



Commission
on
Gender
Equality

Annual Report

2003-2004



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1 Acknowledgements

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The Commission acknowledges with grateful appreciation the funding received from the National Treasury.

The generous funding and donations from the following organisations are highly appreciated.

- Foundation for Human Rights
- CWCI
- Nedcor Foundation
- [CIDA](#)
- [Dr Angela Melo, the Africa Commission on Human People's Rapporteur on the Rights of Women](#)

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2 Table of Contents

Acknowledgements.....	ii
Table of Contents.....	iii
Foreword.....	7
Executive Summary.....	8
i	
I Introduction.....	9
Provincial consultative conferences on gender-based violence.....	Error!
Bookmark not defined.	
Survey on maintenance.....	Error! Bookmark not defined.
Survey on the implementation of the Domestic Violence Act.....	11
Women magistrates.....	12
National conference on GBV.....	13
2 Corporate Governance.....	14
Strategic planning.....	14
Resource allocation: human and budget.....	1
3 Promotion of Gender Equality.....	3
Education and training.....	3
Advocacy.....	18
Workshops.....	21
CGE Publications.....	42
4 Protection of Gender Equality.....	43
Litigation and submissions to laws and parliament.....	43
Limpopo Province.....	57
Free State Province.....	71
Kwazulu-Natal Province.....	73
Eastern Cape Province.....	76
5 Monitoring the Implementation of Gender Equality.....	79
Special focus areas.....	79
National gender machinery.....	79
Observation of the international protocols (i.e. African Rights).....	79
Limpopo Province.....	80

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Deleted: 79

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6 Provincial Reports	81	Delete 0
Limpopo Province	81	Delete 2
Free State Province.....	81	Delete 0
KwaZulu-Natal Province	82	Delete 2
Eastern Cape Province	82	Delete 0
6 International Liaisons	84	Delete 2
7 Auditor General’s Report.....	85	Delete 1
8 Administration and Finance.....	86	Delete 3
Provincial office reports.....	Error! Bookmark not defined.	Delete 3
Appendices.....	86	Delete 1
Public outreach calendar	86	Delete 3
Complaints form	86	Delete 3
Section of visitors list	86	Delete 5
		Delete 4
		Delete 6
		Delete 5
		Delete 7
		Delete 5
		Delete 7
		Delete 7
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		Delete 7
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ANNUAL REPORT
April 2003 to March 2004

Ms Joyce Piliso-Seroke
The Chairperson
Commission on gender Equality
PO Box 32175
Braamfontein
2017

Dear Chairperson

I have pleasure in presenting the Annual general report of the Commission on Gender Equality for the year 1 April 2003 to 31 March 2004.

The Annual Report has been prepared as required by Section 40 (1) (d) of the Public Finance management Act, 2000 and Part III J3



of Public Service Regulation, 2001.

Yours sincerely

Ms Chana Majake

Chief Executive Officer



1. Foreword



2. Executive Summary

This (number) ? Annual Report of the CGE reflects the priorities and activities of the CGE for the 2003 – 2004 finance year. This annual report is significant as it coincides with the elections and the celebrations of our tenth year of democracy.



3. Introduction

The Commission on Gender Equality (CGE) is accountable to Parliament and must report its activities and functions to Parliament at least once a year. Chapter Nine Institution section 181 (1) (5) of the Constitution of the Republic of South Africa, 1996.

This report is significant in many ways because whilst it accounts to Parliament on the work we have done, it also serves as a barometer that measures the work the CGE has done and it projects into future projects through recommendations to Parliament.

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The Commission on Gender Equality [the CGE] was created in terms of Section 187 of the South African Constitution, to strengthen and deepen constitutional democracy in South Africa. The Commission on Gender Equality Act 36 of 1996 [the CGE Act] charges the CGE with a mandate to undertake the following:

- Promote respect for and the protection, development and attainment of gender equality.
- The Commission for Gender Equality has the power, as regulated by national legislation to perform its functions, including the power to:
 - Investigate gender related complaints from members of the public or on its own initiative;
 - Monitor and evaluate policies and practices of state organs, state agencies, public bodies, and the private sector in order to promote gender equality and the rights of women. The CGE may make recommendations regarding the protection and



promotion of gender equality;

- Develop, conduct and manage education and information programmes to foster public understanding of matters pertaining to gender equality
- Evaluate any of the following Act of Parliament, systems of personal and/or family law, custom and/or customary practices, systems of indigenous law, or any other law.

During the year under review in pursuance of our mandate of protection and promotion of gender equality; the Commission ran conferences, workshops, campaigns, we also conducted research surveys address a substantive number of complaints at head office and in provincial offices, did a number of submissions to Parliament on Bills under discussions by Parliament, utilised the new ARC tool to monitor gender mainstreaming in government departments, in public and private life. This report follows the following sequence:

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Protection of Gender Equality

Monitoring of Gender Equality

Corporate Governance

Promotion of Gender Equality

The work reported on represents the work carried out at Head Office and all the nine provinces by Commissioners and Staff

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1. Protection of gender equality

1. 1. Survey on the Implementation of the Domestic Violence Act

The Commission on Gender Equality has received a considerable number of complaints relating to implementation of Domestic Violence Act ([DVA](#)). Research that has been conducted over the years by different organisations as well as government departments indicate that, although the DVA was promulgated more than five years ago, violence against women has not decreased even though there is a framework to address this scourge.

The Commission on Gender Equality Act No. 39 of 1996 mandates the CGE to monitor [gender mainstreaming in all](#) institutions of the state for compliance with the requirements of the Constitution for the protection of the rights of all citizens. The Bill of Rights stipulates that everyone has the right to have her or his dignity respected and protected.

In all the workshops on gender-based violence, dialogues and other interactions that the CGE has had with the communities, organisations and individuals who work with communities, the issue of violence against women and girl-children is raised passionately. What also comes out strongly is the dissatisfaction about the manner in which these cases are handled when they are reported to the police and go through the justice system.

Similarly, research done by other agencies as well as the survey that the Commission undertook prove this dissatisfaction. There is clear evidence that women are victimised all over again by the system as they are usually not treated with respect and confidentiality



by the police.

The CGE has also noted with concern the appalling decisions that are granted by courts in matters where women and children are complainants in gender based violence cases. Even though this may be as a result of ill prepared cases, there is a great concern that this excellent legislative framework is being weakened deliberately¹.

As a result of the ever increasing reports of such incidents where women and children suffer from gender based violence the CGE embarked on a survey to determine the veracity and enormity of the failure of justice. The survey was followed by provincial consultative conferences on gender based violence in the year 2003, which culminated in a national conference in November 2003. The CGE is in the process of sharing reports of both the survey and the conferences with relevant structures forging way forward that will address all findings and provincial and national declarations on consultative gender based violence conferences.

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2. Monitoring gender equality

2.1. Women lawyers

Gender equality is a constitutional principle that has to be embraced by all facets of our country. It is evident thought that transformation of the judiciary is a slow process. The CGE interrogated as part of monitoring and protection of the rights of women, experiences of women in the legal fraternity especially women lawyers.

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¹ Allegations that the Commissioner said DVA may be implementable in Switzerland. Takes a lot from meager SAPS' scarce resources



The information gathered during the survey, clearly indicates that gender bias is normative in all the law firms surveyed. The information also show the disparities in terms of ... between those who are married and those who are single. Women who are not married stated that law firms often overlook women because of their gender. On the other hand older women have no concept of gender equality, these women are content with their positions. This report will be discussed with the law society of South Africa, it will also be forwarded to the Ministry of Justice and Constitutional Development.

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2.2. Research on Implementation of the Maintenance Act in the South African Magistrates' Courts

One of the mandates of the CGE as stipulated in the Act gives the CGE powers to investigate gender related complaints.

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The CGE has during the year under review received many gender related complaints about the implementation of the maintenance courts. The CGE the embarked on a research to identify and contextualize of systemic problems in the maintenance system as well as areas of need for improvement in respect of personnel and appropriate systems that would best benefit complainants. The recommendations of this research work has been given to the Department of Justice and Constitutional Development for consideration

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Poverty Hearings – An Enquiry into the lived experiences of the elderly

The enquiry sought to explore the gendered lived experiences of poor older persons living in both the rural and urban settings, this included informal settlements and farming areas. The objective of the enquiry was to compare the experiences of women and men, in particular widows and widowers. It further looked at their gendered lived experiences in relation to the following focus areas:

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- Access to and ownership of land and property;
- Inheritance and succession;
- Access to pensions and social grants;
- Access to social services, including health and welfare;
- Impact of culture, tradition and religion on the quality of life and well-being of older persons;
- Relationships with families, caregivers and service providers.

The Report was concluded in March 2003 and will be discussed with relevant stakeholders.

4. Corporate Governance

a. Strategic Planning

Annual strategic planning to evaluate the implementation of programmes for the year under review and to plan for the new

Restructuring

The CGE embarked on a process to realign the activities in the organisation with the skills that staff already in employment ought to have. It is true that the grounding of a successful organisation that employees people is its structure. The context of the organisation sets the trend for the definition of work and leadership. As each organisation is different and one can't define the appropriate

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structure, a project aimed at restructuring an organization aims to provide guidance on the important factors to take into consideration when developing a new structure, with accompanying pay bands and levels.

The first phase in this process started with the organisational scan in April 2003. In September a team of eight CGE delegates took a trip to Canada to visit institutions that do similar work as the CGE to learn best practices.

The recommendations that came from the organisational scan process was the appointment of a Change Management Committee headed by a staff member, internal principle, policy, rules and regulations of the CGE.

The second phase has started to research and analyse the need for structural changes. The need for change within the CGE became apparent during the last couple of years. This awareness is primarily based on feedback from customers that amongst others include National Treasury and Parliament. Secondary indicators of change were apparent work inefficiencies and a need to benchmark the CGE structure and salary bands against other Chapter 9 Institutions. There is also a strong thrust from the leadership to improve service delivery to the primary clients, i.e. the public at large.

