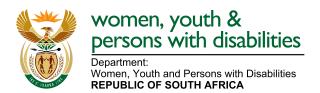
Annual Report







DEPARTMENT OF WOMEN, YOUTH AND PERSONS WITH DISABILITIES

VOTE NO. 13

ANNUAL REPORT

2019/20 FINANCIAL YEAR



Published by the Department of Women, Youth and Persons with Disabilities Private Bag X931, Pretoria 0001

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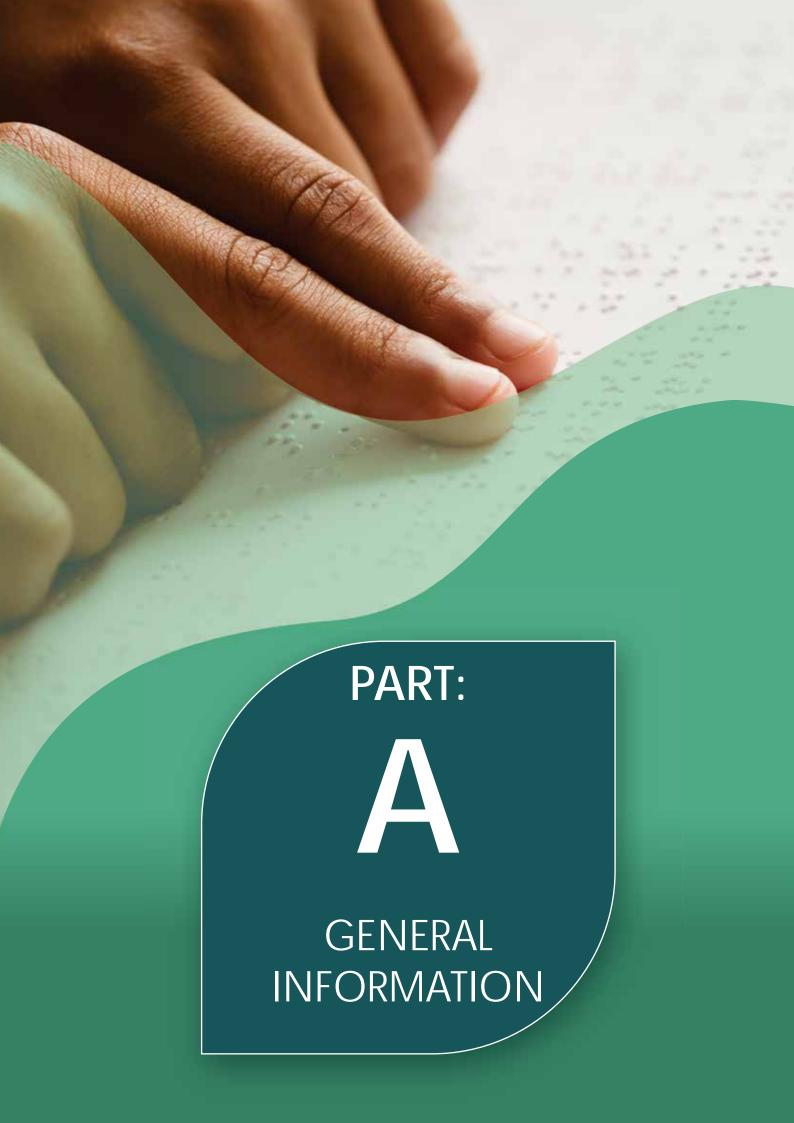
RP251/2020 ISBN: 978-0-621-48585-1

This report is available on the DWYPD's website: www.women.gov.za

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1. DEPARTMENT GENERAL INFORMATION

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2. LIST OF ABBREVIATIONS / ACRONYMS

AGSA Auditor General of South Africa

AO Accounting Officer

APP Annual Performance Plan

AU African Union

BPFA Beijing Platform for Action

CEDAW United Nations Convention for the Elimination of all forms of

Discrimination against Women

CFO Chief Financial Officer

DG Director-General

DIRCO Department of International Relations and Cooperation

DPME Department of Planning, Monitoring and Evaluation

DSD Department of Social Development

DOL Department of Labour

DoRA Division of Revenue Act

DWYPD Department of Women, Youth and Persons with Disabilities

EEP Economic Empowerment and Participation

eQPRS Electronic Quarterly Performance Reporting System

EXCO Executive Committee

GBV Gender-Based Violence

GTJS Governance Transformation, Justice and Security

GRPBME Gender-Responsive Planning, Budgeting, Monitoring and Evaluation

HR Human Resources

ICT Information and Communication Technology

IGBVFSC Interim Gender Based Violence and Femicide Steering Committee

LGBTQIA+ Lesbian, Gay, Bisexual, Pansexual, Transgender, Genderqueer, Queer, Intersexed,

Agender, Asexual, and Ally community.

M&E Monitoring and Evaluation

MP Member of Parliament

MTEF Medium-Term Expenditure Framework

MTSF Medium-Term Strategic Framework

NACH National Ant-Corruption Hotline

NCGBVF National Council on Gender Based Violence and Femicide

NDP National Development Plan



NSPGBVF National Strategic Plan on Gender Based Violence and Femicide

NYDA National Youth Development Agency

NYD National Youth Development

OHS Occupational Health and Safety
PFMA Public Finance Management Act

PSCKM Policy, Stakeholder Coordination and Knowledge Management

RPD Rights of Persons with Disabilities

SADC Southern African Development Community

SCM Supply Chain Management

SDIP Service Delivery Improvement Plan

SET Social Empowerment and Transformation

STEE Social Transformation and Economic Empowerment
STEM Science, Technology, Engineering and Mathematics

TOR Terms of Reference

UN United Nations

WFIF Women Financial Inclusion Framework

3. FOREWORD

BY THE MINISTER



Ms. Maite Nkoana-Mashabane, MP
Minister in the Presidency:
Women, Youth and Persons with Disabilities

I am pleased to present to you the 2019/20 Annual Report for the Department of Women, Youth and Persons with Disabilities, under the 6th Administration.

I endorse this report as an accurate reflection of the performance of the department, measured against the strategic objectives, which were reviewed in the 2019/2020 financial year to align with the new mandate of the department following the reconfiguration of the state announcement by President Cyril Ramaphosa.

During the period under review the department had to transition from The Department of Women, to The Department of Women, Youth and Persons with Disabilities. This necessitated a strategic realignment as well as organisational and services review of the work of the department to be enabled to respond to the challenges these sectors face.

As the report shows, during the period under review, there was a decrease of 3% in achievement of planned

targets, compared to the 2018/19 financial year where achievement was at 88%. Out of 40 planned targets, 34 targets (85%) were achieved and 6 targets (12%) were not achieved. This reflects our expanded mandate and the department's internal processes in adapting to take up the entrusted cause of socio-economic empowerment and inclusion of women, youth and persons with disabilities.

While I may concede that there is still room for improvement, our work in mainstreaming and inclusion of Women, Youth and Persons with Disabilities programmes across government and civil society, shows that there is much more work to be done at a societal level. The President's vision for a truly integrated society, in which all sectors, especially those previously marginalised, are integrated into empowerment programmes which must be realised if South Africa is to succeed in its development trajectory.

During the 2019-2020 period the department set out to integrate women empowerment, youth

development and disability empowerment as well as inclusion programmes across government. In line with our mandate, we set out to strengthen the work of government in developing programmes that empower Women, Youth and Persons with Disabilities. Our focus was on intersectionality because Women, Youth and Persons with Disabilities are often disadvantaged by multi-dimensional poverty and inequality – race, class, gender, sexual identity and other identity markers.

The 25 Year Review on Gender Equality and Women's Empowerment for the period 1994-2019, was adopted by Cabinet in December 2019. The report shows that South Africa must invest in programmes that respond to institutionalised preferential services that benefit only a minority of the population. The report also provides valuable lessons for other minorities that are excluded from development opportunities. As the department, our work is to be alert to and responsive to discriminatory policies, laws and frameworks. We do this by leading socio-economic transformation and implementation of the empowerment and participation of Women, Youth and Persons with Disabilities through mainstreaming, advocacy, monitoring and evaluation.

Our campaigns, outreach programmes and engagements with civil society, interest bodies, development partners, big business and government has allowed us platforms to advocate for disadvantaged groups with the goal of ensuring that targets are linked to performance indicators for government departments, institutions and organisations.

During the period under review, we have done a great deal of work to advocate to increase the budget and capacity of the department to do its work. The organisation faces challenges in this regard which has an impact on its ability to serve as custodian to disadvantaged and at-risk groups. Budgetary constraints as well as critical human resource shortages had an adverse impact on the department delivering on its mandate.

Despite these challenges, some of the achievements of the department that I would like to raise to your attention are:

- Coordinated the process of developing the DWYPD's inputs towards the development of the MTSF (2020 – 2025).
- South African 2nd Periodic Report on the Optional Protocol to the African Charter on Human and People's Rights of Women in Africa 2014 2018 (Maputo Protocol).
- The RPD branch participated in the annual Conference of State Parties and presented a country

- position statement on the implementation of the requirements of the UN CRPD and other relevant treaty obligations instruments, June 2019;
- Guidelines on gender-responsive planning, budgeting, monitoring and evaluation which was developed and approved;
- Progress Report on national rollout of the enabling environment, enabling infrastructure and provincial sanitary dignity programmes to be in line with the Revised Sanitary Dignity Implementation Framework
- Started the process of amending the National Youth Development Agency Act, Act No. 54 of 2008.
- Preliminary Report on the Rights of Persons with Albinism in South Africa was approved by the Minister in the Presidency for Women, Youth and Persons with Disabilities and submitted through the UNOHCHR to the UN Independent Expert on the enjoyment of human rights by Persons with Albinism.
- Updated National Frameworks on Disability Rights Awareness and Self-Representation by Persons with Disabilities.
- The Department implemented Women's Financial Inclusion Framework (WFIF) through capacity building across provinces; Participation Report on the symposium for the economic inclusion of women towards developing a women-led position for the South African Investment Conference.

In presenting this Annual Report 2019-2020 to you, I wish to convey that despite our transitional challenges during the period under review, we have also managed to make important strides in dovetailing our work to respond to the country's most pressing socio-economic concerns. Through our initiatives and interventions we have managed to provide strategic leadership, coordination and monitoring to government departments and the country in mainstreaming empowerment programmes. We remain committed to this journey and we value your support in making our vision a reality.

\$ Staber

Ms Maite Nkoana-Mashabane, MP

Minister in the Presidency: Women, Youth and Persons with Disabilities

Date: 30 September 2020

4. DEPUTY MINISTER'S **STATEMENT**



Prof Hlengiwe Mkhize, MP
Deputy Minister in the Presidency:
Women, Youth and Persons with Disabilities

Under the expanded mandate of the Department of Women, Youth and Persons with Disabilities we have been tasked to roll-out implementation models to respond to at-risk sectors of our population, and marginalised communities. This report looks back at the past year, outlining where we have done well, and where we need to focus our energies to close gaps.

We are emboldened by the Constitution of the Republic of South Africa, which is the true champion for equality for all. Through our expanded mandate we have been tasked to roll out empowerment programmes for South Africa's disadvantaged and most at-risk communities.

Upon joining this department, we immediately set out to envisage our strategies to make meaningful impacts in the lives of women, youth and persons with disabilities on a large scale. Our policy priorities set out to ensure socio-economic empowerment, inclusionary development, and equal participation in programmes of government and civil society. As the department, our work is not only to influence programme design of

government departments, but also to guide civil society on the adherence to guidelines, policies and laws.

Projects like the Sanitary Dignity Implementation Framework were not only envisaged as meeting a target in its own right by addressing sexual and reproductive health and rights of women, but also as an enabler to allow girls in school to attend school while menstruating. As this Annual Report demonstrates, the work of this department impacts on the lives of disadvantaged groups in multiple ways. Our ultimate goal is to reshape society as a whole to be more inclusive, tolerant, equal, and motivated to remove structural drivers of inequality.

Our mandate expands beyond just our focus sectors, building social cohesion and nation building. We live in a society where structural drivers of inequality and poverty excludes the majority of our population. Our outreach activities set out to address social cohesion as a central pillar to South Africa's growth trajectory. We also look inward to ensure good governance which has a positive impact on the lives of our people.

During the period under review, as guided by our expanded mandate, we set out to strengthen the structures and coordinating forums that drive our agenda. Meetings with the National Gender Machinery, Youth Coordinating Forums, and Disability Working Groups set out to strengthen alliances in achieving our vision for a transformed society. I met with representatives of all national organisations of and for persons with disabilities, as well as members of the Presidential Working Group on Disability.

The SA population has a youth bulge. Our response to youth development will define our development trajectory for the next hundred years. The depth and persistence of youth unemployment, is structural in its nature, and as such, minor projects and isolated initiatives will not make a meaningful difference. Effective solutions must therefore support and give prominence to what is working in the system, encourage innovation, and catalyse changes in the system for the benefit of millions, not just hundreds or thousands of young people over the next decade.

I am pleased to report progress on the National Youth Policy 2020-2030, which was drafted and consulted on, during the period under review. The youth policy seeks to guide stakeholders in the design of youth interventions geared towards responding to the needs of young people. We also started the process of amending the National Youth Development Agency Act, Act No. 54 of 2008. In one hand, the policy further outlines interventions to enable the optimal development of young people, both as individuals and as members of South African society, enhancing their capabilities to transform the economy as well as the country. On the other hand, the NYDA Act is the founding legislation of the National Youth Development Agency. Its amendment will further strengthen the Agency's delivery of programmes, and help enhance governance, visibility and reach of the Agency.

Violence, and in particular, gender-based violence continues to erode the freedoms of our citizens. Our dream of Women, Youth, Persons with Disabilities and the LGBTQIA+ community walking freely in the streets of this country at any time, participating in the development of the country and creating wealth without any fear of violence towards them is one that we still hold on to. In his State of the Nation Address, His Excellency President Ramaphosa outlined the seven priorities of the 6th Administration and five fundamental goals for the next decade. The President spoke about social cohesion and safe communities and that for the next decade, violent crime will be halved if not

eliminated. High levels of GBV prevail throughout the life cycle of women, starting from the unborn child, pregnant women, the girl-child, young women, adult women and elderly women. Women and girls with disabilities and gender non-conforming persons are at a much higher risk to GBVF. GBV has an impact on HIV/AIDS, leaving young girls and women at a higher risk to linked social ills and health complications.

During the period under review, we have held extensive consultations with sectors on the development of the Emergency Response Action Plan and the National Strategic Plan on Gender-Based Violence and Femicide. Our consultations have focussed on how to coordinate civil society to respond adequately to the scourge of gender-based violence and femicide.

While we work on our mandate, we are not oblivious to the complex layers of socio-economic exclusion and oppression like the plight of women, young women, and persons with disabilities in rural areas, or communities at the periphery being excluded from institutions and structures under culture or religion. We commit to addressing blockages in wider participation in the economy, as well as the socio-political landscape that enables control of ownership and exclusion.



Prof Hlengiwe Mkhize, MP

Deputy Minister in the Presidency: Women, Youth and Persons with Disabilities

Date: 30 September 2020

5. REPORT OF THE

ACCOUNTING OFFICER



Advocate Mikateko Joyce Maluleke
Director-General of Department of Women,
Youth and Persons with Disabilities

In the year under review, the department was able to improve financial management and performance significantly and will continue in the next financial year. The year 2019/20 is the first year that the department is implementing its mandate as the Department of Women, Youth and Persons with Disabilities (DWYPD) following the announcement on 29 May 2019, by the President of the Republic of South Africa announcing the Department of Women, Youth and Persons with Disabilities. In his announcement, the President indicated that the function of Persons with Disabilities would be transferred from the Department of Social Development (DSD) to the Department of Women, as well as the function of Youth Development would be transferred from the Department of Planning, Monitoring and Evaluation (DPME) to the Department of Women.

During this period, DWYPD continued to report on five programmes (with the inclusion of functions: Youth Development and Rights of Persons with Disabilities) in terms of predetermined objectives, their budgets still being with the DPME and DSD respectively.

With the strategy and organisational review excised, it provides the department with an opportunity to strengthen its capacity to facilitate and promote the empowerment of Women, Youth and Persons with Disabilities and gender equality.

The key activity that the department undertook in the period under review, was to focus on contributing to economic transformation and job creation through various economic interventions for the inclusion of Women, Youth and Persons with Disabilities. We managed to implement a sanitary dignity framework value chain of manufacturing, storage, distribution and waste disposal. The Department implemented Women's Financial Inclusion Framework (WFIF) through capacity building across provinces. A Report on Gender Policy Priorities for 2019-2024 was developed. The department conducted NYDA oversight and facilitated the appointment of the NYDA Board which will be finalised in the next financial year. Updated National Frameworks on Disability Rights Awareness and Self-Representation by Persons with Disabilities.

Overview of the Financial Results of the Department:

Departmental Receipts

		2019/2020			2018/2019	
Departmentall receipts	Estimate	Actual Amount Collected	(Over)/ Under Collection	Estimate	Actual Amount Collected	(Over)/ Under Collection
	R′000	R′000	R′000	R′000	R′000	R′000
Sale of goods and services other than capital assets	120	53	67	46	54	(8)
Interest, dividends and rent on land	-	10	(10)	-	2	(2)
Financial transactions in assets and liabilities	-	71	(71)	9	64	(55)
Total	120	134	(14)	55	120	(65)

The revenue of the department is mainly derived from the sales of goods and services such as the sale of waste paper. The department estimated to generate revenue amounting to R120 000.00, whilst the actual collection was R53 000.00.

Programme Expenditure

		2019/2020			2018/2019	
Programme Name	Final Appropri- ation	Actual Expendi- ture	(Over)/ Under Expendi- ture	Final Appropri- ation	Actual Expendi- ture	(Over)/ Under Expendi- ture
	R′000	R′000	R′000	R′000	R′000	R′000
Administration	96 022	99 221	(3 199)	89 759	88 063	1 696
Social Transformation and Economic Empowerment	108 440	108 436	4	102 481	102 355	126
Policy, Stakeholder Coordination and Knowledge Management	39 936	33 731	6 205	37 967	31 934	6 033
Total	244 398	241 388	3 010	230 207	222 352	7 855

The final appropriation of the department is R244 398 000.00 for the 2019/20 financial year. This appropriation includes an amount of R85 177 000.00, earmarked for transfer to Commission for Gender Equality (CGE) which was established in terms of section 187 of the Constitution of the Republic of South Africa. The department transferred the full allocation to CGE during the financial year under review. The Commission is not reporting to the department, but directly to Parliament as a Chapter 9 Institution.

Reasons for Deviations

Programme 1: Administration – (R3 199 000.00) Compensation of Employees – (R1 223 000.00)

The overspending in this category of expenditure is mainly due to the new function of the office Ministry, which was introduced as part of the reconfiguration through the National Macro Organisation of Government (NMOG). Payment for the loss of office for the former minister as Member of Parliament, effective 11 June 2019 after serving more than five years, she was entitled to a once-off payment equal to four months' pensionable salary for every five years of service.

The department applied for additional funding from National Treasury to fund the new function in Ministry, but the application was not approved.

Goods and Services – (R1 999 000.00)

The goods and services expenditure, linked to the new function in Ministry as part of NMOG contributing to the overspending in this category, as well as the clearing of advances paid to Department of International Relations and Corporation. This relates to the final expenditure for CSW62 and CSW63 which took place in March 2017 and March 2018. The advance paid to DIRCO was less than the actual claim received by the department. In addition, the department also prioritised the payment of Microsoft Back-end licenses.

Programme 3: Policy, Stakeholder and Knowledge Management – R6 205 000.00

Compensation of employees – R2 531 000.00

The underspending is attributable to funded vacant posts not filled by the end of the financial year in line with the Budget Committee's decision not to fill these posts. The savings from these posts were reprioritised within the compensation of employee allocation of the department to fund additional posts in Ministry.

Goods and Services - R3 176 000.00

The underspending is due to the scaling down of stakeholder engagement activities that were planned to take place in the last quarter of the financial year under review. These savings were utilised to minimise the spending pressure that existed in programme 1: Administration.

Payments for Capital - R497 000.00

The underspending relates to funds that were budgeted for the procurement of new laptops to replacethe old laptops of officials in the department. The procurement was not finalised because of the responses from suppliers to the request for quotation issued by the department that did not include the warranty.

Programme Name	Item (Level 3)	Virements (Negative)	Programme Name	Item (Level 3)	Virements (Positive)
Social Transformation and Economic	Goods and services	(847)	Social Transformation and Economic Empowerment	Transfers and Subsidies	60
Empowerment	services		Administration	Transfers and Subsidies	787
Social Transformation and Economic	Goods and services	(4 400)	Administration	Goods and services	4 400
Empowerment	Machinery and Equipment	(345)	Administration	Machinery and Equipment	345
	Componentian		Administration	Compenstion of employees	2 115
Policy, Stakeholder Coordination and Knowledge Management	of employees	(3 198)	Social Transformation and Economic Empowerment	Compensation of Employees	1 083
Management	Machinery and Equipment	(275)	Administration	Machinery and Equipment	275
Total		(9 065)	Total		9 065



Reasons for Virements

Compensation of Employees

The shifting of funds in this category of expenditure is implemented to augment excess expenditure due to spending pressures relating to the new function in Ministry as part of the reconfiguration through NMOG.

Goods and Services

The shifting of funds in goods and services is implemented to defray excess expenditure incurred due to spending pressures relating to the new function in the Ministry as part of the reconfiguration through the NMOG, payments of CSW62 and CSW63 claims as well as the procurement of Microsoft software Back-end licenses.

Transfers and Subsidies

The shifting of funds was effected to augmented spending pressures relating to the payment of leave gratuities to employees who resigned from the public sector.

Payments for Capital Assets

Unspent funds from Programme 2: Social Transformation and Economic Empowerment and Programme 3: Policy, Stakeholder Coordination and Knowledge Management, were utilised to defray excess expenditure in Programme 1: Administration within the same economic classification due to the acquisition of motor vehicles for the Ministry.

Unauthorised Expenditure

The department incurred unauthorised expenditure amounting to R3 199 000.00 during the 2019/20 financial year. The overspending is mainly in programme 1: Administration. The department did not overspent on the total allocation for the 2019/20 financial year.

The overspending is mainly due to the new function in Ministry as part of the reconfiguration through the National Macro Organisation of Government (NMOG). Payment for the loss of office for the former minister as Member of Parliament effective 11 June 2019, after serving more than five years, she was entitled to a once-off payment equal to four months pensionable salary for every five years of service. The overspending also includes the expenditure on compensation for the newly introduced function in Ministry as part of the NMOG process.

Irregular Expenditure

The department incurred irregular expenditure amounting to R 2 481 000.00 relating to non-compliance to applicable SCM regulations. The details of the irregular expenditure are included in note 23 of the Annual Financial Statements for 2019/20 financial year.

In an effort to ensure that the expenditure is managed effectively and efficiently, the department developed and implemented the following prescripts:

- Policy and Procedure on Unauthorised, Irregular, Fruitless and Wasteful Expenditure,
- Irregular Expenditure Framework and Procedures and,
- Departmental Financial Management Instruction Notes

Senior managers attended training with irregular, unauthorised, wasteful and fruitless expenditure, which was conducted by National Treasury in the department. In-house training on irregular, unauthorised, wasteful and fruitless expenditure was given by the Office of the Chief Financial Officer for all officials below senior management level. Supply Chain Management officials were provided in-job training by the Chief Financial Officer and the Director: Financial Management.

Fruitless and Wasteful Expenditure

The department incurred fruitless and wasteful expenditure amounting to R22 000.00 for the payment of mainframe hosting by a Logis system. The Logis system was not utilised during the financial year under review, due to capacity challenges that existed in Supply Chain Management. The department applied for the termination of the system through National Treasury and was subsequently terminated.

Future Plans of The Department

In the financial year 2021/22 the department will be integrating its services for Women, Youth and Persons with Disabilities by redefining its core business to focus on its regulatory mandate and the enforcement of the rights of Women, Youth and Persons with Disabilities. This will be done through a revised Strategic Plan 2020-2024 and the Annual Performance Plan 2021/22 FY.

Public Private Partnerships

The department did not participate or entered into Public Private Partnership in the 2018/19 and 2019/20 financial years respectively.

Discontinued Activities

The department did not discontinue any of its activities during the financial year under review, and there will be no activities to be discontinued in future.

New or Proposed Activities

There are no new proposed activities.

Supply Chain Management

The department did not participate in unsolicited bids during the 2018/19 – 2019/20 financial year.

Gifts and Donations received in kind from non-related parties

The department did not receive gifts and donations of any kind from non-related parties.

Exemptions and Deviations received from the National Treasury

The department did not receive exemptions or deviations from National Treasury during the financial year under review.

Events after the reporting date

The mandate of the department has expanded effective 1 April 2020 as a result of the transfer of the Youth and Rights of Persons with Disabilities functions from the National Department of Planning, Monitoring and Evaluation and National Department of Social Development respectively in accordance with the reconfiguration of Government. Furthermore National Youth Development Agency will be an entity reporting to the department from 01 April 2020.

Other

The department acquired two vehicles for Executive Authorities, the minister and the deputy minister in accordance with the National Treasury Instruction No. 4 of 2019/2020 on the determination of a price threshold for the procurement of vehicles for members of the executive. The total cost to the department of each vehicle including the installation of security features was R700 000.00 and is in line with the threshold limit as outlined in the National Treasury Instruction Note.

Acknowledgement

Let me take this opportunity to thank the minister and deputy minister for their leadership and guidance and for holding us to the highest standards during the year under review. I would also like to thank all employees for their hard work they have invested in taking the department forward.

Adv: MJ Maluleke Accounting Officer

Date: 30 September 2020

6. STATEMENT OF RESPONSIBILITY AND CONFIRMATION

To the best of my knowledge and belief, I confirm the following:

All information and amounts disclosed throughout the Annual Report are consistent.

The Annual Report is complete, accurate and is free from any omissions.

The Annual Report has been prepared in accordance with the guidelines on the annual report as issued by National Treasury.

The Annual Financial Statements (Part E) have been prepared in accordance with the modified cash standard and the relevant frameworks and guidelines issued by the National Treasury.

The Accounting Officer is responsible for the preparation of the annual financial statements and for the judgements made in this information.

The Accounting Officer is responsible for establishing, and implementing a system of internal control that has been designed to provide reasonable assurance as to the integrity and reliability of the performance information, the human resources information and the annual financial statements.

The external auditors are engaged to express an independent opinion on the Annual Financial Statements.

In my opinion, the annual report fairly reflects the operations, the performance information, the human resources information and the financial affairs of the department for the financial year ended 31 March 2020.

Yours faithfully

Accounting Officer
Name: Adv. MJ Maluleke

Date: 30 September 2020

7. STRATEGIC **OVERVIEW**

7.1 Vision

A transformed, inclusive society free from all forms of discrimination and capable of self-actualisation.

7.2 Mission

To provide strategic leadership, coordination and oversight to government departments and the country in mainstreaming empowerment programmes on Women, Youth and Persons with Disabilities.

7.3 Values

Informed by the Batho Pele Principles of the Public Service: Society must be able to entrench values of equity and equality across race, colour and gender; eradicate the oppression of women; and promote a dignified quality of life and sustainable livelihoods. The Department of Women (DoW) will place the citizens at the centre of its work. We will do this by treating our citizens with respect; conducting ourselves with integrity; always being accountable for our actions; and striving for excellence and equity in all that we do. In interacting with stakeholders, we will act with fairness and respect, and demonstrate



8. LEGISLATIVE AND OTHER MANDATES

The department derives its mandate from the Constitution of the Republic of South Africa (the Constitution). The Constitution champions the achievement of equality, including gender equality, throughout its provisions and particularly section 9 thereof. Section 9 of the Constitution creates the basis for the obligation of the public sector, the private sector and civil society to eliminate and remedy gender, race and social inequalities. Section 9(2) of the Constitution guarantees the full and equal enjoyment of all rights and freedoms by people of all genders. It furthermore provides that legislative and other measures designed to protect or advance persons or categories of persons disadvantaged by unfair discrimination, may be taken to promote the achievement of equality.

With a mandate to lead on socio-economic transformation and implementation of the empowerment and participation of women, youth and persons with disabilities through mainstreaming, advocacy, monitoring and evaluation.

Section 9(3) states that "the state may not unfairly discriminate directly or indirectly against anyone on one or more grounds, including race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth"; and section 10 states that "everyone has inherent dignity and the right to have their dignity respected and protected".

The Constitution defines in detail the vision of a society that the country strives towards – the "creation of a united, democratic, non-racial, non-sexist and prosperous South Africa". The Constitution guarantees equal and inalienable rights to all citizens, and provides the mandate for both government and civil society to uphold the values of equality and remedy the heritage of inequality, discrimination and oppression.

The Constitution also provides the foundation for the promotion and protection of the rights of all South Africans and sets out the inter-changeable roles of the various institutions of government in achieving this. South Africa adopted the principle of mainstreaming of the rights of women across all legislation; policies,

programmes and budgets post 1994. As such, various institutions responsible for promoting and monitoring the realisation of the socio-economic empowerment of women towards a gender equal society are required to ensure adherence to gender mainstream principles.

Other Mandates

South Africa is a signatory to several regional and international commitments on women's empowerment and gender equality. These include the following:

- United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) (December 1995), signed in 29 January 1993 and ratified in December 1995
- Beijing Declaration and Platform for Action, signed in September 1995
- African Union Heads of States' Solemn Declaration on Gender Equality in Africa, adapted and ratified in August 2004
- Optional Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa (AU Women's Protocol) (December 2004), ratified on 17 December 2004
- Commonwealth Plan of Action for Women's Empowerment and Gender Equality 2005-2015, adopted in 2005
- SADC Protocol on Gender and Development (2012), ratified in 2011
- Sustainable Development Goals Agenda 2030 (SDGs) (2015)

The Constitution neither states very clearly nor implies in the last part of the Preamble of the Constitution is a commitment to comply with international law and human rights standards. There is alignment between the Constitution and International instruments.

Therefore, by adopting these instruments for the advancement of the socio-economic empowerment of women in the country, government committed itself to their full and effective implementation at the National level.

The National Development Plan (The NDP)

The NDP aims to eliminate poverty and reduce inequality by 2030 through uniting South Africans, unleashing the energies of its citizens, growing an inclusive economy, building capabilities, enhancing the capability of the state and leaders working together to solve complex problems. The following NDP chapters are particularly relevant to the mandate of DWYPD:

Chapter 3: Economy and Employment

Chapter 4: Economy infrastructure – the founda-

tion of social and economic develop-

ment

Chapter 6: An integrated and inclusive rural econ-

omy

Chapter 9: Improving education, training and

innovation

Chapter 10: Promoting Health

Chapter 11: Social Protection

Chapter 12: Building safer communities

Chapter 13: Building a capable and developmental

state

Chapter 15: Transforming society and uniting the

country

Women constitutes a large percentage of the poor, particularly in rural areas. The NDP takes gender into account by proposing a range of measures to advance women's equality. The following is recommended in the NDP:

- Public employment should have a specific focus on unemployed Women, Youth and Persons with Disabilities
- Transformation of the economy should involve active participation of women and empowerment of Women, Youth and Persons with Disabilities
- There should be support for women-leadership in all sectors of society
- Measures should be put in place for women to access to basic services
- Women, Youth and Persons with Disabilities should have no fear of crime, and should feel protected by the law
- There should be nutrition intervention for pregnant women

The DWYPD in implementing its programmes, has aligned its indicators to respond and contribute to the principles of the NDP.

Since 1994, the principle of 'gender equality' has influenced legislation development and policy formulation in all sectors. The law reform processes undertaken since 1994 have resulted in the production of an unprecedented body of laws and policies, annexed hereto as Annexure A, which the department has to monitor as well as the impact on Women, Youth and Persons with Disabilities that the department has to evaluate.

Organisational Structure

On 29 May 2019, the President of the Republic of South Africa announced the Department of Women, Youth and Persons with Disabilities. In his announcement, the President indicated that the function of Persons with Disabilities would be transferred from the Department of Social Development to the Department of Women; as well as the function of Youth Development would be transferred from the Department of Planning, Monitoring and Evaluation to the Department of Women. Subsequent to the announcement by the President, a proclamation amending Schedule 1 of the Public Service Act, 1994 was published on 27 June 2019. In addition, a proclamation to transfer administration and powers and functions entrusted by legislation to certain members of Cabinet in terms of section 97 of the Constitution of the Republic of South Africa, 1996 was published in a Government Gazette on 23 August 2019; entrusting the Minister of Women, Youth and Persons with Disabilities with the powers to administer any legislation related to women, youth and persons with disabilities.

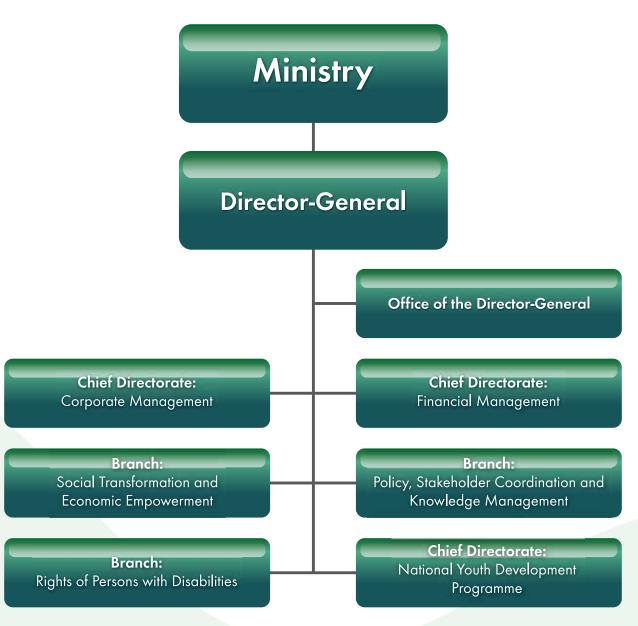
With a mandate to lead on socio-economic transformation and the implementation of the empowerment and participation of Women, Youth and Persons with Disabilities through mainstreaming, advocacy, monitoring and evaluation, through the following programmes:

- Programme 1 Administration (by providing effective leadership, management and administrative support services to the DWYPD);
- Programme 2 Social Transformation and Economic Empowerment (by facilitating and promoting the attainment of women's socio-economic empowerment and gender equality);

- Programme 3 Resear and Knowledge Manager
 - **Programme 3** Research, Policy Coordination and Knowledge Management (by undertaking research, policy analysis, knowledge management, monitoring, evaluation, outreach and stakeholder coordination for women's socio-economic empowerment and gender equality).
 - Programme 4 National Youth Development (by overseeing youth policy development implementation, monitoring and evaluation and conduct oversight of the National Youth Development Agency); and
- Programme 5 Rights of Persons with Disabilities (by promoting, protecting and empowering persons with disabilities through the development and implementation of legislation, policies and programmes).

It is also important to note that the two functions (Rights of Persons with Disabilities and National Youth Development) were in the budget programme structure for the year under review in terms of the APP and performance reporting, as their budgets were still in the DSD and DPME respectively.

