



Commission
for Gender
Equality

GENDER MAINSTREAMING AUDIT TOOL

2025-2030

AN ASSESSMENT FOR IDENTIFYING WORKPLACE
GENDER POLICIES AND PRACTICES FOR THE
ACHIEVEMENT OF GENDER EQUALITY

EXECUTIVE SUMMARY

The Commission for Gender Equality (CGE) is a statutory body dedicated to advancing gender equality in South Africa. In line with its mandate, CGE has developed a Gender Audit Tool for the 2025/2026 financial year to assess policies, practices, and workplace cultures across public and private sectors. This initiative seeks to institutionalize gender mainstreaming, ensuring organizations integrate gender perspectives into their decision-making processes, policies, and programs. Gender mainstreaming is a transformative approach designed to address systemic inequalities by promoting diversity, inclusion, and gender equity. It challenges discriminatory practices and fosters environments where all individuals, especially those historically marginalized, such as women, girls, gender-diverse persons, and individuals with disabilities, can thrive. The Gender Audit Tool offers a structured mechanism for identifying policy gaps, ensuring compliance with gender-related legislation, and promoting accountability in organizational settings. The audit will provide a comprehensive evaluation of gender responsiveness in institutions, assess resource allocation for gender-related activities, examine human resources and procurement policies, and benchmark progress in gender mainstreaming. By generating actionable insights, the tool will guide organizations in developing robust gender action plans that contribute to long-term, sustainable transformation. Aligned with South Africa's constitutional commitment to equality, the Gender Audit Tool moves beyond compliance to embed the principles of diversity and inclusion into core organizational operations. Through this initiative, CGE aims to foster a just and equitable society where gender equality is not merely an aspiration but a lived reality.

ACKNOWLEDGEMENT

This audit tool acknowledges and expresses gratitude to all the Education Officers across the various provinces within the Commission for Gender Equality's Public Education and Information Department. It also recognises the Research and Policy and Legal Department's Officers who integrated insights into the tool. Their valuable participation in developing, conceptualising, and initiating this tool has been instrumental. Their collective efforts have ensured that this document will effectively lead, promote, and guide the design of public education and information programs focused on gender mainstreaming, diversity, and transformation across multiple sectors, impacting gender equality in South Africa.

INTRODUCTION

The Commission for Gender Equality ('the CGE') is an independent statutory body created under Chapter 9 of the Constitution of the Republic of South Africa, 1996 ('the Constitution'). The CGE has a mandate to promote and protect gender equality in government and the private sector. To this end, the Commission for Gender Equality Act No. 39 of 1996 (the CGE Act) gives the CGE the power to monitor and evaluate policies and practices of organs of state at any level, statutory bodies and functionaries, public bodies and authorities, and private businesses, enterprises, and institutions to promote gender equality and make any recommendations that the CGE deems necessary. Furthermore, the CGE Act gives CGE powers to develop, conduct, or manage information and education programs.

Gender mainstreaming seeks to promote equality by addressing patriarchal systems, gender discrimination, thus eliminating unequal power in the workplace. Through policy interventions, it challenges systemic hegemonies that hinder transformation by fostering a culture wherein institutions must have an engendered self-assessment in policy and practice. These efforts focus on improving the lived experiences of all individuals, particularly women, girls, gender-diverse persons, and people with disabilities who have historically faced oppression. The effects of inequality are evident in various aspects of life, especially in the underrepresentation of women in leadership roles, key institutions, and industries. By integrating gender perspectives into policies and decision-making, gender mainstreaming aims to create a more inclusive and equitable society. The gender audit tool is a mechanism designed to assess policy and organisational cultural challenges and opportunities for advancing gender equality, transformation, diversity, and inclusion. By providing a structured approach to evaluating organisational practices, policies, and workplace culture, the tool enables the development of comprehensive gender action plans that foster equity and promote gender transformation across all levels.

For the 2025/2030 financial years, the Public Education Department of the Commission for Gender Equality (CGE) will implement this tool to support the creation of strategies that drive meaningful gender transformation. This initiative aims to cultivate diverse and inclusive environments where individuals of all genders can thrive, contributing to a more equitable society. It aligns with South Africa's constitutional commitment to equality, as enshrined in Section 9 of the Constitution of the Republic of South Africa, which guarantees the right to equality and prohibits discrimination based on gender. Through this effort, organisations/sectors can move beyond compliance and actively embed principles of diversity, inclusion, and gender equity into their core operations, ensuring long-term, transformative change.

