplete Time constraints
	Democracy & Citizenship		Enhance the public to practice democratic principles in the community	Bophirima	30 March 2005	Complete
	Sexual Orientation		Awareness on PEPUDA. Awareness of unfair discrimination on grounds of sexual orientation.	Central	March 2005	Incomplete Lack of Capacity
	Governance		Effective utilization of the Act.	Bojanala	22 March 2005	Complete
	PEPUDA		Public awareness on PEPUDA	Bojanala	21 February 2005	Complete
	PEPUDA		Public awareness on PEPUDA	Central	22 February 2005	Complete
	PEPUDA			Bophirima	23 February 2005	Complete
	PEPUDA			Southern	February 2005	Incomplete Time constraints

PUBLIC EDUCATION & INFORMATION - CAMPAIGNS

Develop educational material & publication on the Equality Act to create public awareness in the current Financial year	<i>Women's Day/Month</i> <i>Take back the Night</i>	Provincial activity plan & report, GFP's take ownership.	Public awareness on the campaign. Strengthening men's involvement.	Central	9 August 2004		
	<i>PEPUDA ROADSHOW EVALUATION</i>	Attendance observation & Campaign report.	Public awareness on PEPUDA. Services reaching ordinary people.	All Districts	September 2004		
	<i>GENDER BASED VIOLENCE</i>		Attendance observation & Campaign report.	Men see violence in a new light. Men to engage other men on the issue. Change level of consciousness about violence.	Bray Village.	8 December 2004	
					Potchefstroom Municipality.	9 December 2004	
					Naledi Local Municipality.		
					Greater Taung Municipality.	10 December 2004	
					16 December 2004		
<i>Men's Partnerships</i>	Provincial report, Attendance register.	Men change agents. Change attitudes, believes etc.	Southern	May 2004			

MONITORING & REPORTING ON GENDER ISSUES - PEPUDA

Monitoring & Reporting on compliance with the provisions of PEPUDA & other international instruments.	Survey of Provincial Equality Courts.	Survey report.	Equality courts being user-friendly. Meeting the provisions of PEPUDA.	Potchef's	June 2004 - January 2005	
		Completion of standard questionnaires.		Bafokeng		
		Consultations with the Presiding Officer and clerks.		Vryburg		

MONITORING & REPORTING ON GENDER ISSUES - ORGANS OF STATE

Monitoring & Reporting on compliance with the provisions of Legislatives & international instruments.	Labour Dept. Visiting Farmers Interview employees	Survey report.	Promotion of equality & eliminate unfair discrimination.	Bophirima	April 05 -July 06	
		Completion of standard questionnaires.	Promote the rights of women in the farming community.	Bojanala		
		Consultations with the Presiding Officer and clerks.		Central		
	Social Services Dept. Pensions & Child grants and food parcels	Gender based analysis reports.	Promotion of equality & eliminate unfair discrimination.	Southern	Ongoing	
		Beneficiary register	Promote a gender sensitive distribution.	Bojanala, Bophirima		
	Local Government & Housing Visiting RDP houses.	Gender based analysis reports.	Promotion of equality & eliminate unfair discrimination.	Central	June05-July06	
Interview owners		Beneficiary register.	Southern			
Visiting Dept.			Bojanala			