Organisational Structure



Entities

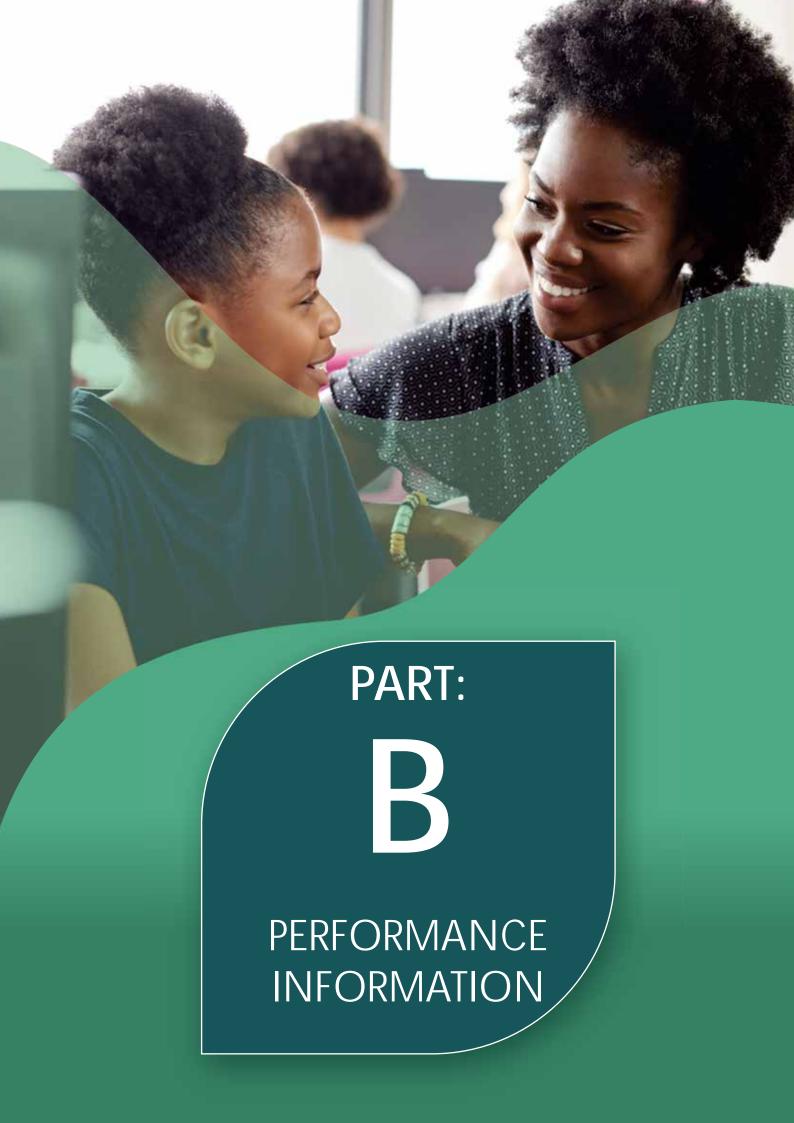
The Commission for Gender Equality (referred to as "the CGE") is one of the state institutions seized with the task of strengthening constitutional democracy in the Republic of South Africa (section 181(1)(d) of the Constitution). In terms of section 181(2) of the Constitution, read with section 10(1)(a) of the Commission for Gender Equality Act, 1996 (No. 39 of 1996) the CGE is independent and subject only to the Constitution and the law, and must be impartial and must exercise its powers without fear, favour or prejudice.

The relationship between the Minister in The Presidency Responsible for Women, Youth and Persons with Disabilities, and the Commission for Gender Equality is administrative in nature due to the following reasons:

- (i) The CGE's budget falls under the budget vote of the department, therefore the department must transfer the CGE funds in accordance with section 38(1) of the Public Finance Management Act (PFMA), 1999. Section 38(1)(j) of the PFMA expressly excludes constitutional institutions from providing the accounting officer of the transferring department with written assurances that the institution implements effective, efficient and transparent financial management and internal control systems. A strict interpretation of this section therefore implies that the department serves as a conduit for the transfer of the allocated budget, in terms of the Appropriations Act, to the CGE.
- (ii) The Minister in The Presidency Responsible for Women, Youth and Persons with Disabilities plays a facilitation role in the appointment of commissioners by inviting interested parties through the media to apply and by notice in the Government Gazette, propose candidates for consideration for appointment as commissioners. The CGEA provides for a process of nomination from the proposed names by a Joint Parliamentary Committee and approval by the National Assembly before appointment by the President. The Ministry, through its department facilitates this process and no provision is made for a decision or discretion on the part of the minister in this regard.
- (iii) Lastly, the Minister in The Presidency Responsible for Women, Youth and Persons with Disabilities is the custodian of the Commission for Gender Equality Act, therefore any legislative amendments thereto must be introduced in Cabinet by the minister as a member of the national executive. It follows therefore that the Department of Women, Youth and Persons with Disabilities is responsible for the legislative processes necessary to amend this Act.







1. AUDITOR GENERAL'S REPORT PREDETERMINED OBJECTIVE

The audit conclusion on the performance against predetermined objectives is included in the AG report to management. Refer to page 83 of the report of the Auditor General, published within this report as part E: Financial Information.

2. OVERVIEW OF DEPARTMENTAL PERFORMANCE

2.1 Service Delivery Environment

During the period under review the department held its strategic planning session on 19 -20 July 2019 in preparation for the review of the 1st Draft Annual Performance Plan 2020/21, continued on 24 – 25 July 2019 and was finalised in the office on 26 July 2019.

The Department is uniquely poised at the centre of government to co-ordinate and conduct monitoring in ensuring that government implements inclusive programmes, which are geared towards rectifying gender imbalances of the past, closing gaps in the representation of Women, Youth and Persons with Disabilities, and breaking through stereotypes and misogynistic agendas which exist across all sectors of society. The department co-lead and convened the Interim Gender Based Violence and Femicide Steering Committee (IG-BVFSC) and is in the process of establishing a permanent GBVF Council.

In the year under review, a critical shortage of human resources in various components were experienced that had an adverse impact on the ability of the DWYPD to deliver on its performance targets throughout the quarters. Critical factors that have led to these shortcomings include:

- a moratorium placed on the filling of posts in the Administration Programme due to the 2019 NMOG process;
- delays in the finalisation of recruitment and selection processes due to the National Disaster lockdown restrictions:
- the NMOG process only made provision for a reorganisation of the Department of Women through the transfer of additional functions to its mandate,

- accordingly, as this process of restructuring still needs to align the organisational design and architecture with its strategic intentions; and
- COVID-19 restrictions have compromised the current capacity available and will affect the next financial year's planning.

The particular responsibility given to the minister was to lead on the gender dimension of Outcome 14: Social Cohesion and Sub-Outcome 2: Equal opportunities, inclusion and redress, with reference to:

- Changing attitudes and behaviour in relation to gender issues and xenophobia; and
- Increased progress towards gender equality and empowerment of Women, Youth and Persons with Disabilities.

With regard to the commitments South Africa has made through international instruments, the DWYPD monitors and reports to various international bodies on progress made in the socio-economic empowerment of women and advocacy against, and the prevention and elimination of gender-based violence.

2.2 Service Delivery Improvement Plan

The progress on the Service Delivery Improvement Plan (SDIP) is informed by Chapter 1, Part 111 C of the Public Service Regulations, of 1999 as amended. The regulations require executive authorities to establish and sustain a service delivery improvement programme for their departments which should include a Service Delivery Charter.

The department is not mandated to deliver services directly to the public, but works in partnership with other government departments, civil society and the private sector to promote the socio-economic empowerment of Women, Youth and Persons with Disabilities. The SDIP for the DWYPD is informed by the 2015-2020 Strategic and DWYPD Strategic Plans and is aligned to the Annual Performance Plan 2019/20. The tables below highlights the service delivery improvement plan and the achievements to date.

Main Services and Standards

Main services	Beneficiaries	Current/actual standard of service	Desired standard of service	Actual achievement
To develop intervention mechanisms for gender mainstreaming for women's socioeconomic empowerment, transformation, and gender equality	Government (national and provincial) Non-Government (business communities, civil society, women's groups, gender organisations and labour)	Draft discussion document on gender mainstreaming developed	The department will analyse the strategic planning documents of departments and recommend the inclusion of women empowerment and gender parity indicators.	The DWYPD continue to analyse the selected departmental Strategic Plans which the findings still shows gender blind, however the feedback sessions are provided and guidance on the inclusion of women is given
Promote gender sensitive research and policy analysis in relation to gender equality and women's empowerment	Government (national and provincial) Non-Government (business communities, civil society, women groups, gender organisations and labour	Coordinate and conduct research on government priorities Providing gender inputs into draft policies and gazetted documents	The department will provide evidence-based information and knowledge that is peer reviewed and it will be accessible to all stakeholders	 The DWYPD developed a Report on 25 year Review on Women Empowerment and Gender Equality in South Africa (1994 – 2019). The report was approved by Cabinet in December 2019. South Africa's Report on the Progress Made on the Implementation of the Beijing Platform For Action (2014-2019) Contributed a chapter for the governmentwide report titled "Towards a 25 Year Review (1994 – 2019) published by DPME. Coordinated the process of developing the DWYPD's inputs towards the development of the MTSF (2020 – 2025). NDP implementation plan Coordinated the process of the establishment of the Presidential Review Committee and provided secretarial support.

Actual achievement	DWYPD conceptualised the establishment of a Gender Knowledge Hub	 Coordinated stakeholder meetings with CSIR, University of Pretoria and University of Johannesburg to establish partnerships towards the establishment of a Knowledge Hub for the department. 	 Beijing +25 Report developed and submitted South African 2nd Periodic Report on the Optional Protocol to the African Charter on Human and People's Rights of Women in Africa 2014 – 2018 (Maputo Protocol) 4 Reports on Young Women's empowerment priorities developed Two Performance Monitoring Review Reports on women's empowerment and gender equality produced Young Women's debate on the 24th May 2019 build up to the Presidential Inauguration held in Pretoria on the 25th May 2019 Beijing +25 and women's month consultation 29 June 2019 in Johannesburg Budget vote held on 9 July 2019 at Cape Town Old Assembly Chambers Young Women in construction innovation conference was held on 14 July 2019 at Soshanguve LGBTQIA+ intergenerational dialogue was held on 28 August 2019 in Cape Town Good Hope Chamber, Parliament
Desired standard of service	The department will gather, collect, and make	gender knowledge and information accessible	We commit to facilitating for, and providing of quarterly/regular, updated, verifiable, and credible disaggregated data, information and impact assessments on progress made on women's socio-economic empowerment/transformation. The department will conduct consultative stakeholder/gender focal points workshops
Current/actual standard of service	DoW is in the process of collaboration with	stakeholders with the aim of building working relations that will ultimately enable information and knowledge sharing	Conduct consultation workshops to gather information
Beneficiaries	Government (national and provincial)	Non-Government (business communities, civil society, women's groups, gender organisations and labour)	Government Private sector Civil society International development partners Women Ministries Public service and Private Sector; Community Labour
Main services	Establish a knowledge gateway for women's	socio- economic empowerment transformation and gender equality	Monitor and evaluate the impact of government policies and programmes on improving the socioeconomic status of women, which includes facilitating stakeholder coordination (domestic, regional and international) dialogues to share and gather information to promote women's socioeconomic empowerment and gender equality

Actual achievement	 Public Participation Report on the symposium for the economic inclusion of women towards developing a women-led position for the South African Investment Conference 	 Public Participation Report on dialogue on safety, social and economic empowerment of Women, Youth and Persons with Disabilities 	 Public Participation Report on 16 days consultation with stakeholders 	 Report on Beijing +25 stakeholders`consultation held at Southern Sun Hotel Acardia in Tshwane, Gauteng Province 	 Report on the Back to School Programme held at Tembaletu School of Leaners with Special Educational Needs (LSEN) in Gugulethu, Western Cape 	 Conducted the GBV Hearings on 26 April at Atteridgeville Arena 	 Women's Day Commemoration was held in August in Vryburg, North West 	 Report on the launch of 16 Days of Activism for No Violence against Women and Children campaign
Desired standard of service								
Current/actual standard of service								
Beneficiaries								
Main services								



On 29 May 2019, the President of the Republic of South Africa announced the Department of Women, Youth and Persons with Disabilities. In his announcement, the President indicated that the function of Persons with Disabilities would be transferred from the Department of Social Development to the Department of Women; as well as the function of Youth Development would be transferred from the Department of Planning, Monitoring and Evaluation to the Department of Women. Subsequent to the announcement by the President, a proclamation amending Schedule 1 of the Public Service Act, 1994 was published on 27 June 2019. In addition, a proclamation to transfer administration and powers and functions entrusted by legislation to certain members of Cabinet in terms of section 97 of the Constitution of the Republic of South Africa, 1996 was published in a Government Gazette on 23 August 2019; entrusting the Minister of Women, Youth and Persons with Disabilities with the powers to administer any legislation related to Women, Youth and Persons with Disabilities. A deputy minister was also appointed for which previous provision was not made.

With a mandate to lead on socio-economic trans-formation and implementation of the empowerment and participation of Women, Youth and Persons with Disabilities through mainstreaming, advocacy, monitoring and evaluation, through the following programmes:

Programme 1: Administration, managed by three organisational divisions – Office of the DG, Division: Corporate Management; and the Division: Finance and Supply Chain Management

Programme 2: Social Transformation and Economic Empowerment, managed by branch: Social Transformation and Economic Empowerment

Programme 3: Policy, Stakeholder Coordination and Knowledge Management, managed by branch: Policy, Stakeholder Coordination and Knowledge Management

Programme 4: National Youth Development, managed by Chief Directorate: National Youth Development.

Programme 5: Rights of Persons with Disabilities, managed by branch: Rights of Persons with Disabilities.

In the period under review, the department contributed to Outcome 14 on promoting social cohesion and

national building, through the number of sustained and visible outreach initiatives or gender campaigns conducted as well as community mobilisation, namely:

- Young Women's Debate on the 24th May 2019, build-up to the Presidential Inauguration held in Pretoria on the 25th May 2019
- Beijing +25 and Women's Month consultation, conducted on the 29 June 2019 in Johannesburg
- Budget Vote held on 9 July 2019 at Cape Town Old Assembly Chambers
- Young Women in Construction Innovation Conference was held on 14 July 2019 at Soshanguve
- LGBTQIA+ Intergenerational Dialogue was held on 28 August 2019 in Cape Town at Good Hope Chamber, Parliament
- Symposium on the economic inclusion of women towards developing a women-led position for the South African Investment Conference
- Dialogue on safety, social and economic empowerment of Women, Youth and Persons with Disabilities
- 16 Days consultation with stakeholders
- Beijing +25 stakeholders` consultation held at Southern Sun Hotel Acardia in Tshwane, Gauteng Province on 20-21 January 2020
- Back to School Programme held at Tembalethu School of Leaners with Special Educational Needs (LSEN) in Gugulethu, Western Cape on 14 February 2020
- Conducted the GBV Hearings on the 26 April at Atteridgeville Arena
- Women's Day Commemoration was held in August in Vryburg, North West
- Launch of 16 Days of Activism for No Violence against Women and Children Campaign
- Higher Health Gender- Based Violence dialogue and First Things First Health and Wellness Activation with Department of Women, Youth and Persons with Disabilities and Higher Education, Science and Technology held in Welkom, Free State on 21 February 2020.
- The department achieved 34 out of 40 planned targets (85%),of which only 6 (12%) were not achieved. There was a decrease of 3% on targets achieved in the year under review compared to the 2018/19 financial year (88%).

2.4 Key Policy Developments and Legislative Changes

In the year under review, on 29 May 2019, the President of the Republic of South Africa announced the Department of Women, Youth and Persons with Disabilities. In his announcement, the President indicated that the function of Persons with Disabilities would be transferred from the Department of Social Development to the Department of Women; as well as the function of Youth Development would be transferred from the Department of Planning, Monitoring and Evaluation to the Department of Women. Subsequent to the announcement by the President, a proclamation amending Schedule 1 of the Public Service Act, 1994 was published on 27 June 2019. In addition, a proclamation to transfer administration and powers and functions entrusted by legislation to certain members of Cabinet in terms of section 97 of the Constitution of the Republic of South Africa, 1996 was published in a Government Gazette on 23 August 2019; entrusting the Minister of Women, Youth and Persons with Disabilities with the powers to administer any legislation related to women, youth and persons with disabilities.

3. STRATEGIC OUTCOME ORIENTED GOALS

The department's strategic goals, which are informed by its priorities and other governmental outcomes over the MTSF are:

- Promotion of strategic leadership, good governance, effective, efficient and economical use of public resources for the socio-economic empowerment of Women, Youth and Persons with Disabilities and promotion of gender equality
- Development and implementation of interventions to promote gender mainstreaming of socioeconomic and governance programmes
- Promotion of gender-responsive knowledge and research, policy development, international relations, planning, monitoring and evaluation, stakeholder engagement, advocacy and outreach campaigns with respect to women's socioeconomic empowerment and gender equality.

Highlights of Significant Achievements

 A Sanitary Dignity Implementation framework was presented to Social Protection, Community and Human Development (SPCHD) Cabinet Committee, on 10 September and was approved by Cabinet on 18 September, 2019

- A progress Report on national rollout/ implementation of the enabling environment to enable infrastructure and provincial sanitary dignity programmes, in line with the Revised Sanitary Dignity Implementation Framework was produced
- A facilitation of interventions and opportunities within the procurement value chain workshop was held in North West Province on 02 August 2019
- Coordinated the programme of the 365 days on PoA
- The National Gender Machinery Consultative Forum held on the 30th September, 2019
- Draft NYP 2020-2030 was produced and consulted with the youth development stakeholders
- The department conducted NYDA oversight and facilitated appointment of the NYDA board which will be finalised in the next financial year
- Started the process of amending the National Youth Development Agency Act, Act No. 54 of 2008
- Produced the International Relations Strategy on Gender Equality and Women's Empowerment
- Developed guidelines on gender-responsive planning, budgeting, monitoring and evaluation
- A preliminary Report on the Rights of Persons with Albinism in South Africa was approved by the Minister in the Presidency for Women, Youth and Persons with Disabilities, and submitted through the UNOHCHR to the UN Independent Expert on the enjoyment of human rights by persons with albinism
- A sector caucus and engagement between deputy minister Prof Hlengiwe Mkhize and representatives of all national organisations of and for persons with disabilities as well as members of the Presidential Working Group on Disability was conducted
- Updated national frameworks on Disability Rights Awareness and self-representation by Persons with Disabilities
- Maintained a vacancy rate of less than 10% annually as planned (vacancy rate on 31 March 2020 was 5.1%, 6 vacancies of 117 funded posts).

PROGRAMME

PERFORMANCE INFORMATION BY

The narration provides an illustration of tables below on the Annual Performance Reporting as at 31 March 2020 against the five budget programme structures:

Programme 1: Administration;

Programme 2: Social Transformation and Economic Empowerment;

Programme 3: Policy, Stakeholder Coordination and Knowledge Management;

Programme 4: National Youth Development **Programme 5:** Rights of Persons with Disabilities

PROGRAMME 1: ADMINISTRATION

Programme Purpose: To provide effective leadership, management and administrative support services to the DWYPD.

Sub-Programmes: Departmental Management; Financial Management; and Corporate Management.

- Departmental Management: To provide executive support, strategic leadership and management to the DWYPD
- Financial Management: To provide and ensure effective, efficient financial management and supply chain services. This includes budget planning and expenditure monitoring; and the management of procurement, acquisition, logistics, asset, and financial transactions.
- Corporate Management: To provide effective human capital management, facilities and auxiliary management and ICT systems enablers for the DWYPD.

Programme Strategic Objectives: Effective leadership and oversight; sound financial management; and the strengthening of good governance for the department to deliver on its mandate.

Sub-programme Strategic Objectives:

- **Departmental** Management: Strengthened good governance to ensure the DWYPD delivers on its mandate.
- Financial Management: Improved strategic financial management system in the DWYPD, enabling delivery on the mandate.
- Corporate Management: Effective appropriate Human and ICT and Physical resource management, enabling delivery on its mandate.

Service Delivery Achievements

Programme 1 in the year under review, despite capacity constraints facing the department, the following were key achievements:

- The department's risk management function is fully compliant with legal/regulatory requirements, doing things smartly. Annual risk assessments were conducted and annual risk plan was produced;
- The department has ensured consistent compliance with government's short to medium term planning including and reporting requirements, development of a Strategic Plan (SP) 2020-2024 and APP 2019/20 which were submitted to National Treasury and DPME, as prescribed by the relevant government planning frameworks. Quarterly and annual performance reports were produced. This has also helped to ensure effective accountability to the Parliamentary Portfolio Committee;
- The department has also managed to submit all the quarterly reports for the year under review on time as required to DPME through eQPRS;
- Internal audit systems were developed and implemented in the department to ensure that internal audit function operates in a systematic and effective manner. A rolling three-year Strategic Internal Audit Plan for 2019/2021 and the Annual Internal Plan for 2018/2019 were produced and approved by the Audit and Risk Committee;
- Communication on gender information was made available on DWYPD media platforms;
- In the year under review the department appointed contract workers and interns:
- The department in the year under review managed to maintain a less than 2% underspending in expenditure against budget allocation;
- The department maintained a vacancy rate below the targeted 10% with 5.1%; and
- 95% availability of ICT systems was achieved as planned.

The table below sets out actual progress against planned targets for the strategic objectives and performance indicators per sub-programme of Programme 1, as well as reasons for variances on targets that were not achieved for the financial year under review.

Strategic Objective

Programme 1: Administration	tration				
Strategic Objectives	Actual Achievement 2018/2019	Planned Target 2019/2020	Actual Achievement 2019/2020	Deviation from planned target to Actual Achievement for 2019/2020	Comment on Deviations
Sub-programme: Departmental Management	mental Management				
Strengthened good governance to ensure the DWYPD delivers on its mandate	Conducted annual risk assessments and produced Annual Risk Plan	Produce Risk Management Implementation Plan	Achieved Annual risk assessments conducted and Annual Risk Plan produced	No Deviation	
	4 quarterly risk mitigation progress reports against the target in the Risk Plan produced	Conduct annual risk assessment/review and produce Risk Management Plan, produce Quarterly Risk Implementation Reports and Annual Implementation Report	Achieved 4 quarterly Risk Mitigation Progress Reports against the target in the risk plan produced	No Deviation	
	Produced Strategic Plan 2015-2020 and APP 2019/20 and submited to National Treasury and DPME as prescribed by the relevant government planning frameworks	Produce Strategic Plan (SP) 2015-2020 and APP 2019/20 and submit to National Treasury and DPME as prescribed by the relevant government planning frameworks	Achieved Strategic Plan (SP) 2020- 2024 and APP 2019/20 produced and submitted to National Treasury and DPME as prescribed by the relevant government planning frameworks	No Deviation	
	4 Quarterly Performance Review Reports developed and submitted to DPME as prescribed by the relevant planning frameworks	4 Quarterly Performance Review Reports submitted to DPME as prescribed by the relevant planning frameworks	Achieved 4 Quarterly Performance Review Reports produced and submitted to DPME as prescribed by the relevant planning frameworks	No deviation	

Strategic Objectives	Actual Achievement 2018/2019	Planned Target 2019/2020	Actual Achievement 2019/2020	Deviation from planned target to Actual Achievement for 2019/2020	Comment on Deviations
Sub-programme: Departmental Management	mental Management				
	One rolling three-year strategic internal audit plan for 2018/2020 and the annual internal audit plan for 2018/19 approved by the Audit and Risk Committee	Produce a 3-year rolling strategic internal audit plan and submit for approval to the Audit Risk Committee by 30 June	Achieved One Rolling three-year strategic internal audit plan for 2019/2021 and the annual internal plan for 2018/2019 developed and approved by the Audit and Risk Committee	No Deviation	
	5 Internal Audit Reports against the Annual Internal Audit coverage plan produced	5 Internal Audit Reports against the Annual Internal Audit coverage plan produced	Achieved 5 Internal Audit reports against the Annual Internal Audit coverage plan produced	No Deviation	
	4 Quarterly reports on Gender communications and information made available on DoW media platforms	4 Quarterly Reports on gender communications and information made available on DWYPD media platforms	Achieved 4 Quarterly Reports on Gender communications and information made available on DWYPD media platforms	No Deviation	
Sub-programme: Financial Management	al Management				
Improved strategic financial management system in the DWYPD, enabling delivery of its mandate	98.47% invoices were paid within 30 days	100% payment of all valid invoices within 30 days	Not Achieved 99.03% (Out of 8 673 invoices received, 8 589 invoices or 99.03% were paid within 30 days).	The late payment is due to human resource capacity challenges as officials were on study leave during quarter one of the financial year. The service provider changed the banking details without notifying the department and updating the National Treasury Central Supplier Database.	

Strategic Objectives	Actual Achievement 2018/2019	Planned Target 2019/2020	Actual Achievement 2019/2020	Deviation from planned target to Actual Achievement for 2019/2020	Comment on Deviations
Sub-programme: Financial Management	al Management				
				The department experienced technical glitches with BAS.	
	The preliminary spending percentage as at 31 March 2019 is 96.5% of the total allocation of the department	Maintain less than 2% under spending against budget allocation expenditure	Achieved 1.2% under spending against budget allocation expenditure	No Deviation	
	68.42% has been achieved in clearing resolving of audit findings.	95% implementation of AGSA recommendations	Not achieved 72.88% (Out of the 59 audit findings 43 or 72.88%, has been cleared/ resolved).	Monthly follow-ups with affected managers are being conducted to ensure clearing of all findings, however percentage not achieved is still work in progress.	
Sub-programme: Corporate Management	ate Management				
Effective HR and ICT management to enable DWYPD to deliver on its	Achieved	Maintain a vacancy rate of less than 10% annually	Achieved a vacancy rate of 5.2 % that was maintained.	No Deviation	
	Achieved	100% of all disciplinary cases resolved internally within 90 days of the cases being initiated	Not Achieved 50% (The case is at 50% as is still in process. The department solicited the services of a labour relations officer from the Department of Justice and Social Development. The disciplinary hearing commenced on 5 March 2020)	The department does not have a designated Labour Relations Officer and relies on officials from other departments and their availability. However the department prioritised the labour relations post for 2020/21.	

Strategic Objectives	Actual Achievement 2018/2019	Planned Target 2019/2020	Actual Achievement 2019/2020	Deviation from planned target to Actual Achievement for 2019/2020	Comment on Deviations
Sub-programme: Corporate Management	ate Management				
	Achieved	Four Reports on 95%	Achieved	No Deviation	
		availability of ICT systems produced	Four Reports on 95% availability of ICT systems		
			nanced		
	Achieved	Four progress Reports	Achieved	No Deviation	
		on the Implementation of business systems produced	Four progress Reports on the implementation		
			of business systems		
			produced		

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Programme 1: Administration	dministration						
Performance Indicator	Actual Achievement 2016/2017	Actual Achievement 2017/2018	Actual Achievement 2018/2019	Planned Target 2019/2020	Actual Achievement 2019/2020	Deviation from planned target to Actual Achievement 2019/2020	Comment on Deviations
Sub-programme:	Sub-programme: Departmental Management	gement					
Strategic objective	Strategic objective: Strengthened good governance that	od governance tha		ensure the DWYPD delivers on its mandate	ndate		
Risk Management	Achieved	Achieved	Achieved	Conduct annual risk	Achieved	No Deviation	
Register and Annual Risk Plan produced				assessments and produce annual risk plan	Annual risk assessments conducted and annual risk plan produced		

Performance Achievement Achievement 2016/2017 2018/2019 Sub-programme: Departmental Management Achieved Achiev	ent 19	Planned Target 2019/2020 4 quarterly Risk Mitigation Progress Reports against the target in the risk plan produced	Actual Achievement 2019/2020 Achieved 4 quarterly Risk Mitigation Progress Reports against the target in the risk	Deviation from planned target to Actual Achievement 2019/2020	Comment on Deviations
Achieved Achi	Achieved	Produce Strategic Plan (SP) 2020- 2024 and APP 2019/20 and submit to National Treasury and DPME as prescribed by the relevant government planning frameworks	Achieved Strategic Plan (SP) 2020-2024 and APP 2019/20 produced and submitted to National Treasury and DPME as prescribed by the relevant government planning frameworks	No Deviation	
Achieved Achieved	ved	4 Quarterly Performance Review Reports submitted to DPME as prescribed by the relevant planning frameworks	Achieved 4 Quarterly Performance Review Reports produced and submitted to DPME as prescribed by the relevant planning frameworks	No Deviation	

Comment on Deviations			,	
Deviation from planned target to Actual Achievement 2019/2020		No Deviation	No Deviation	No Deviation
Actual Achievement 2019/2020		Achieved One Rolling three- year strategic internal audit plan for 2019/2021 and the annual internal plan for 2018/2019 developed and approved by the Audit and Risk Committee	Achieved 5 Internal Audit Reports against the Annual Internal Audit coverage plan produced	Achieved 4 Quarterly Reports on Gender communications and information made available on DWYPD media
Planned Target 2019/2020		One Rolling three- year strategic internal audit plan for 2019/2021 and the annual internal plan for 2018/2019 approved by the Audit and Risk Committee	5 Internal Audit Reports against the Annual Internal Audit coverage plan produced	4 Quarterly Reports on Gender communications and information made available on DWYPD media platforms
Actual Achievement 2018/2019		Achieved	Achieved	Not Achieved
Actual Achievement 2017/2018	gement	New Target	New Target	New Target
Actual Achievement 2016/2017	Sub-programme: Departmental Management		,	·
Performance Indicator	Sub-programme:	Rolling three-year strategic internal audit and annual internal audit plans produced	Number of Internal Audit Progress Reports against the Annual Internal Audit Coverage Plan produced	Number of Ouarterly Reports on Gender communications and information made available on DWYPD media platforms

Comment on Deviations				
Deviation from planned target to Actual Achievement 2019/2020		ate	The late payment is due to human resource capacity challenges as officials were on study leave during quarter one of the financial year. The service provider changed the banking details without notifying the department and updating the National Treasury Central Supplier Database. The department experienced technical glitches with BAS.	No Deviation
Actual Achievement 2019/2020		ivery on the manda	Not Achieved 99.03% (Out of 8 673 invoices received, 8 589 invoices or 99.03% were paid within 30 days).	Achieved 1.2% underpending against budget allocation expenditure
Planned Target 2019/2020		Strategic objective: Improved strategic financial management system in DWYPD, enabling delivery on the mandate	100% payment of all valid invoices within 30 days	Maintain a less than 2% under spending in expenditure against budget allocation
Actual Achievement 2018/2019		ement system in DW	Not Achieved	Not Achieved
Actual Achievement 2017/2018	nt	ic financial manage	Not Achieved	New Target
Actual Achievement 2016/2017	Sub-programme: Financial Management	: Improved strategi	Not Achieved	
Performance Indicator	Sub-programme:	Strategic objective	% of invoices paid within 30 days	Percentage expenditure in relation to budget allocated

Comment on Deviations						
Deviation from planned target to Actual Achievement 2019/2020		Monthly follow- ups with affected managers are being conducted to ensure clearing of all findings, however percentage not achieved is still a work in progress.		nd ICT and Physical Resource Management, enabling delivery on its mandate.	No Deviation	The Department does not have a designated Labour Relations Officer and relies on officials from other departments and their availability. However the department prioritised the labour relations post for 2020/21 FY.
Actual Achievement 2019/2020		Not Achieved 72.88% of external audit recommendations implemented		nent, enabling deliv	Achieved A vacancy rate of 5.2% was maintained.	Not Achieved 50% (The case is at 50% as it is still in process. The department solicited the services of a labour relations officer from the Department of Justice and Social Development. The disciplinary hearing commenced on 5 March 2020)
Planned Target 2019/2020		95% of external audit recommendations implemented		Resource Managen	Maintain a vacancy rate of less than 10% annually	disciplinary cases resolved internally within 90 days of the cases being initiated
Actual Achievement 2018/2019		Not Achieved		d ICT and Physical	Achieved	Achieved
Actual Achievement 2017/2018	ıt	New Target	ent		Achieved	Not Achieved
Actual Achievement 2016/2017	Sub-programme: Financial Management		Sub-programme: Corporate Management	Strategic objective: Effective and appropriate Human a	Achieved	Not Achieved
Performance Indicator	Sub-programme: Fi	Percentage of external audit recommendations implemented	Sub-programme: C	Strategic objective:	Percentage vacancy rate	% of disciplinary cases finalised internally within 90 days from date disciplinary case being initiated

Performance Indicator	Actual Achievement 2016/2017	Actual Achievement 2017/2018	Actual Achievement 2018/2019	Planned Target 2019/2020	Actual Achievement 2019/2020	Deviation from planned target to Actual Achievement 2019/2020	Comment on Deviations
Sub-programme: (Sub-programme: Corporate Management	nent					
Number of quarterly Achieved	Achieved	Achieved	Achieved	Four quarterly	Achieved	No Deviation	
progress reports on the planned 95% achievement of ICT systems availability produced				progress reports on the planned 95% availability of ICT system produced	Four quarterly progress reports on the planned 95% availability of ICT system produced		
Number of	Achieved	Achieved	Achieved	Four progress	Achieved	No Deviation	
progress reports on implementation of DWYPD Business Systems Implementation Plan				reports on the implementation of business systems plan produced	Four progress reports on the implementation of business systems plan produced		

Strategy to overcome areas of underperformance

The department in Programme 1, achieved 11 (79%) out of 14 planned annual targets of which only 3 (21%) were not achieved. The department was reorganised to create additional capacity to address performance gaps in the programme.

Changes to Planned Targets

In Programme 1 there were no changes in the performance indicator, or targets during the reporting period.

LINKING PERFORMANCE WITH BUDGET

Programme 1: Sub-programme budget and actual expenditure

	2019/202	0			2018/201	9
Programme Name	Final Appropri- ation	Actual Expendi- ture	(Over)/ Under Expenditure	Final Appropri- ation	Actual Expendi- ture	(Over)/ Under Expenditure
Administration	R'000	R′000	R′000	R′000	R′000	R′000
Ministry	29 005	33 053	(4 048)	20 980	20 989	(9)
Departmental Management	18 511	18 380	131	14 567	14 427	140
Corporate Management	21 084	20 384	700	25 077	24 428	649
Financial Management	14 617	14 599	18	15 887	14 973	914
Office Accommodation	12 805	12 805	-	13 248	13 246	2
Total	96 022	99 221	(3 199)	89 759	88 063	1 696

	2019/202	0			2018/201	9
Programme Name	Final Appropri- ation	Actual Expendi- ture	(Over)/ Under Expenditure	Final Appropri- ation	Actual Expendi- ture	(Over)/ Under Expendi-ture
Economic Classification	R′000	R′000	R′000	R′000	R′000	R′000
Compensation of Employees	53 135	54 358	(1 223)	46 256	45 798	458
Goods and Services	38 049	40 048	(1 999)	39 151	38 499	652
Transfers and Subsidies	1 779	1 778	1	1 259	1 256	3
Capital Payments	2 659	2 656	3	2 491	2 287	204
Payments for Financial Assets	400	381	19	602	223	379
Total	96 022	99 221	(3 199)	89 759	88 063	1 696

PROGRAMME 2: SOCIAL TRANSFORMATION AND ECONOMIC EMPOWERMENT (STEE)

Programme Purpose: To facilitate and promote the attainment of women's socio-economic empowerment and gender equality.

Sub-Programmes: Social Empowerment and Transformation; Economic Empowerment and Participation; and Governance Transformation, Justice and Security.

Programme Strategic Objectives: Development and implementation of interventions to promote gender mainstreaming of socio-economic and governance programmes.

Sub-programme Strategic Objectives:

- Social Empowerment and Transformation: Intervention mechanisms for gender mainstreaming for women`s social empowerment and participation developed
- Economic Empowerment and Participation: Intervention mechanisms on policies and programmes, implementation for mainstreaming the economic empowerment and participation of women towards economic transformation and development
- Governance Transformation, Justice and Security: Mechanisms developed for engendered transformation through advancing measures for the empowerment of women towards a just society.

Service Delivery Achievements

Programme 2 in the year under review, despite capacity constraints facing the programme, the following were key achievements:

- A Sanitary Dignity Implementation Framework was submitted to Cabinet and was approved by Cabinet on 18 September, 2019;
- The department conducted the national rollout/ implementation of the enabling environment, to enable infrastructure and provincial sanitary dignity programmes in line with the Revised Sanitary Dignity Implementation Framework was produced;
- The department implemented the Women's Financial Inclusion Framework (WFIF) through capacity building across provinces as wel as producing a Participation Report on the symposium for the economic inclusion of women towards

- developing a women-led position for the South African Investment Conference;
- The department facilitated interventions and economic opportunities for Women, Youth and Persons with Disabilities across provinces;
- In the year under review, the department coordinated programmes on the 365 days on Programme of Action:
 - Intergenerational dialogue: Mandela Day (18 July 2019) hosted in Phillippi
 - The department hosted the CEDAW committee investigation on GBV and domestic violence in four provinces; GP, WC, EC and KZN.
 - Coordinated "Safety, Social and Economic Empowerment of Women, Youth and Persons with Disabilities". The dialogue took place on 12 October 2019 at Spitspunt village; Ephraim Mogale local municipality in Limpopo.
- The National Gender Machinery (NGM)
 Framework was approved by the ADG for submission to Cabinet for consideration;
- LGBTQIA+ intergenerational dialogue was held on 28 August 2019 in Cape Town at the Good Hope Chamber, Parliament;
- Public Participation Report on the symposium for the economic inclusion of women towards developing a women-led position for the South African Investment Conference;
- Public Participation Report on dialogue for safety, social and economic empowerment of Women, Youth and /persons with Disabilities

The table below sets out actual progress against planned targets for the strategic objectives and performance indicators per sub-programme of Programme 2, as well as reasons for variances on targets that were not achieved for the financial year under review.