ABOUT THE GENDER AUDIT TOOL



This tool is an output of the Commission for Gender Equality, an initiative by the Public Education and Information Department that seeks to lead, promote, and monitor gender mainstreaming information and education programs in both private and public sectors. The gender audit plays a pivotal role in identifying gendered policy gaps, ensuring accountability, transparency, thus fostering accountability and awareness for gender equality within organisations or sectors. By systematically assessing policies, programs, and practices through a gender lens, gender audits uncover existing disparities, identify areas for improvement, and promote meaningful change towards gender equality and transformation. This audit not only aims to assess compliance with gender-related legislation and policies but also highlights the differential impacts of initiatives on various genders. Gender audit contributes to fostering inclusive environments, advancing human rights, and ultimately, building more equitable societies. In essence, a gender audit serves as an essential tool for transforming how institutions and societies must operate so that gender equality is built into the fabric of all decision-making. The tool drives consciousness, institutional culture, mindfulness, gender integration, inclusive development, and monitors measurable progress towards achieving and promoting gender related specific goals, thus fostering equality whilst eliminating discrimination in the workplace and society.

WHY CONDUCT A GENDER AUDIT TO ACHIEVE GENDER MAINSTREAMING?

The United Nations defines gender mainstreaming as an essential strategy in assessing the implications for women and men of any planned action, including legislation, policies, or programmes, in all areas and at all levels. The Paris Agreement Gender Action Plan (GAP) emphasises gender-responsive climate policies, while the Organisation for Economic Cooperation and Development (OECD) Toolkit for Gender Equality provides governments with self-assessment tools to refine gender-sensitive policymaking. Similarly, the World Health Organization's Gender Mainstreaming Strategy has embedded gender-responsive planning into global health initiatives. In South Africa, the Commission for Gender Equality (CGE) leads in promoting gender equality through legislative advocacy, public education campaigns, and monitoring mechanisms. CGE ensures that gender considerations are integrated into governance and development frameworks by holding both public and private institutions accountable. CGE continues to champion gender transformation, ensuring that gender mainstreaming moves beyond policy rhetoric into measurable change. Gender mainstreaming has evolved from being merely a strategy for considering the implications of policies and programmes on women and men to a more inclusive and transformative approach. It is now essential that gender mainstreaming serves as a comprehensive strategy for assessing the potential impacts on women, men, gender non-conforming persons, persons with disabilities, and other designated groups across all sectors, at all levels. This must be done from the planning and design phase to identify and eliminate any form of discrimination, whether embedded in policies, practices, systems, or organizational culture. Only through such an inclusive and intersectional approach can institutions advance substantive equality and foster an environment that is just, equitable, and responsive to diverse lived realities. [1]. Major instruments such as the Convention on the Elimination of Discrimination Against Women, the Beijing Platform for Action, and the Sustainable Development Goals commit governments to leave no one behind by integrating gender considerations in development planning.

- [1] Organisation for Economic Co-operation and Development. (2023). Toolkit for Gender Equality. Retrieved from Your paragraph text
- World Health Organization. (2023). Gender Mainstreaming Strategy. Retrieved from Your paragraph text
- Gender mainstreaming bklf 12pg VER5.cdr

OBJECTIVES

Gender mainstreaming is a strategy for integrating specific gender perspectives into all aspects of policy and programming to promote equality. In essence, this means assessing or auditing the different needs and experiences of all genders when designing, implementing, monitoring, or evaluating any action or policy.

A gender audit establishes a baseline, identifies critical gaps and challenges, and recommends ways of addressing them, suggesting possible improvements and innovations, for compliance. It also documents good practices towards the achievement of gender equality. A gender audit not only supports the development of gender equity strategies to promote equality but also encourages the development of gender sensitivity throughout the workplace and organisational environment. The goal is to eliminate gender-neutrality, set up accountability, and monitor mechanisms by transforming existing policies so that all men and women, and gender non-conforming persons, can benefit equally, and past inequalities are addressed.

