



Commission
for Gender
Equality

ANNUAL REPORT 2025 / 26

26



Commission
for Gender
Equality



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Part A

General Information



PART A: GENERAL INFORMATION

REGISTERED NAME:	COMMISSION FOR GENDER EQUALITY
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ISBN:	978-1-83491-991-1

1. List of Abbreviations / Acronyms

AGSA	Auditor-General of South Africa
APP	Annual Performance Plan
ARC	Audit and Risk Committee
CAE	Chief Audit Executive
CGE	Commission for Gender Equality
CSW	Commission on the Status of Women
ETDP SETA	Education, Training and Development Practices Sector Education and Training Authority
GAD	Gender and Development
GBV	Gender-Based Violence
GBVF	Gender-Based Violence and Femicide
GIAS	Global Internal Audit Standards
GM	Gender Mainstreaming
GRAP	Generally Recognised Accounting Practice
ICT	Information and Communication Technology
IIA	Institute of Internal Auditors
IMSI	Intergovernmental Monitoring, Support, and Interventions
IPPF	International Professional Practices Framework
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and other sexual orientations and gender identities
NSP	National Strategic Plan
PAA	Public Audit Act 25 of 2004
PEI	Public Education and Information
PEPUDA	Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000
PFMA	Public Finance Management Act 1 of 1999
SAPS	South African Police Service
SGBV	Sexual and Gender -Based Violence
SRHR	Sexual and Reproductive Health Rights
TVET	Technical and Vocational Education and Training
UPR	Universal Periodic Review

2. About the Commission for Gender Equality

The Commission for Gender Equality (CGE) is one of the institutions established in terms of Chapter 9 of the Constitution of the Republic of South Africa, 1996. In terms of section 187 of the Constitution, the mandate of the CGE is to contribute to strengthening and deepening constitutional democracy in South Africa through the promotion, protection, development, and attainment of gender equality.

The powers and functions of the CGE are further outlined in the CGE Act 39 of 1996 as amended ("CGE Act"), which include monitoring and evaluating the policies and practices of government, the private sector and other organisations to ensure that they promote and protect gender equality; public education and information; reviewing existing and upcoming legislation from a gender perspective; investigating inequality; commissioning research and making recommendations to Parliament or other authorities; investigating complaints on any gender-related issue and monitoring and reporting on

South Africa's compliance with international conventions. As such, the CGE has powers to review policies of public and private entities from a gender perspective and to ensure gender-aware and responsive policy-making and practices. As part of its work, the CGE evaluates legislation, policies, practices, and mechanisms and makes recommendations to bring about continuous improvements to advance gender equality. This enables the CGE to influence legislative and policy changes which advance gender equality, while monitoring state compliance with national, international, and regional instruments promoting gender equality. The CGE is mandated to promote and protect gender equality through public awareness, education, and investigation, which is intended to contribute to change of behaviour and promote practices that promote social justice for victims of gender violations. When executing its mandate, the CGE identifies and monitors key issues that impact on gender equality and further investigates and evaluates issues that undermine the attainment of gender equality.





FOREWORD BY THE COMMISSION CHAIRPERSON

In the 2025/2026 financial year, the CGE resolved to spread the word about its work and to optimise the avenues available to it to strengthen adherence to its recommendations. We did this by approaching the relevant Portfolio Committees to report on existing CGE Research and Legal reports. The response to these presentations has resulted in government and the private sector taking the recommendations of the CGE seriously.

The CGE also initiated crucial investigative hearings and engagements with the Executive. Among them were the investigation into gender-responsive disaster management in eThekweni, the Western Cape provincial investigation into labour standards, working conditions and access to justice in the wine industry, the Northern Cape teenage pregnancy investigation, and the investigation into the trends identified in the public sector handling of sexual harassment complaints in Free State provincial departments. These investigations do not reflect the complete status of gender equality issues in the country but reflect the CGE's commitment to hold the relevant duty bearers accountable.

The 2025/2026 financial year marks the second year of the CGE strategic plan, and we have made considerable strides in line with our strategic objectives. Our departments, support departments included, have shown dedication and commitment to achieving gender equality in our lifetime, and that is reflected in the achievement of our performance targets. As the CGE prepares to receive new Commissioners, we have hope that the appointed individuals will carry the baton and guide the CGE towards its strategic goals.

During this period, we secured landmark judgments in the Constitutional Court. The judgment in *Van Wyk v Minister of Employment and Labour and Others*¹ secured the rights of fathers, surrogate and adoptive parents. We also secured victory in the case of the Director of Public Prosecutions v Coko², a territory that for too long was blurred to the detriment of victims and survivors of gender-based violence.

We have also increased the number of legislative Bills that we contribute towards, providing the country with a much-needed perspective on the impact of laws on gender equality and how this should be strengthened. The CGE continues to increase its visibility and reach, although limited funding continues to hamper better and deeper impact and reach. I do not doubt that we will achieve this ultimately.

The Commissioners and staff at the CGE continue to work in harmony towards our mandate. The culture of professionalism and integrity continues to be strengthened. A deeper understanding of our mandate and its constitutional foundation continues to deepen. The CGE will continue to grow as a result.

Yours faithfully

Adv Nthabiseng Sepanya-Mogale

Chairperson of the CGE

31 July 2026

¹ *Van Wyk and Others v Minister of Employment and Labour; Commission for Gender Equality and Another v Minister of Employment and Labour and Others* (CCT 308/23) [2025] ZACC 20

² *Director of Public Prosecutions, Eastern Cape, Makhanda v Coko* [2024] ZASCA 59 (24 April 2024)



CHIEF EXECUTIVE OFFICER'S OVERVIEW

The 2025/2026 financial year was marked by the CGE's continued efforts to advance, protect, and promote gender equality in South Africa, in line with its constitutional mandate. Operating within a complex socio-economic environment characterised by persistent inequality, gender-based violence and femicide, unemployment, poverty, and growing concerns regarding discrimination and exclusion, the Commission remained steadfast in championing the rights of all marginalised groups.

During the year under review, the Commission intensified its oversight, advocacy, monitoring, research, litigation and public education interventions aimed at strengthening accountability across all spheres of government and society. Notable attention was directed towards women's access to communal land as a fundamental human rights issue directly linked to equality, food security, poverty eradication, and sustainable development, and challenging provisions of the Basic Conditions of Employment Act and the Unemployment Insurance Fund Act to the extent that they unfairly discriminate against mothers, fathers and surrogate parents.

The Commission also continued to strengthen collaboration with Parliament by presenting various research reports that highlighted gender inequalities in different disciplines and requested interventions from Portfolio Committees. Through strategic engagements and interventions, the institution contributed meaningfully to national discourse on issues including Gender-responsive disaster management in KwaZulu-Natal; the role of broadcasting and electronic institutions in addressing systemic gender issues; gender-based violence and femicide; sexual harassment in the

workplace; and gender mainstreaming across public and private sector entities.

Despite fiscal constraints and increasing service delivery demands, the Commission remained committed to prudent financial management, ethical governance and institutional accountability. Efforts were undertaken to improve operational efficiency, strengthen internal controls and enhance organisational performance in alignment with the approved Annual Performance Plan and Strategic Plan.

The Management acknowledges the support and oversight provided by Commissioners during the reporting period. Appreciation is also extended to staff for their dedication and resilience in advancing the constitutional imperative of substantive gender equality. As the institution reflects on the achievements and challenges of the 2025/2026 financial year, it remains committed to strengthening its impact, enhancing public trust and accelerating transformative interventions that contribute towards a just, inclusive and gender-equal society.

Yours faithfully

Dr. Dennis Matotoka
Chief Executive Officer
31 July 2026

5. Statement of Responsibility and Confirmation of Accuracy of the Annual Report

To the best of my knowledge and belief, I confirm the following: All information and amounts disclosed in the annual report are consistent with the annual financial statements audited by the Auditor-General. The annual report is complete, accurate and is free from any omissions. The annual report has been prepared in accordance with the guidelines on the annual report as issued by National Treasury. The Annual Financial Statements (Part E) have been prepared in accordance with the standards applicable to the public entity.

The accounting authority is responsible for the preparation of the annual financial statements and for the judgments made in this information. The accounting authority is responsible for establishing and

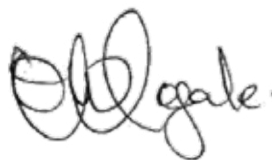
implementing a system of internal control that has been designed to provide reasonable assurance as to the integrity and reliability of the performance information, the human resources information and the annual financial statements.

The external auditors are engaged to express an independent opinion on the annual financial statements. In our opinion, the annual report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the entity for the financial year ended 31 March 2026.

Yours faithfully



Dr. Dennis Matotoka
Chief Executive Officer
31 July 2026



Adv Nthabiseng Sepanya-Mogale
Chairperson of the CGE
31 July 2026

6. Strategic Overview

Impact Statement: A society and government that is knowledgeable, accountable and responsive about all dimensions of gender equality.

Vision: An independent, constitutionally mandated organisation that pioneers and catalyses gender development and transformation.

Mission: To lead, promote, protect, monitor and evaluate gender equality through research, managing public education, policy development, legislative initiatives, and litigation.

Values: We are anchored in the supremacy of the Constitution and the rule of law, and we perform all our functions with an ethos grounded in the following values:

- Independence: we perform our duties impartially, without fear, favour or prejudice, mindful of the independence of our office.
- Professionalism: we timeously execute our responsibilities with the utmost care and diligence.
- Confidentiality: we always ensure and maintain confidentiality.
- Ethical behaviour: we maintain high standards of trustworthiness and honesty, respect, empathy and integrity.
- Teamwork: we support and work in collaboration with our colleagues, state organs and civil society to maximise the attainment of our objectives.
- Accountability: we always give an account of our actions and decisions.

The CGE has translated its constitutional mandate and obligation into four strategic outcomes. These form the organisational framework for compliance, governance, and effective functioning. The following outcomes are strategic pillars for the achievement of the Commission's mandate.

#	STRATEGIC OUTCOME	PURPOSE
1	An enabling legislative environment for gender equality through submissions, recommendations, investigations, and litigation.	To evaluate legislation, policies, practices and mechanisms within public and private institutions and make recommendations and undertake litigation to advance the gender transformation agenda.
2	Develop and manage information and education programmes to foster public understanding of gender equality and the role of the Commission.	To conduct advocacy initiatives and develop and manage public education interventions with sector partners in the promotion of public understanding of gender equality and access to gender justice.
3	Monitoring compliance and research on issues that undermine the attainment of gender equality.	To identify and monitor key issues that impact on gender equality, evaluate contributions by role-players to gender equality and make recommendations to promote and attain gender equality.
4	A renewed, efficient, effective and sustainable organisation.	To build and sustain efficient and effective organisational culture, organisational systems, operations, and governance processes, for the optimal performance of the institution in executing its mandate.

7. Constitutional and Legislative Mandates

Constitutional Mandate

The Constitution expressly articulates that the Bill of Rights is the foundation of our democracy, which preserves the rights of the citizens of the Republic by entrenching the democratic values of human dignity, equality and freedom, and that these rights, amongst others, must be respected, protected and fulfilled.

Section 187(1) of the Constitution of the Republic of South Africa reads: "Commission for Gender Equality must promote respect for gender equality and the protection, development and attainment of gender equality". The Commission is a catalyst organisation for the development and attainment of gender equality. Section 187(2) grants the Commission "the power as regulated by national legislation, necessary to perform its functions, including the power to monitor, investigate, research, educate, lobby and advise and report on issues concerning gender equality". The CGE Act was promulgated to give effect to section 187(3) of the Constitution and to guide the establishment of the Commission. The Act provides for the Commission's composition, powers, functions and functioning, and for matters connected therewith.

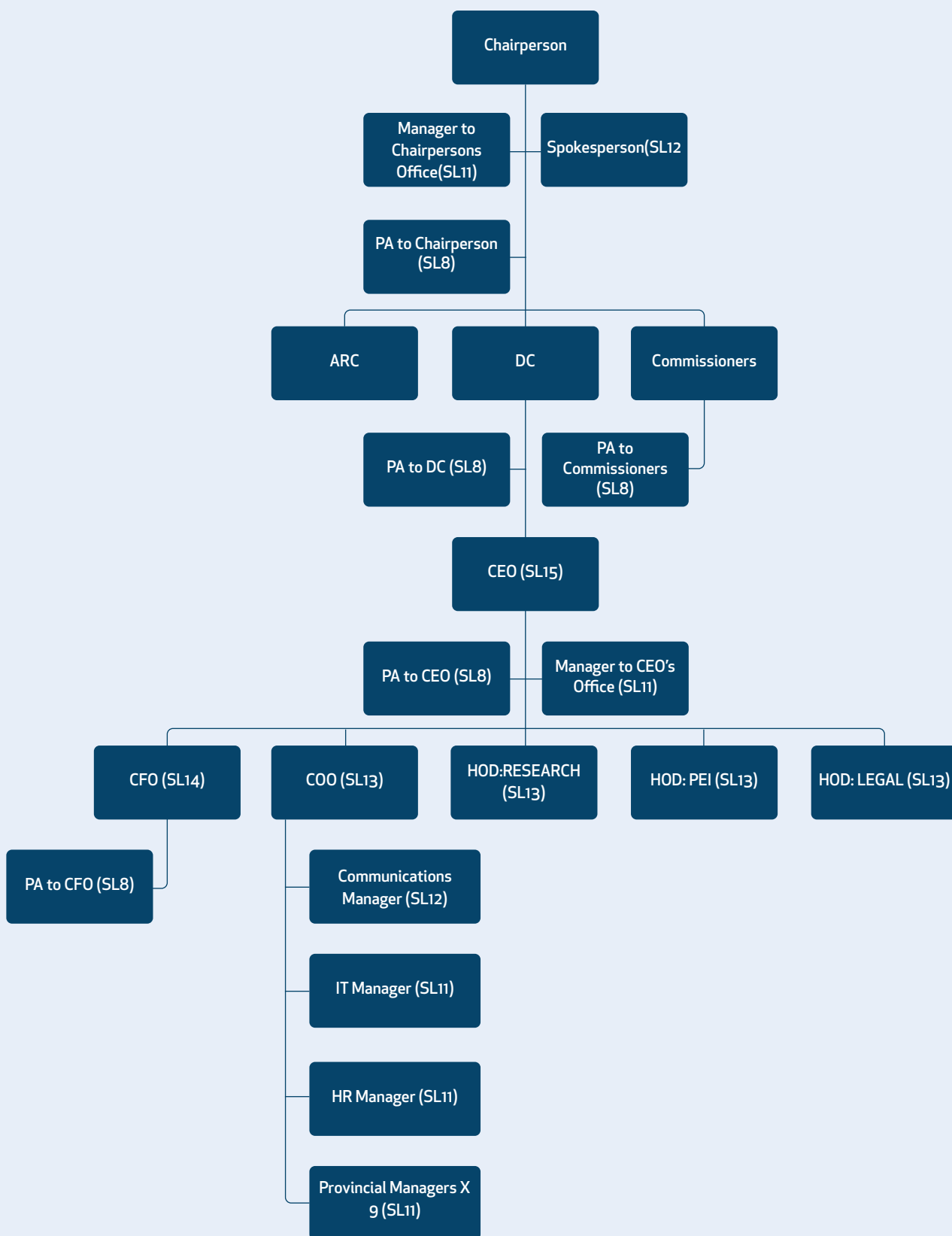
Legislative Mandate

The CGE Act provides for the composition, powers, functions and functioning of the Commission and matters connected therewith. The CGE Act empowers the Commission to advance, promote and protect gender equality in South Africa through research, public education, policy development, legislative initiatives, effective monitoring and litigation.

Section 11 outlines the powers and functions as follows:

- (1) In order to achieve its objective referred to in sections 181 and 187 of the Constitution, the Commission:
 - (a) shall monitor and evaluate policies and practices of:
 - (i) organs of state at any level;
 - (ii) statutory bodies or functionaries;
 - (iii) public bodies and authorities; and
 - (iv) private businesses, enterprises and institutions, to promote gender equality and may make any recommendations that the Commission deems necessary;
 - (b) shall develop, conduct or manage:
 - (i) information programmes; and
 - (ii) education programmes, to foster public understanding of matters pertaining to the promotion of gender equality and the role and activities of the Commission;
 - (c) shall evaluate:
 - (i) any Act of Parliament;
 - (ii) any system of personal and family law or custom;
 - (iii) any system of indigenous law, customs or practices; or
 - (iv) any other law,
 - In force at the commencement of this Act or any law proposed by Parliament or any other legislature after the commencement of this Act, affecting or likely to affect gender equality or the status of women and make recommendations to Parliament or such other legislature with regard thereto;
 - (d) May recommend to Parliament or any other legislature the adoption of new legislation which would promote gender equality and the status of women;
 - (e) shall investigate any gender-related issues of its own accord or on receipt of a complaint, and shall endeavour to:
 - (i) resolve any dispute; or
 - (ii) rectify any act or omission,
 - by mediation, conciliation or negotiation: Provided that the Commission may at any stage refer any matter to:
 - (aa) the Human Rights Commission to deal with it in accordance with the provisions of the Constitution and the law;
 - (bb) the Public Protector to deal with it in accordance with the provisions of the Constitution and the law; or
 - (cc) any other authority, whichever is appropriate
 - (f) shall as far as is practicable maintain close liaison with institutions, bodies or authorities with similar objectives to the Commission, to foster common policies and practices and to promote co-operation in relation to the handling of complaints in cases of overlapping jurisdiction or other appropriate instances; and
 - (g) shall liaise and interact with any organisation which actively promotes gender equality and other sectors of civil society to further the object of the Commission.

8. Organisational Structure





Part B

**Annual
Performance
Information:**
2025/2026



1. Auditor-General's Report: Predetermined Objectives

In accordance with the Public Audit Act 25 of 2004 (PAA) and the general notice issued in terms thereof, the Auditor-General must audit and report on the usefulness and reliability of the reported performance information against predetermined objectives for the selected performance indicators presented in the annual performance report. For the year ending 31 March 2026, the Auditor-General selected the following material performance indicators, being those that measure the Commission's performance on its primary mandated functions and that are of significant national, community or public interest:

- 1.1 Number of submissions on legislation, policies, and prescripts to promote gender equality.
- 1.2 Number of strategic engagements with the public and the private sector to advance gender transformation.
- 1.3 Number of provincial investigations conducted and reports thereof.
- 1.4 Number of complaints and enquiries finalised.

The procedures were performed to report material findings only, and not to express an assurance opinion or conclusion. The material finding on the reported performance information for the selected material indicators is as follows:

Number of complaints and enquiries finalised

The reported achievement for the indicator was overstated. Audit testing identified enquiries that were converted to complaints being double counted as finalized enquiries, and enquiries and complaints reported as finalized despite evidence indicating that the cases remained open at year-end. As a result, the reported achievement was overstated and did not accurately reflect the number of complaints and enquiries finalised during the reporting period.

The annual performance report includes information on reported achievements against planned targets and provides explanations for over-achievement. This information should be considered in the context of this material finding. The full Report of the Auditor-General, including the report on the annual performance report, is set out in Part E.

2. Programme Performance Information

OUTCOME	Planned Annual Targets	Achieved Targets	Unachieved/ Partially Achieved Targets	Percentage Achieved Targets
1. An enabling legislative environment for gender equality through submissions, recommendations and litigation.	4	4	0	100%
2. Develop and manage information and education programmes to foster public understanding of gender equality and the role of the commission.	6	6	0	100%
3. Monitoring compliance and research on issues that undermine the attainment of gender equality.	4	4	0	100%
4. A renewed, efficient, effective and sustainable organisation.	13	12	1	92%
Total Targets Achieved	27	26	1	98%

The institution achieved 26 of its 27 planned annual targets. The average performance for the financial year is 98%, against the 2024/2025 previous year achievement of 93.75%.

The 98% achievement is 4.25 percentage points higher than the 93.75% actual performance achieved during the previous 2024/2025 financial year.

The 98% achievement is attributed to the concerted commitment the institution made in managing performance, while ensuring that it discharges its mandate within the principles of good governance.

ANNUAL OUTCOME PERFORMANCE PLAN ACHIEVEMENTS:1

Outcome	Outputs	Output Indicator	Audited Actual Performance 2023/2024	Planned Annual Target 2024/2025	Planned Annual Target 2025/2026	Actual Performance 2025/2026	Deviation from planned target to Actual Achievement 2025/2026	Reasons for deviations
1. An enabling legislative environment for gender equality.	1.1. Submissions on legislation, policies, and prescripts to promote gender equality developed	Number of submissions on legislation, policies, and prescripts to promote gender equality	20 Submissions and report thereof	20 submissions and one consolidated report	22 submissions on legislation, policies, and prescripts to promote gender equality developed	22 submissions on legislation, policies, and prescripts to promote gender equality developed	None	N/A
	1.2 Strategic engagements with the public and the private sector to advance gender transformation	Number of strategic engagements with the public and the private sector to advance gender transformation	2 systemic investigations conducted and a report thereof	2 Strategic engagements with the executive arm of government and private sector on CGE's related report/s, and a report thereof	4 strategic engagements with the public and the private sector to advance gender transformation.	4 strategic engagements with the public and the private sector to advance gender transformation.	None	N/A
	1.3 Provincial investigations.	Number of provincial investigations conducted and reports thereof.	30 courts monitored and a report thereof.	5 provincial investigations conducted and 5 reports thereof.	5 provincial investigations conducted and reports thereof.	5 provincial investigations conducted and reports thereof.	None	N/A
	1.4 Complaints and enquiries finalized.	Number of complaints and enquiries finalized.	One CGE Act review report.	One consolidated report on 80 percent compliance with CGE Complaints Handling Manual.	500 complaints and enquiries finalized.	783 complaints and enquiries finalized.	Overperformed by 283 finalisations due to communications efforts and more enquiries received.	This was a new indicator that did not have data on enquiries to compare with. This data will assist in the estimation of future performance in addressing likely deviations.

Outcome	Outputs	Output Indicator	Audited Actual Performance 2023/2024	Audited Actual Performance 2024/2025	Planned Annual Target 2025/2026	Actual Achievement 2025/2026 until date of tabling	Deviation from Planned target to Actual Achievement 2025/2026	Reasons for deviations
Develop and manage information and education programmes to foster public understanding of gender equality and the role of the Commission.	2.1 Gender mainstreaming information and education programs conducted.	Number of gender mainstreaming information and education programs conducted with private and public sectors partners.	72 Gender Mainstreaming interactions promoted demonstrating how CGE leads and monitors gender mainstreaming initiatives in both private and public sectors, and a report thereof	72 Gender Mainstreaming interactions promoted demonstrating how CGE leads and monitors gender mainstreaming initiatives in both private and public sectors, and a report thereof	80 gender mainstreaming information and education programs conducted with private and public sectors partners.	98 gender mainstreaming information and education programs conducted with private and public sector partners.	The positive variance in gender mainstreaming initiatives is attributed to effective multi-sector commitments and continuation by the institutions that were mainstreamed during the financial year. The commitment shown and continuation could not be turned down due to the impact this has on advancing gender transformation.	18 positive variance.
	2.2 Sectoral gender equality knowledge developed.	Number of sectoral gender equality of initiatives developed and disseminated.	108 public education sessions.	108 initiatives demonstrating how CGE develops sectoral gender equality, sphere of knowledge and influence for dissemination	116 sectoral gender equality initiatives developed and disseminated.	272 sectoral gender equality initiatives developed and disseminated.	The positive variance was as a result of responding to societal emerging needs, the country's calendar that intersects with commemorative dates. Such needs could not be deferred due to the impact the initiatives had on society.	156 positive variance.