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Programme 2: Social Transformation and Economic Empowerment	ransformation and Econo	mic Empowerment			
Strategic objectives	Actual Achievement 2018/2019	Planned Target 2019/2020	Actual Achievement 2019/2020	Deviation from planned target to Actual Achievement for 2019/2020	Comment on Deviations
Sub-programme: Social E	Empowerment and Transformation	nation			
Women's social empowerment and participation promoted	Revised Draft Framework for Sanitary Dignity and Implementation plan was produced however due to the advice from National Treasury that department should go on a national rollout and not pilot as initially planned	Sanitary Dignity Framework submitted to Cabinet for consideration and approval	Achieved Sanitary Dignity Framework approved by Cabinet	No Deviation	
	New target	4 Reports that outline progress on the national rollout of the enabling environment, enabling infrastructure and provincial sanitary dignity programmes in line with the Revised Sanitary Dignity Implementation Framework produced	Achieved 4 Reports that outline progress on the national rollout of the enabling environment, enabling infrastructure and provincial sanitary dignity programmes in line with the Revised Sanitary Dignity Implementation Framework produced	No Deviation	
Sub-programme: Econon	Sub-programme: Economic Empowerment and Participation	ipation			
Policy and programme implementation for the economic empowerment and participation of women	Not Achieved Framework on Women's financial inclusion developed however not yet consulted through Government Cluster System	Four Reports on the implementation of Women Financial Inclusion Framework (WFIF) quarterly and 1 Integrated Report on Capacity Building Workshop/implementation of WFIF produced	Not Achieved Three Reports were approved as achieved i.e. (1) on approval of the framework, (2) capacity building with Gauteng and (3) with Mpumalanga	The initial plan was to hold the capacity building in WFIF in the Western Cape in Q3 however in order to align it to the SA Investment Conference in Sandton, the executive authorities advised to conduct	·

rom get to Comment on ment for Deviations 20		ing eng to egates itment	s to hold ng in rn Cape order to westment dton, orities t mg ang to egates thent		
Deviation from planned target to Actual Achievement for 2019/2020		the capacity building workshop in Gauteng to accommodate delegates attending the Investment Conference	The initial plan was to hold the capacity building in WFIF in the Western Cape in Q3 however in order to align it to the SA Investment Conference in Sandton, the executive authorities advised to conduct the capacity building workshop in Gauteng to accommodate delegates attending the Investment Conference		No Deviation
Actual Achievement 2019/2020			Not Achieved Three Reports were approved as achieved i.e. (1) on approval of the framework, (2) capacity building with Gauteng and (3) with Mpumalanga		Achieved Intergenerational dialogue: Mandela Day (18 July) hosted in Phillippi. Hosted the CEDAW committee investigation on GBV and domestic Violence in four provinces; GP, WC, EC and KZN. Coordinated through "Safety, Social and Economic Empowerment of
Planned Target 2019/2020	pation		Four Reports on facilitation of interventions and economic opportunities for women produced	and Security	3 Programmes on the 365 days PoA coordinated
Actual Achievement 2018/2019	Sub-programme: Economic Empowerment and Participation		New target	Sub-programme: Governance Transformation, Justice and Security	Not Achieved Conducted dialogues in Winelands and West Coast in the Western Cape. Nkandla, uMthonjeni, uMlazi and uMfolozi. 16 days campaign for No Violence Against women and children however reports not signed off by the
Strategic objectives	Sub-programme: Econom			Sub-programme: Govern	Improved gender transformation through measures to advance gender equality and through interventions towards a just and safe society

Comment on Deviations						
Deviation from planned target to Actual Achievement for 2019/2020			No Deviation		NCGBVF establishment	deferred to 2020/21
Actual Achievement 2019/2020		Persons with Disabilities" on 12th October 2019 at Spitspunt village; Ephraim Mogale local municipality in Limpopo	Achieved	National Gender Machinery (NGM) Framework approved by the DG for submission to Cabinet for consideration	Not Achieved	Cabinet only approved the National Council on Gender-Based Violence and Femicide (NCGBVF) conceptualised
Planned Target 2019/2020	and Security		National Gender	Machinery (NGM) Framework approved by the DG for submission to Cabinet for consideration	National Council on	Gender Based Violence established
Actual Achievement 2018/2019	Sub-programme: Governance Transformation, Justice and Security		Achieved		Not Achieved	Revised IMC IPOA for addressing Violence Against Women and Children (VAWC) developed however not approved by the responsible officials
Strategic objectives	Sub-programme: Govern					

Performance Indicators

Programme 2: S	ocial Transformation	Programme 2: Social Transformation and Economic Empowerment	powerment				
Performance Indicator	Actual Achievement 2016/2017	Actual Achievement 2017/2018	Actual Achievement 2018/2019	Planned Target 2019/2020	Actual Achievement 2019/2020	Deviation from planned target to Actual Achievement 2019/2020	Comment on Deviations
Sub-programme:	Sub-programme: Social Empowerment and Transformation	and Transformation					
Strategic objective	: Women's social	Strategic objective: Women's social empowerment and participation promoted	participation prom	noted			
Sanitary Dignity Implementation Framework (SDIF) approved by Cabinet	Not Achieved	Achieved	Not Achieved	Sanitary Dignity Implementation Framework submitted to Cabinet for consideration and approval	Achieved Sanitary Dignity Implementation Framework approved by Cabinet	No Deviation	
Number of progress reports on national rollout of the Revised Sanitary Dignity implementation Framework in quintiles 1-3 schools produced			New Target	4 Reports that outline progress on the national rollout of the enabling environment, enabling infrastructure and provincial sanitary dignity programmes in line with the Revised Sanitary Dignity Implementation Framework	Achieved 4 Reports that outline progress on the national rollout of the enabling environment, enabling infrastructure and provincial sanitary dignity programmes in line with the Revised Sanitary Dignity Implementation Framework produced	No Deviation	

Comment on Deviations			
Deviation from planned target to Actual Achievement 2019/2020	women	The initial plan was to hold the capacity building in WFIF in the Western Cape in Q3 however in order to align it to the SA Investment Conference in Sandton, the Executive Authorities advised to conduct the capacity building workshop in Gauteng to accommodate delegates attending the Investment Conference	No Deviation
Actual Achievement 2019/2020	lion for the economic empowerment and participation of women	Not Achieved Three Reports were approved as achieved i.e. (1) on approval of the Framework, (2) capacity building with Gauteng and (3) with Mpumalanga	Achieved Four Reports on facilitation of interventions and economic opportunities for women produced
Planned Target 2019/2020	iic empowerment a	Four Reports on the implementation of WFIF	Four Reports on facilitation of interventions and economic opportunities for women produced
Actual Achievement 2018/2019	lion for the econom	Not Achieved	New Target
Actual Achievement 2017/2018	ent and Participation amme implementat	Achieved	
Actual Achievement 2016/2017	Sub-programme: Economic Empowerment and Participation Strategic objective: Policy and programme implementat	Not Achieved	·
Performance Indicator	Sub-programme: E Strategic objective	Number of Reports on the implementation of Women`s Financial Inclusion Framework (WFIF) produced	Number of Reports on interventions and economic opportunities for women produced

Comment on Deviations	ards a just and	
Deviation from planned target to Actual Achievement 2019/2020	h interventions tow	No Deviation
Actual Achievement 2019/2020	quality and throug	Achieved Intergenerational dialogue: Mandela Day (18 July) hosted in Phillippi. Hosted the CEDAW committee investigation on GBV and domestic violence in four provinces; GP, WC, EC and KZN. Coordinated through "Safety, Social and Economic Empowerment of Women, Youth and Persons with Disabilities" on 12th October 2019 at Spitspunt village; Ephraim Mogale local municipality in
Planned Target 2019/2020	Sub-programme: Governance Transformation, Justice and Security Strategic objective: Improved Gender Transformation through measures to advance gender equality and through interventions towards a just and	3 Programmes on the 365 days POA coordinated
Actual Achievement 2018/2019	ecurity rough measures to	Not Achieved
Actual Achievement 2017/2018	nation, Justice and Ser Transformation th	Achieved
Actual Achievement 2016/2017	overnance Transforn Improved Gender	Achieved
Performance Indicator	Sub-programme: Governance Transformation, Justice and Security Strategic objective: Improved Gender Transformation through	Number of programmes in 365 days PoA coordinated

Comment on Deviations			
Comm			
Deviation from planned target to Actual Achievement 2019/2020	No Dovination	NO Deviation	NCGBVF establishment deferred to 2020/21
Actual Achievement 2019/2020	Povoido	National Gender Machinery (NGM) Framework approved by the DG	Not Achieved Cabinet only approved the National Council on Gender-Based
Planned Target 2019/2020	Mational Condor	Machinery (NGM) Framework approved by the DG for submission to Cabinet for consideration	National Council on Gender Based Violence established
Actual Achievement 2018/2019	ecurity	YC ECAGO	Not Achieved
Actual Achievement 2017/2018	mation, Justice and S	Allelided	Not Achieved
Actual Achievement 2016/2017	Sub-programme: Governance Transformation, Justice and Security		Not Achieved
Performance Indicator	Sub-programme: (Machinery (NGM) Framework approved	Revised IMC-IPOA) for the establishment of National Council on Gender Based Violence

Strategy to overcome areas of under performance

In Programme 2, 5 (71%) of the planned 7 annual targets 5 were achieved with only 2 (29%) not achieved. There were no major deviations on most of the targets. Where targets were not met it was due to unforeseen circumstances and capacity constraints. The organisational structure has been reviewed to create the capacity needed.

Changes To Planned Targets

In Programme 2 there were no changes in the performance indicator or targets during the reporting period.

LINKING PERFORMANCE WITH BUDGET

Programme 2: Sub-programme budget and actual expenditure

	2019/202	0			2018/201	9
Programme Name	Final Appropri- ation	Actual Expendi- ture	(Over)/ Under Expenditure	Final Appropri- ation	Actual Expendi- ture	(Over)/ Under Expenditure
Social Transformation & Economic Empow- erment	R′000	R′000	R′000	R′000	R′000	R′000
Management STEE	4 347	4 347	-	3 963	3 950	13
Social Empowerment and Transformation	7 553	7 552	1	7 632	7 824	(192)
Governance Transformation, Justice & Security	7 585	7 609	(24)	6 960	6 851	109
Economic Empowerment & Participation	3 778	3 751	27	3 191	2 995	196
Commission for Gender Equality	85 177	85 177	-	80 735	80 735	-
Total	108 440	108 436	4	102 481	102 355	126

	2019/202	0			2018/201	9
Programme Name	Final Appropri- ation	Actual Expendi- ture	(Over)/ Under Expenditure	Final Appropri- ation	Actual Expendi- ture	(Over)/ Under Expenditure
Economic Classification	R′000	R′000	R′000	R′000	R′000	R′000
Compensation of Employees	16 206	16 205	1	15 907	15 803	104
Goods and Services	6 889	6 886	3	5 792	5 770	22
Transfers and Subsidies	85 321	85 321	-	80 735	80 735	-
Capital Payments	24	24	-	47	47	-
Total	108 440	108 436	4	102 481	102 355	126

PROGRAMME 3: POLICY, STAKEHOLDER COORDINATION AND KNOWLEDGE MANAGEMENT

Programme Purpose: To promote and undertake government wide gender-responsive policy development and analysis, research, planning, monitoring and evaluation, knowledge management, stakeholder coordination and international relations for women's socio-economic empowerment and gender equality.

Sub-Programmes: Research, Policy Analysis and Knowledge Management; Stakeholder Coordination and Outreach; International Relations; and Monitoring and Evaluation.

Programme Strategic Objectives: Evidence based research to inform the planning and effective implementation of policies and programmes for women's socio-economic empowerment, conduct analysis and coordination of policies to inform measures for women's economic empowerment and gender equality as well as the management of information and knowledge on women's socio-economic empowerment and rights.

Sub-programme Strategic Objectives:

- Research, Policy Analysis and Knowledge Management: Engendered research to inform policy development and coordination.
- Stakeholder Coordination and Outreach: Public participation and community mobilisation initiatives to advance women's Empowerment and gender equality.
- International Relations: Strengthening of International Relations on women's socio-economic empowerment and gender equality.
- Monitoring and Evaluation: Effective monitoring and evaluation of socio-economic empowerment of women.

Service Delivery Achievements

Programme 3 in the year under review, despite capacity constraints facing the programme, the following were key achievements:

 A Report on Gender Policy Priorities for 2019-2024 was developed and approved;

- South African 2nd Periodic Report on the Optional Protocol to the African Charter on Human and People`s Rights of Women in Africa 2014 – 2018 (Maputo Protocol);
- Young Women's debate on the 24th May 2019 to the build-up of the Presidential Inauguration held in Pretoria on the 25th May 2019;
- Beijing +25 and Women's Month consultation 29 June 2019 in Johannesburg;
- Budget Vote held on 9 July 2019 at Old Assembly Chambers, Cape Town;
- Young Women in construction innovation conference was held on 14 July 2019 at Soshanguve;
- LGBTQIA+ intergenerational dialogue was held on 28 August 2019 in Cape Town at Good Hope Chamber, Parliament;
- Public Participation Report on the symposium for the economic inclusion of women towards developing a women-led position for the South African Investment Conference;
- Public Participation Report on dialogue on safety, social and economic empowerment of Women, Youth and Persons with Disabilities:
- Public Participation Report on 16 Days consultation with stakeholders;
- Report on Beijing +25 stakeholders` consultation held at Southern Sun Hotel, Acardia in Tshwane, Gauteng Province on 20-21 January 2020;
- Report on the Back to School Programme held at Tembaletu School of Leaners with Special Educational Needs (LSEN) in Gugulethu, Western Cape on 14 February 2020;
- Commission on the Status of Women (CSW) held on 14 to 24 March 2019;
- Meeting of the SADC Ministers responsible for gender and women's affairs held on 27 to 29 May 2019;
- Regional Workshop on Prevalence Survey Capacity Development Workshop held on 16-19 July 2019;
- 16th international inter-ministerial conference (IIMC) on south-to-south cooperation in Population and Development held on 2-4 September 2019, the report was developed and approved by the minister and submitted to DOJ;
- The department developed the B+25 report and it was submitted;

- The department successfully coordinated a range of advocacy campaigns, community outreach programmes and dialogues in the period under review;
- The department held the Young Women's Empowerment Conference in Limpopo from 13-16 June 2019;
- The department collaborated with Sedibeng District Municipality to conduct a dialogue on Yyoung Women's empowerment priorities on 17 March 2020;
- DWYPD International Relations Strategy on Gender Equality and Women's Empowerment developed and approved;

- Guidelines on gender-responsive planning, budgeting, monitoring and evaluation developed and approved;
- The department consulted the Country Gender Indicator (CGI) Framework with various stakeholders; and
- Performance monitoring review Reports on women's empowerment and gender equality were produced;

The table below sets out actual progress against planned targets for the strategic objectives and performance indicators per sub-programme of Programme 3, as well as reasons for variance on targets that were not achieved for the financial year under review.



Strategic Objectives

Programme 3: Policy, Sta	Programme 3: Policy, Stakeholder Coordination and Knowledge Management	Knowledge Management			
Strategic objectives	Actual Achievement 2018/2019	Planned Target 2019/2020	Actual Achievement 2019/2020	Deviation from planned target to Actual Achievement for 2019/2020	Comment on Deviations
Sub-programme: Researd	Sub-programme: Research, Policy Analysis and Knowledge	vledge Management			
Engendered research to	Achieved	Report on gender policy	Achieved	No deviation	
inform policy development and coordination	1 End-of-Term Review Report on Socio-Economic Empowerment of women produced as planned	priorities for 2019-2024 produced	1 research Report produced that focused on gender policy priorities identified for the next five		
			years towards advancing women's empowerment and gender equality		
	New Indicator	Report on the establishment	Achieved	No Deviation	
		of Gender Knowledge Hub produced	Report on the establishment of gender knowledge hub produced. The project adopted a phased approach and the target for the financial year was		
			to focus on designing a proposed model towards		
			a knowledge nub. Hence, the overall target was to develop a Report on the process		
Compliance with	2 Reports in fulfilment	2 Reports on compliance	Achieved	No Deviation	
international reporting obligations	of international treaty obligations on women produced	with international obligations produced	2 Reports on compliance with international obligations and: (i) The Beijing +25 country report was developed based on the		

Strategic objectives	Actual Achievement 2018/2019	Planned Target 2019/2020	Actual Achievement 2019/2020	Deviation from planned target to Actual Achievement for 2019/2020	Comment on Deviations
Sub-programme: Research, Policy Analysis and Knowledge Management	h, Policy Analysis and Know	vledge Management			
			international commitments to the Bejing Platform for Action (2) The 2nd Periodic Report to the AU Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa was developed in line with the country's obligations to this Protocol		
Sub-programme: Stakeholder Coordination and Outreach	Ider Coordination and Out	reach			
Public participation and community mobilisation initiatives to advance women's empowerment and gender equality	Achieved 13 public participation initiatives held in 2018/19	10 public participation/ outreach initiatives on women's empowerment conducted	Achieved 10 public participation/ outreach initiatives on women's empowerment, including girls and young women conducted	No Deviation	
	3 Community mobilisation initiatives held and with approved reports however 1 initiative held on 26 March 2019 on Young Women Assembly dialogue at Sheraton Hotel, Tshwane, Gauteng Province held but no approved Report	4 community mobilisation initiatives on socio-economic issues affecting women conducted	Achieved 4 community mobilisation initiatives on issues affecting women conducted	No Deviation	

Strategic objectives	Actual Achievement 2018/2019	Planned Target 2019/2020	Actual Achievement 2019/2020	Deviation from planned target to Actual Achievement for 2019/2020	Comment on Deviations
Sub-programme: Stakehd	Sub-programme: Stakeholder Coordination and Outreach	reach			
	Young Women's economic empowerment framework report developed	Four quarterly reports on Young Women's Empowerment priorities developed	Achieved Four quarterly reports on young women's empowerment priorities developed	No Deviation	
Sub-programme: International Relations	ional Relations				
Strengthening of	New Indicator	1 International Relations	Achieved	No Deviation	
International Relations on women's socio-economic empowerment and gender equality		Strategy on Gender Equality and Women Empowerment produced	International relations strategy on Gender Equality and Women's Empowerment produced		
	Achieved	4 Reports on DoW	Achieved	No Deviation	
	2 Reports on DoW engagements in multi-lateral forums produced	engagement in multilateral forums produced	4 Reports on DWYPD participation in multilateral forums produced		
Sub-programme: Monitoring and Evaluation	ing and Evaluation				
Effective monitoring	Achieved	Two biannual performance	Not Achieved	The review of Annual	
and evaluation of socio- economic empowerment of women	One monitoring Report on the implementation of Outcome 14 was developed	monitoring review Reports on women's empowerment and gender equality	Two performance monitoring review Reports on women's empowerment and gender equality produced	Performance Plans and Strategic Plans for Gauteng could not be conducted due to human resource capacity. The CD: M&E post was vacant and this affected planned performance	

				:	
Strategic objectives	Actual Achievement 2018/2019	Planned Target 2019/2020	Actual Achievement 2019/2020	Deviation from planned target to Actual Achievement for 2019/2020	Comment on Deviations
Sub-programme: Monitoring and Evaluation	ring and Evaluation				
	Achieved	One evaluation Report on	Achieved	No Deviation	
	One evaluation Report	the promotion of women's	One evaluation report on		
	produced		the promotion of women's		
		eduality produced	empowerment and gender		
			equality produced and		
			approved		
	Achieved	Guidelines on Gender	Achieved	No Deviation	
	Gender Responsive	Responsive Planning,	Guidelines on gender-		
	Planning and Budgeting	Budgeting, Monitoring and Evaluation Framework	responsive planning,		
	Framework developed	developed	budgeting, monitoring and evaluation developed		
	Achieved	One consultation report	Achieved	No Deviation	
	One Country Gender	on the Country Gender	One consultation Report on		
	Indicator Framework	Illuicator Francework	the country gender indicator		
	developed		framework		

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Programme 3: Policy, Stakeholder Coordination and Knowledge Management	y, Stakeholder Coo	rdination and Knowle	edge Management				
Performance Indicator	Actual Achievement 2016/2017	Actual Achievement 2017/2018	Actual Achievement 2018/2019	Planned Target 2019/2020	Actual Achievement 2019/2020	Deviation from planned target to Actual Achievement 2019/2020	Comment on Deviations
Sub-programme: R	esearch, Policy Ana	Sub-programme: Research, Policy Analysis and Knowledge	Management				
Strategic objective:	Engendered rese	earch to inform poli	cy development a	Strategic objective: Engendered research to inform policy development and coordination Compliance with International reporting obligations	npliance with Interna	tional reporting obli	gations
Number of research on women's empowerment and gender equality produced	New Target	Achieved	Achieved	One Report on gender policy priorities for 2019. 2024 produced	Achieved 1 research report produced that focused on gender policy priorities identified for the next five years towards advancing women's empowerment and gender equality	No Deviation	
Gender Knowledge Hub established			Not Achieved	Report on the establishment of Gender Knowledge Hub produced	Achieved Report on the establishment of gender knowledge hub produced. The project adopted a phased approach and the target for the financial year was to focus on designing a proposed model towards a knowledge hub. Hence the overall target was to	No Deviation	·

Comment on Deviations				
Deviation from planned target to Actual Achievement 2019/2020			No Deviation	
Actual Achievement 2019/2020		develop a report on the process.	Achieved 2 Reports on compliance with international obligations produced: (i) The Beijing +25 country Report was developed based on the international commitments to the	Beijing Platform for Action (2) The second Periodic Report to the AU Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa was developed in line with the country's obligations to this protocol
Planned Target 2019/2020			2 Reports on compliance with international obligations produced	
Actual Achievement 2018/2019	Management		New larget	
Actual Achievement 2017/2018	ysis and Knowledge			
Actual Achievement 2016/2017	Sub-programme: Research, Policy Analysis and Knowledge N			
Performance Indicator	Sub-programme: R		Number of reports on international reporting obligations	

Comment on Deviations					ı
Deviation from planned target to Actual Achievement 2019/2020		der equality	No Deviation	No Deviation	No Deviation
Actual Achievement 2019/2020		powerment and gen	Achieved 10 public participation/ outreach initiatives on women's empowerment, including girls and young women conducted	Achieved 4 community mobilisation initiatives on issues affecting women conducted	Achieved Four quarterly Reports on women's Empowerment priorities developed
Planned Target 2019/2020		idvance women's em	10 public participation / outreach initiatives on women`s empowerment conducted	4 Community mobilisation initiatives affecting women conducted	Four quarterly Reports on women's Empowerment priorities developed
Actual Achievement 2018/2019		isation initiatives to a	Achieved	Not Achieved	Achieved
Actual Achievement 2017/2018	ation and Outreach	and community mobil	Achieved	Achieved	Amended
Actual Achievement 2016/2017	Sub-programme: Stakeholder Coordination and Outreach	Strategic objective: Public participation and community mobilisation initiatives to advance women's empowerment and gender equality	New Target	Achieved	New Target
Performance Indicator	Sub-programme:	Strategic objective:	Number of public participation / outreach initiatives on women`s empowerment, including girls and young women	Number of community mobilisation initiatives on issues affecting women	Number of reports on Young Women's Empowerment priorities developed

Actual Achievement 2018/2019 Onal Relations on women's socio-economic empowerment New Target Relations Strategy on Gender Equality and Women's Empowerment Produced on DWYPD participation in international multilateral forums produced monitoring review Reports on women's empowerment of women is empowerment and gender equality produced gender equality produced								
eved A A A A A A A A A A A A A A A A A A A	Performance Indicator	Actual Achievement 2016/2017	Actual Achievement 2017/2018	Actual Achievement 2018/2019	Planned Target 2019/2020	Actual Achievement 2019/2020	Deviation from planned target to Actual Achievement 2019/2020	Comment on Deviations
onal Relations on Naturation of socio	programme:	International Relation	NS					
Achieved Achieved Four Reports Achieved Achieved Four Reports Achieved Achieved Four Reports On DWYPD participation in international multilateral forums produced New Target Two performance monitoring review Reports on women s empowerment and gender equality produced	tegic objective:	Strengthening of Int	ternational Relations		nomic empowermen	t and gender equality		
Achieved Four Reports on DWYPD participation in international multilateral forums produced New Target New Target Reports on women's empowerment and gender equality produced	rPD national tions Strategy sender Equality Women`s owerment uced		ı	New Target	International Relations Strategy on Gender Equality and Women`s Empowerment Produced	Achieved International Relations Strategy on Gender Equality and Women's Empowerment Produced	No Deviation	
New Target Two performance monitoring review Reports on women's empowerment and gender equality produced	ber of reports WYPD cipation ernational ateral forums uced	Not Achieved	Achieved	Achieved	Four Reports on DWYPD participation in international multilateral forums produced	Achieved Four Reports on DWYYPD participation in international multilateral forums produced	No Deviation	
- New Target Two performance monitoring and evaluation of socio-economic empowerment of women - New Target Two performance monitoring review Reports on women's empowerment and gender equality produced	programme:	Monitoring and Eval	uation					
New Target Two performance monitoring review Reports on women's empowerment and gender equality produced	tegic objective:	Effective monitoring	y and evaluation of so	cio-economic empow	erment of women			
	ber of sumance toring review arts on women's suwerment and ter equality	·		New Target	Two performance monitoring review Reports on women's empowerment and gender equality produced	Not achieved Two performance monitoring review Reports on women's empowerment and gender equality produced however	The review of Annual Performance Plan and Strategic Plans for Gauteng could not be conducted due to human resource capacity	

Comment on Deviations						
Deviation from planned target to Actual Achievement 2019/2020		The CD: M&E post was vacant and this affected planned performance	No Deviation		No Deviation	No Deviation
Actual Achievement 2019/2020		the department could only review Annual Performance Plan and Strategic Plans of two provinces Limpopo and Free State to assess their responsiveness to the GRPBME framework	Achieved	One draft evaluation Report on the promotion of women's empowerment and gender equality produced and approved	Achieved Guidelines on gender-responsive planning, budgeting, monitoring and evaluation developed	Achieved One consultation Report on the country gender
Planned Target 2019/2020			One draft evaluation	Report produced	Guidelines on gender-responsive planning, budgeting, monitoring and evaluation developed	One consultation Report on the Country Gender Indicator Framework
Actual Achievement 2018/2019			Achieved		Achieved	Achieved
Actual Achievement 2017/2018	ation		Achieved		Achieved	New target
Actual Achievement 2016/2017	Sub-programme: Monitoring and Evaluation		New target		Not Achieved	
Performance Indicator	Sub-programme: N		Number of	evaluation Reports on the promotion of women's empowerment and gender equality approved	Guidelines on gender-responsive planning, budgeting, monitoring and evaluation developed	One consultation Report on the Country Gender Indicator Framework

Strategy to overcome areas of underperformance

In Programme 3, 11 (92%) of the planned 12 targets were achieved. Only 1 (8%) target was not achieved. The monitoring of departments on the responsiveness to the GRPBME framework will increase as the department has now filled a position of CD: Monitoring and Evaluation and other key positions in the M&E unit.

Changes To Planned Targets

In Programme 3 there were no changes in the performance indicator or targets during the reporting period.

LINKING PERFORMANCE WITH BUDGET

Programme 3: Sub-programme budget and actual expenditure

	2019/202	0			2018/201	9
Programme Name	Final Appropri- ation	Actual Expendi- ture	(Over)/ Under Ex- penditure	Final Appropri- ation	Actual Expendi- ture	(Over)/ Under Expenditure
Policy, Stakeholder and Knowledge Man- agement	R′000	R′000	R′000	R′000	R′000	R′000
Management PSKM	4 791	4 071	720	4 701	3 950	751
Research, Policy Analysis and Knowledge Management	8 840	6 253	2 587	6 654	5 350	1 304
International Relations	2 617	2 299	318	3 831	2 209	1 622
Stakeholder Coordination and Outreach	16 167	16 899	(732)	16 910	16 171	739
Monitoring and Evaluation	7 521	4 209	3 312	5 871	4 254	1 617
Total	39 936	33 731	6 205	37 967	31 934	6 033

	2019/202	0			2018/201	9
Programme Name	Final Appropri- ation	Actual Expendi- ture	(Over)/ Under Expenditure	Final Appropri- ation	Actual Expendi- ture	(Over)/ Under Expenditure
Economic Classification	R′000	R′000	R′000	R′000	R′000	R′000
Compensation of Employees	20 981	18 450	2 531	21 639	16 621	5 018
Goods and Services	18 386	15 210	3 176	15 624	15 116	508
Transfers and Subsidies	48	47	1	200	163	37
Capital Payments	521	24	497	504	34	470
Total	39 936	33 731	6 205	37 967	31 934	6 033

PROGRAMME 4: NATIONAL YOUTH DEVELOPMENT

Programme Purpose: To oversee youth policy development implementation, monitoring and evaluation and conduct oversight of the National Youth Development Agency.

Sub-Programmes: National Youth Policy and Legislation Development, and Stakeholder Engagement and Support.

Programme Strategic Objectives: Coordinate, support and facilitate youth development and empowerment.

Sub-programme Strategic Objectives:

- National Youth Policy and Legislation Development: Develop national youth policy, legislation, frameworks and strategies as well as ensure monitoring and evaluation thereof.
- Stakeholder Engagement and Support: Engagement and support youth stakeholders nationally and internationally; conduct oversight of the National Youth Development Agency; and facilitate transfer of funds to the agency.

Service Delivery Achievements

Programme 4 in the year under review, despite capacity constraints facing the programme, the following were key achievements:

- National Youth Policy (NYP) monitoring Reports were obtained;
- Draft NYP 2020-2030 was produced and consulted with the youth development stakeholders;

- NYDA Reports were quality assured by the NYD Officials and Assessment Reports were produced;
- The department conducted NYDA oversight and facilitated appointment of the NYDA Board which will be finalised in the next financial year;
- Started the process of amending the National Youth Development Agency Act, Act No. 54 of 2008;
- Started the process of developing the South African Youth Development Act – a framework legislation for youth development in the country;
- Draft Youth Responsive Budgeting, Planning, Monitoring, Evaluation and Auditing was produced, but kept on hold pending approval of the NYP 2030; and
- Convened the National Youth Development Coordinating Forum – a strategic platform for youth development stakeholders.

The key challenge encountered during the reporting period was in relation to migration of the Programme from the DPME to DWYPD. This led to dual reporting, lack of clarity on reporting channels, and delayed reporting in some instances. There were also too many vacancies within the NYDA Board, which resulted in the Board not being able to guorate.

The table below sets out actual progress against planned targets for the strategic objectives and performance indicators per sub-programme of Programme 4, as well as reasons for variance on targets that were not achieved for the financial year under review.

Strategic Objectives

Programme 4: National Youth Development	Youth Development				
Strategic objectives	Actual Achievement 2018/2019	Planned Target 2019/2020	Actual Achievement 2019/2020	Deviation from planned target to Actual Achievement for 2019/2020	Comment on Deviations
Sub-programme: Nation	Sub-programme: National Youth Policy and Legislation Development	on Development			
To coordinate, support and National Youth Policy	National Youth Policy	National Youth Policy	Achieved	No Deviation	
facilitate youth development Implementation Reports and empowerment produced, and M&E Framework was develop and approved	Implementation Reports produced, and M&E Framework was developed and approved	reviewed, implementation Reports produced, and final draft youth policy submitted for approval	National Youth Policy reviewed, implementation Reports produced, and final draft youth policy submitted for approval		

Performance Indicator

Performance Indicator	Actual Achievement 2016/2017	Actual Achievement 2017/2018	Actual Achievement 2018/2019	Planned Target 2019/2020	Actual Achievement 2019/2020	Deviation from planned target to Actual Achievement 2019/2020	Comment on Deviations
Sub-programme:	Sub-programme: National Youth Policy and Legislation Devel	and Legislation Dev	elopment				
Strategic objective	e: To coordinate, sup	pport and facilitate	youth developmer	Strategic objective: To coordinate, support and facilitate youth development and empowerment	ıt		
National Youth		Achieved	Achieved	Four NYP	Achieved	No Deviation	
Policy (NYP) monitored and reviewed				monitoring Reports produced	Four NYP monitoring Reports produced		
			Achieved	NYP reviewed and Achieved	Achieved	No Deviation	
				consulted	NYP reviewed and consulted		

Actual Achievement Achi 2016/2017 201	A Achi 201	Actual Achievement 2017/2018	Actual Achievement 2018/2019	Planned Target 2019/2020	Actual Achievement 2019/2020	Deviation from planned target to Actual Achievement 2019/2020	Comment on Deviations
Sub-programme: Stakeholder Engagement and Support	nent and Support						
Strategic objective: To coordinate, support and facilitate youth development and empowerment	pport and facilitate yo	×	outh developmen	it and empowermer	<u>_</u>		
Achieved Achieved Acl		Acl	Achieved	NYDA Reports	Achieved	No Deviation	
				quality assured and assessment reports produced	NYDA Reports quality assured and assessment reports produced		
Achieved Achieved Achieved		Achie	ved	Transfer payment	Achieved	No Deviation	
				to NYDA	Transfer payment to NYDA		

Strategy to overcome areas of underperformance

None, in Programme 4, all of the 4 planned targets (100%) were achieved.

Changes To Planned Targets

In Programme 4 there were no changes in the performance indicator or targets during the reporting period, except the function reporting to DWYPD.

LINKING PERFORMANCE WITH BUDGET

Programme 4 budget for the period under review, remained with DPME even though the function migrated and reported to DWYPD.

PROGRAMME 5: OVERVIEW OF PERFORMANCE: RIGHTS OF PERSONS WITH DISABILITIES

Rights of Persons with Disabilities

National Disability Rights Agenda

During June 2019 SONA, the President announced the movement of the coordination of disability function to the newly established Ministry in the Presidency for Women, Youth and Persons with Disabilities. This announcement was as a direct response to the disability sector's advocacy over the past few years, inclusive of the presentations made by the Presidential Working Group on Disability in February 2019. The relocation of the function has provided the national disability rights agenda with a more strategic focus for coordination during the sixth administration.

Subsequently, the Department participated in the National Macro-Organisation of Government (NMOG) processes to guide the transfer of functions to the new Department. The NMOG process impacted on implementation of some of the Annual Performance (APP) commitments, as alignment needed to be done with the other the sectors in the new department to ensure efficiency and impact. This included planning for the mainstreaming of disability considerations into the 2019-2024 Medium Term Strategic Framework.

The Department sought to continue promoting, protecting and empowering persons with disabilities during the reporting period. In this regard, the Department held the National Disability Rights Machinery (NDRM) plenary meeting. To ensure participation by representative organisations, the plenary was attended by 33 national government departments and agencies; 7 provinces, 5 SALGA representatives, the South African Human Rights Commission, 18 national and provincial representative organisations of persons with disabilities, 3 national organisations for persons with disabilities, as well as 21 members of the Presidential Working Group on Disability.

The NDRM plenary also provided a platform for social participants to engage on disability inclusion priorities for the 2019-2024 Medium Term Strategic Framework (MTSF), and was followed up by a meeting of the Inter-Provincial Forum meeting of the NDRM in August 2019 to ensure that national priorities are informed by provincial contexts. The disability inclusion priorities for the MTSF will lay a sound foundation for interventions

which will meaningfully change the lives of persons with disabilities and their families in the next five years. As part of promoting and protecting the rights of persons with disabilities, the Department continued with development of frameworks, policies and guidelines for implementation of the White Paper on Rights of Persons with Disabilities (WPRPD). In this regard, the National Frameworks on Disability Rights Awareness and Self-Representation was updated in preparation for submission to the Technical Working Group for further comments and consultations. The Department also developed draft Guidelines on Community Based Disability Inclusive Development Programme based on good practice models in LP, FS, EC and KZN. The draft quidelines were developed to promote empowerment of persons with disabilities and disability mainstreaming. Another notable achievement during the reporting period, was the coordination of an intensive Disability Rights Awareness Month (DRAM) Campaign. A number of activities were undertaken, which include among others the following:

- A publicised national media launch of the month and the launch of national disability rights poster series on 3rd of November 2019,
- A successfully hosting a community outreach programme at Walter Sisulu Local Municipality. The programme included a week-long Community Dental and Education Inclusion Outreach, a collaboration between the Eastern Cape Disability Economic Empowerment Trust, the Eastern Cape Provincial Government, and a group of volunteer dentists and local NGOs,
- The 7th Annual Disability Conference hosted by the Centre for Human Rights at the University of Pretoria,
- The Access to Justice for Persons with Albinism Colloquium hosted by the Department of Justice and Constitutional Development and Khulisa Social Solutions, where the Disability Rights Team coordinated a sector caucus to build synergy and strengthen to work of the National Albinism Task Force,
- The launch of the Dyslexia Network chapter in the Free State,
- The Ethekwini Book Fair where six writers with different disabilities were supported to present and market their books, and
- Social and electronic media coverage was supported with weekly release of facts, statistics and perspectives around weekly thematic areas.

