

Third quarter Performance Information Tables for financial year ending 31 March 2020

Strategic Objective 1: To advance an enabling legislative environment for gender equality													
Strategic outcome: To evaluate legislation, policies, practices and mechanisms and make recommendations to bring about continuous improvements to advance gender equality													
#	Sub-strategies	Objective statement	Performance Indicator	Baseline	1 April 2019 to 30 June 2019			1 July 2019 to 30 September 2019		1 July 2019 to 30 September 2019			
					2019/2020	Quarter 1	Actual performance	Quarter 2	Actual performance	Quarter 3	Actual performance	Variance	Corrective action
1.1	Evaluate and make recommendations on new and proposed legislation to ensure gender mainstreaming	Proactive engagement with relevant stakeholders and parliament to strengthen policy and legislation that advance gender mainstreaming	Submissions on new and proposed legislation	20 submissions	16 Submissions on new and proposed legislation based on the project plan	4 submissions on new legislation as per project plan and draft for submission	Project plan drafted which indicated the number of submissions that will be prepared according to the bills available per quarter. In this quarter no submissions were drafted	4 submissions on new legislation as per project plan and draft for submission	Two Submissions made on Criminal Law (Sexual Offences and Related Matters) Amendment Bill and Single Marriage Statute	4 submissions on new legislation as per project plan and draft for submission	4 submissions on legislation was done. NHI Bill, Recognition of Customary Marriage Bill, Draft prescription in civil and criminal matters (certain sexual offences amendment bill) and Civil Union Act.	No variance this quarter. It should however be noted that a backlog of 6 submissions from the previous quarters still remain	A plan will be drafted to fast-track the submissions
			A consolidated report on submissions made and the outcomes of engagements with parliament and other key stakeholders on new and	A report on 20 submissions	A consolidated report on submissions made and the outcomes of engagements with parliament	This has not taken place.	A report on engagements with parliament on a quarterly basis on submissions made, identify areas for	A report on engagements with parliament on a quarterly basis on submissions made, identify areas for policy	Engagement with parliament on submissions have not taken place	A report on engagements with parliament on a quarterly basis on submissions made, identify	Engagement with Parliament took place on 13 November to engage on the Cyber	No variance	No corrective action

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			proposed legislation		and other key stakeholders on new and proposed legislation	policy change that advances gender equality		change that advances gender equality		areas for policy change that advances gender equality	Crimes Bill. A report was drafted		
1. 2	Proactively review national gender-transformation legislation and its implementation by state and private institutions	Evaluation and recommendations regarding implementation and compliance with national gender-based legislation	A consolidated report on private and public institutions monitored for gender transformation	EE and Gender Transformation reports	A consolidated report on private and public institutions monitored for gender transformation	A plan drafted, indicating the legislation and institutions to be evaluated during the year	Plan accompanied by tools have been drafted. Organisations which will be participating in the evaluation for gender transformation have been identified (Vodacom, Woolworths, DOJC and COGTA)	Implementation of institutions monitored as per plan	The Legal department has received all responses from identified institutions. Responses have been analysed. Furthermore, all entities have been served with Notices to appear and the hearings are scheduled to take place on the 19 <sup>th</sup> -20 <sup>th</sup> November 2019. Quarterly report drafted.	Implementation of institutions monitored as per plan	Hearing took place during November 2019. Cogta did not appear during the hearings and DOJ requested a postponement. 2 entities did not appear.	The two entities failed to appear	Entities to appear on 22 January 2020.

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					2019/2020	Quarter 1	Actual performance	Quarter 2	Actual performance	Quarter 3	Actual performance	Variance	Corrective action
			Consolidated report on TVET institutions monitored for gender transformation		Consolidated report on TVET institutions monitored for gender transformation	A plan drafted, indicating the legislation and institutions to be evaluated during the year	A plan was drafted identifying the legislation and the institutions that will be evaluated	Quarterly report on the implementation of the plan	The Legal department has received all responses from identified institutions. Responses have been analysed. Furthermore, all entities have been served with Notices to appear and the hearings are scheduled to take place on the 12 <sup>th</sup> -13 <sup>th</sup> November 2019	Quarterly report on the implementation of the plan	Hearing took place during 12-13 November. Report has been drafted.	No variance	No corrective action
							Quarterly report drafted.						

