| **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 July 2015 to 31 September 2015** | **Performance Report 1 October 2015 to 31 December 2015** |
| **Quarter Two** | **Actual Performance** | **Variance** | **Corrective action** | **Quarter Three** | **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 | 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 | Present recommendations for dealing with Red card and Green card entities | The report has been drafted. Letters were sent to all entities and those who received a red card in terms of the draft report were given an opportunity to submit progress reports, pending finalisation of the report.  | 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  | 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. |  No variance  |  No corrective action | One gender transformation hearing of tertiary institutions universities | Hearings took place with the following institutions; TUT, UP and NWU. | No variance | No corrective action |
|  | Consultative meeting was held with UNISA, DHET and UNIVEN. Progress has been received from the universities |  |  |  |  |  |  |
| 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 | 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 | Compile and analyse data collected and draft report | Fieldwork completed, data analysis has been undertaken in preparation for report writing |  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 | 8 Submissions made | No variance | No corrective action | 4 submissions based on implementation plan | 5 submissions were made | No variance | No corrective action |
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| **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 | 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  | Complete Analysis of parties that are currently represented at local government based on concept paper | Court monitoring has taken place.  | No variance | No corrective action |
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| 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 | 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 | Compile and analyse data collected and draft report  | Project fieldwork carried out and much of the fieldwork was completed, and data collected. Some fieldwork still to be completed. | Report writing delayed due to delays in fieldwork | The remaining fieldwork to be completed in the fourth quarter and the drafting of the report to be prioritised.  |
|  | Audit report of the implementation of the Victims charter | New indicator | One Report on the implementation of the Victims Charter  | 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 | Compile and analyse data collected and draft report | Data collection and analysis carried out and completed. Report drafting has started. |  No variance | No corrective action |
| **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 | 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 | Monitoring and Evaluation Equality and SOA courts | Domestic Violence Court, Equality Courts, Sexual Offences Court and Maintenance Courts have been monitored.  | Free State Offices does not have a Legal Officer to retrieve the court monitoring questionnaires.  | Free State Office to be assisted by Legal Officers to finalise court monitoring. |
| **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 | 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 national policy dialogues held with Heads of Departments |  No policy dialogue carried out during this quarter | Delays experienced due to backlog and workload in other projects  | Outstanding Policy Dialogues to be prioritised and carried out during fourth quarter |
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| 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 | One provincial dialogue held with provincial Heads of department |  No policy dialogue carried out during this quarter | Delays experienced due to backlog and workload in other projects  | Outstanding Policy Dialogues to be prioritised and carried out during fourth quarter |

| **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 July 2015 to 31 September 2015** | **Performance Report 1 October 2015 to 31 December 2015** |
| **Quarter Two**  | **Actual Performance** | **Variance** | **Corrective action** | **Quarter Three** | **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 | 270 of complaints and attended to in terms of the CGE Complaints manual |  394 complaints have been attended to |  No variance |  No corrective action | 270 of complaints and attended to in terms of the CGE Complaints manual | 258 complaints have been attended to. Free State and KwaZulu-Natal Offices opened minimal complaints this Q3. The Department has already met the annual target and is thereby not affected by the performance of Kwazulu-Natal and Free State. | 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 activity | No activity | No activity | No activity |