PUBLIC EDUCATION AND INFORMATION PLAN OF ACTION 2004/5
LIMPOPO

OBJECTIVE	ACTIVITIES	INDICATOR	IMPACT	AREA	DATE	STATUS
EQUALITY ACT						
Develop educational material & publication on the Equality Act to create public awareness in the current Financial year	Workshop, Report, Participants evaluation report, Attendance register	Public awareness on the Equality Act and respect for human rights. Inform public about human rights institutions and access to equality courts.	Public awareness of the provisions of the Act.	Polokwane	1 October 2004	Complete
		Public awareness on the implications of HIV/AIDS for women and gender. More sensitive public on the rights of HIV/AIDS affected persons.	Promotion of women's reproductive health rights	Modimolle	13 October 2004	Complete
		Promotion of women's access to & participation in traditional structures.	Promote equal treatment of women and men in all spheres.	Grobelsdal	15 October 2004	Complete
		Public awareness on the Equality Act and respect for human rights. Inform public about human rights institutions and access to equality courts.	Public awareness of the provisions of the Act.	Makhado	19 October 2004	Complete
		Public awareness on the Equality Act and respect for human rights. Inform public about human rights institutions and access to equality courts.	Public awareness of the provisions of the Act.	Sekoro	21 October 2004	Complete
		Sensitive public on the impact of GBV & access to human rights institutions & justice.	Promote a zero tolerance to gender based violence.	Giyani	25 October 2004	Complete
		Public awareness on the implications of HIV/AIDS for women and gender. More sensitive public on the rights of HIV/AIDS affected persons.	Promotion of women's reproductive health rights	Modimolle	28 October 2004	Complete
		Public sensitive on fair & just democratic practices & principles. Promotion of responsible citizenship.	Enhance the public to practice democratic principles in the community	Polokwane	2 November 2004	Complete
		Awareness of discrimination of gays & lesbians in public arenas. Promotion of acceptance and tolerance of gays and lesbians.	Awareness of unfair discrimination on grounds of sexual orientation.	Polokwane	3 November 2004	Complete

		Promotion of women's access to & participation in structures & institutions of governance.	Awareness of PEPUDA provisions. Effective utilization of the Act.	Jane Furse	12 November 2004	Complete
		Promotion of accountability & responsibility of state organs. Promotion of access to social services and economic rights.	Public awareness of socio-economic rights.	Lepelle-Nkumbi	23 November 2004	Complete
		Public awareness about un/fair discrimination in employment. Promotion of economic development and efficiency in the workforce.	Public awareness of un/fair discrimination at the workplace and procurement legislation.	Damfries	29 November 2004	Complete
		Public awareness on the implications of HIV/AIDS for women and gender. More sensitive public on the rights of HIV/AIDS affected persons.	Promotion of women's reproductive health rights	Malamulele	1 December 2004	Complete
		Sensitive public on the impact of GBV & access to human rights institution & justice.	Promote a zero tolerance to gender based violence	Moletjie	10 February 2005	Complete
		Promotion of women's access to & participation in traditional structures.	Promote equal treatment of women and men in all spheres.	Venda	14 February 2005	Complete

PUBLIC EDUCATION AND INFORMATION - CAMPAIGNS

Develop educational material & publication on the Equality Act to create public awareness in the current Financial year.	Provincial Report, Attendance register.	Change of gender stereotypes. Men, agents of change.	Men change agents. Change believes etc.	Thohoyandou	20 May 2004	Complete
	Provincial activity plan, Report, GFP's take ownership.	More awareness & zero tolerance of gender based violence. Men becoming part of the solution.	Public awareness on the campaign. Strengthening men's involvement.	Polokwane	8 August 2004	Complete
	Attendance observation and Campaign reports.	Public awareness of PEPUDA and its provisions	Public awareness on PEPUDA. Services reaching ordinary people.	Waterberg District	1-2;6-7 September 2004	Complete
	Attendance observation and Campaign reports.	Promotion of social cohesion & restoration of family values. Men vocal about gender based violence.	Men see violence in a new light. Men to engage other men on the issue. Change level of consciousness about violence.	Polokwane	19 March 2005	Complete

MONITORING & REPORTING ON GENDER ISSUES - PEPUDA

Monitoring & Reporting on compliance with the provisions of PEPUDA & other international instruments.	Survey report, Completion of standard questionnaires, Consultations with the presiding Officer and Clerks.	Readiness to implement the Act. Knowledge & understanding of court proceedings and the expectations thereof.	Equality courts being user-friendly. Meeting the provisions of PEPUDA.	Thohoyandou, Vuwani, Malamulele, Mhala, Mapulaneng, Ritavi, Tzaneen, Sekhukhuni, Praktiseer, Nebo, Thabamooopo, Modmolle, Bela-Bela, Ellisras	20-24 September 2004	Complete
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MONITORING & REPORTING ON GENDER ISSUES - ORGANS OF STATE

