| **Strategic Objective 1 :** |
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| **To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality** |
| Planned Outcome : Continuous improvements in the legislation policies and practices to advance gender equality (50/50) |
| **Sub-strategies** | **Performance Indicator** | **Baseline**  | **Annual target** |  **Performance Report 1 April 2015 to 30 June 2015** |  **Performance Report 1 July 2015 to 31 September 2015** |
| **Quarter One** | **Actual Performance** | **Variance** | **Corrective action** | **Quarter Two** | **Actual Performance** | **Variance** | **Corrective action** |
| **1. To monitor equality and evaluate the promotion of gender equality and relevant policies and practices of the public and private sector and report parliament** | Review of Progress of recommendations made to private and public entities  | 9 EE reports reflecting recommendations | One consolidated review report to Parliament | Review implementation of recommendations of previous EE Reports and follow up consultations held |  Have received progress report from entities with the exception of EC. Consolidated review document is currently being drafted |  Eastern Cape has not submitted, report cannot be finalised |  Follow-up will be made with EC in the next quarter and report will be finalised | Draft report on progress of recommendations made from previous reports |  The report has been drafted. It needs to be approved to Legal committee for approval |  No variance |  No corrective action |
| One gender transformation hearing of 3 universities | 1 gender transformation hearing report | Investigation report on Gender Transformation in tertiary institutions guided by the Concept Paper  | Conceptualise programme |  Programme has been developed.  |  No variance |  No corrective action | Administering of questionnaires to tertiary institutions that have been identified as per concept paper.  | The questionnaire has been sent to the three universities identified. Awaiting responses on the questionnaire.Consultative meeting was held with UNISA, DHET and UNIVEN. Progress has been received from the universities |  No variance  |  No corrective action |
| Host Consultative forum on 2014 hearings | Consultative meeting was held with universities and DHET | No Activity  |
| Report on the Status of Gender Policies and Practices in the Public | one status report on gender policies and practices using the gender barometer tool | 0ne status report on gender policies and practices using the gender barometer tool | Identify targeted number of government institutions to be assessed and conduct briefing sessions |  Concept note drafted, identifying the mining sector to be assessed. | Shifting from public sector targeted institutions to private sector.  |  Plenary endorsement and adjustment of APP target. | Administer the gender barometer tool to institutions as per project plan |  Fieldwork activities have commenced with two mining companies (Anglo American &African Rainbow Minerals). Anglo American is quite responsive |  No variation |  No corrective action |
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| **2. To initiate and/or participate in the review of the legislative framework in all spheres of government that impact on gender equality**  | Number of submissions made for legislative and policy enhancement of the gender equality framework | 12 Submissions per year | 16 submissions per year | 4 submissions based on implementation plan |  3 submissions made |  Not enough number of bills brought into the legislator | 5 submissions to be made in the next quarter. | 4 submissions based on implementation plan | 8 Submissions made | No variance | No corrective action |
| **3. To conduct performance assessments of political parties and the public and private sectors on the effective implementation of gender equality legislation policies and practices** | An assessment reports on women representation in political parties in local government | One Assessment report on women's representation in political parties in local government | One Assessment report on women's representation in political parties in local government | Develop concept paper on review of local government |  Concept note developed |  No variance |  No corrective action | Conduct Analysis of parties that are currently represented at local government based on concept paper |  Completed review of the election monitoring tool and project. The current state of women’s participation in Local govt level is being reviewed plans.  |  No variance | No corrective action  |
