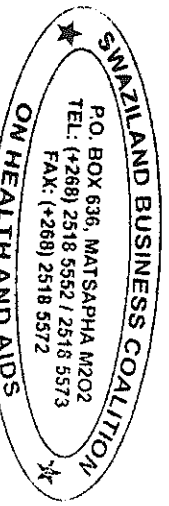


**ANNUAL PROJECT PROGRESS REPORT**

Period: 10 - 12/2016

**COUNTRY PROGRAMME DOCUMENT (CPD) OUTCOME (Indicate item number):**

EXPECTED PROJECT OUTPUTS & INDICATORS (Including annual targets)	MAJOR PLANNED ACTIVITIES (List major activities, including M&E activities, to be undertaken during the year in order to produce the stated project outputs)	ACTUAL ACHIEVEMENTS, PROGRESS AGAINST OUTPUTS, INDICATORS & ANNUAL TARGETS (Monitoring Framework)	CHALLENGES ENCOUNTERED AND SUGGESTIONS ON HOW THESE WILL BE ADDRESSED
<p><b>Monitoring Quarter #4</b></p> <p><b>Expected Output</b>                      1.1 (as per Annual Work Plan (AWP): conduct a sexual harassment study in the workplace</p> <p><b>CPD Indicator (same as M&amp;E Framework):</b></p> <ul style="list-style-type: none"> <li>• 1 inception report</li> <li>• 1 stakeholder workshop</li> <li>• Draft baseline report</li> <li>• Final baseline</li> </ul>	<p>1.2 <b>Activity Action:</b> conduct literature review</p> <p><b>Activity Results:</b> inception report</p> <p>1.3 <b>Activity Action:</b> conduct key informant interview</p> <p><b>Activity Results:</b> interviews conducted</p> <p>1.3 <b>Activity Action:</b> conduct focus group discussions with stakeholders (e.g policy makers, Human Resources, Unions, Employees)</p> <p><b>Activity Results:</b> FGD's conducted with the targeted people</p>	<p><b>Actual Achievement:</b></p> <ul style="list-style-type: none"> <li>• 1 inception report</li> <li>• 1 semi draft report</li> </ul> <p><b>Progress Against Output:</b></p> <ul style="list-style-type: none"> <li>• Progress is behind schedule initially this should have been completed in October, 2016</li> </ul> <p><b>Progress Against Indicator:</b></p> <ul style="list-style-type: none"> <li>• It is at a stage where we have a un-approved draft.</li> </ul> <p><b>Status of progress to target contributing to country programme outcome:</b></p> <ul style="list-style-type: none"> <li>• It is at a stage of finalizing the</li> </ul>	<ul style="list-style-type: none"> <li>• The study experienced delays with the public sector hence a decision was made to remove PSHACC as a facilitator. This led to some progress however we had to use indirect ways such as calling the principals for a workshop through the Gender Unit.</li> <li>• In some instates e.g. govt. unions we had to provide meds for them to participate.</li> <li>• The draft report has encountered problems. It appears consultant is unable</li> </ul>



**ANNUAL PROJECT PROGRESS REPORT**

Period: 10 – 12/2016

<p>report.</p> <p><b>CPD Annual Target:</b></p> <p><b>National Policy (Contributing to):</b></p> <p><b>SDG (Contributing to):</b></p>	<p>1.4 <b>Activity Action:</b> conduct quantitative surveys with employees</p> <p><b>Activity Results:</b> quantitative interviews conducted</p>	<p>draft which has to be presented to stakeholders.</p>	<p>to incorporate comments of key partners before a stakeholder meeting is called; hence plan is to engage a writing consultant to be able to conclude this.</p> <ul style="list-style-type: none"> <li>Some interviews were not conducted since this was a sensitive issue a lot of companies evaded the process.</li> </ul>
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Approved by: Thobile Dlamini



Date: 30 December 2016

Date: 30 December, 2016