Monitoring & Reporting on compliance with the provisions of Legislatives & international instruments.	Survey report, Completion of standard questionnaires, Consultations with the presiding Officer and Clerks.	Respect for human rights and gender equality	Promotion of equality & eliminate unfair discrimination. Promote the rights of women in the farming community.	Bohlabela, Mopani, Waterberg	June 2004 - July 2005	Incomplete Lack of Capacity
	Gender based analysis reports, Beneficiary register.	Equal opportunity for women to socio-economic rights.	Promotion of equality & eliminate unfair discrimination. Promote a gender sensitive distribution.	Vhembe, Sekhukhuni, Waterberg	June 2004 - July 2005	Incomplete Lack of Capacity
	Gender based analysis reports, Beneficiary register.	Equal opportunity for women to socio-economic rights.	Promotion of equality & eliminate unfair discrimination. Promote a gender sensitive distribution.	Capricorn, Mopani, Waterberg	June 2004 - July 2005	Incomplete Lack of Capacity

PROTECTION

Investigate complaints or any gender related issues.	Monthly statistics & reports, Complainants register, Referrals, Mediation, Conciliation	Caseload increase.	Complainant issues amicably addressed.	Provincial	Ongoing	Ongoing
Interact with any organization which actively promotes gender equality to further the objectives of the Commission	Reports, Participation of stakeholders, Comprehensive and multisectoral program.	Public awareness of the plight of women. Achievements of women during the 10 years of democracy.	10-year achievement reflection.	Limpopo	4 August 2004	Complete
	Conference report and resolutions, Women in local government attendance.	50/50 campaign for the next local municipal elections. Socio-economic and political opportunities accessible to women.	10 years democratic achievements of local government in terms of gender equality	Bele-Bela	12-13 November 2004	Complete

PUBLIC EDUCATION AND INFORMATION PLAN OF ACTION 2004/5
FREE STATE

OBJECTIVE	ACTIVITIES	INDICATOR	IMPACT	AREA	DATE	STATUS
EQUALITY LEGISLATION						
	Assess the readiness of identified courts in the Province	List of Courts that are ready and functioning	Number of Courts visited and assessment of readiness of Courts. Prepare for public awareness on E Courts and Equality Legislation.	Identified Equality Courts in the province	April – Nov. 2004	Incomplete
	Facilitate 8 workshop Assess public perception and knowledge of equality courts in the Province	Public usage of courts and attendance registers	Community awareness of Equality Courts, it's role and location. Inform public.	Various areasv where courts are operating	June – March 2005	Complete
GENDER BASED VIOLENCE AND EQUALITY ACT						
	Capacity building workshop on the DVA in 2 areas	To raise awareness GBV in society. Attendance Registers.	Improve public awareness on the DVA and the PEPUDA. Elimination and eradication of GBV in society.	Villiers / Memel	14 July - 15 September 2004	Complete
GENDER , TRADITION, CULTURE, RELIGION AND EQUALITY ACT						
Recognition / Customary Marriages Act, Act 120 of 1998	Facilitate 1 workshop on the Recognition of Customary Marriages Act, Act 120 of 1998	Clear understanding on the implementation of the Act	Improve public awareness in men and women on the Recognition of Customary Marriages Act.	Thaba Nchu	18 August 2004	Complete
Traditional Leadership and Governance Act 2003	Facilitate 1 workshop to solicit community input on the Provincial House and Local Houses of Traditional Leaders Bill	Inputs to be presented to the legislature on the said Act	Community awareness on the Bill. Ensure that the Bill is gender sensitive. Inform community members on the Draft Bill.	Thaba Nchu	July-August 2004	Complete
Traditional Leadership and Governance Act	Presentation on inputs solicited from communities on the said ACT	Inputs/views of communities and CGE presented to the Legislature committee	1 presentation to the Provincial Legislature. Inform community members.	Bloemfontein	No date set by Local Government Committee for Public Presentations	Incomplete
DEMOCRACY, CITIZENSHIP AND EQUALITY ACT						
	Facilitate 1 workshop for men on women's rights viz human rights	List and feedback of participants	Change perception of men in relation to women's rights issues. Men to respect themselves, accept power sharing and the role women are playing in their empowerment.	Koffiefontein	6 October 2004	Complete
GENDER, HIV/AIDS AND EQUALITY ACT						
	Facilitate 1 x workshop on the link of GBV vis-à-vis Religion and HIV/AIDS	List of participants. Workshop report.	Clear understanding of the relationship between ender and religion	Sasolburg	19 October 2004	Complete

