



**Commission for Gender Equality**  
A society free from gender oppression and inequality

## **COMMISSION FOR GENDER EQUALITY TECHNICAL INDICATOR DESCRIPTIONS**

**FINANCIAL YEAR ENDING 31 MARCH 2019**

**STRATEGIC OBJECTIVE 1****To evaluate legislation, policies, practices and mechanism and make recommendation to bring about continuous improvement to advance gender equality****SUB STRATEGY:1.1**

<b>Indicator title</b>	Number of assessment reports on international and regional treaties to advance gender equality
<b>Short definition</b>	Monitor state's compliance with international and regional treaties to advance gender equality
<b>Purpose/importance</b>	Assessment of state compliance with regional and international commitments that promote gender equality and recommendations tabled in parliament by relevant UN Committees
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Questionnaires</li> <li>• Assessment tools</li> </ul>
<b>Method of calculation</b>	<ul style="list-style-type: none"> <li>• Qualitative and quantitative</li> </ul>
<b>Data limitations</b>	No response by departments
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	No
<b>Desired performance</b>	Assessment report on implementation of CEDAW
<b>Indicator responsibility</b>	HOD PEI: Kamraj Anirudhra

**STRATEGIC OBJECTIVE 1**

**To evaluate legislation, policies, practices and mechanism and make recommendation to bring about continuous improvement to advance gender equality**

**SUB STRATEGY:1.1**

<b>Indicator title</b>	Number of assessment reports on international and regional treaties to advance gender equality
<b>Short definition</b>	Monitor state's compliance with international and regional treaties to advance gender equality
<b>Purpose/importance</b>	To have 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
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Concept paper</li> <li>• Reports</li> </ul>
<b>Method of calculation</b>	<ul style="list-style-type: none"> <li>• Qualitative</li> </ul>
<b>Data limitations</b>	None participation by relevant stakeholders
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	No
<b>Desired performance</b>	A report on the implementation of SDGs
<b>Indicator responsibility</b>	HOD PEI: Joan de Klerk

<b>STRATEGIC OBJECTIVE 1</b>	
<b>To evaluate legislation, policies, practices and mechanism and make recommendation to bring about continuous improvement to advance gender equality</b>	
<b>SUB STRATEGY:1.1</b>	
<b>Indicator title</b>	Number of assessment reports on international and regional treaties to advance gender equality
<b>Short definition</b>	Monitor state's compliance with international and regional treaties to advance gender equality
<b>Purpose/importance</b>	To evaluate legislation, policies, practices and mechanism and make recommendations to bring about continuous improvements to advance equality
<b>Source/collection data</b>	Questionnaires
<b>Method of calculation</b>	Quantitative and qualitative
<b>Data limitations</b>	None participation by relevant stakeholders
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	No
<b>Desired performance</b>	Assessment report on implementation of ACHPR
<b>Indicator responsibility</b>	HOD PEI: Joan de Klerk

**STRATEGIC OBJECTIVE 1**

**To evaluate legislation, policies, practices and mechanism and make recommendation to bring about continuous improvement to advance gender equality**

**SUB STRATEGY:1.1**

<b>Indicator title</b>	Number of assessment reports on international and regional treaties to advance gender equality
<b>Short definition</b>	Monitor state's compliance with international and regional treaties to advance gender equality
<b>Purpose/importance</b>	Monitor the state's compliance with international and regional treaties to advance gender equality
<b>Source/collection data</b>	Questionnaires
<b>Method of calculation</b>	Qualitative and quantitative
<b>Data limitations</b>	No response from key stakeholders
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	No
<b>Desired performance</b>	Assessment report on AU Agenda 2063 focusing on health
<b>Indicator responsibility</b>	HOD PEI: Kamraj Anirudhra

**STRATEGIC OBJECTIVE 1**

**To evaluate legislation, policies, practices and mechanism and make recommendation to bring about continuous improvement to advance gender equality**