The following are the objectives for carrying out the gender audit tool:

- To generate understanding of the extent to which gender mainstreaming has been institutionalised and acted upon by employers.
- To assess the extent of gender mainstreaming in terms of the development and practice of gender responsive policies and programmes.
- To identify education and information programmes on mechanisms, practices, and attitudes that have made a positive contribution to mainstreaming gender in the organisation or a sector.
- To determine and assess measurable progress on resources allocated and spent on gender mainstreaming and gender activities.
- To examine the extent to which human resources, safety, and economic development opportunities, such as procurement and skills development policies, are gender sensitive.
- To examine the gender balance and diversity protections at different levels of an organisation.
- To set up the initial baseline of performance on gender mainstreaming in an organisation with a view to introducing an ongoing process of benchmarking to measure progress in promoting gender equality.
- Accountability monitoring for targeted interventions and outcomes.



THE AIM OF THE TOOL

- a) Generate an understanding of how gender is considered and accounted for in internal policies, procedures, and practices across an institution and sectors.
- b) Develop a baseline for collective measurement and analysis within an organisation or different sectors.
- c) Identify areas for improvement and action to align with gender equality frameworks in various sectors.
- d) Encourage a participatory process that builds sector-wide ownership of gender integration efforts and accountability.
- e) By applying these principles, sectors and institutions will contribute to a shift that is characterised by a more inclusive and equitable environment and culture, thus ensuring that gender transformation in all aspects of society is achieved.



PREPARING FOR THE GENDER AUDIT

Gender audits require leadership commitment from senior and executive management, particularly as these audits require commitment, resources, planning, and coordination. It requires getting strategic thrusts from these roles to foster importance and the accruing benefits of a gender equal workplace. Leadership commitment is evidenced in the ways in which management communicates and demonstrates support and commitment to working towards gender equality. If leadership commitment and will are absent, focus should be on beginning the conversation and developing an approach to creating a shared understanding of the benefits for organisations of establishing systems that account for gender equity.



BENEFITS OF CONDUCTING A GENDER AUDIT TOOL

Demonstrating commitment to gender equity: A gender audit signals to employees and stakeholders that the sector is dedicated to improving gender equity and enhancing the status of women within the community. Recognising progress made: It provides an opportunity to assess and acknowledge any strides already taken to advance gender equity, helping to raise social protections and sustainability within the workplace. Promoting action where needed: The audit helps identify areas that require more gender-responsive policies and practices, sensitisation, thus driving meaningful change and improvement. The workplace must foster a culture of self-assessment/audit and seek mainstreaming guidance and advice where it is needed.



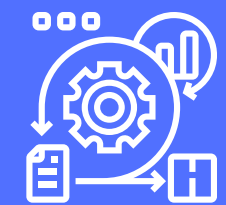
COMMUNICATION WITH MANAGEMENT

Before the audit, it is important that management understands the purpose, the goal, and the extent of the audit. Management must understand the steps involved, the timelines, and what the benefits for the organisation are. Management must understand the expectations for the gender audit, and it must be explained how the results will be disseminated, how action plans will be devised, and management must commit to how action plans will be implemented. The Commission for Gender Equality provides gender mainstreaming guidance and sensitisation. Employee involvement must be understood, management must inform the focus groups, and management must understand that the process will require feedback, surveys in some instances, and some gender and development capacitation, awareness, or transformation hearings may be recommended.



WHO TO INVOLVE

Creating a gender audit working group from across the organisation or sector is a recommended approach. Selecting a variety of role players from within the organisation or sector will help to generate ownership of the results of the gender audit and commitment to action. It is imperative that the Institution/organisation/business allocates a senior management member for this role to ensure commitment and implementation. This is not to discard an already established working group or committee that must institutionalise transformation in taking the gender audit tasks. An example of this is working closely with an existing Employment Equity committee and Gender Focal Persons or Gender Transformation Units/Desks.



METHODOLOGY: SELECTING AREAS TO AUDIT

It is important to consider resources, time, and prioritisation in deciding what areas within the organisation or sector should be assessed and determined to test if they are in compliance with gender equality frameworks. To this audit, an organisation or sector may audit internal policies, procedures, or practices. It may choose to sample any of its departments/policies it has for mainstreaming audit. Internal refers to whether the organisation actively fosters gender equity and sensitivity within its internal operations and managerial decisions. It also refers to the extent the organisation goes to foster the aspect of gender equality in its service delivery and procurement endeavours. [2]

- [2]<https://www.unwomen.org/en/digital-library/publications/2022/02/handbook-on-gender-mainstreaming-for-gender-equality-results>
- <https://www.undp.org/sites/g/files/zskgke326/files/2023-03/Gender%20Mainstreaming%20Training%20Manual.pdf>

GENDER MAINSTREAMING FRAMEWORKS & POLICIES

To determine and monitor if the institution is mainstreamed, it must self-assess if it has gendered considerations and comply with the policies below.