GENDER, POVERTY AND EQUALITY ACT

	Facilitate 1 workshop to assess the implementation of social grants and programs to eradicate poverty	List of participants. Workshop report.	Clear status of social grants and engendered programs to eradicate poverty. Clear understanding on the implementation of social grants for the aged, children and those in need.	Koffiefontein	8 September 2004	Complete
	Facilitate 1 x dialogue on equality, social security and the Maintenance Act.	List of participants. Workshop report.	Clear understanding on the implementation of the Maintenance Act and social grants in alleviating poverty.	Bloemfontein	29 July 2004	Complete

GENDER, GOVERNANCE AND EQUALITY ACT

	Assessment of ARC Facilitate 2 x workshops	List of participants. Workshop report.	Monitor the implementation of gender mainstreaming in municipality and 4 departments	2 x District Municipalities. 8 x Local Municipalities. 4 x Prov. Dept.	May-November 2004	Incomplete
	Facilitate 1 x workshop on enacted gender legislation in the country. In partnership with Mangaung Local Municipality Councillors.	List of participants. Workshop report.	Workshop the DVA, Maintenance Act, Employment Equity and PEPUDA. Even understanding amongst councillors on the said pieces of gender legislation.	Bloemfontein	27 October 2004	Complete

CAMPAIGNS

	Take a Girl Child to Work	List of participants	1 x Event. Highlight the role of the CGE.	Bloemfontein	27 May 2004	Complete
Men's Project	10 Years Of Democracy Review	List of participants. Workshop report.	Highlight men's involvement in gender transformation. Men's role in gender transformation and women's empowerment.	Welkomwa	16-17 September 2004	Complete
	Women's Day Celebrations. In partnership with OSW.	List of participants. Workshop report.	More public awareness on women's issues. Celebrate the achievements of women of the past decade and highlight the 50 years of the women's charter	Qwa Qwa	9 August 2004	Complete
	World Rural Women's Day	List of participants. Workshop report.	Create awareness on the plight of rural women and create a support network for rural women and their development. Recognition of rural and farm women, highlight their plight to have their rights acknowledged.	Fouriesburg / Rosendal	15 October 2004	Complete
	16 Days Of Activism To Eradicate Violence Against Women And Girl	List of participants. Workshop report.	Sensitize public on women and children. Public awareness on violence against women and girl children.	Welkom	25 November 2004	Complete

	Facilitate 2 x Dialogues	List of participants. Workshop report.	Clear understanding on the implementation of the DVA and the role players	Boshof / Bethulie	30 November - 3 December 2004	Complete
	Launch of the 16 days campaigns	List of participants. Workshop report.	Raise awareness and inform media on the 16 days campaign and launch of programs.	Bloemfontein	20 November 2004	Complete
	World Aids Day in partnership with the Dept. of Health.	List of participants. Workshop report.	1 x Event. Highlight the need for collaborative efforts in curbing HIV/AIDS	Tweeling	1 December 2004	Complete
	International Human Rights Day	List of participants. Workshop report.	Highlight issues and create awareness on women's rights as human rights.	Ladybrand	10 December 2004	Complete
	International Women's Day	List of participants. Workshop report.	Creating awareness on the international role played by women. Highlight the plight of women to have their rights recognized globally.	Bloemfontein	8 March 2005	Complete
PROVINCIAL LAUNCH	Launch Provincial POA. National adoption of POA delayed process.	List of participants. Workshop report.	Create an awareness on the programs to be implemented and solicited partnership with other stakeholders. Informed stakeholders on POA and collaborate with partners on implementation of POA.	Bloemfontein	29 April 2004	Incomplete