**SUB STRATEGY:1.1**

<b>Indicator title</b>	Number of engagements of findings and recommendations shared with key gender equality stakeholders on international and regional treaties to advance gender equality
<b>Short definition</b>	Monitor state's compliance with international and regional treaties to advance gender equality
<b>Purpose/importance</b>	Periodic reviews on the state's compliance with obligations under the conventions, covenants, treaties and protocols and engage on findings and recommendations
<b>Source/collection data</b>	Questionnaires
<b>Method of calculation</b>	Quantitative and qualitative
<b>Data limitations</b>	No response from key stakeholders
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	No
<b>Desired performance</b>	3 engagements on findings and recommendations on international and regional treaties to advance gender equalities
<b>Indicator responsibility</b>	HOD PEI: Kamraj Anirudhra

**STRATEGIC OBJECTIVE 1****To evaluate legislation, policies, practices and mechanism and make recommendation to bring about continuous improvement to advance gender equality****SUB STRATEGY:1.2**

<b>Indicator title</b>	Number of submissions made on existing and new legislation
<b>Short definition</b>	To evaluate existing legislation and recommend the adoption of new legislation
<b>Purpose/importance</b>	To evaluate and proposed policy, practice or law to make recommendations that promote, protect, develop and attain gender equality
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Identify of Bills through newspapers calling for comments</li> <li>• Comments by means of policy frameworks</li> </ul>
<b>Method of calculation</b>	Quantitative
<b>Data limitations</b>	No sufficient draft bills issued in the financial year
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	No
<b>Desired performance</b>	20 submissions made on existing and new legislation
<b>Indicator responsibility</b>	HOD PEI: Kamraj Anirudhra

**STRATEGIC OBJECTIVE 1**

**To evaluate legislation, policies, practices and mechanism and make recommendation to bring about continuous improvement to advance gender equality**

**SUB STRATEGY:1.2**

<b>Indicator title</b>	A report on engagements with Parliament on gender sensitive submissions made and policy changes to advance gender equality
<b>Short definition</b>	To evaluate existing legislation and recommend the adoption of new legislation
<b>Purpose/importance</b>	Proactively engage parliament to strengthen policy and legislation that advances gender equality
<b>Source/collection data</b>	Comments by means of policy frameworks
<b>Method of calculation</b>	Quantitative and qualitative
<b>Data limitations</b>	No sufficient draft bills issued in the financial year
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	Yes
<b>Desired performance</b>	4 engagements with parliament held on gender sensitive submissions and policy changes to advance gender equality
<b>Indicator responsibility</b>	HOD PEI: Kamraj Anirudhra



**STRATEGIC OBJECTIVE 1****To evaluate legislation, policies, practices and mechanism and make recommendation to bring about continuous improvement to advance gender equality****SUB STRATEGY:1.2**

<b>Indicator title</b>	A report on engagements with Parliament on gender sensitive submissions made and policy changes to advance gender equality
<b>Short definition</b>	To evaluate existing legislation and recommend the adoption of new legislation
<b>Purpose/importance</b>	Proactively engage parliament to strengthen policy and legislation that advances gender equality
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Report</li> </ul>
<b>Method of calculation</b>	Qualitative
<b>Data limitations</b>	N/A
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	Yes
<b>Desired performance</b>	A report on the engagements with parliament held on gender sensitive submissions and policy changes to advance gender equality
<b>Indicator responsibility</b>	HOD PEI: Kamraj Anirudhra

**STRATEGIC OBJECTIVE 1**

**To evaluate legislation, policies, practices and mechanism and make recommendation to bring about continuous improvement to advance gender equality**

**SUB STRATEGY:1.3**

<b>Indicator title</b>	Number of investigation reports on gender equality
<b>Short definition</b>	Monitor, evaluate and investigate policies and practices of organs of state, private sector and other institutions
<b>Purpose/importance</b>	Monitor, evaluate and investigate public and private institutions for gender equality
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Questionnaires</li> <li>• Attendance registers</li> <li>• Report</li> </ul>
<b>Method of calculation</b>	<ul style="list-style-type: none"> <li>• Qualitative</li> <li>• Quantitative</li> </ul>
<b>Data limitations</b>	N/A
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	No
<b>Desired performance</b>	2 investigation reports on gender transformation
<b>Indicator responsibility</b>	HOD Legal: Marissa van Niekerk