The Department worked with DPME to ensure that disability considerations are embedded in the Medium Term Strategic Framework (MTSF) for 2019-2024. Through this partnership, the Department tracked the finalisation of the MTSF in ensuring that key policy directives of the Implementation Matrix of the WPRPD are translated into strategic interventions across all MTSF priority areas. This work included the assessment of key departmental draft strategic and annual performance plans against MTSF disability inclusion commitments.

African Continent Disability Rights Agenda

The Department successfully facilitated the process of signing the AU Protocol on Disability in April 2019 and further participated in lobbying and awareness raising workshop and seminar on human rights protocols hosted by AU in Rwanda and Ethiopia in July and October 2019 respectively. The seminar was aimed at sensitizing and lobbying African Union Member States to fast track the signing and ratification of the Protocols to the African Charter on Human and Peoples' Rights dealing respectively with the Rights of Older Persons and the Rights of Persons with Disabilities in Africa.

International / Global Disability Rights Agenda

As part of building a better Africa and a better World, the Department participated in a number of international events. These included among others,

- The annual Conference of State Parties and presented a country position statement on implementation of the requirements of the UN CRPD and other relevant treaty obligations instruments, June 2019,
- The Official Visit of the UN Independent Expert on the enjoyment of human rights by persons with albinism, September 2019, and a preliminary Report on the Rights of Persons with Albinism in South Africa was completed, which informed the preparations and engagements of these visits. An National Action Plan on Albinism was developed, and
- The European Union study tour in partnership with the South African Human Rights Commission to Ireland, Spain and Belgium in September 2019 in respect of the designation of the Independent Monitoring Mechanism (IMM) as per Article 33(2) of the UN Convention on the Rights of Persons with Disabilities.

In return, the Department participated in the EU-Study Tour Conference that was hosted by South African Human Rights Commission in January 2020. The aim was to share experiences with the disability sector on the different models of the Independent Monitoring Mechanism (IMM) in Belgium, Spain and Ireland. It further aimed at conceptualising the IMM in South Africa.

Policy on Social Development Services to Persons with Disabilities

In preparation for submission to Cabinet, the Policy on Social Development Services to Persons with Disabilities was presented to EXCO where issues for clarity were raised. Approval was granted for tabling of the Policy at the Social Cluster. The Cabinet Memorandum and the final Report on Socio-Economic Impact Assessment (SEIAS) have been developed. The Costing Report has been approved by the Welfare Services Forum. In consideration of the relocation of the Disability coordination function to the Department of Women, Youth and Persons with Disabilities, the Policy was also updated. Through this sectoral Policy on Social Development Services to Persons with Disabilities, the Department responded to the transversal WPRPD commitment to address socio-economic needs of persons with disabilities in line with Constitutional obligations and the UN Convention on the Rights of Persons with Disabilities.

Guidelines on the empowerment of persons with disabilities and disability mainstreaming (DEM)

The Department and Japan International Cooperation Agency (JICA) entered into a cooperation to provide technical support in the development of services to persons with disabilities at a district level. The project is aimed at enhancing the capacity of Departmental officials by availing the additional experts to provide technical support.

The Department developed an implementation activity plans in monitoring the level of inclusiveness and participation of persons with disabilities in the social development services and programmes. This seeks to empower persons with disabilities at the community level to fully participate in the Departmental programmes. The Department in collaboration with JICA has been implementing the "Project for the Promotion of Empowerment of Persons with Disabilities and Disability Mainstreaming" from May 2016 to May 2020 in four project sites. The project is aimed at developing approaches on the DEM which is a

multi-sectoral and rights-based strategy to ensure inclusion of persons with disabilities through changes within the community by empowerment of persons with disabilities and implementing disability mainstreaming. The draft guidelines on the Empowerment of Persons with Disabilities and Disability Mainstreaming (DEM), reflecting on the lessons learnt, have been developed. A stakeholder consultation platform, was held in

December 2019 to collate the inputs on the disability sector on the first draft of the guidelines. Subsequently, the inputs to the guidelines were integrated in the final draft to enhance guidelines. The final draft of the guidelines will be submitted for approval and shared with provincial departments, the disability sector and other key partners in the next financial year.



Strategic Objective

gramme 5: Rights	Programme 5: Rights of Persons with Disabilities	ies				
Strategic objectives	Performance indicator	Baseline	Actual Achievement 2019/2020	Annual target 2019/20	Actual outputs 2019/20	Reasons for deviation from 2019/20 target
To promote, protect and empower persons with disabilities through the development and implementation of legislation, policies and programmes	Policy instruments (tools, guidelines, policy briefs, discussion papers and research reports) developed to support domestication of international treaties and implementation of WPRPD	Frameworks on Disability Rights Awareness Campaigns, as well as Framework on Self-Representation by Persons with Disabilities released for public comment. National Guidelines for Public Participation developed	National Strategic Framework on Disability Rights Awareness Campaigns was not submitted for Cabinet Approval. However the draft was circulated for stakeholder comm	Frameworks on Disability Rights Awareness Campaigns, as well as Self-Representation by Persons with Disabilities developed	The two national strategic frameworks on self-representation and public awareness campaigns have been revised and updated. The frameworks are due for consultation by affected sectors	No Deviation
	National Disability Rights Machinery strengthened	New Indicator	New Indicator	Disability Inclusion embedded in Government wide Institutional Arrangements	The target was not achieved	The activity was suspended due to lack of capacity
	Performance reports on implementation of WPRPD developed	Annual Progress Report on Implementation of the White Paper on the Rights of Persons with Disabilities produced. One Periodic report on implementation of the UNCRPD developed	One compliance report on implementation of the WPRPD developed. One periodic report on the SA's Response to UN List of Issues on UN CRPD was approved by FOSAD MANCO	Annual Progress Report on Implementation of the White Paper on the Rights of Persons with Disabilities developed	The Annual Progress Report on Implemen- tation of the WPRPD was not developed	The quality of inputs to the Annual Progress Report were poor and showed misalignment between information reported, matrix targets and timelines and this could not be accepted as a national report

Strategy to overcome areas of under performance

The department in programme 5, achieved 1 (33%) out of the 3 planned annual targets. Only 2 (67%) targets were not achieved.

- The capacity of the unit will be enhanced to implement the activity on disability inclusion in the new financial year
- The 2nd and 3rd Annual Progress Report on Implementation of the WPRPD will be combined

Changes to Planned Targets

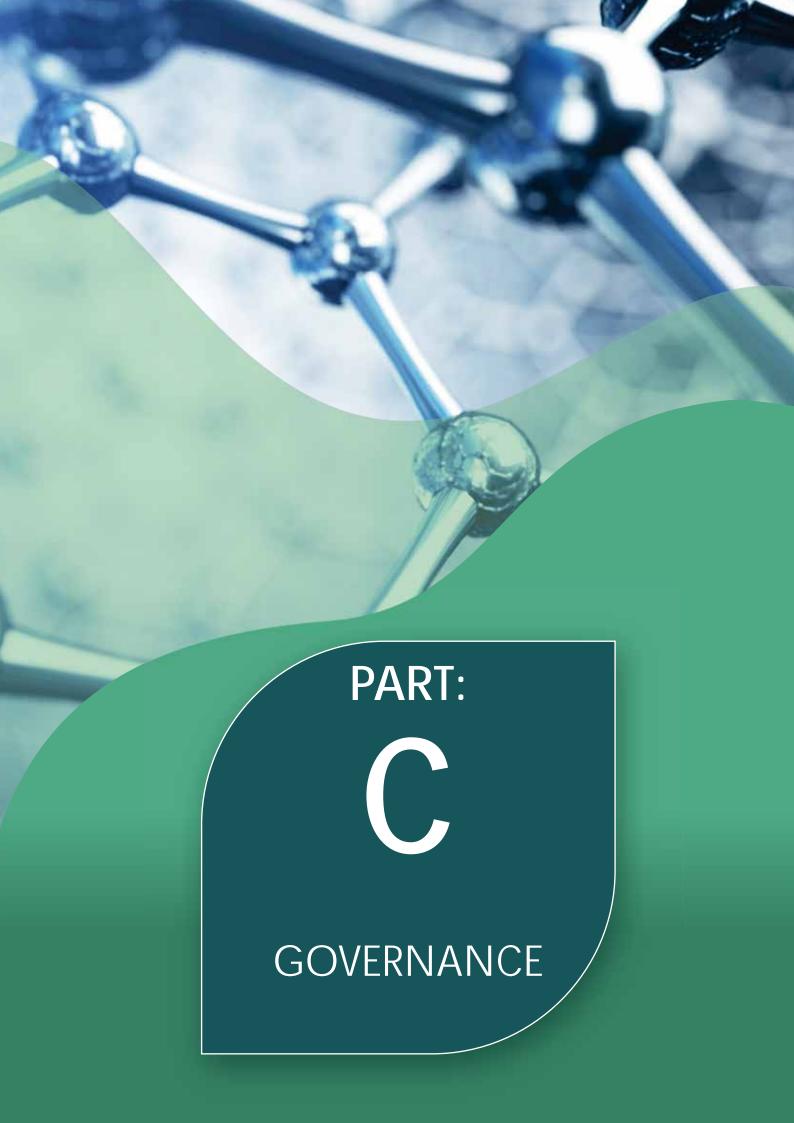
In Programme 5 there were no changes in the performance indicator, or targets during the reporting period, except the function reporting to DWYPD.

LINKING PERFORMANCE WITH BUDGET

Programme 5 budget for the period under review, remained with DSD even though the function migrated and reported to DWYPD.







1. INTRODUCTION

The department is committed to maintain the highest standards of governance in the management of public finances and resources. As a result, effective risk management, anti-corruption and fraud prevention, and adherence to the Public Service Code of Conduct, are fundamental for good governance and administration.

RISK MANAGEMENT

The DWYPD has an approved Risk Management Policy and Strategy that articulates the organisational risk management approach and methodology. The policy enables management to pursue the department's strategy and take advantage of potential opportunities whilst managing the potential adverse implications and risk associated therewith. The Risk Management Policy and Strategy is reviewed regularly by the Risk Management Committee.

Strategic and Operational risk assessments are conducted annually to align with the DWYPD adopted strategy and its risk profile. Strategic and Operational Risk Registers are updated with new and emerging risks and progress on mitigation is monitored on a quarterly basis and is reported to the Risk Management Committee (RMC) and Audit and Risk Committee (ARC).

The department has a fully-functional Risk Management Committee (RMC) established in terms of the Public Sector Risk Management Framework. The RMC meetings are held on a quarterly basis to review the mitigation actions of unacceptable levels of risks and advise management on improvements. The RMC Report serves at Management Committee (MANCO) for adoption.

The Audit Risk Committee (ARC) provides an independent assurance on overall systems of risk management. The department has a fully-functional Audit and Risk Committee, (ARC) chaired by an independent external chairperson and this committee monitors the implementation of mitigation actions whether they yield positive results and make recommendations to the Accounting Officer.

The implementation of risk mitigation action is satisfactory and this is indicated by the

improvement of performance on a quarterly basis. This reduces the uncertainty of the department achieving its objectives.

FRAUD AND CORRUPTION

The department has an approved Fraud Prevention Policy that has been communicated throughout the department to promote ethical behaviour, prevent unethical conduct, fraud and corruption. The policy outlines its focus and commitment to the reduction and possible eradication of incidences of fraud and misconduct. It also confirms the department's commitment to legal and regulatory compliance. The department has an approved whistle-blowing policy, and officials are encouraged to report corrupt activities anonymously through the National Anti-Corruption Hotline (NACH) .The department has a fraud email facility that can be utilised by staff to report fraud and corruption. All reported fraud and corruption are referred to the department for investigation and are included in the fraud database.

Officials can approach the immediate supervisor or manager unless the manager is the subject of the complaint, in which case the Director-General, Chairperson of the Audit and Risk Committee shall be informed. Should the complaint be found by the manager to be substantiated, he/she shall consult with the Director: Internal Audit and Director: Legal Services on whether the matter should be investigated internally or referred to the appropriate external body (e.g. the SAPS). The National Anti-Corruption Hotline (NACH) cases are sent to the office of the Accounting Officer for investigation. There has not been any case of fraud and corruption reported for the period under review.

4. MINIMISING CONFLICT OF INTEREST

For the period under review, all senior managers were required to disclose particulars of their registrable interests in respect of the previous financial year to the Executing Authority. In addition, other categories of designated employees as determined by the MPSA also declared their financial interests. The department had a 100% compliance response in this regard. No potential conflicts of interest were identified or referred for investigation.

Further, no employees are permitted to perform or engage themselves to perform remunerative work outside their employment in the department, except with the written permission of the Executive Authority. Two senior managers were given such authorisation.

In terms of the Public Service Regulations 2016, no employee declared that they were conducting business with any organ of the state, or had been a director of a company that conducted business with an organ of the state.

5. CODE OF CONDUCT

The Department has its own code that is modelled on the Public Service Code of Conduct. The code is included in compulsory induction programmes, and is available on the Intranet. Any breach of the code is considered to constitute misconduct.

6. HEALTH, SAFETY AND ENVIRONMENTAL ISSUES

The Occupational Health and Safety Act 1993 (Act 85 of 1993) provides for the health and safety of employees at the work place. In addressing the requirements of the Act, an Occupational Health and Safety Committee was established, OHS representatives received training on first aid and appropriate equipment were purchased. A sick bay was also established. OHS representatives are required to monitor and report on OHS-related matters on a monthly basis. Annual evacuation drills are conducted to ensure the readiness of employees to evacuate the premises during emergency situations.



7. PORTFOLIO COMMITTEE MEETINGS

DATE	MATTERS RAISED BY THE PORTFOLIO COMMITTEE	HOW DEPARTMENT ADDRESSED MATTERS
3 July 2019	Request a presentation on the department's Annual Performance Plan 2019/20, including the transitional arrangements with regards to Youth and Persons with Disabilities.	The department made a presentation to the Committee members and additional information was requested
20 August 2019	Request a presentation on the department's amended Annual Performance Plan 2019/20 and Strategic Plan 2020/25 as was required at the meeting on 3 July 2020. Further details on the transitional arrangements with regard to bringing Youth and Persons with Disabilities into the new department.	The department made a presentation with the additional information that was requested on 3 July 2020
27 August 2019	Request a briefing by the National Youth Development Agency on its Annual Performance Plan 2019/20.	The NYDA Board Chair and the CEO did the presentation
28 August 2020	Request presentations by the Department on the Beijing plus 25 Report and the outcome of the stakeholder consultation held on 28 June 2029; and the Agreement amending the SADC Protocol on Gender and Development and the Explanatory Memorandum to the Agreement Amending the SADC Protocol on Gender and Development.	A presentation was made by the department
3 September 2019	Request a presentation on "with reference to the revised Annual Performance Plan 2019/20 presented on 20 August 2019, the Committee noted the department made changes to the Annual Performance Plan and raised its concerns and requested a briefing	The department made a presentation with reference to the changes made by the department
17 September 2019	Request a presentation on the 2 nd , 3 rd , and 4 th Quarterly Reports for 2018/19 and the 1 st Quarterly Report for 2019/20	The department made a presentation
18 September 2019	Request a presentation by the department as well as the Interim Steering Committee on GBVF on progress made with regard to the National Strategic Plan and National Council for GBVF.	The meeting was postponed on request of the department
30 September 2019	Request a presentation on the department's Annual Report for 2018/19 in view of the Portfolio Committee's Budgetary Review Recommendations Report for 2018/19	The department made a presentation
12 November 2019	Request a presentation on the department's 2 nd Quarterly Report as well as a presentation by the department's Audit and Risk Committee on the Auditor General's Report	The department made a presentation as well as the Chairperson of the department's Audit and Risk Committee

DATE	MATTERS RAISED BY THE PORTFOLIO COMMITTEE	HOW DEPARTMENT ADDRESSED MATTERS
19 November 2019	Request a presentation by the department and the Interim Steering Committee for GBVF on the structure, representation and mandate of the Interim Steering Committee; Progress with regard to the development of the draft National Strategic Plan on GBVF and cost of the plan and approval process; The establishment of the National Council for GBVF; Progress Report and cost related to the establishment of the National Council; and The Emergency Response Action Plan on GBVF	The department was requested to leave the meeting because of the two different versions of the presentation provided to the Committee members and what was actually presented.
18 February 2020	Request a presentation on the department's 3rd Quarterly Report 2019/20 as well as on the outstanding matters from the presentation on the 2nd Quarterly Report 2019/20	The department made a presentation
25 February 2020	Request a presentation from the National Youth Development Agency on its 1 st , 2 nd , and 3 rd Quarterly Reports for 2019/20 as well as on the amendments made to its Annual Performance Plan 2019/20 as was tables in February 2020	The NYDA Board Chairperson as well as the CEO made a presentation
3 March 2020	Request a presentation by the department and the Interim Steering Committee for GBVF on: The structure and function of the Interim Steering Committee; The draft National Strategic Plan on GBVF; The National Council for GBVF; and GBV Fund	Minister requested that the presentation be postponed until the National Strategic Plan and the National Council for GBVF were approved by Cabinet on 11 March 2020

DOW BUDGET VOTE

Date	Time	Agenda
09 July 2019	14:00	Women on Vote 13



SCOPA RESOLUTIONS

There were no Scopa resolutions during the financial year under review.

PRIOR MODIFICATIONS TO AUDIT **REPORTS**

The department received an unqualified audit opinion in the previous financial year. There were no matters of emphasis raised by the Auditor General in its prior Report.

10. INTERNAL CONTROL UNIT

The DWYPD did not have an Internal Control Unit.

11. INTERNAL AUDIT AND AUDIT COMMITTEES

The objective of the Internal Audit, is to provide value added assurance and consulting services, by reviewing the adequacy and effectiveness of governance, risk management and control processes and provide recommendations to management on improvements for identified weaknesses.

Key Activities and Objectives of the Internal Audit

- Develop a risk-based Internal Audit Plan and Three Year Rolling Strategic Plan.
- Conduct the audits as per the Internal Audit Plan approved by the Audit and Risk Committee, as well as the Management and the Audit and Risk Committee requests.
- Provide Reports with recommendations to improve internal controls, risk management and governance processes where deficiencies have been identified.
- Monitor the implementation of audit recommendations by management.
- Review the Internal Audit and the Audit and Risk Committee Charters for approval by the Audit and Risk Committee.

Summary of Audit Work Done

In terms of the risk-based Internal Audit Plan approved by the Audit and Risk Committee, 76% of the planned audit engagements were completed.

The following internal audit work was completed during the year under review:

- Review of the Interim and Annual Financial Statements.
- Audit of Performance Information (Annual and Quarterly)
- Follow-up on the implementation of the Public Administration and Management of Delegations
- Monitoring of the review of Departmental Policies
- Review of HRM Oversight Reports
- Draft APP 2020/21 financial year
- Departmental polices, frameworks and SOP's might not be reviewed
- Management of Irregular Expenditure
- Procurement of Goods and Services
- Review of Performance Planning and Reporting Policy and Operating Standards
- Follow-up on AGSA audit findings

Internal Audit activities conducted were free from interference in determining the scope of their audits (advisory or consulting engagements) and during the communication of the results.

Key Activities and Objectives of the Audit Committee

The Audit and Risk Committee is established as a statutory committee in terms of section 38(1)(a) (ii) of the PFMA and Treasury Regulations. The committee performs an oversight and advisory role to the Department of Women, Youth and Persons with Disabilities, and is accountable to the Executive Authority. The purpose of the Audit and Risk Committee is to assist the Executive Authority in fulfilling its oversight responsibilities and the Accounting Officer in fulfilling executive duties regarding the financial reporting process, the management of risk, the system of internal control, the audit process, and the department's process for monitoring compliance with laws, regulations and code of conduct.

• Attendance of Audit Committee meetings by Audit Committee Members

Name	03 April 2019	03 May 2019	28 May 2019	30 May 2019	28 June 2019	25 July 2019	28 Oct 2019	22 Nov 2019	13 Feb 2020	09 March 2020
Ms APZ Mafuleka	Present	Present	Present	Present	Absent	Present	Present	Present	Present	Absent
Ms GT Ramphaka	Present	Absent	Present	Present	Present	Present	Present	Absent	Present	Present
Ms TF Tukisi	Present	Present	Present							
Mr. AP Wakaba	Present	Present	Present							
Adv. RM Rosey	Not yet a member	Present	Present							

• The table below discloses relevant information on the Audit Committee Members:

Name	Qualifications	Internal or external	If internal, position in the department	Date appointed	Date Resigned	No. of Meetings attended
Ms APZ Mafuleka	B Compt, B Compt Hons, CTA, CA (SA),	External	N/A	03 January 2019	-	8
Ms GT Ramphaka	B Compt, B Compt Hons, CTA, CA (SA),	External	N/A	03 January 2019	-	8
Ms TF Tukisi	B. Com Certified Internal Auditor	External	N/A	03 January 2019	-	10
Mr. AP Wakaba	B. Com B. Compt Advanced Diploma in Accounting Science Master of Business Administration	External	N/A	03 January 2019		10
Adv. RM Rosey	Bachelor of Laws	External	N/A	06 January 2020		2



12. AUDIT COMMITTEE REPORT

Audit and Risk Committee Report

We are pleased to present our Report for the financial year ended 31 March 2020.

Audit Committee Responsibility

The Audit and Risk Committee reports that it has carried out its responsibilities in terms of Section 38(1) (a) (ii) of the Public Finance Management Act, 1999 and Treasury Regulation 3.1. The Audit and Risk Committee also reports that it has adopted appropriate formal terms of reference as its Audit and Risk Committee Charter, has regulated its affairs in compliance with this charter and has discharged all its responsibilities as contained therein.

The Effectiveness of Internal Controls

The Accounting Officer and Management are responsible for designing and implanting an effective system of internal controls to mitigate risks and control deficiencies. The system of internal controls is designed to provide reasonable assurance regarding the achievement of the department's objectives in categories of effectiveness and efficiency of operations, financial reporting, compliance to applicable Laws and Regulations as well as Policies and Procedures. From various reports as well as the Auditor-General of South Africa's Management Report, the Audit and Risk Committee noted improvement of internal control systems, however the committee is concerned about the breakdown of key controls as well as the inability of management to adequately strengthen the internal control systems in supply chain and performance information management. Management indicated some internal control deficiencies that emanated from inadequate human and financial resourcing. Management has assured the Audit and Risk Committee that the control deficiencies will be addressed through detailed actions plans.

The following areas were raised as concerns by audits:

Area	Concern
Performance Information	 Planning Inconsistencies between the Strategic Plan and the Annual Performance Plan. Inconsistencies between the performance indicators and the performance indicator descriptors in the APP. Performance indicators not consistent with the planned performance target. Reporting Performance indicators, performance targets and the reported performance not consistent. Inconsistency of the strategic objectives in the Annual Performance Report and the APP. Inadequate evidence supporting the reported performance.
ICT governance and the IT environment	 Inadequate ITC infrastructure and ICT control environment. Lack of ICT backup system and the disaster recovery system. Reporting Inadequate ICT budget place a limitation on ICT to support the operations of the department.
Unauthorised expenditure	Overspending of R 3 199 000 in the main division of the vote.
Irregular expenditure	Irregular expenditure of R 2 481 000 was incurred due to non-adherence to SCM prescripts. The controls to prevent irregular expenditure may not be working effectively.
Addressing audit findings	It takes a long time for the audit findings to be resolved in the department.

Internal Audit

The Audit and Risk Committee reviewed and approved the internal audit's rolling three-year plan and the annual internal audit plan for the 2019/20 financial year. Internal audit activities were guided by the risk profile of the department, critical audit areas and management's inputs in the formulation of its three-year strategic and annual plans. The Audit and Risk Committee also monitored performance of the Internal Audit Unit against its approved annual internal audit plan on a quarterly basis. We are satisfied that the Internal Audit Unit is operating effectively and that it has addressed the risks pertinent to the department in its audits. We have met with the Internal Audit Unit during the year to ensure that the function is executed effectively and objectively.

The work performed by the Internal Audit Unit has enabled the Audit and Risk Committee to fulfil its duties around compliance with applicable legislation, financial management and performance information. However, the Audit and Risk Committee noted that the Internal Audit Unit is under-resourced in order to function optimally to maximise audit coverage in the department, given its current human resources and budget allocation. Among the areas that were not covered by the Internal Audit Unit, is the review of information technology due to the lack of required competency within the unit to perform information technology audits. Information technology is one of the areas which the Audit and Risk Committee is required to oversee, but was limited because of capacity in the Internal Audit Unit. The Audit and Risk Committee noted through internal audit reports that the control environment is generally effective, but there are opportunities for improvement in some areas, as mentioned above.

Risk Management

The department has the Risk Mitigation Committee and the Ethics Committee, which advises the Accounting Officer on matters of risk management in fulfilling her mandate as required by the Public Finance Management Act [Section 38 (1) (a) (i)], and in line with the Public Sector Risk Management Framework developed by National Treasury. Management is responsible for the establishment and maintenance of an effective system of governance, risk management, internal control and the prevention and detection of fraud and corruption.

The Audit and Risk Committee recommended the approval of the Risk Management Policy, Strategy, Risk Management Implementation Plan and the Risk Registers by the Accounting Officer. The Risk Registers are updated annually to ensure that all major risks facing the department are managed, as well as to direct internal audit activities. The Audit and Risk Committee monitored the progress of the Risk Management Implementation Plan.

The Audit and Risk Committee considers the Risk Management Function to be under-resourced in order to function optimally and to maximise its coverage of the risk exposures facing the department, given its current human resources capacity. Efforts by management, to supplement the capacity of the Risk Management Function have been noted by the Audit and Risk Committee, and will continue to be monitored.

In-Year Management and Quarterly Reports

The department has reported monthly and quarterly to the National Treasury as required by the PFMA. The Audit and Risk Committee reviewed the quarterly Reports prepared and issued by the Accounting Officer of the department during the year under review, and is satisfied with the content and quality thereof. There has been a notable improvement on the quality of financial statements in the current financial year, mainly due to management's commitment to improve controls within financial management.

Evaluation of Financial Statements

The Audit and Risk Committee:

- reviewed and discussed audited annual financial statements with the Auditor-General, Accounting Officer and management;
- reviewed of the Auditor-General's management Report and management's response thereto;
- reviewed the information on predetermined objectives; and
- reviewed of any significant adjustments resulting from the audit.

Auditor General's Report

The Audit and Risk Committee has met and discussed the audit outcomes with the AGSA and the Management to ensure that there are no unresolved issued. The Audit and Risk Committee concurs and accepts the conclusion of the

AGSA on the annual financial statements and performance information and is of the opinion that the audited annual financial statements be accepted and read in conjunction with AGSA Report.

We recommended that the Department should develop and implement the audit action plan for the audit findings raised in the AGSA Management Report and continuous oversight will be exercised to ensure that all findings are adequately addressed.

Conclusion

We commend and encourage the Accounting Officer and her Management Team to maintain a high levels of governance and internal control processes, especially during this time of extremely restrictive budgets and other resources. The Audit and Risk Committee wishes to emphasise its concern about the limited financial and human resources in the Department and the impact that this may have on its staff, and the ability of the Department to achieve its mandate in the medium to longer term.

Lastly, we wish to thank the Auditor-General of South Africa for his value adding contribution and interactions with the Department.

Ms Ayanda Mafuleka CA (SA)

Chairperson of the Audit and Risk Committee

Department of Women, Youth and Persons with Disabilities

Date: 30 September 2020

REPORT OF THE

AUDITOR-GENERAL TO PARTLIAMENT ON VOTE NO 13: DEPARTMENT OF WOMEN

Report on the audit of the financial statements

Opinion

- I have audited the financial statements of the Department of Women set out on pages 151 to 176, which comprise the appropriation statement, statement of financial position as at 31 March 2020, statement of financial performance, statement of changes in net assets and cash flow statement for the year then ended, as well as the notes to the financial statements, including a summary of significant accounting policies.
- 2. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Department of Women as at 31 March 2020, and its financial performance and cash flows for the year then ended in accordance with Modified Cash Standard (MCS) prescribed by the National Treasury (NT) and the requirements of the Public Finance Management Act of South Africa, 1999 (Act No. 1 of 1999) (PFMA).

Basis for opinion

- 3. I conducted my audit in accordance with the International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the auditor-general's responsibilities for the audit of the financial statements section of this auditor's report.
- 4. I am independent of the department in accordance with sections 290 and 291 of the Code of ethics for professional accountants and parts 1 and 3 of the International Code of Ethics for Professional Accountants (including International Independence Standards) of the International Ethics Standards Board for Accountants (IESBA codes) as well as the ethical requirements that are relevant to my audit in South Africa. I have fulfilled my other ethical responsibilities in accordance with these requirements and the IESBA codes.

5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Other matter

6. I draw attention to the matter below. My opinion is not modified in respect of this matter.

Unaudited supplementary schedules

7. The supplementary information set out on pages 178 to 183 does not form part of the financial statements and is presented as additional information. I have not audited these schedules and, accordingly, I do not express an opinion on them.

Responsibilities of the accounting officer for the financial statements

- 8. The accounting officer is responsible for the preparation and fair presentation of the financial statements in accordance with MCS prescribed by NT and PFMA, and for such internal control as the accounting officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
- 9. In preparing the financial statements, the accounting officer is responsible for assessing the department's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the appropriate governance structure either intends to liquidate the department or to cease operations, or has no realistic alternative but to do so.

Auditor-general's responsibilities for the audit of the financial statements

10. My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due

to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

11. A further description of my responsibilities for the audit of the financial statements is included in the annexure to this auditor's report.

Report on the audit of the annual performance report

Introduction and scope

- 12. In accordance with the Public Audit Act of South Africa 2004 (Act No. 25 of 2004) (PAA) and the general notice issued in terms thereof, I have a responsibility to report on the usefulness and reliability of the reported performance information against predetermined objectives for selected programme presented in the annual performance report. I performed procedures to identify material findings but not to gather evidence to express assurance.
- 13. My procedures address the usefulness and reliability of the reported performance information, which must be based on the approved performance planning documents of the department. I have not evaluated the completeness and appropriateness of the performance indicators included in the planning documents. My procedures do not examine whether the actions taken by the department enabled service delivery. My procedures also do not extend to any disclosures or assertions relating to planned performance strategies and information in respect of future periods that may be included as part of the reported performance information. Accordingly, my findings do not extend to these matters.
- 14. I evaluated the usefulness and reliability of the reported performance information in accordance with the criteria developed from the performance management and reporting framework, as defined in the general notice, for the following selected programme presented in the annual performance report of the department for the year ended 31 March 2020:

Programme	Pages in the annual performance report		
Programme 3 – Policy, Stakeholder Coordina- tion and Knowledge Management	51-61		

- 15. I performed procedures to determine whether the reported performance information was properly presented and whether performance was consistent with the approved performance planning documents. I performed further procedures to determine whether the indicators and related targets were measurable and relevant, and assessed the reliability of the reported performance information to determine whether it was valid, accurate and complete.
- 16. The material finding in respect of the usefulness and reliability of the selected programme is as follows:

Various indicators

- 17. The source information and/or evidence for achieving the following planned indicators were not clearly defined:
 - Number of research on women's empowerment and gender equality produced
 - Number of community mobilisation initiatives conducted on issues affecting women
 - Guidelines on gender-responsive planning, budgeting, monitoring and evaluation developed

Other matters

18. I draw attention to the matters below.

Achievement of planned targets

19. Refer to the annual performance report on pages 30 to 69 for information on the achievement of planned targets for the year and explanations provided for the under/overachievement of a number of targets. This information should be considered in the context of the material findings on the usefulness and reliability of the reported performance information in paragraphs 17 of this report.

Adjustment of material misstatements

20. I identified material misstatements in the annual performance report submitted for auditing. These material misstatements were in the reported performance information of programme 3 – policy, stakeholder coordination and knowledge management programme. As management subsequently corrected only some of the misstatements, I raised material findings on the usefulness and reliability of the reported performance information. Those that were not corrected are reported above.

Report on the audit of compliance with legislation

Introduction and scope

- 21. In accordance with the PAA and the general notice issued in terms thereof, I have a responsibility to report material findings on the department's compliance with specific matters in key legislation. I performed procedures to identify findings but not to gather evidence to express assurance.
- 22. The material findings on compliance with specific matters in key legislation are as follows:

Expenditure Management

23. Effective and appropriate steps were not taken to prevent irregular expenditure amounting to R2 480 840, as disclosed in note 23 to the annual financial statements, as required by section 38(1)(c)(ii) of the PFMA and treasury regulation 9.1.1.

Consequence Management

24. I was unable to obtain sufficient appropriate audit evidence that disciplinary steps were taken against officials who had incurred irregular expenditure as required by section 38(1)(h)(iii) of the PFMA. This was due to proper and complete records that were not maintained as evidence to support the investigations into irregular expenditure.

Other information

25. The accounting officer is responsible for the other information. The other information comprises the information included in the annual report. The other information does not include the financial statements, the auditor's report and the selected programme presented in the annual performance

- report that has been specifically reported in this auditor's report.
- 26. My opinion on the financial statements and findings on the reported performance information and compliance with legislation do not cover the other information and I do not express an audit opinion or any form of assurance conclusion thereon.
- 27. In connection with my audit, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements and the selected programme presented in the annual performance report, or my knowledge obtained in the audit, or otherwise appears to be materially misstated.
- 28. If based on the work I have performed, I conclude that there is a material misstatement in this other information, I am required to report that fact. No material inconsistencies were identified.

Internal control deficiencies

- 29. I considered internal control relevant to my audit of the financial statements, reported performance information and compliance with applicable legislation; however, my objective was not to express any form of assurance on it. The matters reported below are limited to the significant internal control deficiencies that resulted in the findings on the annual performance report and the findings on compliance with legislation included in this report.
- 30. Inadequate oversight has been exercised by the accounting officer with regards to financial and performance reporting, compliance with laws and regulation as well as related internal controls.
- Non-compliance with laws and regulations would have been prevented had compliance been properly reviewed and monitored by senior management.

Audilier-General

Pretoria
6 October 2020



AUDITOR GENERAL'S RESPONSIBILTY ANNEXURE

1. As part of an audit in accordance with the ISAs, I exercise professional judgement and maintain professional scepticism throughout my audit of the financial statements and the procedures performed on reported performance information for selected programme and on the department's compliance with respect to the selected subject matters.