PUBLIC EDUCATION AND INFORMATION PLAN OF ACTION 2004/5
KWA-ZULU NATAL

OBJECTIVE	ACTIVITIES	INDICATOR	IMPACT	AREA	DATE	STATUS
Develop educational material and publication on the Equality Act to create public awareness in the current financial year.	Equality act workshops	Reports feedback from the public. List of participants who attended the workshop. Complaints received from the workshops. Decrease in gender based violence cases. Increase reporting on gender based violence.	Public awareness on the Equality Act. Informed public.		September 2004 to January 2005	Complete
	Workshop 2: Give reports back on the gender based violence conference	Reports. Feedback. Participants training other delegates on gender based violence.	Informed participants and use the knowledge. Report cases of gender based violence to the police and other human rights institutions agencies.		September 2004	Complete
	16 days of Activism: Gender Based Violence	Reports feedback from the public. More people came to report gender based violence cases during this period.	Public awareness. Communication materials to support expanding outreach and increasing awareness of CGE. Dissemination of materials.		25 November - 10 December 2004	Complete
	Campaign: 08 March 2005	Reports back from the communities	Information exchange between local, regional and national partners. Identification of new and emerging issues reflecting the input from women. To improve the knowledge of human rights.		8 March 2005	Complete
	HIV and AIDS, Democracy and Citizenship and sexual orientation	Reports. Attendance registers. Have gender sensitive schools where learners and students promote gender equality.	Systematic approach to involve young people and educators. Capacity-building for young people. Young people become involved in action strategies to advance gender equality.		September 2004 – March 2005	Complete
	Campaign: Women's day	Reports. Feedback from the public. Lists of participants.	Collaboration between CGE and partners at the local, regional, national on the implementation of gender mainstreaming. Improved provincial gender machinery relationship to achieve gender mainstreaming objectives. Improve on networking.		9 August 2004	Complete

	Men's project	Summit Report . Partnership on similar projects. Ensure that men embrace gender equality issues. Ensure that gender equality issues involve men as critical stakeholders.	Men refraining from being abusers. Men promoting gender equality.		July or November 2004	Complete
	Gender based violence and poverty		Informed participants. Sharing of experiences.		December 2004	Complete
	Monitor provincial and local government structures	Reports	Increase gender awareness, promotion and protection of gender equality. Good practices. Sectoral examples to assist organizations in building their capacity in policy research, in involving the voluntary sector and in designing their programs.		April 2004 – March 2005	Complete
	Poverty	Reports and feedback from communities	Informed participants		4 October 2004	Complete
	Employment Equity	Reports. Feedback from different departments.	Equal rights of all rights and freedom by all people. Awareness of unfair discrimination		February 2005	Complete
	Workshops on the SA Constitution	Reports. Feedback.	Informed participants		May and July 2004	Complete