| An assessment report prepared on the implementation of the 365 days programme on GBV and its supporting structures | one Assessment report on the implementation of 365 days programme on GBV and its supporting structure | one Assessment report on the implementation of 365 days programme on GBV | Draft project plan outlining scope of assessment. Develop monitoring tool  |  Project plan developed. Monitoring tool under development |  No variance |  No corrective action | Implement monitoring tool to stakeholders as identified in project plan |  Fieldwork activities are currently underway with interviews currently being carried out with key stakeholders such as DSD and Women’s Ministry as well as CSOs |  No variance |  No corrective action |
| Audit report of the implementation of the Victims charter | New indicator | One Report on the implementation of the Victims Charter  | Draft project plan outlining scope of assessment. Develop audit tool |  Project plan developed. |  No variance |  No corrective action | Implement audit tool to stakeholders as identified in project plan | Fieldwork activities are currently being carried out in NW and KZN  |  No variance |  No corrective action |
| Audit tool under development |
| **4. To evaluate the implementation and effectiveness of national justice facilities in addressing gender discrimination.**  | Evaluation report on courts  | One Consolidated report | One consolidated court monitoring report | Engagement with key stakeholders in Justice Cluster on 2014-2015 report | The engagement with the justice cluster took place |  No variance | No corrective action  | Monitoring and Evaluation DVA and Maintenance courts  |  Court monitoring has commenced. Questionnaires have been dispatched |  Still awaiting responses from court managers |  Follow-up will be done in the next quarter |
| **5. To convene policy dialogues with relevant policy makers at national and provincial on recommendations to promote gender equality contained in research reports and research activities**  | Number of dialogues with policy makers convened ( based on research studies conducted in the previous financial year and integrated with key CGE campaigns) | 3 national policy dialogue | 2 policy dialogues conducted at the national level and 2 dialogues conducted at provincial forum for HODS | Draft and finalise policy briefs on assessment reports completed in 2014 financial year (gender barometer report, GBC Council report) | Two policy briefs (on Gender Barometer and GGB Council reports) drafted, currently under review and editing by HOD | No variance | No corrective action | One national policy dialogues held with Heads of Departments |  No policy dialogue conducted  |  Dates have not been secures to conduct the dialogue |  Dialogues will be conducted in the next quarter |
| One provincial dialogue held with provincial Heads of department | No policy dialogue was conducted  | Date for the policy dialogue has not been secured  |  Dialogue will be held in the next quarter |
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| **Strategic Objective No. 2** |
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| **To protect and promote gender equality by engaging with relevant stakeholders to educate and raise awareness on issues of gender equality challenge patriarchal perceptions and stereotypes and take action against infringements of gender rights through the implementation of appropriate redress.** |
| Planned Outcome: A society educated in constitutional rights to gender equality that demonstrates the transformative behaviour of the obligation to respect and uphold gender equality. To further ensure effective and efficient application of social justice for victims of gender violations. |
| **Sub-strategies** | **Performance Indicator** | **Baseline** | **Annual Target**  |  **Performance Report 1 April 2015 to 30 June 2015** |  **Performance Report 1 July 2015 to 31 September 2015** |
| **Quarter One** | **Actual Performance** | **Variance** | **Corrective action** | **Quarter Two**  | **Actual Performance** | **Variance** | **Corrective action** |
| **1. To timeously investigate complaints of violations of gender rights and identify appropriate re­dress** | 720 of complaints received attended to in terms of the CGE complaints manual (as prescribed by the complaints manual) | 720 complaints received  | 900 complaints attended to in terms of CGE Complaints manual and a consolidated report on substantive issues | 180 of complaints and attended to in terms of the CGE Complaints manual |  270 complaints have been received |  No variance |  No corrective action | 270 of complaints and attended to in terms of the CGE Complaints manual |  394 complaints have been attended to |  No variance |  No corrective action |
| Compile a report analysing complaints received and how they have been resolved |  Analysis report has been finalised. The report still needs to be endorsed by the Legal Committee |  No variance |  No corrective action |
