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**EXPLANATIONS OF ACTIVITIES OF THE CGE APP OF 2*022/2023***

***ADDENDUM TO THE CGE 2022/2023 APP***

***11MAY 2022***

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|  | **Outcome** | **Output** | **Output Indicator** | **2022/2023 Targets** | **Output Activities** |
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|  | **An enabling legislative environment for gender equality.** | * 1. Legislative Submissions.
 | Number of legislative submissions. | 16 Legislative Submissions and a report thereof.  | 1. *Proactively source Bills from Provincial Legislatures that are open for comment, to assess and make input on the gender responsiveness of the Bills.*
2. *Access Bills for comment from Parliament Website (PMG) for purposes as stated above.*
3. Conduct consultation process.
4. Drafting of the submission.
5. Approval processes.
6. Submission of CGE input to the relevant authorities.
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| * 1. Systemic Investigations.
 | Number of systemic investigations. | 2 systemic investigation conducted and a report thereof. | 1. Continue monitoring the implementation of the recommendations of the Forced Sterilisation project.
2. Continuous engagement on the National Shelter Report with affected stakeholders.
3. Gender transformation in public & private sector initiatives.
4. Complaint handling, including litigation, mediation and negotiations, and a consolidated report thereof.
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| * 1. Court monitoring.
 | Number of Courts Monitored | 40 Courts Monitored and a report thereof. | 1. Concept Document
2. Review the court monitoring tool
3. Dispatch the tool to sexual offences courts across the county.
4. Receive completed tools, analyse and produce a report.
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| * 1. SAPS & TCCs Monitoring
 | Number of SAPS & TCCs Monitored. | 144 SAPS & TCCs Monitored. | 1. Concept Document
2. Review the SAPS & TCCs monitoring tool
3. Selection of SAPS & TCCs for monitoring.
4. Conduct monitoring exercises.
5. Biannual & Annual Reporting.
6. Follow up on recommendations.
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| * 1. Review of CGE Act
 | * No. of CGE Act Amendment Bills submitted to the relevant authority.
* Progress report on the situational analysis and consultation processes for reviewing the Act
 | * 1 CGE Act Amendment Bill submitted to the relevant authority.

Progress report on the situational analysis and consultation processes for reviewing the Act. | 1. Development of review criteria.
2. Consultation with relevant authorities on draft reviewed CGE Act.
3. Draft of reviewed Act.
4. Submit CGE Act Amendment Bill to the relevant authority.
5. Progress report on the situational analysis and consultation processes for reviewing the Act.
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| * 1. Submit CGE initiated Bills
 | * No. of CGE Initiated Bills submitted to relevant authority.
* Progress report on research and consultation processes for initiating the Bill.
 | * 1 CGE Initiated Bill submitted to relevant authority.

Progress report on research and consultation processes for initiating the Bill.  | 1. Identification of area for Bill initiation:
2. internal consultations.
3. Stakeholder consultations.
4. Initiation of amendments on Bill.
5. Submit CGE initiated Amendment Bill to the relevant authority.
6. Progress report on research and consultation processes for initiating the Bill.
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|  | **Gender equality promoted through information and education to foster public understanding** | * 1. Localising Sustainable Development Goals (SGD)in Municipalities through Gender Mainstreaming (GM) Sessions.
 | Number of Municipalities in which SDGs were localised through GM sessions. | 18 Municipalities in which SDGs were localised through GM sessions and a report thereof. | 1. Select municipalities for SDG Mainstreaming.
2. Review and send self-assessment tool to municipalities.
3. Analyse responses from Municipalities.
4. Set up meeting with the municipal leadership to present the findings of the assessment.
5. Presentation to management echelon of the municipality.
6. Agree on training and support sessions on GM and SDG localisation.
7. Quarterly reporting and a consolidated annual report.
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| * 1. Public Education

Outreach.  | Number of people reached through public educationoutreach.  | 4,320 people reached. through public educationOutreach and a report thereof. | 1. Select communities for public education outreach, informed by outcomes of stakeholder engagement on various matters of gender equality, which needs interventions, and ensuring that we diversify our reach of communities.
2. Situational analyses to compile relevant educational information to get in-depth information/challenges, specific to each community.
3. Stakeholder analysis to forge collaborations on the public education intervention.
4. Conduct outreach activities.
5. Quarterly reporting and a consolidated annual report.
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| * 1. Community Radio Education Outreach.
 | Number of people reached through community radio education outreach. | 540,000 people reached. through community radio education outreach and a report thereof.  | 1. Collaboration with Government Communications & Information Services (GCIS).
2. Content development on various current issues.
3. Initiate access to radio slots, through a written request.
4. Quarterly reporting and a consolidated annual report.
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| * 1. Gender and Development (GAD) Workshops.
 | Number of stakeholders reached through GAD workshops | 720 stakeholders reached through Gender and Development (GAD) Workshops and a report thereof.  | 1. Identify community development practitioners for the GAD workshops.
2. Conduct a training needs-assessment to inform relevant training content.
3. Develop needs-based training content.
4. Conduct training workshops.
5. Quarterly reporting and a consolidated annual report.
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| * 1. Information & Communication Initiatives
 | Number of people reached through Information & Communication Initiatives. | 48 000 000 people reached through Information & Communication Initiatives and a report thereof. | 1. Define Information & Communication platforms for Initiatives (e.g., social media platforms, print media, electronic media, YouTube, as well as media briefings, media statements and opinion pieces).
2. Develop content contextualised for diverse communities.
3. Initiate public interactions via the identified media platforms.
4. Publications (e.g., annual report, information brochures, booklets, and CGE Strategic Documents).
5. Content development for internal TVs.
6. Flight various educational information on the CGE TVs.
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|  | **Monitoring and Research investigations on issues that undermine the attainment of gender equality.** | * 1. Research Agenda initiatives implemented.
 | Percentage implementation of the Research Agenda initiatives. | 100% Annual Research Agenda initiatives implemented. | 1. Outline priority research projects informed by the Research Agenda.
2. Identify research topics, based on current trends in the gender equality area.
3. Research Proposals.
4. Assign project teams to each research project identified.
5. Conduct the research.
6. Quarterly reporting and reports for each research project.
7. Publishing of the reports.
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| 3.2 Research recommendations from previous financial years followed up and a report thereof. | Percentage research recommendations from previous financial years followed up and a report thereof. | 100% research recommendations from previous financial years followed up and a report thereof. | 1. Develop internal strategy to guide follow up approaches to research recommendations.
2. Identification of research recommendations from previous reports for follow up.
3. Project concept notes.
4. Development of tracking tools for monitoring progress on the implementation of recommendations.
5. Quarterly reporting and a consolidated annual report.
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| * 1. Policy Dialogues
 | Number of Policy Dialogues | 2 Policy Dialogue | 1. Develop policy briefs
2. Stakeholder mapping & Consultations.
3. Hosting of policy dialogues
4. Report on Policy Dialogue and recommendations.
5. Follow up on the implementation of the recommendations.
6. A consolidated report at the end of the financial year.
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| * 1. Report on the monitoring of the country’s compliance or CGE’s influence on compliance with regional/international instruments.
 | Number of reports on the country’s compliance or CGE’s influence on compliance with regional/international instruments. | 1 reports on the country’s compliance or CGE’s influence on compliance with regional/international instruments. | 1. Identify regional/international instruments due for reporting.
2. Consultations with stakeholder on areas of compliance with Regional/International instruments.

