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Commission for Gender Equality

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CGE unhappy with state of gender transformation at Clover SA



Representatives from Clover SA (Pty) Ltd responding to questions from CGE Commissioners during the gender transformation hearings last week.



The Commission for Gender Equality (CGE) expressed concern about the lack of women in the top management structures of Clover SA (Pty) Ltd. The diary company appeared before the CGE on the second day of the Gender Transformation Hearings for the Private and Public Sectors. The hearings were held at the Sunnysidepark Holiday Inn in Johannesburg on 29-30 November 2022.

In its top executive committee, which is responsible for all strategic, corporate, and financial decision-making, Clover has five people, all of whom are white males. In its senior management structure, it has 14 people, eleven of

whom are males. Clover has 84 women and 173 men in its middle management structure. CGE found that the company has not provided any training on sexual harassment in the last five years and did not deal decisively with the few sexual harassment cases reported in that period. Head of Legal Services, Dr Dennis Matotoka said the Commission was seriously concerned about this because it meant that the company's senior management was not committed to creating an enabling and conducive environment for employees to come forward and report cases. "Sexual harassment is one of the most atrocious

workplace offences in South Africa. Employers have a duty to conduct sexual harassment training and it is unacceptable that a company as big as Clover has not done this in the past five years" he said. "The private sector has this notion that if they transgress any laws of the country and found guilty, they will just pay the fines and carry on with their business" Matotoka added. "We acknowledge that there is lack of progress on our part and welcome the Commission's assistance towards full compliance" said the company's Human Resources Director.

Are political parties promoting gender equality in their ranks?



There should be harmonisation of the gender quota system in South Africa while ensuring that gender representation is not just about numbers but substantive equality too. This was a message from the Commission for Gender Equality's (CGE) Head of Legal Services, Dr Dennis Matotoka, when addressing the policy dialogue on the research report "Gains made, gains lost: Women's Representation in the 2021 Local Government Elections in South Africa".

The Commission published this report after assessing the extent of progress achieved in promoting and advancing the election, representation, and participation of women in politics and local government. The study sought to assess progress made by the six major political parties in the National Assembly, i.e., ANC, DA, EFF, IFP, VF+ and the ACDP on gender transformation.

The policy dialogue, led by CGE's Research and Policy unit, was held on 06 December in Braamfontein. A representative of the Inkatha Freedom Party, Ms Makhuba, said the party was not doing as well as it should be regarding women representation in its ranks. "We accept that we have dropped the ball on gender representation and believe we could have done better, we want to plead with CGE to engage us further" she said.

The African Christian Democratic Party welcomed the report, saying it opens avenues for them to set gender representation targets, "The country has regressed on gender representation, and so have we as a party. We need a quota system to address this imbalance" a party representative said.

Fathers tell CGE about unequal treatment by state institutions



About fifty men participated in the Men and Boys engagement session conducted by CGE Gauteng at Ipelegeng community Hall in Jabavu, Soweto.

The state is doing little to protect men against gross abuses by women and this has made it difficult for men to seek help anywhere. The family courts, South African Police Service (SAPS) and social workers are biased towards women and are ready to issue negative treatment towards men who seek justice. These were the views of men who participated in the 'Men and Boys' session conducted in

Jabavu, Soweto, by the Gauteng office of the Commission for Gender Equality (CGE). The session was held on Tuesday, 06 December at Ipelegeng community Hall. CGE's Education Officer in the Gauteng Province, Koketso Sekhu, said the aim of the engagement was to have a dialogue with men on issues affecting them, "The programme seeks to engage men and involve them in

initiatives that prevent gender-based violence (GBV) and promote gender equality". Men complained about being denied custody and access to their children, being rejected when they report abuse at police stations, being falsely accused of abuse and rape by women and being ill-treated by social workers who always take the sides of women regardless of facts.

"It is unfortunate that people who are supposed to help fathers at the courts, are the ones making it difficult for them to access their children and rights, it is a form of inequality and discrimination," Sekhu said.

Legal Officer, Ms Thembi Madalane, spoke about the CGE's legal mandate and explained the process of lodging gender-related complaints with the Commission. "Our services are free of charge. There are cases that we refer to the Equality Court on your behalf when we believe that must be the solution" she said. There were various speakers from different non-government organisations that advocate for men's rights.