Outcome	Outputs	Output Indicator	Audited Actual Performance 2023/2024	Audited Actual Performance 2024/2025	Planned Annual Target 2025/2026	Actual Achievement 2025/2026 until date of tabling	Deviation from planned target to Actual Achievement 2025/2026	Reasons for deviations
	2.3 Radio Education Outreach initiatives for communities.	Number of CGE Radio Education Outreach initiatives for communities about the mandate of the Commission.	72 outreach sessions using radio (Slots)	72 Outreach initiatives using Radio to educate and engage communities about the mandate of the Commission, and a report thereof.	80 CGE Radio Education Outreach initiatives for communities about the mandate of the Commission.	161 radio education outreach initiatives for communities.	The additional/ cumulative initiatives were as a result of free airtime donated by institutions that took interest in the work done by CGE on various topics. These could not be turned down due to the nature of the educational impact they have in society.	81 positive variance.
	2.4 Gender equality thought leadership for public and private sectors provided programmes for both public and private sectors.	Number of Gender and Development (GAD) training-of-trainer programs provided for both public and private sectors.	36 training workshops on Gender and Development.	36 Gender and Development (GAD) training-of-trainer programs provided for both public and private sectors, and a report thereof.	45 Gender and Development (GAD) training-of-trainer programs provided for both public and private sectors.	73 Gender and Development (GAD) training-of-trainer programs provided for both public and private sectors.	The additional/ cumulative GAD initiatives were as a result of responding to institutional/ sector requests for CGE to provide capacity building initiatives to amplify their transformation initiatives, and to respond to local workplace issues. These initiatives are fostering institutional awareness and accountability. They could not be turned down due to the nature of the impact they have in society and the workplace.	28 positive variance.

Outcome	Outputs	Output Indicator	Audited Actual Performance 2023/2024	Audited Actual Performance 2024/2025	Planned Annual Target 2025/2026	Actual Achievement 2025/2026 until date of tabling	Deviation from planned target to Actual Achievement 2025/2026	Reasons for deviations
	2.5 Content development to lead public discourse on gender equality through innovative and strategic use of communication initiatives and technologies.	Number of communication content initiatives demonstrating CGE's leading public discourse on gender equality for dissemination on communication platforms.	88 media and communications initiatives executed to amplify the mandate of the CGE.	108 communication content initiatives demonstrating CGE's leading public discourse on gender equality for dissemination on communication platforms, and a report thereof.	108 communication content initiatives demonstrating CGE's leading public discourse on gender equality for dissemination on communication platforms.	299 communication content initiatives demonstrating CGE's leading public discourse on gender equality for dissemination on communication platforms.	Due to the cumulative nature of initiatives conducted by Outcome 02 during the year, the department profiled these varied initiatives as means to increase public knowledge. By leveraging storytelling and visual representation, these initiatives enhanced visibility and strengthened CGE's public presence and impact.	191 positive variance.
	2.6 Critical stakeholder engagements coordinated to influence the policy environment.	Number of critical stakeholder engagements coordinated to influence the policy environment.	36 Stakeholder engagements coordinated on critical gender issues.	36 Stakeholder engagements coordinated on critical gender issues, and a report thereof.	40 critical stakeholder engagements coordinated to influence the policy environment.	62 critical stakeholder engagements coordinated to influence the policy environment.	The department could not turn down the initiatives due to the impact they have on prevention and policy mainstreaming initiatives.	22 positive variance.

ANNUAL PERFORMANCE PLAN ACHIEVEMENTS: OUTCOME 3

Outcome	Outputs	Output Indicator	Audited Actual Performance 2023/2024	Audited Actual Performance 2024/2025	Planned Annual Target 2025/2026	Actual Achievement 2025/2026 until date of tabling	Deviation from planned target to Actual Achievement 2025/2026	Reasons for deviations
Monitoring compliance and research on issues that undermine and amplify the attainment of gender equality.	3.1 Research, monitoring and evaluation reports completed.	Number of Research, monitoring and evaluation reports completed.	Six Research Projects completed.	Four Research, monitoring and evaluation Projects completed.	5 Research, monitoring and evaluation reports completed.	5 Research, monitoring and evaluation reports completed.	none	none
	3.2 Collaboration with stakeholders on research to further the objectives of the CGE	Number of collaborations entered with stakeholders on research to further the objectives of the CGE.	--	---	2 collaborations entered with stakeholders on research to further the objectives of the CGE.	2 collaborations entered with stakeholders on research to further the objectives of the CGE.	none	none
	3.3 Monitoring of the country's compliance with regional/ international instruments.	Number of reports on the monitoring of country's compliance with regional/ international instruments.	One report on the country's compliance with regional/ international instruments.	One report on the country's compliance with regional/ international instruments.	1 report on the monitoring of country's compliance with regional/ international instruments.	1 report on the monitoring of country's compliance with regional/ international instruments.	none	none
	3.4 Dissemination of research reports to stakeholders to advance gender equality.	Number of research reports disseminated to stakeholders to advance gender equality.	Six Research Projects completed.	2 Policy Dialogues convened to communicate findings and recommendations of reports.	12 Research reports disseminated to stakeholders to advance gender equality	12 Research reports disseminated to stakeholders to advance gender equality	none	none

ANNUAL PERFORMANCE PLAN ACHIEVEMENTS: OUTCOME 4

Outcome	Output	Output Indicator	Audited Actual Performance 2023/2024	Audited Actual Performance 2024/2025	Planned Annual Target 2025/2026	Actual Achievement 2025/2026 until date of tabling	Deviation from planned target to Actual Achievement 2025/2026	Reasons for deviations
A renewed, efficient, effective, and sustainable organisations.	4.1 Corporate Organisational Strategy implemented.	Number of progress reports on implementation of Corporate Organisational Strategy.	-	Development of a Corporate Organisational Strategy which is informed by evidence-based interventions.	4 progress reports on implementation of Corporate Organisational Strategy.	4 progress reports on implementation of Corporate Organisational Strategy.	None	Not Applicable
	4.2 Implementation of change management plan as per the new Business Model.	Number of progress report on the implementation of change management plan.	-	One progress report on the implementation of change management plan.	4 progress reports on the implementation of change management plan.	4 progress reports on the implementation of change management plan.	None	Not Applicable
	4.3 Effective financial management of the institution.	Percentage expenditure on planned initiatives.	101% expenditure.	100% expenditure on planned initiatives.	100% expenditure on planned initiatives.	Spent 104%.	Over-achieved by 4%	APP targets over-achieved in Outcome 2 coupled with associated costs.
	4.4 Audit action plan of the previous financial year implemented.	Percentage implementation of Audit action plan of the previous financial year.	76% Audit action plan of the previous financial year implemented.	75% Audit Action Plan of the previous financial year implemented.	80% implementation of Audit action plan of the previous financial year.	Implemented or resolved 95% of the findings on the Audit Action Plan.	Over-achieved by 15%	Management prioritised resolving all findings and implemented consequence management.
	4.5 Compliance with relevant legislation.	Percentage of compliance with legislation.	100% compliance with legislation implemented.	100% compliance with legislation implemented.	100% Percentage of compliance with legislation	100% Percentage of compliance with legislation	None	Not Applicable
	4.6 Implementation of Risk Management Plan.	Number of Risk Register reviews and updates.	100% Risk mitigation plan implemented.	100% compliance with Risk Management Plan.	4 Risk Register reviews and updates.	4 Risk Register reviewed and updated.	None	Not applicable
	4.7 Implementation of effective recruitment and selection.	Percentage of funded vacancies filled.	5% Vacancy rate.	5% Vacancy rate.	80% of funded vacancies filled.	65.5% of funded vacancies filled	14.5% negative variance	Candidates' rejection of offers

Outcome	Output	Output Indicator	Audited Actual Performance 2023/2024	Audited Actual Performance 2024/2025	Planned Annual Target 2025/2026	Actual Achievement 2025/2026 until date of tabling	Deviation from planned target to Actual Achievement 2025/2026	Reasons for deviations
	4.8 Review CGE Policies.	Number of CGE policies reviewed.	14 CGE policies will be reviewed.	12 CGE policies will be reviewed.	14 CGE policies reviewed.	14 CGE policies reviewed.	None	Not Applicable
	4.9 Implementation of Culture Transformation Plan.	Number of progress reports tracking implementation of culture transformation plan.	-	Culture transformation plan developed.	4 progress reports tracking implementation of culture transformation plan.	4 progress reports tracking implementation of culture transformation plan.	None	Not Applicable.
	4.10 Training and development initiatives conducted.	Number of training and development initiatives conducted.	4 Training and Development initiatives.	Four Training and Development initiatives.	5 training and development initiatives conducted.	8 training and development initiatives conducted	3 Positive variance	New staff required training.
	4.11 Improved organisational governance, risk management and internal controls through independent and effective internal audit support.	Number of value-add internal audit reports issued.	13 internal reports issued.	Consolidated Four quarterly value add internal Audit reports issued.	4 value-add internal audit reports issued.	4 Value-add internal reports issued	none	none

Outcome	Output	Output Indicator	Audited Actual Performance 2023/2024	Audited Actual Performance 2024/2025	Planned Annual Target 2025/2026	Actual Achievement 2025/2026 until date of tabling	Deviation from planned target to Actual Achievement 2025/2026	Reasons for deviations
	4.12 Enabled and supported institution through effective Information Technology systems.	Number of Information Communication Technology Reports detailing the interventions implemented.	-	Information and Technology Infrastructure managed and developed.	4 Information Communication Technology Reports detailing the interventions implemented.	4 ICT Reports detailing interventions implemented submitted.	None	Not Applicable
	4.13 Provision of communication and media support to the institution.	Number of Communication and Media plans implemented to provide support to the institution.	88 Media and communication initiatives executed to amplify the mandate of the CGE.	Implementation of media communications plan developed to provide effective corporate communication and media support to the institution.	8 Communication and Media plans implemented to provide support to the institution.	12 Communication and Media implemented.	4 positive variance.	The 4 communication and media plans arose from strategic invitations and collaborative engagements initiated by external institutions and stakeholders. The opportunities were aligned with the mandate and objectives of the institution and presented significant value in enhancing organisational visibility, strengthening partnerships, amplifying advocacy work, and promoting public education on key issues.

3. Legal performance information

The purpose of this programme is to promote a legislative and policy environment that supports gender equality in South Africa. This is accomplished through the review and analysis of existing laws, the development of recommendations for new or amended legislation, and the promotion of transformation and inclusivity. The programme also conducts systemic investigations and probes into complaints and emerging gender-related issues.

To advance gender equality, the programme engages with government, the private sector, and all spheres of society on its recommendations. Key tools used to achieve these objectives include litigation, mediation, strategic engagements, public investigative hearings, and the publication of investigative reports. These mechanisms help to hold institutions accountable and drive systemic change and enable data-driven initiatives that promote transparency and evidence-based decision-making.

APP Output 1.1: Submissions on legislation, policies, and prescripts to promote gender equality

Through legislative submissions, the programme amplifies the voices of communities and drives transformational change in policies and legislation. During the reporting period, the CGE made submissions on 22 pieces of legislation, policies, and prescripts. The submissions addressed a wide range of governance, labour, education, media, traditional justice, disability inclusion, and local government matters aimed at strengthening gender-responsive governance and advancing substantive equality.

The submissions on the Public Service Commission Bill and the Intergovernmental Monitoring, Support, and Interventions (IMSI) Bill resulted in invitations from the respective Parliamentary Portfolio Committees for the CGE to present its submissions. These presentations provided an important platform for the CGE to influence legislative reform and advocate for stronger gender-responsive governance measures.

In its submission on the Public Service Commission Bill, the CGE emphasised that the mission of the Public Service Commission is to actively promote constitutional values and principles, as well as service excellence in public administration practices, in pursuit of a capable, ethical, innovative, and developmental state. The CGE highlighted the importance of ensuring that the composition of the Commission reflects

the demographics of South African society and that equal representation of all genders is evident in the appointment of Commissioners.

The CGE further recommended the express incorporation of provisions promoting inclusivity in the composition of the Public Service Commission to ensure that vulnerable communities and previously disadvantaged persons are meaningfully represented in decision-making processes. The submission further advocated for the use of gender-neutral terminology throughout the Bill, rather than binary references such as “he or she,” to strengthen inclusivity and recognition of diverse gender identities. Additional recommendations included the disqualification from appointment of any person convicted of a sexual offence and the inclusion of provisions obligating the President to act expeditiously, within a prescribed timeframe, when dealing with the removal of Commissioners from office. These recommendations contributed towards advancing gender transformation, accountability, ethical governance, and constitutional compliance within public administration structures.

In relation to the Intergovernmental Monitoring, Support, and Interventions (IMSI) Bill, 2025, the CGE recognised the Bill as a significant step towards strengthening cooperative governance and addressing systemic executive failures. However, drawing from findings contained in the CGE Report on “the State of Gender Transformation within the Local Government 2023/24”, the CGE highlighted that workplace and social transformation remain incomplete, with women, persons with disabilities, and other designated groups continuing to experience marginalisation.

The CGE therefore proposed amendments aimed at strengthening constitutional compliance and ensuring that governance interventions are implemented in a manner that protects women, children, persons with disabilities, and other marginalised employees during periods of governance instability. The submission further advocated for interventions that restore not only administrative functionality but also dignity, equality, social justice, and workforce inclusivity. These recommendations reinforced the importance of embedding gender-responsive and human rights-based approaches within intergovernmental support and intervention mechanisms.

Together, these submissions and engagements helped strengthen legislative and policy frameworks that advance gender equality, inclusivity, ethical governance and accountability, and that protect vulnerable and marginalised groups in South Africa.

The table below indicates the submissions developed during the year:

Q1	Q2	Q3	Q4
- Proposed policy direction to the Independent Communications Authority of South Africa on B-BBEE - Annual Review of the Constitution, 1996 - Proposed Governance Regulations to the NHI Fund - South African Law Reform Commission's Discussion Paper 168 on Alternative Dispute Resolution - Department of Co-operative Government and Traditional Affairs' Review of the White Paper on Local Government	- Customary Initiation Act 2 of 2021. - Adjustment of the National Minimum Wage - Admission of Learners to Public Schools Regulations issued in terms of the South African Schools Act 84 of 1996 - Regulations on Management of Learner Pregnancy in Schools, 2025	- Public Service Commission Bill - UN Guidelines on Women with Disabilities - Business Licensing Bill - Draft White Paper on Audio and Audiovisual Media Services - National Minimum Wage Commission Proposal for 2026 Adjustment - Draft Revised White Paper on Citizenship, Immigration, and Refugee Protection - Draft Traditional Courts Regulations and The Code of Conduct	- Regulations to the Hate Crimes Act - Promotion of Women's Rights, Empowerment, and Gender Equality Bill - Intergovernmental Monitoring, Support, and Interventions Bill. - Regulations to the Local Government Municipal Planning and Performance Act - Code Series 000 Framework for Measuring B-BBEE - Amendment of Regulations for the Establishment of a Framework for co-ordinating and aligning long-term development priorities and objectives between the three spheres of government and invited organs of state

APP Output 1.2: Strategic Engagements with the public and the private sector to advance gender transformation

In terms of this indicator, the CGE conducted four strategic engagements aimed at advancing gender transformation within the public and private sectors. The engagements created platforms for dialogue, accountability, collaboration and policy influence on key gender equality and human rights issues affecting South African society, and contributed significantly to stronger stakeholder partnerships, institutional accountability, and gender-responsive governance and transformation.

During the first quarter, the CGE hosted a symposium commemorating 30 years since South Africa became a signatory to the United Nations Convention on the Rights of the Child in 1993. The symposium brought together stakeholders from the public and private sectors, non-governmental organisations, civil society organisations, legal practitioners, presiding officers, experts, and government representatives. The engagement provided a platform to reflect on South Africa's progress in meeting its international obligations relating to the protection and promotion of children's rights. Discussions focused on assessing South Africa's compliance with the Convention, identifying deficiencies in state services provided to children and their families, and strengthening accountability for commitments made both locally and internationally. The symposium also highlighted ongoing challenges experienced by children

in accessing protection mechanisms and emphasised the need for coordinated interventions to address systemic barriers affecting vulnerable children. The engagement strengthened collaboration between stakeholders and reinforced the importance of adopting child-centred and gender-responsive approaches in legislative, policy, and service delivery frameworks.

In the second quarter, the CGE hosted a strategic engagement entitled "Broadcasting and Electronic Entities' Role in Addressing Systemic Gender Issues". The engagement interrogated the role of broadcasting and electronic communication entities in advancing gender equality and addressing systemic gender-related challenges within the media and communications environment. The engagement explored the role of broadcasters in awareness creation, education, and advocacy on gender equality issues, including gender-based violence and femicide (GBVF), hate crimes, and hate speech. Stakeholders further engaged on existing and proposed programmes aimed at mainstreaming gender equality and promoting responsible and transformative media practices. The discussions also identified policy and legislative gaps, challenges relating to balancing freedom of expression with the promotion of positive societal values, and barriers faced by broadcasters in adhering to legislative guidelines. The engagement contributed towards strengthening accountability within the media sector and reinforced the need for inclusive and gender-sensitive broadcasting standards that challenge harmful stereotypes and promote equality.

During the third quarter, the CGE conducted a strategic engagement on sexual harassment within South Africa's public sector. The engagement formed part of the CGE's broader efforts to assess institutional compliance with gender equality obligations and workplace transformation measures. The findings presented during the engagement demonstrated that many departments continue to reflect workforce environments dominated by men, particularly in senior and decision-making positions, while women remain disproportionately concentrated in lower-level occupational categories characterised by lower remuneration, reduced job security, and increased dependency on supervisors for professional advancement. The engagement highlighted that these structural inequalities contribute to environments vulnerable to coercive power dynamics, intimidation, and quid pro quo sexual harassment, particularly in institutions where leadership structures remain male-dominated. Although some progress was noted in certain departments where women are represented at senior levels, significant systemic challenges remain.

The engagement further revealed that, while many departments have complied with formal requirements relating to the development and adoption of sexual harassment policies, substantial accessibility, cultural, operational, and compliance gaps continue to undermine the effectiveness of these frameworks. These deficiencies contribute to the underreporting and inadequate management of sexual harassment cases, thereby exposing departments to legal, organisational, and reputational risks. The engagement therefore strengthened awareness of the urgent need for institutional reforms, effective implementation of workplace harassment policies, gender-sensitive reporting mechanisms, leadership accountability, and safer and more inclusive workplaces across the public sector.

In the fourth quarter, the CGE conducted a strategic engagement on the implementation of the National Strategic Plan on Gender-Based Violence and Femicide (NSP on GBVF). The engagement provided a platform for national-level entities to engage on findings emerging from provincial investigations conducted by the CGE and enabled the CGE to outline its expectations regarding accountability, coordination, and implementation of the NSP on GBVF. Discussions focused on strengthening institutional responses to gender-based violence, improving coordination among stakeholders, and addressing implementation gaps that continue to undermine the effectiveness of interventions aimed at combating GBVF. The engagement further reinforced the need for integrated and collaborative approaches across all spheres of government and society to ensure

meaningful implementation of the NSP and sustainable support for survivors of violence. Through this engagement, the CGE strengthened oversight, promoted accountability among implementing institutions, and advanced strategic dialogue on improving the national response to GBVF and the protection of vulnerable groups.

Taken together, the four strategic engagements contributed significantly to gender transformation, institutional accountability and collaborative partnerships, and influenced policy and governance discourse across the public and private sectors. They also raised awareness of systemic gender inequalities, strengthened stakeholder commitments to transformation, and reinforced the CGE's role in gender-responsive governance and social justice in South Africa.

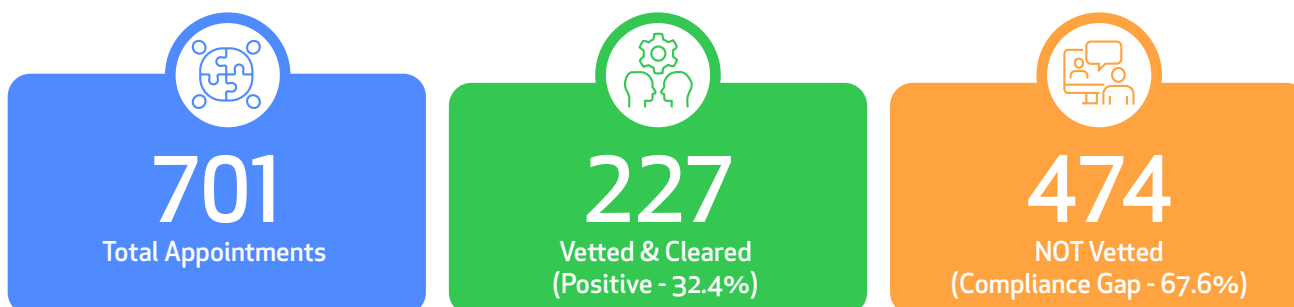
APP Output 1.3: Provincial Investigations

The APP required the CGE to conduct five provincial investigations. These investigations formed part of the CGE's oversight mandate to assess institutional compliance with constitutional and legislative obligations, identify systemic barriers to gender equality, and strengthen accountability and gender-responsive governance across sectors. The investigations highlighted persistent inequalities affecting women, children, persons with disabilities, LGBTQIA+ persons, and other vulnerable groups, while identifying significant policy, implementation, and coordination gaps requiring intervention.

The Western Cape investigation into employment equity, transformation, labour standards, working conditions, and access to justice within the wine industry revealed entrenched structural inequalities within the sector. Women were found to be concentrated in lower-tier positions with limited opportunities for advancement, while African employees remained underrepresented at leadership levels. The investigation also highlighted the exclusion of persons with disabilities, insecure seasonal employment practices, weak implementation of workplace policies, and limited access to justice in rural farming communities. The findings demonstrated that broader structural transformation relating to land ownership, economic inclusion, and equitable participation remains inadequate within the industry.

The Limpopo investigation into sexual abuse and harassment in schools identified significant safeguarding failures within the provincial education system. The investigation found that many individuals appointed within schools had not undergone proper vetting processes, creating serious risks to learner safety.

Category	Number of Individuals	Date Vetted Against Sex Offenders Register & Outcome	Date Appointed
✓ Vetted against sex offenders register	227	2025/26: Positive	2025/26
✗ Not vetted against sex offenders register	474	-	2025/26



As reflected in the table above, 227 individuals appointed during the 2025/26 financial year were vetted against the National Register for Sex Offenders, with no adverse findings recorded. However, 474 individuals were appointed during the same period without undergoing vetting against the register.

This disparity highlights a significant compliance and risk management concern, indicating potential systemic weaknesses in safeguarding measures. The absence of comprehensive vetting processes may expose vulnerable populations to potential harm and place institutions at increased legal, operational, and reputational risk.

Furthermore, weak oversight and accountability mechanisms, delayed disciplinary processes, unresolved misconduct cases, and inadequate monitoring systems were also identified. The investigation highlighted the urgent need for stronger safeguarding frameworks, effective disciplinary systems, and improved accountability measures to protect learners from abuse and harassment.

The Free State investigation examined trends in the handling of sexual harassment complaints within provincial departments and revealed widespread institutional weaknesses. Most departments relied on the Department of Public Service and Administration's policy framework rather than developing institution-specific policies, while existing policies had generally not been aligned with the 2022 Code of Good Practice on Harassment in the Workplace. Underreporting of cases, reliance on general grievance procedures, and inadequate specialised systems for managing sexual harassment complaints were also identified. The findings highlighted the need for strengthened institutional capacity, policy reform, specialised reporting mechanisms, and workplace awareness initiatives.

The Northern Cape investigation into teenage pregnancy revealed alarming trends relating to learner pregnancies

and possible statutory rape cases going unreported and uninvestigated. Significant inconsistencies were identified in statistical data provided by various departments, reflecting inadequate coordination and collaboration among stakeholders. The investigation also found limited understanding of reporting obligations under child protection legislation, inconsistent implementation of reporting procedures, and inadequate training of duty-bearers. These findings highlighted the need for integrated interdepartmental responses, improved data management, and strengthened child protection mechanisms.

The KwaZulu-Natal gender-responsive disaster management investigation identified significant governance, coordination, and implementation gaps within provincial disaster management systems. The investigation found that disaster response measures lacked gender-responsive and vulnerability-inclusive approaches, with limited use of gender-disaggregated data, socio-economic vulnerability assessments, or disability-inclusive measures. The findings further highlighted the absence of specific frameworks addressing gender mainstreaming in disaster management, limited consideration of GBVF risks in shelters and displacement settings, and inadequate inclusion of vulnerable groups such as women, persons with disabilities, and LGBTQIA+ communities in disaster planning structures. The investigation underscored the importance of embedding equality, dignity, inclusion, and human rights principles within disaster management planning and response mechanisms.

Together, the five provincial investigations strengthened evidence-based advocacy, oversight and accountability on systemic gender inequalities and institutional shortcomings across multiple sectors. Their findings and recommendations will continue to inform policy reform, stakeholder engagement and interventions to advance substantive gender equality, social justice and inclusive governance in South Africa.