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			A consolidated report on implementation of findings and recommendations of previous year Gender Transformation report		A consolidated report on implementation of findings and recommendations of previous year Gender Transformation report	A plan indicating engagement with institutions on gender transformation who have previously been called by the Commission	Concept paper and questionnaire were drafted. Gender transformation investigation was identified for 4 TVET colleges (Lovedale, Coastal KZN, Motheo and Taleso)	Implementation of the plan on gender transformation	The legal department has received responses from universities, private sectors that appeared before the commission in previous financial years. Information has been analysed and institution that failed to demonstrate progress have been called to appear before the commission. Universities will appear on the 26-27 November 2019 whilst the private sector will appear on the	Consultative meetings held with institutions on progress made on implementing recommendations	Consultative meetings took place on 26-27 November 2019. Follow up with the public sector on procurement practices took place on 30 October 2019.	No variance	No corrective action

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									19-20 <sup>th</sup> November 2019.				
									The public sector will appear on the 30 <sup>th</sup> October 2019				
			Guide on Sexual Harassment in the workplace	New indicator	Guide on Sexual Harassment in the workplace	A draft Guide on Sexual Harassment in the workplace	Guide is drafted, which will be shared in the next quarter to consult on further information and finalisation	Consultative workshops with stakeholders	Consultative workshop with stakeholders on the guide sexual harassment manual was held	Education Officers' training on the Guide on Sexual Harassment in workplace	Training on the guide did not take place.	The consultative process with stakeholders to be revisited and manual had to be finalised before	Training on the guide has been scheduled for the next quarter

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												training can take place	
1.3	Monitor the state's compliance with international and regional treaties that advance gender equality	Periodic reviews on the state's compliance with obligations under the conventions, covenants, treaties and protocols; engage on findings; and recommend actions	Monitoring reports on international and regional treaties to advance gender equality	CEDAW Report, Beijing Report, MDGs Report and AGDI report	Final monitoring report on CEDAW	A concept paper drafted in line with CEDAW reporting guidelines and assessment/questionnaire tools	A concept paper/workplan was developed outlining how the monitoring report will be undertaken	Assessment tools/questionnaires sent to government departments as per concept paper	Data collection currently under way, collecting information from various government departments/agencies in line with relevant CEDAW Committee resolutions on South Africa's 2011 country report. The Research Department also drafted a briefing document for CGE's meeting with CEDAW Committee on 10 <sup>th</sup> August 2019	Analysis on received questionnaires and a draft on preliminary findings	Analysis completed, report drafting under way	No variance	No corrective action

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					Final monitoring report on SDGs	Reviewed preliminary assessment report on the implementation of the SDGs	Two reports have been reviewed which are: 1. The CSOs and County VNR reports the concept note for the project plan has been drafted.	Collection of additional data through sending questionnaires to government departments	Data collected	Analysis of the received questionnaires and draft further findings	Currently the draft report is being written	No Variance	No Corrective action
					Final monitoring report on Maputo Protocol	Reviewed preliminary assessment report on the implementation of the Maputo Protocol	A preliminary report was drafted	Collection of additional data through sending questionnaires government departments		Analysis of the received questionnaire and draft further findings	Information collected currently being analysed and report drafted	No Variance	No Corrective action

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			A report on outcomes of engagements with key stakeholders on findings and recommendations regarding compliance with international and regional treaties to advance gender equality	CEDAW Report, Beijing Report, MDGs Report and AGDI report	A report on outcomes of engagements with key stakeholders on findings and recommendations regarding compliance with international and regional treaties to advance gender equality	One stakeholder engagement conducted on the preliminary findings of assessment reports drafted in the previous financial year	Conducted on stakeholder engagement with the Civil Society and the State to verify and valid the content of VNR and SDGs implementation report	Conduct a stakeholder engagement on Beijing 2025		One stakeholder engagement conducted on the findings of assessment reports drafted in previous financial year			