**PUBLIC EDUCATION AND INFORMATION PLAN OF ACTION 2004/5
NORTHERN CAPE**

OBJECTIVE	ACTIVITIES	INDICATOR	IMPACT	AREA	DATE	STATUS
WORKSHOPS						
Develop educational material and publication on the Equality Act to create public awareness in the current Financial year.	Equality Act	Workshop report, participants' evaluation forms, attendance register.	Greater Public awareness on the Equality Act. Informed public about unfair discrimination.	Warrenton Municipality training center	8 March 2005	Complete
	Equality Act & GBV		Greater Public awareness on the Equality Act. Informed public about unfair discrimination and GBV.	Warrenton Municipality training center	8 March 2005	Complete
	Equality Act		Greater Public awareness on the Equality Act. Informed public about unfair discrimination.	Hartswater, Municipality Boardroom	9 March 2005	Complete
	Equality Act & GBV		Greater Public awareness on the Equality Act. Informed public about unfair discrimination and GBV.	Hartswater, Municipality Boardroom	9 March 2005	Complete
	Equality Act		Greater Public awareness on the Equality Act. Informed public about unfair discrimination.	Barclay Wes	10 March 2005	Complete
	Equality Act & GBV		Greater Public awareness on the Equality Act. Informed public about unfair discrimination and GBV.	Barclay Wes	10 March 2005	Complete
	Equality Act		Greater Public awareness on the Equality Act. Informed public about unfair discrimination.	Kimberley	11 March 2005	Complete
	Equality Act & GBV		Greater Public awareness on the Equality Act. Informed public about unfair discrimination and GBV.	Kimberley	11 March 2005	Complete
CAMPAIGN						
2 x Campaigns	Men's Project, Men's Summit	Summit report, participants' evaluation forms, attendance register.	To raise public awareness with the support of Men's groups for the eradication of violence against women and children	Kimberley	2005	Complete

PUBLIC EDUCATION AND INFORMATION PLAN OF ACTION 2004/5
EASTERN CAPE

OBJECTIVE	ACTIVITIES	INDICATOR	IMPACT	AREA	DATE	STATUS	
Visit Equality Courts	Investigate the availability and accessibility of the Courts in the province	Report to Justice	Policies and laws influenced		June-August 2004	Incomplete	
	To establish whether personnel that works at the courts has been trained on equality legislation.	Courts Personnel	Personnel Budget				
		Number of trained personnel	Time				
	Monitor their operations	Number of questionnaires returned	Functioning of courts as intended				
	Monitor accessibility and utilization of the courts by the public.		Number of cases and time taken to resolve them	Personnel Time			
				Budget			
				Quality information			
				Efficiency of the courts			
				Personnel Monitoring tool,			
		Public awareness on the Equality Act.					
		Informed public					
Workshops							
Workshop 1 Equality Act	To raise awareness to the Public about the provisions of the Act.	Feed back from the participants.	Number of people that participated in the workshops.	Uitenhage	8 Octobr 2004	Complete	
	To give more education to the staff of the Equality Courts about what is expected of them according to the provisions of the Act.			East London Prison	30 March 2005		
				West Bank	8 December 2004		
Workshop 2 Equality Act	To come with recommendations		Cambridge Hall	2 December 2004			
Workshop 3 GBV & Equality	To raise awareness to the Public about legislation related to Gender Base Violence.	Complaints and reports taken are from the Public.	Participation of community members and willingness to eradicate GBV.	Umtata Mandela Park	16 December 2004	Complete	
	To encourage people to speak up about incidents of Gender Based Violence.						
	To encourage people to speak up about incidents of Gender Based Violence.						
	To educate people on their Constitutional Rights.						

	To come up with recommendations					
Workshop 4 Poverty & Equality	To establish whether women do participate on public works projects.	Public is informed about Government programs and Local Municipality programs to that are intended to eradicate poverty.	Awareness raised on the Equality Act and the Constitution.	Upper Mduka	15 January 2005	Complete
	To find out whether women do have access to financial institutions e.g. banks.					
	To find out whether women are provided with the same skills as men is on public works projects.					
	To establish whether institutions such as South African Women Entrepreneur (SAWENA) are accessible to women.					
	Break silence on the division of labour according to gender					
Workshop 5 Tradition, Culture, Religion & Equality	To engage the public, stakeholders and partners to a dialogue around the issue of virginity testing, what are the reasons why men are not tested etc.	Feedback from the participants.	Informed public about their rights and constitutions (Bill of Rights)	Dluzula Port StJohns	20 January 2005	Complete
	To establish whether women do participate in public gathering that involve land issues etc.					
	To find out the involvement of women in decision making within local/community structures.					
Workshop 6 Good Governance & Equality	To find out the understanding of women about the importance of having women in leadership positions.	More women represented in decision making positions.		Qintsa Umtata	22 March 2004	Complete
	To establish whether Women Development Foundation (WDF) accessible to women outside Gauteng.					
	To come with systems that will ensure that women continue To participate in programs that will empower them To be ready To serve in leadership positions.					
Dialogue 7 Sexual Orientation & Equality	To create a plat form that will help gays and lesbians make people understand their sexuality.	Participation of gays and lesbian society on the discussion.	Participation of gays and lesbian society on the discussion.	Qamatha Great Place	23 March 2005	Complete
	To find ways of fighting the stigma around the issue of gays and lesbians					