| No of outreach and legal clinics conducted in Provinces  | 108 outreach and legal clinics per year | 90 outreach and legal clinics per year | Conduct legal clinics in all provinces to educate the public on gender rights and obligations; assist the public in lodging complaints; to provide initial advice for quick resolution of complaints  |  A concept paper was developed which guides legal and PEI to conduct clinics A total of 34 legal and outreach clinics were conducted  |  No variance |  No corrective action | Conduct legal clinics in all provinces to educate the public on gender rights and obligations; assist the public in lodging complaints; to provide initial advice for quick resolution of complaints  |  A total of 58 legal and outreach clinics were conducted |  No variance |  No corrective action |
| **2. Initiate an investigation into systemic violations of gender rights and identify remedial action.** | A Systemic investigation | 3 systemic investigations; 1. Transformation of the judiciary. 2. Decriminalisation of sex work. 3. Maternal health | Two systemic investigations conducted | Analyse gender environment and identify systemic weaknesses |  Investigations into have been conducted  |  No variance |  No corrective action | Investigate systemic weakness |  The JSC draft report has been dispatched to key stakeholders. Awaiting responses in October. Sex work- awaiting the SALRC paper before proceeding on the matter. Complainants are kept abreast on all matters |  No variance |  No corrective action |
| **3. To develop co-ordinated programme to promote gender equality** | Number of co-ordination campaign developed with targeted stakeholders on gender discrimination | 9 reports on coordinated campaigns | 9 report on outreach, advocacy and media campaign conducted in provinces guided by a Concept Paper  | Initiate relationships with relevant stakeholders and men’s organisations. Convene planning meetings and popularising the campaign on women empowerment and women’s human rights as per concept paper provided. |  Concept paper was developed and shared Meetings were initiated with stakeholders per province in preparation for the campaign to roll out.  |  No variance |  No corrective action | Implement outreach, advocacy and media campaign programme on gender equality with targeted stakeholders on women empowerment and women’s human rights |  **KZN:** 2 men’s dialogues & 1 women’s day event (see campaign report)**NW:** 7 workshops conducted on gender equality (see campaign report)**GP:** 1 Exhibition at Campaign for Girls; Dialogue on gender equality. Gender Dialogues with Sports Arts & Culture & DSD. (see campaign report)**FS:** **MP:** Dialogue on Customary Marriages (see report)**LIMP:** Round table discussion on gender equality with LEDET, IDT, Master of High Court, Univ. of Limpopo & NGO’s.**NC:** 4 women empowerment sessions in Namaqua, JTG & Frances Baard.**EC:** 1 session on gender equality in Jansenville.**WC:** 1 education program targeting young & unemployed |  No variance  |  No corrective action |
| EC- 4 engagements |
| FS- 1 engagement |
| GP- 2 engagements |
| KZN- 1 engagement |
| LIM- 2 engagements |
| NC- 1 engagement |
| NW- 3 engagements |
| WC- 1 engagements |
| To use public media platforms to disseminate gender equality education and information | 54 media slots | 54 radio slots | Develop and sign TOR/MOU with SABC for gender equality programming and Revisit MOU with NCRF |  MOUs for NCRF and SABC have been drafted and shared. MOUs. MOUS have not been signed. 16 community radio slots took place  |  Meetings to discuss further input by NCRF and SABC could not be scheduled |  Meetings to discuss and finalise MOUs have been scheduled for the next quarter | Community radio slots presented as NCRF MOU |  **KZN:** 3 radio slots**NW:** no radio slots**GP:** 1 radio slot**FS:** 3 radio slots**MP:** 5 radio slots & interviews**LIMP:** 4 radio slots & 1 interview at SABC 2**NC:** 1 radio slot**EC:** no radio slots**WC:** no radio slots |  No variance |  No corrective action |
| **4. To initiate interventions for the sustainable development and promotion of gender equality by addressing violations in the social cultural political economic security and human rights dimensions** | Number of intervention programmes on gender violations initiated with traditional leadership and religious sector | 9 Intervention programmes (One per province) | 9 provincial report guided by a Concept Paper  | Initiate and formalise relationships with traditional and religious leadership and men’s organisations planning meetings and drafting of programmes |  Concept paper was developed to guide provincial activities. Meetings were held in all provinces |  No variance |  No corrective action | One Education programme with Traditional leaders and structures per province in 7 provinces on traditional, cultural practices and gender equality, as per the concept note. |  **KZN:** 2 events on early, forced marriages**NW:** 1 meeting & 1 workshop**FS:** 2 meetings to prepare for One Stop event in Vrede, Harrismith & Qwaqwa.**MP:** 1 Summit on Customary Marriages Act with Traditional Leaders.**LIMP:** 3 events in Nwanitwa, Muduluni & Nkowankowa**NC:** 1 session by PC in Dithakong with traditional leaders, govt. & NGO’s**EC:** 1 meeting convened with traditional leaders in Ncerha Village. |  No variance |  No corrective action |