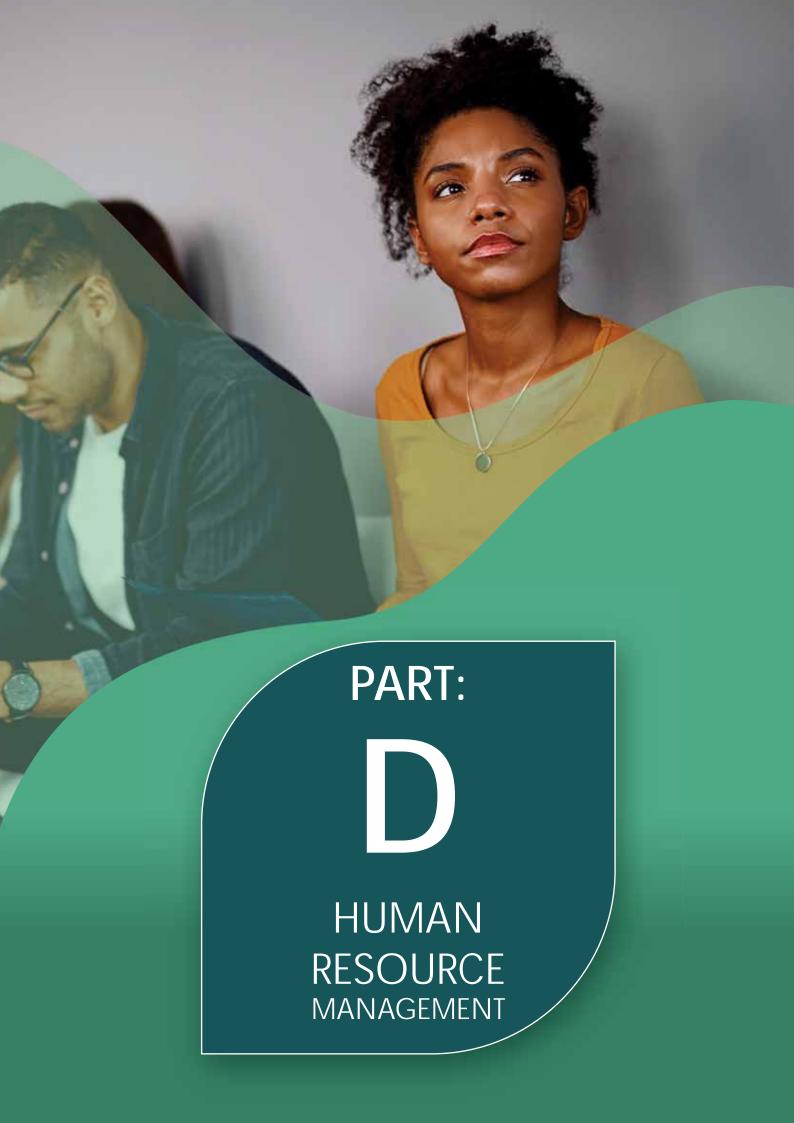
Financial statements

- In addition to my responsibility for the audit of the financial statements as described in this auditor's report, I also:
 - identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control
 - obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the department's internal control
 - evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the accounting officer.
 - conclude on the appropriateness of the accounting officer's use of the going concern basis of accounting in the preparation of the financial statements. I also conclude, based on the audit evidence obtained, whether a material uncertainty exists relating to events or conditions that may cast significant doubt on the ability of the department to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my

- auditor's report to the related disclosures in the financial statements about the material uncertainty or, if such disclosures are inadequate, to modify my opinion on the financial statements. My conclusions are based on the information available to me at the date of this auditor's report. However, future events or conditions may cause a department to cease operating as a going concern
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and determine whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation

Communication with those charged with governance

- I communicate with the accounting officer regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.
- 4. I also confirm to the accounting officer that I have complied with relevant ethical requirements regarding independence, and communicate all relationships and other matters that may reasonably be thought to have a bearing on my independence and, where applicable, actions taken to eliminate threats or safeguards applied.



INTRODUCTION

The format for the information contained in this annual report has been prescribed by the Minister for Public Service and Administration for all departments in the public service; it represents the status of human resources in the Department of Women for the 2019/20 financial year for the period 01 April 2019 to 31 March 2020.

2. OVERVIEW OF HUMAN RESOURCES

The period under review saw the transition to the 6th Administration and the fundamental impact thereof on an evolving department. Following the national elections earlier in April 2019, the President announced the appointment of the Minister and Deputy Minister in The Presidency: Women, Youth and Persons with Disabilities.

In support thereof, Schedule 1 of the Public Service Act was amended to establish the Department of Women, Youth and Persons with Disabilities (DWYPD). This resulted in the reorganisation of the Department of Women through the transfer of the functions and concomitant resources of the rights of Persons with Disabilities and National Youth Development Programme from the Departments of Social Development and Planning, Monitoring and Evaluation, respectively. To manage the transition to the 6th Administration, the 2019 National Macro Organisation of Government (NMOG) process was initiated by the Department of Public Service and Administration to ensure the effective management of related reorganisation processes. Through constructive engagements and joint consensus, the process culminated in joint submissions being prepared by the Department of Women, Youth and Persons with Disabilities, in close cooperation with the Departments of Social Development and Planning, Monitoring and Evaluation, to conclude on the work in relation to the ring-fencing of functions and resources identified for transfer by respective workstreams. On 19 September 2019, the Minister in The

Presidency: Women, Youth and Persons with Disabilities made a request to the Minister for the Public Service and Administration (MPSA) for a determination for the transfer of the respective functions and concurrence with the proposed organisational structure. The MPSA responded by determining the transfer of the respective functions with effect from 01 April 2020 and concurring with a start-up organisational structure and post establishment for the DWYPD which have been approved by the Executive Authority. Appropriate delegations of authority in terms of the Public Service Act and Public Service Regulations were also approved.

In terms of the NMOG process, the start-up structure only reflects the reorganisation of the new department by integrating the additional functions. A further process of restructuring shall be undertaken to redesign the organisational architecture that is appropriately aligned to the new mandate and strategic intentions of the department. A MTEF HR Plan shall likewise be developed to support the new strategic priorities of the DWYPD.

While a moratorium was placed on the filling of vacancies during the NMOG process, particularly in administration, the offices of the minister and deputy minister were capacitated and two Special Advisors appointed. As for expenditure related to the Office of the Deputy Minister, it was not included in the 2019/20 Compensation of Employees (CoE) budget. A request was made through the 2019 Adjusted Estimates of National Expenditure to the MINCOMBUD for an additional allocation with regard to such unforeseeable and unavoidable expenditure. However, the request was not approved and a reprioritisation of the Compensation of Employees budget was undertaken to cover such expenditure. Further, the budget limit for the compensation of employees was reduced by R1.1 million due to funds being shifted away from compensation of employees to transfers and subsidies for the payment of employee's social benefits. The reinstatement of a SMS member following an arbitration award also placed pressure on the CoE budget. Regardless, the department spent 98.6% of its CoE Budget.

3. HUMAN RESOURCE OVERSIGHT STATISTICS

This Report outlines the following key information on the human resources of the department for the 2019/20 financial year.

3.1. Personnel Related Expenditure

The following tables summarises the personnelrelated expenditure by programme and by salary bands. In particular, it provides an indication of the following:

- amount spent on personnel; and
- amount spent on salaries, overtime, homeowner's allowances and medical aid.

Table 3.1.1 Personnel expenditure by programme for the period 01 April 2019 to 31 March 2020

Programme	Total expenditure (R'000)	Personnel expenditure (R'000)	Training expenditure (R'000)	Professional and special services expenditure (R'000)	Personnel expenditure as a % of total expenditure	Average personnel cost per employee (R'000)
Administration	99 221	54 358	426	607	54.8	508.0
STEE	23 259	16 205	-	130	69.7	736.6
PSCKM	33 732	18 450	-	337	54.7	738.0
TOTAL	156 211	89 013	426	1 074	57.0	578.0

- 1. Personnel expenditure includes manual debits and credits made on BAS.
- Includes all current and former employees who received compensation, including the Minister Deputy, Minister, Special Advisers and contract workers.
- 3. Expenditure for Programme 2 (STEE) excludes transfers made to CGE.
- 4. Expenditure includes a credit that was paid by PSETA for the payment of stipend for Interns.

Table 3.1.2 Personnel costs by salary band for the period 01 April 2019 to 31 March 2020

Salary band	Personnel expenditure (R'000)	% of Total personnel cost	No. of employees	Average personnel cost per employee (R'000)
Lower skilled(levels 1-2)	-436	-0.5	10	-43.6
Skilled (level 3-5)	2 558	2.9	12	213.2
Highly skilled production (levels 6-8)	15 573	17.5	48	323.8
Highly skilled supervision (levels 9-12)	23 135	26.0	42	550.8
Senior management (levels 13-16)	48 183	54.1	42	1 148.2
Total	89 013	100.0	154	578.0

^{1.} Includes all current and former employees who received compensation including the Ministers, Deputy Minister, Special Advisers and contract workers.

- 2. Interns receive a stipend and are not linked to any salary level. For reporting purposes they are captured under salary level 1.
- 3. Personnel expenditure includes a credit that was paid by PSETA for the payment of stipend for Interns.

Table 3.1.3 Salaries, Overtime, Home Owners Allowance and Medical Aid by programme for the period 01 April 2019 to 31 March 2020

	Salaries		Overtime		Home Owners Allowance		Medical Aid	
Programme	Amount (R'000	Salaries as % of personnel costs	Amount (R'000)	Overtime as % of personnel costs	Amount (R'000	Salaries as % of personnel costs	Amount (R'000)	Overtime as % of personnel costs
Administration	48 228	54.2	175	0.2	548	0.6	1 425	1.6
STEE	13 998	15.7	12	0.0	128	0.1	629	0.7
PSCKM	16 125	18.1	4	0.0	181	0.2	528	0.6
Total	78 351	88.0	191	0.2	857	0.9	2 582	2.9

- 1. Includes manual debits and credits made on BAS.
- 2. Does not include other expenditure such as pension and DBC.
- 3. Includes a credit that was paid by PSETA for the payment of stipend for Interns.

Table 3.1.4 Salaries, Overtime, Home Owners Allowance and Medical Aid by salary band for the period 01 April 2019 to 31 March 2020

	Salaries		Ove	Overtime		Home Owners Allowance		Medical Aid	
Salary Bands	Amount (R'000	Salaries as % of personnel costs	Amount (R'000)	Overtime as % of personnel costs	Amount (R'000)	HOA as % of personnel costs	Amount (R'000)	Medical aid as % of personnel costs	
Lower skilled (level 1-2)	-381	-0.4	-	-	-	-	-	-	
Skilled (level 3-5)	2 055	2.3	15	0.0	116	0.1	228	0.3	
Highly skilled production (levels 6-8)	12 433	14.0	131	0.1	608	0.7	1 095	1.2	
Highly skilled supervision (levels 9-12)	20 640	23.2	45	0.1	93	0.1	530	0.6	
Senior management (level 13-16)	43 604	49.0	-	-	40	0.0	729	0.8	
Total	78 351	88.0	191	0.2	857	0.9	2 582	2.9	

- 1. Includes all current and former employees who received compensation including the Ministers, Deputy Minister and Special Advisers.
- 2. Does not include other expenditure such as pension and DBC.
- 3. Interns receive a stipend and are not linked to any salary level. For reporting purposes they are captured under salary level 1.
- 4. The Lower Skilled levels 1-2 includes a credit that was paid by PSETA for the payment of stipend for Interns

3.2 Employment and Vacancies

The tables in this section summarise the position with regard to employment and vacancies. Note that the number of filled posts is in relation to the actual number at the end of the reporting period, and do not refer to movements that occurred within the period of reporting.

The following tables summarise the number of posts on the establishment, the number of employees, the vacancy rate, and whether there are any staff that are additional to the establishment. This information is presented in terms of three key variables:

- · programme;
- · salary band;
- · critical occupations.

Table 3.2.1 Employment and vacancies by programme as on 31 March 2020

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy rate (%)	Number of employees additional to the establishment
Administration	71	70	1.4	10
Social Transformation and Economic Empowerment	20	18	10.0	-
Policy, Stakeholder Coordination and Knowledge Management	24	21	12.5	
Total	115	109	5.2	10

- 1. Vacancy rate calculated against all funded vacancies.
- 2. One Level 15 post is carried in the Office of the DG to cater for an employee who was re-instated following an arbitration award.
- 3. The Interns comprise the ten employees additional to the post establishment.

Table 3.2.2 Employment and vacancies by salary band as on 31 March 2020

Salary Bands	Number of posts on approved establishment	Number of posts filled	Vacancy rate (%)	Number of employees additional to the establishment
Lower skilled (1-2)	1	1	0.0	10
Skilled (3-5)	12	12	0.0	-
Highly skilled production (6-8)	38	37	2.6	-
Highly skilled supervision (9-12)	29	28	3.4	-
Senior management (13-16)	35	31	11.4	-
Total	115	109	5.2	10

- 1. Vacancy rate calculated against all funded vacancies.
- 2. One Level 15 post is carried in the Office of the DG to cater for an employee who was re-instated following an arbitration award.
- 3. Interns receive a stipend and are not linked to any salary level. For reporting purposes they are captured under salary level 1.

Table 3.2.3 Employment and vacancies by critical occupations as on 31 March 2020

Occupation	Number of posts on approved establishment	Number of posts filled	Vacancy rate (%)	Number of employees additional to the establishment
Clerks	40	39	2.5	-
Elementary Occupations	6	6	0.0	10
Legislators, Senior Officials and Managers	35	31	11.4	-
Plant and Machine Operators and Assemblers	2	2	0.0	-
Professionals	29	28	3.4	-
Technician and Associated Professionals	3	3	0.0	-
TOTAL	115	109	5.2	10

- 1. Vacancy rate calculated against all funded vacancies.
- 2. One Level 15 post is carried in the Office of the DG to cater for an employee who was re-instated following an arbitration award.

3.3 Filling of SMS Posts

The tables in this section provide information on employment and vacancies as it relates to members of the Senior Management Service by salary level. It also provides information on advertising and filling of SMS posts, reasons for not complying with prescribed timeframes and disciplinary steps taken.

Table 3.3.1 SMS post information as on 31 March 2020

SMS level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Director-General	1	-	0.0	1	100.0
Salary level 15	3	3	100.0	-	0.0
Salary level 14	10	9	90.0	1	10.0
Salary level 13	21	19	90.5	2	9.5
Total	35	31	88.6	4	11.4

- Excludes Special Advisers.
- 2. Salary Level 13 includes one post filled by a seconded employee on salary level 12.
- 3. One Level 15 post is carried in the Office of the DG to cater for an employee who was re-instated following an arbitration award.

Table 3.3.2 SMS post information as on 01 April 2019

SMS level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Director-General	1	-	0.0	1	100.0
Salary level 15	2	2	100.0	-	0.0
Salary level 14	10	10	100.0	-	0.0
Salary level 13	21	18	85.7	3	14.3
Total	34	30	88.2	4	11.8

- 1. Excludes Special Advisers.
- 2. The number of employees as on 01 April 2019 differs from that reported in the 2018/19 Annual Report due to the creation of a DDG post in November 2019 emanating from the reinstatement of an employee.

Table 3.3.3 Advertising and filling of SMS posts for the period 01 April 2019 to 31 March 2020

	Advertising	Filling of Posts			
SMS level	SMS level Number of vacancies per level advertised in 6 months of becoming vacant		Number of vacancies per level not filled in 6 months but filled in 12 months		
Director-General	1	-	-		
Salary level 15	-	-	-		
Salary level 14	1	-	-		
Salary level 13	1	-	-		
Total	3	-			

One Director post is not included after a decision was taken to re-advertise the post to align with the new mandate of the Department.

Table 3.3.4 Reasons for not having complied with the filling of funded vacant SMS posts – advertised within 6 months and filled within 12 months after becoming vacant for the period 01 April 2019 to 31 March 2020

Reasons for vacancies not advertised within six months

N/A

Reasons for vacancies not filled within twelve months

- A moratorium was placed on the filling of DG posts as prelude to the transition to 6th Administration. On 07 February 2020, the President delegated the power to fill the post of DG of the Department of Women, Youth and Persons with Disabilities. Following this an advertisement was placed on 16 February 2020.
- One post on level 13 was affected by the changes in Administration and subsequently the reconfiguration of the Department.

Table 3.3.5 Disciplinary steps taken for not complying with the prescribed timeframes for filling SMS posts within 12 months for the period 01 April 2019 to 31 March 2020

Disciplinary steps taken

None

3.4 Job Evaluation

Within a nationally determined framework, executing authorities may evaluate or re-evaluate any job in his or her organisation. In terms of the regulations, all vacancies on salary levels 9 and higher must be evaluated before they are filled. The following table summarises the number of jobs that were evaluated during the year under review. The table also provides statistics on the number of posts that were upgraded or downgraded.

Table 3.4.1 Job Evaluation by Salary band for the period 01 April 2019 to 31 March 2020

	Number of		% of	Posts u	Posts upgraded		Posts downgraded	
Salary band	posts on approved establishment	Number of jobs evaluated	posts evaluated by salary bands	Number	% of posts evaluated	Number	% of posts evaluated	
Lower Skilled (levels 1-2)	-	-	-	-	-	-	-	
Skilled (levels 3-5)	7	7	100.0	-	-	-	-	
Highly skilled production (levels 6-8)	36	34	94.4	-	-	-	-	
Highly skilled supervision (levels 9-12)	24	24	100.0	-	-	-	-	
Senior Management Service Band A	17	17	100.0	-	-	-	-	
Senior Management Service Band B	9	9	100.0	-	-	-	-	
Senior Management Service Band C	2	2	100.0	-	-	-	-	
Senior Management Service Band D	1	1	100.0	-	-	-	-	
Total	96	94	97.9	-	-	-	-	

^{1.} The same job may relate to various posts (eg. Secretary).

The following table provides a summary of the number of employees whose positions were upgraded due to their post being upgraded. The number of employees might differ from the number of posts upgraded since not all employees are automatically absorbed into the new posts and some of the posts upgraded could also be vacant.

Table 3.4.2. Profile of employees whose positions were upgraded due to their posts being upgraded for the period 01 April 2019 to 31 March 2020

Beneficiary	African	Asian	Coloured	White	Total
Female	-	-	-	-	-
Male	-	-	-	-	-
Total	-	-	-	-	-
Employees with a disability					

The following table summarises the number of cases where remuneration bands exceeded the grade determined by job evaluation. Reasons for the deviation are provided in each case.

Table 3.4.3 Employees with salary levels higher than those determined by job evaluation by occupation for the period 01 April 2019 to 31 March 2020

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
Professionals	1	1	12	Attraction of service
Total number of emplevaluation	1			
Percentage of total er	0.9			

^{2.} Establishment excludes posts additional to the establishment and posts in the Ministry appointed in line with the Guide for Members of the Executive.

The following table summarises the beneficiaries of the above in terms of race, gender, and disability.

Table 3.4.4 Profile of employees who have salary levels higher than those determined by job evaluation

Beneficiary	African	Indian	Coloured	White	Total
Female	-	-	-	-	-
Male	1			-	1
Total	1		-	-	1
Employees with a disability	-	-	-	-	-
Total number of employees whose remuneration exceeded the grade determined by job evaluation in 2019/20 FY					

3.5 Employment Changes

This section provides information on changes in employment over the financial year. Turnover rates provide an indication of trends in the employment profile of the department. The following tables provide a summary of turnover rates by salary band and critical occupations.

Table 3.5.1 Annual turnover rates by salary band for the period 01 April 2019 to 31 March 2020

Salary Band	Number of employees at beginning of period- April 2019	Appointments and transfers into the Department	Terminations and transfers out of the Department	Turnover rate (%)
Lower skilled (levels 1-2)	-	-	-	-
Skilled (levels 3-5)	7	5	-	-
Highly skilled production (levels 6-8)	39	3	4	9.5
Highly skilled supervision (levels 9-12)	26	8	5	14.7
Senior Management Service Bands A	17	3	2	10.0
Senior Management Service Bands B	11	1	3	25.0
Senior Management Service Bands C	2	1	-	-
Senior Management Service Bands D	-	-	-	-
Total	102	21	14	11.4

- 1. Excludes Special Advisers and contract workers appointed additional to the establishment.
- 2. Total employment was 123. Net employment as at 31 March 2020 was 109.
- 3. The baseline in terms of the number of employees at the beginning of the financial year is derived from table 3.2.2 and 3.2.3 of the 2018/19 financial year.
- 4. The number of employees as on 01 April 2019 differs from that reported in the 2018/19 Annual Report as a Special Adviser was previously reported as an employee; from 01 April 2020, Special Advisers are excluded for reporting purposes.

Table 3.5.2. Annual turnover rates by critical occupation for the period 01 April 2019 to 31 March 2020

Occupation	Number of employees at beginning of period 01 April 2019	Appointments and transfers into the Department	Terminations and transfers out of the Department	Turnover rate (%)
Clerks	42	3	3	6.7
Elementary Occupations	3	3	-	-
Legislators, Senior Officials and Managers	30	6	5	13.9
Plant and Machine Operators and Assemblers	2	2	1	25.0
Professionals	22	7	5	17.2
Technician and Associated Professionals	3	-	-	-
TOTAL	102	21	14	11.4

- 1. Excludes Special Advisers and contract workers appointed additional to the establishment.
- 2. Total employment was 123. Net employment as at 31 March 2020 was 109.
- 3. The number of employees as on 01 April 2019 differs from that reported in the 2018/19 Annual Report as a Special Adviser was previously reported as an employee; from 01 April 2020, Special Advisers are excluded for reporting purposes.

The table below identifies the major reasons why staff left the department.

Table 3.5.3. Reasons why staff left the Department for the period 01 April 2019 to 31 March 2020

Termination type	Number	% of total resignations
Dismissal	-	-
Resignation	5	35.7
Retirement	-	-
Transfer to other Public Service Departments	1	7.1
Contract expiry	8	57.1
Total	14	100.0
Total number of employees who left as a % of total employment	11.4	

Table 3.5.4. Promotions by critical occupation for the period 01 April 2019 to 31 March 2020

Occupation	Employees 01 April 2019	Promotions to another salary level	Salary level promotions as % of employees by occupation	Progressions to another notch within a salary level	Notch progression as % of employees by occupation
Clerks	42	1	2.4	28	66.7
Elementary Occupations	3	-	-	-	-
Legislators, Senior Officials and Managers	30	-	-	14	46.7
Plant and Machine Operators and Assemblers	2	-	-	-	-
Professionals	22	-		17	77.3
Technician and Associated Professionals	3			2	66.7
TOTAL	102	1	1.0	61	59.8

Table 3.5.5. Promotions by salary band for the period 01 April 2019 to 31 March 2020

Salary band	Employees 01 April 2019	Promotions to another salary level	Salary bands promotions as % of employees by salary level	Progressions to another notch within a salary level	Notch progression as % of employees by salary bands
employees by salary bands Lower skilled (levels 1-2)	-		-		-
Skilled (levels 3-5)	7	-	-	4	57.1
Highly skilled production (levels 6-8)	39	1	2.6	26	66.7
Highly skilled supervision (levels 9-12)	26	-	-	17	65.4
Senior Management Service (levels 13-16)	30	-	-	14	46.7
TOTAL	102	1	1.0	61	59.8

3.6 Employment Equity

Table 3.6.1. Total number of employees (including employees with disabilities) in each of the following occupational categories as at 31 March 2020

Ossupational sategory		Mal	e			Femal	e		Total
Occupational category	African	Coloured	Indian	White	African	Coloured	Indian	White	iotai
Clerks	8	-	-	-	29	-	1	1	39
Elementary occupations	1	-	-	-	4	1	-	-	6
Legislators, senior officials and managers	10	-	1	2	15	1	1	1	31
Plant and machine operators and assemblers	2	-	-	-	-	-	-	-	2
Professionals	6	-	-	1	21	-	-	-	28
Technicians and associate professionals	2	-	-	-	1	-	-	-	3
Total	29	-	1	3	70	2	2	2	109
Employees with disabilities	2	-	-	-	1	-	-	1	4

Excludes fixed-term contract and temporary workers appointed against posts that were additional to the establishment.

Table 3.6.2. Total number of employees (including employees with disabilities) in each of the following occupational bands on 31 March 2020

Ossunational hand		Mal	е			Fema	ile		Total
Occupational band	African	Coloured	Indian	White	African	Coloured	Indian	White	iotai
Top Management (level 15-16)	-	-	-	-	2	-	-	1	3
Senior Management (level 13-14)	10	-	1	1	13	1	1	-	27
Professionally qualified and experienced specialists and mid-management (level 9-12)	6	-	-	2	21	-	-	-	29
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents (level 6-8)	10		-	-	26		1	1	38
Semi-skilled and discretionary decision making (level 3-5)	3	-	-	-	8	1	-	-	12
Unskilled and defined decision making (level 1-2)	-	-	-	-	-	-	-	-	
Total	29	-	1	3	70	2	2	2	109

Excludes fixed-term contract and temporary workers appointed against posts that were additional to the establishment.



Table 3.6.3. Recruitment for the period 01 April 2019 to 31 March 2020

Occupational hand		Mal	е			Fema	ale		Total
Occupational band	African	Coloured	Indian	White	African	Coloured	Indian	White	Total
Top Management (level 15-16)	-	-	-	-	1	-	-	-	1
Senior Management (level 13-14)	1	_	-	-	3	-	-	-	4
Professionally qualified and experienced specialists and mid-management (level 9-12)	1	-	-	1	6	-			8
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents (level 6-8)	-	-	-	-	3	-	-	-	3
Semi-skilled and discretionary decision making (level 3-5)	2	-	-	-	2	1	-	-	5
Unskilled and defined decision making (level 1-2)	-		-	-	-	-	•	-	-
Total	4	-	-	1	15	1	-	-	21
Employees with disabilities	-	-	-		-	-	-	-	-

- 1. Excludes fixed-term contract and temporary workers appointed against posts that were additional to the establishment.
- One Level 15 was re-instated following an arbitration award; for reporting purposes it's included in this table.
 Professionally qualified and experienced specialists and mid-management include one Level 12 seconded employee who occupies a level 13 post.

Table 3.6.4. Promotions for the period 01 April 2019 to 31 March 2020

Occupational hand		Male	е			Fema	ile		Total
Occupational band	African	Coloured	Indian	White	African	Coloured	Indian	White	Total
Top Management (level 15-16)	-	-	-	-	-	-	-	-	-
Senior Management (level 13-14)	-	-	-	-	-	-	-	-	-
Professionally qualified and experienced specialists and mid-management (level 9-12)	-	-	-	-	-	-	-	-	-
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents (level 6-8)	-	-	-	-	1	-	-	-	1
Semi-skilled and discretionary decision making (level 3-5)	-	-	-	-	-		-	-	
Unskilled and defined decision making (level 1-2)	-	-	-	-		-	-	-	-
Total	-	-	-	-	1	-	-	-	1
Employees with disabilities	-	-	-	-	-	-	-	-	-

Table 3.6.5. Terminations for the period 01 April 2019 to 31 March 2020

Occupational hand		Mal	е			Fema	ale		Total
Occupational band	African	Coloured	Indian	White	African	Coloured	Indian	White	iolai
Top Management (level 15-16)	-	-	-	-	-	-	-	-	-
Senior Management (level 13-14)	1	-	-	-	4	-	-	-	1
Professionally qualified and experienced specialists and mid-management (level 9-12)	2	-	-	-	3	-	-	-	5
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents (level 6-8)	1	-	-	-	3		-	-	4
Semi-skilled and discretionary decision making (level 3-5)	-	-	-	-	-	-	-	-	-
Unskilled and defined decision making (level 1-2)	-	-	-	-	-	-	-	-	-
Total	4	-	-	-	10	-	-	-	14
Employees with disabilities	-	-		-	1	-	-	•	1

Table 3.6.6. Disciplinary action finalised for the period 01 April 2019 to 31 March 2020

		Mal	е		Female				Total
Disciplinary action	African	Coloured	Indian	White	African	Coloured	Indian	White	וטומו
	2	-	-	-	1	-	-	-	3

Table 3.6.7. Skills development for the period 01 April 2019 to 31 March 2020

Occupational actoriory		Mal	e			Fema	ile		Total
Occupational category	African	Coloured	Indian	White	African	Coloured	Indian	White	Total
Legislators, senior officials and managers	5	-	-	-	13	-	1	1	20
Professionals	1	-	-	1	19	-	-	-	21
Technicians and associate professionals	1	-	-	-	-	-	-	-	1
Clerks	9	-	-	-	33	-	1	-	43
Plant and machine operators and assemblers	3	-	-	-	-	-	-	-	3
Elementary occupations	1	-	-	-	4	-	-		5
Total	20	-	-	1	69	-	2	1	93
Employees with disabilities	2	-	-	-	1	-	-	-	3

3.7 Signing of Performance Agreements by SMS Members

All members of the SMS must conclude and sign performance agreements within specific timeframes. Information regarding the signing of performance agreements by SMS members, the reasons for not complying within the prescribed timeframes and disciplinary steps taken is presented here.

Table 3.7.1. Signing of Performance Agreements by SMS members as on 31 August 2019

SMS level	Total number of funded SMS posts	Total number of SMS members	Total number of signed performance agreements	Signed performance agreements as % of total number of SMS members
Director-General	1	-	-	-
Salary level 15	2	2	-	-
Salary level 14	10	10	9	90.0
Salary level 13	22	18	15	83.3
Total	35	30	24	80.0

^{1.} In terms of the Directive on the Performance Management and Development System for Members of the SMS, in the event of National and Provincial elections occurring within the first three (3) months of any FY, supervisors and members of the SMS must within the first three (3) months following the month of the election, enter into, sign and file their PA with the HRM components for that financial year, the deadline for submitting performance agreement for the 2019/20 FY was therefore on 31 August 2019.

Table 3.7.2 Reasons for not having concluded Performance Agreements for all SMS members as on 31 August 2019

Reasons

- One Level 15 was on sick leave and submitted on 22 October 2019.
- One Level 15 submitted an invalid performance agreement as it was not signed by the supervisor; the correct version was submitted on 30 January 2020.
- One Level 13 submitted an invalid performance agreement; there is a dispute with regard to the contents of the PA.
- Three SMS members were appointed on 01 July 2019 and in terms of the policy they must conclude their PAs within three month, ending 30 September 2019. 2 of the 4 submitted on 31 January 2020 and 19 March 2020

Table 3.7.3 Disciplinary steps taken against SMS members for not having concluded Performance Agreements as on 31 August 2019

Reasons

None, for the reasons given above

3.8 Performance Rewards

To encourage good performance, the department has granted the following performance rewards during the year under review. The information is presented in terms of race, gender, disability, salary bands and critical occupations.

^{2.} Total number of funded SMS posts excludes two Special Advisors and one Level 13 which was filled by an employee on salary level 12.

^{3.} Total number of SMS is captured as at 31 August 2019.

Table 3.8.1. Performance Rewards (cash bonus) allocated by the Department by race, gender and disability for the period 01 April 2019 to 31 March 2020

Dago and		Beneficiary profile		Co	ost
Race and gender	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
No Performance Re	wards (cash bonus) v	were paid during the	reporting period.		

Table 3.8.2 Performance Rewards (cash bonus) by salary band for the period 01 April 2019 to 31 March 2020

		Beneficia	ry profile		Co	st				
Salary band	Number of beneficiaries	Number of employees	% of Total within salary bands	Total cost (R'000)	Average cost per employee (R'000)	Total cost as % of total personnel expenditure				
No Performance	No Performance Rewards (cash bonus) were paid during the reporting period.									

Table 3.8.3. Performance Rewards (cash bonus) by critical occupation for the period 01 April 2019 to 31 March 2020

		Beneficiary profile	Cost		
Occupation	Number of beneficiaries	Number of employees	% of total within occupation	Total cost (R'000)	Average cost per employee (R'000)
No Performance Rewards (cash bonus) were paid during the reporting period.					

Table 3.8.4. Performance related rewards (cash bonus), by salary band for Senior Management Service for the period 01 April 2019 to 31 March 2020

		Beneficia	Cost			
Salary Band	Number of beneficiaries	Number of employees	% of total within salary bands	Total cost (R'000)	Average cost per employee (R'000)	Total cost as % of total personnel expenditure
No Performance Rewards (cash bonus) were paid during the reporting period.						

3.9 Foreign Workers

The tables below summarise the employment of foreign nationals in the department in terms of salary band and major occupation.

Table 3.9.1. Foreign workers by salary band for the period 01 April 2019 to 31 March 2020

Salary hand	0.	01 April 2019		31 March 2020		Change	
Salary band	Numb	er	% of Total	Number	% Of Total	Number	% Change
Lower Skilled (levels 1-2)			-	-	-	-	
Highly skilled production (level 6-8)		-	-	-	-		-
Highly skilled supervision (level 9-12)		-	-	-			
Contract (level 9-12)			-	2	100.0	2	100.0
Contract (level 13-16)		-	-	-	-	-	-
Total		-	-	2	100.0	2	100.0

Table 3.9.2. Foreign workers by major occupation for the period 01 April 2019 to 31 March 2020

Major assumation	01 April 2019		31 March 2020		Change	
Major occupation	Number	% of total	Number	% of Total	Number	% Change
Clerks	-	-	-	-		-
Elementary Occupations	-	-	-	-		-
Legislators, Senior Officials and Managers	-	-	-	-	-	-
Plant and Machine Operators and Assemblers	-	-	-	-	-	-
Professionals	-	-	2	100.0	2	100.0
Technician and Associated Professionals	-		-	-	-	-
Total	-		2	100.0	2	100.0

3.10 Leave Utilisation

The Public Service Commission identified the need for careful monitoring of sick leave within the public service. The following tables provide an indication of the use of sick leave and disability leave. In both cases, the estimated cost of the leave is also provided. Note that the period of annual leave reporting is in terms of an annual leave cycle, starting from O1 January to 31 December of each year.

Table 3.10.1. Sick leave for the period 1 January 2019 to 31 December 2019

Salary band	Total days	% Days with medical certification	Number of employees using sick leave	% of total employees using sick leave	Average days per employee	Estimated cost (R'000)
Lower skills (level 1-2)	-	-	-	-		-
Skilled (levels 3-5)	37	56.8	6	6.7	6.2	23
Highly skilled production (levels 6-8)	387	77.5	40	44.4	9.7	392
Highly skilled supervision (levels 9 -12)	209	80.4	24	26.7	8.7	544
Senior management (levels 13-16)	164	83.5	20	22.2	8.2	764
Total	797	78.5	90	100.0	8.9	1 723

Table 3.10.2. Incapacity leave (temporary and permanent) for the period 1 January 2019 to 31 December 2019

Salary band	Total days	% Days with Medical certification	Number of employees using Incapacity leave	% of Total employees using Incapacity leave	Average days per employee	Estimated cost (R'000)
Lower skilled (levels 1-2)	-	-	-	-	-	-
Skilled (levels 3-5)	-	-	-	-		-
Highly skilled production (levels 6-8)	-	-	-		-	-
Highly skilled supervision (levels 9-12)	7	7	1	50.0	7.0	15
Senior management (levels 13-16)	3	3	1	50.0	3.0	23
Total	10	10	2	100.0	5.0	38

Refers to incapacity leave approved by the Accounting Officer based on recommendations by the Health Risk Manager, irrespective of the period of such incapacity.

The table below summarises the utilisation of annual leave. The wage agreement concluded with trade unions in the PSCBC in 2000 requires management of annual leave to prevent high levels of accrued leave being paid at the time of termination of service.

Table 3.10.3. Annual Leave for the period 1 January 2019 to 31 December 2019

Salary band	Total days taken	Number of employees using annual leave	Average per employee
Lower skilled (levels 1-2)	-	-	-
Skilled (levels 3-5)	163	12	13.6
Highly skilled production (levels 6-8)	798	43	18.6
Highly skilled supervision (levels 9-12)	640	35	18.3
Senior management (levels 13-16)	594	33	18.0
Total	2 195	123	17.8

Table 3.10.4. Capped leave for the period 1 January 2019 to 31 December 2019

Salary band	Total days of capped leave taken	Number of employees using capped leave	Average number of days taken per employee	Average capped leave per employee as at 31 December 2019		
No employee utilised capped leave during 2019/20 FY.						

The following table summarises payments made to employees as a result of leave that was not taken.

Table 3.10.5. Leave pay-outs for the period 1 January 2019 to 31 March 2020

Reason	Total amount (R'000)	Number of employees	Average per employee (R'000)
Leave payout for 2019/20 due to non-utilisation of leave for the previous cycle	-	-	-
Capped leave payout on termination of service for 2019/20	-	-	-
Current leave payout on termination of service for 2019/20	56	5	11.2
Total	56	5	11.2

Leave payout on termination of service excludes leave discounting.

3.11 HIV/AIDS & Health Promotion Programmes

Table 3.11.1. Steps taken to reduce the risk of occupational exposure

Units/categories of employees identified to be at high risk of contracting HIV & related diseases (if any)	Key steps taken to reduce the risk		
	-		

Table 3.11.2. Details of Health Promotion and HIV/AIDS Programmes (tick the applicable boxes and provide the required information)

Question	Yes	No	Details, if yes
Has the department designated a member of the SMS to implement the provisions contained in Part VI E of Chapter 1 of the Public Service Regulations, 2001? If so, provide her/his name and position.		х	This is not a requirement in terms of the Public Service Regulations, 2016.
2. Does the department have a dedicated unit or has it designated specific staff members to promote the health and well-being of your employees? If so, indicate the number of employees who are involved in this task and the annual budget that is available for this purpose.		х	
3. Has the department introduced an Employee Assistance or Health Promotion Programme for your employees? If so, indicate the key elements/services of this Programme.	X		 Integrated within the Health and Wellness Programme implemented on quarterly basis. Encouraging employees to test so they can know their status. Creating awareness. Promoting prevention by providing both males and females condoms. Providing voluntary counselling and testing.
4. Has the department established (a) committee(s) as contemplated in Part VI E.5 (e) of Chapter 1 of the Public Service Regulations, 2001? If so, please provide the names of the members of the committee and the stakeholder(s) that they represent.	X		HR Planning Committee comprising: • Chief Director, Corporate Management (Chairperson) • Branch: STEE • Branch: PSCKM • Division ODG: ODG • Division: Financial Management • Directorate: HRM • Labour
5. Has the department reviewed its employment policies and practices to ensure that these do not unfairly discriminate against employees on the basis of their HIV status? If so, list the employment policies/practices so reviewed.	х		In the development of HRM policies, it is ensured that no provision or practice amounts to unfair discrimination.
6. Has the department introduced measures to protect HIV-positive employees from discrimination? If so, list the key elements of these measures.	х		Regardless of a supporting environment, no employee has disclosed their HIV positive result.
7. Does the department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have you achieved.	х		Voluntary counselling and testing is conducted in private during EHW events and all results are treated confidentially.
8. Has the department developed measures/indicators to monitor & evaluate the impact of its health promotion programme? If so, list these measures/indicators.	х		Satisfaction survey questionnaires circulated to enquire from employees of the success of the event and request suggestions for future events.



