

**ANNUAL COMMISSIONER PLAN**

**1 APRIL 2020 –31 MARCH 2021**

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# Our operations

## Strategic objective: To advance an enabling legislative environment

## Purpose: To evaluate legislation, polices and mechanisms and make recommendations to bring about continuous improvements to advance gender equality.

## Activities, timeframes and budgets

## Quarter 1

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Output | Output Indicator | Annual target | Quarterly target | Activities | Timeframe | Dependencies | Responsibility |
| Influence legislative and policy changes which advance gender equality | 5 Policy briefs and 5 concept papers on emerging legislative and policy frameworks | 5 Policy briefs and 5 concept papers on emerging legislative and policy frameworks | 2 Policy briefs and 2 concept papers on Ukuthwala, early- child marriage, DVA, Sexual Offenses Act, pension funds for elderly women, women economic empowerment, sexual abuse court- cases and SRHR | Coordinated planning meeting to Identify the policy for the briefing  1 Submission, arrangement with IT unit for virtual meeting.  Identify key stakeholders as per the policy brief- Guest Speakers, Panellists, moderator. Draft concept papers: Ukuthwala, early-child marriages, DVA, Sexual Offences Act, pension funds for elderly women, women economic empowerment, sexual abuse court-cases and SRHR. | May 2020, coordinated planning meeting, submitting submission for budget request, | Availability of Commissioners to discuss drafted concept papers for finalisation and signed by the Chairperson – presented and approved | Office of the Chairperson Commissioner’s and Administrator. |
| Influence legislative and policy changes which advance gender equality | 4 meetings with parliament on submissions made on new and proposed legislations  Meetings with SALGA on reviewed IPD processes of municipalities. | 4 meetings with parliament on submissions made on new and proposed legislations, | 1 meeting with parliament to discuss policy changes which will advance gender equality, | Identify new/proposed legislations.  Arrange a meeting with the Parliament to set up the date for a virtual meeting on discussing policy changes which will advance gender equality. | April 2020 to June 2020 | The availability of Parliamentary officials to plan for the actual meeting on new and proposed legislations, | The office of the Chairperson Commissioners to set up or coordinate the meeting. |
| Gender transformation in public and private institutions | 4 meetings with research and public institutions to discuss gender- based indictors | 4 meetings with research and public institutions to discuss gender- based indictors. | 1 Meeting with AGSA  Meeting with SALGA | Arrange meeting with SALGA National | June 2020 | Availability of the SALGA National Office, AGSA | Office of the Chairperson, Commissioner- Head office |
| Gender transformation in the world of work | 3 meetings with relevant government department and a Chapter 10 Institutions  SALGA | 3 meetings with relevant government department and a Chapter 10 Institution  And organised local government SALGA | 1 Meeting with the Department of Public Service and Administration (DPSA), | Arrange planning meeting with DPSA,  Host virtual meeting with DPSA | May 2020-June 2020 | Availability of the DG/DDG/GFP in DPSA, SALGA. | Office of the Chairperson, Commissioner and Administrator. |
| Compliance with international and regional instruments and lobbying of multi- lateral organisations to influence policy changes for gender equality | A consolidated report on engagement on findings and recommendations regarding compliance with international and regional treaties to advance gender equality | CGE’s accreditation status at AU | Engagements and presentations at the 64th CSW conference  Presentation CEDAW and Beijing conferences | Preparation for presentations for the 64th CSW and CEDAW conferences,  Consultation and arrange presentation for the conferences | April 2020-June 2020 | Resources and the availability of stakeholders for the 64th CSW, CEDAW and Beijing conferences | Office of the Chairperson and Commissioners Administrator. |