| 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 total of 58 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 36 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.****3. To develop co-ordinated programme to promote gender equality** | A Systemic investigationNumber of co-ordination campaign developed with targeted stakeholders on gender discrimination | 3 systemic investigations; 1. Transformation of the judiciary. 2. Decriminalisation of sex work. 3. Maternal health9 reports on coordinated campaigns  | Two systemic investigations conducted9 report on  | Investigate systemic weaknessImplement outreach, advocacy and media campaign programme on gender equality with targeted stakeholders on women empowerment and women’s human rights |  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 **KZN**: 2 men’s dialogues & 1 women’s day event **GP**: 1 Exhibition at Campaign. **MP**: Dialogue on Customary Marriages **LIMP**: Round table discussion on gender equality **NC**: 4 women empowerment **EC**: 1 session on gender equality **WC**: 1 education program targeting young & unemployed |  No variance No variance  |  No corrective action No corrective action | Determine and implement remedial action for systemic weaknessImplement outreach, advocacy and media campaign programme on gender equality with targeted stakeholders | The JSC has requested an extension until April 2016 to make its input to the CGE investigative report. The department awaits the SALRC paper on sex work before proceeding further on the matter. The complainants are kept abreast of all the progress**KZN:** 1 event; 7 16 Days)**NW**: 3 events; 3 (16 Days)**GP**: 3 events; 1 (16 Days)**MP**: 4 events; 1 (16 Days)**LIM**P: 4 events; 10 (16+-+ Days)**NC**: 2 events; 3 (16 Days)**EC**: 5 events; 1 (16 Days)**WC**: 4 events; 2 (16 Days | The SALRC is yet to issue the anticipated paper and thus holds progress on the CGE investigationNo variance | A letter has been dispatched to the Deputy Minister and the SALRC that will put more pressure to fast track issuing of the paper No corrective action |
|  |  |  | 9 report on outreach, advocacy and media campaign conducted in provinces guided by a Concept Paper  | 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 **GP**: 1 Exhibition at Campaign. **MP**: Dialogue on Customary Marriages **LIMP**: Round table discussion on gender equality NC: 4 women empowerment EC: 1 session on gender equality **WC**: 1 education program targeting young & unemployed |  No variance  |  No corrective action | Implement outreach, advocacy and media campaign programme on gender equality with targeted stakeholders  | **KZN:** 1 event; 7 (16 Days)**NW**: 3 events; 3 (16 Days)**GP**: 3 events; 1 (16 Days)**MP**: 4 events; 1 (16 Days)**LIM**P: 4 events; 10 (16+-+ Days)**NC**: 2 events; 3 (16 Days)**EC**: 5 events; 1 (16 Days)**WC**: 4 events; 2 (16 Days | No variance  |  No corrective action |
|  | To use public media platforms to disseminate gender equality education and information | 54 media slots | 54 radio slots | 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 | Scheduled SABC television and radio appearances and Community radio slots presented as per NCRF MOU | **KZN: 3** radio slots **MP: 4** radio slots **LIMP: 5** radio slots **EC: 1** radio slot | 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  | 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: 1 meeting convened with traditional leaders. NW: 1 meeting & 1 workshop FS: 2 meetings to prepare for One Stop event in Vrede, Harrismith & Qwaqwa.MP: 1 Summit. LIMP: 3 events NC: 1 session  |  No variance |  No corrective action | One Education programme with Religious Sector in 7 provinces on religious, cultural practices and gender equality, as per the concept note | **KZN:** 1 event **NW:** had sessions in the 1st & 2nd Quarter **MP: 1** dialogue **LIMP: 1** meeting planning for next quarter. **NC:** no formal structure in place, hence no sessions  **EC:** no formal structure in place, hence no sessions **WC: 1** education programme | No variance | No corrective action |
| **5. To collaborate with organs of state civil society and other institutions for the effective development protection promotion and attainment of gender equality** | 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 |  **KZN:** 4 meetings, NW: 4 meetings, **GP**: 2 meetings, **FS**: 3 meetings, **MP**: 7 meetings, **LIMP**: 3 meetings, **NC**: 4 meetings, **EC**: 4 meetings and **WC**: 4 meetings |  No variance |  No corrective action | 6 engagements/meetings/consultations with stakeholders on the Commission’s mandate and thematic focus areas | KZN: 3 meetings, GP: 4 meetings, WC; 2 meetings | No variance | No corrective action |

| **Strategic Objective 3 :** |
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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 October 2015 to 31 December 2015** |
| **Quarter Two** | **Actual Performance** | **Variance** | **Corrective action** | **Quarter Three** | **Actual Performance** | **Variance** | **Corrective action** |
| **1. To conduct annual reviews and audits of state compliance with obligations under the conventions covenants and charters and to report on a regular basis to Parliament and the Office of the Speaker of Parliament** | Number of assessments reports on regional protocols and charters | Three Reports on International conventions, covenants and charters | One consolidated review report to Parliament | Implement assessment tools |  Assessment tool on SADC was conducted. | No variance | No corrective action | Analyse data and compile draft reports | Assessment report on SADC and AGDI was conducted; draft reports were complied |  No variance | No corrective action |
| Number of reports on Africa Gender Development Index (AGDI) | One report on AGDI | One AGDI report published | Printing and publishing the report | Printing has not taken place | The project is behind the schedule. Further data collection had to be done and infused into the report. | The meeting with the NAP will be held in the next quarter. | Development of policy brief/ issue paper |  Delays in completion of AGDI report. Report only completed during this quarter and submitted to UNECA for feedback and finalisation | Development of Issue paper not yet done  |  Development of issue paper to be done after feedback has been received from UNECA and finalisation of the AGDI report |