<b>STRATEGIC OBJECTIVE 1</b>	
<b>To evaluate legislation, policies, practices and mechanism and make recommendation to bring about continuous improvement to advance gender equality</b>	
<b>SUB STRATEGY:1.3</b>	
<b>Indicator title</b>	Number of monitoring and evaluation reports
<b>Short definition</b>	Monitor, evaluate and investigate policies and practices of organs of state, private sector and other institutions
<b>Purpose/importance</b>	Monitor, evaluate and investigate public and private institutions for gender equality
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Concert paper</li> <li>• Questionnaires</li> <li>• Attendance registers</li> <li>• Submissions for travel requisitions</li> </ul>
<b>Method of calculation</b>	<ul style="list-style-type: none"> <li>• Qualitative and quantitative</li> </ul>
<b>Data limitations</b>	<ul style="list-style-type: none"> <li>• Restrictions in accessing information and interviewing key personnel</li> <li>• Reliability of inaccurate third-party information</li> <li>• Non-response by stakeholders</li> <li>• Data sources not providing accurate information</li> </ul>
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	No
<b>Desired performance</b>	4 monitoring and evaluation reports 1. Traditional sector, 2. Correctional facilities for women, 3. Elections 2019,
<b>Indicator responsibility</b>	HOD Research: Thabo Rapoo

<b>STRATEGIC OBJECTIVE 2</b>	
<b>To promote respect for and the protection, development and attainment of gender equality</b>	
<b>SUB STRATEGY:2.1</b>	
<b>Indicator title</b>	A report on education and information programme
<b>Short definition</b>	To develop, conduct and manage information and education programmes to foster an understanding of matters related to gender equality
<b>Purpose/importance</b>	Provide education and awareness for different stakeholders through strategic partnership across sectors
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Concept papers</li> <li>• Pamphlets or booklets</li> </ul>
<b>Method of calculation</b>	Qualitative
<b>Data limitations</b>	N/A
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	No
<b>Desired performance</b>	Targeted and education information on material gender equality guided by project plan
<b>Indicator responsibility</b>	HOD PEI: Joan de Klerk

**STRATEGIC OBJECTIVE 2**

**To promote respect for and the protection, development and attainment of gender equality**

**SUB STRATEGY:2.1**

<b>Indicator title</b>	Report on SDGs education gender mainstreaming
<b>Short definition</b>	To develop, conduct and manage information and education programmes to foster an understanding of matters related to gender equality
<b>Purpose/importance</b>	Provide education and awareness for different stakeholders through strategic partnership across sectors
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Attendance registers</li> <li>• Submissions</li> </ul>
<b>Method of calculation</b>	Quantitative and qualitative
<b>Data limitations</b>	None
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	No
<b>Desired performance</b>	Report on SDGs education programme focusing on gender equality
<b>Indicator responsibility</b>	HOD PEI: Joan de Klerk

<b>STRATEGIC OBJECTIVE 2</b>	
<b>To promote respect for and the protection, development and attainment of gender equality</b>	
<b>SUB STRATEGY:2.1</b>	
<b>Indicator title</b>	A report on information programme on gender equality
<b>Short definition</b>	To develop, conduct and manage information and education programmes to foster an understanding of matters related to gender equality
<b>Purpose/importance</b>	Provide education and awareness for different stakeholders through strategic partnership across sectors
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Scripts</li> <li>• Schedule</li> <li>• Submissions</li> </ul>
<b>Method of calculation</b>	<ul style="list-style-type: none"> <li>• Quantitative</li> </ul>
<b>Data limitations</b>	<ul style="list-style-type: none"> <li>• Insufficient budget allocation for media slots</li> <li>• Insufficient listenership and/or viewership</li> </ul>
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Cumulatively
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	No
<b>Desired performance</b>	Community radio report and media monitoring report
<b>Indicator responsibility</b>	Communications Manager: Mofihli Teleki