| EC- 1 engagement |
| FS- 1 engagement |
| GP- 3 engagements |
| KZN- 1 engagement |
| LIMP- 2 engagements |
| MP- 1 engagement |
| NC- 1 engagement |
| NW- 2 engagements |
| WC- 1 engagement |
| **5. To collaborate with organs of state civil society and other institutions for the effective development protection promotion and attainment of gender equality** | No of joint programmes with stakeholders  | Two joint coordinated programmes | Two joint coordinated programme per province | Initiate and formalise stakeholder relationships with relevant stakeholders planning meetings guided by concept paper |  Concept papers on LGBTIs have been developed. Partnership formation guideline has been developed and shared with provinces. Meetings with stakeholders have taken place. These meetings are preparatory meetings to ensure roll out of interventions | No variance  |  No corrective action | Develop coordinated programme with CSOs and government departments |  **KZN:** 1 intervention**NW:** Exhibition in partnership with DoJ and NGO’s**GP:** Workshop on sexual harassment for GCIS (cascading to provinces).**FS:** Joint venture with VEP Henneman against Gangsterism & GBV.**MP:** 2 w/shops for Men’s Forum and He For She Campaign.**LIMP:** 1 Road-show on sexual harassment with Waterberg District Municipality.**NC:** 1 C9 Forum community outreach in Colesberg.**EC:** 1 intervention in Ncorha irrigation scheme with the Portfolio Committee**WC:** 1 education program at Bramflei in partnership with Dept. of Justice |   |   |
| EC- 1 engagement |
| FS- 1 engagement |
| GP- 2 engagements |
| KZN- 1 engagement |
| LIM- 3 engagements |
| MP- 1 engagement |
| NC- 2 engagement |
| NW- 1 engagement |
| WC-2 engagements |
| One consolidated report on engagement with stakeholders on the Commission’s mandate and thematic focus areas | New Indicator | 24 stakeholder engagements by Commissioners on the Commission’s mandate and thematic focus areas | 6 engagements/meetings/consultations with stakeholders on the Commission’s mandate and thematic focus areas |   |   |   | 6 engagements/meetings/consultations with stakeholders on the Commission’s mandate and thematic focus areas |  **KZN:** 4 meetings**NW:** 4 meetings**GP:** 2 meetings**FS:** 3 meetings**MP:** 7 meetings**LIMP:** 3 meetings**NC:** 4 meetings**EC:** 4 meetings**WC:** 4 meetings |  No variance |  No corrective action |

| **Strategic Objective No. 4** |
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| **To build an effective efficient and sustainable institution that will fulfil its constitutional mandate on gender equality.** |
| **Sub-strategies** | **Performance Indicator** | **Baseline** | **Annual target** |  **Performance Report 1 April 2015 to 30 June 2015** |  **Performance Report 1 July 2015 to 31 September 2015** |
| **Quarter One** | **Actual Performance** | **Variance** | **Corrective action** | **Quarter Two**  | **Actual Performance** | **Variance** | **Corrective action** |
| **1. To maintain optimal governance and oversight structures and policies between Commissioners and the Secretariat.**  | Review the delegation of authority between the Office of the Chair and the CEO as directed by the CGE Act and align to the new business model | new indicator | Approved delegation of authority  | Consultation between the Office of the Chairperson and the Office of the CEO |  Ongoing discussions undertaken intra-organisation leadership-wide to agree on ground principles to inform the delegation schedules and interfaces between and amongst Commissioners and secretariat |  No variance |  This is a dynamic process managed between the office of the Chairperson and CEO | Drafting of delegation of authority | Not done |  Consultations are taking place around governance framework. Tools will be developed after the frame is complete. | Will be done in the next quarter |
| Annual review and/or development of all applicable policies | Approved policies | 100% of identified policies reviewed as per Implementation plan | Review Finance and Communications policies |  The existing policies were considered relevant and adequate except for the following updates and additions;·         Telecommunications policy in draft for adoption by management during the second quarter, mainly to infuse the private use by staff ·         SCM to incorporate threshold that promotes effectiveness and efficiency in much tandem with the prescripts ·         Following the media audit (management discussed the outcomes) a number of policy improvements were identified which management must specifically engage and propose changes to the existing policy and related procedures. The changes will impact on the overarching Communication policy plus other aspects of the branding policy |  No variance |  No corrective action | Review HR Policies |  Additional five more policies were developed and approved during the 2nd quarter  | No variance | No corrective action |