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APP Output 1.4: Complaints Handling

Number of Files Opened and Closed

Total Files Carried 2024/2025					219
Add: Total Files Opened 2025/2026					64
	Q1	Q2	Q3	Q4	
Head Office	4	1	1	6	
Eastern Cape	0	3	0	1	
Free State	0	0	4	6	
Gauteng	2	0	1	1	
Kwazulu-Natal	0	3	1	1	
Limpopo	3	0	3	2	
Mpumalanga	3	1	1	3	
Northern Cape	0	0	1	1	
North West	2	0	1	1	
Western Cape	0	2	3	2	
Sub-Total	14	10	16	24	
Less: Total Files Closed					103
Head Office	1	1	3	0	
Eastern Cape	10	1	4	1	
Free State	0	0	5	9	
Gauteng	6	0	3	1	
KwaZulu-Natal	4	3	3	0	
Limpopo	4	10	0	3	
Mpumalanga	0	11	2	5	
Northern Cape	1	1	0	2	
North West	1	3	0	1	
Western Cape	0	1	0	3	
Sub-Total	27	31	20	25	

Files opened by category

	Q1	Q2	Q3	Q4	TOTAL
Gender discrimination	7	3	6	12	28
Gender-based violence and femicide	5	1	7	8	21
Maintenance	0	0	1	1	2
Education	0	1	1	0	2
Health Care	0	0	0	0	0
Emerging Issues	1	0	0	0	1
Labour	1	5	1	3	10
TOTAL	14	10	16	24	64
Labour Matters are sub-categorised as follows:					
Sexual Harassment	0	2	0	0	2
Harassment	0	0	0	1	1
Hostile Working Environment	0	3	0	2	5
Pregnancy	0	0	0	0	0
Enabling Working Environment	1	0	1	0	2

Number of enquiries finalised

Q1	Q2	Q3	Q4
127	200	203	150
TOTAL			680

During the financial year, the CGE finalised 783 complaints and enquiries, reflecting a significant enhancement in its complaint-handling function. This achievement was facilitated by the implementation of the Complaints Handling Manual, 2025, which introduced a new performance indicator recognising the referral of matters that fall outside the Commission's jurisdiction or are more appropriately addressed by other competent institutions. The referral mechanism ensures that complainants are directed to the most suitable forum for the effective resolution of their concerns, thereby promoting access to justice and the efficient utilisation of public resources.

Importantly, these statistics demonstrate the CGE's accessibility to the public, the demand for its services, and its responsible stewardship of public resources in fulfilling its constitutional mandate. This approach is consistent with the Constitutional Court's judgment in *South African Human Rights Commission v Agro Data CC and Another* [2026] ZACC 16, which affirmed the vital constitutional oversight role of Chapter 9 institutions. The Court held that while the findings and recommendations of the South African Human Rights Commission carry significant legal and constitutional authority, they are not self-executing and require judicial enforcement where there is non-compliance. The judgment reinforces that the effectiveness of Chapter 9 institutions lies not only in obtaining enforceable court orders but also in investigating complaints, making authoritative findings, facilitating appropriate referrals, promoting accountability, and advancing constitutional rights through oversight and public engagement. The CGE's complaint-handling and referral system gives practical effect to these constitutional principles by ensuring that members of the public receive appropriate assistance while strengthening institutional accountability and access to justice.

Investigation and litigation remain vital in finalising complaints. Among other complaints finalised is the matter concerning the Constitutional Court judgment in *Van Wyk and Others v Minister of Employment and Labour*, which marked a significant milestone in advancing substantive gender equality and the recognition of diverse parenting roles within South African labour law. The judgment strengthened constitutional protections relating to equality, dignity, and family life by declaring the unequal parental leave provisions contained in the Basic Conditions of Employment Act unconstitutional. The

case had a far-reaching impact in challenging traditional gender stereotypes that place caregiving responsibilities primarily on biological mothers, while recognising the important caregiving role played by fathers, adoptive parents, and other parents. The Constitutional Court's acceptance of the CGE's arguments regarding adoptive parents' leave further expanded legal recognition and protection for diverse family structures and promoted more inclusive and equitable parental leave benefits. The judgment also reinforced the CGE's strategic litigation role in influencing transformative constitutional jurisprudence, promoting workplace equality, and advancing social justice through the protection of caregiving rights and gender-responsive labour practices.

PUBLIC EDUCATION AND INFORMATION

During the 2025/26 financial year, the Public Education and Information (PEI) Programme exceeded its annual performance targets and delivered significant results in advancing the Commission for Gender Equality's constitutional mandate. Through public education, awareness and capacity-building interventions, the programme strengthened the Commission's visibility, influence and impact across provinces, sectors and communities.

The programme promoted gender-responsive governance, advanced policy and institutional transformation, and fostered greater public understanding of gender equality and human rights. Through targeted initiatives, the Commission enhanced knowledge, influenced attitudes and behaviours, and strengthened stakeholder capacity to address persistent gender inequalities and discrimination.

Key interventions included Gender Mainstreaming initiatives, Gender and Development (GAD) capacity-building programmes, community outreach campaigns, radio and digital education platforms, thought leadership development, and stakeholder engagements to influence the policy environment. Together, these interventions expanded the Commission's reach, strengthened public participation, and helped create an enabling environment for substantive gender equality.

The achievements recorded during the reporting period reflect the Commission's continued commitment to empowering rights holders, influencing duty bearers, and driving sustainable gender transformation across South Africa.

Below is a summary of achievements and observations for the Output Indicators.

Gender Mainstreaming Information and Education Programs Conducted with Private and Public Sector Partners.

For the 2025/2026 financial year, the Gender Mainstreaming programme aimed at institutionalising policy mainstreaming, advocating for organisations to integrate gender perspectives into decision-making, policies and programmes. The programme approach aimed at addressing systemic inequalities through promoting diversity, inclusion, and gender equity, fostering compliance with gender-related legislation. The programme design challenged discriminatory practices and fostered an environment where all individuals, especially those historically marginalised, such as women, girls, gender-diverse persons, and individuals with disabilities, can be protected. Institutions were capacitated with a Gender Audit Tool³ that seeks to assess an understanding of how gender is considered and accounted for in internal policies, procedures, and practices at the institutional level.

The tool offers a structured mechanism for identifying policy gaps, while fostering accountability in organisational settings. It provided institutions with a comprehensive evaluation of gender responsiveness, while assessing resource allocation for gender-related interventions and programming. The tool examined the following aspects:

- How far the organisation is ready to achieve gender equality.
- Inclusive workforce representation.
- Organisational culture.
- Presence of structures that create a supportive environment for inclusion and protection for gender non-conforming individuals and personnel with disabilities.
- The existence, application, and effectiveness of gender equality policies.
- How financial planning and resource allocation support gender equality goals.
- Human resource development, assessing strategies and practices related to gender, including recruitment, promotion, training, and development opportunities.
- Existing policy frameworks that support education, awareness, and capacitation programs.

In instances where there are transformation gaps, such as non-existent or gender-blind policies, institutions were guided and capacitated to develop robust, actionable gender action plans and tools that contribute to long-term, sustainable transformation.

Through the gender mainstreaming programme, the institutions were reached and capacitated. These include institutions mainly in the Media, Higher Education, Local Government, Social Security, Forestry, Human Settlements, Mining, Health, and Sport and Recreation Sectors. While institutions across the sectors demonstrated growing openness to gender audits, signalling a positive shift towards recognising gender equality as a governance and systems issue rather than a marginal concern, the programme observed the following transformation gaps:

Higher education sector

- Absence of clearly mandated gender/transformation focal persons or units.
- Male dominance in senior management and council structures.
- Poor use of gender-disaggregated data for planning and monitoring.
- Gender mainstreaming viewed as compliance-driven rather than transformational.
- Limited awareness and implementation of GBV prevention policies.
- Inconsistent reporting and referral mechanisms for GBV cases.
- Gender mainstreaming not embedded into institutional governance structures.
- Lack of campus-based GBVF task teams and trained response structures.
- Awareness initiatives not supported by strong reporting and response mechanisms.
- Poor representation of women and persons with disabilities.
- Employment equity plans not adequately addressing institutional barriers.
- No comprehensive gender-sensitive indicators.
- No measurable targets or reporting mechanisms to track gender transformation.
- Weak data systems for sexual harassment and GBV.
- Persistence of heteronormative institutional practices that exclude gender-diverse persons.
- Absence and/or limited foundational gender-transformative policies, including gender mainstreaming policy, gender discrimination or GBVF policy.
- Gender-responsive budgeting policy, preferential procurement guidelines, and existing HR and compliance policies are procedural and do not substitute for gender-specific frameworks.
- Paternity leave allocation remains minimal (three days), not in line with the current legislation, reinforcing unequal care responsibilities.
- Gender sensitisation is ad hoc and workshop-based, with no evidence of continuity or impact.
- Media sector.
- No dedicated gender focal person, committee, or accountability mechanism.

- The responsibility to attain gender equality through HR, limiting strategic oversight.
- Absence of a stand-alone gender or anti-discrimination policy.

Local government sector

- Gender mainstreaming is treated as a stand-alone function, not embedded across departments.
- Limited understanding of gender analysis among municipal officials.
- Inadequate gender-disaggregated data to support planning and accountability.
- No binding frameworks compelling political and executive leadership to institutionalise gender equality.
- Gender programmes are inadequately resourced despite high levels of activity.
- Lengthy processes in holding non-cooperating institutions accountable.
- Limited understanding of gender mainstreaming concepts among role players.
- Insufficient skills for implementing gender-transformative programming.
- Cultural resistance to gender equality undermining policy implementation.
- Special Programmes unit is understaffed, limiting monitoring and coordination.
- Delays attributed to misinformation, confusion over roles, and weak inter-unit coordination.

Public health sector

- Gender policies remain largely in draft form and are not fully implemented.
- No dedicated budget for gender mainstreaming.
- Gender equality is not institutionalised as a standing item in governance structures.
- Gender KPAs for senior management lack measurable, time-bound targets.
- Male dominance persists at Senior Management Service (SMS) level despite a predominantly female workforce.

Economic development and environment sector

- Gender mainstreaming focused narrowly on GBV awareness rather than systemic integration and transformation.
- Unsafe and undignified working conditions disproportionately affecting women.
- Weak internal reporting mechanisms and lack of trust in management processes.
- Fear of retaliation for reporting gender-related grievances.

Sports and recreation sector

- Severe underrepresentation of women in leadership structures, especially at senior and national levels.
- Underfunding of women's football.
- Absence of a dedicated GBV prevention policy.
- No formal gender unit or gender focal point to oversee transformation.
- Over-reliance on voluntary commitment instead of structured institutionalised accountability.

Nature conservation and parks sector

- Persistent misconceptions and judgmental attitudes toward LGBTQIA+ persons.
- Gender mainstreaming training remains one-off, with insufficient follow-up.
- Limited institutionalisation of gender-responsive budgeting.
- Inconsistent understanding of legal obligations relating to harassment and discrimination.

Mining sector

- Absence of a gendered lens in disaster and mining reports; impacts on women, children, and persons with disabilities are largely overlooked.
- Policy and oversight gaps: mining sector responses remain structurally focused, without consideration of gendered vulnerability and social impact.

Nationwide, gender mainstreaming information and education programs were promoted in the following Institutions:

Province	Institution
Western Cape	West Coast District Municipality Central Karoo District Municipality Greater Karoo District Municipality Western Cape Gender Machinery Garden Route District Municipality Private Security Industry Regulatory Authority (PSiRA) Overstrand Local Municipality Taxi Registrar Office FairTrade Africa Department of Correctional Services Department of Local Government Matzikama Local Municipality
Eastern Cape	South African Social Security Agency Ikhala TVET College Department of Human Settlements NAAMAC
KwaZulu-Natal	Msizazwe Forestry South African Local Government Association Abrina Esther House Niemeyer Memorial Hospital Cwaka Clinic Mangosuthu University eThekweni Municipality
Free State	Motheo TVET College Cooperative Governance and Traditional Affairs National Union of Mineworkers-NUM Xhariep Region Taxi Associations
Northern Cape	Sol Plaatje University South African Local Government Association (SALGA) ZF Macgwacu District Municipality
North West	Department of Health Department of Economic Development, Environment, Conservation and Tourism Department of Education Orbit TVET College Taletso TVET College
Gauteng	South African Community Radio Forum / Poort FM Gauteng Community Radio Forum Ekurhuleni TVET College Sedibeng TVET College Flavius Mareka TVET College City of Johannesburg West Rand District Municipality Tshwane University of Technology Rand West District Municipality
Mpumalanga	Gert Sibande District TVET College SAFA Ehlanzeni
Limpopo	Waterberg TVET College Capricorn TVET College Bokoni Platinum Mines University of Venda

Sectoral gender equality knowledge initiatives developed and disseminated

During the reporting period, the Commission for Gender Equality (CGE) implemented a comprehensive awareness outreach programme aimed at advancing gender rights, social justice, and public understanding of gender equality issues. The programme was a key means of influencing societal and workplace attitudes, strengthening public awareness of gender-related rights, and promoting behavioural change among diverse sectors of society.

Through direct community engagement and public education initiatives, the Commission reached communities across urban, peri-urban, and rural areas. Outreach themes were informed by emerging societal trends, legislative developments, and findings from the Commission's research, investigations, and monitoring activities, ensuring that interventions remained responsive to current gender equality challenges and opportunities.

The programme provided communities with accessible information on gender equality, human rights, and intersectionality, while fostering dialogue among key stakeholders and social influencers. Strategic collaborations with government institutions, civil society organisations, traditional and religious leaders, community structures, and other stakeholders strengthened the quality, reach, and impact of the outreach programmes.

To expand accessibility and reach, the Commission leveraged digital platforms and technologies, enabling broader dissemination of educational content to geographically dispersed communities. By fully funding digital engagements, the Commission reduced data-related access barriers, alleviating communities of the pressure to have mobile data as the primary receivers of information and increased public access to critical gender equality information and resources.

The programme engaged a wide range of stakeholders, including women, children, youth, men and boys, persons with disabilities, persons of diverse sexual orientations and gender identities, traditional leaders, religious and spiritual leaders, civil society organisations, and community forums. These engagements encouraged informed participation in gender equality initiatives and empowered individuals and communities to advocate for the protection and advancement of human rights.

A significant focus area during the reporting period was public education on legislative reforms aimed at addressing Gender-Based Violence and Femicide (GBVF), particularly the Domestic Violence Amendment

Act, as GBVF is declared a disaster. Information was disseminated to various community and workplace sectors, including traditional and religious leaders, social workers, civil society organisations, law enforcement, youth structures, and men's formations. These interventions enhanced public understanding of strengthened legal protections, improved access to protection orders, reporting mechanisms, and support services such as shelters available to survivors of gender-based violence.

The following outreach programs were developed and disseminated

- How to lodge gender-related violence complaints
 - Back to School Campaign: Digital inclusion in education and ensuring accessible learning for learners with disabilities
 - Children's segment: Gender terminology development about gender identity and sexualities
 - Role of indigenous languages in advancing dignity, inclusion and accessibility
 - Gender, water, and sanitation access campaign
 - Trafficking in Persons
 - Sex trafficking
 - Child maintenance
 - Estate planning
 - Marriage regimes
 - Gender and human rights
 - Gender-based Violence Act
 - The impact of GBV and sexual offences withdrawal of cases towards the safety of individuals
 - Role of Traditional Courts
 - The LGBTQIA+ persons' rights
 - Disability and inclusion rights
 - Parental leave rights
 - Technology-facilitated GBV
 - Urban agriculture and urban farming women empowerment
 - Women and the Church
 - Sexual and Reproductive Health Rights (SRHR)
 - Teenage pregnancy and SRHR
 - Commemorative Observations: World Population Day
 - Moral regeneration and accountability
 - Gender and Heritage
 - Sexual harassment in the workplace
 - Illegal initiation schools and safeguarding the rights of initiates
 - Hate crimes against LGBTQIA+ persons
 - Women's Charter Articles 1, 9, and 10
 - The right of men to legally assume the surnames of their wives
 - Mental Health and gender equality
 - Men's Health and access to care services

- Advancing inclusive child protection and gender equality to safeguard every child
- Older Persons' Rights
- alcohol and drug abuse
- Child marriages
- Understanding sexual consent

Through these awareness initiatives, the Commission strengthened public knowledge of its constitutional mandate, complaint-handling processes and available support services, promoting access to justice, accountability and the advancement of gender equality across South Africa.

Radio Education Outreach initiatives for communities about the mandate of the Commission

During the reporting period, the Commission for Gender Equality (CGE) continued to utilise radio as a strategic public education and information platform to advance awareness, knowledge sharing, and community engagement on issues affecting gender equality and human rights. The primary purpose of the radio outreach programme was to broaden public access to information, strengthen understanding of the Commission's mandate, and empower communities to exercise and protect their constitutional rights.

By using both community and commercial radio stations across South Africa, the programme served as one of the Commission's most far-reaching and cost-effective communication mechanisms, enabling engagement with diverse audiences in both rural and urban communities. The initiative significantly enhanced the visibility and accessibility of the Commission's work while providing a platform to disseminate critical information on gender-related challenges, legislative developments, and interventions aimed at promoting social justice and equality.

The radio outreach programme reached an estimated listenership of between 100 000 and 150 000 listeners per procured station slot, based on audience data reflected in the Broadcasting Research Council's Q1–Q4 2025 reports. In addition to scheduled interviews, the programme incorporated live-read segments and sponsored airtime to maximise audience engagement and extend the reach of key messages to a broad demographic audience.

Through these engagements, communities were informed about legislative and policy developments, findings and recommendations arising from Commission reports, landmark cases, and other emerging issues affecting gender equality at local, provincial, and national levels. The programme also provided a platform

to address context-specific challenges experienced by communities, thereby fostering greater public understanding of gender rights and accountability mechanisms.

Furthermore, the radio outreach initiative promoted economic empowerment, gender equality, and active civic participation by encouraging public dialogue on matters affecting women, men, children, persons with disabilities, and other vulnerable groups. Importantly, the programme educated listeners on the Commission's constitutional mandate, complaint-handling processes, and available support services, thereby strengthening public access to redress mechanisms and enhancing awareness of avenues through which individuals may seek assistance in cases involving violations of gender rights.

Through this work, the Commission continued to expand its public education footprint, promote informed citizen participation, and contribute to a more gender-equitable society through accessible and inclusive communication platforms.

Communities were engaged on 17 topics covering the following themes:

- CGE Reports on Gender Inequality in Sport.
- Understanding gender equality rights, diversity and inclusion.
- Illegal initiation schools in South Africa.
- School-related gender-based violence, fostering children's rights.
- Recognition of Customary Marriages Act 120 of 1998.
- Women in the South African economy.
- The intersection of gender and disability.
- Men and disability, rethinking inclusion and GBV.
- Affirming the principle of accountability as a measure for strengthening the fight against Gender-Based Violence and Femicide.
- Understanding customary marriage rights in South Africa, a call for partners to heed a national call to register the customary marriages.
- School-related gender-based violence.
- Children's Rights.
- The role of the Commission for Gender Equality.
- Bill of rights.
- Understanding LGBTQIA+ and Human Rights in South Africa.
- Parental leave rights.
- Support services and community responsibilities in fighting GBV.

As part of its ongoing awareness and advocacy initiatives, the Commission collaborated with 48 community and commercial radio stations nationwide to enhance public awareness and sensitisation on gender equality and related rights-based issues.

Province	Radio Station
Free State	Mosupatsela FM, Metsimaholo FM, Qwaqwa FM, Madibeng FM, Metsimaholo Radio, Motheo FM
Eastern Cape	Khululeka FM, Unitra FM, Alfred Nzo Community Radio, Inkonjane FM, Khululeka FM
Mpumalanga	Mokopane FM Emalahleni FM, Barberton FM, Nkomazi FM, Kanyamazani FM, Kanyamazane FM, Barberton Community Radio Station
Western Cape	Zibonele FM, Tambo FM, EDEN FM, Heartbeat FM, Voice of the Cape FM, Whale Coast FM, Valley FM, Nguna FM
Kwazulu-Natal	Itheku FM, Intokozo FM, Ugu Youth Radio FM, Inanda FM
Gauteng	Umphakathi FM, Pheli FM, Alex FM, Poort FM, EK FM, Cosmo FM, Garankuwa FM, Open Heaven FM, Moretele FM, TUT FM, Tshwane FM
Northern Cape	Radio Taamaneng, Radio Riverside
North West	Mmabatho FM, Mafisa FM, Vaaltar FM, Mafisa FM
Limpopo	Mogodi FM, Mphahlele FM, Blouberg FM, Sekhukhune FM, Mokopane FM

Gender and Development (GAD) training-of-trainer programs provided for both public and private sectors.

During the reporting period, the Gender and Development (GAD) Programme focused on strengthening the capacity of gender focal persons, transformation practitioners, and key decision-makers across various sectors through targeted training and capacity-building workshops.

The primary purpose of the programme was to enhance participants' knowledge and understanding of gender and development principles, gender-responsive governance, and rights-based approaches to development. The workshops provided practical and theoretical insights into international, regional, and national gender equality commitments, relevant legislative and policy developments, and emerging trends influencing gender transformation efforts.

The programme was designed to address persistent gaps that hinder the effective mainstreaming of gender perspectives in planning, policy development, programme implementation, monitoring, and evaluation processes. By equipping practitioners with the necessary knowledge, skills, and tools, the workshops sought to strengthen institutional capacity and promote the integration of gender considerations into organisational and developmental frameworks.

The GAD Programme contributed to more inclusive and equitable development by challenging harmful gender stereotypes, discriminatory practices, and entrenched power imbalances that continue to affect individuals and communities in both societal and workplace environments. The workshops further promoted a deeper

understanding of gender equality as a fundamental human rights and development imperative.

Recognising the multiplier effect of capacity development, participants were encouraged to transfer knowledge and skills acquired through the workshops to colleagues and stakeholders within their respective institutions and areas of responsibility. This approach supports the broader objective of cultivating a network of informed practitioners capable of driving sustainable gender transformation and fostering gender-responsive institutions across sectors.

Through these interventions, the Gender and Development Programme continued to advance gender equality, strengthen accountability, and support national and international development goals.

The Gender and Development Workshops capacitated the targeted participants on the following themes and principles.

- Gender terminologies.
- Strengthened understanding of gender, power relations, and systemic inequalities affecting workers, in unionised sectors, therefore equipping participants to integrate gender equality into advocacy and collective bargaining.
- Gender concepts and how these should be used as a framework to eliminate stereotypes and nuances for youth structures and VEP Forum structures.
- Role expectations and accountability monitoring alongside the National Strategic Plan on GBVF.
- Gender binaries, with a focus on inclusion, human sexuality, and employers' responsibilities to protect gender-diverse persons in the workplace.
- Workplace planning to address gendered corruption and sexual corruption through a gender lens.

- Addressing sexual harassment in the workplace, SOGIESC, bullying, cultural misconceptions, and unpacking relevant case law and employer liability.
- Mechanisms to foster campus safety and school environments.
- Integrating gender-responsive approaches into budget planning, implementation, and monitoring of service delivery.
- Legal obligations on the importance of creating safe, respectful, and gender-responsive working environments.
- Gender and human rights development inclusion for persons with disabilities.
- Engendering gender parity in political decision-making.
- Gender-responsive service delivery, emphasising leadership accountability, gender-responsive planning, and inclusive decision-making.
- Gender diversity in sports.
- Gender-responsive media reporting to prevent gendered harm.
- Domestic violence and femicide prevention and reporting mechanisms.
- Teenage/learner pregnancy reporting.
- Children's rights and a duty to report harm against children.
- Gender-responsive tools for HIV programming highlighting the links between gender norms, HIV vulnerability, and GBV, empowering CHWs to promote inclusive care and support.
- Transformative masculinities, examining how harmful gender norms shape behaviour, relationships, and vulnerability to violence for men and boys.
- Promotion of labour laws with a human rights-based, people-and-family-centred approach that ensures that all forms of discrimination and oppression are prohibited, prevented, and eliminated in the workplace.
- Promoting mainstreaming of human rights approaches in the workplace for the gender focal persons.
- Frameworks to combat trafficking of persons.
- Understanding the LGBTQIA+ rights.
- Economic development approaches to foster women's empowerment.
- Gender integration in urban agriculture.
- Gender equality inclusion in farming workplaces.
- Human rights approaches, reporting obligations, and safe cultural practices, reinforcing their role in preventing and responding to SGBV in traditional healing practices.

