



JANUARY 2019

SELECTION AND NOMINATION GUIDELINES FOR CANDIDATES CONTESTING FOR THE POSITIONS OF COMMISSIONERS FOR CGE.

1. Introduction

The appointment of commissioners of CGE (Commission) is informed by the legislative provisions stipulated in the Constitution of South Africa and the Commissioner for Gender Equality Act No. 39 of 1996 as amended. The ADHOC Committee on CGE issued an advertisement inviting for nominations and applications for appointment as commissioners of CGE. In response to that advertisement, ninety (90) curriculum vitae (CV) were received.

While processing the applications and nominations, one individual indicated that she was not in the running as a commissioner and had submitted her CV in support of her nominating another candidate. Another candidate withdrew her application due to a new employment opportunity that has just come her way. This therefore means the Committee will be considering 88 candidates for shortlisting.

The closing date stated in the advertisement was 10 December 2018 and it put forward the qualifying criteria as follows

- The candidates must be South African citizens
- Must be fit and proper persons for appointment to the Commission
- Must be broadly representative of South African community,
- Must have record of commitment to the promotion of gender equality
- Must have applicable knowledge of and experience in matters connected with the objects of the Commission.

2. Key Issues for consideration during shortlisting.

The Committee is to recommend names for filling in eight (08) vacancies for the Commission. The main guiding principle for the Committee is to ensure fairness, consistency and transparency throughout the entire process. Adherence to the stipulated provisions as put forth through the advertisement and legislative provisions as set out in the Constitution and

the CGE Act as amended should be of assistance towards ensuring fairness, consistency and a transparent process.

The Committee need to consider the following:

- The advertisement did not specify minimum required educational qualification. This means that as long as the candidate meets the qualifying criteria as set out on the advertisement, the educational status will not be a consideration.
- The Committee need to decide which attributes to look for in order to determine whether a candidate is fit and proper. In this case, the notion of “fit and proper” implies suitability and appropriateness of any candidate as an eligible and credible commissioner of CGE, which is a chapter nine institution. The Committee may look for candidates who have integrity, reliability and honesty as persons who are fit and proper. The verification of qualifications by HR and the screening by SSA may assist the Committee in this regard.
- The advertisement also speaks about being broadly representative of SA community. The Committee may look at this in terms of race, gender, sexual orientation, disability status and to ensure representation of Provinces as well.
- The advertisement also referred to the issue of applicable knowledge or experience. This is also stipulated in section 3(1) (a) of the CGE Act, which provides that commissioners shall be persons with applicable knowledge or experience. The Committee should ensure adherence to this as well, and may look at applicable knowledge as having theoretical knowledge in terms of studies and/or research programmes related to gender equality. While applicable experience maybe considered as having hands on experience in relation to gender equality.
- The advertisement also refers to record of commitment to promotion of gender equality.
- The Committee also need to be cognisant of the provisions within the CGE Act about persons who have served a term or terms as commissioners. The CGE Act as amended provides in section 3(7) as follows

“Any person whose term of office as a member of the Commission has expired, may be reappointed for one additional term.”

3. Conclusion

Before the shortlisting process, the Committee need to decide on the number of candidates to be shortlisted taking into consideration the number of vacancies. The Committee also need to decide on the following:

- Interview framework to utilise during interviews. The agreed upon framework to include the number and type of questions to be posed to candidates. The interview framework should ensure fairness and consistency
- Scoring system to use during the interviews. The scoring system will assist the Committee in determining the best candidates for recommendation to the President of the RSA.
- Time allocation for each candidate during of the interviews.
- The number of candidates for recommendation to the President for appointment.