## Quarter 2

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| --- | --- | --- | --- | --- | --- | --- | --- |
| Output | Output Indicator | Annual target | Quarterly target | Activities | Timeframe | Dependencies | Responsibility |
| Influence legislative and policy changes which advance gender equality | 5 Policy briefs and 5 concept papers on emerging legislative and policy frameworks | 5 Policy briefs and 5 concept papers on emerging legislative and policy frameworks | I Submission | Coordinated planning meeting to Identify the policy for the briefing  1 Submission, arrangement with IT unit for virtual meeting.  Identify key stakeholders as per the policy brief | July 2020- September 2020 | Availability of Commissioners to discuss drafted concept papers for finalisation and signed by the Chairperson | Office of the Chairperson, Commissioner’s and Administrator. |
| Influence legislative and policy changes which advance gender equality | 4 meetings with parliament on submissions made on new and proposed legislations  Meetings with SALGA on reviewed IPD processes of municipalities. | 4 meetings with parliament on submissions made on new and proposed legislations, | 1 meeting with parliament to discuss policy changes which will advance gender equality, | Identify new/proposed legislations.  Arrange a meeting with the Parliament to set up the date for a virtual meeting on discussing policy changes which will advance gender equality. | July 2020-September 2020 | The availability of Parliamentary officials to plan for the actual meeting on new and proposed legislations | The office of the Commissioners and Provincial Teams to set up or coordinate the meeting. |
| Gender transformation in public and private institutions | 4 meetings with research and public institutions to discuss gender- based indictors | 4 meetings with research and public institutions to discuss gender- based indictors. | Evaluate all category A and C municipalities IDP’s in each province  At least 1 municipality in each district in all provinces | Arrange meeting with SALGA National | July 2020-September 2020 | Availability of the SALGA National Office | Office of the Commissioner- Head office. |
| Gender transformation in the world of work | 3 meetings with relevant government department and a Chapter 10 Institutions  SALGA | 3 meetings with relevant government department and a Chapter 10 Institution  And organised local government SALGA | 1 meeting with DPME | Arrange planning meeting with DPSA,  Host virtual meeting with DPSA | July 2020-September 2020 | Availability of the DG/DDG/GFP in DPSA, SALGA. | Office of the Commissioner and Commissioners Administrator. |
| Compliance with international and regional instruments and lobbying of multi- lateral organisations to influence policy changes for gender equality | A consolidated report on engagement on findings and recommendations regarding compliance with international and regional treaties to advance gender equality | CGE’s accreditation status at AU | CEDAW shadow report | Preparation for presentations for the 64th CSW conference,  Consultation and arrange presentation for the conference | July 2020-September 2020 | Resources and the availability of stakeholders for the 64th CSW conference, | Commissioners office of the Chair and Management |

## Quarter 3

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| --- | --- | --- | --- | --- | --- | --- | --- |
| Output | Output Indicator | Annual target | Quarterly target | Activities | Timeframe | Dependencies | Responsibility |
| Influence legislative and policy changes which advance gender equality | 5 Policy briefs and 5 concept papers on emerging legislative and policy frameworks | 5 Policy briefs and 5 concept papers on emerging legislative and policy frameworks | 1 Submission per quarter and 2 submissions in the last quarter |  | October 2020 – December 2020 | Drafted policy briefs or concept papers and approved by the Chairperson | Office of the Chairperson, Commissioner’s and Administrator. |
| Influence legislative and policy changes which advance gender equality | 4 meetings with parliament on submissions made on new and proposed legislations  Meetings with SALGA on reviewed IDP processes of municipalities. | 4 meetings with parliament on submissions made on new and proposed legislations, | 1 meeting with parliament to discuss policy changes which will advance gender equality  IDP evaluations continue |  | April – December 2020 | Drafted submissions and presentations made to Parliament proposing legislative changes and approved | The office of the Chairperson, Commissioners to set up or coordinate the meeting. |
| Gender transformation in public and private institutions | 4 meetings with research and public institutions to discuss gender- based indictors | 4 meetings with research and public institutions to discuss gender- based indictors. | 1 Meeting with Dept of Women, Youth and Persons with Disabilities |  | June – December 2020 | Available preliminary report on gender transformation in public and private institutions | Office of the Chairperson and Commissioner- Head office. |
| Gender transformation in the world of work | 3 meetings with relevant government department and a Chapter 10 Institutions  SALGA | 3 meetings with relevant government department and a Chapter 10 Institution  And organised local government SALGA | 1 Meeting with the Employment Equity Commission |  | July 2020 – March 2021 | Report on meetings and recommendations to plenary and Parliament | Office of the Chairperson and Commissioners Administrator. |
| Compliance with international and regional instruments and lobbying of multi- lateral organisations to influence policy changes for gender equality | A consolidated report on engagement on findings and recommendations regarding compliance with international and regional treaties to advance gender equality | CGE’s accreditation status at AU | Inform the President as Chair of the AU on gender equality issues in the region or continent. |  | October – March 2020 | Report on consultative meetings and Presidential meetings on the Regional gender equality issues | Office of the Chair, Commissioners and Management |