Workshop 8 Democracy, Citizenship & Equality	To establish whether people from outside South Africa who has South African Citizenship enjoy constitution rights.	Number of participants that attended the Workshop	Public is informed public about their constitutional rights.			Complete
	To get an idea of the people's understanding of democracy and how they are contributing to ensure that S.A. continues to be a Democratic Country.					
	To make a comparison of life during apartheid and now.					
Workshop 11 Annual Report Card	Monitor implementation of gender mainstreaming in local government and four Departments	To look at achievements on promotion of gender equality				Incomplete
Impact Assessment of Operation Thetha.	Identify whether Girls children are still facing Gender Based Violence.	Awareness raising. Community participation.	Eradication of Violence against the girl child	Engcobo		Incomplete
	Assessment of community perceptions of the first visit to the area.					

CAMPAIGNS

Women's Day	Poverty, Equality and the Rights of the Elderly persons.	To promote the promotion of Equality Act and Older Person Bill.	Community that is aware of their rights, especially elderly people.	Mbashe	27 August 2004	Complete
		To establish whether older person have access to social services.				
		To promote the prevention of inequality on access to opportunities by women because of the sexual division of labour.				
		To establish whether disabled women participate in government projects that are in tended to eradicate poverty.				
		To provide a platform to government departments such as Department of Home Affairs, Health Social Development and District and local Government to speak about the initiatives that are done by government to assist on eradicating poverty and accessibility of social services.				
Rural Women's Day	Awareness raising in Equality Legislations. Information dissemination on Equality Courts.	To inform the community about Equality Acts.	Departments accounting to the concerns of the community. Informed community on equality legislation.		15 October 2004	Incomplete
		To report- back on Poverty Hearings.				

		To administer complaints in particular those concerning Domestic Violence				
		To provide information on readiness of the equality courts.				
Summit. Men's Project	Denounce Violence that is affecting women and children.	To reflect on the role that men have played in the last ten years of democracy, especially the in relation to the struggle for gender transformation.	Awareness raising on the plight of women and children. Number of men involved in the march.	Aliwal North	14-15 October 2004	Complete
		To explore ways of mainstreaming positive roles that men can and should play as partners in the broader democratic processes and gender transformation specifically.				
		To affirm the positive strides that have been made by some segments of men's formations in the quest for gender equality in the past decade.				
		To develop a focused process of engaging men in gender transformation processes for the next ten years.				
		To facilitate a process where men can play a role as agents of transformation especially in dealing with challenges posed by HIV&AIDS pandemic, the scourge of GBV, protection of the rights of the child especially the girl child.				
		To develop mechanism that engage men in the evolution of a process that will ensure a break with the past on the negative aspects of patriarchy living.				
16 Days of Activism	Break the silence against Gender Based Violence.	- To empower women and girl child on Equality Act.	Number of community members we were able to reach.	Nelson Mandela Metro	22-25 November 2004	Complete
	Raise awareness about child abuse particular girl children.	- Administer complaints.	Stakeholders' participation.			
	Inform public about instruments that have been put into place to fight Gender Based Violence.	- Promote the rights of women and girl child. - Promote violent free society.	Availability of the Report.		30 November - 2 December 2004	