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| **2. To interact with and present reports to national regional and international bodies on state compliance with conventions covenants and charters acceded to or ratified make recommendations for improvements and monitor implementation** | Number of presentations made to relevant national regional and international stakeholders | One presentation conducted | One presentation conducted | Meeting with stakeholders to present findings ion of CEDAW, Beijing MDGs and CSW reports  |  Meetings with stakeholders have not yet been presented. | Meetings with stakeholders have not yet been schedules due to difficulties to set a date with the relevant stakeholders. | Meetings with stakeholders to be scheduled in the next quarter. | No activity | No activity | No activity | No activity |
| Engagements with stakeholders on CGE attendance at international and regional events | Two Reports on attendance at international and regional events | Two reports on attendance at international and regional events | Presentation of report of 59th session of CSW to plenary |  Presentation of the report has done. | No variance | No corrective action. | No activity | No activity | No activity | No activity |

| **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 October 2015 to 31 December 2015** |
| **Quarter Two** | **Actual Performance** | **Variance** | **Corrective action** | **Quarter Three**  | **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  | Drafting of delegation of authority | Not done |  Consultations are taking place around governance framework. Tools will be developed after the frame is complete. Management is currently working with Institute for Board of Directors to ensure that governance framework and structures complies with King iii and the framework is being reviewed | Will be done in the next quarter | Finalisation and approving of Delegation of Authority |  Meetings have taken place between the office of the CEO and the office Chair. | 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 | 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 and Audit Committee. | No variance | No corrective action | Implement and monitor progress supported by regular and accurate reporting. |  Done, quarterly reporting to Plenary and Audit Committee. | No variance | No corrective action |
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| Perform strategic and Operational Risk Assessment exercise organisation-wide and Develop Risk Treatment plans  |
| 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 | No Activity  |  N/A |   N/A |  N/A | Monitor implementation of financial management strategy | Financial management strategy has been implemented and continuous monitoring is performed through Plenary. | No variance | No corrective action |
| Process alignment, automation and internal controls improvements in line with the blue-print arising from the strategy. |
| **2. To maintain the financial management strategy so that it promotes effective efficient and economic utilisation of resources as well as accountability.**  | 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) | 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. | Analyse and compile draft report |  Service provider to be appointed, standard SCM processes are currently taking place | RFQ require process was delayed by SCM. | RFQ will be sent in the quarter and review processes will commence. |
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| 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 |
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| **2. To maintain the financial management strategy so that it promotes effective efficient and economic utilisation of resources as well as accountability.**  | Review the CGE business model | New indicator | Revised business model approved | 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. | Develop and implement action plan | Meeting were held with sub-committee, the action plan will be developed and implemented in the next quarter | The service provider has been appointed, however there were delays with the sourcing out of service providers. | The action plan will be developed and implemented in the next quarter. |
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| **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 reported have been resolved |  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 | 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. |  Project will be completed in the next quarter | Service delivery model | Service delivery model has been done | No variance | No corrective action |
| WAN infrastructure was also affected by Telkom non-delivery. |
| Implementation of Cloud service | Messaging services | Not implemented as yet | Delayed by non-delivery by service provider- Datacenrix. | Will be completed in the next quarter | Collaboration services | Collaboration services have been implemented and successfully migrated to cloud services  | No variance | No corrective action |
| New indicator | Redefine and link to ICT business applications to CGE revised business model |  No activity |  No activity |  No activity |  No activity | BPR and development of blueprint for Financial management, HR/Payroll, Document management, Content management, case management and Audit systems | Partially Completed:Financial Management and HR/Payroll (Cloud based VIP application and Pastel Evolution) has been done |  Document, Case Management and Audit systems not yet procured |  Remaining systems will be procured in the next quarter. |