## Quarter 4

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Output | Output Indicator | Annual target | Quarterly target | Activities | Timeframe | Dependencies | Responsibility |
| Influence legislative and policy changes which advance gender equality | 5 Policy briefs and 5 concept papers on emerging legislative and policy frameworks | 5 Policy briefs and 5 concept papers on emerging legislative and policy frameworks | 2 Submissions |  | Jan- March 2021 | Final draft report on submissions made and recommendations taken for implementation | Office of the Chairperson, Commissioner’s and Administrator. |
| Influence legislative and policy changes which advance gender equality | 4 meetings with parliament on submissions made on new and proposed legislations  Meetings with SALGA on reviewed IPD processes of municipalities. | 4 meetings with parliament on submissions made on new and proposed legislations, | 1 meeting with parliament to discuss policy changes which will advance gender equality |  | January- March 2021 | Report availed and shared with Parliament and report on IDP changes | The office of the Commissioners to set up or coordinate the meeting. |
| Gender transformation in public and private institutions | 4 meetings with research and public institutions to discuss gender- based indictors | 4 meetings with research and public institutions to discuss gender- based indictors. | 1 meeting with STATS SA or MRC |  | April - October 2020 | Agreed on key performance gender-based indicators | Office of the Chairperson Commissioner- Head office. |
| Gender transformation in the world of work | 3 meetings with relevant government department and a Chapter 10 Institutions  SALGA | 3 meetings with relevant government department and a Chapter 10 Institution  And organised local government SALGA | A consolidated high- level report on compliance with existing gender transformation workplace frameworks and policies |  | April – March 2021 | A consolidated report on compliance with existing gender transformation workplace frameworks and policies | Office of the Chairperson and Commissioners Administrator. |
| Compliance with international and regional instruments and lobbying of multi- lateral organisations to influence policy changes for gender equality | A consolidated report on engagement on findings and recommendations regarding compliance with international and regional treaties to advance gender equality | CGE’s accreditation status at AU | Engagements and presentations at the 64th CSW conference |  | April 2020 – March 2021 | Report on the CSW conference and country report | Office of the Chairperson, Commissioners, Management and Administrators |

## Strategic objective: To promote and protect gender equality through public awareness, education, investigation and litigation environment

## Purpose: To evaluate legislation, policies, practices and mechanisms and make recommendations to bring about continuous improvements to advance gender equality

* 1. **Activities, timeframes and budgets**

## Quarter 1

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Output | Output Indicator | Annual target | Quarterly target | Activities | Timeframe | Dependencies | Responsibility |
| An educated society with transformed behaviour that respects and upholds gender equality and further ensures social justice for victims of gender violations  Informed communities on the mandate and gender rights through different mediums/ media platforms including social media platforms | Developed concept papers and policy briefs on the ff thematic areas:  •GBV  •SRHR  •Substantive equality  • Harmful traditional practices  ●Women economic empowerment  ●Human trafficking  Media Campaigns through social media and media various media platforms and newspaper articles | 5 Concept papers or policy briefs  10,000 communities reached through social media platforms | 2 Concept papers  10,000 communities reached through social media platforms | Commissioners to draft policy briefs and concept papers on themes | Mar –Jun | Commissioner allocated according to thematic area or areas of expertise | Commissioners and plenary resolution/ approval |
| Access to gender justice:  Informed and empowered communities on de jure and de facto equality | Support provincial outreach, advocacy and legal clinics | 36 Outreach and legal clinics attended and supported | 1 per quarter in all 9 provinces | Participation in media campaigns | Mar –Jun | Allocation and delegation of Commissioners | Commissioners provincial and Communications Team |
| Resolved systemic issues by decision-makers | 2/4Legal Committee Report on recommendations of systemic investigations conducted in 2019/2020 | 2/4Legal Committee Report on recommendations of systemic investigations conducted in 2019/2020 |  | Provide support to provinces at strategic level | Mar –Jun | Establishing partnerships and relationships with stakeholders in provinces | Commissioners Legal and Provincial Team |