- Labour Relations Act 66 of 1995 (LRA)
- Basic Conditions of Employment Act 11 of 2002 (BCEA)
- Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000 (PEPUDA)
- Employment Equity Act 55 of 1998 (EEA) as amended, and its Regulations
- The Employment Equity Amendment Bill September 2018
- The Preferential Procurement Policy Framework Act 5 of 2000 (PPPFA) and its Regulations
- The Broad-Based Black Economic Empowerment Act 53 of 2003 as amended (B-BBEE) and its Regulations
- Skills Development Act 97 of 1998, as amended
- Skills Development Levies Act 9 of 1999, as amended

SELF-ASSESSMENT POLICY CONSIDERATIONS TO COMPLY WITH, AND NOT LIMITED TO;

- Gender Mainstreaming Policy
- Employee Wellness Policy
- Personal Protective Equipment Policy (Where applicable)
- Occupational Health and Safety Policy
- Sexual Harassment Policy/Code of Good Practice Policy
- Preferential Procurement Policy
- Recruitment Policy
- Education, Training, and Skills Development Policy
- Employment Equity Policy
- Any other policy or guiding document that could be relevant to the sector/institution (e.g., for the mining sector, compliance with the Mining Charter or targets set for participation of women in mining).

Where CGE will be conducting a mainstreaming or monitoring intervention, the provincial office must be given access to the policies above.

GENDER AUDIT GUIDING QUESTIONS

This tool proposes the most appropriate method of collecting information. Depending on the questions being asked, the audit may require a document analysis to support certain assertions. For example, it is not enough to talk about the existence of a sexual harassment policy. Rather, it requires a critical examination of the policy to gauge if it captures the issues posed in the question.

Use your discretion to decide which format works best and which questions work best, depending on the audience: executive leadership, middle-level management, or workers. For example, questions on the development and dissemination of policies may be posed to management, while staff may be asked about organisational culture.



INTERNAL GENDER AUDIT: HOW FAR IS THE ORGANISATION READY TO ACHIEVE GENDER EQUALITY?

SECTOR/ INSTITUTION INFORMATION: TOWARDS ACHIEVING INCLUSIVENESS

Information is required to establish the sector's identity, mandate, and operational scale. This helps contextualise gender equality efforts within the specific institutional setting.

1. Name of the organisation or sector	
2. Who is primarily responsible for the governance of the organization or sector?	
3. When was the organization or sector established in SA?	
4. Does promoting gender equality (gender mainstreaming) form part of the key performance of top and senior management in your entity/Department?	
5. What is the total number of employees in the organisation or sector?	
6. Are the employees affiliated with any trade union or council? Provide name(s).	

INCLUSIVE WORKFORCE REPRESENTATION

Under this theme, data is used to assess the composition of the workforce in terms of sex-disaggregated data. It assists in identifying gaps or imbalances in employment, progression, and representation across levels.

Level	Total employees	Persons with disabilities	Sex: Female/ Male	Non-binary/ Gender diverse	Prefer not to say	Non-SA national
Top Management						
Senior Management						
Professionally qualified and experienced specialists and mid-management						
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendent ³						

• [3] <https://whe.org.au/tfer/wp-content/uploads/2014/06/Gender-Equity-Tool-Final-September-2015.pdf>https://www.chr.up.ac.za/images/centrenews/2014/files/Gender_Audit_Tool_Web_version.pdf

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Level	Total employees	Persons with disabilities	Sex: Female/ Male	Non-binary/ Gender diverse	Prefer not to say	Non-SA national
Unskilled and defined decision making						
Permanent employees						
Temporary employees						
Grand total						

ORGANISATIONAL CULTURE

The aim is to evaluate the internal culture, values, behaviours, and norms that shape the working environment. This helps determine whether the organizational culture supports or hinders gender equality and transformation.

<u>Question</u>	YES/NO	Additional details
1. Do employees in senior positions provide an enabling environment and commitment towards achieving gender transformation and equality?		If yes, how is this demonstrated?
2. Does your organisation/sector align with Employment Equity in its recruitment processes?		Please give the numbers of how representation looks disproportionately across job levels.
3. Does your institution have a Gender Focal person to drive gender equality		How is this demonstrated?
4. Do you believe gender equality fits into the culture of your organisation?		If so, why? If not, why not?
5. Are gender issues taken seriously and discussed openly in your organisation/sector?		If yes, can you provide an example?
6. Does your organisation have a culture that encourages education and sensitisation to foster gender-sensitive behaviour?		Can you provide an example of this practice? How is this demonstrated in practice?