| **2. To maintain the financial management strategy so that it promotes effective efficient and economic utilisation of resources as well as accountability.**  | Clean audit report from the AGSA | 2012/13 audit report  | Clean audit report | Follow-up and tracking of audit issues from past period |  Detailed reporting made by the internal audit unit and tabled for consideration by the Audit Committee. There is a general and specific improvement in the implementation of planned actions.  |  No variance |  Efforts to consolidate the latest report of findings. The second quarter reporting will therefore incorporate the updated action plans/reconciled to the Key Control/dashboard assessments | Develop, Implement and monitor effective systems of internal controls on a regular basis in accordance with the commitments and treatment plans. |  Done, quarterly reporting to Plenary. | No variance | No corrective action |
| Perform strategic and Operational Risk Assessment exercise organisation-wide and Develop Risk Treatment plans  |  Done, quarterly reporting to Audit Committee | No variance | No corrective action |
| Approved financial management strategy based on delegation of authority and revised and approved policies and procedures.  | Existing(2012/2013) policies and procedures | Approved management strategy and its implementation based on delegation of authority and revised polices | Review of existing polices and alignment to revised strategy |  As above and in aggregate response to the management letter by AGSA. The full comprehensive work on this will be executed during the second quarter of 2015/2016.In addition, the following planned system improvement/automation RFQ were issued; 1.       Business intelligence software upgrade to enable flow of management information to enable effectiveness and timely decision taking. 2.       Procurement module to enable decentralisation of activities to provincial offices. This will enable a seamless/virtual transacting by provincial offices within the existing Accounting System. 3.       Additional user access rights onto Pastel Evolution, to enable the referred decentralisation to provinces. 4.       Asset management module to allow the use of optics/bar coding as well enabling provinces to controls and reporting on this. |  None |  This must be integrated with Pastel improvement interventions as well as the Business Model activity, where appropriate and relevant | No Activity  |  N/A |   N/A |  N/A |
| Process alignment, automation and internal controls improvements in line with the blue-print arising from the strategy. |  |  |  |
|   | Report on achievements and failures since its inception (20 year review) | New indicator | One review report on CGE’s work since its inception ( 20 year review) | Develop concept and design tool |  Tool has not been developed. The intention of management was to outsource this activity and headed by research department |  Management has not met to discuss drafting the details of the concept paper |  Considered prudent to completely outsource this activity in order to obtain a much credible and objective review. An RFI/RFQ to be issued during the second quarter. | Implement tool |  Tool not implemented as yet | This interaction has been outsourced. Terms and Reference has been drafted and the RFQ has gone out. | Tool will be implemented within the next quarter after the appointment of the service provider. |
|   | Efficient Management of resources towards an effective service delivery | 2014/2015 Budget where deviation does not exceed 5% of plan | Spending within budget: Funded APP cost controls and sound financial position | Maintenance of regular records on Revenue Expenditure Assets Liabilities and report timely for oversight and performance  |  Done, ongoing. Separate report for Finance Committee and Plenary | No variance |  No corrective action | Maintenance of regular records on Revenue Expenditure Assets Liabilities and report timely for oversight and performance  |  Done, ongoing. Separate report for Finance Committee and Plenary | No variance |  No corrective action |
