

NEWSFLASH

A Commission for Gender Equality Newsletter

03 November 2023

EDITION 100



Proudly Bringing You The 100th Edition of Our Newsletter

The *sui generis* nature of our work channels the Commission to make use of different communication strategies to reach various sectors of society. Our simple but catchy newsletter has been one those strategies that we have used to increase a better understanding and knowledge of the work of the Commission.

In 100 editions of our newsletter, we were able to expand our horizon and provided our stakeholders with niche content linked to the Commission's interventions, outreach programmes, Policy dialogues, stakeholder engagements, oversight visits and transformation hearings etc. Every edition of our newsletter accentuated the difficulties of attaining gender equality in South Africa, and this is largely because of patriarchal views and systems that perpetuate unfair discrimination of persons based on their gender. As an intermediary between Citizens, as well as between citizens and the State, the Commission shall continue use its Newsletter to demystify, challenge and educate society regarding practices, systems and laws that undermine gender equality in various sectors of society.

The indispensable expertise of Commissioners and dedicated staff contributed immensely to the contemporary information contained in our 100 editions and this has led to attract readers' interests especially in the gender space. In turn, we view our 100th newsletter edition as a significant milestone and shall continue to provide cutting edge information as we commence our journey to the 200th edition!

Dr Dennis Matotoka
Acting CEO

Looking Forward To Another Hundred Editions



different at the Commission for Gender Equality. While we celebrate this one hundredth edition, the editorial team is thinking of ways to improve the newsletter's quality in terms of information, design, and general content. In this edition, we are introducing the new layout and design style, departing from the usual look and feel we have used up to now. We are also working on a new editorial strategy and building a new database to distribute the newsletter by email. The CGE is using this newsletter as a communication

platform to promote respect for gender equality, in accordance with its mandate. Our legal, research and public education departments will continue to generate substantive information and content that will contribute to gender transformation in South Africa.

Sello Molekwa
Newsletter Editor

We are delighted to have reached 100 editions of our weekly newsletter. We have put in a lot of work from the time we issued the first edition in 2021. Electronic newsletters are one of the most effective channels most organisations use to communicate with their stakeholders. We are no

CGE Flags Mining Companies on Slow Gender Transformation



Samancor CEO Desmond McManus takes an oath at CGE hearings.

By Lungelo Mesh

Workplace practices that do not protect women, failure to prevent sexual harassment, lack of gender transformation in management structures. These are some of the problems the Commission for Gender Equality (CGE) listed to mining companies during its transformation hearings in Johannesburg this week. Two mining companies appeared before the CGE to account for their state of gender transformation. The Commission held the hearings to assess the mining sector's compliance with employment equity legislation and related policies; and to address institutional and systematic barriers to gender diversity. Samancor Chrome Ltd and

Anglo Gold Ashanti presented their workforce statistics before CGE Commissioners on 31 October – 01 November. "We conduct transformation hearings in various sectors in accordance with the CGE Act. Corporate citizens must be mindful of the country's laws and help us create a transformed society that we aspire to", said CGE's Chairperson, Advocate Nthabiseng Sepanya-Mogale. Desmond McManus, CEO of Samancor said the CGE's recommendation for the company to address the safety of female workers was taken seriously, "We have increased our security for women working night shifts and we avoid making them work underground for safety reasons thus far", he said.