PUBLIC EDUCATION AND INFORMATION PLAN OF ACTION 2004/5
WESTERN CAPE

OBJECTIVE	ACTIVITIES	INDICATOR	IMPACT	AREA	DATE	STATUS
WORKSHOPS						
Develop educational material and publication on the Equality Act to create public awareness in the current Financial Year.	Constitutional Education Faith Sector - What is Gender?	Workshop report, participants evaluation forms, attendance register.	Elimination of a Patriarchal system in All Faiths	CGE WC Office Boardroom	12 July 2004	Complete
	Roundtable Discussion - Beijing Plus 10		Increase Awareness on Beijing +10. Informed Civil Society, collective understanding of processes.	CGE WC Office Boardroom	29 October 2004	Complete
	Equality Act		Greater Public awareness on the Equality Act. Informed public about unfair discrimination.	Peri-Urban, Atlantis SAPS Lesingsaal	2 November 2004	Complete
				Urban, Mitchells Plain, Beacon Valley Community Centre.	4 November 2004	Complete
				Bellville, Omnia Building, Department of Social Services, Boardroom	11 November 2004	Complete
				Wynberg, Simonstown Dept. of Social Serv. Boardroom	16 November 2004	Complete
				Khayelitsha Court	23 November 2004	Complete
	Equality Act & GBV		Greater public awareness on their rights to equality. Awareness of the fundamental rights as entrenched in the Constitution	George, Oudtshoorn and Beaufort Wes	29 November 2004	Complete
				Mitchells Plain Library	30 November 2004	Complete
				Atlantis Library	3 December 2004	Complete
				Khayelitsha Court	26 January 2005	Complete
				Bellville, Omnia Building, Department of Social Services	18 February 2005	Complete

	Equality Act			Paarl, Town Hall	22 March 2005	Complete
	Equality Act & GBV			Paarl, Town Hall	23 March 2005	Complete
	Equality Act			Rawsonville, Worcester	29 March 2005	Complete
	Equality Act & GBV			Rawsonville, Worcester	30 March 2005	Complete
	Equality Act & HIV/AIDS		Greater Public awareness on the Equality Act. Informed public about unfair discrimination.	To be confirmed	To be confirmed	Incomplete Lack of Capacity Received manuals late
	Equality Act & Poverty		Greater Public awareness on the Equality Act. Informed public about unfair discrimination.	To be confirmed	To be confirmed	Incomplete Lack of Capacity Received manuals late

CAMPAIGNS

Develop educational material and publication on the Equality Act to create public awareness in the current Financial Year.	Women's Day Celebrations	Public awareness on the struggles of women I the race for gender equality and celebrating achievements thus far. Reports & feedback from the public.	Greater public awareness on campaign issues: Focus on "10 Years of Democracy; Where from Where To- Particular focus on Poverty Reduction	Mitchell's Plain, Portlands Indoor centre	3 August 2004	Complete
		Public awareness on the struggles of women I the race for gender equality and celebrating achievements thus far.	Greater Public awareness on the challenges and achievements of women after 10 Years of Democracy.	Cape Town, Artscape theatre	4-9 August 2004	
	2 x Campaigns Men's Project, Men's Summit	Summit report, Participants' evaluation forms, Attendance register.	To raise public awareness with the support of Men's groups for the eradication of violence against women and children	Sea Point civic centre	17 August 2004	
	16 Days of Activism	Public Awareness on Violence against women and children	To raise public awareness with the support of Men's groups for the eradication of violence against women and children. To get women speaking of how to get men involved in Gender Transformation in the 10th year of our Democracy.	WC Greenpoint Track	25 November 2004	

		Public Awareness on Violence against women and children.	To raise public awareness with the support of Men's groups for the eradication of violence against women and children	Gugulethu, Ikwezi centre	4 December 2004	
	50/50 Campaign	Public Awareness on Campaign. Women in Government	To raise public awareness	To be confirmed	Ongoing	Incomplete Lack of Capacity