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Strategic Objective 2: To promote and protect gender equality through public awareness, education, investigation and litigation													
Strategic outcome: To educate society to transform behaviour to respect and uphold gender equality and to further ensure effective and efficient social justice for victims of gender violations													
#	Sub-strategies	Objective statement	Performance Indicator	Baseline	1 April 2019 to 30 June 2019			1 July 2019 to 30 September 2019		1 July 2019 to 30 September 2019			
					2019/2020	Quarter 1	Actual performance	Quarter 2	Actual performance	Quarter 3	Actual performance	Variance	Corrective action
2.1	Develop, conduct or manage information and education programmes to foster an understanding of matters related to gender equality	The provision of education, awareness, outreach and advocacy interventions and legal clinics for different stakeholders	A report content on the development of education and information programmes for the year	Thematic and position papers	A report content on the development of education and information programmes for the year	A plan on content development for education and information programmes with specified timelines	A plan outlining content development for education and information programmes with specific timelines have been drafted	Quarterly report on the implementation of the content development	As per the plan that was developed. Booklet on SDG 15 was drafted. RFQ to update the existing Working Women's manual was sent out and responses received. Awaiting finalisation from SCM. Gender Terminology project as commenced, EC and WC have made contact with PANSALB and the Universities in their respective provinces that will assist in the drafting of the booklet. A report has been drafted	Quarterly report on the implementation of the content development	Gender Terminology project is under way in EC and WC. A report on the development of content was drafted	No variance	No corrective action

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			A consolidated report on education and information programmes conducted relating to Gender Mainstreaming	Report on education and information programmes conducted	A consolidated report on education and information programmes conducted relating to Gender Mainstreaming	A report on GM training conducted using the SDGs and other international and regional instruments conducted	A guiding document for GM training was drafted outlining the process for the year. In this quarter provinces were to obtain IDPs from 3 municipalities and assess them with the assessment tool that was developed. All provinces have made contact with the municipalities identified. GM sessions have taken place. A report has been developed.	A report on GM training conducted using the SDGs and other international and regional instruments conducted	GM training and information sessions have taken place. FS, NC and WC partnered with SALG Women's Commissions to assist in accessing municipalities. Other provinces conducted information sessions on. A report has been developed	A report on GM training conducted using the SDGs and other international and regional instruments conducted	GM interventions in municipalities have taken place and a report on GM training conducted has been drafted	No variance	No corrective action

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			A consolidated report on education and Information programmes delivered via community radios	Community radio report and media monitoring report	A consolidated report on education and Information programmes delivered via community radios	A plan developed on education and information for community radios	A plan for education and information for community radio slots have been developed. A report was drafted	A draft report on the implementation of community radio as per plan	Radio slots were procured through GCIS. 26 community radio slots took place this quarter in partnership with GCIS. A report was drafted	A draft report on the implementation of community radio as per plan	15 radio slots were procured and implemented A report was drafted on the radio slots implemented	No variance	No corrective action
						Draft report on the implementation of community radios	A report on the implementation of community radio stations drafted						
			A consolidated report on outreach, advocacy and legal clinics conducted	Outreach, advocacy and legal clinics report	A consolidated report on outreach, advocacy and legal clinics conducted	A plan drafted on outreach, advocacy and legal clinics.	Plan & report for legal clinics conducted in the 1st quarter drafted. 17 Legal clinics have taken place in 9 provinces	A report on the implementation of plan on outreach, advocacy and legal clinics conducted	23 outreach-legal-clinics conducted. A report outreach, advocacy and legal clinics was drafted	A report on the implementation of plan on outreach, advocacy and legal clinics conducted	Report has been done. 19 clinics conducted. A report was drafted on clinics implemented	No variance	No corrective action
						A report on the implementation of the plan on outreach, advocacy and legal clinics conducted							