<b>STRATEGIC OBJECTIVE 2</b>	
<b>To promote respect for and the protection, development and attainment of gender equality</b>	
<b>SUB STRATEGY:2.1</b>	
<b>Indicator title</b>	A report on education and information programme
<b>Short definition</b>	To develop, conduct and manage information and education programmes to foster an understanding of matters related to gender equality
<b>Purpose/importance</b>	To build an effective and sustainable institution that will fulfil its constitutional mandate on gender equality
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Media monitoring report</li> </ul>
<b>Method of calculation</b>	Quantitative
<b>Data limitations</b>	Delays in policy review and implementation of approved communications strategy and plan
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	No
<b>Desired performance</b>	4 campaigns conducted as per strategy and plan
<b>Indicator responsibility</b>	Communications Manager: Mofihli Teleki

<b>STRATEGIC OBJECTIVE 2</b>	
<b>To promote respect for and the protection, development and attainment of gender equality</b>	
<b>SUB STRATEGY:2.1</b>	
<b>Indicator title</b>	A report on education and information programme
<b>Short definition</b>	To develop, conduct and manage information and education programmes to foster an understanding of matters related to gender equality
<b>Purpose/importance</b>	To build an effective and sustainable institution that will fulfil its constitutional mandate on gender equality
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Social media plan</li> <li>• Twitter account</li> </ul>
<b>Method of calculation</b>	Quantitative and qualitative
<b>Data limitations</b>	None
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	No
<b>Desired performance</b>	4 social media campaigns conducted as per strategy and plan
<b>Indicator responsibility</b>	Communications Manager: Mofihli Teleki



**STRATEGIC OBJECTIVE 2**

**To promote respect for and the protection, development and attainment of gender equality**

**SUB STRATEGY:2.1**

<b>Indicator title</b>	A report on outreach, advocacy and legal clinics report
<b>Short definition</b>	To develop, conduct and manage information and education programmes to foster an understanding of matters related to gender equality
<b>Purpose/importance</b>	To build an effective and sustainable institution that will fulfil its constitutional mandate on gender equality
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Situational analysis</li> <li>• Attendance registers</li> <li>• Submissions</li> </ul>
<b>Method of calculation</b>	Quantitative
<b>Data limitations</b>	None
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	No
<b>Desired performance</b>	Conduct outreach, advocacy and legal advice clinic to educate the public on gender rights and obligations and provide legal advice for resolution
<b>Indicator responsibility</b>	HOD PEI and HOD Legal

**STRATEGIC OBJECTIVE 2**

**To promote respect for and the protection, development and attainment of gender equality**

**SUB STRATEGY:2.2**

<b>Indicator title</b>	% of complaints timeously attended to in terms of the complaints manual
<b>Short definition</b>	To investigate, resolve and rectify any gender related issue and to seek redress for victims of gender violations review existing legislation and propose legislative changes
<b>Purpose/importance</b>	To protect and promote gender equality by engaging with relevant stakeholders to educate and raise awareness on issues of gender rights through the implementations of appropriate redress
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Actual complaints files</li> <li>• Complaints manual</li> </ul>
<b>Method of calculation</b>	Quantitative
<b>Data limitations</b>	None
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	No
<b>Desired performance</b>	80% complaints handled in compliance with the Complaints manual from registering the complainant to assessing the complainant on complaints opened in the 2018/19 financial year
<b>Indicator responsibility</b>	HOD Legal: Marissa van Niekerk

**STRATEGIC OBJECTIVE 2**

**To promote respect for and the protection, development and attainment of gender equality**

**SUB STRATEGY:2.2**

<b>Indicator title</b>	Implementation of the JSC report recommendations
<b>Short definition</b>	To investigate, resolve and rectify any gender related issue and to seek redress for victims of gender violations review existing legislation and propose legislative changes
<b>Purpose/importance</b>	To protect and promote gender equality by engaging with relevant stakeholders to educate and raise awareness on issues of gender rights through the implementations of appropriate redress
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• JSC report</li> <li>• Program for implementation</li> </ul>
<b>Method of calculation</b>	Qualitative
<b>Data limitations</b>	None
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	No
<b>Desired performance</b>	1 systematic investigation conducted on gender related matters
<b>Indicator responsibility</b>	HOD Legal:

**STRATEGIC OBJECTIVE 2**

**To promote respect for and the protection, development and attainment of gender equality**

**SUB STRATEGY:2.4**

<b>Indicator title</b>	A report on strategic partnership engagements with likeminded organizations to promote gender equality and women empowerment
<b>Short definition</b>	To liaise and interact with likeminded organizations on gender equality
<b>Purpose/importance</b>	To act as a catalyst organization that promotes gender equality and women empowerment
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Concept paper</li> <li>• Attendance registers</li> <li>• Submissions</li> </ul>
<b>Method of calculation</b>	Quantitative
<b>Data limitations</b>	None
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	No
<b>Desired performance</b>	A report on strategic partnership with likeminded organizations to promote gender equality and women empowerment
<b>Indicator responsibility</b>	HOD PEI: Joan de Klerk

**STRATEGIC OBJECTIVE 2**

**To promote respect for and the protection, development and attainment of gender equality**

**SUB STRATEGY:2.4**

<b>Indicator title</b>	A report on stakeholder relations and management plan
<b>Short definition</b>	To liaise and interact with likeminded organizations on gender equality
<b>Purpose/importance</b>	To act as a catalyst organization that promotes gender equality and women empowerment
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Stakeholder register</li> <li>• Stakeholder management</li> </ul>
<b>Method of calculation</b>	<ul style="list-style-type: none"> <li>• Quantitative</li> </ul>
<b>Data limitations</b>	None
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	Yes
<b>Desired performance</b>	Developed, approved and implemented stakeholder relations and management plan
<b>Indicator responsibility</b>	HOD PEI: Joan de Klerk

**STRATEGIC OBJECTIVE 3**

**To build an efficient organization that promotes and protects gender equality**

**SUB STRATEGY:3.1**

<b>Indicator title</b>	Aligned Commissioners handbook and governance structure with King IV
<b>Short definition</b>	To build highly skilled organization capacity that implemented good governance and the effective and efficient operations of the organization
<b>Purpose/importance</b>	To build highly skilled organization capacity that implements good governance and the effective and efficient operations of the organizations
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Commissioners handbook</li> <li>• Plenary minutes</li> </ul>
<b>Method of calculation</b>	<ul style="list-style-type: none"> <li>• Qualitative</li> </ul>
<b>Data limitations</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-cumulative
<b>Reporting cycle</b>	Annually
<b>New indicator</b>	No
<b>Desired performance</b>	Reviewed and aligned Commissioners handbook and governance structure with King IV principles
<b>Indicator responsibility</b>	Office of the Chairperson

<b>STRATEGIC OBJECTIVE 3</b>	
<b>To build an efficient organization that promotes and protects gender equality</b>	
<b>SUB STRATEGY: 3.1</b>	
<b>Indicator title</b>	A report on compliance on policies and legislation
<b>Short definition</b>	To develop corporate governance structure and coordination mechanism
<b>Purpose/importance</b>	To build highly skilled organization capacity that implements good governance and the effective and efficient operations of the organizations
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Compliance checklist</li> </ul>
<b>Method of calculation</b>	N/A
<b>Data limitations</b>	N/A
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-Cumulative
<b>Reporting cycle</b>	Quarterly
<b>New indicator</b>	No
<b>Desired performance</b>	A report on compliance with legislation and policies
<b>Indicator responsibility</b>	Chief Financial Officer: Moshabi Putu