Strategic Planning

The Commission on Gender Equality organises a strategic planning workshop annually. This workshop is generally timed to take place when one is able to evaluate the past year and also in time to be able to plan and budget for the coming year.

The Plan of Action, which is generated from and during this process, is used as a strategic tool geared towards the fulfilment of the CGE mandate.

The 2003/04 workshop was planned for the period 1 February – 3 February 2003. The venue, Protea Hotel Waterfront in Centurion, Pretoria.

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3 CGE Plan of Action April 2003 – March 2006

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<u>Objectives</u>	<u>Activities</u>	<u>Responsibility</u>	<u>Time frame</u>	<u>Result</u>	<u>Indicator</u>	<u>Impact</u>	<u>Resource</u>
<u>1 Monitor and develop where necessary, effective gender monitoring mechanisms for public and private institutions to ensure the appropriate implementation of gender sensitive strategies, policies and programmes.</u>	<u>50/50 campaign prep for elections in 2004</u>	<u>Policy & Research</u>	<u>Ongoing from – 2003-2004</u> <u>Just starting</u>	<u>Equal participation of women</u>		<u>More gender sensitive legislation.</u> <u>More women in positions of power</u>	<u>Commissioners</u> <u>:</u>
	<u>Maintenance, keep records of SDI's Educational programme</u>	<u>Policy & Research</u>	<u>Ongoing -</u>	<u>Ensuring better outreach to women.</u> <u>Equipping SDI manager with skills</u>		<u>Improved women's economic empowerment</u>	<u>Commissioners</u> <u>:</u> <u>Kgasi</u> <u>Fester</u> <u>Siqwala Ndulo</u> <u>Have just received funding</u>
	<u>Access to Social security</u>	<u>Policy & Research</u>	<u>2003 – 2004 pilot</u> <u>2004 – 2008 other provinces</u>	<u>report on research</u>		<u>Improved women's economic empowerment</u>	



	<u>Employment Equity Act in Private sector</u> <u>White paper on traditional leadership, communal land bill</u>	<u>Policy & Research</u>	<u>2003 – to be done</u>	<u>Status Report</u>		<u>Effective reporting, identifying gaps and practises</u>	
	<u>Gender Budget</u>	<u>Policy & Research</u>	<u>2003-2004</u>	<u>Gender sensitive budgeting.</u>	<u>Awareness for the equitable allocations of resources</u>	<u>More equitable allocation of national resources</u>	<u>Commissioner: Khasi. Just received funding</u>
	<u>Annual Report Card</u>	<u>Education look for gaps</u>	<u>ongoing</u>	<u>Increased gender awareness, increase protection and promotion of gender equality</u>	<u>Development of gender policies</u>	<u>Mainstreaming gender</u>	<u>Commissioners :</u> <u>Budgeted for need more funding</u>



<u>Objectives</u>	<u>Activities</u>	<u>Responsibility</u>	<u>Time frame</u>	<u>Result</u>	<u>Indicator</u>	<u>Impact</u>	<u>Resource</u>
2. <u>Develop, conduct or manage information programmes and education programmes to foster public understanding of matters pertaining to the promotion of gender equality and the role and activities of the Commission. (Section 11-1b)</u>	<u>-Virginty Testing</u>	<u>Public Education and information Legal Department</u> <u>Policy & Research</u>	<u>Ongoing 203/04</u>	<u>No more testing</u> <u>Awareness raised</u> <u>Synopsis of findings</u>	<u>Reduction in reporting.</u>	<u>Respect and recognition of women's rights as human rights.</u> <u>Respect for our own sexuality (women)</u>	<u>Dumisa Khumal Ngcobo</u> <u>Siqwana - Ndulo Pb.</u>
	<u>-Develop packages on materials to be used – Constitution EEA, DVA, CM, HIV / AIDS</u> <u>-Ensure Seta Accreditation Educational programmes/w orkshops. Input into policy and legislation</u>	<u>Policy & Research PEI Legal Department</u>	<u>Ongoing until act is implemented</u>	<u>Fulfilment of mandate</u> <u>Standardised approach</u> <u>More focused</u>	<u>Pamphlets Packages Posters Website</u> <u>More enquiries</u> <u>Use existent structure properly</u> <u>backlash</u>	<u>Enhances image to public</u> <u>Visibility of CGE</u> <u>People know rights</u>	<u>Budget Consultant</u> <u>Manjoo Festers</u> <u>Dumisa Siqwana – Ndulo</u> <u>All commissioners in own expected fields</u>



<u>Educating and training commissioners/ staff on relevant ACTS and other relevant issues</u>	<u>PIE</u>	<u>Ongoing 2003/2004</u>	<u>Common approach to presentation</u> <u>Empowered commissioners and staff</u>	<u>idem</u>	<u>idem</u>	<u>Already Fundraise community publications</u>
<u>Conduct workshops: Commissioners and staff – Material Seta Accredited</u>	<u>Staff Outside expertise</u>	<u>ongoing</u>	<u>Executing mandate, educating public</u>	<u>Informed communities</u>	<u>Com. Informed about gender equality</u>	
<u>Training the Trainer, where necessary. Programmes: with partners eg. Black Sash</u>	<u>PIE</u>	<u>Ongoing If necessary</u>				<u>Commissioners As budgeted</u>

<u>Objectives</u>	<u>Activities</u>	<u>Responsibility</u>	<u>Time frame</u>	<u>Result</u>	<u>Indicator</u>	<u>Impact</u>	<u>Resource</u>
<u>3</u> <u>Evaluate and monitor any Act of Parliament or any</u>	<u>- Law of succession</u> <u>Needs to make legal input</u>	<u>Legal Department</u> <u>Policy & Research</u>	<u>2003/04</u>	<u>recommendation</u>	<u>submissions</u>	<u>Gender Sensitive law</u>	<u>Donor funding</u> <u>2. Manjoo,</u> <u>Siqwana-Ndulo</u> <u>Ngcobo</u> <u>1. Khumalo</u> <u>Dumisa</u>



<u>- Witchcraft violence</u>	<u>Legal Department Policy & Research</u>	<u>2003/04</u>	<u>recommendation</u>	<u>submissions</u>	<u>Gender Sensitive law</u>	<u>Donor funding Manjoo 2003 ok. Need more funding</u>
<u>DVA</u>	<u>Legal Department Policy & Research</u>	<u>In process to continue through 2003</u>	<u>Conference Recommendations.</u>	<u>Submissions</u>	<u>Amended legislation, more sensitive government system</u>	<u>Maitse Tlake</u>
<u>-Maintenance Act</u>	<u>Legal Department Policy & Research</u>	<u>2003 – March 2004</u>	<u>Recommendations Report</u>	<u>Submissions</u>	<u>Improved maintenance system. Reduction in</u>	<u>Kgasi Tlake Siqwana-Ndulo Manjoo</u>
<u>-UIF</u>	<u>Policy & Research</u>	<u>June 2003</u>	<u>Legal opinions Submission</u>	<u>Maternity benefits incorporated in the UIF system</u>	<u>Improved conditions for working women</u>	<u>Kgasi Manjoo</u>
<u>EEA</u>	<u>Legal Department Policy & Research</u>	<u>By March 2004</u>	<u>Evaluation report recommendations</u>	<u>Improved reporting on the impact</u>	<u>Equal opportunities at workplace and elsewhere Mainstreaming</u>	<u>Limited budget Kgasi Williams - DeBruyn Manjoo Siqwana-Ndulo</u>



	<u>Sexual offences -Bill -issue paper</u>	<u>Legal Department Policy & Research Needs intervention</u>	<u>Ongoing</u>				<u>Maitse Manjoo Tlake</u>
	<u>Family courts legislation</u>	<u>Legal Department Policy & Research</u>	<u>Ongoing</u>	<u>Comprehensive family court code</u>	<u>Influence legislation</u>	<u>holistic therapeutic services for families</u>	<u>Manjoo Dep. justice</u>
	<u>CEDAW</u>	<u>Legal Department Policy & Research</u>	<u>Start –research done on approach to this issue</u>	<u>Compliance report</u>	<u>Co-operation with other structures. More awareness on CEDAW</u>	<u>Mainstreaming gender</u>	<u>Meintjes Fester Fundraise</u>
	<u>Consultative meetings on the relevant laws- Sa Law commission, letters to national departments</u>	<u>Legal Department</u>	<u>Ongoing</u>	<u>Recommendations to relevant bodies</u>	<u>Meetings Correspondence Terms of reference</u>	<u>Gender sensitive laws</u>	<u>Manjoo And others</u>

Objectives	Activities	Responsibility	Time frame	Result	Indicator	Impact	Resource
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4. <i>Investigate any gender-related issues of its own accord or on receipt of a complaint and endeavour to resolve any dispute or rectify any act or omission. (Section 11-1e/j)</i>	<u>Investigate Complaints – conciliation meetings, draw recommendations</u>	<u>Legal Department</u>	<u>ongoing</u>	<u>Recommend litigation, new laws, policies</u> <u>Fulfil mandate</u>	<u>Conciliated complaints</u>	<u>People support Improved image of CGE</u>	<u>Commissioners as needed</u> <u>Some funding available</u>
	<u>Men and Gender based Violence</u>	<u>legal Department Policy & Research</u>					
	<u>Sexual Harassment and Gender discrimination in the Legal Profession</u>	<u>Legal Department</u>	<u>Finalised by 2004</u>	<u>Report and recommendations</u>	<u>Research Meetings with relevant actors Report and recommendations</u>	<u>Policies and more representative legal profession</u>	<u>Manjoo Maitse</u> <u>Still fund raising</u>

Training

In trying to empower our staff members with the knowledge and skills to perform their tasks well the CGE saw a need to train staff members especially those who do work in provincial offices with training in Paralegal skills and Gender Training. This enabled them to deal effectively with their daily challenges. A Computer training (Ms Office) was arranged for all staff members and Commissioners at Head Officer and all Provincial Offices.