Table 3.12.1. Collective agreements for the period 01 April 2019 to 31 March 2020

Subject matter	Date
	-

The following table summarises the outcome of disciplinary hearings conducted within the department for the year under review.

Table 3.12.2 Misconduct and disciplinary hearings finalised for the period 01 April 2019 to 31 March 2020

Outcomes of disciplinary hearings	Number	% of Total
Guilty	1	50.0
Not Guilty	1	50.0
Total	2	100.0

Table 3.12.3 Types of misconduct addressed at disciplinary hearings for the period 01 April 2019 to 31 March 2020

Type of misconduct	Number	% of Total
Not following procurement processes	2	66.7
Poor Performance	1	33.3
Total	3	100.0

Table 3.12.4. Grievances logged for the period 01 April 2019 to 31 March 2020

	Number	% of Total
Number of grievances resolved	-	-
Number of grievances not resolved	3	100.0
Total number of grievances lodged	3	100.0

Table 3.12.5. Disputes logged for the period 01 April 2019 to 31 March 2020

	Number	% of Total
Number of disputes registered	1	16.7
Number of disputes upheld	2	33.3
Number of disputes dismissed	3	50.0
Total number of disputes lodged	6	100.0

Table 3.12.6. Strike actions for the period 01 April 2019 to 31 March 2020

Total number of persons working days lost	
Total costs working days lost	
Amount (R'000) recovered as a result of no work no pay	

Table 3.12.7. Precautionary suspensions for the period 01 April 2019 to 31 March 2020

Number of people suspended	3
Number of people whose suspension exceeded 30 days	3
Average number of days suspended	122.0
Cost (R'000) of suspension	1 089

3.13 Skills Development

This section highlights the efforts of the Department with regard to skills development.

Table 3.13.1. Planned training needs identified for the period 01 April 2019 to 31 March 2020

		Number of	Training n	eeds identified a		reporting
Occupational category	Gender	employees as at 01 April 2019	Interns	Skills programmes & other short courses	Other forms of training	Total
Legislators, senior officials and	Female	18	-	11	-	11
managers	Male	12	-	7	-	7
Drafassianala	Female	17	-	13	-	13
Professionals	Male	5	-	3	-	3
Technicians and associate	Female	1	-	1	-	1
professionals	Male	2	-	-	-	-
Clarks	Female	32	-	27	-	27
Clerks	Male	10	-	4	-	4
Plant and machine operators	Female	-	-	-	-	-
and assemblers	Male	2	-	2	-	2
Flamenton, accountiant	Female	2	-	2	-	2
Elementary occupations	Male	1	-	2	-	2
Cub Tatal	Female	70	-	54	-	54
Sub Total	Male	32	-	18	-	18
Total		102	-	72	-	72

^{1.} The number of employees as on 01 April 2019 differs from that reported in the 2018/19 Annual Report as a Special Adviser was previously reported as an employee; from 01 April 2020, Special Advisers are excluded for reporting purposes.



Table 3.13.2. Actual training provided for the period for the period 01 April 2019 to 31 March 2020

			Training	provided within	the reportin	g period
Occupational category	Gender	Number of employees as at 01 April 2019	Interns	Skills programmes & other short courses	Other forms of training	Total
Legislators, senior officials and	Female	18	-	7	8	15
managers	Male	12	-	3	2	5
Drofossionals	Female	17	-	14	5	19
Professionals	Male	5	-	2	-	2
Technicians and associate	Female	1	-	-	-	-
professionals	Male	2	-	1	-	1
Clarks	Female	32	-	33	1	34
Clerks	Male	10	-	9	-	9
Plant and machine operators	Female	-	-	-	-	-
and assemblers	Male	2	-	3	-	3
Fl	Female	2	-	4	-	4
Elementary occupations	Male	1	-	1	-	1
Cul. Tatal	Female	70	-	58	14	72
Sub Total	Male	32	-	19	2	21
Total		102		77	16	93

^{1.} Skills programmes & other short courses are those which are certificated.

3.14 Injury on Duty

The following tables provide basic information on injury on duty.

Table 3.14.1. Injury on duty for the period 01 April 2019 to 31 March 2020

Nature of injury on duty	Number	% of Total
No injuries on duty were reported.		

3.15 Utilisation of Consultants

The following tables relate information on the utilisation of consultants in the department.

In terms of the Public Service Regulations "consultant" means a natural or juristic person or a partnership who or which provides in terms of a specific contract on an ad hoc basis any of the following professional services to a department against remuneration received from any source:

- (a) the rendering of expert advice;
- (b) the drafting of proposals for the execution of specific tasks; and
- (c) the execution of a specific task
- (d) which is of a technical or intellectual nature, but excludes an employee of a department.

^{2.} Other forms of training are non-certificated.

^{3.} The number of employees as on 01 April 2019 differs from that reported in the 2018/19 Annual Report as a Special Adviser was previously reported as an employee; from 01 April 2020, Special Advisers are excluded for reporting purposes.

Table 3.15.1. Report on consultant appointments using appropriated funds for the period 01 April 2019 to 31 March 2020

Project title	Total number of consultants that worked on the project	Estimated duration (work days)	Contract value in Rands (R'000)
Service for Health Risk Management	-	Ongoing	12
Audit Committee	5	Ongoing	257
Legal Fees: State Attorney	-	-	332
Presidential Review Committee Meetings	-	-	293
Facilitation of Gender Based Violence Public Hearing	-	-	93
Sign Language Interpreter Services for Workshops, Conferences and Events	-	-	81
Qualification verification		-	4
Men's Health Discussions with Men's Clinic	1	1	2
Total			1 074

Total number of projects	Total individual consultants	Estimated duration (work days)	Total contract value in Rands (R'000)
8	Indeterminable	Indeterminable	1 074

Table 3.15.2. Analysis of consultant appointments using appropriated funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 01 April 2019 to 31 March 2020

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that worked on the project
Indeterminable	-	-	-

Table 3.15.3. Report on consultant appointments using Donor funds for the period 01 April 2019 to 31 March 2020

Project title	Total number of consultants that worked on the project	Duration work days	Donor and contract value in Rands
-	-	-	-

Total number of projects	Total individual consultants	Total duration work days	Total contract value in Rands
-	-		-

Table 3.15.4. Analysis of consultant appointments using Donor funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 01 April 2019 to 31 March 2020

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that worked on the project
-	-	-	-



Table 3.16.1 Granting of employee initiated severance packages for the period 01 April 2019 to 31 March 2020

Salary band

Number of applications received

Number of applications referred to the MPSA

Number of applications supported by MPSA Number of packages approved by Department

No employee initiated severance packages granted.







ANNUAL FINANCIAL STATEMENTS FOR DEPARTMENT OF WOMEN

For the year ended 31 March 2020



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Appropriation per programme	me								
		2	2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expendi- ture as % of final ap- propriation	Final Appropria- tion	Actual expendi- ture
	R′000	R'000	R'000	R'000	R'000	R'000	%	R'000	R′000
Programme									
Administration Social Transformation and	88 100 112 889		7 922 (4 449)	96 022 108 440	99 221	(3 199)	103.3%	89 759 102 481	88 063 102 355
Economic Empowerment 3. Policy Stakeholder Coordina-	43 409	•	(3 473)	39 936	33 731	6 205	84.5%	37 967	31 934
tion and Knowledge Man- agement									
TOTAL	244 398	-	•	244 398	241 388	3 010	%8.8%	230 207	222 352
					2019/20	/20		2018/19	/19
				Final Ap- propriation	Actual Expendi-			Final Ap- propriation	Actual Expendi-
TOTAL (brought forward) Reconciliation with statement of financial performance	of financial pe	rformance		244 398	241 388			230 207	222 352
Departmental receipts Actual amounts per statement of financial performance	of financial pe	erformance		134 244 532				120 230 327	
(total revenue) Actual amounts per statement of financial performance (total expenditure)	of financial pe	erformance			241 388				222 352

Appropriation per economic classification	nomic classificatio		2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expenditure as % of final ap-	Final Appropria- tion	Actual expendi- ture
Economic classification	R'000	R'000	R'000	R'000	R′000	R'000	%	R'000	R'000
Current payments	154 493	•	(847)	153 646	151 157	2 489	98.4%	144 369	137 607
Compensation of employees	90 322	•	•	90 322	89 013	1 309	%9.86	83 802	78 222
Salaries and wages	76 939	2 705	(446)	79 195	79 432	(237)	100.3%	74 536	69 840
Social contributions	13 383	(2 705)	449	11 127	9 581	1 546	86.1%	9 2 6 6	8 382
Goods and services	64 171	•	(847)	63 324	62 144	1 180	98.1%	292 09	59 385
Administrative fees	447	(149)	•	298	009	(302)	201.3%	915	882
Advertising	1 090	147	•	1 237	222	685	44.9%	1 339	1 199
Minor assets	82	29	(8)	103	77	26	74.8%	221	201
Audit costs: External	3 200	(88)	•	3 112	3 112	•	100.0%	4 053	4 041
Bursaries: Employees	202	(140)	•	62	62	•	100.0%	101	86
Catering: Departmental activities	2 998	(123)	(43)	2 832	2 348	484	82.9%	4 103	4 084
Communication	2 974	360	(37)	3 297	3 194	103	%6.96	2 851	2 516
Computer services	881	2 181	•	3 062	3 059	3	%6.66	3 838	3 837
Consultants: Business and advisory services	2 701	(294)	(1 208)	899	742	157	82.5%	2 471	2 467
Legal services	304	28	•	332	332	•	100.0%	2 584	2 584

APPROPRIATION STATEMENT (continued) for the year ended 31 March 2020

		2(2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expendi- ture as % of final ap- propriation	Final Appropria- tion	Actual expendi- ture
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Contractors	1 127	(473)	(06)	564	554	10	98.2%	1 119	1 117
Agency and support / outsourced services	,	36	,	36	36	·	100.0%	·	
Entertainment	2	(1)		_		_	•	18	18
Fleet services	141	204	•	345	345		100.0%	775	775
Inventory: Other supplies	6	•	•	9	•	9	•	•	•
Consumable supplies	439	159	(48)	220	424	96	82.5%	228	211
Consumable: Stationery, printing and office supplies	948	(506)	(61)	648	478	170	73.8%	671	642
Property payments	17 788	(4 7 9 6)	•	12 992	12 811	181	%9.86	13 266	13 256
Transport provided: Departmental activity	3 101	(2 187)	•	914	926	(12)	101.3%	1 572	1 571
Travel and subsistence	20 101	910 9	1 163	27 280	28 348	(1 068)	103.9%	16 094	15 760
Training and development	841	(281)	•	290	426	134	76.1%	196	145
Operating payments	1 557	(80)	(1)	1 476	1 295	181	87.7%	761	618
Venues and facilities	2 871	143	(447)	2 567	2 239	328	87.2%	2 702	2 699
Rental and hiring	370	(182)	(37)	151	151	-	100.0%	689	673
Transfers and subsidies	86 301	•	847	87 148	87 146	2	100.0%	82 194	82 154
Provinces and municipalities	10	(7)		3	2	_	%2'99	2	2

APPROPRIATION STATEMENT (continued) for the year ended 31 March 2020 NATIONAL DEPARTMENT OF WOMEN | VOTE 13

		2(2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expenditure as % of final appropriation	Final Appropria- tion	Actual expendi- ture
	R'000	R'000	R'000	R'000	R'000	R′000	%	R'000	R′000
Municipalities	10	(7)	•	3	2	~	%2'99	5	5
Municipal bank accounts	10	(7)	-	3	2	_	%2'99	2	5
Departmental agencies and accounts	85 177	•	•	85 177	85 177	·	100.0%	80 735	80 735
Departmental agencies and accounts	85 177	•		85 177	85 177	•	100.0%	80 735	80 735
Households	1 114	7	847	1 968	1 967	~	%6.66	1 454	1 414
Social benefits	1 114	9	787	1 907	1 907	-	100.0%	398	358
Other transfers to households	•	_	90	19	09	_	98.4%	1 056	1 056
Payments for capital assets	3 204	•	-	3 204	2 704	200	84.4%	3 042	2 368
Machinery and equipment	2 263	941		3 204	2 704	200	84.4%	2 5 2 6	1 853
Transport equipment	•	09/	•	09/	1 380	(620)	181.6%	203	202
Other machinery and equipment	2 263	181		2 444	1 324	1 120	54.2%	2 323	1 651
Intangible assets	941	(641)	-	-	•	-	•	216	515
Payments for financial assets	400	•	-	400	381	19	95.3%	605	223
Total	244 398	1	•	244 398	241 388	3 010	%8'86	230 207	222 352

APPROPRIATION STATEMENT for the year ended 31 March 2020

Programme 1: ADMINISTRATION	STRATION								
		2(2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expendi- ture as % of final ap- propriation	Final Appropria- tion	Actual expendi- ture
	R'000	R'000	R'000	R'000	R′000	R'000	%	R′000	R′000
Sub programme									
1. Ministry	21 181	815	7 009	29 005	33 053	(4 048)	114.0%	20 980	20 989
2. Departmental Management	ant 12 170	6 161	180	18 511	18 380	131	99.3%	14 567	14 427
3. Corporate Management	22 608	(2 144)	620	21 084	20 384	700	%2'96	25 077	24 428
4. Financial Management	14 540	(36)	113	14 617	14 599	18	%6'66	15 887	14 973
5. Office Accommodation	17 601	(4 7 9 6)	•	12 805	12 805	•	100.0%	13 248	13 246
Total for sub programmes	88 100	•	7 922	96 022	99 221	(3 199)	103.3%	89 759	88 063
Economic classification									
Current payments	84 669	•	6 515	91 184	94 406	(3 222)	103.5%	85 407	84 297
Compensation of employees	es 51 020	•	2 115	53 135	54 358	(1 223)	102.3%	46 256	45 798
Salaries and wages	41 932	2 575	2 009	46 516	48 932	(2 416)	105.2%	41 203	40 900
Social contributions	880 6	(2 575)	106	6 616	5 426	1 193	82.0%	5 053	4 898
Goods and services	33 649	•	4 400	38 049	40 048	(1 999)	105.3%	39 151	38 499
Administrative fees	447	152	•	299	009	(1)	100.2%	915	885
Advertising	269	(117)	•	152	121	_	%8.66	388	319
Minor assets	33	49	•	82	75	7	91.5%	205	185

		20	2019/2020					2018/2019	,2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expendi- ture as % of final ap- propriation	Final Appropria- tion	Actual expendi- ture
	R'000	R'000	R′000	R'000	R'000	R'000	%	R'000	R'000
Audit costs: External	3 200	(88)	•	3 112	3 112	•	100.0%	4 053	4 041
Bursaries: Employees	202	(140)	•	62	62	•	100.0%	101	86
Catering: Departmental activities	105	16	,	121	106	15	87.6%	79	99
Communication	1 921	298	•	2 219	2 127	92	95.9%	2 112	1 819
Computer services	881	2 181	•	3 062	3 059	3	%6.66	3 838	3 837
Consultants: Business and advisory services	474	(199)	,	275	275		100.0%	281	279
Legal services	304	28		332	332	•	100.0%	2 584	2 584
Contractors	171	(104)		79	29	•	100.0%	254	253
Agency and support / outsourced services	•	36	•	36	36	•	100.0%	•	•
Entertainment	2	(1)	•	_	•		•	•	•
Fleet services	141	204	•	345	345	•	100.0%	775	775
Consumable supplies	238	105	•	343	343		100.0%	199	188
Consumable: Stationery, printing and office supplies	488	(25)	•	463	379	84	81.9%	295	536
Property payments	17 788	(4 796)	•	12 992	12 811	181	%9.86	13 266	13 256
Transport provided: Departmental activity	•	(12)		(12)	·	(12)	·	·	

APPROPRIATION STATEMENT for the year ended 31 March 2020

		20	2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shiffing of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expendi- ture as % of final ap- propriation	Final Appropria- tion	Actual expendi- ture
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R′000
Travel and subsistence	5 316	2 557	4 400	12 273	14 776	(2 503)	120.4%	8 727	8 673
Training and development	841	(281)	•	260	426	134	76.1%	166	115
Operating payments	788	48	•	836	835		%6.66	513	471
Venues and facilities	40	89	•	129	131	(2)	101.6%	133	132
Transfers and subsidies	992	•	787	1 779	1 7 7 8	1	99.9%	1 259	1 256
Provinces and municipalities	10	(7)	•	3	2		92.7%	2	2
Municipalities	10	(7)	-	3	2	_	92.7%	5	5
Municipal bank accounts	10	(7)	-	3	2		96.7%	5	5
Households	982	7	787	1 776	1 776		100.0%	1 254	1 251
Social benefits	982	7	787	1 776	1 776	•	100.0%	208	205
Other transfers to households	•	•	•	•	•	-	-	1 046	1 046
Payments for capital assets	2 039	•	620	2 659	2 656	3	%6.66	2 491	2 287
Machinery and equipment	1 098	941	620	2 659	2 656	3	%6.66	1 975	1 772
Transport equipment	•	160	-	09/	1 380	(620)	181.6%	203	202
Other machinery and equipment	1 098	181	620	1 899	1 276	623	67.2%	1772	1 570
Heritage assets	•	•	•	•	•	•	•	•	•
Specialised military assets	•	•	•	•	•	•		•	•

18/2019 Actual

APPROPRIATION STATEMENT for the year ended 31 March 2020

		70	2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expendi- ture as % of final ap- propriation	Final Appropria- tion	Actual expendi- ture
	R′000	R'000	R'000	R'000	R'000	R′000	%	R′000	R'000
Biological assets	•	•	•	•	•	•	•	•	•
Land and subsoil assets	٠	•	•		•	•			
Intangible assets	941	(641)	-	•	•	•	•	216	515
Payments for financial assets	400	•	•	400	381	19	95.3%	605	223
Total	88 100	•	7 922	96 022	99 221	(3 199)	103.3%	89 759	88 063

APPROPRIATION STATEMENT for the year ended 31 March 2020

1.1 MINISTRY									
		7(2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expendi- ture as % of final ap- propriation	Final Appropria- tion	Actual expendi- ture
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	19 931	1 010	6 406	27 350	31 399	(4 049)	114.8%	20 684	20 755
Compensation of employees	14 091	•	2 009	16 100	17 650	(1 550)	%9.601	13 786	13 780
Goods and services	5 840	1 010	4 400	11 250	13 749	(2 499)	122.2%	868 9	9 6 9 7 5
Transfers and subsidies	982	•	009	1 582	1 582	•	100.0%	11	70
Households	985	•	009	1 582	1 582	-	100.0%	71	70
Payments for capital assets	268	(195)	-	73	72	1	%9'86	225	164
Machinery and equipment	268	(195)	-	73	72	1	%9.86	225	164
Total	21 181	815	7 009	29 005	33 053	(4 048)	114.0%	20 980	20 989

1.2 DEPARTMENTAL MANAGEMENT	AGEMENT								
		2(2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expenditure as % of final ap-	Final Appropria- tion	Actual expendi- ture
Economic classification	R'000	R'000	R'000	R′000	R'000	R'000	%	R′000	R′000
Current payments	12 043	6 139	•	18 182	18 052	130	%8'66	13 791	13 722
Compensation of employees	10 619	4 538	•	15 157	15 322	(165)	101.1%	11 026	11 051
Goods and services	1 424	1 601	•	3 025	2 730	295	90.2%	2 765	2 671
Transfers and subsidies	•	7	180	187	187	•	100.0%	424	424
Households	•	7	180	187	187	•	100.0%	424	424
Payments for capital assets	127	15	•	142	141	1	99.3%	352	281
Machinery and equipment	127	15	•	142	141	_	99.3%	254	184
Software and other intangible assets	•			•				86	76
Total	12 170	6 161	180	18 511	18 380	131	99.3%	14 567	14 427

APPROPRIATION STATEMENT for the year ended 31 March 2020

1.3 CORPORATE SERVICES									
		70	2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expenditure as % of final ap-	Final Appropria- tion	Actual expendi- ture
Economic classification	R'000	R′000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	21 092	(2 403)	•	18 689	17 991	869	%8.96	22 530	21 953
Compensation of employees	17 177	(4 538)	•	12 639	12 147	492	96.1%	12 995	12 525
Goods and services	3 915	2 135	•	9 020	5 844	206	%9.96	9 535	9 428
Transfers and subsidies	10	(7)	•	က	2	_	%2'99	737	736
Provinces and municipalities	10	(7)		3	2	~	%2'99	5	5
Households	•	•	•	•	•	•	•	732	731
Payments for capital assets	1 506	266	620	2 3 9 2	2 391	_	100.0%	1 810	1 739
Machinery and equipment	292	1 207	620	2 392	2 391	_	100.0%	1 392	1 321
Payments for financial assets	•	•	•	•	•	•	•	•	•
Total	22 608	(2 144)	620	21 084	20 384	700	%2'96	25 077	24 428

1.4 FINANCIAL MANAGEMENT	1ENT								
		2(2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expenditure as % of final appropriation	Final Appropria- tion	Actual expendi- ture
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R′000
Current payments	14 002	20	106	14 158	14 159	(1)	100.0%	15 154	14 621
Compensation of employees	9 133	•	106	9 239	9 2 3 9		100.0%	8 449	8 442
Goods and services	4 869	20	•	4 919	4 920	(1)	100.0%	902 9	6 1 7 9
Transfers and subsidies	•	•	7	7	7	•	100.0%	27	26
Households	•	-	7	7	7	•	100.0%	27	26
Payments for capital assets	138	(98)	•	52	25	•	100.0%	104	103
Machinery and equipment	138	(98)	-	52	55	-	100.0%	104	103
Payments for financial assets	400	•	•	400	381	19	95.3%	605	223
Total	14 540	(36)	113	14 617	14 599	18	%6'66	15 887	14 973

APPROPRIATION STATEMENT for the year ended 31 March 2020

1.5 OFFICE ACCOMODATION	Z								
		20	2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expenditure as % of final appropriation	Final Appropria- tion	Actual expendi- ture
Economic classification	R′000	R'000	R'000	R'000	R'000	R′000	%	R'000	R′000
Current payments	17 601	(4 7 96)	•	12 805	12 805	•	100.0%	13 248	13 246
Compensation of employees	•	•	-	•	•	-	-	-	•
Goods and services	17 601	(4 796)	•	12 805	12 805	•	100.0%	13 248	13 246
Transfers and subsidies	•	•	•	•	•	•	•	•	•
Households	•	•	-	•	•	•	•	•	•
Payments for capital assets	•	•	-	•	•	•	•	•	•
Machinery and equipment	•	•		•		•	•		•
Payments for financial assets	•	•	-	•	•	•	•	•	•
Total	17 601	(4 1 1 9 6)	•	12 805	12 805	•	100.0%	13 248	13 246

Programme 2: SOCIAL TRANSFORMATION AND E	RANSFORM	ATION AND	ECEONOMI	CEONOMIC ENPOWEREMENT	EMENT				
			2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expenditure as % of final appropriation	Final Appropria- tion	Actual expendi- ture
	R'000	R'000	R′000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
Management: Social Transformation and Economic Empowerment	5 127	,	(780)	4 347	4 347	,	100.0%	3 963	3 950
2. Social Empowerment and Transformation	9 021	(9)	(1 462)	7 553	7 552	-	100.0%	7 632	7 824
3. Governance Transformation, Justice and Security	8 521	409	(1 345)	7 585	7 609	(24)	100.3%	0969	6 851
4. Economic Empowerment and Participation	5 043	(403)	(862)	3 778	3 751	27	99.3%	3 191	2 995
5. Commission for Gender Equality	85 177	•	•	85 177	85 177	•	100.0%	80 735	80 735
Total for sub programmes	112 889	•	(4 4 4 4 9)	108 440	108 436	4	100.0%	102 481	102 355
Economic classification									
Current payments	27 259	•	(4 164)	23 095	23 091	4	100.0%	21 699	21 573
Compensation of employees	15 123	•	1 083	16 206	16 205		100.0%	15 907	15 803
Salaries and wages	13 454	(36)	740	14 158	14 158	•	100.0%	14 147	14 080
Social contributions	1 669	36	343	2 048	2 047		100.0%	1 760	1 723

APPROPRIATION STATEMENT for the year ended 31 March 2020

			2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expendi- ture as % of final appro- priation	Final Appropria- tion	Actual expendi- ture
Economic classification	R′000	R'000	R'000	R'000	R′000	R'000	%	R'000	R'000
Goods and services	12 136	•	(5 247)	688 9	988 9	3	100.0%	5 792	5 770
Advertising	•	264	•	264	264		100.0%		
Minor assets	30	(20)	(8)	2	2		100.0%	13	13
Catering: Departmental activities	962	261	(43)	1 014	1 012	2	%8'66	953	952
Communication	407	(14)	(37)	356	446	(06)	125.3%	259	258
Consultants: Business and advisory services	1 339		(1 208)	131	131	·	100.0%	1 362	1 362
Contractors	360	128	(06)	398	398	•	100.0%	352	352
Consumable supplies	82	(8)	(48)	29	26	3	86.7%	16	15
Consumable: Stationery, printing and office supplies	374	(184)	(91)	66	66	,	100.0%	81	81
Transport provided: Departmental activity	246		•	246	246	·	100.0%	38	38
Travel and subsistence	7 400	(263)	(3 237)	3 571	3 470	101	97.2%	1 830	1 824
Training and development		•	•	•	•		-	30	30
Operating payments	13	7	(1)	19	32	(13)	168.4%	48	48
Venues and facilities	1 016	158	(447)	727	727	•	100.0%	460	460
Rental and hiring	70		(37)	33	33	•	100.0%	350	337

			2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expendi- ture as % of final appro- priation	Final Appropria- tion	Actual expendi- ture
Economic classification	R'000	R′000	R'000	R'000	R′000	R′000	%	R'000	R′000
Transfers and subsidies	85 261	•	09	85 321	85 321	•	100.0%	80 735	80 735
Departmental agencies and accounts	85 177		•	85 177	85 177	•	100.0%	80 735	80 735
Departmental agencies	85 177	•	-	85 177	85 177	•	100.0%	80 735	80 735
Households	84	•	09	144	144	•	100.0%	•	•
Social benefits	84	(1)	•	83	84	(1)	101.2%	•	•
Other transfers to households	•		09	19	09		98.4%	•	•
Payments for capital assets	369	•	(345)	24	24	•	100.0%	47	47
Machinery and equipment	369	•	(345)	24	24	•	100.0%	47	47
Other machinery and equipment	698		(345)	24	24	•	100.0%	47	47
Payments for financial assets	,	•	•	•	•	•	·	•	•
Total	112 889	•	(4 4 4 4 4 9)	108 440	108 436	4	100.0%	102 481	102 355

APPROPRIATION STATEMENT for the year ended 31 March 2020

2.1 MANAGEMENT: SOCIAL TRANSFORMATION	L TRANSFOR	I	AND ECONOI 2019/2020	AND ECONOMIC EMPOWERMENT 2019/2020	/ERMENT			2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expendi- ture as % of final ap- propriation	Final Appropria- tion	Actual expendi- ture
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R′000	R'000
Current payments	4 8 5 4	•	(218)	4 336	4 336	•	100.0%	3 946	3 933
Compensation of employees	3 190	•	618	3 808	3 808		100.0%	3 319	3 318
Goods and services	1 664	•	(1 136)	528	528	•	100.0%	627	615
Transfers and subsidies	•	•	•	•	•	•	•	•	•
Departmental agencies and accounts			·			·		·	•
Payments for capital assets	273	•	(292)	11	11	•	100.0%	17	17
Machinery and equipment	273	•	(262)	11	11	•	100.0%	17	17
Payments for financial assets	•	•	•	•	•	•	-	•	-
Total	5 127	ı	(180)	4 347	4 347	•	100.0%	3 963	3 950



2.2 SOCIAL EMPOWERMENT AND TRANSFORMATION

		2(2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expenditure as % of final appropriation	Final Appropria- tion	Actual expendi- ture
Economic classification	R'000	R'000	R'000	R'000	R'000	R′000	%	R′000	R'000
Current payments	8 869	•	(1 379)	7 490	7 489	1	100.0%	7 626	7 818
Compensation of employees	4 356	•	420	4 776	4 7 7 6	-	100.0%	5 544	5 544
Goods and services	4 513	•	(1 799)	2 714	2 713	1	100.0%	2 082	2 274
Transfers and subsidies	26	•	-	29	26	-	100.0%	•	•
Households	26	•	-	26	99	-	100.0%	•	•
Payments for capital assets	96	(9)	(83)	7	7	-	100.0%	9	9
Machinery and equipment	96	(9)	(83)	7	7	•	100.0%	9	9
Payments for financial assets	•	•	-	•	•	•	•	•	•
Total	9 021	(9)	(1 462)	7 553	7 552	1	100.0%	7 632	7 824

2.3 GOVERNANCE TRANSFORMATION, JUSTICE AND SECURITY

		20	019/2020					2018/2019	,2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expendi- ture as % of final ap- propriation	Final Appropria- tion	Actual expendi- ture
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	8 207	403	(1 405)	7 505	7 529	(24)	100.3%	986 9	6 827
Compensation of employees	3 814	403	45	4 262	4 286	(24)	100.6%	4 382	4 274
Goods and services	4 693	•	(1 450)	3 243	3 243	•	100.0%	2 554	2 553
Transfers and subsidies	14	•	09	74	74	•	100.0%	•	1
Households	14		09	74	74	•	100.0%	•	•
Payments for capital assets	•	9	•	9	9	•	100.0%	24	24
Machinery and equipment	•	9	-	9	9	-	100.0%	24	24
Payments for financial assets	-	•	•	•	•	•	•	•	•
Total	8 521	409	(1 345)	7 585	409 2	(24)	100.3%	096 9	6 851

APPROPRIATION STATEMENT for the year ended 31 March 2020

2.4 ECONOMIC EMPOWERMENT AND PARTICIPATION

		20	2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expenditure as % of final ap-	Final Appropria- tion	Actual expendi- ture
Economic classification	R'000	R'000	R′000	R′000	R'000	R'000	%	R'000	R′000
Current payments	5 029	(403)	(862)	3 764	3 737	27	66.3%	3 191	2 995
Compensation of employees	3 763	(403)	•	3 360	3 335	25	96.3%	2 662	2 667
Goods and services	1 266	•	(862)	404	402	2	%5'66	529	328
Transfers and subsidies	14	•	•	14	14	•	100.0%	•	•
Households	14		•	14	14		100.0%	•	
Payments for capital assets	•	•	•	•	•	•	•	•	•
Machinery and equipment	•	•	•	•	•	•	•	•	•
Payments for financial assets	•	•	•	•	•	•	•	•	•
Total	5 043	(403)	(862)	3 778	3 751	27	99.3%	3 191	2 995

2.5 COMMISSION FOR GENDER EQUALITY

		20	2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expenditure as % of final ap-	Final Appropria- tion	Actual expendi- ture
Economic classification	R'000	R'000	R'000	R'000	R′000	R′000	%	R'000	R'000
Current payments	•	•	•	•	•	•	•	•	•
Compensation of employees	-	•	•		•	•	•		•
Goods and services	-	,	•	•	•	•	•	•	•
Transfers and subsidies	85 177	•	•	85 177	85 177	•	100.0%	80 735	80 735
Departmental agencies and accounts	85 177	·	•	85 177	85 177	•	100.0%	80 735	80 735
Payments for capital assets	-	•	•	•	•	•	•	•	•
Machinery and equipment	-	•	-	•	•	•	•	•	•
Payments for financial assets	•	•	•	•	•	•	•	•	•
Total	85 177	•	•	85 177	85 177	•	100.0%	80 735	80 735

2019/2020	ארויסרטריי	20	2019/2020	NO WELDOR	ואולאולאוי	ורוא י		2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expendi- ture as % of final ap- propriation	Final Appropria- tion	Actual expendi- ture
	R′000	R'000	R′000	R'000	R'000	R'000	%	R′000	R'000
Sub programme									
Management: Policy Stakeholder Coordination and Knowledge Management	5 874	·	(1 083)	4 791	4 071	720	85.0%	4 701	3 950
Research, Policy Analysis and Knowledge Management	9 115	٠	(275)	8 840	6 253	2 587	70.7%	6 654	5 350
3. International Relations	2 606	(1 276)	(1 713)	2 617	2 299	318	81.8%	3 831	2 209
4. Stakeholder Coordination and Outreach	14 512	1 655		16 167	16 899	(732)	104.5%	16 910	16 171
5. Monitoring and Evaluation	8 302	(379)	(402)	7 521	4 209	3 312	26.0%	5 871	4 254
Total for sub programmes	43 409	•	(3 473)	39 936	33 731	6 205	84.5%	37 967	31 934
Economic classification									
Current payments	42 565	•	(3 198)	39 367	33 660	5 707	82.5%	37 263	31 737
Compensation of employees	24 179	•	(3 198)	20 981	18 450	2 531	84.9%	21 639	16 621
Salaries and wages	21 553	166	(3 198)	18 521	16 342	2 179	88.2%	19 186	14 860
Social contributions	2 626	(166)		2 460	2 108	352	82.7%	2 453	1 761
Goods and services	18 386	•	•	18 386	15 210	3 176	82.7%	15 624	15 116

APPROPRIATION STATEMENT for the year ended 31 March 2020

		2	2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expendi- ture as % of final ap- propriation	Final Appropria- tion	Actual expendi- ture
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R′000
Administrative fees		(301)	'	(301)	•	(301)	•	•	•
Advertising	821	•	•	821	140	189	17.1%	951	088
Minor assets	19	•	•	19	•	19	•	3	3
Catering: Departmental activities	2 097	(400)		1 697	1 230	467	72.5%	3 071	3 067
Communication	646	9/	•	722	621	101	80.98	480	439
Consultants: Business and advisory services	888	(395)	•	493	336	157	68.2%	828	826
Contractors	296	(497)	•	66	68	10	86.68	513	512
Entertainment	-	•			•	•	•	18	18
Inventory: Other supplies	9		•	9	•	9		•	•
Consumable supplies	116	62	•	178	85	93	47.8%	13	∞
Consumable: Stationery, printing and office supplies	86		•	98		98		28	25
Transport provided: Departmental activity	2 855	(2 175)	•	089	089	·	100.0%	1 534	1 533
Travel and subsistence	7 385	4 051	•	11 436	10 102	1 334	88.3%	5 537	5 263
Operating payments	756	(135)	•	621	428	193	%6.89	200	66
Venues and facilities	1 815	(104)	•	1 711	1 381	330	80.7%	2 109	2 107

		20	2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expendi- ture as % of final ap- propriation	Final Appropria- tion	Actual expendi- ture
Economic classification	R'000	R'000	R'000	R'000	R′000	R'000	%	R'000	R'000
Rental and hiring	300	(182)	•	118	118	-	100.0%	339	336
Transfers and subsidies	48	•	•	48	47	_	%6.76	200	163
Households	48		•	48	47	1	%6'.26	200	163
Social benefits	48		•	48	47	1	%6'.26	190	153
Other transfers to households	•	•	•	•	•	-	•	10	10
Payments for capital assets	962	•	(275)	521	24	497	4.6%	504	34
Machinery and equipment	962	•	(275)	521	24	497	4.6%	204	34
Other machinery and equipment	962	•	(275)	521	24	497	4.6%	504	34
Total	43 409	•	(3 473)	39 936	33 731	6 205	84.5%	37 967	31 934