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			A consolidated report on strategic partnerships used in the delivery of education, information and legal programmes	A report on strategic partnerships used in the delivery of education, information and legal programmes	A consolidated report on strategic partnerships used in the delivery of education, information and legal programmes	A report on strategic partnerships meetings to discuss gender related issues per province and use the information to deliver CGE programmes conducted	Strategic partnership meetings have taken place in 7 provinces. FS and WC have not implemented	A report on strategic partnerships meetings to discuss gender related issues per provinces and use the information to deliver CGE programmes conducted	All provinces conducted stakeholder engagements on GBV and women empowerment. A report has been drafted	A report on strategic partnerships meetings to discuss gender related issues per provinces and use the information to deliver CGE programmes conducted	Report drafted	No Variance	No Corrective action	
2.2	Investigate, resolve or refer any gender related issue to rectify it and to seek redress for victims of gender violations	To timeously investigate complaints and to investigate systemic violations of gender rights and identify appropriate redress	80% of complaints opened in the 2019-20 financial year timeously attended to in terms of the complaint's manual: from registering to assessment of the complaint	Complaints handling report	80% of complaints opened in the 2019-20 financial year timeously attended to in terms of the complaint's manual: from registering to assessment of the complaint	80% of complaints opened in the 2019-20 financial year timeously attended to in terms of the complaint's manual: from registering to assessment of the complaint	80% of complaints opened in the 2019-20 financial year timeously attended to in terms of the complaint's manual: from registering to assessment of the complaint	80% of complaints opened in the 2019-20 financial year timeously attended to in terms of the complaint's manual: from registering to assessment of the complaint	80% of complaints opened in the 2019-20 financial year timeously attended to in terms of the complaint's manual: from registering to assessment of the complaint	80% of complaints opened in the 2019-20 financial year timeously attended to in terms of the complaint's manual: from registering to assessment of the complaint	80% of complaints opened in the 2019-20 financial year timeously attended to in terms of the complaint's manual: from registering to assessment of the complaint	80% of complaints opened in the 2019-20 financial year timeously attended to in terms of the complaint's manual: from registering to assessment of the complaint	No Variance	No Corrective action
			A report on a high-level panel discussion	New	A report on a high-level panel discussion	Concept paper on high level	Concept paper drafted to outline how the high-	Finalisation of concept and arrange conferencing	A meeting took place on the 2 <sup>nd</sup> September 2019.	Host a high-level panel discussion on the	IPV panel discussion took place on 12	No Variance	No Corrective action	

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			on the withdrawal of IPV cases		on the withdrawal of IPV cases	panel discussion	level panel discussion will take place		Stakeholders were requested to input into the CGE concept note and these inputs were received on the 27 <sup>th</sup> September 2019. The High Panel discussion will take place on the 12 <sup>th</sup> December 2019	withdrawal of IPV cases	December 2019.		
			A report on the outcome and implementation of systemic investigation conducted	3 Systemic investigations reports	A report on the outcome and implementation of systemic investigation conducted	Develop concept note for the hearing to be held on shelters (2018/19 report)	Concept note drafted focus outlining a public hearing on the 2018/2018 shelter investigation report	Consultative hearing into the state of shelters in South Africa with reference to 2018/2019 report	The legal department held a meeting with National DSD on the 12 <sup>th</sup> of August 2019 in order to ventilate what is required in respect of CGE's recommendations. It was resolved that the pool of respondents must be expanded. To this end the Legal	A draft report on consultative hearings.	Consultative meeting took place on 2-6 December 2019. Outstanding information was submitted after 15 December Report to be finalised in Q4	Report to be finalised in Q4	Report to be finalised in Q4.

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									department will hold a consultative hearing from the 2 <sup>nd</sup> -6 <sup>th</sup> December 2019.				