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<u>Objectives</u>	<u>Activities</u>	<u>Responsibility</u>	<u>Time frame</u>	<u>Result</u>	<u>Indicator</u>	<u>Impact</u>	<u>Resource</u>
<u>5</u> <u>Create strategic linkages nationally, regionally and internationally to ensure mutual support, effective collaboration and recognition of the need to promote and protect gender equality.</u> <u>(Section 11-1f/g)</u>	<u>African Charter Draft protocol</u>	<u>Legal Department</u>	<u>From April</u> <u>Ongoing</u>	<u>Conference</u>	<u>Meetings</u>	<u>Clearer understanding</u>	<u>Manjoo</u> <u>Tlake</u> <u>Chair</u>
	<u>Fort Hare Conference?</u> <u>Exhibition</u> <u>package</u>	<u>PEI</u>	<u>July 2003</u>	<u>Conference</u>	<u>Meetings</u> <u>Invitations</u> <u>Resolutions</u> <u>Offer of resources</u>	<u>Visibility</u>	<u>Siqwana Ndulo</u> <u>Maitse</u> <u>CGE – Eastern Cape. Gender machinery</u> <u>Stakeholders in Eastern Cape and Uni-Fort Hare</u>
	<u>Australia: national enquiry, media strategy</u>	<u>Legal department</u>	<u>April 2003</u>	<u>Skills transfer</u> <u>Sharpened media strategy</u>	<u>Contacting relevant persons</u> <u>Exchange programme</u>	<u>Effective media and other strategies</u> <u>National Inquiring plan</u>	<u>Kgasi</u> <u>Maitsi</u> <u>Tlake</u> <u>Australians</u>
	<u>German Embassy</u>	<u>Legal department</u>	<u>ongoing</u>				<u>Office of Chair</u>



<u>United Nations: All UN process U.N Commission on the status of women - CSW process</u>	<u>Legal department / CEO</u>					<u>Chairperson</u>
<u>NEPAD</u>	<u>Policy & Research</u>	<u>Ongoing</u>	<u>Gender Sensitive Programme</u>		<u>Mainstreaming of gender within NEPAD structures</u>	<u>Siqwana Ndulo Fester Maitse Kgasi</u>
<u>Book Festival</u>	<u>PEI</u>	<u>Ongoing Feb 2004</u>	<u>Book festival Training programme</u>	<u>Registration Interest in event meetings</u>	<u>Visibility Networking</u>	<u>Fester Robin Island Museum Woman's World</u>
<u>AU: African Charter on Human and People's Rights</u>	<u>Legal Department</u>	<u>Ongoing</u>				
<u>Consultative Conference(pro vincial</u>						
<u>Take a Girl Child to work.</u>						



	<u>Gender Based Violence Conference</u>						
	<u>Human Rights awards</u>						

<u>Objectives</u>	<u>Activities</u>	<u>Responsibility</u>	<u>Time frame</u>	<u>Result</u>	<u>Indicator</u>	<u>Impact</u>	<u>Resource</u>
<u>6</u> <u>Create appropriate structures in order to promote sustainability and effective functioning of the Commission on Gender Equality.</u>	<u>Improve allocation from treasury. create government funding -lobby</u>	<u>CEO</u>	<u>2003/04</u>				<u>Chairperson</u>
	<u>Provincial co-ordinator to identify potential sources of funding the CEO could explore – involves training regional co-ordinators</u>	<u>CEO</u>	<u>2003/04</u>				<u>Commissioners</u> <u>2</u>



<u>Provincial partnerships with Government, NGO's, and business to be further encouraged</u>	<u>CEO</u>					<u>Commissioners based in provinces</u>
<u>More aggressive output to secure donor funding</u>	<u>CEO</u>	<u>2003 – March 2008</u>				<u>Commissioners : Maitse</u>
<u>Create a comprehensive internal financial policy – Set up financial committee</u>	<u>CEO</u>					<u>CFO</u>
<u>Provincial and National office partnership should be prioritised</u>	<u>CEO</u>	<u>From march 2003</u>				<u>Regional Co-ordinators. Commissioners based in regions</u>



<u>Selection process of staff.</u> <u>Staff development.</u> <u>Clarity on function of HR.</u>	<u>CEO</u>	<u>By June 2003</u>				
<u>Communication</u> : <u>Policy and editing committee.</u>	<u>CEO</u>	<u>Start June 2003</u>				
<u>Develop a corporate image:</u> • <u>Website updated</u> • <u>House style</u>		<u>Start March 2003</u>				

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Funding

The annual allocation from the Department of Treasury to the CGE is often not enough to fulfil the planned activities that the CGE may have for the year as well as operational expenses. It is therefore important that vigorous fundraising is done. The institutions that offered financial assistance to the CGE are:

Conference, Workshop, Cultural Initiative Fund Secretariat (CWCI) funded the National Gender Bases Conference held in Kimberly, Upington.

Foundation for Human Rights funded the Provincial Consultative Conferences.

Mott Foundation contributed towards three research projects namely the **Research on Implementation of the Maintenance Act in the South African Magistrates' Courts**, Gender Budgeting and Annual Report Card project.

Resource Allocation: Human and Budget

Appointments

Western Cape Provincial Coordinator, March 2004

Assistant Director Policy an Research , January 2004

Media Liaison Officer, November 2003

Information Technology Officer, July 2003

Legal Interns for all Provincial Offices.

Resignations

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**Public Education and Information Departmental
Secretary, April 2004**

Complaints Officer, December 2003

Education Officer, October 2003

Human Resource Officer, October 2003

Legal Intern, September 2003

Communications Officer, June 2003

HOD Policy and Research, April 2003

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5. Promotion of Gender Equality

Part of the CGE mandate is to promote gender equality through education and training to provide information to the general public with the view to sensitise and raise the level of awareness on issues of work done in this regards. For the year under review,

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b. Education and Training

i. Limpopo Province

Presentations

Organisation	Activity	Estimated audience	Comment
UNIN Black Management Forum	Women economic empowerment approach workshop	±30 participants	Student movement at campus Paper presented
ANC Youth League at UNIN	Role of women in politics workshop	± 60 participants	Workshop hosted during women's month (August) Paper presented
School of Water and Sanitation – UNIN	Women's contribution and the natural resources conference	± 40 participants	Conference hosted during women's month (August) Paper presented
Department of Agriculture	Role of women in the production sector workshop	± 30 participants	Workshop hosted during women's month Paper presented
SACC	Career workshop Career gender stereotypes	100 learners	Verbal presentation to learners.
Department of Health and Welfare	World population day workshop Women and reproductive rights	±50 (youth) participants	Workshop hosted by Health Department and Youth Commission at Mokopane Paper presented



Organisation	Activity	Estimated audience	Comment
South African Broadcasting Authority	Media becoming an agent of change conference	± 100 participants	Conference hosted by the Communications Department Paper presented on behalf of the Commissioner
Department of Sport, Arts and Culture	Conference: role of women	± 100 participants	Paper presented
SA National Anti-Discrimination Forum	Race and gender debate for youth	± 40 (youth) participants	Paper presented

Campaign: 16 Days of Activism

Aim: To sensitise and educate society on violence against women and children.

Results:

Output	Service Delivery Indicator	Status	Comment
Collaborated with OSW and other relevant organisations	Form part of the planning committee for the launch	Successful well-informed launch at Bohlabela	Our GBV findings informed the planning of the launch We could have done more, but due to lack of staff to disburse to other areas, we only managed a few
Honoured invitations from other organisations for presentations	SADTU-Central region and Southern region reaching 140 members Department of Agriculture, 60 people	Completed successfully	Sensitising the society is an ongoing event
Identify provincial delegation of 40 to attend the launch and GBV conference in Kimberly	Mobilised and transported provincial delegates to the national launch in Kimberly.	Completed successfully	Awareness through the media is an ongoing event Encourage other organisations and businesses to support the campaign through their



Output	Service Delivery Indicator	Status	Comment
	Two press releases for the local media were issued Two radio interviews were conducted		publication during this period CGE image improved enormously

Dialogue: Gender and HIV/AIDS

Aims:

1. To debate issues related to women's vulnerability to high risk sexual practices
2. To debate the protection and prevention aspect within the legal framework.