**STRATEGIC OBJECTIVE 3**

**To build an efficient organization that promotes and protects gender equality**

**SUB STRATEGY: 3.1**

<b>Indicator title</b>	A compliance report on substantive gender equality
<b>Short definition</b>	To develop corporate governance structure and coordination mechanism
<b>Purpose/importance</b>	To build highly skilled organization capacity that implements good governance and the effective and efficient operations of the organizations
<b>Source/collection data</b>	Compliance checklist
<b>Method of calculation</b>	N/A
<b>Data limitations</b>	N/A
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-Cumulative
<b>Reporting cycle</b>	Quarterly
<b>New indicator</b>	No
<b>Desired performance</b>	A compliance report on substantive gender equality
<b>Indicator responsibility</b>	Chief Financial Officer: Moshabi Putu



**STRATEGIC OBJECTIVE 3**

**To build an efficient organization that promotes and protects gender equality**

**SUB STRATEGY: 3.2**

<b>Indicator title</b>	Implemented HR Strategy and plans
<b>Short definition</b>	To improve Human resource management and development
<b>Purpose/importance</b>	To build highly skilled organization capacity that implements good governance and the effective and efficient operations of the organizations
<b>Source/collection data</b>	•
<b>Method of calculation</b>	N/A
<b>Data limitations</b>	N/A
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-Cumulative
<b>Reporting cycle</b>	Quarterly
<b>New indicator</b>	No
<b>Desired performance</b>	Reviewed and approved HR strategy plans implemented
<b>Indicator responsibility</b>	Human Resources Managers: Mcebisi Ketse

**STRATEGIC OBJECTIVE 3**

**To build an efficient organization that promotes and protects gender equality**

**SUB STRATEGY: 3.3**

<b>Indicator title</b>	Comprehensive report on corporate services
<b>Short definition</b>	To improve financial and Supply Chain Management
<b>Purpose/importance</b>	To build highly skilled organization capacity that implements good governance and the effective and efficient operations of the organizations
<b>Source/collection data</b>	Financial strategy plans
<b>Method of calculation</b>	N/A
<b>Data limitations</b>	N/A
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-Cumulative
<b>Reporting cycle</b>	Quarterly
<b>New indicator</b>	No
<b>Desired performance</b>	Reviewed and approved financial management strategy
<b>Indicator responsibility</b>	Chief Financial Officer: Moshabi Putu

**STRATEGIC OBJECTIVE 3**

**To build an efficient organization that promotes and protects gender equality**

**SUB STRATEGY: 3.3**

<b>Indicator title</b>	Comprehensive report on corporate services
<b>Short definition</b>	To improve financial and Supply Chain Management
<b>Purpose/importance</b>	To build highly skilled organization capacity that implements good governance and the effective and efficient operations of the organizations
<b>Source/collection data</b>	Financial strategy plans
<b>Method of calculation</b>	N/A
<b>Data limitations</b>	N/A
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-Cumulative
<b>Reporting cycle</b>	Quarterly
<b>New indicator</b>	No
<b>Desired performance</b>	Implemented financial management strategy
<b>Indicator responsibility</b>	Chief Financial Officer: Moshabi Putu

**STRATEGIC OBJECTIVE 3**

**To build an efficient organization that promotes and protects gender equality**

**SUB STRATEGY: 3.3**

<b>Indicator title</b>	Comprehensive report on corporate services
<b>Short definition</b>	To improve financial and Supply Chain Management
<b>Purpose/importance</b>	To build highly skilled organization capacity that implements good governance and the effective and efficient operations of the organizations
<b>Source/collection data</b>	Financial strategy plans
<b>Method of calculation</b>	N/A
<b>Data limitations</b>	N/A
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-Cumulative
<b>Reporting cycle</b>	Quarterly
<b>New indicator</b>	No
<b>Desired performance</b>	Decentralized financial systems for all provinces
<b>Indicator responsibility</b>	Chief Financial Officer: Moshabi Putu