ORGANISATIONAL CULTURE

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<u>Question</u>	YES/NO	Additional details
7. Are there provisions for light/safe duties for pregnant parents/ mothers?		If yes, is this enforced?
8. Does the organisation/sector have childcare facilities on site?		If yes, are they accessible and safe?
9. Do staff have paid parental/maternity leave/benefits?		If yes, for how long?
10. Does your organisation have a policy regulating the allocation of economic development and planning opportunities?		Please give the numbers of how representation looks disproportionately across the programmes.
11. Does your organisation have a gendered skills development policy?		If yes, how is it allocated?

CREATION OF AN ENABLING ENVIRONMENT

The focus is on the presence of structures that create a supportive inclusion and protections for gender non-conforming individuals and personnel with disabilities.

<u>Question</u>	YES/NO	Additional details
1. Does your organisation/ sector have a formal policy framework that supports gender equality, disability inclusion, and LGBTQIA rights?		If yes, provide details on the framework and its implementation.
2. Are gender equality, disability inclusion, and LGBTQIA rights integrated into the organisation's /sector's strategic planning and decision-making processes?		How is this reflected in policies and actions?
3. Is there a dedicated office or team responsible for monitoring gender, disability, and LGBTQIA inclusion initiatives?		If yes, who oversees this? And if no, how is accountability ensured?
4. Does the sector allocate specific resources (budget, training, staff) to support gender and diversity initiatives?		Provide examples of allocated resources.

CREATION OF AN ENABLING ENVIRONMENT

The focus is on the presence of structures that create a supportive inclusion and protections for gender non-conforming individuals and personnel with disabilities.

<u>Question</u>	YES/NO	Additional details
5. Are policies in place to prevent discrimination and promote inclusivity for women, persons with disabilities, and LGBTQIA individuals?		
6. Is there a monitoring and evaluation system to track progress on gender, disability, and LGBTQIA inclusion?		
7. Does the sector actively engage with stakeholders and external experts on gender equality and diversity[4]		

• [4] https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@dgreports/@gender/documents/publication/wcms_101030.pdf

GENDER EQUITY POLICIES

Under this theme, the objective is to examine the existence, application, and effectiveness of gender equity policies. This allows for the identification of policy strengths, gaps, and areas requiring intervention

<u>Question</u>	YES/NO	Additional details
1. Does your organisation/sector have written policies that affirm a commitment to gender equity and equality?		If yes, are they accessible?
2. Is gender considered during strategic planning for organisational activities?		If yes, how is this demonstrated?
3. Does management take responsibility for the development and implementation of the gender policy/goal in the strategic plan?		If yes, how is this responsibility demonstrated?
4. Does your organisation set agreed success measures for gender equity principles? (for example, diversity, inclusion, intersectionality, transformation)		Are these accessible?

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<u>Question</u>	YES/NO	Additional details
5. Has a gender equality action plan been developed through consultation with a range of staff, and incorporated into an annual plan for management and leadership work plans?		Are these plans discussed and disseminated? Are they actioned? How?
6. Are policy documents on gender transformation available and actively disseminated to the work unit's staff and partner organisations? [5]		How is this done?
7. Does your organisation have a policy and a mandatory intervention programme that educates employees against gender-based violence, including sexual harassment?		How often are employees taken to this intervention?

- [5]https://www.undp.org/sites/g/files/zskgke326/files/2025-05/undp_gender_audit_toolkit.pdf
- <https://www.pasai.org/blog/2022/3/29/gen-der-equality-diversity-and-social-inclusion>

RESPONSIVE GENDER BUDGETING- INTERNAL AND EXTERNAL ENVIRONMENT

Under this theme, the emphasis is on how financial planning and resource allocation support gender equality goals. This assists in determining whether budgeting practices are gender-responsive, both internally and in service delivery.

<u>Question</u>	YES/NO	Additional details
1. Has your institution/sector budgeted adequate financial resources to support its gender integration initiatives?		Provide details on the allocated budget.
2. Are adequate financial resources allocated for the implementation of your institution/sector's gender policy at all levels? (Programs funded as and when required)		Specify the funding structure and accessibility
3. Does the gender focal person or special programs officer have an allocated budget to manage gender initiatives?		How is this budget structured and utilised?
4. Does the gender focal person have clear reporting lines with the decision makers?		Where does this role report to?