Results:

Output	Service Delivery Indicator	Status	Comment
Youth capacitated to deal with HIV/AIDS in a gender sensitive manner	Facilitated a one-day youth dialogue during a five-day youth camp organised by the Youth Commission 70 youth reached Youth had the courage to debate the issue at length amongst themselves It harmonised the relationship between boys and girls perceptions of gender and	Completed Successfully	Youth awareness programmes are still required on these issues Youth Commission advised to fully engage youth in gender sensitive programmes Youth has the vigour to transform our society, given the chance Youth enjoyed debating the subject matter which was explorative and challenging



	HIV/AIDS		
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Media Campaigns

Local publications:

Publication	Objective	Target	Comment
Sexual harassment in the workplace	Inform the public about sexual harassment in its various forms and the consequences thereof	Employers/ employees and the public in general	No case has been reported to date Calls were received from individuals who appreciated the article and for the good work done
Equal employment still lacking	To bring gender discrimination against women to the forefront	Government and the private sector	This has been a wake up call for those who are not in line with the new legislation that is now in place
Women's Day Celebration	To make society aware of the importance of this day and to encourage their positive contribution	Public	The OSW received enormous support from the public. The CGE supported and encouraged society to initiate programmes for this day
4. 16 Days of Activism	To highlight the plight of women in our society and encourage societal structures to fight GBV.	Public	
Men being victims of GBV	To inform society about CGE (not pro men) and encourage men to talk of GBV	Men	Since publication, we have received fewer cases of GBV on men in the office
GBV public hearings and the conference	Informing society about GBV, public hearings and the conference	Public	
International Women's Day	Recognition of women's contribution in building our society	Women and the public	



Publication	Objective	Target	Comment
Human Rights Day	Promoted women's human rights	Women and the public	

Electronic media:

Radio station	Topic	Audience reached	Comment
Thobela F.M	Gender-based violence Gender-based public hearings Violence against women by taxi drivers Information about the CGE	1.9 million listeners per presentation (SABC listenership statistics)	The CGE provincial office has excelled tremendously in this area We will continue to engage the media in the near future We will forge our partnership with the media during the next financial year
Radio Bushbuckridge	GBV public hearings and CGE as an institution	190 000	
Radio Turf (community radio)	GBV public hearings and CGE as an institution	69 000	
Radio Moletsi (community radio)	GBV public hearings and CGE as an institution	31 000	
Radio UNIVEN (community radio)	GBV public hearings and CGE as an institution	131 000	
Radio 702	GBV provincial conference (Commissioner Maitse interviewed)	N/A	
SABC Radio (all radio station)	GBV provincial conference aims and objectives. (Commissioner and the deputy Commissioner interviewed)	N/A	
SABC Radio (all radio station)	Poverty hearings (Commissioner Bafana Interview)	N/A	



ii. Mpumalanga Province

Promotion of gender equality

Public education and liaison activities are making it possible to obtain much useful information from various communities. People attend the activities of the CGE in their numbers and have become aware that the CGE is neither a women's organisation nor an NGO. Consequently, both members of the community and the Provincial government give it its rightful place, including the provincial government's Integrated Development Plans (IDP). They recognise that gender equality needs to be integrated into development initiatives, otherwise the IDP's will serve minimal or no purpose except just as a paper right. The CGE has therefore been able to gain popularity in the province.

Mpumalanga Community reports:

- Unlike other forms of crime, the police do not consider domestic violence as an urgent matter. Police officers will attend to cases of domestic violence last, even though there may be much blood loss and life threatening situations.
- Kabokweni police station like others in the province do not regard cases of domestic violence as priority. At Kabokweni, police officers refused to attend a case where a woman had been evicted by family members after the death of her husband. They only acted when the CGE had contacted the Deputy Director-General of the province who instructed the officers to take the woman to a place of safety until the matter had been dealt with legally.
- When women who are placed in shelters, are often stigmatized and discriminated against by communities. The concept of shelters needs to be positively promoted to ensure that they serve their good purpose effectively. The Departments of Safety and Security and Population Development should attend to this problem and inform communities on the purpose and operation of the shelters.

Proposed measures

In order to address the concerns of the people, CGE Mpumalanga intends to schedule a meeting with the MEC's responsible for relevant functions and portfolios during 2004.

Culture, tradition and religion

Work with faith-based organisations continues to address the representation of men and women in this sector. Some traditional leaders are supportive,



particularly at radio talk shows. Good relationships have been established and partnerships developed with the SACC, thus easing working relationships with various communities. At a workshop held in Kabokweni with the Alliance Church of SA, women were encouraged to raise their grievances and to offer themselves for positions in decision-making structures such as church councils.

At Lydenburg, some 40 women and 60 men attended a workshop where consideration was given to matters or events that are taken as normal or as prescribed by the scriptures. Such issues included pregnant women as priests, women who are menstruating but have to give Holy Communion. The scriptures have provided life tools for the people and most people, even those who participate in phone-in programmes, always quote religion as the main discipline that controls their lives.

The CGE will closely monitor its commitment to this sector for compliance, as promised by the decision-making structures. Cooperation is growing amongst its leaders, but much work still needs to be done with the faith-based organisations throughout the province.

Border regions

It was CGE's intention to interact with those communities located at the provincial borders, namely Piet Retief (Kabuli-Natal/Mpumalanga) and the border between Mpumalanga and Mozambique. These communities are usually left out of most activities, including development.

Because it was not possible to travel to the Mozambique border due to time limitation in making arrangements and the availability of resources and personnel, a halfway border meeting was held at Shingle, with a predominantly rural community. A border meeting will, however, be held in 2004 with the support of ingwenyama from the area of eMbuzini. Further contacts were made with different people from surrounding areas during the course of interactions at the national conference (Kimberly) and at Women in Dialogue during the IEC function (Sithabiseni Resort).

Youth

The youth in the province was also targeted. Youth issues were raised by the youth themselves attending the meetings. They argued that no-one was doing anything about their problems and that there were many frustrations. The CGE feels that it is necessary to involve youth in gender matters and that this would assist CGE to extend its gender equality work.



The CGE has informed Cabinet about the youth issues and it is hoped that Provincial Cabinet members will dedicate a day for youth in their outreach programmes.

Masculinity

Mpumalanga is a very traditional province but, despite that, men and women are calling upon the CGE to address issues of masculinity in its gender programmes. People commented that, by discussing femininity to the exclusion of masculinity, women were further victimised. Secondly, they said that, as service delivery was in the hands of men, this necessitated more education in the area of gender discrimination.

Some 60 men attended a CGE workshop in Phola. Mr. Botha of the SA Men's Forum and a representative of SACC also attended. The theme of the workshop was centred on the role that youth and men can play in deconstructing gender stereotypes. The workshop decided that a youth group be established to deal with gender equality issues and to discuss the issues that affect partnerships. The group has just been established and, refreshingly, by men. This organisation has already reported the rape that is rampant at Masoyi, a rural area near Hazyview, and it is attempting to work on the problem.

The CGE should urgently follow this problem up through the office of Men for Change and should establish contact with groups in the province with the help of stakeholders.

Health sector

The Domestic Violence Act was discussed during a visit to Themba Hospital. The objective was to assist the hospital's personnel to be able to: (a) give effective support to patients who have been exposed to domestic violence, and (b) give forensic evidence as required in order to reduce court case delays.

It was reported that medical officers are not reporting rape cases for fear of victimisation. CGE needs to follow this problem up with the Department of Safety and Security and also to consult with health practitioners.

Customary marriages and property regimes were also discussed during the visit. This appeared to be most helpful because CGE was later informed that, after the visit, most of the health professionals checked on whether their marriages were registered as civil marriages, and they were not. Customary marriages appear to be the cause of a number of problems.



The CGE enjoys the support of the manager of Themba Hospital. However, the health sector in general needs to be encouraged to familiarise itself with the Public Sector Health Policy as it appears not to be aware of this policy. Enquiries with the Department of Health established that the policy is not yet readily accessible.

Radio programmes

?? Mfanozelwe and Commissioner Ngcobo have broadcast live on Ligwalagwala FM. Most people who phoned in to the programme were men. It was learned that women are afraid to phone in because most of the programmes are broadcast at night when their husbands are at home.

If the radio is to be used effectively, it is important that CGE uses prime time to target one group of listeners and then use “offered time – free time” for those who are always available in the evenings.

Women Talks

A conference on Women Talks was held in the Kruger Park by OSW, Mpumalanga. Topical issues of concern were discussed, including poverty, service delivery, gender-based violence and governance. The CGE made a presentation on the forthcoming provincial consultative conference on gender-based violence. Various government departments and their MECs were present at the conference.

Gender-based violence

Gender-based violence is rife and frequently appears in the media. It is welcome news that gender-based violence conferences will be held in all provinces to raise awareness about this scourge of society. Domestic violence occurs at the hands of women, husbands (some high-ranking in government departments) and other family members.

iii. KwaZulu-Natal Province

Gender, culture and religion

Most activities around this sector were centred on men, addressing the role they played in the gender discourse. Specific issues addressed at meetings were masculinity and patriarchy. Most of the male participants were from rural areas, hostels and various religious sectors. Of the rural areas, Umbumbulu was grossly affected by violence in the mid 1980s and early 1990s, and such areas have been most difficult to visit. Strong debate on cultural and religious matters usually preceded discussion on gender and gender equality.



Participants at meetings discussed gender-related legislation, such as the Recognition of Customary Marriages Act. They always asked for more information as they felt that they were being left behind when information was being disseminated. More interaction is needed in this regard. Children attended some of the meetings whose agendas then needed adjustment to be more appropriate. In some cases, further meetings were then arranged. Participants made it clear that people would observe their culture first even in their religion and other customs. The CGE will nurture them slowly towards gender transformation and a change of mindset.

Interaction took place during the year with various religious institutions, including the Northern Natal Council of Churches, Anglican Women's Fellowship, Presbyterian Women's Conference, Anglican Men's Society (Umlazi) and Umlazi Oasis Fellowship. The KwaZulu-Natal Council of Churches organised an inaugural service and launch of the Church's Provincial Advocacy Office. Speakers from the church, local municipal council, civil society and political structures addressed how best they could work proactively together and the role the church can play in promoting democracy.

The CGE should ensure that it is involved with all components of the faith-based sector, both traditional and conventional.

Work with stakeholders

The CGE and the CPP held a briefing, panel discussion and round table discussion on the regulations for the Customary Marriages Act. Participants were provided with information on:

- An overview of the draft regulations as envisaged by the Department of Home Affairs
- The challenges facing the Department in implementing the Act
- The challenges facing the public affected by the Act
- The impact of the draft regulations on people working with the Act.

Discussion centred on the role played by traditional leaders and the need to have both spouses present during such meetings. Traditional leaders were present at the briefing.

Women's Month



The CGE participated in a number of activities in the province, although the intention was to partner the Human Rights Directorate, Premier's office, in planning the day's events.

At Vryheid, the CGE was invited by the Council of Churches to address participants on the different types of marriages and property regimes. The importance of the church in extending and disseminating information on these issues was emphasised.

At KwaNaloga and Ethekwini Municipality, AIDS strategies and the involvement of men in preventing the spread of HIV were discussed. Gender mainstreaming in local government was viewed as a cornerstone in addressing the many problem issues.