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Strategic Objective 3: To monitor and evaluate issues that undermine the promotion and attainment of gender equality													
Strategic outcome: To educate society to transform behaviour to respect and uphold gender equality and to further ensure effective and efficient social justice for victims of gender violations													
#	Sub-strategies	Objective statement	Performance Indicator	Baseline	2019/2020	01 April 2019 to 30 June 2019		1 July 2019 to 30 September 2019		1 July 2019 to 30 September 2019			
						Quarter 1	Actual performance	Quarter 2	Actual performance	Quarter 3	Actual performance	Variance	Corrective action
3.1	Monitor and evaluate gender-based violence (GBV)	Monitoring and evaluating key issues associated with GBV and the practice of these issues by Government Private institutions and civil society	A status report on the country's response to addressing and combatting GBV taking into account new commitments made	Research reports on GBV	A status report on the country's response to addressing and combatting GBV taking into account new commitments made	A project plan drafted identifying the issues and institutions to be monitored	A project plan was developed, and institutions have been identified	Implementation of the tool and collection of data	Project field work activities currently under way (i.e. attended various meetings and observed several government & stakeholder consultations in four provinces on the drafting of the National Strategic Plan (NSP) on gender-based violence	A draft report on findings and recommendations	Report writing commenced and currently under way	No variance	No corrective
			A report a stakeholder engagement with the NGM on preliminary		A report a stakeholder engagement with the NGM on preliminary	No activity	N/A		No activity				

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			findings and recommendations in addressing and combatting GBV and Women Empowerment		findings and recommendations in addressing and combatting GBV and Women Empowerment					and combatting GBV and Women empowerment. A draft report on the engagement held				
3.2	Monitor and evaluate Women's Empowerment	Overseeing and monitoring the issues that will impact poverty, inequality and the limitations women face in actively participating in society	A status report on the country's response to enabling and sustaining women empowerment	New indicator	A status report on the country's response to enabling and sustaining women empowerment	A project plan drafted identifying the issues and institutions to be monitored	A project plan was developed, and institutions have been identified	Implementation of the project plan and collection of data	Fieldwork activities are currently under way in line with the APP During this quarter, interviews were carried out with officials responsible for women's empowerment programmes in the DTI & Department of Small Business Development and agencies under these department Relevant official programme	A draft report on findings and recommendations	Report writing commenced and currently under way.	No Variance	No Corrective action	



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									documents were obtained/collected on progress and achievements by government departments.				
	Monitoring of the Elections	Monitoring and evaluating key issues associated with women's representation in political life and decision making	A status report on the general elections	Elections reports	A status report on the general elections	Develop a monitoring tool and monitor the election process	Monitoring tool was developed, and elections have been monitored	Draft report on preliminary findings and recommendations	Research report containing findings and recommendations has been compiled. The report was submitted to copy editor and feedback from copy editor addressed The report is currently being prepared for publication	Finalise the status report on the elections	Report completed and published	No variance	None

Strategic Objective 4: To build an efficient organisation that promotes and protects gender equality													
Strategic outcome: To build organisational capacity and ensure that the operations of the organisation have impact on society													
#	Sub-strategies	Objective statement	Performance Indicator	Baseline	01 April 2019 to 30 June 2019			1 July 2019 to 30 September 2019		1 July 2019 to 30 September 2019			
					2019/2020	Quarter 1	Actual performance	Quarter 2	Actual performance	Quarter 3	Actual performance	Variance	Corrective action
4.1	Strengthen the CGE to deliver on its mandate	Strengthening of human and institutional capacity	Good governance policies and practices	Commissioners Handbook	Updated business model that reflects the catalyst role of the CGE	Implementation of governance principles and roles		Implementation of governance principles and roles		Implementation of governance principles and roles	The proposals of the report are yet to be engaged with	The report has been finalised but yet to be discussed	The office of the Chair will lead the engagements as soon as possible
					Commissioners Handbook updated to reflect King IV and to clarify roles and responsibilities	Review Commissioners' Handbook and align to King IV		Adopt aligned Commissioners' Handbook		Implement aligned Commissioners' handbook	The review is still underway. Timeframes had to be adjusted in order to give new Commissioners and opportunity to input	The review is underway. New commissioners had to be given an opportunity to make inputs. They only resume	