The programme consistently leveraged collaborations with key sectors including traditional leadership, faith-based organisations, civil society, safety and justice, and educational institutions, reinforcing expertise on constitutional rights and values on diverse topics.

Critical stakeholder engagements to influence the policy environment

During the reporting period, the Commission facilitated strategic stakeholder engagements aimed at advancing gender-responsive governance, strengthening institutional accountability, and influencing the policy environment at local, provincial, national, and international levels. These engagements served as important platforms for advocacy and monitoring on emerging gender equality trends, policy priorities, and systemic barriers affecting the realisation of substantive equality.

The engagements focused on identifying policy and implementation gaps requiring intervention by policymakers, legislators, and other duty bearers, while promoting greater accountability for commitments made towards gender equality. They further provided an opportunity to monitor the implementation of recommendations arising from the Commission reports, as well as progress in advancing key gender equality objectives contained within the National Strategic Plan on Gender-Based Violence and Femicide, Employment Equity, Sustainable Development Goals, and other frameworks and key court judgments intended to advance gender equality.

Through engagements with government institutions, legislatures, civil society, and other stakeholders, the Commission highlighted persistent gender disparities and structural inequalities affecting governance, leadership, socio-economic participation, and access to opportunities. Discussions with legislative stakeholders underscored the importance of mainstreaming gender considerations within law-making, oversight, and policy processes, while strengthening legislative responses to both visible and often overlooked forms of inequality.

Together, these engagements helped strengthen accountability among state institutions and other duty bearers, promote evidence-based policy discourse, and advance a more responsive and inclusive policy environment that supports gender equality and social justice.

POLICY AND RESEARCH DEPARTMENT PERFORMANCE INFORMATION

The research department contributes to outcome 3 of the APP. To operationalise the functions of the Commission, the following strategic outcomes have been created.

Strategic Outcome 3

The Research and Policy department is responsible for implementing Strategic Outcome 3, on "Monitoring compliance and research on issues that undermine the attainment of gender equality". This broad outcome is further broken down into the following sub-outcomes which are core to the department's work:

- 3.1 Number of research Studies on gender equality.
- 3.2 Number of collaborations with stakeholders on research to further the objectives of the CGE.
- 3.3 Number of monitoring compliance with regional/international instruments.
- 3.4 Number of research and monitoring reports to stakeholders to advance gender equality.

Annual Performance Plan

The 2025/2026 APP identified five research, monitoring and evaluation reports, two collaborative projects and one report on monitoring the country's compliance with regional/international instruments. The proposed projects under outcome 3.1 completed during the year included: Statutory Rape and Child marriages; Gender and Digital transformation; Gender and Health; and Gender and Sports.

The proposed projects under outcome 3.2 included a collaboration with SECTION27 and the Teddy Bear Foundation on teenage pregnancy in the East Rand, and the GBVF index, the continuation of a multi-year project undertaken with UNFPA and UCT.

The proposed projects under outcome 3.3 included: the Universal Periodic Review (UPR). The UPR instrument is part of the UN process and aims to assess the extent to which South Africa has implemented the 269 recommendations raised in the reporting period. As such, the report should focus on the recommendations related to gender, and while looking at the other themes, a gendered perspective and intersectionality should be integrated.

Overview of the year

The Policy and Research Department plays a crucial role in executing Outcome 3 of the Annual Performance Plan of the organisation. During the financial year 2025/26, the department dedicated significant effort towards research and monitoring activities which included

(i) conceptualising research studies (ii) developing a research agenda, (iii) developing concept notes, (iv) data collection and analysis and crafting comprehensive research and monitoring reports. To support these efforts the department hosted several engagements as well as a writing retreat over the week of the 9th to the 15th of March where the team spent time compiling reports and receiving feedback. The writing retreat specifically focused on writing development and methodology to support the finalisation of reports.

During the financial year we celebrated significant achievements among our staff members. Mr. Charles Wambulawayo, an intern in our department, graduated with a Master of Arts Degree in Anthropology. Additionally, Dr. Siwakhile Ngcobo, who was on a fixed-term contract, earned a PhD in Theology, specialising in Gender and Religion. These accomplishments highlight the dedication and growth within our team.

Another significant achievement occurred on 26 September 2025, during a strategic engagement session with universities in Gauteng aimed at exploring collaborative opportunities in gender research and resource utilisation. The goal of the initiative was to strengthen partnerships with academic institutions to enhance research capacity. The engagement aimed to initiate discussions with Gauteng universities about forming partnerships with the CGE to improve access to libraries and online journals, support joint research initiatives, facilitate affiliations with ethics committees, promote student engagement, offer postgraduate mentorship, and encourage co-publication and peer review processes, among other objectives. Four of the seven universities invited attended, being the University of Pretoria, the University of the Witwatersrand, the University of Johannesburg and the Tshwane University of Technology, and they expressed a strong interest in collaborating with the CGE in various aspects. UNISA, Sefako Makgatho Health Sciences University and the Vaal University of Technology were also invited. This event marks a significant step towards achieving the goals of the CGE's renewed business model and the institutional strategy on collaborations to further the CGE's objectives.

The department played a key role in supporting the institution during the 70th session of the Commission on the Status of Women (CSW69) held at the United Nations headquarters in New York. The session took place from the 9th to the 19th of March 2026, and the event focused on the theme of access to justice for women.

During the 2025/26 financial year a collaboration with SECTION27 was established to work on teenage pregnancy in the East Rand. This period also involved

the in-depth examination of State compliance with international obligations, resulting in a progress report on the Universal Periodic Review (UPR) outlining key findings. Additionally, the department focused on effectively disseminating its outputs through a variety of communications platforms, ensuring that stakeholders are well-informed of the findings and initiatives undertaken.

The following research reports were produced:

- Statutory rape and child marriages, titled: The silent scream: Exploring the drivers of statutory rape, child marriages, and the sexual exploitation of girls.
- Gender and disability, titled: Integrating Gender and Disability Perspectives in the Workplace: A scoping review of literature on inclusive employment.
- Gender and Health, titled: Beyond the Clinic Door: Access Discrimination and the Lived Realities of Gender Diverse South Africans in Health Care.
- Gender and sports, titled: Assessing Gender Mainstreaming in the South African Sports Sector. A prototype of the GBV index was produced in collaboration with UCT and UNFPA.

The following reports were outsourced to consultants:

- Universal Periodic Review;
- Gender and Digital Transformation.

The research department undertook dissemination of research reports via policy dialogues and stakeholder engagements. In total 15 reports were disseminated. In terms of dissemination efforts, the positive variance is attributed to increased stakeholder demand for CGE research outputs and the strategic use of multiple dissemination platforms. Additionally, during the year the department contributed four opinion pieces on critical issues: unpaid childcare and child poverty, GBVF, and women's political representation. An opinion piece was also published in the CGE newsletter on issues highlighted in the women's correctional facilities report. These contributions aimed to enhance the department's knowledge-sharing initiatives within and beyond the organisation, while also serving as a valuable resource for both internal stakeholders and external partners of the Commission for Gender Equality (CGE). By disseminating these articles, the department sought to foster awareness and stimulate meaningful discussions around these pressing social issues.

During the year the department also made progress with regards to research collaborations with universities. On 3 December 2025, a meeting was held with Wits Deputy Vice-Chancellor (DVC): People Development and Culture to discuss collaborations and support from the university. The CGE requested Library access and access to ethics committees. Library access could support our research efforts, while access to the Wits ethics

committee could ensure that research is validated scientifically. Research collaborations on key thematic issues that can result in co-authorship were also discussed. Wits indicated an interest in joint postgraduate mentorship and supervision. Finally, public education initiatives such as mandatory courses on Gender Equality and training workshops were also discussed/proposed. The CGE emphasised the importance of research excellence in pursuit of its mission to transform the department into a centre of excellence. It is encouraging to report that Wits generally welcomed the possibility of collaborations, and it was noted by the DVC that there are significant points of interest, and collaboration on a nexus of issues.

The following is an overview of the performance by the department during the year:

- On 3 July 2025, Professor Ngidi from the University of Fort Hare led a workshop on research methodology for the department on a pro-bono basis. The session focused on photo-voice techniques in research methodology, which is being used in one of the current studies. The team acquired the necessary skills to implement this approach effectively.
- On 22 July 2025, the department formed part of the Research Integrity Beyond Allegations Workshop, organised by the Research Integrity Office of UNISA.
- On 28 July, 4 August and 11 August 2025, the team attended workshops on mixed methodology to broaden their knowledge and strengthen their understanding of this approach. Professor Mahlogonolo Thobane facilitated the workshops from UNISA on a pro-bono basis.
- Team members contributed their knowledge and insights in presentations to stakeholders and academic engagements.
- The department was asked by the KwaZulu-Natal (KZN) working group on teenage pregnancy to contribute a gendered analysis of the KZN provincial teenage pregnancy strategy. The analysis was shared with the office of the Premier, fostering dialogue and contributing to shaping their work on Gendered impacts of teenage pregnancy.
- The CSW side event was in collaboration with the Zimbabwean Gender Commission (ZGE) and various other Gender Commissions in Southern Africa.
- A memorandum of understanding was initiated with ZGE to focus on collaborative efforts, particularly in climate change.
- The department presented to various parliamentary committees, including the portfolio committee on human settlement, the study on experiences of farm workers. This engagement generated meaningful engagements from the committee members linking the vulnerability of farm workers to issues emanating from both working and living conditions.

- The department successfully orchestrated high-level engagements between the CGE and various government departments within the Justice, Crime Prevention, and Security Cluster. These discussions were crucial in fostering support and buy-in for the construction of the Gender-Based Violence (GBV) index, a crucial tool designed to measure the prevalence of GBV in South Africa over time. Engagements focused on key issues such as data access, with the initial aim being to map out existing data sources. The participating departments expressed a strong interest in the project, sharing valuable information and committing to ongoing collaboration with the CGE. Notable departments involved during this quarter included the Department of Health, the Department of Social Development, the National Prosecuting Authority, the Department of Justice and Constitutional Development, and Statistics South Africa. The SAPS was identified as a critical stakeholder in these engagements.
- The Department collaborated with the Communications unit to produce an infographic regarding the Farmworkers report for 2024/25. The infographic was posted on communication platforms on 30 September 2025.
- On 9 December 2025, the department collaborated with the Communications unit to create an infographic on the CEDAW report that was posted on social media platforms.

ADMINISTRATION PERFORMANCE INFORMATION

A renewed, efficient, effective and sustainable organisation.

Programme Four: Effective Organisation.

The strategic objective of this programme is to build and sustain efficient and effective organisational culture and organisational systems, and to maintain good operations and governance for the optimal performance of the institution in executing its mandate. The programme ensures that the Secretariat of the Commission supports the other three Programmes with an efficient and effective organisation that provides the best possible systems, processes and policies, ensures the highest levels of corporate governance and the management of risk and compliance, enables financial management in line with the best international practices, and retains a competent, motivated and engaged workforce.

Interdependencies: This programme provides corporate support to the organisation's main programmes which seek services required for the programmes to undertake their work, such as human resources management, ICT support, finance and audit management, and corporate communications and brand management.





Part C

Governance



1. Introduction

The role of the Governing Body, in this case the Commissioners (collectively constituted as Plenary and its related structures and committees), is to lead the Commission by discharging its responsibilities in relation to strategic direction, policy approval, oversight and accountability, to achieve good performance, effective control, legitimacy with stakeholders, and to sustain an ethical corporate culture. In terms of the current legislative and other frameworks governing the roles and responsibilities of the Plenary as the governing body of the Commission, for the purposes of this document reference will be made to the Commission for Gender

Equality (CGE) Act, the Public Finance Management Act (PFMA), and Treasury Regulations. Whereas section 5(1) to (5) of the CGE Act outlines and defines the decision-making powers of the members of the Commission in Plenary, in terms of the PFMA, the role and decision-making powers of the Plenary are not provided for. In other words, in terms of the PFMA, members of the Commission (constituted as Plenary or otherwise) do not have any decision-making powers over matters allocated as the responsibilities of the executive authority or the Accounting Officer.



2. Governing Body's Roles and Responsibilities

In brief therefore, the overarching responsibilities of the Governing Body are as follows:

- Providing strategic direction.
- Approving policies to effectuate strategy.
- Providing informed oversight for strategy implementation and performance.

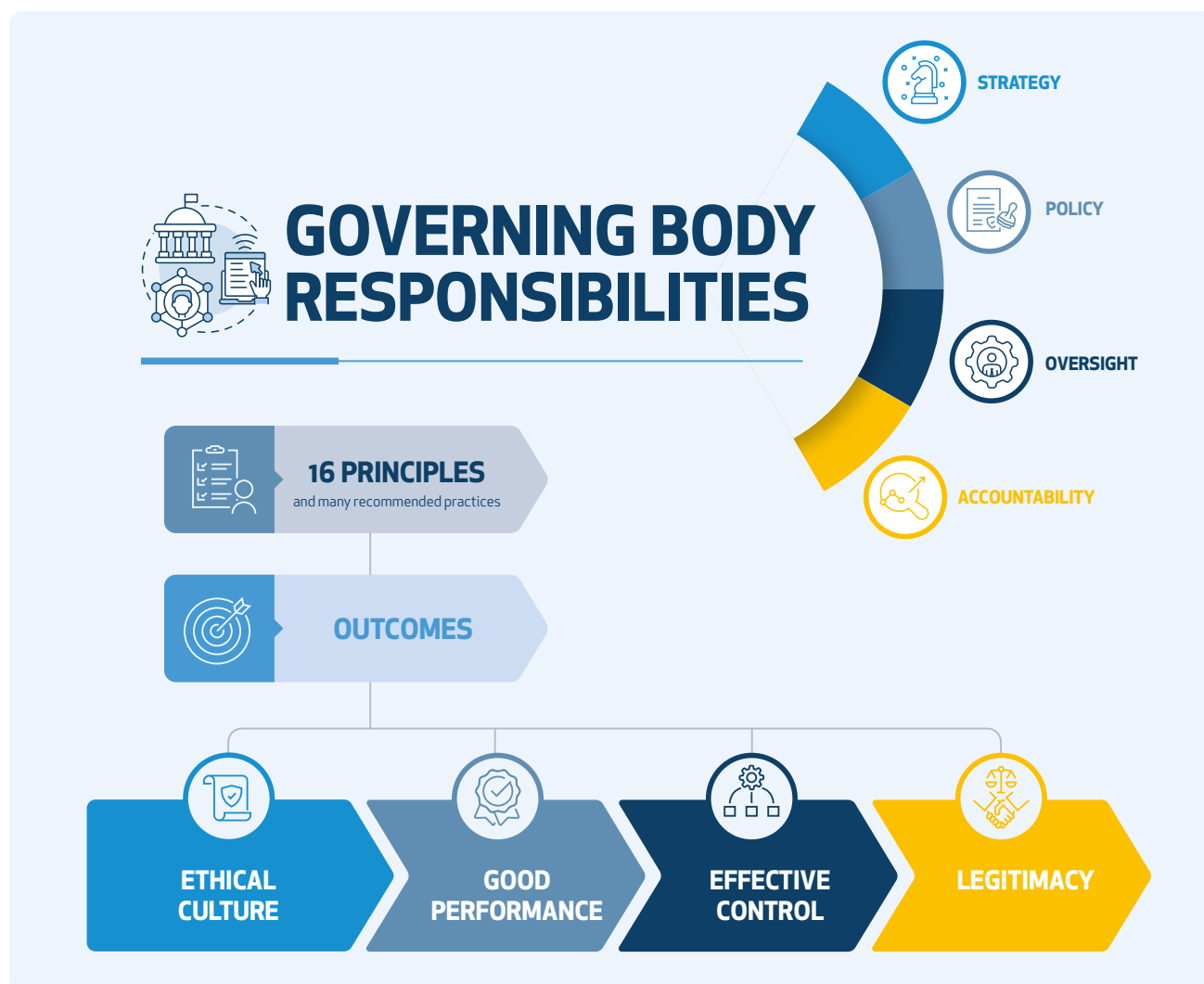
The Commission has sub-committees that enable Commissioners to ensure effective oversight and the achievement of the constitutional mandate.

The committees' objectives are:

- (a) Providing input, advice, and assistance in addressing strategic and policy issues and challenges;
- (b) Identifying significant emerging issues affecting the implementation of programmes and providing solutions for approval by plenary;

- (c) Making recommendations to further develop and improve the CGE's policy framework;
- (d) Formulating the integration of committee issues into CGE strategic planning, to guide the implementation of designated projects, and monitor and evaluate CGE activities;
- (e) Reporting to plenary, deliberating on issues referred to them by plenary, and providing recommendations to plenary;
- (f) Supporting and assisting the CGE in decision-making processes; and
- (g) Monitoring project implementations, budgeting, and expenditure.

The graphic below gives a summarised account/illustration of the functions and responsibilities of the Commission's governance structure:



3. Oversight Structures

In order to assist the Commissioners to collectively fulfil their responsibilities to conduct periodic oversight on the administration and ensure accountability, Plenary established the following sub-committees:

- (a) Human Resources Committee;
- (b) Legal Committee;
- (c) Research Committee;
- (d) Public Education Committee;
- (e) Strategic Planning, Monitoring and Evaluation Committee;

- (f) Good Governance Committee;
- (g) Information Technology Committee;
- (h) Communications Committee; and
- (i) Finance Committee.

Some of the additional roles and responsibilities of Commissioners in sub-committees are as follows:

- Providing oversight on implementation of programmes.
- Providing oversight by actively participating in CGE Committee meetings.
- Providing a link between Committees and Plenary, taking forward any issues requiring decision or guidance from Plenary.

4. COMMISSIONERS



**Advocate Nthabiseng
Sepanya-Mogale**
Chairperson



Prabashni Subrayan-Naidoo
Deputy Chairperson



Advocate Thando Gumede
Commissioner



Bongani Ngomane
Commissioner



**Leonashia Leigh-Anne
Van Der Merwe**
Commissioner



Dr Charnel Naidu
Commissioner



HRH Eurika Mogane
Commissioner



Kamohelo Teele
Commissioner



Mulalo Nemataheni
Commissioner



Mfundo Nomvungu
Commissioner



Seehaam Samaai
Commissioner



In accordance with the Codes of Good Practice issued under Section 9(1) of the Broad-Based Black Economic Empowerment Act No 53 of 2003, as amended on 11 October 2013

This is to certify that

COMMISSION FOR GENDER EQUALITY

COMPANY REGISTRATION NO:	N/A
VAT REGISTRATION NO:	N/A
CLIENT VERIFICATION NO:	BE13253-310325
ADDRESS:	2 Kotze Street, Braamfontein, 2017

Has a current overall Broad-Based BEE Status of

NON-COMPLIANT

In terms of the Amended DTIC Specialised Sector Codes – Generic Scorecard (Gazette No: 38766)

SCORECARD ELEMENT	ENTITY SCORE	WEIGHING POINTS	VALIDATIONS	
MANAGEMENT CONTROL	15.58	20.00	Principle Applied	FTP
SKILLS DEVELOPMENT	0.27	25.00	Black Owned percentage	N/A
ENTERPRISE AND SUPPLIER DEVELOPMENT	0.00	50.00	Black Women Owned Percentage	N/A
SOCIO-ECONOMIC DEVELOPMENT	0.00	5.00	Designated Group Supplier	NO
TOTAL	15.85	100.00	Black Designated Group percentage	0.00%
EMPOWERING SUPPLIER	YES		Black Youth percentage	0.00%
DISCOUNTING PRINCIPLE APPLIED	YES		Black Disabled percentage	0.00%
PARTICIPATED IN Y.E.S	NO		Black Unemployed percentage	0.00%
ACHIEVED YES TARGET + 2.5% ABSORPTION	NO		Black People in Rural areas percentage	0.00%
ACHIEVED YES TARGET + 5% ABSORPTION	NO		Black Military Veterans percentage	0.00%
ACHIEVED 2 X YES TARGET + 5% ABSORPTION	NO		Exclusion Principle	NO
			Financial Year End	MAR 2024

And a BEE Procurement Recognition Level of 0%

Period of Validity: 12 Months from Issue Date

Issue Date: 31-03-2025

Expiry Date: 30-03-2026

Hlumelo Mavume
Technical Signatory



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BVA 038

5. REPORT OF THE AUDIT AND RISK COMMITTEE 2025/26

The Audit and Risk Committee (ARC) reports on the audit, risk management, governance and performance results of the Commission for Gender Equality (CGE) during the financial year ended 31 March 2026.

Composition of the ARC, Authority and Meeting Reports

The Committee was composed of five members, listed in the table below. The Committee conducted its functions in accordance with the terms of reference agreed to by the accounting officer. Article four of the charter stipulates a composition of three independent members, with the CEO, CFO, CEA and Commissioner nominated by Plenary having a standing invitation. During the period ended 31 March 2026, the committee was composed of the members as stipulated in article four.

The charter provides for the authority of the committee in matters relating to investigations, presentation by staff members, access to information, access to independent

external advisors and reporting on its matters in the published annual report of the CGE. The committee, in accordance with the authority enshrined in the charter, communicates through this report the results of the work carried out during the period and confirms that it has fulfilled its responsibilities in terms of article seven (7) of the charter.

The ARC is required to meet at least four times a year in accordance with its approved charter, the PFMA and the National Treasury Regulations. During the year ended 31 March 2026, the ARC held five (5) meetings. One special meeting was convened for the recommendation of the 2025/2026 Annual Financial Statements and the performance report against the Annual Performance Plan (APP). The four ordinary meetings attended to the responsibility of the ARC to provide oversight and in-year monitoring of the audit, financial administration and governance at the CGE. The table below reports on the number of meetings attended by each member.

Name of Member	Designation	Number of meetings attended
Mr Nkosini Mashabane	Chairperson (external)	5
Mr. Suren Maharaj	Member (external)	5
Ms Portia Chilwane	Member (external)	2
Mr Rishi Nepaul	Member (external)	2

The committee was duly constituted during the performance cycle and complied with the legislative composition requirement of at least three members.

Report on the Effectiveness of Internal and Governance Systems

The Commission for Gender Equality (CGE) has designed a system of internal control to ensure that it delivers on its mandate economically, effectively, and efficiently.

The CGE has established mechanisms to provide operational direction and oversight, including the appointment of full-time incumbents in the positions of CEO and CFO, for the full annual period ending 31 March 2026. The roles of the CEO and CFO proved vital in sustaining the audit outcome and realising improvements. The CEO established a fully resourced internal audit unit through contractual arrangements with SAMBA Solutions Inc. The Internal audit unit, led by a Chief Audit Executive (CAE), provided the ARC and management with review reports on the effectiveness

of the design and implementation of internal control systems. The assurance provided by internal audit was consistent with the requirements of the PFMA and the International Standards for the Professional Practice of Internal Auditing issued by the Institute of Internal Auditors. We confirm that internal audit completed all audit tasks approved by the committee in the annual audit plan.

The accounting officer developed an audit outcome improvement plan to sustain the results of the prior audit (2025/2024) and to address audit findings communicated by the Auditor-General of South Africa in her reports during the period. Management, under the guidance of the CFO, reported at the ordinary meetings of the ARC on progress achieved in addressing the audit findings. Success was realised in addressing a number of these findings, except for the timely closing of matters

that pertain to irregular expenditure and fruitless and wasteful expenditure. The accounting officer instructed the internal auditors to perform a determination test on the cases of irregular expenditure and recommend remedial steps on each case identified. The determination test was successfully concluded and a report was issued by Internal audit. The accounting officer further consulted with the Office of the Accountant-General at National Treasury and submitted the results thereof to the ARC. Further guidance was provided by the ARC for implementation.

The committee applauds the CGE for the audit results achieved for the 2025/2026 financial year, wherein the AGSA expressed an unqualified opinion on the annual financial statements of the CGE. Most notable was the ability of the CGE to present financial statements for audit without material corrections. This achievement is, among other factors, attributed to the stability in the offices of the CFO & CEO and the review work performed by internal audit.