In its first interaction with the provincial Department of Minerals and Energy, CGE addressed HIV and AIDS, women in mining, women in technology, occupational medicine and gender equality and mainstreaming. The audience had a balanced racial and gender mix.

CGE attended the Women's Month events initiated by the Department of Defence. Not a single man attended and, as men had requested information from the CGE office, it was suggested that CGE attend a men's meeting in the New Year at which their problems would be addressed.

Gender-based violence: provincial consultative conference

The KwaZulu-Natal conference took place on 19-20 August 2003 in partnership with the IEC and DVAP. A memorandum of understanding was signed and they each contributed R20 000. CGE's budget was R50 000. The OSW contributed T-shirts.

HIV and AIDS

HIV and AIDS were discussed at all events where the CGE participated. Topics usually include both youth (a target of society) taking responsibility and older people who are involved in established relationships but find it difficult to negotiate safe sex. It is evident that established relationships are often with dependent relations when there is much at stake. Concentration on youth attempts to help minimise gender discrimination, gender violence and teenage pregnancy.

16 Days of Activism

Colloquium



The Department of Education launched the campaign by holding a provincial colloquium attended by 600 people. The DVAP represented the interests of the CGE.

International Conference on Sustainable Safety

Hosted by the Ethekewini Municipality and UN Habitat, the conference discussed the position that safety is the sum of a number of considerations and not merely policing. If safety is compromised, then violence may go unabated and gender issues will suffer. Violence mostly hits women and children the hardest.

Government departments

The Department of Correctional Services treated gender-based violence seriously during 2003 and, involving civil society, both male and female inmates were addressed on the scourge of violence and how it can be reduced. Inmates of Empangeni Prison discussed HIV and AIDS in addition to gender-based violence.

The Department of Transport and Public Works and MEC Free State invited the CGE to present an awareness campaign on "16 Days of Activism" to truckers and commercial sex workers at the Harrismith Truck Stop. It was learned that there are a number of health centres at long-distance truck stops that could provide health support services and that, where transport and public works work together, service centres (clinics) can be developed with road and transport access. The CGE should ascertain whether these clinics located at truck service stops are available throughout the country and then bring their possible extended use to the attention of the authorities.

Campaigns

In KwaZulu-Natal, the CGE worked in partnership with the DVAP to access rural communities and taxi ranks. The organisations shared costs and both made the presentations. The rural areas visited were Hluhluwe, Vryheid, Highflats, KwaNgcolosi, Mandeni, KwaMashu and Nquthu.

Dramatisation was used to raise awareness on gender-based violence throughout the campaign period. The road shows helped to identify issues requiring further attention, such as the taxi associations and traditional structures. Well-informed traditional leaders gave their support and made presentations on constitutional imperatives and current legislation. As part of local government, their support is critical for addressing gender issues, working effectively in rural areas and in service delivery generally.

Campaign observations:



At Hluhluwe, talking about sex was taboo and women were revolted by parts of the drama (e.g. incest by father on daughter). They felt that this was strictly a family issue and should not to be shown in public. Men believed that the use of a condom was a demonstration of not being man enough, that it promoted bad behaviour leading to prostitution and pregnancy and that women would not be caught when they were cheating on their partners. Most men denied that there was such a thing as "women abuse" in their culture; they had paid lobola for their wives who became their property and amenity. Women had never complained until government "interfered" with its gender equality emphasis. However, both men and women attending the road show requested that the CGE and its partners arrange a workshop and address them further on gender issues.

At Vryheid (Abaqulusi Municipality), Mayor Sibiya stressed to the community that rape should not be dealt with by the family but should be reported to the police in order to assist with counselling of the child and HIV testing and, importantly, to ensure that justice is done. Although some people know something about gender equality and AIDS, they were in denial of the reality. Women reported that they resorted to unsafe sex because their men supported them. They felt that the drama presentation was educational and would like to have further similar presentations.

The Highflats community was impressed by the drama presentation. The youth indicated that they would like to work with the CGE and DVAP so that they can develop the skill and ability to identify and assist those experiencing problems. Community members commented that police officers were the least supportive of their problems.

As DVAP had a representative in the KwaNgcolosi area, much community work had been undertaken and most people now have some understanding of gender-based violence.

In KwaMashu, people had expressed interest in the work of the CGE and DVAP and the school principal has offered his school facilities for planned workshops. Pupils were experiencing different types of abuse, including rape, and it was impressive to see an educator concerned about violence affecting learners.

Mandeni. The prosecutor from the Department of Justice (Sexual Offences), Eshowe, gave a presentation as part of the campaign. In attendance was the local traditional leader, Inkosi Mathonsi, who stressed that he received many cases of rape but referred them to the magistrate where they correctly belonged. A workshop for Amakhosi was requested. Domestic violence was a reality in the area and needed to be dealt with hands on.



Nquthu. Inkosi Mazibuko stated that everybody had a constitutional right to protection but that no-one should contravene the Bill of Rights. Male participants asked the Inkosi a number of questions, particularly about the beating of wives whom they treated as their children. The Inkosi stressed the equality of all people and said that it was not in their culture for men to have sex with their children. The community requested the CGE and DVAP to return and give them more information on gender equality, violence, the Constitution and the Bill of Rights.

The CGE should solicit support from, and develop a close working relationship with Inkosi, in order to get understanding and support from Amakhosi.

International Human Rights Day was celebrated at the Ukhahlamba Municipality (Little Switzerland) and topics discussed during the function included gender budgeting of municipal departments, the role of municipalities in curbing the existing gender-based violence and gender inequalities in their areas and the development of policies to enhance good governance.

Campaign conclusion:

Demonstration through dramatisation was an excellent starting point, allowing real issues that could not have been covered by the usual oral presentation, to be brought into the open. Basic human rights were illustrated, particularly where men were failing to understand "what is all this fuss about women" and "why is government now interfering in family matters". Most people in the communities visited had never heard of the Domestic Violence Act. Men do not understand why they should pay maintenance when the women are working. The termination of pregnancy is taboo with both men and women.

Recommendations:

- For future CGE campaigns, legal interns should record all complaints expressed at the meetings and workshops, so that the CGE can take immediate and effective action
- Complaints about the conduct of police officers are heard throughout South Africa. A series of workshops should be arranged specifically for the SAP
- Follow-up workshops should be arranged where they have been requested
- In order to spread the gender message easily and effectively, simple and affordable educational materials should be developed, including the use of comic format.



iv. Eastern Cape Province **Monitoring**

Provincial Conference on Gender-Based Violence and build-up to National Conference on Gender-Based Violence

This provincial conference was important preparation for the forthcoming National Conference on Gender-Based Violence, and was held at the Fish River Sun on 15-16 October 2003. Some 200 delegated attended.

Objectives:

- To bring stakeholders in the province together to debate and critically review progress being made in dealing with sexual and gender-based violence
- To provide an opportunity for an honest and transparent assessment of the state of best practice concerning the management of sexual and gender-based violence, both within government and in the private sector
- To provide a platform for CBOs representing ordinary women and for women to voice their concerns and participate in processes that will seek alternatives
- To review the effectiveness of the legislative framework
- To explore the different areas of life, including social, education, health and welfare provisions that limit and prevent progress in this area
- To make recommendations to improve policies and procedures, services and advocacy, and education to meet the needs of those working in this field of social endeavour.

Outcomes:

- A number of stakeholders participated from different institutions
- Issues that derail the fighting of gender-based violence were discussed and the conference arrived at strong recommendations
- The government was commended for passing legislation, such as the Domestic Violence Act and Employment Equity Act that strives to improve the conditions under which women live.

Recommendations:

Deleted: Bato Pele awards¶

The following awards for service excellence were made in KwaZulu-Natal Province during November 2003:¶

<#>Gold: Murchison Hospital (rural)¶
<#>Silver: Regional Directorate of Transport, Pietermaritzburg; Farm School, Pietermaritzburg (education); Cedara, Pietermaritzburg (agriculture and environment)¶

<#>Bronze: Regional Directorate of Transport, Durban.¶

¶
The awards for Mpumalanga Province were: ¶

<#>Gold: OSDP, premier's office¶

<#>Silver: Swartfontein Health Centre, Grobblaarsdal (health); Department of Environmental Health, Nelspruit (health)¶

<#>Bronze: Department of Housing, Witbank; Social Services Poverty Alleviation Programme, Nelspruit; Department of Economic Affairs Gaming and Tourism (tourism).
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Bato Pele in Northern Cape Province is due to be held in February 2004. The Eastern Cape awards were arranged separately.¶



- Mainstreaming gender into the core business of local and district municipalities was highlighted as an important factor that could lead to the tackling of gender-based violence and poverty to the advantage of both women and men
- Every department or directorate within a municipality should have clear plans and resources to fight gender-based violence
- The conference noted that organisations such as the National Development Agency and Uthingo should consider investing in initiatives related to gender-based violence
- Legislation such as the Domestic Violence Act and Sexual Offences Bill should be translated into indigenous languages.

v. Limpopo Province

1. To ensure that gender is incorporated into planning and the implementation of programmes, projects and policies
2. To facilitate an enabling environment for women to participate fully in socio-economic transformation in the province
3. To assess the state of development in terms of gender mainstreaming in government and the private sector.

Results:

Output	Service Delivery Indicator	Status	Comment
Called for departments and municipalities to submit gender-based analysis reports	Analyzed departments and municipality gender-based analysis reports Nine departments and six district municipalities submitted their reports Submission of Sexual	Analysis continues	Full cooperation from these sectors The lack of personnel and an unforeseen additional task affected our programme Departments still to be called for narrative reports

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Participation in radio programmes during the report year has facilitated the following: ¶
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ublicity of CGE's mandate, its programmes and calendar events ¶
<#>In forming the public about relevant legislation and reviewing the legislation (e.g. Employment Equity Bill, Recognition of Customary ... [1]

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	harassment and employment equity policies and gender-based analysis reports		
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- 4) CGE held a meeting with the mayor of Enkangala to formulate a cooperative way of working with municipal structures in the region. Greater cooperation would be required for the implementation of the IDPs and gender mainstreaming in the IDP projects and programmes. CGE briefed the mayor on the concerns raised by the communities in the region. The mayor promised that the concerns raised would be addressed at the Mayor's forum.