## Quarter 2

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| --- | --- | --- | --- | --- | --- | --- | --- |
| Output | Output Indicator | Annual target | Quarterly target | Activities | Timeframe | Dependencies | Responsibility |
| An educated society with transformed behaviour that respects and upholds gender equality and further ensures social justice for victims of gender violations | Developed concept papers and policy briefs on the ff thematic areas:  •GBV  •SRHR  •Substantive equality  • Harmful traditional practices  ●Women economic empowerment  ●Human trafficking | 5 Concept papers or policy briefs | 1 Concept Paper | Commissioners to draft policy briefs and concept papers on themes | Jul – Sep | Commissioner allocated thematic area | Commissioners |
| Informed communities on the mandate and gender rights through different mediums/ media platforms including social media platforms | Media Campaigns through social media and media various media platforms and newspaper articles | 10,000 communities reached through social media platforms | 15,000 communities reached through social media platforms | Participation in media campaigns | Jul – Sep | Allocation and delegation of Commissioners | Commissioners and Communications Team |
| Access to gender justice:  Informed and empowered communities on *de jure* and *de facto* equality | Support provincial outreach, advocacy and legal clinics | 36 Outreach and legal clinics attended and supported | 1 per quarter in all 9 provinces | Provide support to provinces at strategic level | Jul – Sep | Establishing partnerships and relationships with stakeholders in provinces | Commissioners and Provincial Team |

## Quarter 3

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Output | Output Indicator | Annual target | Quarterly target | Activities | Timeframe | Dependencies | Responsibility |
| An educated society with transformed behaviour that respects and upholds gender equality and further ensures social justice for victims of gender violations | Developed concept papers and policy briefs on the ff thematic areas:  •GBV  •SRHR  •Substantive equality  • Harmful traditional practices  ●Women economic empowerment  ●Human trafficking | 5 Concept papers or policy briefs | 1 Concept Paper | Commissioners to draft policy briefs and concept papers on themes | Oct – Dec | Commissioner allocated thematic area | Commissioners |
| Informed communities on the mandate and gender rights through different mediums/ media platforms including social media platforms | Media Campaigns through social media and media various media platforms and newspaper articles | 10,000 communities reached through social media platforms | 20,000 communities reached through social media platforms  25 000 communities reached through mobile media | Participation in media campaigns | Oct – Dec | Allocation and delegation of Commissioners | Commissioners and Communications Team |
| Access to gender justice:  Informed and empowered communities on *de jure* and *de facto* equality | Support provincial outreach, advocacy and legal clinics | 36 Outreach and legal clinics attended and supported | 1 per quarter in all 9 provinces | Provide support to provinces at strategic level | Oct – Dec | Establishing partnerships and relationships with stakeholders in provinces | Commissioners and Provincial Team |
| Resolved systemic issues by decision-makers | 2/4Legal Committee Report on recommendations of systemic investigations conducted in 2019/2020 | 2/4Legal Committee Report on recommendations of systemic investigations conducted in 2019/2020 |  | Conduct investigative hearings | Oct – Dec | Attendance of Hearing by attendees and submission of documents | Commissioners and Legal Unit |

## Quarter 4

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Output | Output Indicator | Annual target | Quarterly target | Activities | Timeframe | Dependencies | Responsibility |
| An educated society with transformed behaviour that respects and upholds gender equality and further ensures social justice for victims of gender violations | Developed concept papers and policy briefs on the ff thematic areas:  •GBV  •SRHR  •Substantive equality  • Harmful traditional practices  ●Women economic empowerment  ●Human trafficking | 5 Concept papers or policy briefs | 1 Concept Paper | Commissioners to draft policy briefs and concept papers on themes | Jan – March | Commissioner allocated thematic area | Commissioners and Research Team |
| Informed communities on the mandate and gender rights through different mediums/ media platforms including social media platforms | Media Campaigns through social media and media various media platforms and newspaper articles | 10,000 communities reached through social media platforms | 5,000 communities reached through social media platforms | Participation in media campaigns | Jan – March | Allocation and delegation of Commissioners | Commissioners and Communications Team |
| Access to gender justice:  Informed and empowered communities on *de jure* and *de facto* equality | Support provincial outreach, advocacy and legal clinics | 36 Outreach and legal clinics attended and supported | 1 per quarter in all 9 provinces | Provide support to provinces at strategic level | Jan – March | Establishing partnerships and relationships with stakeholders in provinces | Commissioners and Provincial Team |
| Resolved systemic issues by decision-makers | 2/4Legal Committee Report on recommendations of systemic investigations conducted in 2019/2020 | 2/4Legal Committee Report on recommendations of systemic investigations conducted in 2019/2020 | Aligned to APP | Conduct investigative hearings | Jan – March | Attendance of Hearing by attendees and submission of documents | Commissioners and Legal Unit |