The committee notes the high-performance achievement rate against targets set for strategic objectives during the year ending 31 March 2026. The leadership of the institution had contributed effectively to the achievement of the results, which are further explained in the non-financial performance report section of this annual report.

The credibility of actual performance reported remains in doubt due to the consistent failure by the CGE to report accurately on its performance. We emphasise the need to strengthen internal verification processes undertaken during quarterly reporting to ensure that actual performance agrees with supporting evidence. The Auditor-General detected inaccuracies in a performance indicator, which were not identified by the internal verification process during the reporting period. The accounting officer must improve the verification procedures in the institution to ensure that all accountability documents are credible and pass the audit test.

Material non-compliance with legislation is noted in the report of the Auditor-General and is directly connected to the timely implementation of consequence management on cases of irregular expenditure and fruitless and wasteful expenditure. Urgent steps must be taken to close off all cases of irregular and fruitless expenditure to address the non-compliance matters reported by the Auditor-General.

The current funding model is 100% reliant on the National Revenue Fund, which provides the total budget available to finance the operational objectives of the CGE which are derived from its legislative mandate. The existing funding model gives rise to operational risks connected to staff retention, investment in IT automation and the extension of service delivery reach due to a constrained staff establishment. These matters threaten the effectiveness of the commission to deliver against its mandate. Plenary has put measures in place to address the funding risks, including formulating a funding strategy to grow/expand the primary source of income for the CGE. These measures are welcomed and the committee emphasises the importance of protecting the constitutional independence of the CGE as a Chapter 9 constitutional institution.

Report of the Auditor-General

The ARC received and considered the reports of the Auditor-General for the financial year ended 31 March 2026 and agrees with her conclusions.

We express our appreciation to the commissioners, the accounting officer, management and internal audit for their commitment and support of the work of the Audit and Risk Committee. We congratulate the CGE on the outcome of the annual external audit and the achievement of an unqualified audit opinion during the reported performance period.



Mr. Nkosini Mashabane

Chairperson of the Audit and Risk Committee

6. INTERNAL AUDIT REPORT

Section 38 of the PFMA requires the Accounting Officer to, amongst other things, ensure that the Commission for Gender Equality (CGE) has and maintains a system of Internal Audit under the control and direction of the Audit and Risk Committee (ARC).

The purpose, authority and responsibility of the Internal Audit Function are defined in the Internal Audit Charter approved by the Audit and Risk Committee (ARC), in accordance with Treasury Regulation 3.2.4 issued under the Public Finance Management Act (PFMA). The Internal Audit Charter is aligned with Treasury Regulation 3.2.5 and the Institute of Internal Auditors' (IIA) Global Internal Audit Standards (GIAS), which form part of the International Professional Practices Framework (IPPF). The Chief Audit Executive (CAE) reports functionally to the Audit and Risk Committee and administratively to the Accounting Officer, thereby supporting the organisational independence of the Internal Audit Function.

The Internal Audit Function conducts its activities in conformance with the Global Internal Audit Standards. Consistent with the Purpose of Internal Auditing prescribed by the Standards, Internal Audit strengthens the CGE's ability to create, protect and sustain value by providing the Audit and Risk Committee and Management with independent, risk-based and objective assurance, advice, insight and foresight. Through its work, Internal Audit enhances governance, risk management and control processes, supports informed decision-making and oversight, and contributes to the achievement of the CGE's strategic objectives.

The Internal Audit Function adopts a risk-based approach in developing and executing its annual coverage plan, with due consideration of the CGE's strategic objectives, risk profile and governance priorities. Audit engagements provide independent assurance on the adequacy and effectiveness of governance, risk management and internal control processes, while advisory services are performed where appropriate without compromising the Function's independence or objectivity.

Throughout the reporting period, the Chief Audit Executive fulfilled the statutory responsibility of providing quarterly reports to the Audit and Risk Committee on the implementation of the approved Internal Audit Coverage Plan, significant audit results, emerging risks and matters requiring the Committee's attention, and, where needed, engaged on issues requiring their intervention towards ensuring the effectiveness of the system of Internal Audit. Internal Audit remains committed to continuously enhancing its effectiveness and maintaining conformance with the Global Internal Audit Standards, while providing value-added assurance and advisory services that support good governance, accountability and the achievement of the Commission for Gender Equality's mandate.

Progress Made Against the Approved Annual Internal Audit Coverage Plan

The Internal Audit progress to which this section of the report relates covers the period 1 April 2025 to 31 March 2026, and includes progress on the planned audit projects that were undertaken during the reporting period.

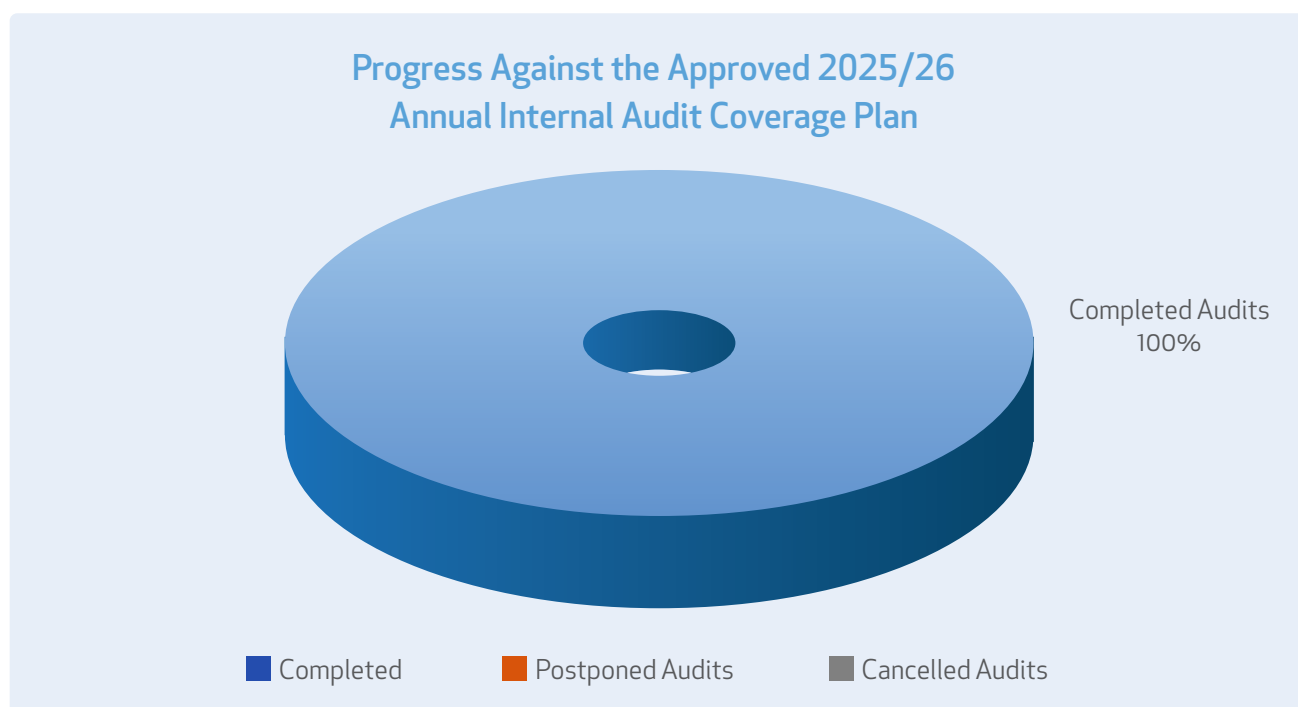
In this reporting period, Internal Audit planned to conduct nine (9) audits, and they were satisfactorily executed as planned.

All the areas for improvement identified through the audit efforts were communicated to Management through the Internal Audit reports. Management continues to ensure that Internal Audit findings are resolved, through the implementation of recommendations and through the agreed action plans. Internal Audit also conducts follow-ups on the implementation of internal and external audit recommendations and agreed action plans. These reports are presented to the ARC so that the Committee can monitor the progress made by Management on the implementation of recommendations and action plans.

The following are all the planned audit projects that were successfully executed, and we would like to extend our appreciation to the Accounting Officer and the rest of Management for their cooperation.

No.	Planned Audit – 2025/26	Internal Audit Report Issued
1	Financial Discipline	Yes
2	Supply Chain Management	Yes
3	Legal Case Management	Yes
4	Governance & Compliance	Yes
5	Performance Information	Yes
6	Information Technology	Yes
7	Stakeholder Management	Yes
8	Research Management	Yes
9	Provincial Offices (FS, KZN, NW)	Yes
10	Annual Financial Statements	Yes
11	Follow-Ups	Yes

The reason for overachievement is that some audits were Ad Hoc.



Ms. Lindiwe Nkosi CA(SA)

Chief Audit Executive

Date: 29/07/2026





Part D

Human Resource Management



1. HUMAN RESOURCES OVERVIEW

During the 2025/2026 financial year, the Human Resources (HR) Department continued to support the strategic objectives of the Commission through the implementation of people-centred initiatives. The HR Department focused on strengthening employees' capacity, enhancing employee well-being, improving operational efficiency, and supporting the overall performance and sustainability of the CGE.

The HR Department prioritised employee training, upskilling, and development as part of its commitment to building a capable, resilient, and high-performing workforce. Various training interventions were coordinated across different job families to strengthen employee competencies, improve organisational performance, and support the Commission's evolving operational needs.

The Commission also secured grant funding from the Education, Training and Development Practices Sector Education and Training Authority (EDTP SETA) to support skills development initiatives, including internship opportunities for graduates aimed at providing workplace exposure and practical experience. This initiative was extended to employees in the form of a bursary for them to enhance their knowledge related to the work of the Commission.

In advancing organisational development and aligning the Commission with the business model, the Commission successfully embarked on and completed a comprehensive job evaluation and grading process

with the assistance of external professional experts. The process was undertaken to assess organisational capacity, align roles and responsibilities with operational requirements, ensure that employees are remunerated at appropriate and equitable levels, and strengthen talent retention and workforce planning within the Commission. Following completion of the exercise, the outcomes were presented and communicated to staff as part of the Commission's commitment to transparency.

The HR Department continued to promote employee wellness, organisational culture transformation, and change management initiatives aimed at improving staff morale, teamwork, ethical leadership, and with a aim of creating a conducive work environment. Various wellness and culture transformation activities were implemented during the financial year to foster a positive and productive working environment.

The Commission maintained sound labour relations practices through the effective management of grievances, disciplinary matters, and external labour disputes. These interventions contributed to maintaining workplace stability and promoting fair labour practices. Furthermore, the HR Department supported the review and development of key Commission policies to strengthen governance, compliance, and operational effectiveness. The Department remains committed to supporting the Commission for Gender Equality in achieving its strategic objectives and continuing to drive a people-centred agenda that promotes growth and sustainability.

2. HUMAN RESOURCES STATISTICS

The following is a detailed view of the CGE's human resource statistics for the year ending 31 March 2026.

Personnel Costs by Salary Band 2025/2026				
Row Labels	Sum of Number of employees	Sum of TOTAL	Percentage of total personnel	Average personnel cost per employee
1.Skilled (Level 5)	13	4 664 671	7%	358 821
2.Highly Skilled (Level 6-8)	23	10 320 490	16%	448 717
3.Highly Skilled Supervision (Level 9-12)	40	34 690 296	52%	867 257
4.Senior Management (Level 13-15)	4	6 947 491	10%	1 736 873
5.Commissioners	11	9 160 657	14%	832 787
6.Temporary and Internships	7	474 986	1%	67 855
Grand Total	98	R66 258 591,00	100%	R676 108

Salaries, Overtime, Home-Owners' Allowances and Medical Assistance by Programme 2025/2026						
Programme	Home Owners	Leave payout	Overtime	Salaries	Medical Assistance	Grand Total
Administration	99 090,00			5 156 676	76 771,91	5 332 538,26
CEO's office	-	70 166,09		10 125 679		10 195 845,02
Commissioners Office	-	-		8 859 605		8 859 605,21
Financial Management	60 555,00	-	139 620,94	4 830 852	36 720,00	5 067 747,72
Human Resources	16 515,00	90 091,29		1 150 892	13 770,00	1 181 177,42
Information & communication	26 424,00	46 896,40		2 608 459	11 016,00	2 692 795,28
Internal Audit/ monitoring & evaluation	1 101,00		-	499 617	-	500 718,18
Legal services	85 878,00	-	-	5 470 980	71 604,00	5 628 462,24
Parliamentary liaison & legislation	-		-	-		-
Public education & information	66 060,00	-	-	6 870 562	70 056,00	7 006 677,68
Research & policy program	39 636,00		-	3 410 868	31 212,00	3 481 715,55
Grand Total	395 259,00	207 153,49	139 620,94	48 984 190,22	311 149,91	49 947 282,56

Performance-Related Rewards in 2025/2026		
Management Level	Number of Employees	Amount Paid
Commissioners	-	-
Middle Management	13	1 153 210
Senior Management	4	473 260
Staff	43	1 592 852
Grand Total	60	3 219 321,77

Foreign Workers Employed by the CGE in 2025/2026	
Country of origin	Number
Zimbabwe	1
Total	1

Sick Leave over the Period					
Salary Band	Number of employees	Total days taken	% days with medical certification	Number of employees using sick leave	Average days per employee
Skilled (Level 3-5)	13	70		8	9
Highly Skilled (Level 6-8)	23	48		12	4
Highly Skilled Supervision (Level 9-12)	40	248		24	10
Senior Management (Level 13-15)	4	7		3	0
Commissioners	11	0		0	0
Temporary and Internships	7	27		3	9
Grand Total	98	400		50	32

Annual Leave over the Period			
Salary Band	Number of employees who have taken leave	Total days taken	Average days taken per employee
Skilled (Level 3-5)	13	294,00	22,62
Highly Skilled (Level 6-8)	21	406,00	19,33
Highly Skilled Supervision (Level 9-12)	37	746,34	20,17
Senior Management (Level 13-15)	4	65,00	16,25
Commissioners	5	62,00	12,40
Temporary and Internships	3	39,00	13,00
Grand Total	83	1 612,34	103,77

Leave Payouts for 2025/2026			
Reason	Number of employees paid out	Total amount paid out	Average pay-out over employee
Termination of services	5	207 154	103 579
End of contracts	7	66 189	33 098
Retirement	0	-	-
Death	0	-	-
Grand Total	12	273 343	136 678

Employee Changes in the Year		
Termination type	Number	% Total
Death	0	0%
Resignation	5	42%
Expiry of contract	7	58%
Dismissal - operational changes	0	0%
Dismissal - misconduct	0	0%
Dismissal - inefficiency	0	0%
Discharge due to illness	0	0%
Promotion	0	0%
Retirement	0	0%
Transfer to other public service departments	0	0%
	12	100%

Employment Equity Per Race and Gender															
	African		Coloured		Indian		White		Total per Gender						Grand Total
Programme	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	African	Coloured	Indian	White	
Administration	12	3	3	0	0	0	0	0	15	3	15	3	0	0	18
CEO's office	8	5	1	0	0	0	0	0	9	5	13	1	0	0	14
Commissioners Office	5	4	2	0	2	0	0	0	9	4	9	2	2	0	13
Financial Management	7	5	0	0	0	0	0	0	7	5	12	0	0	0	12
Human Resources	2	1	0	0	0	0	0	0	2	1	3	0	0	0	3
Information & communication	1	3	0	0	0	0	0	0	1	3	4	0	0	0	4
Internal Audit/ monitoring & evaluation	0	1	0	0	0	0	0	0	0	1	1	1	0	0	2
Legal services	8	2	1	0	0	0	0	1	9	3	10	1	0	1	12
Parliamentary liaison & legislation	-	-	0	0	0	0	0	0	-	0	0	0	0	0	0
Public education & information	7	5	0	0	0	0	0	0	7	5	12	0	0	0	12
Research & policy program	6	2	0	0	0	0	0	0	6	2	8	0	0	0	8
Grand Total	56	31	7	0	2	-	0	1	65	32	87	8	2	1	98

Employment and Vacancies by Programme as at 31 March 2026					
Position	Number of vacancies	Number of funded positions in the establishment	Number of positions filled	Vacancy rate	Number of additional positions - unfunded
Commissioners	0	11	11	0%	0
Human Resources	1	4	3	25%	0
IT/C	5	8	3	63%	0
Legal - National	0	4	4	0%	-
Research - National	4	13	9	31%	-
Education - National	0	3	3	0%	-
Provincial Managers	1	9	8	11%	-
Provinces - Legal	1	9	8	11%	-
Provinces - Education	0	9	9	0%	-
Provinces - Administrators	0	9	9	0%	-
Provinces - Office Assistants	0	9	9	0%	-
Finance	1	9	8	11%	-
Parliament	0	0	0	0%	-
PA/Admin - National	1	5	4	20%	-
Driver - National	0	2	2	0%	-
Office Assistant - National	0	1	1	0%	-
Internal Audit	1	2	1	50%	-
CEO's Office	2	4	2	50%	-
TOTAL PERMANENT	17	111	94	15%	0
Temporary & Internships	0	0	0	0%	-
Grand Total	17	111	94	15%	-

Recruitment over the Period									
Occupational bands	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Commissioners									0
Senior Management (Level 13-15)					2				2
Professionally qualified (Level 11-12)	2								2
Skilled, technical and academically qualified workers (Level 9-10)	1				1				2
Semi-skilled and discretionally decision making (Level 6-8)	1				3	1			5
Unskilled and defined decision making (Level 5)									0
Employees with disabilities									0
Trainees & Internships	2				1				3
TOTAL	6				7	1	0		14

Promotion over the Period									
Occupational bands	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Commissioners									
Senior Management (Level 13-15)									
Professionally qualified (Level 11-12)									
Skilled, technical and academically qualified workers (Level 9-10)									
Semi-skilled and discretionally decision making (Level 6-8)									
Unskilled and defined decision making (Level 5)									
Employees with disabilities									
Trainees & Internships									
TOTAL	0	0	0	0	0	0	0	0	0

Termination over the Period									
Occupational bands	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Commissioners									
Senior Management (Level 13-15)									
Professionally qualified (Level 11-12)	2				2				4
Skilled, technical and academically qualified workers (Level 9-10)	1				2				3
Semi-skilled and discretionally decision making (Level 6-8)	1				2				3
Unskilled and defined decision making (Level 5)									0
Employees with disabilities									0
Trainees & Internships	2				0				3
TOTAL	6	0	0	0	6	0	0	0	12

Disciplinary Matters over the Period									
Occupational bands	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Commissioners									
Senior Management (Level 13-15)									
Professionally qualified (Level 11-12)									
Skilled, technical and academically qualified workers (Level 9-10)	1								1
Semi-skilled and discretionally decision making (Level 6-8)					1				1
Unskilled and defined decision making (Level 5)									
Employees with disabilities									
Trainees & Internships									
TOTAL	1		0	0	1	0	0	0	2
Skills Development for 2025/2026									
Occupational bands	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Commissioners	3				4	2	2		11
Senior Management (Level 13-15)	1				2				3
Professionally qualified (Level 11-12)	8			1	9	1			19
Skilled, technical and academically qualified workers (Level 9-10)									0
Semi-skilled and discretionally decision making (Level 6-8)									
Unskilled and defined decision making (Level 5)									0
Employees with disabilities									0
Trainees & Internships									0
TOTAL	12	-	-	1	15	3	2	-	33





Part E

Financial Information



PART F: FINANCIAL INFORMATION

Report of the auditor-general to Parliament on the Commission for Gender Equality

Report on the audit of the financial statements

Opinion

1. I have audited the financial statements of the Commission for Gender Equality (constitutional institution) set out on pages 71 to 103, which comprise of the statement of financial position as at 31 March 2026, statement of financial performance, statement of changes in net assets, cash flow statement and statement of comparison of budget and actual amounts for the year then ended, as well as notes to the financial statements, including a summary of significant accounting policies.
2. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Commission for Gender Equality as at 31 March 2026 and its financial performance and cash flows for the year then ended in accordance with the Standards of Generally Recognised Accounting Practise (GRAP) and the requirements of the Public Finance Management Act 1 of 1999 (PFMA).

Basis for opinion

3. I conducted my audit in accordance with the International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the responsibilities of the auditor-general for the audit of the financial statements section of my report.
4. I am independent of the constitutional institution in accordance with the International Ethics Standards Board for Accountants' *International Code of Ethics for Professional Accountants (including International Independence Standards)* (IESBA code) as well as other ethical requirements that are relevant to my audit in South Africa. I have fulfilled my other ethical responsibilities in accordance with these requirements and the IESBA code.
5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Emphasis of matter

6. I draw attention to the matters below. My opinion is not modified in respect of these matters.

Irregular expenditure

7. As disclosed in note 19 to the financial statements, irregular expenditure of R2 287 380 was incurred, due to the supply chain prescripts not followed.

Restatement of corresponding figures

8. As disclosed in note 29 to the financial statements, the corresponding figures for the 31 March 2025 were restated as a result of errors in the financial statements of the constitutional institution at and for the year ended 31 March 2026.

Responsibilities of the Accounting Officer for the Financial Statements

9. The accounting officer is responsible for the preparation and fair presentation of the financial statements in accordance with the GRAP and the requirements of the PFMA and for such internal control as the accounting officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
10. In preparing the financial statements, the accounting officer is responsible for assessing the constitutional institution's ability to continue as a going concern; disclosing, as applicable, matters relating to going concern; and using the going concern basis of accounting unless the appropriate governance structure either intends to liquidate the constitutional institution or to cease operations or has no realistic alternative but to do so.

Responsibilities of the auditor-general for the audit of the financial statements

11. My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error; and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

12. A further description of my responsibilities for the audit of the financial statements is included in the annexure to this auditor's report. This description, which is located at page 64 forms part of my auditor's report.

Report on the Annual Performance Report

13. In accordance with the Public Audit Act 25 of 2004 (PAA) and the general notice issued in terms thereof, I must audit and report on the usefulness and reliability of the reported performance information against predetermined objectives for the selected material performance indicators presented in the annual performance report. The accounting officer is responsible for the preparation of the annual performance report.

14. I selected the following material performance indicators related to outcomes presented in the annual performance report for the year ended 31 March 2026. I selected those indicators that measure the constitutional institution's performance on its primary mandated functions and that are of significant national, community or public interest.

- 1.1. Number of submissions on legislation, policies, and prescripts to promote gender equality.
- 1.2. Number of strategic engagements with the public and the private sector to advance gender transformation.
- 1.3. Number of provincial investigations conducted and reports thereof.
- 1.4. Number of complaints and enquiries finalized.

15. I evaluated the reported performance information for the selected material performance indicators against the criteria developed from the performance management and reporting framework, as defined in the general notice. When an annual performance report is prepared using these criteria, it provides useful and reliable information and insights to users on the constitutional institution's planning and delivery on its mandate and objectives.

16. I performed procedures to test whether:
- the indicators used for planning and reporting on performance can be linked directly to the constitutional institution's mandate and the achievement of its planned objectives
 - all the indicators relevant for measuring the constitutional institution's performance against its primary mandated and prioritised functions and planned objectives are included
 - the indicators are well defined to ensure that

they are easy to understand and can be applied consistently, as well as verifiable so that I can confirm the methods and processes to be used for measuring achievements

- the targets can be linked directly to the achievement of the indicators and are specific, time bound and measurable to ensure that it is easy to understand what should be delivered and by when, the required level of performance as well as how performance will be evaluated
- the indicators and targets reported on in the annual performance report are the same as those committed to in the approved initial or revised planning documents
- the reported performance information is presented in the annual performance report in the prescribed manner
- there is adequate supporting evidence for the achievements reported and for the reasons provided for any underachievement of targets.

17. I performed the procedures to report material findings only; and not to express an assurance opinion or conclusion.

18. The material findings on the reported performance information for the selected material indicators are as follows:

Number of complaints and enquiries finalized

19. The reported achievement for the indicator was overstated. Audit testing identified enquiries that were converted to complaints being double counted as finalized enquiries; enquiries and complaints reported as finalized despite evidence indicating that the cases remained open at year-end. As a result, the reported achievement was overstated and did not accurately reflect the number of complaints and enquiries finalized during the reporting period.

Other matters

20. I draw attention to the matters below:

Achievement of planned targets

21. The annual performance report includes information on reported achievements against planned targets and provides explanations for over-achievement. This information should be considered in the context of the material findings on the reported performance information.