The CGE is supported and respected throughout the province. The province is fertile ground for the establishment of an office and the CGE's effectiveness would be greatly enhanced by this development. Subject to financial availability, it is hoped that Mpumalanga will be the next province to have its own office.

The Provincial Cabinet's offer will be utilised for the provincial poverty hearings (for the aged) which will take place before the end of March 2004.

Consultative Conference

A partnership with the Office on the Status of Disabled Persons (OSDP) and the OSW was established, and included provision of resources. A Memorandum of Understanding was signed with the OSW in respect to the budget (CGE R150 000, OSW R100 000, OSDP T-shirts).

vi. KwaZulu-Natal Province

Strategic partnerships

Strategic partnerships have been established with organisations on specific areas of activity. Some of the partnerships have included sharing resources, including financial.

- 1) Centre for Public Participation (CPP)
- 2) The OSW and Women Talks. They assisted with monitoring delivery at various policy levels and Bato Pele
- 3) Midlands Women's Group (MWG). The MWG published the Women's Handbook in partnership with the CGE and the Centre for Adult Education, UNP. The manual was funded by the Mott Foundation. The CGE should consider obtaining an electronic copy of the Handbook from MWG and

Delete Mpumalanga Province Partnership
The Human Rights Cluster is one of the partnerships in Mpumalanga Province, important because the CGE does not yet have an office but its presence is very visible. Thanks are due to the province
... [2]

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Emnot hweni (legislative complex): A series of meetings were held with provincial and local
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making the manual available throughout the provinces. The Mott Foundation could be approached for further funding. Popularisation of the manual would help to boost the CGE's image

- 4) Domestic Violence Assistance Programme (DVAP). This programme included the gender-based violence conference, other issues of domestic violence and 16 Days of Activism. DVAP has branches and networks throughout the province and this partnership enables the CGE to access these areas
- 5) Independent Electoral Commission (IEC), Public Protector and the Human Rights Commission
- 6) Municipalities.

Ministerial reports

The legislature called upon MECs of the departments of Health, Local Government and Traditional Affairs, Transport, Education and Economic Development and Tourism to submit reports on the concrete steps that they had taken to uplift the status of women in their departments.

Although efforts are being made to uplift the status of women, there is still much to be done to ensure that women enjoy the same opportunities and rights as men. It was reported that there is one woman in each of the departments, Premier's office, Human Rights Directorate, Economic Affairs and Tourism and the CFO. The speaker in the eThekweni Municipality is a woman.

Women in rural areas are viewed to be disempowered and seem not to play meaningful roles in their communities. However, most community projects are driven by women, but probably with little support. Not enough has therefore been done to bring them into the mainstream of development by way of encouraging them within their existing environment and getting them to be heard. A number of government initiatives to ensure gender equality had, however, achieved considerable improvement in the living conditions of rural women (e.g. women farmers) in the province.

Gender, culture and tradition workshop

Aims:

**Deleted: <#>Workshops¶
<#>Limpopo Province¶
Gender-based violence activities workshop¶**
Aims:¶
<#>To identify critical issues to be addressed in the effort to change male attitudes and behaviour and to create a culture of gender equality, development and peace¶
<#>To develop strategies and plans for collective action to bring about changes in male behaviour and practice towards females¶
<#>To critically review the state of development with regard to gender-based violence¶
<#>To create and strengthen institutional mechanisms so that women and girls can voice their concerns and participate to seek alternatives.¶
Results:¶
Output

... [4]



1. To address socio-cultural norms, beliefs and practices that affect women
2. Sensitise Traditional Leaders and society about gender discrimination and violence
3. Promote gender equality and equity in all spheres of life
4. Educate Traditional Leaders about legislative approaches to gender equality and practices.

Results:

Output	Service Delivery Indicator	Status	Comment
<p>Conducted a workshop for the House of Traditional Leaders in the Sekhukhuni District only</p> <p>A well capacitated traditional authority</p>	<p>23 Traditional Leaders reached</p> <p>A summary report of the proceedings and attendance register produced</p> <p>Traditional Leaders empowered about the new legislation and its practical implementation to safeguard gender equality and equity</p>	Completed successfully	<p>More workshops will be conducted during the next financial year</p> <p>A need to transform all sectors of the society</p> <p>Traditional leaders recognise the role of women in their respective communities</p> <p>Traditional leaders committed to guard against any gender discrimination affecting women</p>
<p>Conducted a workshop for the community at Greater Tubatsi Municipality on gender, culture and tradition, focused on pieces of legislation.</p>	<p>48/40 community members reached.</p>	Completed successfully	
<p>Conducted a community workshop at Lebowakgomo on gender, culture and tradition.</p>	<p>33/40 Community members reached</p>	Completed Successfully	

Gender and HIV/AIDS workshop

Aims:



1. To sensitise educators and society about the social norms that deny women sexual health
2. To sensitise women to control their bodies and decide the terms
3. To increase the number of women who take preventative measures
4. To reduce the infections caused by the epidemic

Results:

Output	Service Delivery Indicators	Status	Comment
Capacitating educators and society on the HIV/AIDS epidemic	45 educators from two schools in Westernburg (former coloured area) were given a workshop NAPWA invited to make a presentation	Completed Successfully	Statistics reflect a high rate of HIV/AIDS-infected educators in the education sector. Educators can easily empower and advise parents and learners on gender and HIV/AIDS



Engendering Spatial Development Initiatives workshops

Output	Service Delivery Indicator	Status	Comment
Data gathering from identified communities on SDI	<p>Interviews conducted with beneficiaries</p> <p>Workshops held at Giyani, Bushbuckridge and Phalaborwa</p> <p>Report produced.</p> <p>Three workshops conducted, 60 people reached, 20 per workshop</p> <p>Standardised questionnaires fully completed</p>	Completed successfully	<p>Full cooperation and support from the municipalities concerned</p> <p>Community not aware of the project (SDI) taking place in their vicinity</p>

Capacity building workshops

Training	Service provider	Status	Objective	Comment
Computer training	Stanford College	Completed (Provincial Coordinator still to attend)	Productive	Limited in scope; more training required
Paralegal training	CGE Legal Department	Completed	Productive	
Gender workshop	CGE Policy and Research Department	Completed	Productive	
Team building exercise		Completed	Collective productivity	Addressed the prevailing commotion within CGE
HIV/AIDS capacity building	UNIN in partnership with Health Department	Completed	Collective approach	



Poverty hearings workshops

Output	Service delivery indicator	Status	Comment
Assess the socio-economic status of the aged in the province	<p>Stakeholder consultative meeting</p> <p>Three workshops for the elderly women held in three District Municipalities (Bohlabela, Sekhukhuni, Waterberg)</p> <p>Set of 40 Standardised data collection questionnaires distributed and fully completed by UNIN and UNIVEN honours students.</p> <p>Totals: Bohlabela (100), Sekhukhuni (150) and Waterberg (200+)</p>	Completed Successfully	Fully supported by Municipalities and stakeholders

vii. Free State Province

During the past financial year, the Commission has facilitated a number of workshops in respect to the Domestic Violence Act and general information about the CGE itself. A schedule of workshop and dialogue activities is given in Table xx and accounts of a number of specific activities that took place during the report year are described.

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Table xx: CGE workshop and dialogue schedule for the Free State Province for 2003-2004

	Place	Type of workshop	No. of participants	Comment	Delete
✓	Vrede	Info and DVA	165	Workshop was attended by all stakeholders in the area, SAPS, Dept. of Justice and Social Development	Delete 6/5/2003
✓	Botshabelo	Info and DVA	64	Workshop was arrange by the CPF of Section S	Delete 7/5/2003
✓	Bothaville	Info and DVA	98	Local Municipality played an active role. ICD, SAPS and the Public Protector members were part of the workshop	Delete 4/6/2003
✓	Kroonstad	Info, DVA and maintenance	84	Maokeng Advice Centre was central to the arrangements and played a meaningful role in this workshop. SAPS, Dept. of Justice and Dept. of Social Development were some of the participants	Delete 1/7/2003
✓	Ficksburg	Info, DVA and maintenance	97	The workshop was well attended. More complaints were related to maintenance issues, as this is a border town. A follow-up on Maintenance will be held during the coming year	Delete 7/7/2003
✓	Bloemfontein	Maintenance Roundtable	28	Monthly meetings are being held	Delete 7/6/2003
✓	QwaQwa	Recognition of Customary Marriages	256	Follow-up to be held in other areas. Training of traditional leaders with Dept. of Home Affairs to be finalised	Delete 4/8/2003
✓	Trompsburg	World Rural Women's Day	437	Highlight on work done by rural women in poverty alleviation	Delete 5/10/2003
✓	Botshabelo	16 days of activism	162	Seminar on the implications of GBV on women in rural areas	Delete /12/2003
✓	Monotsha, QwaQwa	16 days of activism	129	The role of traditional leaders in curbing GBV	Delete /12/2003
✓	Bloemfontein	16 days of activism	120	Men's Dialogue. The role of men in curbing GBV	Delete /12/2003



	Place	Type of workshop	No. of participants	Comment	Deleted: Date
	Bloemfontein	16 days of activism	57	Business women's role in addressing issues of GBV in the workplace	Deleted: 10/12/2003
	Koffiefontein	Poverty hearings	456		Deleted: 25/3/2004
	Welkom	Poverty hearings	126		Deleted: 26/3/2004

Maintenance Round-Table Forum

The CGE has initiated the establishment of a Maintenance Round-Table Forum. Participants of this forum are members of various service providers, including:

- Directorate of Public Prosecutions, represented by Adv. E. van Rensburg
- South African Police Service (SAPS)
- Public Protector
- SAHRC
- Department of Justice
- Magistrates from the Bloemfontein Court
- Independent Complaints Directorate
- Various NGOs and CBOs dealing with issues related to maintenance.