|  | Review the CGE business model | New indicator | Revised business model approved | Conceptualise proposal outlining business review process | Management has agreed to outsource the project. RFQ issued and the proposed/bid cost was found to be extremely above the amount budgeted | No variance |  No corrective action | Develop a Business Case for reviewing current business model  |  Not yet implemented | RFQ has gone out, sub-committee to work with the service provider. This will be done after the appointment of the service provider. | Will be implemented in the next quarter. |
| **3. To develop and maintain an IT infrastructure that supports and promotes the organisational objectives of the CGE** | % of resolutions to reported IT incidents  | new indicator | 80% of registered queries | 80% of IT incidents reported resolved |  All IT incidents that were received have been attended to |  No variance |  No corrective action | 80% of IT incidents reported resolved |  All IT incidents reported have been resolved |  No variance |  No corrective action |
| Develop and design operational standards for ICT environment | ICT policy and strategy | Standardised operational model and procedures | Review of ICT infrastructure |  The IT Infrastructure has started rolling out, but has not been completed as yet. The review of the new infrastructure did not take place |  IT infrastructure has not been completed |  Once IT infrastructure is complete a review of the functioning of the new infrastructure will be done | Service design model |  Infrastructure upgrade project plan with time lines was designed as has been implemented -90% |  The project was delayed by non delivery of servers, license and hardware components by Datacentrix.WAN infrastructure was also affected by Telkom non-delivery. |  Project will be completed in the next quarter |
| Implementation of Cloud service | Disaster recovery |  Infrastructure upgrade is not complete and hence the disaster recovery plan has not been developed |  The infrastructure upgrade is not complete and therefore the disaster recovery plan cannot be implemented |  Once the infrastructure upgrade is complete a disaster recovery plan will be implemented | Messaging services | Not implemented as yet | Delayed by non-delivery by service provider- Datacenrix. | Will be completed in the next quarter |
| New indicator | Redefine and link to ICT business applications to CGE revised business model |  No activity |  No activity |  No activity |  No activity |  No activity |  No activity |  No activity |  No activity |
| **4. To develop and implement comprehensive HR policies procedures and practices** | Develop Training Annual Training Report | One training Plan implemented | One training Plan implemented | Develop training plan |  WSP was drafted and submitted to SETA |  No variance |  No corrective action | Implementation of training plan |  Training plan not yet implemented | Delay in supply chain process  | Implementation to be effected during the 3rd quarter  |
| Automation of workplace skills plan and employment equity modules in VIP Payroll  | new indicator | Fully automated system | Training of HR Team |  Related software active in the system. |  Training was affected by changes in staff within the department/vacancies/Discipline |  Training to be conducted during the second quarter.  | Customise system | Modules have always been there but not activated | Delays in properly configuring the modules.Training of personnel on how to use the modules | Configuring of modules properly & to train HR & Finance staff on how to use the modules. To be done in quarter four. |
| Maintain PMDS system and ensure that APP is translated into individual performance measures  | Manual System | Fully automated PMDS system | Complete Performance Management Contract for 2016 |  Contracting between Management and staff completed. All PA’s aligned to APP signed off between the parties. |  Two provinces still need to be trained on the tool |  Performance assessments to be completed in the quarter succeeding performance period i.e. Aug/Sept 2015 | Complete 2nd quarter review | PMDS system not fully automated yet | Delays in online performance reviews | Will fully automate the system during quarter three |
| Complete first quarter review |
| Maintain and report on the implementation of an organisation wide Employee Assistance Programme (EAP) | EAP Programme Composite report | EAP Report | Monitor the effectiveness of the programme |  Ongoing. EAP has been developed |  No variance |  No corrective action | Monitor the effectiveness of the programme | The report is produced quarterly & the programme is continually monitored | No variance | No corrective action |
| Organisational Culture Audit | New indicator | Implementation Plan to change culture | Develop or procure survey  |  To be linked and/or synchronised to the Business Model Review project |  Business review process still needs to implemented | Once Business review process is in progress the Organisational culture process will commence | Conduct Culture Audit |  Not implemented as yet | Terms and reference have been drafted and the RFQ has gone out. | Tool to be implemented in the next quarter. |