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Strategic Objective 4: To build an efficient organisation that promotes and protects gender equality														
Strategic outcome: To build organisational capacity and ensure that the operations of the organisation have impact on society														
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					2019/2020	Quarter 1	Actual performance	Quarter 2	Actual performance	Quarter 3	Actual performance	Variance	Corrective action	
													ed their duties in August	
			A consolidated report on the implementation of the HR 5-years strategy	HR 5-year strategic plan (2018 – 23)	A consolidated report on the implementation of the HR 5-years strategy	A report on the implementation of the HR 5-years strategy	A report was drafted	A report on the implementation of the HR 5-years strategy	A report was drafted	A report on the implementation of the HR 5-years strategy	A report was drafted.	No variance	No corrective action	
4.2	Increase the influence and the impact of the CGE to ensure a	Monitoring and evaluation of the impact of CGE interventions	An M&E framework and tool to measure the impact of CGE interventions	M&E framework and tools developed	A reviewed M&E framework and tools	Review M&E framework and develop M&E tool aligned to revised framework	A draft M&E Framework and tool was developed	Implementation of the M&E framework and tools	M& E tool has not been implemented	Implementation of the M&E framework and tools	Framework was developed. There has not been feedback on it.	The tools will have to be adapted for the new APP		

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Strategic Objective 4: To build an efficient organisation that promotes and protects gender equality													
Strategic outcome: To build organisational capacity and ensure that the operations of the organisation have impact on society													
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					2019/2020	Quarter 1	Actual performance	Quarter 2	Actual performance	Quarter 3	Actual performance	Variance	Corrective action
	transformed society	Increase influence through strategic partnerships	Consolidated report on key strategic partnerships engagements with stakeholders and institutions of mutual interest conducted	Current partnerships	Consolidated report on key strategic partnerships engagements with stakeholders and institutions of mutual interest conducted	Report on key strategic partnership engagements with stakeholders and institutions of mutual interest conducted	Stakeholder meetings were held with partners. A report on strategic partnerships was drafted	Report on key strategic partnership engagements with stakeholders and institutions of mutual interest conducted	Stakeholder meetings were held with partners. A report on strategic partnerships was drafted	Report on key strategic partnership engagements with stakeholders and institutions of mutual interest conducted	Report on key strategic partnership engagements with stakeholders and institutions of mutual interest conducted	No variance	No corrective action
		Increase influence through leverage of traditional and	Implementation of the corporate communications and branding strategies	Communications and branding strategies and policies.	Implementation of the corporate communications and branding strategies approach to media	Reviewed and updated Communications and branding policies and strategies	Corporate communications and branding strategies were reviewed	Implementation of the corporate communications and branding strategies approach to media	Corporate communications and branding strategies implemented	Implementation of the corporate communications and branding strategies approach to media	Corporate communications and branding strategies implemented	No variance	No corrective action

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Strategic Objective 4: To build an efficient organisation that promotes and protects gender equality													
Strategic outcome: To build organisational capacity and ensure that the operations of the organisation have impact on society													
#	Sub-strategies	Objective statement	Performance Indicator	Baseline	01 April 2019 to 30 June 2019			1 July 2019 to 30 September 2019		1 July 2019 to 30 September 2019			
					2019/2020	Quarter 1	Actual performance	Quarter 2	Actual performance	Quarter 3	Actual performance	Variance	Corrective action
		social media	A media monitoring report	A media monitoring report	A media monitoring report	Analysis of media responses in news including any crisis communications using media monitoring tool and produce a report	An analysis was done social media phenomena and trends using the social media monitoring tool. A report was drafted	Analysis of media responses in news including any crisis communications using media monitoring tool and produce a report	An analysis was done social media phenomena and trends using the social media monitoring tool. A report was drafted	Analysis of media responses in news including any crisis communications using media monitoring tool and produce a report	An analysis was done social media phenomena and trends using the social media monitoring tool. A report was drafted	No variance	No corrective action
		Increase influence through wide dissemination of CGE reports, information and guidelines	Record of internal and external dissemination of reports, information and guidelines	Share-point	Knowledge management and ICT strategies developed to support the dissemination of reports, information and guidelines	The Review and update KN and ICT strategies and plans	RFQ was issued and received. SCM is currently processing RFQs received	Implementation of KN and ICT strategies and plan	Not achieved	Implementation of KN and ICT strategies and plan	RFQ on the strategy has been reissued	The implementation will take place in the first quarter of next financial year	