Report on compliance with legislation

22. In accordance with the PAA and the general notice issued in terms thereof, I must audit and report on compliance with applicable legislation relating to financial matters, financial management and other related matters. The accounting officer is responsible for the constitutional institution's compliance with legislation.
23. I performed procedures to test compliance with selected requirements in key legislation in accordance with the findings engagement methodology of the Auditor-General of South Africa (AGSA). This engagement is not an assurance engagement. Accordingly, I do not express an assurance opinion or conclusion.
24. Through an established AGSA process, I selected requirements in key legislation for compliance testing that are relevant to the financial and performance management of the constitutional institution, clear to allow consistent measurement and evaluation, while also sufficiently detailed and readily available to report in an understandable manner. The selected legislative requirements are included in the annexure to this auditor's report.
25. The material findings on compliance with the selected legislative requirements, presented per compliance theme, are as follows:

Consequence management

26. I was unable to obtain sufficient appropriate audit evidence that disciplinary steps were taken against officials who had incurred irregular expenditure as required by section 51(1)(e)(iii) of the PFMA. This was due to proper and complete records that were not maintained as evidence to support the investigations into irregular expenditure.

Other information in the Annual Report

27. The accounting officer is responsible for the other information included in the annual report. The other information referred to does not include the financial statements, the auditor's report and those selected material indicators in the scoped-in outcomes presented in the annual performance report that have been specifically reported on in this auditor's report.
28. My opinion on the financial statements, the report on the audit of the annual performance report and the report on compliance with legislation do not cover the other information included in the annual report and I do not express an audit opinion or any form of assurance conclusion on it.

29. My responsibility is to read this other information and, in doing so, consider whether it is materially inconsistent with the financial statements and the selected material indicators in the scoped-in outcomes presented in the annual performance report or my knowledge obtained in the audit, or otherwise appears to be materially misstated.
30. I did not receive the other information prior to the date of this auditor's report. When I do receive and read this information, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance and request that the other information be corrected. If the other information is not corrected, I may have to retract this auditor's report and re-issue an amended report as appropriate. However, if it is corrected this will not be necessary.

Internal Control Deficiencies

31. I considered internal control relevant to my audit of the financial statements, annual performance report and compliance with applicable legislation; however, my objective was not to express any form of assurance on it.
32. The matters reported below are limited to the significant internal control deficiencies that resulted in the material findings on the annual performance report and the material findings on compliance with legislation included in this report.
33. Management did not adequately develop, implement, and monitor action plans to address identified internal control deficiencies. Consequently, compliance with applicable legislation was not effectively reviewed and monitored, resulting in a repeat instance of non-compliance relating to consequence management.
34. Management did not prepare regular, accurate and complete performance reports that are supported and evidenced by reliable information, consequently the annual performance report was materially misstated.

AUDITOR GENERAL

Auditor-General

Pretoria

31 July 2026



Annexure to the auditor's report

The annexure includes the following:

- The auditor-general's responsibility for the audit
- The selected legislative requirements for compliance testing

Auditor-general's responsibility for the audit

Professional judgement and professional scepticism

As part of an audit in accordance with the ISAs, I exercise professional judgement and maintain professional scepticism throughout my audit of the financial statements and the procedures performed on reported performance information for selected material performance indicators and on the Constitutional Institution's compliance with selected requirements in key legislation.

Financial statements

In addition to my responsibility for the audit of the financial statements as described in this auditor's report, I also:

- identify and assess the risks of material misstatement of the [financial statements whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Constitutional Institution's internal control.
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
- conclude on the appropriateness of the use of the going concern basis of accounting in the preparation of the financial statements. I also conclude, based on the audit evidence obtained, whether a material uncertainty exists relating to events or conditions that may cast significant doubt on the ability of the constitutional institution to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements about the material uncertainty or, if such disclosures are inadequate, to modify my opinion on the financial statements. My conclusions are based on the information available to me at the date of this auditor's report. However, future events or conditions may cause a constitutional institution to cease operating as a going concern.
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and determine whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Communication with those charged with governance

I communicate with the accounting officer regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide the accounting officer with a statement that I have complied with relevant ethical requirements regarding independence and communicate with them all relationships and other matters that may reasonably be thought to bear on my independence and, where applicable, actions taken to eliminate threats or safeguards applied.

Compliance with legislation – selected legislative requirements

The selected legislative requirements are as follows:

Legislation	Section, regulation or paragraph
Public Finance Management Act 1 of 1999	Section 38(1)(b); 38(1)(c)(ii); 38(1)(d); 38(1)(f); 38(1)(h)(iii); 40(1)(a); 40(1)(b); 40(1)(c)(i); 44; 45(b)
Treasury Regulations, 2005	Regulation 4.1.1; 4.1.3; 5.1.1; 5.2.1; 5.2.3(a); 5.2.3(d); 5.3.1; 8.1.1; 8.2.1; 8.2.3; 8.4.1; 9.1.1; 9.1.4; 10.1.1(a); 10.1.2; 12.5.1; 15.10.1.2(c); 16A3.2; 16A 3.2(a); 16A6.1; 16A6.2(a); 16A6.2(b); 16A6.3(a); 16A6.3(b); 16A6.3(e); 16A 6.4; 16A 6.5; 16A6.6; 16A7.1; 16A7.3; 16A7.6; 16A8.3; 16A8.4; 16A9.1(b)(ii); 16A9.1(d); 16A9.1(e); 16A9.1(f); 16A9.2; 16A9.2(a)(ii); 17.1.1; 18.2; 19.8.4
Construction Industry Development Board Act 38 of 2000	Section 18(1)
Construction Industry Development Board Regulations, 2004	Regulation 17; 25(7A)
National Treasury Instruction No. 5 of 2020/21	Paragraph 4.8; 4.9; 5.3
Second amendment National Treasury Instruction No. 5 of 2020/21	Paragraph 1
Erratum National Treasury Instruction No. 5 of 2020/21	Paragraph 2
National Treasury Instruction No. 1 of 2021/22	Paragraph 4.1
National Treasury Instruction No. 4 of 2015/16	Paragraph 3.4
National Treasury SCM Instruction No. 4A of 2016/17	Paragraph 6
National Treasury SCM Instruction No. 03 of 2021/22	Paragraph 4.1; 4.2(b); 4.17; 4.3; 4.4(a); 7.2; 7.6
National Treasury SCM Instruction No. 11 of 2020/21	Paragraph 3.4(a); 3.4(b); 3.9
National Treasury SCM Instruction No. 2 of 2021/22	Paragraph 3.2.1; 3.2.4; 3.2.4(a); 3.3.1
National Treasury Practice Note 5 of 2009/10	Paragraph 3.3
National Treasury Practice Note 7 of 2009/10	Paragraph 4.1.2
Preferential Procurement Policy Framework Act 5 of 2000	Section 1; 2.1(a); 2.1(f)
Preferential Procurement Regulations, 2022	Regulation 4.1; 4.2; 4.3; 4.4; 5.1; 5.2; 5.3; 5.4
Preferential Procurement Regulation, 2017	Regulation 4.1; 4.2; 5.1; 5.3; 5.6; 5.7; 6.1; 6.2; 6.3; 6.6; 6.8; 7.1; 7.2; 7.3; 7.6; 7.8; 8.2; 8.5; 9.1; 10.1; 10.2; 11.1; 11.2
Prevention and Combating of Corrupt Activities Act 12 of 2004	Section 34(1)



Commission for Gender Equality

Annual financial statements
for the year ended 31 March 2026

General Information

Country of incorporation and domicile

South Africa

Nature of business and principal activities

The Commission for Gender Equality is one of the institution established in terms of Chapter 9 of the Constitution of the Republic of South Africa. In terms of the section 187 of the constitution, the mandate of the CGE is to contribute to strengthen and deepening constitutional democracy in South Africa through promotion, protection, development and attainment of gender equality.

Business address

Women's Jail East Wing
No 2 Kotze Street
Constitutional Hill
Braamfontein
2017

Postal address

P.O Box 32175
Braamfontein
2017

Bankers

First National Bank
Parktown
PO Box 31512
Braamfontein
2017

Auditors

Auditor-General of South Africa

General Information

Members of the Commission

Adv. N.S. Mogale (Chairperson- Full-time Commissioner)
Appointment as Chairperson-Full time from 01 March 2023.

HRM. E.T. Mogane (Part-time Commissioner) - Appointed
as Part-time Commissioner effective from 18 September 2024.

Mr. K.R. Teele (Full-time Commissioner) - Appointment effective
from 18 September 2024.

Ms. M.G Nemataheni (Full-time Commissioner) - Appointment
effective from 18 September 2024.

Dr. C.R Naidu (Part-time Commissioner) - Appointment effective
from 18 September 2024.

Mr. M. Nomvungu (Full-time Commissioner) - Appointment
effective from 18 September 2024.

Ms. S. Samaai (Full-time Commissioner) - Appointment effective
from 18 September 2024.

Adv. T. Gumede (Full-time Commissioner)- Appointment
effective from 01 March 2023.

Ms. P Subrayan-Naidoo (Deputy Chairperson-Full time
Commissioner)-Appointment effective from 01 March 2023.
Converted to full-time from 01 February 2024. Appointment as
Deputy Chairperson effective from 01 November 2024.

Mr. B Ngomane (Part-time Commissioner) - Appointment
effective from 01 March 2023.

Ms. L Van Der Merwe (Part-time Commissioner) - Appointment
effective from 01 March 2023

Chief Executive Officer

Dr. M.D Matotoka

Chief Financial Officer

Dr. A.R Ngwenya

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Abbreviations used:

DWYPD	Department of Women, Youth and Persons with Disabilities
GRAP	Generally Recognised Accounting Practice
IAS	International Accounting Standards
IPSAS	International Public Sector Accounting Standards
PFMA	Public Finance Management Act

Accounting Officer's Responsibilities and Approval

The Chief Executive Officer is designated an Accounting Officer in accordance with the Public Finance Management Act, No. 1 of 1999 (PFMA). As provided in the Act, the Accounting Officer is responsible for the preparation and the integrity of the financial statements and related information included in the Annual Report.

In terms of the provisions of the PFMA, the Accounting Officer must develop and maintain an effective system of internal control and is therefore ultimately responsible for the system of internal financial controls established at the Commission for Gender Equality (hereinafter: CGE) and as such places a considerable importance on maintaining a strong control environment. To enable the Accounting Officer to meet this responsibility, the Commission sets standards for internal control aimed at reducing the risk of error or loss in a cost-effective manner. These standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the CGE and all employees are required to maintain the highest ethical standards in ensuring the CGE's mandate is conducted in a manner that, in all reasonable circumstances, is above reproach. The focus of risk management is on identifying, assessing and monitoring all known forms of risk across the CGE.

While operating risk cannot be fully eliminated, the Accounting Officer endeavours to minimize it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints. Monitoring of these controls includes a regular review of their operations by the Accounting Officer and independent oversight by an Audit & Risk Committee.

As part of the system of internal control, the internal audit function conducts operational, financial and specific audits and co-ordinates audit coverage with the Auditor-General. The Auditor-General South Africa (AGSA) is responsible for reporting on the Financial Statements.

The Financial Statements are prepared in accordance with South African Standards of Generally Recognised Accounting Practice (GRAP), including any interpretations, guidelines and directives issued by the Accounting Standards Board. They are based on appropriate accounting policies consistently applied and supported by reasonable and prudent judgment and estimates.

The Accounting Officer believes that the CGE will continue to operate as a going concern in the foreseeable future due to the availability of funding from the National Treasury. For this reason, the Accounting Officer continues to adopt the going concern basis in preparing the Annual Financial Statements.

The Accounting Officer approved the Annual Financial Statements for the year ended 31 March 2026 from page 71 to 103.



Dr. Dennis Matotoka
Chief Executive Officer

Statement of Financial Position

Figures in Rand	Note(s)	2026	2025 Restated*
Assets			
Current Assets			
Inventories	2	56,171	44,218
Receivables from exchange transactions	3	579,478	1,170,261
Receivables from non-exchange transactions	4	116,087	202,804
Cash and cash equivalents	5	14,270,583	21,408,168
		15,022,319	22,825,451
Non-Current Assets			
Property, plant and equipment	6	8,257,278	8,840,784
Intangible assets	7	266,774	352,594
Receivables from exchange transactions	3	-	41,371
		8,524,052	9,234,749
Total Assets		23,546,371	32,060,200
Liabilities			
Current Liabilities			
Finance lease obligation	8	517,923	497,172
Payables from exchange transactions	9	7,070,426	10,139,400
Taxes and transfers payable (non-exchange)	28	-	105,841
Provisions	10	6,798,932	6,542,058
		14,387,281	17,284,471
Non-Current Liabilities			
Finance lease obligation	8	176,834	260,490
Total Liabilities		14,564,115	17,544,961
Net Assets		8,982,257	14,515,239
Accumulated surplus		8,982,257	14,515,244
Total Net Assets		8,982,257	14,515,244

Statement of Financial Performance

Figures in Rand	Note(s)	2026	2025 Restated*
Revenue			
Revenue from exchange transactions			
Other income	11	1,128,109	1,483,413
Revenue from non-exchange transactions			
Transfer revenue			
Transfers from National Government	13	97,475,000	93,568,000
Total revenue		98,603,109	95,051,413
Expenditure			
Employee related costs	15	(66,258,591)	(63,189,374)
Depreciation and amortisation	6&7	(2,529,018)	(2,497,824)
Finance costs	16	(77,767)	(34,936)
Bad debts written off		(39,871)	-
Gain or loss on disposal of assets and liabilities		-	(258,620)
General Expenses	14	(35,229,031)	(31,789,219)
Total expenditure		(104,134,278)	(97,769,973)
Deficit for the year		(5,531,169)	(2,718,560)

Statement of Changes in Net Assets

Figures in Rand	Accumulated surplus / deficit	Total net assets
Balance at 01 April 2024	17,233,804	17,233,804
Changes in net assets Deficit for the year	(2,718,560)	(2,718,560)
Total changes	(2,718,560)	(2,718,560)
Opening balance as previously reported	14,413,049	14,413,049
Adjustments Correction of errors 29	100,377	100,377
Restated* Balance at 01 April 2025 as restated*	14,513,426	14,513,426
Changes in net assets Deficit for the year	(5,531,169)	(5,531,169)
Total changes	(5,531,169)	(5,531,169)
Balance at 31 March 2026	8,982,257	8,982,257

Cash Flow Statement

Figures in Rand	Note(s)	2026	2025 Restated*
Cash flows from operating activities			
Receipts			
Grants		97,475,000	98,568,000
Interest Income		912,189	1,174,024
Sundry Income		134,420	309,389
		98,521,609	100,051,413
Payments			
Employee costs		(66,804,789)	(63,623,944)
Suppliers		(36,812,354)	(31,025,345)
		(103,617,143)	(94,649,289)
Net cash flows from operating activities	18	(5,095,534)	5,402,124
Cash flows from investing activities			
Purchase of property, plant and equipment	6	(1,379,150)	(1,241,368)
Proceeds from sale of property, plant and equipment	6	81,500	1,700
Net cash flows from investing activities		(1,297,650)	(1,239,668)
Cash flows from financing activities			
Finance lease payments		(744,401)	(596,318)
Net increase/(decrease) in cash and cash equivalents		(7,137,585)	3,566,138
Cash and cash equivalents at the beginning of the year		21,408,168	17,842,030
Cash and cash equivalents at the end of the year	5	14,270,583	21,408,168

Statement of Comparison of Budget and Actual Amounts

Budget on Accrual Basis

	Approved budget	Adjustments	Final Budget	Actual amounts on comparable basis	Difference between final budget and actual	Reference
Statement of Financial Performance						
Revenue						
Revenue from exchange transactions						
Other income	-	-	-	1,128,109	1,128,109	Note 22
Revenue from non-exchange transactions						
Transfer from National Government	97,475,000	692,290	98,167,290	97,475,000	(692,290)	Note 22
Total revenue	97,475,000	692,290	98,167,290	98,603,109	435,819	
Expenditure						
Personnel	(67,977,429)	3,604,766	(64,372,663)	(66,258,591)	(1,885,928)	Note 22
Depreciation and amortisation	-	-	-	(2,529,018)	(2,529,018)	Note 22
Finance costs	-	-	-	(77,767)	(77,767)	Note 22
Bad debts written off	-	-	-	(39,871)	(39,871)	
General Expenses	(29,497,571)	(4,297,056)	(33,794,627)	(35,229,031)	(1,434,404)	Note 22
Total expenditure	(97,475,000)	(692,290)	(98,167,290)	(104,134,278)	(5,966,988)	
Deficit before taxation	-	-	-	(5,531,169)	(5,531,169)	

1. Significant accounting policies

The significant accounting policies applied in the preparation of these annual financial statements are set out below.

1.1 Basis of preparation

The annual financial statements have been prepared in accordance with the Standards of Generally Recognised Accounting Practice (GRAP), issued by the Accounting Standards Board in accordance with Section 91(1) of the Public Finance Management Act (Act 1 of 1999).

These annual financial statements have been prepared on an accrual basis of accounting and are in accordance with historical cost convention as the basis of measurement, unless specified otherwise. They are presented in South African Rand.

1.2 Presentation currency

These annual financial statements are presented in South African Rand, which is the functional currency of the entity. All financial information presented in South African Rand has been rounded to the nearest Rand, unless otherwise stated.

1.3 Reporting Entity

Background

The entity is an institution established in terms of Chapter Nine of the Constitution Act (Act No. 108 of 1996) of the Republic of South Africa, and is responsible for:

- The promotion for the respect of gender equality and
- Protection, development and attainment of gender equality. Its additional mandate is further provided for in the Commission on Gender Equality Act (Act No. 39 of 1996) as amended.

The primary objective of Chapter Nine institutions, including the CGE, is to strengthen constitutional democracy. The core business of the entity is:-

- To promote gender equality and
- To advise and make recommendations to Parliament and any other legislature with regard to any laws or proposed legislation that affects gender equality and the status of women.

For the purpose of reporting its activities as amongst others is contemplated in the Constitution of the Republic of South Africa, section 181 and the Public Finance Management Act of 1999;

1.4 Going concern assumption

These annual financial statements were prepared based on the expectation that the entity will continue to operate as a going concern for at least the next 12 months. The going concern basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

1.5 Significant judgements and sources of estimation uncertainty

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimated and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected. Information about significant

areas of estimation, uncertainty and critical judgements in applying accounting policies that have the most significant effect on the amount recognised in the financial statements is given in the following notes:

Depreciation and amortisation

At the end of each financial year, management assesses whether there is any indication that the entity's expectations about the residual value and the useful life of assets included in the property, plant and equipment have changed since the preceding reporting date. If any such indication exists, the change has been accounted for as a change in accounting estimate in accordance with Standards of GRAP on Accounting Policies, Changes in Accounting Estimates and Errors.

The amortisation period and the amortisation method for intangible assets are reviewed at each reporting date.

Impairment of non-cash generating assets

The entity assesses at each reporting date whether there is any indication that an asset may be impaired. If any such indication exists, the entity estimates the recoverable service amount for non-cash asset. In testing for, and determining the value-in-use of non-financial assets, management is required to rely on the use of estimates about the asset's ability to continue to generate cash flows (in the case of cash-generating assets). For non-cash-generating assets, estimates are made regarding the depreciated replacement cost, restoration cost, or service units of the asset, depending on the nature of the impairment and the availability of information.

Provisions and contingent assets and liabilities

Provisions were raised based on management's estimate using the information available.

1.6 Revenue from exchange transactions

Revenue is the gross inflow of economic benefits or service potential during the reporting period when those inflows result in an increase in net assets, other than increases relating to contributions from owners.

An exchange transaction is one in which the entity receives assets or services, or has liabilities extinguished, and directly gives approximately equal value (primarily in the form of goods, services or use of assets) to the other party in exchange.

Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction.

Other revenue from exchange transactions is recognised when the goods and services are received and recognised to increase the net asset.

Interest

Interest is recognised in surplus or deficit using the effective interest rate method.

1.7 Revenue from non-exchange transactions

Revenue comprises gross inflows of economic benefits or service potential received and receivable by an entity, which represents an increase in net assets, other than increases relating to contributions from owners.

Conditions on transferred assets are stipulations that specify that the future economic benefits or service potential embodied in the asset is required to be consumed by the recipient as specified or future economic benefits or service potential must be returned to the transferor.

Control of an asset arise when the entity can use or otherwise benefit from the asset in pursuit of its objectives and can exclude or otherwise regulate the access of others to that benefit.

Exchange transactions are transactions in which one entity receives assets or services, or has liabilities extinguished, and directly gives approximately equal value (primarily in the form of cash, goods, services, or use of assets) to another entity in exchange.

Expenses paid through the tax system are amounts that are available to beneficiaries regardless of whether or not they pay taxes.

Fines are economic benefits or service potential received or receivable by entities, as determined by a court or other law enforcement body, as a consequence of the breach of laws or regulations.

Non-exchange transactions are transactions that are not exchange transactions. In a non-exchange transaction, an entity either receives value from another entity without directly giving approximately equal value in exchange, or gives value to another entity without directly receiving approximately equal value in exchange.

Restrictions on transferred assets are stipulations that limit or direct the purposes for which a transferred asset may be used, but do not specify that future economic benefits or service potential is required to be returned to the transferor if not deployed as specified.

Stipulations on transferred assets are terms in laws or regulation, or a binding arrangement, imposed upon the use of a transferred asset by entities external to the reporting entity.

Tax expenditures are preferential provisions of the tax law that provide certain taxpayers with concessions that are not available to others.

The taxable event is the event that the government, legislature or other authority has determined will be subject to taxation.

Taxes are economic benefits or service potential compulsorily paid or payable to entities, in accordance with laws and or regulations, established to provide revenue to government. Taxes do not include fines or other penalties imposed for breaches of the law.

Gifts and donations, including goods and services in-kind

Gifts and donation, including service in kind, are recognised as asset and revenue when received.

Transfers from National Government

Transfers are inflows of future economic benefits or service potential from non-exchange transactions, other than taxes. The entity recognises an asset in respect of transfers when the transferred resources meets the definition of an asset and satisfy the criteria for recognition of an asset. Transfers are measured at an amount of cash received/receivable as determined by allocations received from National Treasury. Transfers are received in cash on unconditional basis and settled upon receipt of transfer, no discounting is applied.

1.8 Property, plant and equipment

Measurement

The cost of an item of Property, Plant and Equipment is recognised as an asset if, and only if, it is probable that future economic benefits or service potential associated with the item will flow to the entity, and if the cost or fair value of the item can be measured reliably. Property, plant and equipment comprise of computer equipment, furniture and fittings, office equipment and motor vehicles and are stated at historical costs less accumulated depreciation.

Cost includes expenditures that are directly attributable to the acquisition of the asset. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

When parts of item of property, plant and equipment have different useful lives, they are accounted for as separate components of property, plant and equipment and depreciated accordingly.

Repairs and maintenance

Maintenance and repairs, which neither materially add to the value of assets nor appreciably prolong their useful lives, are expensed during the financial year in which they are incurred.

Depreciation

Depreciation is calculated on the depreciable amount, using the straight-line method over the estimated useful lives of the assets. Components of assets that are significant in relation to the whole asset and that have different useful lives are depreciated separately. The depreciable amount is determined after considering an assets' residual value, where applicable.

The useful lives of items of property, plant and equipment have been assessed as follows:

Item	Depreciation method	Average useful life
Office Furniture	Straight-line	5 - 25 years
Motor vehicles	Straight-line	7 - 20 years
Office equipment	Straight-line	5 - 25 years
IT equipment	Straight-line	5 - 20 years
Leased Assets	Straight-line	2 - 4 years

De-recognition

The gain or loss arising on the disposal or retirement of an item of property, plant and equipment is determined as the difference between the sales proceeds and the carrying value and is recognised in Surplus or Deficit.

Impairment

Where the carrying amount of an item of property, plant and equipment is greater than the estimated recoverable service amount, it is written down immediately to its recoverable service amount and an impairment loss is charged to Surplus or Deficit.

An impairment is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined had no impairment been recognised. A reversal of the impairment is recognised in Surplus or Deficit.

1.9 Intangible assets

Intangible assets consist of computer software. Intangible assets are stated at cost less accumulated amortisation and any accumulated impairment losses.

