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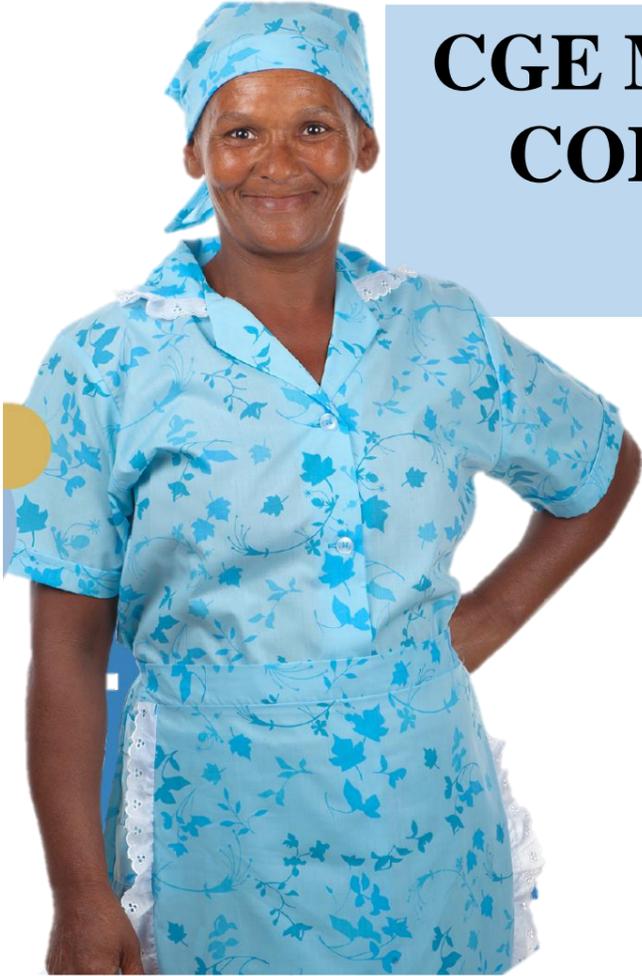
A Commission for Gender Equality Newsletter

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CGE Monitors Impact of COIDA on Domestic Workers

The Commission for Gender Equality invited a range of stakeholders involved in the protection of domestic workers, to discuss the impact of recently gazetted regulations of the Compensation Of Injuries and Diseases Act (COIDA).

In a webinar hosted by the CGE on Thursday, 23 September, Advocate Asenati Tukela from the Socio-Economic Rights Institute (SERI), said there are over one million domestic workers in South Africa, the majority of them being black African women. Until November 2020, the law did not allow domestic workers who sustained injuries and diseases while on duty, to claim financial compensation like other employees in the country. However, many employers still do not register their domestic workers compensation and UIF.

"Most employers do not have mutual working agreements with their domestic workers, and no established written contracts, and failure to act according to the Labour Relations Act" said Adv Jade Naidoo, who was one of the speakers at the webinar. Naidoo represents domestic workers in their disputes with employers.

Tamara Mathebula,
Chairperson of The Commission for
Gender Equality speaks to us about
African women: "defining their heritage,
culture and identity".



Message to Celebrate Women's Heritage

In celebration of Heritage month, CGE Chairperson Tamara Mathebula delivered a keynote address at an online initiative by organised by Cape Argus newspaper last week. "The provisions protecting the right to culture include a statement that 'no one exercising these rights may do so in a manner inconsistent with any provision of the Bill of Rights,'" the Chairperson said, "African women must be afforded an opportunity to define their own heritage, culture and identities" she said.

CGE Seeks Public Comments on LGBTI Equality

The CGE will on Tuesday – 28 September 2021 – launch a national campaign to solicit public comments and contributions on the state of LGBTI equality in South Africa. The comments will be used to identify key areas of intervention for the CGE to ensure the achievement of LGBTI equality in South Africa. "The objective of the project is to assess the state of LGBTI equality in South Africa 27 years after the achievement of democracy in South Africa. Whilst acknowledging the progress over the last decades of our democracy on equality in marriage, removal of sodomy laws, equal recognition of spousal benefits and inclusion of same-sex couples in adoption, there are areas that have seen little to no progress" the CGE said in a statement.

KZN CGE Hears Lived Experiences of Sex Workers



Sex workers told the CGE about their challenges

The CGE KZN office on Wednesday hosted an event in partnership with Ayanda Nsweli foundation and the Sex Workers Education and Advocacy Taskforce (SWEAT), with a theme: *Intersection of sex work and the trucking industry: Understanding the living experiences. The purpose of the discussion was to hear challenges experienced by sex workers, particularly those operating in the trucking industry.*

Sex workers from the Durban areas participated in discussions. CGE KZN provincial manager, Zanele Ncwane most sex workers complained about the abuse they suffer at the hands of truck drivers who exploit them by soliciting their services without paying, knowing well that sex workers are unable to report crimes committed against them, for fear of being arrested, as sex work is illegal in South Africa.



CGE KZN Provincial Manager, Zanele Ncwane

Varsities battling gender parity in senior positions

Despite having capacity building programmes for women, universities across South Africa are struggling to grow the numbers of women, particularly black women in senior management positions, according to Nthabiseng Moleko, the deputy chairperson of the Commission for Gender Equality (CGE). "Generally, there are not enough resources invested in providing security measures to students who reside outside university residences" Moleko said.

"Gender diversity and equality generally do not form part of student orientation and staff induction. There is a lack of proper consultation on issues of LGBTIQA+ inclusivity on campuses," she said. Moleko said the commission is in the process of engaging the Department of Higher Education and Training and the Minister of Higher Education, Science and Technology Dr Blade Nzimande to foster and expedite gender transformation at institutions of higher learning.