 1. 1 Report on the country’s compliance or CGE’s influence on compliance with regional/international instruments.

 1. Report Dissemination.
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|  | **A renewed, efficient and effective organisation that is sustainable.** | 4.1. Organisational Effectiveness systems implemented. | % Implementation of defined organisational effectiveness systems. | 75% Implementation of defined organisational effectiveness systems. | Organisational effectiveness will be outlined for operational improvements in the form of the following operational areas, amongst others:1. Define Business processes
2. Leadership Development
3. Corporate culture
4. Information & Knowledge Management (IKM).
5. ICT Strategy review
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| * 1. Costed business plan submitted to Treasury for funding.
 | Number of costed business plans submitted to Treasury for funding. | 1 costed business plan submitted to Treasury for funding. | 1. Outline and document business processes for improved efficiencies.
2. Benchmark resources requirements.
3. Costing of each business process.
4. Develop a consolidated costed business plan
5. Submit costed business plan to Treasury to motivate for sufficient funds.
6. Follow up on response to the funding motivation.
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| * 1. Business model implementation.
 | % Implementation of the business model as per defined criteria. | 75% Implementation of the business model as per defined criteria. | Some of the activities outlined to implement the business model include:1. Organisational Design
2. Organisational Structure options
3. Job Evaluation
4. Skills Audit
5. Performance Management Systems.
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| * 1. Implementation of the Legal & Research Tracking Tool
 | Number of update reports on the implementation of the Tracking Tool. | 4 update reports on the implementation of the Tracking Tool. | 1. Quarterly reporting to Internal Oversight Committees on progress on the implementation of Legal and Research recommendations.
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| * 1. Expenditure improvement Plan
 | Level of expenditure on planned improvement initiatives. | 100% expenditure on planned improvement initiatives. | 1. Implementation of the procurement plan.
2. Filling of vacant posts.
3. Expenditure on infrastructure.
4. Expenditure on ICT and Accounting systems improvement.
5. Staff skills upgrade on improved ICT and Accounting systems.
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| * 1. Audit action plan of the previous financial year implemented.
 | % Audit action plan of the previous financial year implemented | 100% Audit action plan of the previous financial year implemented. | 1. Implementation of Internal Audit Recommendations.
2. Implementation of External Audit Recommendations.
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| * 1. Risk mitigation plans implemented.
 | % Risk mitigation plan implemented. | 100% risk mitigation plan implemented. | 1. Risk assessment for the 2022/2023 financial year.
2. Risk management training.
3. Risk action plan with timelines.
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| * 1. Compliance with legislative requirements identified in the compliance universe.
 | % Compliance with legislative requirements identified in the compliance universe. | 100% compliance with legislative requirements identified in the compliance universe. | The legislative compliance universe will be outlined for regulations that govern the work of the CGE, which will include, but not limited to:1. The Constitution of the Republic of South Africa (1996).
2. CGE Act 39 of 1996
3. PEPUDA
4. PFMA
5. Legal Practice Act of 2014
6. Treasury Regulations
7. King IV
8. POPIA
9. Employment Equity Act
10. Occupational Health and Safety Act
11. Accounting Standards
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| * 1. Maintained acceptable standard of vacancy rate.
 | % Vacancy rate. | 5% Vacancy rate. | 1. Expeditious filling of vacant posts.
2. Staff retention strategy.
3. Embark on process of exploring how the CGE is can become an employer of choice.
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| * 1. Training and Development
 | Number of training and development initiatives conducted.  | 4 training and development initiatives conducted. | Target training initiatives that will improve the workforce capabilities to enhance performance and productivity in the execution of the CGE mandate. |
|  |  | * 1. Strategic partner engagements & report thereof.
 | Number of Strategic partners engaged & report thereof. | 10 Strategic partners engaged and a report thereof. | 1. Develop a Stakeholder Engagement Strategy, which defines criteria for:
	1. Strategic partnerships.
	2. Value add
	3. Like-minded institutions that would further the achievement of the CGE mandate.
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