## Strategic objective: To investigate and evaluate issues that undermine the attainment of gender equality

## Purpose: To identify and monitor key issues that impact on gender equality, to evaluate the contribution being made by other role-players; to make recommendations and undertake interventions to promote and attain gender equality

## Activities, timeframes

## Quarter 1

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Output | Output Indicator | Annual target | Quarterly target | Activities | Timeframe | Dependencies | Responsibility |
| Monitoring report on the country’s response to addressing and combatting GBV and emerging commitments | Monitoring report on the country’s response to addressing and combatting GBV and new commitments | Consolidated report on the country’s response to addressing and combating | 1 Monitoring and evaluation report on the 6 months Presidential Emergency Response Plan (ERAP) | Identification of actions and interventions with stakeholders on 5 point thematic areas, implementation of finding report | April-June 2020 | Management distribution of report and Commissioner engagement on action to take for the next quarter | Commissioners and Management |
| A consolidated report to parliament and stakeholder regarding recommendations on government response on enabling and sustaining women empowerment | A consolidated report on the outcomes of engagements with parliament and other key stakeholders on proposed interventions | Implementation of recommendations of status report on the country response completed in the previous year | Review final report on status of women and draft project plan outlining process to implement findings and recommendations of previous year women empowerment report | Implementation of recommendations of status report | April-June | Receipt of report. Successful scheduling of meetings and articulation of report | Commissioners and Management |
| Implemented Policies relating to Male circumcision and rights of fathers | Stakeholder analysis and proposals on the project shared with stakeholders | Identified Gvt Departments and CSO partners including business sector | Virtual Partner meetings and dialogues on male circumcision |  | April-June | Consultation reports | Commissioners and Managament |
| Change in the level of implementation of policy/provincial frameworks on “Male Circumcision” by traditional schools | Conducted a Gap Analysis on implementation of and compliance to policy/provincial frameworks on “Male Circumcision” by traditional schools | Identified provincial regulations/frameworks applied across provinces with respect to Male Circumcision | Identified provincial regulations/frameworks applied across provinces with respect to Male Circumcision |  | April-June | Consultation reports | Commissioners, Management and Provincial Team |
| Increase in number of institutions that implement/practise Laws pertaining to Rights of Fathers | Established current status on Institutional Awareness on Laws pertaining to Rights of Fathers | Developed Terms of Reference for appointment of Service Provider to conduct the study on current status | Developed Terms of Reference for appointment of Service Provider to conduct the study on current status |  | April-June | Quarterly reports on awareness raising in various institutions | Commissioners, Management and Provincial Team |
| Monitoring report on the country’s response to addressing and combatting GBV and emerging commitments | Monitoring report on the country’s response to addressing and combatting GBV and new commitments | Consolidated report on the country’s response to addressing and combating | 1 Monitoring and evaluation report on the 6 months Presidential Emergency Response Plan (ERAP) |  | April-June 2020 | Monitoring report to plenary | Commissioners and Management |
| A consolidated report to parliament and stakeholder regarding recommendations on government response on enabling and sustaining women empowerment | A consolidated report on the outcomes of engagements with parliament and other key stakeholders on proposed interventions | Implementation of recommendations of status report on the country response completed in the previous year | Review final report on status of women and draft project plan outlining process to implement findings and recommendations of previous year women empowerment report |  | April-June | Parliamentary report | Commissioners, Management |
| Implemented Policies relating to Male circumcision and rights of fathers |  |  |  |  | April-June | Quarterly report | Commissioners, Management and Provincial Team |
| Change in the level of implementation of policy/provincial frameworks on “Male Circumcision” by traditional schools | Conducted a Gap Analysis on implementation of and compliance to policy/provincial frameworks on “Male Circumcision” by traditional schools | Identified provincial regulations/frameworks applied across provinces with respect to Male Circumcision | Identified provincial regulations/frameworks applied across provinces with respect to Male Circumcision | Execute gap management | April-June | Quarterly report | Commissioners, Management and Provincial Team |
| Increase in number of institutions that implement/practise Laws pertaining to Rights of Fathers | Established current status on Institutional Awareness on Laws pertaining to Rights of Fathers | Developed Terms of Reference for appointment of Service Provider to conduct the study on current status | Developed Terms of Reference for appointment of Service Provider to conduct the study on current status | Development of TORs | April-June | Procurement process commencing timeously and successful appointment of service provider | Commissioners |
| Monitoring report on the country’s response to addressing and combatting GBV and emerging commitments | Monitoring report on the country’s response to addressing and combatting GBV and new commitments | Consolidated report on the country’s response to addressing and combating | 1 Monitoring and evaluation report on the 6 months Presidential Emergency Response Plan (ERAP) | Monitoring and oversight | April-June 20202 | Receipt of report and coordination of interventions whilst addressing report findings | Commissioners |