| Conduct annual staff awareness workshops on HR policies and changes in basic conditions of employment | HR Awareness programme | One awareness program for each office and/or job family | Develop awareness programme on HR policies |  Awareness on policies and the automated PMDS system were conducted with exceptions |  Head office policy awareness pending.PMDS automation training/awareness outstanding for coastal provinces viz. KZN, Western Cape and Eastern Cape |  Sessions planned and being undertaken during the latter week of July 2015. | Workshop staff on HR policies | Workshop staff on HR policies |  No variance |  No corrective action |  |
| Compliance report | Monitor Compliance to policies |   |   |   | Monitor Compliance to policies | Compliance report generated | No variance | No corrective action |  |
| **5. Review the communications strategy and policy that promotes and enhances a positive public image of the CGE**  | To ensure a thorough review of communication strategy  | Communications and media audit | Review and develop a three year communication strategy | Review findings of communications audit Draft Communication |  Communications audit has been drafted and discussed. on the document |  No variance |  No corrective action | Approval of amended communication strategy |  Amendment to the strategy done and approved in principle by ITC committee  | No variance |  No corrective action |
| Strategy and aligning recommendations emanating from the findings.  |
| Media releases linked to programmed work of CGE | 12 media releases on programmed work | 4 media monitoring reports | 3 media releases that highlight CGE programmes and campaigns |   |   |   | 3 media releases that highlight CGE programmes and campaigns |  3 media releases highlighting programmes and campaigns achieved  |  No variance |  No corrective action |
| Opinion Pieces linked to programmed work of the CGE | New Indicator | 12 Opinion Pieces annually | 3 opinion pieces |  13 opinion pieces were written  |  No variance |  No corrective action | 3 opinion pieces |  3 opinion pieces published  |  No variance |  No corrective action |
| Development of fact sheets for all CGE programmes | New indicator | Fact sheets for all focal areas of the CGE | Research on content for fact sheets |  Fact sheet on women empowerment has been developed |  No variance |  No corrective action | Drafting and approval of fact sheets |  Fact sheets for the quarter done  |  No variance |  No corrective action |
| Manage media and communication partnerships | Two key national partnerships for all CGE programmes | Functional media and communication partnerships | Consultation with partners on partnership agreements |  Partnership engagements were held with the Military Ombud, SABC, Nemisa, NCRF, GCIS |  No variance |  No corrective action | Signing of partnership agreements |  Partnership agreement signed with Nemisa and SABC |  No variance |  No corrective action |
| Manage Communication Campaigns | New Indicator | 4 comprehensive communication campaigns  | Planning for Communication |  Communications planning meetings with partners were held viz, NCRF, Nemisa and SABC |  No variance |  No corrective action | One Communication |  Communication campaign for Women’s Month was implemented   |  No variance  |  No corrective action |
| One Communications Campaigns  |  1 media campaign on know your Rights was held |  No variance |  No corrective action | Campaign |  Communication campaign for Women’s Month was implemented   |  No variance  |   No corrective action |
| Lead a process to develop and maintain a national and provincial stakeholder database.  | Existing Database | One complete stakeholder database  | Generate and update stakeholder lists and details  |  Stakeholder database has been generated and updated |  No variance |  No corrective action | Generate and update stakeholder lists and details  | Stakeholders database has been generated and updated | No variance | No corrective action |
| One consultative meeting with civil society, C9s and likeminded organisations held |  Engagement and signing of the MOU with the Military Ombud has taken place |  No variance |  No corrective action | One consultative meeting with civil society, C9s and likeminded organisations held |  Meeting with FISD has taken place | No variance | No corrective action |
|   | Review branding strategy in line with the CGE Corporate Identity Manual | New Indicator | Approved branding strategy and plan | Brand assessment process  |  Assessment of CGE branding was done and completed. Province that have been prioritised is EC, LIM and NW |  No variance  |  No corrective action | Branding specifications document |  Branding specification document drafted and implementation done |  No variance |  No corrective action |