The Forum's first meeting was held on 27 June 2003 at Public Protector House, Bloemfontein, and was graced with the presence of Commissioner Tlake who, in her opening remarks, alluded to the fact that, in its pursuance to entrench democracy, South Africa – through its Constitution - has provided for the establishment of such credible institutions as the CGE and other Chapter 9 Institutions.

She emphasised the importance of sharing the bigger vision of the CGE:

"It is committed to creating a society free from gender discrimination and any form of oppression, a society where people shall have the opportunities and means to realise their potential, regardless of gender, race, class, religion, sexual orientation, disability or geographical location."

Through its vision, the Commission will strive in an unrelenting manner to promote democracy and will endeavour to contribute to the uprooting of poverty. The Commission, however, will not deal with these macro issues alone. It is only



through the maximisation of cooperative partnerships that democracy can be achieved and that the frontiers of poverty pushed back.

In achieving its mission, the Commission will therefore be continuously engaging in cooperative and visible partnerships with stakeholders at large.

Commissioner Tlake outlined the objectives of the Maintenance Round Table Forum:

- Considering the implementation of the Maintenance Act of 1998
- Determining the gaps in the implementation of the Act, and its impact on poverty eradication
- Providing a platform for increased dialogue and exchanging ideas amongst all the stakeholders
- Strengthening collaborative strategies in accessing the legislative mandate and strengthening the forum
- Enhancing a referral system to fast track implementation of the Maintenance Act
- Providing increased understanding of the Maintenance Act.

The Forum agreed that the mandate of the Maintenance Act 99 of 1998 is to bring relief to a large number of women and children. A number of examples were indicated where women are struggling to obtain assistance in assessing the maintenance due from their partners/spouses.

The Forum concluded and agreed that the challenges facing the implementation of the Act are enormous and that the following actions are necessary:

- Take collaborative actions
- Address the challenges and stumbling blocks
- Obtain assistance from government officials at different levels
- Bring relief to a large number of affected women and children
- Address the plight of women in rural areas.

The Forum agreed that the round table discussion should not be seen as a finger-pointing discussion. Nevertheless, the problems faced by the Maintenance Courts are larger than imagined. While the actual implementation of the Act is not



regarded as being a stumbling block, the problem lies with the role players executing their administrative mandate and tasks.

Notably, the Maintenance Court lacks the capacity to handle maintenance queries and it is not user-friendly. There is already a lack of space and there is insufficient space for confidential consultations between complainants and respondents.

The Forum further noted that the location of the Maintenance Court in the Criminal Court does not only affect the complainant emotionally, but it also disheartens the respondents who have to stand in long queues. Complainants and respondents also spend long periods of time at the court for the hearings.

Other issues that cause delays in the administrative procedures of maintenance inquiries, and that need to be addressed, include:

- Many unnecessary postponements of maintenance hearings
- The approach by the Magistrate Courts should be very strict
- Women should be properly informed of their rights
- Police officials should play an active role in respect to summons and warrants
- There is a need for privacy during the maintenance consultations, whereby those people who are not part of the proceedings are not allowed to enter the consultation rooms
- There is a need for extensive ongoing public awareness on maintenance issues. There is also a need to create pride in those paying maintenance (both mothers and fathers)
- The implementation of the various remedial actions (e.g. black listing of defaulters, emoluments) should be investigated to ensure that an effective process is followed.

The Forum agreed on the following recommendations to take the process forward:

- That the Maintenance Act 99 of 1998 is the most progressive Act in addressing issues relating to maintenance and that there is nothing wrong with the Act itself
- That there is a need to implement the provisions provided by the Act and that resources be made available to achieve this
- That the Maintenance Court service be user-friendly to both complainant and respondent



- That there is a need for capacity, skills and attitude building for personnel working on maintenance issues
- That a Maintenance Centre be established, which is accessible to all parties
- That pre- and post-maintenance hearings be held in privacy (in camera)
- That the mandate of the Maintenance Forum be increased and monthly meetings be held
- To advocate for the establishment of a Maintenance Centre, that will be human friendly
- That there is a need to educate the public on issues relating to Maintenance.

This Forum only consisted of participants residing in Bloemfontein. Efforts were made to include civil society structures from other parts of the Province, but this did not happen due to financial constraints. It should therefore be noted that the issues raised are more related to the urban situation and that more serious issues may be expected in rural areas. Rural courts are rotating in nature and complainants are not serviced on a daily basis as in Bloemfontein. It should also be noted that Magistrates and Prosecutors serving the rural courts have to deal with all cases in one criminal court.

Seminar: Recognition of Customary Marriages Act 120 of 1998

As part of the provincial plan of action for 2003/4, a seminar on the Recognition of Customary Marriages was held during our Women's Month celebration. This seminar was the first of its kind, involving various role players from Qwa Qwa, an area that has Traditional Leadership in its authority structure. The seminar was well attended by 446 delegates, primarily from the Thabo Mofutsanyana District, officials of other Chapter 9 Institutions, Provincial Government Department officials, Traditional Leaders, Non-Governmental Organisations, Community-Based Organisations and Faith-Based Organisations. Both the number of delegates and the cross-sectoral representation provided a resounding success for this seminar.

The primary objectives of the seminar were:

- To provide an increased understanding of the Act
- To provide a platform for debating customary marriages
- To deal with misunderstandings on matters of customary marriages.



General debate on the Act followed and the critical issues raised were:

- The dynamics of culture and traditional marriages (e.g. polygamy with ten spouses) create jealousy and animosity
- Culturally, women cannot marry more than one man
- Registrations of customary marriages ensure that both spouses are legally protected. The needs of children will be protected
- Both parents have custodial rights and responsibilities; men do not necessarily have more power in respect custodial issues.

Delegates recommended the following actions:

- All traditional leaders should be provided with an opportunity to obtain increased knowledge of the Act
- The House of Traditional Leaders should engage the Department of Home Affairs to deal with the backlog of registration
- The Act should be popularised, most especially in rural areas where such customary marriages are common
- A regional gender forum be established to engage NGOs, CBOs and churches in discussion on pertinent issues.

This seminar was a resounding success. Apparently, it was the first time that traditional leaders had met with members of various communities to discuss common issues.

World Rural Women's Day

This event was originally scheduled to take place in Hobhouse, but it was moved to Trompsburg due to the good response received from the Trompsburg municipality. The Municipality was most helpful in identifying farmers and farm workers to participate in the event. Participants were from farms in the district and also from the Xhariep District Municipality.

The event was graced with the presence of the MEC of Economic, Environmental Affairs and Tourism who presented a candid view on the role of his department in alleviating poverty. He emphasised the importance of communities building

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Seminar presentations and speakers included:¶
<#>"The Impact and Challenges of the Recognition of Customary Marriages Act" .
Ms. Lulama Nongongo-Ngolwana: Director – Gender Equity, Department of Justice¶
<#>"Women's Perspective on Customary Marriages" .
Pastor Mary Crocket: Coordinator, Uniting for Cure Organisation¶
<#>"Customary Marriages and implications on Human Rights" .
Mr. Jeffrey Nkuna, Provincial Coordinator of the South African Human Rights Commission.¶

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<#>The recognition of customary marriages; to specify the requirements for a valid customary marriage¶
<#>To regulate the registration of customary marriages¶
<#>To provide for the equal status and capacity of spouses in customary marriages¶
<#>To regulate the propriety consequences of customary marriages and the capacity of spouses of such marriages¶
<#>To regulate the dissolution of customary marriages¶
<#>To provide for the making of regulations¶
<#>To repeal certain provisions of certain laws.¶



partnerships with local businesses in order to create jobs in the poor and smaller communities.

The farmers present were keen to obtain information about the CGE and its role and, in particular, how the commission could be of assistance in informing and educating the women on farms who are being exploited and abused. They extended an invitation to the Commission to visit their farms and hold training sessions for women and men, and especially young people.

The success of this event brought the CGE's attention to the lives of farm workers and highlighted the fact the Commission still has much to achieve before a society free of gender discrimination has been achieved.

Sixteen days of activism

In addition to participation in the National Conference on GBV held in Kimberley, the provincial office planned four activities that took place in different areas on various dates (refer to Table xx).

Gender Forum

The CGE spearheaded the formation of a Gender Forum which comprises various members whose core functions are based on gender-related and special programme issues in the various government departments and civil society organisations. Certain members are employed by national institutions from which they derive their mandate, programmes and which, where applicable, determine their constitutional authority. Other member organisations are constituted through constitutional decree while others are associated at the provincial level.

Members and participants of the Gender Forum maintain their respective autonomy with regard to their specific programmes and programmes emanating from the Gender Forum are additional to or supplement such programmes.

Objectives of the Forum:

- To act as a catalyst for gender transformation issues in the Province
- To build a reservoir of skills on gender related matters
- To foster the ability to interact with various stakeholders with the like interest of promoting gender transformation
- To plan and support activities with networking partners
- To mobilise human and financial resources around activities in the Province
- To celebrate and observe National and International Days



- To hold gender dialogues on gender related issues
- To network with partners and to plan and execute joint activities.

The CGE has facilitated the Gender Forum in its activities and has provided able and ongoing coordination support from its offices. Although the work has been undertaken by the provincial office, there is a collective responsibility to ensure maximum participation in the Forum and to inform Forum members of activities within the various members' working environments. It is also important that members maintain communication and share their resources, so that the Forum can achieve its tasks and objectives.