| **4. To develop and implement comprehensive HR policies procedures and practices** | Develop Training Annual Training Report | One training Plan implemented | One training Plan implemented | Implementation of training plan |  Training plan not yet implemented | Delay in supply chain process  | Implementation to be effected during the 3rd quarter  | Implementation of training | Training has not been implemented | The service provider was identified and the Palama has delayed the process | Training to be undertaken in the 4th quarter |
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| Automation of workplace skills plan and employment equity modules in VIP Payroll  | new indicator | Fully automated system | Customise system | Modules have always been there but not activated | Delays in properly configuring the modules. | Configuring of modules properly & to train HR & Finance staff on how to use the modules. To be done in quarter four. | Data clean up and migration | Modules are customised and automated for use | No variance | No corrective action |
| Training of personnel on how to use the modules |
| Maintain PMDS system and ensure that APP is translated into individual performance measures  | Manual System | Fully automated PMDS system | Complete 2nd quarter review | PMDS system not fully automated yet | Delays in online performance reviews. Training of staff members was not finalised. Training for three provinces were outstanding | Will fully automate the system during quarter three | Complete 3rd quarter review |  PMDS system partly automated. Review as not taken place. | Two provinces still need to be trained | Review will take place in the 4th quarter |
| 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 | The report is produced quarterly & the programme is continually monitored | No variance | No corrective action | monitor the effectiveness of the programme | The report is produced quarterly and the programme is continuously monitored | No variance | No corrective action |
| Organisational Culture Audit | New indicator | Implementation Plan to change culture | 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. | Review and communicate Findings | The report was produced. | The variance findings were not communicated, the report was received few days before year end. | The findings will be communicated in the next quarter |
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| 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 | Workshop staff on HR policies | Workshop staff on HR policies |  No variance |  No corrective action | Workshop staff on HR policies | All provinces have been workshopped | No variance | No corrective action |
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| Compliance report | Monitor Compliance to policies | Compliance report generated | No variance | No corrective action | Monitor Compliance to policies | Compliance report generated | No variance | No corrective action |
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| **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 | Approval of amended communication strategy and aligning recommendations emanating from the findings. | Amendment to the strategy done and approved in principle by ITC committee  | No variance |  No corrective action | Implement approved communications strategy |  The communication has been strategy has been implemented. | No variance | No corrective action |
| 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 highlighting programmes and campaigns achieved  |  No variance |  No corrective action | 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 |  3 opinion pieces published  |  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 | Drafting and approval of fact sheets |  Fact sheets for the quarter done  |  No variance |  No corrective action | Drafting and approval of fact sheets | Fact sheets for the quarter done  |  No variance | No variance | No corrective action |
| **5. Review the communications strategy and policy that promotes and enhances a positive public image of the CGE**  | Manage media and communication partnerships | Two key national partnerships for all CGE programmes | Functional media and communication partnerships | Signing of partnership agreements |  Partnership agreement signed with Nemisa and SABC |  No variance |  No corrective action | Implementation of CGE programmes |  The CGE media campaigns have been conducted, including the 16 days of activism.` | No variance | No corrective action |
| Manage Communication Campaigns | New Indicator | 4 comprehensive communication campaigns  | One Communication Campaign |  Communication campaign for Women’s Month was implemented  |  No variance |  No corrective action | One Communication Campaign | 16 days of activism campaign was conducted. | 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  | Stakeholders 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 |
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| One consultative meeting with civil society, C9s and likeminded organisations held |  Meeting with FISD has taken place | No variance | No corrective action | One consultative meeting with civil society, C9s and likeminded organisations held | Meetings with the SAHRC, OPP, CRL, Sonke Gender Justice Network, Tshwaranang Legal Advocacy Centre, Department of Public Service and Administration have been taken | No variance | No corrective action |
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| Review branding strategy in line with the CGE Corporate Identity Manual | New Indicator | Approved branding strategy and plan | Branding specifications document |  Branding specification document drafted and implementation done |  No variance |  No corrective action | Implementation of branding plan |  Implementation of the branding plan has commenced. The following provinces have been branded: LIM, NW, NC, EC, WC and HO | No variance | No corrective action |