## Quarter 2

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| --- | --- | --- | --- | --- | --- | --- | --- |
| Output | Output Indicator | Annual target | Quarterly target | Activities | Timeframe | Dependencies | Responsibility |
| Monitoring report on the country’s response to addressing and combatting GBV and emerging commitments | Monitoring report on the country’s response to addressing and combatting GBV and new commitments | Consolidated report on the country’s response to addressing and combating | 1 status report on Gender Responsive Budgeting and GRPBM&E&A by Department of Women, Youth and Persons with Disabilities | Engagement and Monitoring | July-September 2020 | Country report on GBV response | Commissioners |
| Inclusive focused programmes by government on women empowerment | A consolidated report on the outcomes of engagements with parliament and other key stakeholders on proposed interventions | Implementation of recommendations of status report on the country response completed in the previous year | 1 stakeholder engagement on the findings and recommendations of the report produced in the previous financial year | Engagement and Implementation | July-September 2020 | Receipt of report on women empowerment from Management and availability of stakeholder for engagement | Commissioners |
| Implemented Policies relating to Male circumcision and rights of fathers |  |  |  |  | July-September 2020 |  |  |
| Change in the level of implementation of policy/provincial frameworks on “Male Circumcision” by traditional schools | Conducted a Gap Analysis on implementation of and compliance to policy/provincial frameworks on “Male Circumcision” by traditional schools | Identified provincial regulations/frameworks applied across provinces with respect to Male Circumcision | Conducted Stakeholders Engagements |  | July-September 2020 | Preliminary Research report | Commissioners and Research Unit Team |
| Increase in number of institutions that implement/practise Laws pertaining to Rights of Fathers | Established current status on Institutional Awareness on Laws pertaining to Rights of Fathers | Developed Terms of Reference for appointment of Service Provider to conduct the study on current status | Appointed Service Provider |  | July-September 2020 | PEI and Outreach reports | Commissioners, Management and Provincial teams |

## Quarter 3

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Output | Output Indicator | Annual target | Quarterly target | Activities | Timeframe | Dependencies | Responsibility |
| Monitoring report on the country’s response to addressing and combatting GBV and emerging commitments | Monitoring report on the country’s response to addressing and combatting GBV and new commitments | Consolidated report on the country’s response to addressing and combating | 1 status report on the 6months implementation of the NSP | Drafting the M/E tool for collecting data on new GBV -NSP | October-December 2020 | M/E Tool for NSP for GBV | Commissioners and Management |
| Inclusive focused programmes by government on women empowerment | A consolidated report on the outcomes of engagements with parliament and other key stakeholders on proposed interventions | Implementation of recommendations of status report on the country response completed in the previous year | 1 stakeholder engagement on the findings and recommendations of the report produced in the previous financial year | Engagement and Implementation | October-December 2020 | Successful planning | Commissioners |
| Implemented Policies relating to Male circumcision and rights of fathers | Engagements with Gvt Depts Traditional FBO Leaders including members of community | Identified stakeholders and champions to rollout the programme | 12 stakeholder engagements and roundtables and reports produced | Engagement and implementation, identified champios | July – December 2020 | Sucessful impmentation and awareness raising | Commissioners and provincial staff |
| Change in the level of implementation of policy/provincial frameworks on “Male Circumcision” by traditional schools | Conducted a Gap Analysis on implementation of and compliance to policy/provincial frameworks on “Male Circumcision” by traditional schools | Identified provincial regulations/frameworks applied across provinces with respect to Male Circumcision | Conducted Stakeholders Engagements |  | October-December 2020 | Draft Policy on Male Circumcision | Commissioners and Legal Unit |