APPROPRIATION STATEMENT for the year ended 31 March 2020

3.1 MANAGEMENT: POLICY, STAKEHOLDER COORDINATION AND KNOWLEDGE MANAGEMENT

Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expenditure as % of final ap-	Final Appropria- tion	Actual expendi- ture
R'000	R′000	R′000	R′000	R'000	R′000	%	R'000	R'000
5 874	•	(1 083)	4 791	4 071	720	82.0%	4 665	3 992
4 738	•	(1 083)	3 655	3 667	(12)	100.3%	4 170	3 434
1 136	•	•	1 136	404	732	35.6%	495	488
•	•	•	•	•	•	1	٠	•
•						•		•
•	•	•	•	•	•	1	36	28
•		•			•	•	36	28
•	•	•	•	•	•	r	•	•
5 874	•	(1 083)	4 791	4 071	720	82.0%	4 701	3 950
7 9	djusted propriation Ry000 5 874 4 738 1 136		Shifting of Vir Funds RY000 R	Shifting of Virement Apprix Funds RY000 RY000 RY0 RY000 RY00 RY0 - (1 083) - (1 083) - (1 083)	Shifting of Funds Virement Appropria- Expention Final Actual Funds Actual Expention R'000 R'000 R'000 R'000 R'000 R'000 R'000 R'00 R'00 R'00 - (1 083) 3 655 3 - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - - -	Shifting of Funds Virement Lion Appropriation Final Expendition Actual Lion Variantare R'000 R'001 R'000 R'000 R'001 R'001 R'001 R'001 R'000 R'001 R'001 R'001 R'001 R'000 R'001 R'000 R'000 <t< td=""><td>Shifting of Funds Final Appropriation Actual Expendition Variance as fine proportion ture Funds R'000 R'000</td><td>Shifting of Funds Virement tion Appropria- tion Expendition ture Variance as % of final appropriation Rv000 Rv000</td></t<>	Shifting of Funds Final Appropriation Actual Expendition Variance as fine proportion ture Funds R'000 R'000	Shifting of Funds Virement tion Appropria- tion Expendition ture Variance as % of final appropriation Rv000 Rv000

3.2 RESEACH, POLICY ANALYSIS AND KNOWLEDGE MANAGEMENT

		2(2019/2020					2018/2019	,2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expenditure as % of final appropriation	Final Appropria- tion	Actual expendi- ture
Economic classification	R′000	R'000	R′000	R'000	R′000	R'000	%	R′000	R'000
Current payments	8 795	•	•	8 795	6 2 2 4	2 571	70.8%	995 9	5 312
Compensation of employees	060 9	•	•	060 9	3 966	2 124	65.1%	4 957	3 747
Goods and services	2 705	-	•	2 705	2 2 5 8	447	83.5%	1 609	1 565
Transfers and subsidies	17	•	•	17	16	1	94.1%	51	38
Households	17		•	17	16	~	94.1%	51	38
Payments for capital assets	303	-	(275)	28	13	15	46.4%	37	•
Machinery and equipment	303	•	(275)	28	13	15	46.4%	37	
Payments for financial assets	•	•	•	•	•	•	-	•	•
Total	9 115	•	(275)	8 840	6 253	2 587	70.7%	6 654	5 350

3.3 INTERNATIONAL RELATIONS

		2(2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expenditure as % of final ap-	Final Appropria- tion	Actual expendi- ture
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	5 576	(1 276)	(1 713)	2 587	2 2 2 2 2 2 2 2 2 2	295	%9.88	3 821	2 206
Compensation of employees	3 714	(1 276)	(1 713)	725	543	182	74.9%	2 2 9 6	086
Goods and services	1 862	•	•	1 862	1 749	113	93.9%	1 525	1 226
Transfers and subsidies	•	1	•	•	•	•	•	•	1
Households	•	•	•	•	•	•	•	•	•
Payments for capital assets	30	•	•	30	7	23	23.3%	10	3
Machinery and equipment	30	•		30	7	23	23.3%	10	3
Payments for financial assets	•	•	-	•	•	•	•	•	•
Total	5 606	(1 276)	(1 713)	2 617	2 299	318	81.8%	3 831	2 209

APPROPRIATION STATEMENT for the year ended 31 March 2020

3.4 STAKEHOLDER COORDINATION AND OUTREACH

		7(019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expendi- ture as % of final ap- propriation	Final Appropria- tion	Actual expendi- ture
Economic classification	R′000	R′000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	14 203	1 654	•	15 857	16 888	(1 031)	106.5%	16 525	16 082
Compensation of employees	5 030	1 276	•	908 9	902 9	_	100.0%	5 548	5 207
Goods and services	9 173	378	•	9 551	10 583	(1 032)	110.8%	10 977	10 875
Transfers and subsidies	9	1	•	7	7	•	100.0%	86	98
Households	9	_	•	7	7	-	100.0%	86	98
Payments for capital assets	303	•	•	303	4	299	1.3%	287	3
Machinery and equipment	303	•	•	303	4	299	1.3%	287	3
Payments for financial assets	•	•	•	•	•	•	•	•	•
Total	14 512	1 655	•	16 167	16 899	(732)	104.5%	16 910	16 171

APPROPRIATION STATEMENT for the year ended 31 March 2020

3.5 MONITORING AND EVALUATION	ALUATION								
		7(2019/2020					2018/2019	2019
	Adjusted Appropria- tion	Shifting of Funds	Virement	Final Appropria- tion	Actual Expendi- ture	Variance	Expendi- ture as % of final ap- propriation	Final Appropria- tion	Actual expendi- ture
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R′000
Current payments	8 117	(378)	(402)	7 337	4 185	3 152	22.0%	2 686	4 215
Compensation of employees	4 607		(402)	4 205	3 969	236	94.4%	4 668	3 253
Goods and services	3 510	(378)	•	3 132	216	2 916	%6.9	1 018	962
Transfers and subsidies	25	(1)	•	24	24	•	100.0%	51	39
Households	25	(1)	•	24	24	•	100.0%	51	39
Payments for capital assets	160	•	•	160	•	160	•	134	•
Machinery and equipment	160	•		160	•	160	•	134	•
Payments for financial assets	•	•	•	•	•	•	•	•	•
Total	8 302	(379)	(402)	7 521	4 209	3 312	26.0%	5 871	4 2 5 4

NATIONAL DEPARTMENT OF WOMEN | **VOTE 13 NOTES TO THE APPROPRIATION STATEMENT**for the year ended 31 March 2020

Detail of transfers and subsidies as per Appropriation Act (after Virement):
 Detail of these transactions can be viewed in the note on Transfers and subsidies, disclosure notes and Annexure 1 (A-C) to the Annual Financial Statements.

Detail of specifically and exclusively appropriated amounts voted (after Virement): Detail of these transactions can be viewed in note 1 (Annual Appropriation) to the Annual Financial Statements.

3. Detail on payments for financial assets

Detail of these transactions per programme can be viewed in the note on Payments for financial assets to the Annual Financial Statements.

4. Explanations of material variances from Amounts Voted (after Virement):

4.1 Per programme	Final Appropriation	Actual Expenditure	Variance R'000	Variance as a % of Final Appropriation
Administration	96 022	99 221	(3 199)	-3.3%
Social Transformation and Economic Empowerment	108 440	108 436	4	0.0%
Policy Stakeholder Coordination and Knowledge Management	39 936	33 731	6 205	15.5%

Programme 1: Administration – (R3 199 000.00)

Compensation of employees – (R1 223 000.00)

The overspending in this category of expenditure is mainly due to the new function in the Ministry that was introduced as part of the reconfiguration through the National Macro Organisation of Government (NMOG). Payment for loss of office gratuity for former Minister as Member of Parliament effective 11 June 2019 after having served more than five years; she was entitled to a once-off payment equal to four months pensionable salary for every five years of service. The payment of non-pensionable salary is in line with the Independent Commission for the Remuneration of Public Office Bearers.

The department applied for additional funding from National Treasury to fund the new function in Ministry but the application was not approved.

Goods and Services - (R1 999 000.00)

The goods and services expenditure linked to the new function in the Ministry as part of NMOG contributed to the overspending in this category of expenditure. In addition, the clearing of the advances paid to Department of International Relations and Cooperation. This relate to final expenditure for CSW62 and CSW63, which took place in March 2017 and March 2018 respectively. The advances paid to DIRCO was less than the actual claims received by the department. In addition, the department also prioritised the payment of Microsoft Back-end licenses.

NATIONAL DEPARTMENT OF WOMEN | VOTE 13 NOTES TO THE APPROPRIATION STATEMENT for the year ended 31 March 2020

Programme 3: Policy, Stakeholder and knowledge Management - R6 205 000.00

Compensation of employees - R2 531 000.00

The underspending is attributable to funded vacant posts not filled by the end of the financial year in line with the Budget Committee decision not to fill these posts. The under spending from these posts were reprioritised within the compensation of employee allocation of the department to fund additional posts in Ministry.

Goods and Services - R3 176 000.00

The underspending is due to scaling down of stakeholder engagement activities that were planned to take place in the last quarter of the financial year under review. The savings arising from these activities was utilised to minimise the spending pressure that existed in programme 1: Administration.

Payments for Capital - R497 000.00

The underspending relate to funds that were budgeted for the procurement of replacement of old laptops for officials in the department. The procurement was not finalised because the responses from the market to the request for quotation issued by the department did not include the warranty.

4.2 Per economic classification	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Appropriation
	R′000	R'000	R'000	R′000
Current payments				
Compensation of employees	90 322	89 013	1 309	1.4%
Goods and services	63 324	62 144	1 180	1.9%
Transfers and subsidies				
Provinces and municipalities	3	2	1	33.3%
Departmental agencies and accounts	85 177	85 177	-	0.0%
Households	1 968	1 967	1	0.1%
Payments for capital assets				
Machinery and equipment	3 204	2 704	500	15.6%
Payments for financial assets	400	381	19	4.8%

Compensation of employees – R1 309 000.00

The under spending on this category of expenditure is due to vacant post that were not filled during the financial year to absorb the cost of the new function in the Ministry as well as the non-pensionable salary of the former Minister within the budget ceiling of compensation of employees budget of the department.



Goods and services - R 1 180 000.00

The underspending in this category of economic classification is due to stakeholder engagement activities that were planned to take place in the last quarter of the financial year under review. The savings arising from these activities was utilised to minimise the spending pressure that existed in programme 1: Administration.

Machinery and equipment – R500 000.00

The underspending relate to funds that were budgeted for the procurement of replacement of old laptops for officials in the department. The procurement was not finalised because the responses from the market to the request for quotation issued by the department did not include the warranty.

NATIONAL DEPARTMENT OF WOMEN | VOTE 13 STATEMENT OF FINANCIAL PERFORMANCE

for the year ended 31 March 2020

	Note	2019/20 R'000	2018/19 R'000
REVENUE			
Annual appropriation	1	244 398	230 207
Departmental revenue	2	134	120
TOTAL REVENUE	_	244 532	230 327
EXPENDITURE			
Current expenditure	_		
Compensation of employees	3	89 032	78 222
Goods and services	4	62 125	59 385
Total current expenditure		151 157	137 607
Transfers and subsidies			
Transfers and subsidies	6	87 146	82 154
Total transfers and subsidies		87 146	82 154
Expenditure for capital assets			
Tangible assets	7	2 704	1 853
Intangible assets	7		515
Total expenditure for capital assets		2 704	2 368
Payments for financial assets	5	381	223
TOTAL EXPENDITURE	_	241 388	222 352
SURPLUS/(DEFICIT) FOR THE YEAR	_	3 144	7 975
Reconciliation of Net Surplus/(Deficit) for the year			
Voted funds		3 010	7 855
Annual appropriation		3 010	7 855
Departmental revenue and NRF Receipts	13	134	120
SURPLUS/(DEFICIT) FOR THE YEAR		3 144	7 975

NATIONAL DEPARTMENT OF WOMEN | VOTE 13 STATEMENT OF FINANCIAL POSITION

for the year ended 31 March 2020

ASSETS	Note	2019/20 R'000	2018/19 R'000
7.662.16			
Current assets		34 276	34 136
Unauthorised expenditure	8	32 774	29 575
Cash and cash equivalents	9	512	20
Prepayments and advances	10	990	4 358
Receivables	11	2 034	183
Non-current assets		-	2 189
Receivables	11	-	2 189
TOTAL ASSETS		36 310	36 325
LIABILITIES			
Current liabilities		36 310	36 325
Voted funds to be surrendered to the Revenue Fund	18	6 209	7 855
Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund	19	4	62
Bank overdraft	20	30 016	28 350
Payables	21	81	58
TOTAL LIABILITIES		36 310	36 325
NET ASSETS			-

NATIONAL DEPARTMENT OF WOMEN | VOTE 13 STATEMENT OF CHANGES IN NET ASSETS for the year ended 31 March 2020

	Note	2019/20 R′000	2018/19 R'000
Capitalisation Reserves		1. 000	K 000
Opening balance			
Transfers:			
Movement in Equity			
Movement in Operational Funds			
Other movements			
Closing balance			
Recoverable revenue			
Opening balance			
Transfers:			
Irrecoverable amounts written off			
Debts revised Debts recovered (included in departmental receipts)			
Debts recovered (included in departmental receipts) Debts raised			
Closing balance			
Retained funds			
Opening balance			
Transfer from voted funds to be surrendered (Parliament/Legislatures ONLY)			
Utilised during the year			
Other transfers			
Closing balance			
Revaluation Reserve			
Opening balance			
Revaluation adjustment (Housing departments)			
Transfers			
Other			
Closing balance			
TOTAL			
IOIAL			

NATIONAL DEPARTMENT OF WOMEN | VOTE 13 CASH FLOW STATEMENT

for the year ended 31 March 2020

	Note	2019/20 R′000	2018/19 R'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts		244 532	230 327
Annual appropriated funds received	1.1	244 398	230 207
Departmental revenue received	2	124	118
Interest received	2.2	10	2
Net (increase)/decrease in working capital		(1 659)	(2 607)
Surrendered to Revenue Fund		(8 047)	(1 519)
Current payments		(147 958)	(137 607)
Payments for financial assets		(381)	(223)
Transfers and subsidies paid		(87 146)	(82 154)
Net cash flow available from operating activities	16	(659)	6 217
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for capital assets	7	(2 704)	(2 368)
(Increase)/decrease in non-current receivables	_	2 189	
Net cash flows from investing activities	_	(515)	(2 368)
Net increase/(decrease) in cash and cash equivalents		(1 174)	3 849
Cash and cash equivalents at beginning of period	_	(28 330)	(32 179)
Cash and cash equivalents at end of period	17	(29 504)	(28 330)

PART A: ACCOUNTING POLICIES

Summary of significant accounting policies

The financial statements have been prepared in accordance with the following policies, which have been applied consistently in all material aspects, unless otherwise indicated. Management has concluded that the financial statements present fairly the department's primary and secondary information.

The historical cost convention has been used, except where otherwise indicated. Management has used assessments and estimates in preparing the annual financial statements. These are based on the best information available at the time of preparation.

Where appropriate and meaningful, additional information has been disclosed to enhance the usefulness of the financial statements and to comply with the statutory requirements of the Public Finance Management Act (PFMA), Act 1 of 1999 (as amended by Act 29 of 1999), and the Treasury Regulations issued in terms of the PFMA and the annual Division of Revenue Act.

1 Basis of preparation

The financial statements have been prepared in accordance with the Modified Cash Standard.

2 Going concern

The financial statements have been prepared on a going concern basis.

3 Presentation currency

Amounts have been presented in the currency of the South African Rand (R) which is also the functional currency of the department.

4 Rounding

Unless otherwise stated financial figures have been rounded to the nearest one thousand Rand (R'000).

5 Comparative information

5.1 Prior period comparative information

Prior period comparative information has been presented in the current year's financial statements. Where necessary figures included in the prior period financial statements have been reclassified to ensure that the format in which the information is presented is consistent with the format of the current year's financial statements.

5.2 Current year comparison with budget

A comparison between the approved, final budget and actual amounts for each programme and economic classification is included in the appropriation statement.

6 Revenue

6.1 Appropriated funds

Appropriated funds comprises of departmental allocations as well as direct charges against the revenue fund (i.e. statutory appropriation). Appropriated funds are recognised in the statement of financial performance on the date the appropriation becomes effective. Adjustments made in terms of the adjustments budget process are recognised in the statement of financial performance on the date the adjustments become effective.

The net amount of any appropriated funds due to / from the relevant revenue fund at the reporting date is recognised as a payable / receivable in the statement of financial position.

6.2 Departmental revenue

Departmental revenue is recognised in the statement of financial performance when received and is subsequently paid into the relevant revenue fund, unless stated otherwise. Any amount owing to the relevant revenue fund at the reporting date is recognised as a payable in the statement of financial position.

7 Expenditure

7.1 Compensation of employees

7.1.1 Salaries and wages

Salaries and wages are recognised in the statement of financial performance on the date of payment.

7.1.2 Social contributions

Social contributions made by the department in respect of current employees are recognised in the statement of financial performance on the date of payment. Social contributions made by the department in respect of ex-employees are classified as transfers to households in the statement of financial performance on the date of payment.

7.2 Other expenditure

Other expenditure (such as goods and services, transfers and subsidies and payments for capital assets) is recognised in the statement of financial performance on the date of payment. The expense is classified as a capital expense if the total consideration paid is more than the capitalisation threshold.

7.3 Accruals and payables not recognised

Accruals and payables not recognised are recorded in the notes to the financial statements at cost at the reporting date.

7.4 Leases

7.4.1 Operating leases

Operating lease payments made during the reporting period are recognised as current expenditure in the statement of financial performance on the date of payment.

The operating lease commitments are recorded in the notes to the financial statements.

7.4.2 Finance leases

Finance lease payments made during the reporting period are recognised as capital expenditure in the statement of financial performance on the date of payment. The finance lease commitments are recorded in the notes to the financial statements and are not apportioned between the capital and interest portions.

Finance lease assets acquired at the end of the lease term are recorded and measured at the lower of:

- cost, being the fair value of the asset; or
- the sum of the minimum lease payments made, including any payments made to acquire ownership at the end of the lease term, excluding interest.

8 Cash and cash equivalents

Cash and cash equivalents are stated at cost in the statement of financial position. Bank overdrafts are shown separately on the face of the statement of financial position as a current liability. For the purposes of the cash flow statement, cash and cash equivalents comprise cash on hand, deposits held, other short-term highly liquid investments and bank overdrafts.

9 Prepayments and advances

Prepayments and advances are recognised in the statement of financial position when the department receives or disburses the cash. Prepayments and advances are initially and subsequently measured at cost.

10 Receivables

Receivables are recognised in the statement of financial position at cost plus accrued interest, where interest is charged, less amounts already settled or written-off. Write-offs are made according to the department's write-off policy.

11 Financial assets

11.1 Financial assets (not covered elsewhere)

A financial asset is recognised initially at its cost plus transaction costs that are directly attributable to the acquisition or issue of the financial asset. At the reporting date, a department shall measure its financial assets at cost, less amounts already settled or written-off, except for recognised loans and receivables, which are measured at cost plus accrued interest, where interest is charged, less amounts already settled or written-off.

11.2 Impairment of financial assets

Where there is an indication of impairment of a financial asset, an estimation of the reduction in the recorded carrying value, to reflect the best estimate of the amount of the future economic benefits expected to be received from that asset, is recorded in the notes to the financial statements.

12 Payables

Payables recognised in the statement of financial position are recognised at cost.

13 Capital Assets

13.1 Movable capital assets

Movable capital assets are initially recorded in the notes to the financial statements at cost. Movable capital assets acquired through a non-exchange transaction is measured at fair value as at the date of acquisition. Where the cost of movable capital assets cannot be determined reliably, the movable capital assets are measured at fair value and where fair value cannot be determined; the movable assets are measured at R1. All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at R1.

Movable capital assets are subsequently carried at cost and are not subject to depreciation or impairment. Subsequent expenditure that is of a capital nature forms part of the cost of the existing asset when ready for use.

13.2 Intangible assets

Intangible assets are initially recorded in the notes to the financial statements at cost. Intangible assets acquired through a non-exchange transaction are measured at fair value as at the date of acquisition. Internally generated intangible assets are recorded in the notes to the financial statements when the

department commences the development phase of the project. Where the cost of intangible assets cannot be determined reliably, the intangible capital assets are measured at fair value and where fair value cannot be determined; the intangible assets are measured at R1.

All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at R1. Intangible assets are subsequently carried at cost and are not subject to depreciation or impairment. Subsequent expenditure of a capital nature forms part of the cost of the existing asset when ready for use.

14 Provisions and Contingents

14.1 Provisions

Provisions are recorded in the notes to the financial statements when there is a present legal or constructive obligation to forfeit economic benefits as a result of events in the past and it is probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation and a reliable estimate of the obligation can be made. The provision is measured as the best estimate of the funds required to settle the present obligation at the reporting date.

14.2 Contingent liabilities

Contingent liabilities are recorded in the notes to the financial statements when there is a possible obligation that arises from past events, and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not within the control of the department or when there is a present obligation that is not recognised because it is not probable that an outflow of resources will be required to settle the obligation or the amount of the obligation cannot be measured reliably.

14.3 Capital commitments

Capital commitments are recorded at cost in the notes to the financial statements.

15 Unauthorised expenditure

Unauthorised expenditure is recognised in the statement of financial position until such time as the expenditure is either:

- approved by Parliament or the Provincial Legislature with funding and the related funds are received;
 or
- approved by Parliament or the Provincial Legislature without funding and is written off against the appropriation in the statement of financial performance; or
- transferred to receivables for recovery.

Unauthorised expenditure is measured at the amount of the confirmed unauthorised expenditure.

16 Fruitless and wasteful expenditure

Fruitless and wasteful expenditure is recorded in the notes to the financial statements when confirmed. The amount recorded is equal to the total value of the fruitless and or wasteful expenditure incurred. Fruitless and wasteful expenditure is removed from the notes to the financial statements when it is resolved or transferred to receivables or written off.

Fruitless and wasteful expenditure receivables are measured at the amount that is expected to be recoverable and are de-recognised when settled or subsequently written-off as irrecoverable.

17 Irregular expenditure

Irregular expenditure is recorded in the notes to the financial statements when confirmed. The amount recorded is equal to the value of the irregular expenditure incurred unless it is impracticable to determine, in which case reasons therefor are provided in the note.

Irregular expenditure is removed from the note when it is either condoned by the relevant authority, transferred to receivables for recovery, not condoned and removed or written-off.

Irregular expenditure receivables are measured at the amount that is expected to be recoverable and are de-recognised when settled or subsequently written-off as irrecoverable.

18 Events after the reporting date

Events after the reporting date that are classified as adjusting events have been accounted for in the financial statements. The events after the reporting date that are classified as non-adjusting events after the reporting date have been disclosed in the notes to the financial statements.

19 Related party transactions

Related party transactions within the Minister's portfolio are recorded in the notes to the financial statements when the transaction is not at arm's length.

The number of individuals and the full compensation of key management personnel is recorded in the notes to the financial statements.

20 Employee benefits

The value of each major class of employee benefit obligation (accruals, payables not recognised and provisions) is disclosed in the Employee benefits note.

PART B: EXPLANATORY NOTES

1. Annual Appropriation

1.1 Annual Appropriation

Included are funds appropriated in terms of the Appropriation Act (and the Adjustments Appropriation Act) for National Departments (Voted funds) and Provincial Departments:

		2019/20			2018/19	
	Final Appropria- tion	Actual Funds Received	Funds not requested/ not received	Final Appropria- tion	Appro- priation received	Funds not request- ed /not received
	R′000	R′000	R′000	R′000	R′000	R′000
Administration	96 022	96 022	-	89 759	78 672	11 087
Social Transformation and Economic Empowerment	108 440	108 440	-	102 481	106 673	(4 192)
Policy Stakeholder Coordination and Knowledge Management	39 936	39 936	-	37 967	44 862	(6 895)
Total	244 398	244 398	-	230 207	230 207	-

All funds for the department have been requested as per the approved drawings schedule.

2. Departmental Revenue

	Note	2019/20	2018/19
		R′000	R′000
Sales of goods and services other than capital assets	2.1	53	54
Interest, dividends and rent on land	2.2	10	2
Transactions in financial assets and liabilities	2.3	71	64
Total revenue collected	_	134	120
Less: Own revenue included in appropriation		-	-
Departmental revenue collected		134	120
	-		

for the year ended 31 March 2020

	Note	2019/20	2018/19
2.1 Sales of goods and services other than conital assets	2	R′000	R′000
2.1 Sales of goods and services other than capital assets		53	53
Sales of goods and services produced by the department		53	53
Sales by market establishment		55	
Sales of scrap, waste and other used current goods	_		1 54
Total		53	54
2.2 Interest, dividends and rent on land	Note	2019/20	2018/19
	2	R′000	R'000
Interest	_	10	2
Total	_	10	2
2.3 Transactions in financial assets and liabilities	Note	2019/20	2018/19
	2	R'000	R'000
Other Receipts including Recoverable Revenue		71	64
Total		71	64
	_		
3. Compensation of Employees			
3.1 Salaries and Wages	Note	2019/20	2018/19
		R'000	R'000
Basic salary		61 300	52 725
Performance award		32	163
Service Based		56	103
Compensative/circumstantial		1 220	1 536
Other non-pensionable allowances		16 841	15 313
Total	_	79 449	69 840
3.2 Social contributions	Note	2019/20	2018/19
Employer contributions		R′000	R′000
Pension		6 990	5 932
Medical		2 582	2 440
Bargaining council		11	10
Total		9 583	8 382
	_		
Total compensation of employees	_	89 032	78 222
Average number of employees	_	117	107

The increase in expenditure for 2019/20 financial year is attributable to the new function in the Ministry that was introduced as part of the reconfiguration through the National Macro Organisation of Government (NMOG). The payment for loss of office gratuity for former Minister as Member of Parliament effective 11 June 2019 after having served more than five years in line with the Independent Commission for the Remuneration of Public Office Bearers.

	Note	2019/20 R′000	2018/19 R'000
4. Goods and Services			
Administrative fees		581	885
Advertising		555	1 199
Minor assets	4.1	77	201
Bursaries (employees)		62	86
Catering		2 348	4 084
Communication		3 194	2 516
Computer services	4.2	3 059	3 837
Consultants: Business and advisory services		742	2 467
Legal services		332	2 584
Contractors		554	1 117
Agency and support / outsourced services		36	-
Entertainment		-	18
Audit cost – external	4.3	3 112	4 041
Fleet services		345	775
Consumables	4.4	932	853
Property payments	4.5	12 811	13 256
Rental and hiring		151	673
Transport provided as part of the departmental activities		926	1 571
Travel and subsistence	4.6	28 348	15 760
Venues and facilities		2 239	2 699
Training and development		426	145
Other operating expenditure	4.7	1 295	618
Total	_	62 125	59 385

Material variances in comparison to the previous financial year on the following items are explained as follows:

Advertising – there was a reduction in the procurement of promotional materials used during stakeholder outreach initiatives.

Catering – this is due to the reduction in the number of stakeholders participating in outreach initiatives.

Communication – the number of officials in need of tools of trade to be remotely accessible increased.

Consultants: Business and advisory services - the decrease in expenditure from prior year is due to the in-house implementation of planned projects that were earmarked to be outsourced.

for the year ended 31 March 2020

Legal fees - the material reduction in payments for legal fees is as a result of cases, which were finalised during 2018/19. Contractors - this is due to the reduction in the number of outreach initiatives and how the activities were conducted.

Property payments – the department did not make a payment to reduce historical debt.

Travel and subsistence – the increase is due to the claims for the CSW62 and CSW63 claims from DIRCO.

6.1 Minor assets

O. I MILIOL 922612			
	Note	2019/20	2018/19
	4	R'000	R′000
Tangible assets			
Machinery and equipment		61	201
Transport assets		16	-
Total	_	77	201
6.2 Computer services			
	Note	2019/20	2018/19
	4	R'000	R′000
SITA computer services		1 648	1 490
External computer service providers	_	1 411	2 347
Total	_	3 059	3 837
6.3 Audit cost – External			
	Note	2019/20	2018/19
	4	R'000	R′000
Regularity audits		3 112	4 041
Total	_	3 112	4 041
6.4 Consumables			
	Note	2019/20	2018/19
	4	R'000	R′000
Consumable supplies		446	211
Uniform and clothing		35	-
Household supplies		360	152
Building material and supplies		2	2
Communication accessories		6	3
IT consumables		14	4
Other consumables		29	50
Stationery, printing and office supplies		486	642
Total	_	932	853

for the year ended 31 March 2020

6.5 Property payments			
	Note	2019/20	2018/19
	4	R′000	R′000
Municipal services		837	736
Property management fees		10 651	11 399
Other		1 323	1 121
Total	_	12 811	13 256
6.6 Travel and subsistence			
	Note	2019/20	2018/19
	4	R′000	R′000
Local		17 593	13 886
Foreign		10 755	1 874
Total	_	28 348	15 760
6.7 Other operating expenditure			
	Note	2019/20	2018/19
	4	R'000	R'000
Professional bodies, membership and subscription fees		14	-
Resettlement costs		11	-
Other		1 270	618
Total	_	1 295	618
	_		

Other operating expenditure includes courier and delivery services, honoraria payments to voluntary workers, printing and publications services (annual performance plan and annual report), professional bodies' subscription fees and resettlement cost.

5. Payments for Financial Assets

	Note	2019/20	2018/19
	4	R′000	R′000
Debt take overs	_	381	223
Total	_	381	223
5.1 Debts written off			
	Note	2019/20	2018/19
	8	R'000	R'000
Nature of debts written off			
Telecommunication debt	_	381	223
Total	_	381	223

The amount written off relates to irrecoverable and uneconomical debts to recover and were written off in accordance with the debt management policy of the department. These amounts were disputed in terms of the previous telecommunication policy that was subsequently updated.

6. Transfers and Subsidies

	Note	2019/20	2018/19
		R′000	R'000
Provinces and municipalities		2	6
Departmental agencies and accounts	Annex 1A	85 177	80 735
Households	Annex 1B	1 967	1 414
Total		87 146	82 154

The increase in expenditure for departmental agencies and accounts is based on the annual increased allocation earmarked for transfer to the Commission for Gender Equality for the financial year under review.

7. Expenditure for Capital Assets

	Note	2019/20 R′000	2018/19 R'000
Tangible assets	_		
Machinery and equipment	26	2 704	1 853
Intangible assets			
Software	26	-	515
Total	_	2 704	2 368

7.1 Analysis of funds utilised to acquire capital assets - 2019/20

	Voted funds	Aid assistance	Total
	R′000	R′000	R′000
Tangible assets	2 704	-	2 704
Machinery and equipment	2 704	-	2 704
Total	2 704		2 704

for the year ended 31 March 2020

	7.2 Analysis of funds	utilised to acquire c	apital assets – 2018/19
--	-----------------------	-----------------------	-------------------------

	Voted funds	Aid assistance	Total
	R′000	R′000	R′000
Tangible assets	1 853		1 853
Machinery and equipment	1 853	-	1 853
Intangible assets	515		515
Software	515	-	515
Total	2 368		2 368

7.3 Finance lease expenditure included in Expenditure for capital assets

	Note	2019/20 R′000	2018/19 R'000
Tangible assets Machinery and equipment		276	460
Total	-	276	460

8. Unauthorised Expenditure

8.1 Reconciliation of unauthorised expenditure

	Note	2019/20	2018/19
		R′000	R′000
Opening balance		29 575	29 575
Prior period error		-	
As restated		29 575	29 575
Unauthorised expenditure – discovered in current year (as restated)		3 199	-
Closing balance		32 774	29 575
Analysis of closing balance			
Unauthorised expenditure awaiting authorisation		32 774	29 575
Total		32 774	29 575

8.2 Analysis of unauthorised expenditure awaiting authorisation per economic classification

	2019/20	2018/19
	R′000	R′000
Current	32 774	29 575
Total	32 774	29 575

8.3 Analysis of unauthorised expenditure awaiting authorisation per type

	2019/20	2018/19
	R′000	R′000
Unauthorised expenditure relating to overs vote or a main division within a vote	spending of the 32 774	29 575
Total	32 774	29 575
8.4 Details of unauthorised expenditure –	- current year	
Incident	Disciplinary steps taken/criminal	2019/20
	proceedings	R′000
Overspending of main division within a vote	Currently under determination and reported to National Treasury	3 199
Total		3 199

R27 338 000 relates to overspending of the vote in the 2011/12 financial year and R2 237 000 relates to overspending per main division within a vote in the 2015/16 financial year. The department made an application to the Standing Committee on Public Accounts through National Treasury for condonement of 2011/12.

The R3 199 000 relates to the overspending per main division within the vote in the 2019/20 financial year. The department will make an application to the Standing Committee on Public Accounts through National Treasury for condonement of 2015/16 and 2019/20.

9. Cash and Cash Equivalents

	Note	2019/20	2018/19
		R′000	R'000
Cash receipts		492	-
Cash on hand		20	20
Total	_	512	20
10. Prepayments and Advances			

. Tropaymons and Advances			
	Note	2019/20	2018/19
		R′000	R′000
Travel and subsistence		-	261
Advances paid (Not expensed)	10.1	990	4 097
Total		990	4 358

10.1 Advances paid (Not expensed)

	Note	Balance as at 1 April 2019	Less: Amount expensed in current year	Add or Less: Other	Add: Current Year advances	Balance as at 31 March 2020
	10	R′000	R′000	R′000	R′000	R′000
National departments		4 097	(4 097)	-	990	990
Total		4 097	(4 097)	-	990	990

The decrease in advances paid from the previous financial year is mainly due to clearing of advances paid to the Department of International Relations and Cooperation for the international travel and accommodation for delegates who attended the 63rd and 64th Commission on the Status on Women in New York.

	Note	Balance as at 1 April 2018	Less: Amount expensed in current year	Add or Less: Other	Add: Current Year advances	Balance as at 31 March 2019
	14	R′000	R′000	R′000	R′000	R′000
National departments		1 686	(281)	-	2 692	4 097
Total		1 686	(281)	-	2 692	4 097

11. Receivables

			2019/20			2018/19	
		Current	Non- current	Total	Current	Non- current	Total
	Note	R′000	R′000	R′000	R′000	R'000	R′000
Claims recoverable	11.1	465	-	465	182	212	394
Recoverable expenditure	11.2	20	-	20	14	332	346
Staff debt	11.3	219	-	219	(13)	315	302
Fruitless and wasteful expenditure	11.4	1 330	-	1 330	-	1 330	1 330
Total		2 034	-	2 034	183	2 189	2 372

11.1 Claims recoverable

	Note	2019/20	2018/19
	11 and Annex 2	R'000	R′000
National departments		465	394
Total		465	394

for the year ended 31 March 2020

	11.2	Recoverable	expenditure	(disallowance accounts)	
--	------	-------------	-------------	-------------------------	--

Note	2019/20	2018/19
11	R′000	R'000
	-	33
	-	279
	10	10
	-	14
	10	10
	20	346
Note	2019/20	2018/19
11	R′000	R′000
	234	320
	(15)	(18)
	219	302
Note	2019/20	2018/19
11	R'000	R′000
	1 330	1 330
	1 330	1 330
	Note 11	11 R'000 10 10 20 Note 2019/20 11 R'000 234 (15) 219 Note 2019/20 11 R'000 1 330

The debt of R1 297 000 is in the process of confirmation through the Office of the State Attorney in order to enable the department to formalise and finalise the matter with a former service provider.