Amortisation

Amortisation is charged so as to write off the cost or valuation of assets over their estimated useful lives, using the straightline method.

The estimated useful lives, residual values, and amortisation method are reviewed at each year end, with the effect of any changes in estimate accounted for on a prospective basis.

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2026

Item	Amortisation method	Average useful life
Computer software	Straight-line	5 - 15 years

The gain or loss arising on the disposal or retirement of an intangible asset is determined as the difference between the sales proceeds and the carrying value and is recognised in Surplus or Deficit.

1.10 Leases

Finance leases - lessee

The discount rate used in calculating the present value of the minimum lease payments is the incremental borrowing rate.

Minimum lease payments are apportioned between the finance charge and reduction of the outstanding liability. The finance charge is allocated to each period during the lease term so as to produce a constant periodic rate of on the remaining balance of the liability.

Operating leases - lessee

The lease expense recognised for operating leases is charged to Surplus or Deficit on a straight-line basis over the term of the relevant lease. To the extent that the straight-lined lease payments differ from the actual lease payments the difference is recognised in Surplus or Deficit as either lease payments in advance (operating lease asset) or lease payments payable (operating lease liability) as the case may be. This resulting asset and / or liability is measured as the undiscounted difference between the straight-line lease payments and the contractual lease payments.

1.11 Employee benefits

1.10.1 Short-term employee benefits

Short term employee benefits encompass all those benefits that become payable in the short term, i.e. within a financial year or within 12 months after the financial year. Therefore, short term employee benefits include remuneration, compensated absences and bonuses.

1.10.2 Defined contribution plans

This contribution expense is measured at the undiscounted amount of the contribution paid or payable to the fund.

1.10.3 Termination Benefits

Termination benefits are measured at their undiscounted costs in the period the employee service is terminated.

1.12 Financial instruments

Measurement

The entity measures all financial assets and financial liabilities after initial recognition using the amortised cost. All financial assets measured at amortised cost are subject to an impairment review.

Financial assets

The entity's principle financial assets are accounts receivable and cash and cash equivalents, which are classified as financial instruments at amortised cost.

Receivables

Classification at amortised cost

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2026

Financial assets are classified on initial recognition based on the Commission's business model for managing those assets and the contractual cash-flow characteristics of the asset. All Commission's trade receivables and other receivables are held within a 'hold to collect' business model - the objective is to collect contractual cash flows and not to sell or trade the instruments. The contractual cash flows represents solely payments of principal goods and service and interest on the principal outstanding at the prescribed PFMA rate. The sole payments of principal and interest (SPPI) test is therefore passed for all categories of trade receivable. Accordingly, all Commission's trade receivables and other receivables are classified and measured at amortised cost. The Commission's nature of debtors are not of significant nature of such it includes debtors of staff debt, other debtors and so forth. The Commission is not revenue driven as its a Chapter 9 institution.

Subsequent measurement

The gross carrying amount is the initial recognition amount plus interest accrued using the effective interest rate (EIR) method less cash collections. The loss allowance (expected credit loss) is deducted from the gross carrying amount to arrive at the net carrying amount presented on the Statement of Financial Position. All the Commission's trade receivables are classified at amortised cost under the simplified approach. The EIR method is applied to recognise interest revenue.

Interest revenue recognition

Interest revenue on financial assets measured at amortised cost is recognised using the EIR method on the gross carrying amount for assets that are not credit-impaired. For credit-impaired assets as defined, interest revenue is recognised on the net carrying amount (i.e. gross carrying amount less loss allowance).

No collateral held

The Commission does not hold any collateral against its trade or other receivables. Credit risk is managed through the escalation procedures and credit risk management practices described in Note 24.

Impairment - Expected credit loss model Simplified approach

The Commission adopted a simplified approach for all trade receivables. Under this approach, lifetime expected credit losses (ECL) are recognised from the date of initial recognition of each receivable. As a result, lifetime ECL is recognised from day one for all trade and other trade receivable balances, with no staging or significant-increase-in-credit-risk (SICR) tracking required. Stage 1, Stage 2 and Stage 3 classifications under the general model are not applicable to trade receivables.

Provision matrix methodology

ECL is measured using a provision matrix that applies historical loss rates, adjusted for current conditions and forward-looking information, to gross receivables segmented by customer type and age bucket. Separate matrices are maintained for each customer segment to reflect differences in credit risk characteristics. The four age buckets applied are: Current (0-30 days), 31-60 days overdue, 61-90 days overdue, and 91+ days overdue.

Historical loss rates

Historical loss rates are derived from allocating receipts from outstanding debts.

Cash and cash equivalents

Cash and cash equivalents are measured at amortised cost.

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2026

Cash includes cash on hand and cash with banks. Cash equivalents are short-term highly liquid investments that are held with registered banking institutions with maturities of three months or less and are subject to an insignificant risk of change in value.

For the purposes of the Cash Flow Statement, cash and cash equivalents comprise cash on hand and deposits held on call with banks.

Financial liabilities

All financial liabilities are measured at amortised cost, comprising original debt, less principle payments and amortisation. The entity's principle financial liabilities are accounts payable.

Payables from exchange transactions

Trade payables are subsequently measured at amortised cost using the effective interest rate method.

Derecognition and write-off

The Commission adopted GRAP 104: Financial Instruments (Revised 2019), issued by the Accounting Standards Board (ASB), for the first time with effect from 1 April 2025. The revised standard replaces GRAP 104 (2009) and introduces a forward-looking expected credit loss (ECL) impairment model in place of the previous incurred-loss model.

Transitional relief

In accordance with GRAP 104 Chapter 9, the applied the standard using the modified retrospective approach. Comparative figures for the year ended 31 March 2025 have not been restated. The cumulative effect of adoption has been recognised as an adjustment to opening accumulated surplus at 1 April 2025.

The Commission writes off an instrument when there is information that the counterparty is in severe financial difficulty and there is no realistic prospects of recovery, e.g when the counterparty has been placed under liquidation or has entered into bankruptcy proceedings. Furthermore, instruments written off may still be subject to enforcement activities under the Commission policy and procedures. Any recoveries made are recognised in profit or loss.

Main changes and their effect

The primary change is the shift from an incurred-loss model (which recognised provisions only when a loss event had occurred) to a lifetime ECL model (which recognises forward-looking expected losses from the date of initial recognition). The increase in the loss allowance for trade receivables is primarily due to the application of lifetime ECL under the simplified approach, incorporating forward-looking indicators that were not part of the prior incurred-loss assessment.

Financial assets

The entity derecognises a financial asset (or where applicable part thereof) only when:

The right to receive cash flows from the asset have expired;

The entity retains the right to receive cash flows from the asset, but has assumed an obligation to pay them in full without material delay to a third party under a 'pass through' arrangement; or

The entity has transferred its rights to receive cash flows from the asset and either

- Has transferred substantially all the risks and rewards of the asset or,
- Has neither transferred nor retained substantially all the risks and rewards of the asset but has transferred control of the asset.

Financial liabilities

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires.

Where an existing financial liability is replaced by another from the same customer on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a de-recognition of the original liability, and the difference in the respective carrying amounts is recognised in the surplus or deficit for the year.

1.13 Commitments

Items are classified as commitments when an entity has committed itself to future transactions that will normally result in the outflow of cash. Disclosures are required in respect of unrecognised contractual commitments.

1.14 Irregular expenditure

Irregular expenditure as defined in section 1 of the PFMA is expenditure other than unauthorised expenditure, incurred in contravention of or that is not in accordance with the requirements of any applicable legislation, including this Act. Irregular expenditure is recognised as an expense in the statement of financial performance in the year that the expenditure was incurred. The expenditure is classified in accordance with the nature of the expense.

If liability as a result of the losses incurred in relation to irregular expenditure can be attributed to a person, a debt account must be created if such a person is liable in law.

1.15 Fruitless and wasteful expenditure

Fruitless expenditure means expenditure which was made in vain and would have been avoided had reasonable care been exercised. Fruitless and wasteful expenditure is recognised as an expense in the Statement of Financial Performance in the year that the expenditure was incurred. The expenditure is classified in accordance with the nature of the expense.

If liability as a result of losses incurred in relation to fruitless and wasteful expenditure can be attributed to a person, a debt account must be created if such a person is liable in law.

1.16 Related parties

Significant influence is the power to participate in the financial and operating policy decisions of an entity, but is not control over those policies.

Parties are considered to be related if one party has the ability to control the other party or to exercise significant influence or join the party in making financial and operating decisions. Entities in the National Sphere of government are considered related parties of the entity by virtue of the common control through Parliament.

Key management is defined as being individuals with the authority and responsibility for planning, directing and controlling activities of the entity. All individuals from Management up to the Commissioners are key management individuals in their dealings with the entity.

Other related party transactions are also disclosed in terms of the requirements of the Standard. The objective of the standard and financial statement is to provide relevant and reliable information and therefore materiality is considered in the disclosure of these transactions.

1.17 Events after reporting date

The entity will adjust the amounts recognised in the financial statements to reflect adjusting events after the reporting date once the event occurred.

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The entity will disclose the nature of the event and an estimate of its financial effect or a statement that such estimate cannot be made in respect of all material non-adjusting events, where non-disclosure could influence the economic decisions of users taken on the basis of the financial statements.

1.18 Inventories

Inventories comprise current assets for consumption or distribution during the ordinary course of business. Inventories are initially measured at cost except where inventories are acquired through a non-exchange transaction, then their costs are their fair value as at the date of acquisition. Cost generally refers to the purchase price, plus taxes, transport costs and any other costs incurred in bringing the inventories to their current location and condition.

The cost of inventories is assigned using the weighted average cost formula. The same cost formula is used for all inventories having a similar nature and use. Inventory is presented at the lower of cost or current replacement cost.

1.19 Budget information

The approved budget is prepared on a accrual basis and presented by economic classification linked to performance outcome objectives. Due to the CGE's operations, the following income and expense items are not budgeted for:

- Depreciation and Amortisation;
- Interest income.
- Finance Cost.

The approved budget covers the fiscal period from 2025/04/01 to 2026/03/31.

The annual financial statements and the budget are on the same basis of accounting therefore a comparison with the budgeted amounts for the reporting period have been included in the Statement of comparison of budget and actual amounts.

1.20 Standards and guidelines approved not yet effective

The CGE has not applied the following standards and interpretations, which have been published and are mandatory for the entity's accounting periods beginning on or after 01 April 2024 or later periods:

Standards/Interpretation	Approval Date	Average useful life
GRAP 01: Presentation of Financial statements	01 April 2024	It is not expected to have a any significant impact.
GRAP 105: Transfer of functions between entities under common control.	01 April 2024	It is expected to have a significant impact. under common control.
Amendments	01 April 2025	It is not expected to have any significant impact

Management is of an opinion that the adoption of these Standards in future periods will have no material impact on the financial statement when they are adopted as these Standards have been issued to formulate and inform the current accounting policies and disclosures where applicable to the Commission for Gender Equality.

1.21 Statutory receivables

Identification

Statutory receivables are receivables that arise from legislation, supporting regulations, or similar means, and require settlement by another entity in cash or another financial asset.

Carrying amount is the amount at which an asset is recognised in the statement of financial position.

The cost method is the method used to account for statutory receivables that requires such receivables to be measured at their transaction amount, plus any accrued interest or other charges (where applicable) and, less any accumulated impairment losses and any amounts derecognised.

The transaction amount for a statutory receivable means the amount specified in, or calculated, levied or charged in accordance with, legislation, supporting regulations, or similar means.

Recognition

The entity recognises statutory receivables as follows:

- if the transaction is an exchange transaction, using the policy on Revenue from exchange transactions;
- if the transaction is a non-exchange transaction, using the policy on Revenue from non-exchange transactions (Taxes and transfers); or
- if the transaction is not within the scope of the policies listed in the above or another Standard of GRAP, the receivable is recognised when the definition of an asset is met and, when it is probable that the future economic benefits or service potential associated with the asset will flow to the entity and the transaction amount can be measured reliably.

Initial measurement

The entity initially measures statutory receivables at their transaction amount.

Subsequent measurement

The entity measures statutory receivables after initial recognition using the cost method. Under the cost method, the initial measurement of the receivable is changed subsequent to initial recognition to reflect any:

- interest or other charges that may have accrued on the receivable (where applicable);
- impairment losses; and
- amounts derecognised.

Notes to the Financial Statements

2. Inventories

Figures in Rand	2026	2025 Restated*
Consumable stores	56,171	44,218

3. Receivables from exchange transactions

	2026	2025 Restated*
Other debtors	-	205,000
Software Subscriptions Prepaid	518,478	945,632
GCIS Media Slots Prepaid	61,000	61,000
	579,478	1,211,632

4. Receivables from non-exchange transactions

	2026	2025 Restated*
Staff debtors	24,588	73,935
Cash Advance	74,411	71,910
Other debtors	17,088	56,959
	116,087	202,804

Transitional effect and Rebuttable Presumptions

The Commission adopted GRAP 104: Financial Instruments (Revised 2019), issued by the Accounting Standards Board (ASB), for the first time with effect from 1 April 2025. The revised standard replaces GRAP 104 (2009) and introduces a forward looking expected credit loss (ECL) impairment model in place of the previous incurred-loss model. The transitional effect of such adoption is demonstrated as below:

Transitional effect

Category	Incurred losses: 31 March 2025	Opening ECL: 01 April 2025	Closing Balance
Other Debtors	R0	R39 871	R39 871
Staff Debtors	R0	R0	R0

Rebuttable Presumptions

In relation to staff debtors and internal cash advances, the Commission has rebutted this presumption as there are reasonable and supportable information available even if payments are over 30 days. The reason is due to staff being in the institutions and deductions are effected with evidence that demonstrates the credit risk has not increased significantly.

Notes to the Financial Statements (continued)

5. Cash and cash equivalents

Figures in Rand	2026	2025 Restated*
Cash and cash equivalents consist of:		
Cash on hand	8,197	14,954
Bank balances	14,262,386	21,393,214
	14,270,583	21,408,168

6. Property, plant and equipment

	2026			2025		
	Cost / Valuation	Accumulated depreciation and accumulated impairment	Carrying value	Cost / Valuation	Accumulated depreciation and accumulated impairment	Carrying value
Furniture and fixtures	4,325,103	(3,646,949)	678,154	4,379,998	(3,576,246)	803,752
Motor vehicles	8,844,923	(4,894,200)	3,950,723	8,844,923	(4,235,463)	4,609,460
Office equipment	2,013,840	(1,335,591)	678,249	1,727,784	(1,207,814)	519,970
IT equipment	7,827,625	(5,599,702)	2,227,923	7,949,095	(5,903,034)	2,046,061
Leased Assets	1,503,196	(780,967)	722,229	1,472,022	(610,481)	861,541
Total	24,514,687	(16,257,409)	8,257,278	24,373,822	(15,533,038)	8,840,784

Reconciliation of property, plant and equipment - 2026

	Opening balance	Additions	Depreciation	Total
Furniture and fixtures	803,752	24,380	(149,978)	678,154
Motor vehicles	4,609,460	-	(658,737)	3,950,723
Office equipment	519,970	362,521	(204,242)	678,249
IT equipment	2,046,061	1,020,269	(838,407)	2,227,923
Leased Assets	861,541	452,522	(591,834)	722,229
	8,840,784	1,859,692	(2,443,198)	8,257,278

Reconciliation of property, plant and equipment - 2025

	Opening balance	Additions	Disposals	Depreciation	Total
Furniture and fixtures	996,895	-	(375)	(192,768)	803,752
Motor vehicles	5,504,028	-	(201,670)	(692,898)	4,609,460
Office equipment	243,285	490,763	(1)	(214,077)	519,970
IT equipment	2,123,689	696,087	(49,506)	(724,209)	2,046,061
Leased Assets	1,396,065	54,518	(7,068)	(581,974)	861,541
	10,263,962	1,241,368	(258,620)	(2,405,926)	8,840,784

Notes to the Financial Statements (continued)

Figures in Rand	2026	2025 Restated*
Pledged as security		
Carrying value of assets pledged as security:		
No items of Property, plant and equipment were pledged as security by the entity. Disposal-31 March		
Assets subject to finance lease (Net carrying amount)		
Leased Assets	722,229	861,541

Disposal-31 March 2026

In the period under review, a disposal of assets with a cost of R1 737 675.36 and an accumulated depreciation of R1 737 675 was disposed at a carrying amount of zero, these assets were redundant.

7. Intangible assets

	2026			2025		
	Cost / Valuation	Accumulated depreciation and accumulated impairment	Carrying value	Cost / Valuation	Accumulated depreciation and accumulated impairment	Carrying value
Computer software, other	907,071	(670,918)	236,153	907,071	(585,098)	321,973
Intangible assets under development	30,621	-	30,621	30,621	-	30,621
Total	937,692	(670,918)	266,774	937,692	(585,098)	352,594

Reconciliation of intangible assets - 2026

	Opening balance	Amortisation	Total
Computer software, other	321,973	(85,820)	236,153
Intangible assets under development	30,621	-	30,621
	352,594	(85,820)	266,774

Reconciliation of intangible assets - 2025

	Opening balance	Amortisation	Total
Computer software, other	413,871	(91,898)	321,973
Intangible assets under development	30,621	-	30,621
	444,492	(91,898)	352,594

Notes to the Financial Statements (continued)

Figures in Rand	2026	2025 Restated*
Intangible assets in the process of being constructed or developed		
Cumulative expenditure recognised in the carrying value of Intangible assets		
Intangible assets under development	30,621	30,621

The intangible asset under development relates to Human Resources Management System. The system was envisaged to go live in 2025/26. HR Premier configuration was affected by the migration of the Commission servers to Cloud in the beginning of 2025/26 financial year. However, the process to finalize the remaining 30% was in progress by the 31st of March 2026. In the current year of review, SAGE consulting company recommended for an upgrade of the system which is still in the process of being implemented.

No items of intangible assets were pledged as security by the entity.

8. Finance lease obligation

	2026	2025 Restated*
Minimum lease payments due		
- within one year	563,086	594,471
- in second to fifth year inclusive	184,473	313,350
	747,559	907,821
less: future finance charges	(52,801)	(180,365)
Present value of minimum lease payments	694,758	727,456
Present value of minimum lease payments due		
- within one year	517,923	505,589
- in second to fifth year inclusive	176,835	221,867
	694,758	727,456

These leases are imputed at relevant prime lending rate between 7.25% and 11.75%. The leases relates to cellphone and photocopiers contracts procured under National Treasury Transversal contracts for a period of two years and four years respectively.

Depreciation on usage of the assets is allocated over 24 months lease period for cellphones and over 48 months period for photocopiers.

The obligations under finance leases are secured by the lessor's charge over the leased assets.

Notes to the Financial Statements (continued)

9. Payables from exchange transactions

Figures in Rand	2026	2025 Restated*
Trade payables	666,100	2,902,545
Leave Accrual	3,309,682	3,490,229
Annual Bonus- 13th Cheque	666,525	597,336
Accrued expenses	2,343,976	2,924,151
Payroll creditors	84,143	225,139
	7,070,426	10,139,400

10. Provisions

Reconciliation of provisions - 2026

	Opening balance	Additions	Disposals	Depreciation	Total
Provision for pending settlement negotiations	3,042,471	537,828	-	-	3,580,299
Performance Bonus	3,499,587	3,218,633	(3,219,302)	(280,285)	3,218,633
	6,542,058	3,756,461	(3,219,302)	(280,285)	6,798,932

Reconciliation of provisions - 2025

	Opening balance	Additions	Disposals	Depreciation	Total
Provision for pending settlement negotiations	2,533,989	508,482	-	-	3,042,471
Performance Bonus	2,873,029	3,499,587	(2,780,167)	(92,862)	3,499,587
	5,407,018	4,008,069	(2,780,167)	(92,862)	6,542,058

The performance bonus is payable to staff and management in terms of the Performance Management and Development Policy of the Commission. The performance bonus is payable within the ensuing 12 months' period after the reporting date, and is determined on the basis of an objective assessment of individual staff member's performance during the period. The provision is estimated to the current figures subject to the finalisation of the assessment as referred above. Only five percent (5%) of the total Cost Of Employment budget could be provided for performance bonuses in line with the policy. This is done to motivate and appreciate employees on the achievement of APP targets. The Commission pays its employees at lower level than similar entities due to budget constraints. Job evaluation was conducted during the year under review, but its results could not be implemented due to funding limitations.

Furthermore, in terms of the internal policies, performance bonus is payable subject to a strict condition that the financial position of the Commission permits, and such payment would be relative to the financial performance objectives of the Commission for a given period.

Provision for pending settlement negotiations came as a result of a salary dispute between CGE and three (3) of its employees and one former employee. Plenary took a resolution in July 2021 for management to consult the affected employees and negotiate a settlement agreement. A consultation meeting was convened on 22 April 2022, in which four (4) of the affected employees and their legal representatives attended. In the current year of review Ms M Mavuso and Mr N Mrwebo, a judgement was handed down in February 2025 in favour of the employees. However, the Commission is intending to appeal this matter. Mr T Monosi is also pending on the same matter.

Notes to the Financial Statements (continued)

11. Other income

Figures in Rand	2026	2025 Restated*
Interest Received	912,189	1,174,024
Sundry Income	215,920	309,389
	1,128,109	1,483,413

12. Public contributions and donations

The Commission for Gender Equality did not receive any donations nor public contributions in the current year of review ending 31 March 2026.

13. Transfers from National Government

	2026	2025 Restated*
Transfers received	97,475,000	93,568,000

A transfer of R97 475 000 (2025: R93 568 000) was allocated to the Commission from the Department of Women, Youth and Persons with disabilities in the current year of review. In the 2025/26 financial year, the Commission has seen an increase in MTEF allocation from National Treasury. The budget has increased from R93.6 million for the 2024/25 to R97.5 million for the current year ending 31 March 2026.

14. General expenses

	2026	2025 Restated*
Advertising	264,907	124,995
Auditors remuneration	2,750,838	2,795,532
Bank charges	71,875	58,488
Office Cleaning, Maintenance, Plants and Security	2,350,381	1,919,550
Consulting and professional fees	4,571,378	2,226,860
Courier Services	77,264	70,075
Conferences and seminars	3,614,218	3,042,639
Legal fees	2,231,568	2,361,502
Computer Servicing, IT and Website	552,937	464,406
System development	566,774	888,427
Printing and stationery	157,657	191,600
Repairs and maintenance	541,364	773,731
Software expenses	2,005,236	2,310,247
Subscriptions and membership fees	7,455	6,527
Telecommunication Expenses	1,078,185	1,964,154
Travel - local	5,766,794	5,246,838
Travel - overseas	2,225,462	1,769,926
Report Writting, Printing and Publishing	4,307,619	3,821,112
Staff Training and Development	417,903	426,825
Operating lease expenses	152,776	87,162
Other office running costs	1,148,971	831,627
Office Consumables and Refreshments	367,469	406,996
	35,229,031	31,789,219

Notes to the Financial Statements (continued)

15. Employee related costs

Figures in Rand	2026	2025 Restated*
Basic	49,949,356	49,215,629
Performance Bonus	5,528,426	3,567,644
Unemployment Insurance Fund	191,794	189,985
Workers Compensation Assistance	108,625	105,123
Leave pay provision charge	750,464	1,302,373
Provident Fund - Employer Contributions	5,637,423	5,222,195
Overtime payments	143,550	146,659
13th Cheque	2,520,889	2,224,650
Allowances	477,386	266,442
Employer Contributions - Other	594,136	576,563
Long Service Awards - Cash	5,000	80,000
Medical aid - Employer contributions	351,542	292,111
	66,258,591	63,189,374

16. Finance costs

	2026	2025 Restated*
Finance Cost	77,767	34,936

Finance cost comprises of interest amortised on the finance leases of an amount R77 767.

17. Related parties

The CGE is a schedule 1 Constitutional Institution in terms of the Public Finance Management Act (Act 1 of 1999 as amended). Although the CGE is an independent institution, created under chapter 9 of the Constitution of the Republic of South Africa, the CGE has defined relationships with other entities that fall within the national sphere of government. Unless specifically disclosed, the transactions between the CGE and these entities are concluded on an arm's length basis. There are no restrictions in the CGE's capacity to transact with any entity.