## Quarter 4

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Output | Output Indicator | Annual target | Quarterly target | Activities | Timeframe | Dependencies | Responsibility |
| Monitoring report on the country’s response to addressing and combatting GBV and emerging commitments | Monitoring report on the country’s response to addressing and combatting GBV and new commitments | Consolidated report on the country’s response to addressing and combating | 1 status report on the effectiveness of the newly established GBV Council |  | January-March 2021 | Six Months Report to plenary and Parliament | Commissioners and Management |
| Inclusive focused programmes by government on women empowerment | A consolidated report on the outcomes of engagements with parliament and other key stakeholders on proposed interventions | Implementation of recommendations of status report on the country response completed in the previous year | 1 stakeholder engagement on the findings and recommendations of the report produced in the previous financial year | Engagement and Implementation | January-March 2021 | Successful planning | Commissioners and Research Unit |
| Implemented Policies relating to Male circumcision and rights of fathers | Conducted a consultative process and workshops to raise awareness | Identify institutions and platforms for awareness raising | Compiled report on implementation and compliance across provinces |  | Jan- March 2021 | Draft policy on Male circumcision | Commissioners and Management |
| Change in the level of implementation of policy/provincial frameworks on “Male Circumcision” by traditional schools | Conducted a Gap Analysis on implementation of and compliance to policy/provincial frameworks on “Male Circumcision” by traditional schools | Identified provincial regulations/frameworks applied across provinces with respect to Male Circumcision | Compiled a Report on Current Status on Implementation and Compliance to policies across Provinces |  | January-March 2021 | Report to plenary | Commissioners, Communications Unit and Provincial Staff |
| Increase in number of institutions that implement/practise Laws pertaining to Rights of Fathers | Established current status on Institutional Awareness on Laws pertaining to Rights of Fathers | Developed Terms of Reference for appointment of Service Provider to conduct the study on current status | Compiled Report on current status on Institutional Awareness on Laws pertaining to Rights of Fathers |  | January-March 2021 | Report to plenary | Commissioners, Communications Unit and Provincial staff |
|  |  |  |  |  |  |  |  |

## Strategic objective: To build and sustain an efficient organisation, to effectively promote and protect gender equality

## Purpose: To build and maintain an effective and efficient organisational systems, processes and mechanisms to promote and protect gender equality

## Activities, timeframes and budgets

## Quarter 1

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Output | Output Indicator | Annual target | Quarterly target | Activities | Timeframe | Dependencies | Responsibility |
| A commissioner’s Handbook as a policy document for the Commission | A commissioner’s Handbook as a policy document for the Commission | Implementation of the Commissioner’s Handbook and Good Governance Principles | Approved Commissioners’ Handbook | Drafting, incorporating amendments and approval of Handbook by Commissioners | April-June 2020 | Working Team establishing clear process and finalising draft inputs | Commissioners and Good Governance Committee |
| Oversight Committee Meetings and Plenary meetings | Oversight Committee Meetings and Plenary meetings | 4 quarterly meetings and plenary meetings | 6 oversight Committee Meetings and 1 plenary meeting | Attendance of meetings | April-June 2020 | Invitation by Parliamentary Committee and scheduling of Plenary meeting | All Commissioners |
| National strategic partnership engagements with stakeholders of mutual interest | National strategic partnership engagements with stakeholders of mutual interest | Chapter 9s and 10s institution , think tanks and Section 6 Committees established | Chapter 9s and 10s institutions, Think tanks and Section 6 Committees identified | Attendance, planning and execution of MOUs | April-June 2020 | Availability and need for engagements | Commissioners and Management |
| New Policies, Guidelines SOPs, Old Policies reviewed | New Policies, Guidelines SOPs, Old Policies reviewed | As per the identified areas | Through Staff, Policy rationalised, reviewed and developed | Approval of SOPs, Policies | April-June 2020 | Management presenting policies to sub- committee meetings | Management to present to Commissioners and Commissioners oversee and approve |