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Mpumalanga Province

The CGE workshops were arranged for educational purposes and to monitor progress in development and service delivery. It was believed that this was the best way to reach more people from different areas in the region at the same time.

People on farms

A workshop, arranged through the Department of Land Affairs, was held at Ngodini for farm workers and residents. Fifty-eight women and 53 men attended the workshop and there was lively interaction during which people shared their experiences. There is considerable injustice and many raw deals are experienced by this sector of the community. The various pieces of legislation that directly affect their lives were discussed and, importantly, the people learned that they could utilise such legislation to their own benefit.

If the CGE had access to more funding, it would be important to run these workshops with similar sectors of the community.

Standerton (rural)

A workshop was organised by CGE in partnership with the Department of Sports and Recreation. The workshop considered the work of the CGE and how it could help communities fight the prevailing gender inequalities. Many issues were raised, particularly service delivery problems and safety and security. The local newspaper published the issues raised during the workshop's deliberations.

The CGE needs to find ways of handling complaints in those provinces that do not have interns.

KaBokweni



CGE held a meeting with magistrates at KaBokweni Magistrates Court to investigate the problem reported by activists that magistrates are working extremely hard and under very poor conditions. Magistrates raised their frustrations of having to work overtime with no resources in order to process a large backlog of cases.

CGE also held a meeting at KaBokweni High School with educators from surrounding schools. CGE had previously been requested to inform educators on gender equality laws so that teachers would be sensitised to these issues. Gender issues were discussed at length at the meeting and educators requested that the workshops should put more emphasis on the Employment Equity Act.

Economic and Social Rights: Training of Trainers Workshop

- Training community-based trainers on how to facilitate workshops on economic and social rights
- Providing them with background knowledge on economic and social rights
- Providing them with advocacy skills
- Building strong community pressure groups and strengthening relations between government officials, particularly those responsible for delivery of economic and social rights
- Making recommendations in respect to addressing economic and social rights in Mpumalanga.

viii. KwaZulu-Natal Province

Ixopo workshop

The workshop was held at the rural municipality of Ixopo. The CGE described its role and functions and discussed various gender-related Acts and the concept of good governance. The OSW presented a report on Women Talks in which the following topics were discussed:

1) Economic challenges

Rarely are women considered as productive parts of the workforce and they still hold low-skilled and low-paid jobs. There is therefore a need to increase the number of women in more senior positions. It was recommended that more effort be made to create a non-discriminatory economic environment more in line with the democratic government’s agenda. As part of this process, legislation that was

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Mfanoz elwe and Commissioner Ngcobo attended this workshop with the objective of:

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hearings

Poverty hearings for the aged took place from 15 to 17 March 2003 or 2004 at Ehlanzeni (KaBokweni), Gert Sibande (Ermelo) and Enkangala (KwaMhlanga). Each meeting was attended by more than 100 elderly people, even though 100

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introduced to ensure gender equality, namely, the Equal Employment Act, Labour Relations Act, Basic Conditions of Employment Act and the Public Service Act, need to be used more consciously. Black economic empowerment initiatives need to emphasise women's empowerment.

2) Political challenges

There is not only a predominance of male culture within most governance structures but also minimal knowledge of legislation on women's basic rights. The lack of education excludes women from effective political participation at a higher level. There is insufficient capacity of human resources to mainstream gender issues and this is compounded by a lack of commitment and understanding, particularly by heads of departments, that gender mainstreaming is part of their responsibilities. There is also an absence of gender-focused persons in government departments and local government. Interaction with local government and other structures is minimal.

Many complaints still arise over the issues of inheritance and *ubukhosi* by women where there is no male heir.

3) Social challenges

Access to housing subsidies is restricted to persons who are 21 years and older and who are working. Women younger than 21 years are excluded, even in today's circumstances where children have become responsible for younger offspring or disabled family members after the AIDS-related deaths of their parents. Other social challenges include:

- Due to limited access to housing, informal settlements are mushrooming rapidly, often becoming major health hazards
- In rural areas, women have difficulty obtaining security of tenure, a precondition for accessing housing subsidies
- Land ownership/tenure still remains in the hands of men
- Limited general infrastructure, including inadequate roads, bridges, transport, safe water and sanitation
- Shortage of mortuaries, with the problem of decaying corpses.

4) Education

The domestic responsibilities, including caring for AIDS sufferers, that girls have to perform, contribute to high levels of school absenteeism. Teenage pregnancy also compels girls to drop out of school. Both these situations affect girls' education.



High poverty levels are also compelling girls to become pregnant so that they can secure a child care grant for family survival.

5) Gender-based violence

In spite of the now good legislative framework, violence against women carries on unabated, particularly in rural areas. Gender-based violence includes virginity testing and discrimination against widows.

Spatial Development Initiatives

Subsequent to the input undertaken by the CGE into the Maputo Development Corridor, the CGE followed up on other Spatial Development Initiatives that were being developed around the country. One such initiative is Esikhawini which was visited by a representative of the CGE's Policy and Research Unit. Local people attending the workshop from the surrounding area knew little about the initiative. It is recommended that the Ubombo SDI be investigated, especially in terms of poverty issues, as it will be connecting Mozambique, Swaziland and KwaZulu-Natal and passing through rural areas.



APPENDIX

Record of interactions with communities (either through invitation or CGE initiative)

Month	Venue	Male	Female	Total
April 2003	Empangeni	32	79	111
May 2003	Madundube	100	-	100
June 2003				
July 2003:				
14	Bookhouthoek (MP)	28	72	100
15	Premier's office (MP)	9	4	13
17	KaBokweni (MP)	35	72	107
18	Tonga (MP)	68	12	80
Total				300
August 2003:				
7	Ixopo (KZN)	50	63	113
14	Temba Hospital (MP)	41	47	88
15	Nelspruit HR Cluster (MP)	44	31	75
	Stakeholders meeting (KZN)	6	18	24
19	GBVC (KZN)	50	120	170
20/ 21	Legislature KZN)	90	88	178
26	Dept Defence (KZN)	0	30	30
Total				678
September 2003				
2	Diakonia (KZN)	30	30	60
8/9	Team building (HO)			
9-12	Bato Pele (MP)	108	110	218
17-19	Evaluation Physio Programme (UDW KZN)	60	90	150
Total				428
October 2003	Gender-Based Violence Conference (MP)	50	180	230
30-31				
25 November - 10 December 2003	16 days of Activism (KZN)	1000	700	1700
February 2004				
17,18, 19	Poverty Hearings KZN	450	280	730
March 2004				
15,16,17	Poverty hearings MP MP Men's Forum Workshop,	500	300	800



Month	Venue	Male	Female	Total
19	Phola	20	40	60
Total				860

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ix. Eastern Cape Province

Gender dialogue on sexual offences

This dialogue was held at the Mdantsane Indoor Sports Centre on 16 April 2003. Twenty-five delegates attended the function.

Objectives:

- To empower women and girl-children
- To encourage public debate on finding ways to reduce the high incidence of rape
- To break culture stereotypes that tend to prevent women from participating freely in our society.

Outcomes:

- Awareness was raised on gender-based violence
- Community members were informed of the existence of centres such as the Thuthuzela One-Stop Centre which take care of victims of gender-based violence (e.g. rape, physical assault)
- Councillors promised to invite CGE to their ward committee meetings to introduce the CGE to the community and to educate the community on legislation such as the Domestic Violence Act and Sexual Offences Bill.

Recommendations:

- More training to be provided to those implementing the domestic violence legislation
- More education required on constitutional rights
- Community awareness-raising campaigns required on gender-based violence
- Summaries and translation into African languages of legislation such as the Domestic Violence Act.



Operation Thetha Campaign

The campaign was held at the Grahamstown Town Hall on 22 March 2004. It was attended by some 150 delegates.

Objectives:

- To break the silence about gender-based violence
- To empower girl children
- To educate people about gender-based violence in order to access the justice system
- To educate people on the role of men as partners
- To educate people about their constitutional rights
- To encourage women to talk about their experiences of gender-based violence and to make recommendations.

Outcomes:

- Awareness raised on gender based violence
- Information disseminated on how to access the various government departments that handle gender-based violence
- Education on human rights achieved.

Recommendations:

- Training required for teachers and education inspectors to enable them to deal with child abuse and gender violence in schools
- Traditional leaders should take a proactive role in the social battles against child abuse
- -Parents must be aware of their children's rights, as enshrined in the Bill of Rights.

Gender and Poverty

As the Eastern Cape Province is faced with a high rate of poverty, CGE Eastern Cape embarked on fact-finding mission to establish whether women were benefiting from the Spatial Development Initiatives (SDI) administered by national



and provincial governments. Gender analyses of SDIs were therefore undertaken by CGE's national and provincial offices for the Coega SDI (Eastern Cape), the Richards Bay SDI (KwaZulu-Natal) and the Phalaborwa SDI (Limpopo).

Community workshops were conducted with beneficiary communities and, in the Eastern Cape, workshops were held in Motherwell and Uitenhage, with the collaboration of the Nelson Mandela Metropolitan Municipality.

Vukuzakhe community-based public works programme:

This initiative was held at the Department of Public Works Building, Umtata and Willowvale, on 29-30 April 2003. Sixty delegates attended.

Objectives:

- Procurement practices by the Department of Public Works, in the context of the poverty-reduction programme
- Gender consideration given by the Department in the selection process and approval of tenders
- Capacity building initiatives.

Outcomes:

- Participants on the project cannot use skills acquired on the project for future job-seeking
- Although there are large numbers of women employed on the project, women were employed only at lower levels. At Willowvale, overseers at the level of supervisor were all men
- Too little has been done to plan and manage community-based public works programmes (CBPWP) with women.

Recommendations:

- Give feedback on the CGE's findings about Vukuzakhe to the gender focal point and programme staff
- Establish what constitutes the Project Steering Committee in Vukuzakhe projects
- Establish how men and women use their money (socio-economic impact)
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