**STRATEGIC OBJECTIVE 3**

**To build an efficient organization that promotes and protects gender equality**

**SUB STRATEGY: 3.4**

<b>Indicator title</b>	ICT strategy and plan
<b>Short definition</b>	To improve and maintain an ICT infrastructure
<b>Purpose/importance</b>	To build highly skilled organization capacity that implements good governance and the effective and efficient operations of the organizations
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• ICT Plans</li> <li>• ICT Strategy</li> </ul>
<b>Method of calculation</b>	N/A
<b>Data limitations</b>	N/A
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-Cumulative
<b>Reporting cycle</b>	Quarterly
<b>New indicator</b>	No
<b>Desired performance</b>	Reviewed ICT strategy and plans
<b>Indicator responsibility</b>	IT Manager: Thys Monosi

**STRATEGIC OBJECTIVE 3**

**To build an efficient organization that promotes and protects gender equality**

**SUB STRATEGY: 3.4**

<b>Indicator title</b>	Approved knowledge management strategy
<b>Short definition</b>	To improve and maintain an ICT infrastructure that supports and promotes the objectives of the organization
<b>Purpose/importance</b>	To build highly skilled organization capacity that implements good governance and the effective and efficient operations of the organizations
<b>Source/collection data</b>	Knowledge management strategy
<b>Method of calculation</b>	N/A
<b>Data limitations</b>	N/A
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-Cumulative
<b>Reporting cycle</b>	Quarterly
<b>New indicator</b>	No
<b>Desired performance</b>	Knowledge management strategy
<b>Indicator responsibility</b>	IT Manager: Thys Monosi

**STRATEGIC OBJECTIVE 3**

**To build an efficient organization that promotes and protects gender equality**

**SUB STRATEGY: 3.5**

<b>Indicator title</b>	Reviewed and approved communications strategy
<b>Short definition</b>	To develop and implement a corporate communications strategy
<b>Purpose/importance</b>	To build highly skilled organization capacity that implements good governance and the effective and efficient operations of the organizations
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Communications audit report</li> </ul>
<b>Method of calculation</b>	N/A
<b>Data limitations</b>	N/A
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-Cumulative
<b>Reporting cycle</b>	Quarterly
<b>New indicator</b>	No
<b>Desired performance</b>	A report on communications audit
<b>Indicator responsibility</b>	Communications Manager: Mofihli Teleki

**STRATEGIC OBJECTIVE 3**

**To build an efficient organization that promotes and protects gender equality**

**SUB STRATEGY: 3.5**

<b>Indicator title</b>	Reviewed and approved communications strategy
<b>Short definition</b>	To develop and implement a corporate communications strategy
<b>Purpose/importance</b>	To build highly skilled organization capacity that implements good governance and the effective and efficient operations of the organizations
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Communications strategy</li> <li>• Minutes of the ICT Committee</li> </ul>
<b>Method of calculation</b>	N/A
<b>Data limitations</b>	N/A
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-Cumulative
<b>Reporting cycle</b>	Quarterly
<b>New indicator</b>	No
<b>Desired performance</b>	Reviewed communications strategy and plan
<b>Indicator responsibility</b>	Communications Manager: Mofihli Teleki



**STRATEGIC OBJECTIVE 3**

**To build an efficient organization that promotes and protects gender equality**

**SUB STRATEGY: 3.5**

<b>Indicator title</b>	Reviewed and approved branding strategy and plan
<b>Short definition</b>	To develop and implement a corporate communications strategy
<b>Purpose/importance</b>	To build highly skilled organization capacity that implements good governance and the effective and efficient operations of the organizations
<b>Source/collection data</b>	<ul style="list-style-type: none"> <li>• Branding plans</li> <li>• Procurement of branding</li> <li>• Approved submissions for branding</li> <li>• Design and layout for branding plans</li> </ul>
<b>Method of calculation</b>	N/A
<b>Data limitations</b>	N/A
<b>Type of indicator</b>	This indicator measures outcomes
<b>Calculation type</b>	Non-Cumulative
<b>Reporting cycle</b>	Quarterly
<b>New indicator</b>	No
<b>Desired performance</b>	Review existing branding strategy, polices and plans
<b>Indicator responsibility</b>	Communications Manager: Mofihli Teleki