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<u>Question</u>	YES/NO	Additional details
5. Is staff training on gender equality and gender analysis systematically and consistently budgeted for in your institution/sector?		Indicate the proportion of women vs. men, gender non-conforming persons, and persons with disabilities who have benefited.
6. Do you have a budget/specific goals geared towards programmes and projects targeting both women, men, and persons with disabilities, internally and externally?		Briefly explain each programme and project, its budget allocation, and provide the race and gender disaggregated data of the beneficiaries.
7. Does your institution/sector have any community outreach / social responsibility programmes aimed at the empowerment or development of designated groups [6]		If yes, please provide information and include all programmes.

• [6] InterAction. The Gender Audit Handbook: A Tool for Organizational Self-Assessment and Transformation, 2010.

HUMAN RESOURCES AND DEVELOPMENT

Under this theme, the purpose is to assess HR strategies and practices related to gender, including recruitment, promotion, training, and development opportunities.

<u>Question</u>	YES/NO	Additional details
1. Is gender-disaggregated data used for workforce/HR planning and reporting?		If so, how is this data used?
2. Is gender awareness present in all job descriptions and/or in key performance areas?		Do position descriptions include responsibility for the promotion of gender equality?
3. Are recruitment applications assessed with a gender equity approach?		Please share examples.
4. Is action taken to recruit, mentor, and retain a representative number of underrepresented groups/persons in the organisation?		How is this action demonstrated? · Is this embedded into policies and procedures?

HUMAN RESOURCES AND DEVELOPMENT

Under this theme, the purpose is to assess HR strategies and practices related to gender, including recruitment, promotion, training, and development opportunities.

<u>Question</u>	YES/NO	Additional details
6. Are there proactive strategies implemented to recruit or promote women into decision-making positions, such as senior management positions?		Can you provide an example?
7. Are all employees/ receiving the same career training and development opportunities?		Are these embedded into policies and procedures? Can you provide
8. Has there been a positive shift in increasing equitable representation of previously disadvantaged groups in senior management positions in the past years?		So, why do you think this is the case? If not, why do you think this is the case?

POLICY FRAMEWORK

Institutions are required to list all existing policy frameworks that support gender equality, gender mainstreaming, and transformation. These policies must be identified as current, not available, outdated, or under review. Institutions should also indicate any challenges in implementing them or notable successes achieved.

<u>Name of Policy</u>	Status (Reviewed: YES/NO)	Additional responses
1. Gender Mainstreaming Policy		
2. Gender Discrimination Policy/ Anti- Anti-Discrimination Policy /GBVF Policy		
3. Employee Wellness Policy		
4. Maternity and Paternity or Parental Leave Policy		
5. Occupational Health and Safety Policy		
6. Sexual Harassment Policy/Code of Good Practice Policy		

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Institutions are required to list all existing policy frameworks that support gender equality, gender mainstreaming, and transformation. These policies must be identified as current, not available, outdated, or under review. Institutions should also indicate any challenges in implementing them or notable successes achieved.

<u>Name of Policy</u>	Status (Reviewed: YES/NO)	Additional responses
7. Guideline for implementing the Preferential Procurement Policy		
8. Gender Responsive Budgeting Policy		
9. Recruitment Policy		
10. Education, Training, and Skills Development Policy		
11. Employment Equity Policy		

POLICY FRAMEWORK

Institutions are required to list all existing policy frameworks that support gender equality, gender mainstreaming, and transformation. These policies must be identified as current, not available, outdated, or under review. Institutions should also indicate any challenges in implementing them or notable successes achieved.

<u>Name of Policy</u>	Status (Reviewed: YES/NO)	Additional responses
12. Code of good practice/ Code of Conduct		
13. Any other... e.g. gender Gender-Affirming Policy, Charters to redress historical inequalities, including a demonstration of how often the institution creates awareness for gender equality education and sensitisation.		

THANK YOU

Lodge a complaint at Gender-Enquiries@cge.org.za

General Enquiries: info@cge.org.za

Head Office Landline: 011 403 7182

Social media pages:

X: [@cge-live](https://twitter.com/cge-live)

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TikTok: [@gendercommission](https://www.tiktok.com/@gendercommission)

WhatsApp Channel: Commission for Gender Equality

Website: www.cge.org.za