## Quarter 2

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| --- | --- | --- | --- | --- | --- | --- | --- |
| Output | Output Indicator | Annual target | Quarterly target | Activities | Timeframe | Dependencies | Responsibility |
| A commissioner’s Handbook as a policy document for the Commission | A commissioner’s Handbook as a policy document for the Commission | Implementation of the Commissioner’s Handbook and Good Governance Principles | Approved and implemented Commissioners’ Handbook | Drafting, incorporating amendments and approval of Handbook by Commissioners | July-September 2020 | Working Team establishing clear process and finalising | Commissioners and Good Governance Committee |
| Oversight Committee Meetings and Plenary meetings | Oversight Committee Meetings and Plenary meetings | 4 quarterly meetings and plenary meetings | 6 oversight Committee Meetings and 1 plenary meeting | Attendance of meetings | July-September 2020 | Invitation by Parliamentary Committee and scheduling of Plenary meeting | All Commissioners |
| National strategic partnership engagements with stakeholders of mutual interest | National strategic partnership engagements with stakeholders of mutual interest | Chapter 9s and 10s institution , think tanks and Section 6 Committees established | 2 Chapter 9 and 10 institutions, Think tanks and Section 6 Committees MoUs signed and working | Attendance, planning and execution of MOUs | July-September 2020 | Availability and need for engagements | Commissioners and Management |
| New Policies, Guidelines SOPs, Old Policies reviewed | New Policies, Guidelines SOPs, Old Policies reviewed | As per the identified areas | 1/2 Policies approved at plenary | Approval of SOPs, Policies | July-September 2020 | Management presenting policies to sub- committee meetings | Management to present to Commissioners and Commissioners oversee and approve |

## Quarter 3

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| Output | Output Indicator | Annual target | Quarterly target | Activities | Timeframe | Dependencies | Responsibility |
| A commissioner’s Handbook as a policy document for the Commission | A commissioner’s Handbook as a policy document for the Commission | Implementation of the Commissioner’s Handbook and Good Governance Principles | Approved and implemented Commissioners’ Handbook | Drafting, incorporating amendments and approval of Handbook by Commissioners | October-December 2020 | Not applicable | Commissioners and Good Governance Committee |
| Oversight Committee Meetings and Plenary meetings | Oversight Committee Meetings and Plenary meetings | 4 quarterly meetings and plenary meetings | 6 oversight Committee Meetings and 1 plenary meeting | Attendance of meetings | October-December 2020 | Invitation by Parliamentary Committee and scheduling of Plenary meeting | All Commissioners |
| National strategic partnership engagements with stakeholders of mutual interest | National strategic partnership engagements with stakeholders of mutual interest | Chapter 9s and 10s institution , think tanks and Section 6 Committees established | 2 Chapter 9 and 10 institutions, Think tanks and Section 6 Committees MoUs signed and working | Attendance, planning and execution of MOUs | October-December 2020 | Availability and need for engagements | Commissioners and Management |
| New Policies, Guidelines SOPs, Old Policies reviewed | New Policies, Guidelines SOPs, Old Policies reviewed | As per the identified areas | Policies approved at plenary | Approval of SOPs, Policies | October-December 2020 | Management presenting policies to sub- committee meetings | Management to present to Commissioners and Commissioners oversee and approve |

## Quarter 4

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| Output | Output Indicator | Annual target | Quarterly target | Activities | Timeframe | Dependencies | Responsibility |
| A commissioner’s Handbook as a policy document for the Commission | A commissioner’s Handbook as a policy document for the Commission | Implementation of the Commissioner’s Handbook and Good Governance Principles | Approved and implemented Commissioners’ Handbook | Handbook should be finalised | January-March 2021 | Not applicable | Commissioners and Good Governance Committee |
| Oversight Committee Meetings and Plenary meetings | Oversight Committee Meetings and Plenary meetings | 4 quarterly meetings and plenary meetings | 6 oversight Committee Meetings and 1 plenary meeting | Attendance of meetings | January-March 2021 | Invitation by Parliamentary Committee and scheduling of Plenary meeting | All Commissioners |
| National strategic partnership engagements with stakeholders of mutual interest | National strategic partnership engagements with stakeholders of mutual interest | Chapter 9s and 10s institution, think tanks and Section 6 Committees established | 2 Chapter 9 and 10 institutions, Think tanks and Section 6 Committees MoUs signed and working | Attendance, planning and execution of MOUs | January-March 2021 | Availability and need for engagements | Commissioners and Management |
| New Policies, Guidelines SOPs, Old Policies reviewed | New Policies, Guidelines SOPs, Old Policies reviewed | As per the identified areas | Policies approved at plenary | Approval of Policies, SOPs | January-March 2021 | Management presenting policies to sub- committee meetings | Management to present to Commissioners and Commissioners oversee and approve |