Related party transactions

	2026	2025 Restated*
Other transactions with public sector departments and entities		
Department of Women, Youth and Persons with Disabilities - Government Grant	97,475,000	93,568,000
National Department of Public Works - Recovery of municipal services	(1,609,621)	(1,609,621)
Government Communication and Information Systems - Radio slots	(61,000)	(61,000)
South African School of Government - Training services	(258,942)	(150,825)
South African Revenue Services - PAYE, SDL and UIF	(15,830,085)	(15,179,207)
South African Broadcasting Corporation - Television licences	(3,498)	(3,108)
Department of Employment and Labour - Workmen's Compensation	(108,625)	(105,123)
Education, Training and Development Practices - SETA - Skills development grant	89,535	102,689
Auditor General of South Africa - External audit services	(2,750,838)	(2,795,532)
ESKOM	(54,236)	-

Notes to the Financial Statements (continued)

Key management information

Class	Description	Number
Commissioners	Part-time Commissioners	4
Commissioners	Chairperson, Deputy Chairperson and Full-time Commissioners	7
Executive management	Chief Executive Officers and Heads of Departments	6

Remuneration of management

Commissioners

2026

	Basic salary	Allowances	Total	Grand Total
Name				
N.S. Mogale - Full-time-Re-appointment from 01 March 2023	1,287,734	68,659	1,356,393	1,356,393
T.S. Gumede-Full-time-Contract commenced on 01 March 2023	1,025,758	-	1,025,758	1,025,758
P.L. Naidoo-Part-time-Contract commenced on 01 March 2023 Converted to full time effective 01 March 2024	1,102,306	46,863	1,149,169	1,149,169
L.L. Van Der Merwe - Part-time-Contract commenced on 01 March 2023	440,323	-	440,323	440,323
C.R Naidu-Part-time-Contract commenced on 18 September 2024	595,212	-	595,212	595,212
E.T Mogane-Part-time-Contract commenced on 18 September 2024	390,720	-	390,720	390,720
K.R Teele-Full-time-Contract commenced on 18 September 2024	1,025,758	-	1,025,758	1,025,758
M.G Nemataheni-Full-time-Contract commenced on 18 September 2024	940,278	-	940,278	940,278
M. Nomvungu-Full-time-Contract commenced on 18 September 2024	1,025,758	-	1,025,758	1,025,758
S. Samaai-Full-time-contract commenced on 18 September 2024	1,025,758	-	1,025,758	1,025,758
	8,859,605	115,522	8,975,127	8,975,127

*Commissioners are provided with transport when attending official meetings. Commissioner Mulalo Nemataheni took special leave in the current year of review which affected the said Commissioners earnings.

Notes to the Financial Statements (continued)

2026

Name	Basic salary	13th Cheque and Leave Payouts	Employer Contributions	Total	Backpay	Grand Total
D.G. Mothupi - Full-time-Contract lapsed 31 July 2024	323,863	82,212	-	406,075	37,487	443,562
M.A. Botha - Full-time-Contract lapsed 31 May 2024	138,713	28,730	11,659	179,102	33,317	212,419
N.G. Mazibuko - Full-time-Contract lapsed 31 July 2024	348,032	82,197	-	430,229	40,285	470,514
N.S. Mogale - Full-time-Re-appointment from 01 March 2023	1,242,400	-	-	1,242,400	57,530	1,299,930
O. Ngoma-Diseko - Full-time-Contract lapsed 31 March 2024	-	82,212	-	82,212	29,148	111,360
B. Deyi - Part-time- Contract lapsed 25 April 2024	-	-	-	-	2,001	2,001
O.L. Ntuli-Tloubatla - Full-time -Deceased 20 November 2023	-	102,790	-	102,790	-	102,790
T.S. Gumede - Full-time-Contract commenced on 01 March 2023	989,646	-	-	989,646	52,082	1,041,728
P.L. Naidoo - Part-time-Contract commenced on 01 March 2023. Converted to full time effective 01 March 2024	963,848	56,982	-	1,020,830	79,897	1,100,727
L.L. Van Der Merwe - Part-time-Contract commenced on 01 March 2023	388,966	-	-	388,966	22,230	411,196
C.R Naidu-Part-time-Contract commenced on 18 September 2024	246,971	-	-	246,971	1,652	248,623
E.T Mogane-Part-time-Contract commenced on 18 September 2024	222,520	-	-	222,520	2,252	224,772
K.R Teele-Full-time-Contract commenced on 18 September 2024	507,587	-	-	507,587	4,169	511,756
M.G Nemataheni-Full-time-Contract commenced on 18 September 2024	507,587	-	-	507,587	4,169	511,756
M. Nomvungu-Full-time-Contract commenced on 18 September 2024	507,587	-	-	507,587	4,169	511,756
S. Samaai-Full-time-contract commenced on 18 September 2024	507,587	-	-	507,587	4,169	511,756
	6,895,307	435,123	11,659	7,342,089	374,557	7,716,646

Notes to the Financial Statements (continued)

Management class: Executive management

2026

Name	Basic salary	13th Cheque and Leave Payouts	Employer Contributions	Allowances	Backpay	Total	Performance Bonus	Grand Total
F.P Ledwaba-Mametja-Chief Operating Officer-Contract commenced on 25 March 2026	23,397	-	-	-	23,397	-	-	23,397
A.R. Ngwenya - Chief Financial Officer - Contract commenced on 15 June 2022	1,270,267	30,000	-	77,000	1,377,267	30,652	131,055	1,538,974
B.J. Hoveni- HOD Research Contract commenced on 01 December 2025	352,608	-	44,000	9,000	405,608	-	-	405,608
P. Gabela - HOD Public Education and Information Contract commenced on 1 December 2022	1,371,767	-	-	-	1,371,767	30,652	131,055	1,533,474
M.D. Matotoka - Chief Executive Officer-Contract commenced 01 May 2024	1,831,549	-	-	-	1,831,549	23,147	140,969	1,995,665
T.J. Shuping-HOD Legal Contract commenced 01 March 2025	1,026,181	50,000	183,316	-	1,259,497	17,557	70,162	1,347,216
	5,875,769	80,000	227,316	86,000	6,269,085	102,008	473,241	6,844,334

Notes to the Financial Statements (continued)

2026

Name	Basic salary	13th Cheque and Leave Payouts	Allowances	Total	Backpay	Performance Bonus	Grand Total
A.R. Ngwenya - Chief Financial Officer-Contract commenced on 15 June 2022	1,156,002	-	139,000	1,295,002	13,043	92,924	1,400,969
P. Gabela - HOD Public Education and Information Contract commenced on 1 December 2022	1,231,994	-	-	1,231,994	13,042	92,924	1,337,960
M.D. Matotoka - HOD Legal-Contract commenced on 01 May 2024	1,816,481	102,679	-	1,919,160	16,925	112,756	2,048,841
T.J. Shuping-HOD Legal Contract commenced on 01 March 2025	86,059	-	-	86,059	-	-	86,059
	4,290,536	102,679	139,000	4,532,215	43,010	298,604	4,873,829

18. Cash (used in) generated from operations

	2026	2025 Restated*
Deficit		
Adjustments for:		
Depreciation and amortisation	(5,531,169)	(2,718,560)
Gain on sale of assets and liabilities	2,529,018	2,497,824
Finance costs - Finance leases	-	258,620
Bad debts written off	77,767	34,936
Movements in provisions	39,871	-
Changes in working capital:	256,874	1,135,040
Inventories	(11,953)	7,834
Receivables from exchange transactions	632,154	(215,840)
Other receivables from non-exchange transactions	86,717	5,071,776
Payables from exchange transactions	(3,068,974)	(773,514)
Taxes and transfers payable (non-exchange)	(105,839)	104,008
	(5,095,534)	5,402,124

Notes to the Financial Statements (continued)

19. Irregular expenditure

Figures in Rand	2026	2025 Restated*
Add: Irregular Expenditure - current	2,287,380	3,049,968
	2,287,380	3,049,968

Incidents/cases identified in the current year include those listed below:

	2026	2025 Restated*
Legal Panel-Awards made to legal panel members in contravention with PPPFA regulation	1,647,458	2,431,927
Vodacom- Bid not published as required by National Treasury regulations	639,922	618,041
	2,287,380	3,049,968

20. Fruitless and wasteful expenditure

	2026	2025 Restated*
Add: Fruitless and wasteful expenditure identified - current	5,742	244,554

Fruitless and wasteful expenditure disclosed in the current year 31 March 2026 amounting to R5 742 relates to the following:

R 5742 was as a result of employees missing their flights and shuttles for engagements on behalf of the commission.

Amount recovered

21. Reconciliation between budget and statement of financial performance

Reconciliation of budget surplus with the surplus in the statement of financial performance:

	2026	2025 Restated*
Net deficit per the statement of financial performance	(5,531,169)	(2,718,560)
Adjusted for:		
Other income not budgeted for	(1,128,109)	(1,483,413)
General expenses lower than the budget	1,434,404	844,795
Personnel expenditure in lower than the budget	1,885,928	(2,608,123)
Depreciation and amortisation are non-cash items	2,529,018	2,366,642
Disposal on Non Current Asset	-	258,620
Impairment of debts allowance and Bad debts written off	39,871	-
Finance costs not budgeted for	77,767	34,936
Transfer from National Government-Retention surplus	692,290	3,305,103
Net deficit per approved budget	-	-

Notes to the Financial Statements (continued)

22. Budget differences

Material differences between budget and actual amounts

For the period under review a net deficit of -R 5 531 169 was reported as compared to a deficit of -R 2 718 560 in the previous period. The main contributor to the deficit was mainly caused by travel expenses for the Commission in order to reach its APP targets. Furthermore, the Commission earned interest on a positive bank balance amounting to R912 189 (2025: R1 174 024), other income R215 920 (2025: R309 389).

In addition to the above, the primary contributor to the reported deficit was an over-expenditure of R1 885 928 on personnel costs due to employee related provisions.

General expenses also reflected an over-spending of R1 434 404 which was due to increase in spending from the second quarter expenditure as traveling of locals to reach the APP targets amounted to R5 766 794 (2025 : R5 246 838). Additionally to local travel, there was also an increase of international travel of R2 225 462 as compared to the previous expenditure of R1 769 926. Furthermore, a stagnant movement in audit fees also recorded amounting to R2 750 838 is seen as compared to the 2024/2025 financial year amounting to R2 795 532 . Consulting and professional fees amounting to R 4 571 378 (2025: R2 226 860) was incurred, the expenditure was increased by the three (3) projects namely job evaluation, HR and I.T strategies which were developed by the Commission in consultation with the service providers. A slight decrease in legal fees of R2 231 568 as compared to the previous year 2024/2025 of R2 361 502 contributed reflecting a decrease in the irregular expenditure disclosure of contravening with the PPPFA regulations.

The depreciation and amortisation expense of R2 529 018 had a counter-effect to the above deficit since this provision was not budgeted for when the 2025/2026 budget was compiled.

The Commission in the current year of review also incurred irrecoverable debt from an ex-employee who has since left the institution, a bad debt of R39 871 as the matter has prescribed. Furthermore, the Commission took step in consultation with the State attorneys to try and recoup the outstanding debt and has since assessed the cost versus benefit of using the legal panel to pursue the matter.

Finance costs relates to the implicit interest incurred on the finance leases for cellphones and multifunctional printing equipment for an amount R77 767.

23. Risk management Financial risk management

In ordinary course of operations, an entity's activities expose it to a variety of financial risks: cash flow interest rate risk, credit risk and liquidity risk. It is therefore a policy of CGE to disclose information that enables the user of its financial statements to evaluate the nature and extent of risk arising from financial instruments to which the CGE is exposed on the reporting date. CGE's overall risk management approach involves the work done by the Internal Audit who report to the Audit and Risk Committee on risks, internal control, financial management and compliance matters.

The CGE's risk to liquidity is a result of the funds available to cover future commitments. The CGE manages the liquidity risk through an on-going review of future commitments and the cash flows arising from allocations by National Treasury. The financial liabilities maturity analysis of the CGE, for the reporting period shows contractual cash outflows on an undiscounted basis as below. The balances due within 12 months equal their carrying balances as the impact of discounting is not significant.

The CGE's exposure to the interest rate is limited, as the CGE has no significant interest-bearing liabilities. Furthermore, other than cash held in the bank account, the CGE has no significant interest-bearing assets, the entity's income and operating cash flows are substantially independent of changes in market interest rates.

Notes to the Financial Statements (continued)

	Less than 1 year	Between 1 and 2 years	Between 2 and 5 years	Over 5 years
At 31 March 2026				
Trade and other payables	2,744,585	-	-	-
At 31 March 2025				
Trade and other payables	2,902,545	-	-	-

Credit risk

Credit risk consists mainly of cash deposits, cash equivalents, derivative financial instruments and trade debtors. The entity only deposits cash with major banks with high quality credit standing and limits exposure to any one counter-party.

Trade receivables comprise a widespread customer base. Management evaluated credit risk relating to customers on an ongoing basis. If customers are independently rated, these ratings are used. Otherwise, if there is no independent rating, risk control assesses the credit quality of the customer, taking into account its financial position, past experience and other factors. Individual risk limits are set based on internal or external ratings in accordance with limits set by the board. The utilisation of credit limits is regularly monitored. Sales to retail customers are settled in cash or using major credit cards. Credit guarantee insurance is purchased when deemed appropriate.

Financial assets exposed to credit risk at year end were as follows:

	2026	2025
Financial instrument		
Cash and cash equivalent	14,262,386	21,393,214
Receivables from non-exchange transactions	116,087	202,804

Management assessed the above financial instrument that are subject to credit risk, the assessment was based on the nature of the financial asset. As at year end, the above financial instrument have not been subjected to an credit risk and since the initial recognition, the financial instrument have been assessed and rated as a low credit risk.

24. Financial instruments disclosure

Categories of financial instruments

2026

Financial assets

	At amortised cost
Other receivables from non-exchange transactions	116,087
Cash and cash equivalents	14,262,386
	14,378,473

Financial liabilities

	At amortised cost
Trade and other payables from exchange transactions	3,010,076

Notes to the Financial Statements (continued)

2025

Financial assets

	At amortised cost
Other receivables from non-exchange transactions	202,804
Cash and cash equivalents	21,408,168
	21,610,972

Financial liabilities

	At amortised cost
Trade and other payables from exchange transactions	5,826,696

25. Commitments

	2026	2025
Authorised capital expenditure		
Already contracted for but not provided for		
• Property, plant and equipment	398,951	821,535
Total capital commitments		
Already contracted for but not provided for	398,951	821,535
Authorised operational expenditure		
Already contracted for but not provided for		
• Goods and Services	26,796,944	13,810,144
Total operational commitments		
Already contracted for but not provided for	26,796,944	13,810,144
Total commitments		
Total commitments		
Authorised capital expenditure	398,951	821,535
Authorised operational expenditure	26,796,944	13,810,144
	27,195,895	14,631,679

This committed expenditure relates to property, plant and equipment, intangible assets as well as goods and services and will be financed by available cash resources and retained surpluses.

Notes to the Financial Statements (continued)

Operating lease commitments

Minimum lease payments due

	2026	2025
Minimum lease payments due		
- within one year	1,960	12,943

1. The 3 parking bay for limpopo office with escalating at 6% compounded annually ending 30 April 2026.

	2026	2025
Rental expenses relating to operating leases		
Minimum lease payments	23,498	12,154

26. Contingencies

In terms of the National Treasury practice notes, the Commission is required to surrender surplus funds R0 generated from operating activities in a reporting period back to the Revenue Fund. For the 2025/2026 period, the Commission reported a net deficit of -R5 256 534. The possible exposure of the surrender of the surplus funds has been estimated to be R0 based on the computation guidelines provided by National Treasury.

The Commission intends to apply for a permission to retain the whole of the surplus for use during the 2026/2027 financial year, and it is expected that National Treasury will grant the application. In terms of the regulatory prescriptions, the decision for surrender or retention will be made upon a declaration based on the audited results and contingent upon the discretion of the Director-General of National Treasury. A final determination shall be upon application by the Commission on the basis of audited outcomes set for 31 July 2026.

In addition, a claim by a former Chief Executive Officer on unfair discrimination have been referred to the Labour Court, and the Commission through its lawyers has since opposed the suit. As of reporting date, the matter is yet to be decided in the Labour Court. In terms of Section 194 of the Labour Relations Act No.66 of 1995, a limit to compensation is between 12 and 24 months salary which is therefore to a maximum of R3 million at the upperbound of the financial exposure to the Commission.

Furthermore, the former Chief Executive Officer is also challenging CGE in the Labour Court on leave days issue. The Commission through its lawyers are opposing and the claim have been accrued pending the final determination by the Court.

The Commission further opposes a labour court case amounting to R201 300 of a dismissed I.T Manager who failed to honour the terms and conditions of the employment contract with the Commission, the case has since been at CCMA where the Commission won the case, however the matter has escalated to the labour court and awaiting for court date.

27. Segment information General information Identification of segments

General information

Identification of segments

The Commission operates its affairs through three sub-programmes. The Corporate Services and Commissioner's sub-programmes are considered predominantly administrative. The third sub-programme is considered a segment that focuses on the core service delivery objectives of the Commission.

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2026

Segment surplus or deficit, assets and liabilities

2026

	Revenue from non-exchange	Interest received	Other income	Salaries and Wages	Depreciation and amortisation	Other expenses	Total
Revenue							
Commissioners	15,495,906	-	-	(10,533,336)	(402,046)	(5,619,171)	(1,058,647)
Corporate support	32,404,945	912,189	215,929	(22,027,248)	(840,756)	(11,750,776)	(1,085,717)
Service delivery	49,574,149	-	-	(33,698,007)	(1,286,216)	(17,976,731)	(3,386,805)
Total segment revenue	97,475,000	912,189	215,929	(66,258,591)	(2,529,018)	(35,346,678)	(5,531,169)
Entity's revenue							(5,531,169)
Total segmental surplus/(deficit)	97,475,000	912,189	215,929	(66,258,591)	(2,529,018)	(35,346,678)	(5,531,169)

2025

	Revenue from non-exchange	Interest received	Other income	Salaries and Wages	Depreciation and amortisation	Other expenses	Total
Revenue							
Commissioners	16,617,512	-	-	(9,086,416)	(440,688)	(5,644,451)	1,445,957
Corporate and Support	21,151,360	1,174,024	309,389	(15,223,414)	(692,104)	(16,103,864)	(9,384,609)
Service delivery	55,799,128	-	-	(38,879,544)	(1,365,032)	(10,334,460)	5,220,092
Total segment revenue	93,568,000	1,174,024	309,389	(63,189,374)	(2,497,824)	(32,082,775)	(2,718,560)
Entity's revenue							(2,718,560)
Total segmental surplus/(deficit)	93,568,000	1,174,024	309,389	(63,189,374)	(2,497,824)	(32,082,775)	(2,718,560)

2026

	Non Current Assets	Cash and Cash Equivalents	Receivables	Other Current Assets	Total segment assets	Total segment liabilities
Commissioners and Governance	219,009	-	-	-	219,009	-
Corporate Support Services	5,463,338	14,270,583	695,565	56,171	20,485,657	14,564,115
Service Delivery	2,841,705	-	-	-	2,841,705	-
Subtotal	8,524,052	14,270,583	695,565	56,171	23,546,371	14,564,115
	8,524,052	14,270,583	695,565	56,171	23,546,371	14,564,115

2025

	Non Current Assets	Cash and Cash Equivalents	Receivables	Other Current Assets	Total segment assets	Total segment liabilities
Commissioners and Governance	240,639	-	-	-	240,639	-
Corporate Support Services	5,871,743	21,408,168	1,373,065	44,218	28,697,194	17,544,961
Service Delivery	3,122,367	-	-	-	3,122,367	-
Subtotal	9,234,749	21,408,168	1,373,065	44,218	32,060,200	17,544,961
	9,234,749	21,408,168	1,373,065	44,218	32,060,200	17,544,961

Commission for Gender Equality

Annual Financial Statements for the year ended 31 March 2026

Information about geographical areas

The entity's operations are in the Gauteng Province.

The table below indicates the relevant geographical information after eliminating inter segmental transfers:

2026

	Total expenditure	Non-current assets*
Head Office	70,432,016	5,625,950
Gauteng	3,549,393	303,316
Free State	3,592,071	333,629
North West	3,813,938	502,258
Northern Cape	2,742,899	266,407
Limpopo	3,751,830	302,547
Mpumalanga	4,139,108	313,590
Kwa-Zulu Natal	4,035,513	263,857
Western Cape	3,846,236	289,423
Eastern Cape	4,231,274	323,075
Total-Segment (deficit) surplus	104,134,278	8,524,052

2025

	Total expenditure	Non-current assets*
Head Office	65,485,934	6,061,719
Gauteng	4,334,353	332,090
Free State	2,597,699	365,279
North West	3,458,239	549,904
Northern Cape	3,374,699	291,680
Limpopo	3,402,275	331,248
Mpumalanga	3,884,060	343,339
Kwa-Zulu Natal	3,448,629	288,888
Western Cape	3,613,351	316,879
Eastern Cape	4,170,734	353,723
Total-Segment (deficit) surplus	97,769,973	9,234,749

28. Taxes and transfers payable (non-exchange)

Other payables from non-exchange transactions	105,841
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29. Prior period errors

The following prior period errors have been identified and the specific effect on the financial statement is set out on note 30. These errors have been corrected and comparatives restated accordingly and rounded off.(R'000)

To enhance presentation and provide more detailed information to users, additional line items have been reclassified or disclosed separately. Such adjustment had financial implications on the deficit reported in the previous year. The Commission is exempt from the Income Tax Act and as such these reported errors have no tax effect.

Increase in general expenses	R100 377
Decrease in Accumulated surplus	-R100 377

PART E: PFMA Compliance Report

Irregular expenditure

Reconciliation of irregular expenditure

Description	2025/2026	2024/2025	2023/2024
	R	R	R
Opening balance	20 952 676	17 902 708	13 824 219
Prior Period Errors	-	-	-
As Restated	20 952 676	17 902 708	13 824 219
Add: Irregular expenditure confirmed	2 287 380	3 049 968	4 078 489
Less: Irregular expenditure condoned	-	-	-
Less: Irregular expenditure not condoned and removed	(12 421 678)	-	-
Less: Irregular expenditure recoverable	-	-	-
Less: Irregular expenditure not recovered and written off	-	-	-
Closing balance	10 818 378	20 952 676	17 902 708

Reconciling notes to the annual financial statement disclosure

Description	2025/2026	2024/2025	2023/2024
	R	R	R
Irregular expenditure that was under assessment	476 088	-	-
Irregular expenditure that relates to prior year but identified in current	-	618 041	63 937
Irregular expenditure for the current year	2 287 380	2 431 927	4 014 552
Irregular expenditure not condoned and removed	(12 421 678)	-	-
Total	(9 658 210)	3 049 968	4 078 489

Detailed irregular expenditure at end of report Appendix A

PART E: PFMA Compliance Report (continued)

Fruitless and Wasteful expenditure

Reconciliation of Fruitless and Wasteful expenditure

	2025/2026	2024/2025	2023/2024
Description	R	R	R
Opening balance	7 601 732	7 357 198	7 144 476
Prior Period Errors	-	-	-
As Restated	7 601 732	7 357 198	7 144 476
Add: Fruitless, wasteful expenditure confirmed	5 742	244 554	345 103
Less: Fruitless, wasteful expenditure condoned	-	-	-
Less: Fruitless, wasteful expenditure not recovered and removed	(7 032 185)	-	-
Less: Fruitless, wasteful expenditure recoverable	-	-	(132 400)
Less: Fruitless, wasteful expenditure not recovered and written off	-	-	-
Closing balance	575 289	7 601 732	7 357 178

Reconciling notes to the annual financial statement disclosure

	2025/2026	2024/2025	2023/2024
Description	R	R	R
Fruitless, wasteful expenditure that was under assessment	-	-	-
Fruitless, wasteful expenditure that relates to prior year but identified in current	-	-	-
Fruitless, wasteful expenditure not recovered and removed	(7 032 185)	-	-
Fruitless, wasteful for the current year	5 742	244 554	212 703
Total	(7 026 443)	244 554	212 703

Detailed fruitless, wasteful expenditure at end of report Appendix B

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Commission
for Gender
Equality



Commission
for Gender
Equality



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