11.	5 Impairment of receivables	Note	2019/20	2018/19
		11	R′000	R′000
	Estimate of impairment of receivables			376
	Total			376
10	. Voted Funds to be Surrendered to the Revenue Fund	Note	2010/20	2010 /10
12	. Voted runds to be surrendered to the Revenue rund		2019/20	2018/19
		11	R'000	R'000
	Opening balance		7 855	1 456
	Prior period error		-	
	As restated		7 855	1 456
	Transfer from statement of financial performance (as restated)		3 010	7 855
	Add: Unauthorised expenditure for current year	8	3 199	-
	Paid during the year		(7 855)	(1 456)
	Closing balance		6 209	7 855

13. Departmental Revenue and NRF Receipts to be Surrendered to the Revenue Fund

13.	Departmental Revenue and INRE Receipts to be Surrent	iereu io ii	ie kevenue rund	1
		Note	2019/20	2018/19
			R′000	R′000
	Opening balance		62	5
	Prior period error		-	-
	As restated		62	5
	Transfer from Statement of Financial Performance (as restated)		134	120
	Paid during the year		(192)	(63)
	Closing balance		4	62
14.	Bank Overdraft	Note	2019/20	2018/19
			R′000	R'000
	Consolidated Paymaster General Account		30 012	28 350
	Overdraft with commercial banks (Local)		4	-
	Total		30 016	28 350
15.	Payables – Current	Note	2019/20	2018/19
			R'000	R′000
	Clearing accounts	15.1	81	58
	Total		81	58
15.	1 Clearing accounts	Note	2019/20	2018/19
			R'000	R'000
	Exchequer Grant refund	21	48	49
	Disallowance miscellaneous		7	9
	Travel and subsistence : advance foreign		19	-
	Damages & Losses		7	-
	Total		81	58

for the year ended 31 March 2020

16.	Net Cash Flov	v Available fro	om Operating Activities
-----	---------------	-----------------	-------------------------

16. Net Cash Flow Available from Operating Activities		
Note	e 2019/20	2018/19
	R′000	R′000
Net surplus/(deficit) as per Statement of Financial Performance	3 144	7 975
Add back non cash/cash movements not deemed operating activities	(1 769)	(1 758)
(Increase)/decrease in receivables	183	55
(Increase)/decrease in prepayments and advances	3 368	(2 630)
Increase/(decrease) in payables – current	23	(32)
Expenditure on capital assets	2 704	2 368
Surrenders to Revenue Fund	(8 047)	(1 519)
Net cash flow generated by operating activities	(659)	6 217
17. Reconciliation of Cash and Cash Equivalents for Cash flow pur	poses	
Not	e 2019/20	2018/19
	R′000	R′000
Consolidated Paymaster General account	(30 012)	(28 350)
Cash receipts	492	-

18. Contingent Liabilities and Contingent Assets

Cash with commercial banks (Local)

18.1 Contingent liabilities

Cash on hand

Total

	Note	2019/20	2018/19
		R′000	R'000
Liable to Nature			
Claims against the department	Annex 1B	101	3 209
Total	_	101	3 209

The reduction is due to cases that were settled / cleared during the 2019/20 financial year.

19. Capital Commitments	Note 2019/20	2018/19
	R′000	R′000
Rental of photocopier machines	94	-
Rental of X-ray machine	369_	<u> </u>
Total	463	

20

 $(28\ 330)$

20

(4)

(29 504)

20. Accruals and Payables not Recognised

20.1 Accruals

			2019/20 R′000	2018/19 R'000
Listed by economic classification	30 Days	30+ Days	Total	Total
Goods and services	1 580	1 171	2 751	2 465
Capital assets	-	-	-	27
Total	1 580	1 171	2 751	2 492
		Note	2019/20	2018/19
			R′000	R'000
Listed by programme level		20.1		
Administration			2 245	1 735
Social Transformation and Economic Emp	owerment		173	140
Policy, Stakeholder Coordination and Kno Management	owledge		333	617
Total			2 751	2 492

The disclosure of accruals relates to transactions where services were rendered but no invoices were received as at 31 March 2020.

20.2 Payables not recognised		Note	2019/20 R′000	2018/19 R′000
Listed by economic classification				
	30 Days	30+ Days	Total	Total
Goods and services	7 868	3 054	10 922	3 440
Total	7 868	3 054	10 922	3 440
Listed by programme level				
Administration			3 189	2 139
Social Transformation and Economic Empowerment			7 682	446
Policy, Stakeholder Coordination and Knowledge Management			51	855
Total			10 922	3 440

	Note	2019/20	2018/19
Included in the above totals are the following:		R′000	R′000
Confirmed balances with other departments	Annex 3	1 712	1 712
Total	_	1 712	1 712

The disclosure of payables not recognised relate to transactions where services were rendered and invoices received as at 31 March 2020. The amount of R1 712 000.00 relate to an invoice for the Department of Public Works (DPW) for the period 2011 – 2014 for office accommodation that was billed late by DPW to the Department of Women, Youth and Persons with Disabilities. The outstanding amount will be settled over a period of three financial years, provided that there are savings under goods and services. This is an agreement that was reached between the DPW and the department.

21. Employee Benefits	Note	2019/20	2018/19
		R′000	R'000
Leave entitlement		3 127	3 182
Service bonus		2 134	2 010
Performance awards		910	1 263
Capped leave		704	661
Other	_	-	21
Total	_	6 875	7 137

Under Other employee benefits, there is no portion of the long service awards. Negative leave balances reflected on PERSAL are in respect of those employees who have taken more annual leave in the 2020 leave cycle than they have accrued by 31 March 2020; this represents their liability owed to the Department should they terminate their services before the end of the annual leave cycle. In terms of March 2020, the amount of negative leave balances was R94,134.

for the year ended 31 March 2020

22. Lease Commitments

22.1 Operating leases

ZZ.1 Operating leases					
2019/20	Specialised military equipment R'000	Land R'000	Buildings and other fixed structures R'000	Machinery and equipment R'000	Total R'000
Not later than 1 year	-		- 11 638	-	11 638
Total lease commitments	-		- 11 638	_	11 638
2018/19	Specialised military equipment R'000	Land R'000	Buildings and other fixed structures R'000	Machinery and equipment R'000	Total R'000
Not later than 1 year	-		- 13 053	-	13 053
Later than 1 year and not late than 5 years	r .		- 11 638	-	11 638
Total lease commitments	-		- 24 691	-	24 691
22.2 Finance leases 2019/20	Specialised military equipment R'000	Land R'000	Buildings and other fixed structures R'000	Machinery and equipment R'000	Total R'000
Not later than 1 year	-		-	207	207
Later than 1 year and not later than 5 years	1 -		-	256	256
Total lease commitments				463	463
2018/19	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
	R′000	R′000	R′000	R′000	R'000
Not later than 1 year	-			182	182
Later than 1 year and not later than 5 years	٠ -			14	14
Total lease commitments	-			196	196

168

There is no sub-letting in this area.

for the year ended 31 March 2020

23. Irregular Expenditure

23.1 Reconciliation of irregular expenditure

Note		2018/19
	R'000	R'000
Opening balance	37 964	33 874
Prior period error	-	
As restated	37 964	33 874
Add: Irregular expenditure – relating to prior year	2 157	
Add: Irregular expenditure – relating to current year	324	4 095
Less: Current year amounts condoned		(5)
Closing balance	40 445	37 964
Analysis of awaiting condonation per age classification		
Current year	2 481	4 090
Prior years	37 964	33 874
Total	40 445	37 964

23.2 Details of current and prior year irregular expenditure – added current year (under determination and investigation)

Incident	Disciplinary steps taken/criminal proceedings	2019/20 R'000
Current year		
Deviation not justifiable	Referred for determination	324
Prior years		
Irregular expenditure linked to previous contract	Referred for determination	1 323
Supply Chain Management processes not followed	Referred for determination	834
Total		2 481

24. Fruitless and Wasteful Expenditure

24.1 Reconciliation of fruitless and wasteful expenditure

	Note	2019/20	2018/19
		R′000	R'000
Opening balance		11 765	11 358
Prior period error		-	-
As restated		11 765	11 358
Fruitless and wasteful expenditure – relating to prior year		-	73
Fruitless and wasteful expenditure – relating to current year		22	334
Closing balance		11 787	11 765

24.2 Analysis of Current year's (relating to current and prior years) fruitless and wasteful expenditure

Incident	Disciplinary steps taken/criminal Proceedings	2019/20 R'000
Current year		
Logis system not implemented	Under investigation	22
Total		22

25.	Key Management Personnel	No. of Individuals	2019/20	2018/19
			R′000	R′000
	Political office bearers (provide detail below)	3	3 876	2 411
	Officials:			
	Level 15 - 16	6	10 083	5 898
	Level 14 (Including Chief Financial Officer	13	13 430	12 688
	Total		27 389	20 997

The increase in political office bearers is due to the payment of loss of office gratuity of the former Minister The increase in level 15 - 16 is the support staff of the new function in the Ministry from June 2019.

26. Movable Tangible Capital Assets

MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2020

	Opening balance R'000	Value adjustments R'000	Additions R'000	Disposals R'000	Closing Balance R'000
MACHINERY AND EQUIPMENT	19 921	-	2 428	-	22 349
Transport assets	3 498	-	1 380	-	4 878
Computer equipment	7 844	384	980	-	9 208
Furniture and office equipment	6 409	(251)	-	-	6 158
Other machinery and equipment	2 170	(133)	68	-	2 105
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	19 921	-	2 428	-	22 349
Movable Tangible Capital Ass	Number	Value R'000			
capital assets per the asset required investigation:		•			
Machinery and equipment					306

The assets under investigation relates to the opening balance.

26.1 Additions

ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2020

	Cash R'000	Non-cash R'000	(Capital Work in Progress current costs and finance lease payments) R'000	Received current, not paid (Paid current year, received prior year) R'000	Total R′000
MACHINERY AND EQUIPMENT	2 704	-	(276)	-	2 428
Transport assets	1 380	-	-	-	1 380
Computer equipment	980	-	-	-	980
Furniture and office equipment	-	-	-	-	-
Other machinery and equipment	344	-	(276)	-	68
TOTAL ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS	2 704	-	(276)	-	2 428

for the year ended 31 March 2020

26.2 Movement for 2018/19

MOVEMENT IN TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 **MARCH 2019**

	Opening balance R'000	Prior period error R'000	Additions R'000	Disposals R'000	Closing Balance R'000
Machinery and Equipment	18 528	-	1 393	-	19 921
Transport assets	3 296	-	202	-	3 498
Computer equipment	6 990	-	854	-	7 844
Furniture and office equipment	6 178	-	231	-	6 409
Other machinery and equipment	2 064	-	106	-	2 170
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	18 528	-	1 393	-	19 921

26.3 Minor assets

MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED AS AT 31 **MARCH 2020**

	Specialised military assets R'000	Intangible assets R'000	Heritage assets R'000	Machinery and equipment R'000	Biological assets R'000	Total R′000
Opening balance	-	-	-	3 886		3 886
Additions	-	-	-	77	-	77
TOTAL MINOR ASSETS	-	-	-	3 963	-	3 963
	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
Number of R1 minor assets	-	-	-	-	-	-
Number of minor assets at cost	-	-	-	1 612		1 612
TOTAL NUMBER OF MINOR ASSETS				1 612		1 612

Minor Capital Assets under investigation

Number Value

R'000

124

Included in the above total of the minor capital assets per the asset register are assets that are under investigation:

Machinery and equipment

The assets under investigation relates to the opening balance.

MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED AS AT 31 **MARCH 2019**

	Specialised military assets R'000	Intangible assets R'000	Heritage assets R'000	Machinery and equipment R'000	Biological assets R'000	Total R′000
Opening balance	-	-	-	3 685	-	3 685
Prior period error		-	-	-	-	-
Additions	-	-	-	201	-	201
Disposals	-	-	-	-	-	-
TOTAL MINOR ASSETS	-	-	-	3 886	-	3 886

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
Number of R1 minor assets		-	-	-	-	-
Number of minor assets at cost	-	-	-	1 662	-	1 662
TOTAL NUMBER OF MINOR ASSETS		-	-	1 662	-	1 662

27. Intangible Capital Assets

MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2020

	Opening balance R'000	Value adjustments R'000	Additions R'000	Disposals R'000	Closing Balance R'000
SOFTWARE	578	-	-	-	578
TOTAL INTANGIBLE CAPITAL ASSETS	578	-	-	-	578

Movement for 2018/19

MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2019

	Opening balance R'000	Prior period error R'000	Additions R'000	Disposals R'000	Closing Balance R'000
SOFTWARE	63	-	515	-	578
TOTAL INTANGIBLE CAPITAL ASSETS	63	-	515	-	578

28. BROAD BASED BLACK ECONOMIC EMPOWERMENT PERFORMANCE

In terms of Section 13G (1) of the B-BBEE Act, 2003 (Act No. 53 of 2003), read with Regulation 12(1) and Regulation 12(2), all organs of state and public entities are required to report on their compliance and report to the B-BBEE Commissioner within 30 days of the audited Annual Financial Statements and Annual Report being approved.

The summary below outlines DWYPD level of compliance with this Act and regulations. The department appointed an independent B-BBEE verification agency to conduct and report on the level of compliance for 2019/20 financial year. The verification process considered four elements as prescribed by the B-BBEE scores namely, Management Control, Skills Development, Enterprise and Supplier Development and Socio-Economic Development.

The outcomes of the verification process highlighted general non-compliance to the B-BBEE Code of Good Practice. The Department scored lower in all the areas that were considered for verification. The department however remains concerned with the low scores attained especially in the area of Skills Development and Socio-Economic Development.

In light of the adverse outcomes of the verification and scores attained, a B-BBEE Improvement Plan will be developed and implemented with the aim of ensuring overall compliance with the regulations and code of good practice. This process will commence after the verification process is finalised with the B-BBEE verification agency.



ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS NATIONAL DEPARTMENT OF WOMEN | VOTE 13

for the year ended 31 March 2020

ANNEXURE 1A

STATEMENT OF TRANSFERS TO DEPARTMENTAL AGENCIES AND ACCOUNTS

		TRANSFER ALLOCATION	LLOCATION		TRAN	TRANSFER	2018/19
DEPARTMENTAL AGENCY/ ACCOUNT	Adjusted Appropriation	Roll Overs	Adjustments	Total Available	Actual Transfer	% of Available funds Transferred	Final Appropriation
	R'000	R'000	R'000	R'000	R'000	%	R'000
Commission for Gender Equality	85 177	•	•	85 177	85 177	100%	80 735
TOTAL	85 177	•	•	85 177	85 177		80 735

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS for the year ended 31 March 2020 NATIONAL DEPARTMENT OF WOMEN | VOTE 13

ANNEXURE 1B

STATEMENT OF TRANSFERS TO HOUSEHOLDS

		TRANSFER ALLOCATION	LLOCATION		EXPENDITURE	OITURE	2018/19
HOUSEHOLDS	Adjusted Appropriation	Roll Overs	Adjustments	Total Available	Actual Transfer	% of Available funds Transferred	Final Appropriation
	R'000	R'000	R'000	R'000	R'000	%	R'000
Transfers							
Severance package	928	•	•	928	928	100%	•
Leave Gratuity	186	•	793	626	616	100%	358
Claims against the State	٠	•	•	•	•		1 046
Donations & gifts	٠	•	19	19	09	%86	10
TOTAL	1 114	•	854	1 968	1 967		1 414
							1



EXURES TO THE ANNUAL FINANCIAL STATEMENTS NATIONAL DEPARTMENT OF WOMEN | VOTE 13

for the year ended 31 March 2020

ANNEXURE 1C

STATEMENT OF CONTINGENT LIABILITIES AS AT 31 MARCH 2020

NATURE OF LIABILITY	Opening Balance 1 April 2019	Liabilities incurred during the year	Liabilities paid/ cancelled/ reduced during the	Liabilities recoverable (Provide details hereunder)	Closing Balance 31 March 2020
Claims against the department					
Civil matter between Barloworld South Africa t/a Avis Luxury Cars and DOW	101	•	·	·	101
Disciplinary hearing judgement					
Arbitration against the department - Mxenge	1 471	•	1 471	•	•
Arbitration against the department - Mxenge	269	•	269	•	•
Arbitration against the department - Shiviti	1 368	•	1 368	•	•
Litigation against the department: Democratic Alliance application	•	20	20	•	•
Labour case against the department - Matshoba	•	20	20	•	•
Arbitration against the department - Ndlovu	•	20	20	•	•
TOTAL	3 209	150	3 258	•	101

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS for the year ended 31 March 2020 NATIONAL DEPARTMENT OF WOMEN | VOTE 13

ANNEXURE 2

CLAIMS RECOVERABLE

	Confirmed outsta	Confirmed balance outstanding	Unconfirmo outsta	Unconfirmed balance outstanding	Тo	Total	Cash in transit at year end 2019/20 *	at year end 20 *
GOVERNMENT ENTITY	31/03/2020	31/03/2020 31/03/2019	31/03/2020	31/03/2019	31/03/2020 31/03/2019 31/03/2020 31/03/2019	31/03/2019	Receipt date up to six (6) working days after year end	Amount
	R'000	R'000	R'000	R'000	R'000	R'000		R'000
Department								
National Department of Social Development	182	182	09	1	242	193	·	•
South African Police Services	•	-	191	191	191	191	-	•
Bidvest	•	•	10	10	10	10	-	•
MISA	•	-	22	-	22	-	-	•
TOTAL	182	182	283	212	465	394	•	1



INEXURES TO THE ANNUAL FINANCIAL STATEMEN

for the year ended 31 March 2020

ANNEXURE 3

INTER-GOVERNMENT PAYABLES

	Confirmed	Confirmed balance outstanding	Unconfirm outsta	Unconfirmed balance outstanding		Total	Cash in trans 2019	Cash in transit at year end 2019/20 *
GOVERNMENT ENTITY	31/03/2020	31/03/2020 31/03/2019	31/03/2020	31/03/2020 31/03/2019 31/03/2020 31/03/2019	31/03/2020	31/03/2019	Receipt date up to six (6) working days after year end	Amount
	R'000	R'000	R'000	R'000	R'000	R'000		R'000
DEPARTMENTS								
Current								
National Department of Public Works	•	1 712	•	•	,	1 712	,	•
Subtotal	•	1 712	•	•	•	1 712	•	•
Non-current								
National Department of Public Works	1 712	•	-	•	1 712	•		
Subtotal	1 712	•	•	•	1 712	•	•	ı
TOTAL	1 712	1 712	•	•	1 712	1 712	•	1

NATIONAL DEPARTMENT OF WOMEN | VOTE 13

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS for the year ended 31 March 2020

ANNEXURE 8A

INTER-ENTITY ADVANCES PAID (note 14)

	Unconfirm outsta	Jnconfirmed balance outstanding	Unconfirm outsta	Jnconfirmed balance outstanding	<u> </u>	TOTAL
FNIII	31/03/2019	31/03/2019 31/03/2020 31/03/2019 31/03/2020 31/03/2019 31/03/2020	31/03/2019	31/03/2020	31/03/2019	31/03/2020
	R'000	R'000	R'000	R'000	R'000	R'000
NATIONAL DEPARTMENTS						
National Department of International Relations and Cooperation	066	4 097	•	•	066	4 097
TOTAL	066	4 097	•	•	066	4 097

LEGISLATIONS OF THE DEPARTMENT ANNEXURE

The following legislations are relevant to the work of the department:

Legislation	Summary
Adoption Matters Amendment Act,1998 (Act 56 of 1998)	The Act balances the right of unmarried mothers and fathers and has built in protection for women.
Basic Conditions of Employment Act, 1997 (Act 75 of 1997)	The Act regulates conditions in the workplace such as hours of work and leave. It provides that an employee is entitled to at least four months maternity leave at any time from four weeks before the expected date of birth. The employee may not return to work for six weeks after the birth of the child unless she receives medical clearance. Paternity leave of three days is also provided.
	Protection is provided for the health of pregnant women. Employers are prohibited from requiring or permitting a pregnant or nursing employee from performing work that is hazardous to her health or that of her child. If pregnant workers cannot do their usual work because it is dangerous for them or their unborn child, employers must find other work for them to do. The Act requires the Minister to issue a Code of Good Practice on the Protection of Pregnant Employees during Pregnancy.
	These provisions fulfill the CEDAW obligation to provide special protection to women during pregnancy in types of work proved to be harmful to them. This improves job security for women, thus reducing the vulnerability to poverty and workplace violence such as sexual harassment.
Births and Deaths Registration Amendment Act, 1997 (Act 67 of 1997)	The Act broadened the definition of marriage under the Births and Deaths Act, to include a customary union concluded according to indigenous law or custom and a marriage solemnized or concluded according to the tenets of any religion.
	A further amendment introduced was in relation to the assumption of another surname on marriage in terms of which a woman can add her previous surname to her married name, or resume a surname which she bore previously, without seeking permission of the Director-General of the Department of Home Affairs .
Broad-based Black Economic Empowerment (Act 53 of 2003)	This Act deals with economic empowerment of black women and men and Persons with Disabilities. The Act gives priority to issues such as employment equity and equalizing opportunities through human resource development, preferential procurement and state asset restructuring.
Broadcasting Act , 1999 (Act of 1999)	Among others, the Act looks at the training needs of previously disadvantaged groups, including women, children and the disabled.
Child Abduction Act,1996, (Act 72 of 1996)	This Act provides for application in the Republic of the Hague Convention on the Civil Aspects of the International Child Abduction. Provision is also made for the application of the Convention on the designation of a Central Authority.

Legislation	Summary
Children's Act,1987 (Act 82 of 1987)	This Act amended the law pertaining to paternity, guardianship and the status of certain children. Provision is, among others, made for a presumption of paternity in respect of extramarital children and a presumption of paternity on refusal to submit to the taking of blood samples. The Act also provides for guardianship and custody of extramarital children by a subsequent marriage, the effects of artificial insemination and the safeguarding of dependent and minor children of voidable marriages.,
Choice on Termination of Pregnancy, 1996 (Act 92 of 1996)	This Act allows for the legal termination of pregnancy on request during the first 12 weeks of pregnancy and under certain defined circumstances, between 12 and 20 weeks.
Child Care Amendment Act, 1996 (Act 96 of 1996)	This Act provides for the protection and promotion of children's rights, including matters such as maintenance' adoption, places of safety and others. It prohibits child prostitution.
Commission on Gender Equality (CGE) Act 1996 (Act 39 of 1996)	The Act provide for establishment of an institution, as set out in the Chapter Nine of the Constitution that will promote and monitor gender equality. The mandate of the CGE is to educate the public, especially women, about their rights and to monitor government's implementation of the Bill of Rights as contained in the Constitution.
Constitution of the Republic of South Africa, 1996 (Act 108 of 1996)	Widely acclaimed as one of the world's most progressive constitutions, South Africa's Constitution asserts in its founding provisions that the democratic state is founded on the values of human dignity, the achievement of equality and advancement of human rights and freedom, non-racism and non-sexism. The Constitution contains several provisions that advance gender equality. Among these is the equality clause in the Bill of Rights.
Criminal Procedure Act, 1997 (Act 85 of 1997)	This Act further amended the provisions relating to bail to ensure that persons who are accused of having committed serious offences are not released on bail. These offences often involve women and children as victims. The Act commenced on 1 August 1998.
Criminal Procedure Amendment Act ,1995 (Act 75 of 1995)	This Act brought about numerous and comprehensive changes to the Criminal Procedure Act, 1977, relating to bail. The Bill of Rights contained in the interim constitution gave every accused person the right to be released on bail unless the court found that it was in the interest of justice that the accused person be kept in custody. These amendments set out comprehensive guidelines for the courts to take into consideration when deciding whether it is in the interests of justice that the accused person be kept in custody, and these guidelines also have a bearing on violence against women.
	Some of these guidelines, for instance, include the following:
	Where there is a likelihood that the accused person, if he or she were released on bail, will endanger the safety of the public or any particular person or will commit an offence referred to in schedule 1 to the Criminal Procedure Act, 1977. (Schedule 1 offences include murder, culpable homicide, rape, indecent assault, kidnapping, child stealing, assault when a dangerous wound is inflicted and malicious injury to property).
	• Where there is a likelihood that the accused person, where he/she to be released on bail, will attempt to influence or intimidate the witnesses.
	Any threats of violence, which the accused person may have made to anyone.

Legislation	Summary
	Any resentment of the accused person is alleged to harbour against any person.
	Any disposition to violence on the part of the accused person.
	The prevalence of a particular type of offence
	Any evidence that the accuse person previously committed an offence referred to in the above Schedule 1 while out on bail.
	The nature and gravity of the charge on which the accused person is tried.
	The fact that the accused is familiar with the identity of witnesses and with the evidence which they may give.
	The relationship of the accused person with the various witnesses and the extent to which they could be influenced or intimidated.
Divorce Courts Amendment Act, 1997 (Act 65 of 1997)	This Acts opened the then Black Divorce Courts to all races, giving women access to less costly divorce proceedings and making it easier for many women to walk out of an abusive marriage, and with the right to custody where it is in the best interest of the children
Domestic Violence Act, 1998 (Act 116 of 1998)	This Act sought to strengthen protection against domestic violence by improving on matters that were initially covered in the Prevention of Family Violence Act, 1993. The new provision includes broadening the domestic relationships and the forms of violence that covered. With regard to the form of violence, this includes the emotional, economic, threatened violence and stalking. The main strength of the new law lies in protection orders against perpetrators and the possibility of imprisonment of the recidivist offenders. Through this Act women are afforded greater protection against actual or threatened physical violence, sexual, emotional, verbal, psychological and economic abuse as well as intimidation, harassment, stalking, damage to or destruction of property, or entry into their home without consent.
Employment of Educators Act,1998 (Act 53 of 1998), (amended in 2000)	Section 17 of this Act makes sexual harassment a form of serious misconduct. This Act has far reaching consequences for women. It gives practical effect to the right to substantive equality enshrined in the Constitution. It not only prohibits unfair discrimination, but sets out positive steps that employers must take to ensure women's equality in the workplace.
Employment Equity Act, 1998 (Act 55 of 1998)	This Act seeks to provide for employment equity and for matters incidental thereto. The Chapter on Unfair Discrimination provides that no person may discriminate against an employee on, among others, the grounds of sex, gender, family responsibility, and pregnancy and HIV status. The Act prohibits testing of an employee's HIV status unless permission is granted by the Labour Court. A significant proportion of the citizen's infected and affected by HIV are women.
	The definition of family responsibility includes same sex partnerships and partnerships outside of marriage, the definition of pregnancy includes circumstances relating to termination of pregnancy and intended pregnancy.
	The Chapter on Affirmative Action expressly includes women as a designated group in respect of whom positive steps must be taken to ensure their equitable representation in the workforce and eradication of all barriers to equal participation and advancement in the workplace.

Legislation	Summary
	The Act explicitly provides that harassment, including sexual harassment, is a form of unfair discrimination. This is the first time in our law that there is a direct, legislated remedy for sexual harassment. A code on sexual harassment has been developed by the National Economic Development and Labour Council as part of the Labour Relations Act 1995.
	The Act recognizes that black women face compounded disadvantage due to intersection of race, class and gender. Compliance with the Act will be assessed with reference to the extent to which people from and among the designated groups are equitably represented in the workforce and the elimination of discriminatory practices.
Extension of Security Tenure Act, 1997 (Act 62 of 1997)	This Act ensures that women and children have independent rights as occupiers on farms owned by another person. This ensures that women are protected against arbitrary and unfair termination of their right to reside on the land by the owner or person in charge of the land.
Film and Publication Act,1996 (Act 65 of 1996)	The Act provide for the establishment of the Film and Publications Review Board. The object of the Act is to regulate the distribution of certain publications and the exhibition and distribution of certain films by means of classifications and age restrictions
	The distribution of films and publications that contains visual presentations of the explicit violent sexual conduct or explicit sexual conduct which degrades a person and which constitutes incitement to cause harm is prohibited. The prohibition does not apply in respect of a bona fide scientific, documentary, literary or artistic publication. It is also an offence to distribute publications or films which advocate hatred that is based on race, gender, ethnicity or religion and which constitutes incitement to cause harm.
Guardianship Act , 1993 (Act 192 of 1993)	This Act made further provision for the guardianship of minor children and provides, among others, that a woman is a guardian to her minor children born out of her marriage unless the High Court, as upper guardian, directs otherwise.
Home Loan and Mortgage Disclosure, 2000 (Act 63 of 2000)	This Act aims to encourage banks and financial institutions to grant home loans to all its clients. Section 5 of the Act provides that the Office of Disclosures, established in terms of section 4, is responsible for assisting identifying possible discriminatory lending patterns and to assist statutory regulatory bodies in enforcing compliance with anti-discriminatory legislation. Some financial institution discriminates against women as they demand that the consent of the spouse must be obtained when married women apply for a home loan. ,.
Housing Act, 1997 (Act 107 of 1997) (as amended)	This Act obliges national, provincial and local governments to promote measures that prohibit unfair discrimination on the grounds of gender by all role-players in the housing development sphere.
Immigration Act, 2002 (Act 13 of 2002)	This Act aims to regulate the admission of foreigners to their residence in, and their departure from the Republic and matters connected therewith.
Independent Broadcasting Authority Act 1993(Act 13 of 1993), as amended by Broadcasting Act , 1999 (Act 4 of 1999)	This Act contains a specific code which address gender concern in that the identity of rape victims and other victims of sexual violence may not be revealed without the proper consent of the person concerned
Intestate Succession Act, 1987 (Act 81 of 1987	This Act regulates intestate succession.

Legislation	Summary
Labour Relations Act, 1995 (Act 66 of 1995)	This Act aims to support labour peace, democracy and the worker participation in decision—making in the workplace. It applies to all employers, workers (including domestic workers), trade unions and employers' organizations except the excluded sectors due to security reasons.
Land Bank Amendment Act,1998 (Act 21 of 1998)	This Act gives women access to financial assistance from the Land Bank.
Land Reform Act,1996 (Act 3 of 1996)	This Act was passed to protect farm workers and labour tenants from arbitrary evictions.
Legal Aid Amendment Act, 1996 (Act 20 of 1996)	This Act enables the Legal Aid Board to provide legal representation at state expense for accused persons in deserving cases. The Act has been reviewed to ensure that any gender bias in the operation of legal aid, whether direct or indirect, is eliminated. The Legal Aid Board has expanded on the past focus on criminal cases to include civil matters and by identifying new ways of reaching vulnerable groups. The Board has established 60 new justice centers.
Local Government Municipal Systems, 2000 (Act 32 of 2000)	This Act ensures the development of a culture that promotes participatory governance and creates enabling conditions to achieve this. Municipalities are required to take into account the circumstances of Women, People with Disabilities, and Youth in development planning.
Local Government Municipality Structures, 1998 (Act 117 of 1998)	This Act makes provision for the equal representation of women and men on political party lists and ward committees.
Maintenance Act,1998 (Act 99 of 1998)	This allows the court to order an employer to deduct maintenance from the salary of the father. It allows the court to appoint maintenance officers who can trace the whereabouts of the father, serve documents and to gather information on the financial position of both parties.
Mediation in Certain Divorce Matters ,1987	This Act provides for the appointment, powers and functions of family advocates. The principal function of family advocate relates to mediation in certain divorce proceedings, and in certain application arising from such proceedings, in which minor or dependent children are involved' in order to safe guard the interests of the children.
Medical Schemes Act, 1998 (Act 131 of 1998)	This Act ensures that cost escalation is properly managed and controlled and that schemes do not discriminate against the elderly and sick through risk rating. The Act also provides for the establishment of the Council for Medical Schemes.
Medical Schemes Act, 1998 (Act 131 of 1998)	This Act supervises and regulates medical schemes. No medical scheme will be registered if it unfairly discriminates against any person because of race, gender, marital status, ethnic or social origin, sexual orientation, disability and state of health.
Minerals and Petroleum Resources Development Act, 2002 (Act 13 of 2002)	This Act entrenches the right of women to participate in and own mines. It also seeks to expand the opportunities for black persons, including women, as a historically disadvantaged group, to enter the minerals and petroleum industries and to benefit from the exploitation of mineral resources.
National Development Agency Act,1998 (Act 108 of 1998)	The main aim of this Act is to contribute towards the eradication of poverty and its causes by providing funds to civil-society organisations to carry out the project to meet the development needs of the poor communities with a focus on vulnerable groups such as women.

Legislation	Summary
National Education Policy,1996 (Act 27 of 1996)	The Act provides for the determination on national policy of education. The Minister determines national policy which is directed towards objectives such as the right of every person to be protected against the unfair discrimination within or an education department or educational institutional and the right of every person to basic education, as well as redressing past inequality in educational provisions, including the promotion of gender equality and the advancement of the status of women.
National Empowerment Fund Act, 1998 (Act 105 of 1998)	This Act establishes a trust for the promotion and facilitation of ownership of the income-generating assets by historically disadvantaged persons which include women who were unfairly discriminated against on the basis of their gender and race.
National Environmental Management Act,1998 (Act 107 of 1998)	This Act provides that participation of all interested and affected parties in environmental governance must be promoted and all people must have the opportunity to develop the understanding, skill and capacity necessary for achieving equitable and effective participation, and the participation by vulnerable and disadvantaged person. It further states the vital role of women and the youth in environmental management and development must be recognised and that their participation must be promoted.
National Health Act, 2003 (Act 61 of 2003)	This Act regulates national health and provides uniformity in respect of health services across the nation by protecting, respecting, promoting and fulfilling the rights of the people of South Africa to the progressive realization of their constitutional rights to access to health, including vulnerable groups such as women, older persons and people with disabilities.
National Small Business Act, 1996 (Act 102 of 1996), National Small Business Amendment Act, 2003 (Act 26 of 2003) amended in 2004 (Act 29 of 2004)	This Act seeks to improve the definition of a small business, bringing relief to many women-owned small and medium enterprises. This Act mandates institutions to support small businesses.
National Sport and Recreation Act, 1998(Act 110 of 1998)	This Act ensure that no membership of the Sport Commission will be granted to a sport or recreation federation that permits or tolerates discrimination based on, among others, gender.
National Water Act,1998 (Act 36 of 1998)	This Act seeks to ensure that the nation's water resources are protected, used, developed, conserved, managed and controlled in ways which take into account, amongst others redressing the result of a past racial and gender discrimination and facilitating socio-economic development.
Natural Fathers Born out of Wedlock Act 1997 (Act 86 of 1997)	A father of a child born out of wedlock does not have automatic rights to custody or guardianship or access to his children. The Act provides that such a father can apply to the High Court for an order granting him one or all of these rights if it is in the best interest of the child.
Preferential Procurement Policy Framework Act, 2000 (Act 5 of 2000)	This Act ensures that government implements a procurement policy that provides for women owned enterprises to be prioritised in awarding government business.
Preferential Procurement Policy Framework Act, 2003 (Act 63 of 2003)	This Act provides a framework for procurement reform which includes preferential procurement measures in favour of women, black people and persons with disabilities.
Prevention of Illegal Evictions from and the Unlawful Occupation of Land Act, 1998 (Act 19 of 1998)	This Act aims to prohibit unlawful evictions and provide for procedures for the eviction of unlawful occupiers as required by the Constitution.

Legislation	Summary
	There are many provisions of the Act which protect women. The factors that the court takes into account in deciding whether to grant the application include, for example, the relationship between the applicant and the natural mother and, in particular, whether either party has a history of violence against or abusing each other or the child and the degree of commitment that the applicant has shown towards the child, including contributing to the maintenance of the child.
	The preamble to the Act expressly notes that special consideration should be given to the rights of certain vulnerable groups of people, including female-headed households. The preamble further recognizes that the needs of such vulnerable groups should be considered in the realization of the rights of access to adequate housing.
	Section 4(6) and 4(7) of the Act provide that a court may grant an order for eviction if it is of the opinion that it is just and equitable to do so, after considering all the relevant circumstances, including the rights and needs of the elderly, children, disabled persons and households headed by women.
Prevention of Organised Crime Act, 1998 (Act 121 of 1998)	This Act is intended to introduce measures to combat organized crime, money laundering and criminal gang activities. It prohibits certain activities relating to racketeering, that is the planned, ongoing, continuous or repeated participation or involvement in certain offences. It prohibits money laundering and criminalizes certain activities associated with gangs and it provides for the recovery of the proceeds of unlawful activities as well as for the forfeiture of criminal assets that have been used to commit an offence or assets that are the proceeds of unlawful activities. Offences to which numerous provisions of this Act apply include murder, rape, kidnapping, assault with intent to do grievous bodily harm, indecent assault, child-stealing, malicious injury to property and a contravention of section 20 (1) of the Sexual Offences Act, 1957.
Promotion of Access to Information Act, 2000 (Act 2 of 2000)	This Act promotes transparency, accountability and effective governance of all public and private bodies. Among others, it promotes a right to access to information.
Promotion of Administrative Justice Act, 2000 (Act 3 of 2000)	The Act ensures the right to a fair administrative justice system and provides for a right to written reasons to those adversely affected by the decisions of public and private bodies.
Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 (Act 4 of 2000)	The objectives of the Act include the prevention and prohibition of unfair discrimination, redress for discrimination suffered, the promotion of equality and progressive eradication of discrimination.
	 Chapter 2, section 6 -12 Deals with prevention and general prohibition of unfair discrimination.
	 Deals with prevention and general prohibition of unfair discrimination. Deals with the prohibition of unfair discrimination on the basis of race, gender and disability Further prohibits hate speech, harassment and dissemination and publication of unfair discrimination.
	 Chapter 5 Section 24 – 29: Deals with general responsibility to promote equality Duty of state to promote equality

Legislation	Summary				
	Special measures to promote equality with respect to race, gender and disability				
	Also provides an illustrative list of unfair practice in certain sectors.				
Public Funding of Represented Political Parties Act, 1997 (103 of 1997)	The Act and its regulations do not provide for allocations to take into account the representation of women as a factor in determining funding allocation Besides giving effect to the Constitutional Court's judgment in respect of death penalty, this Act provides for the imposition of minimum sentence respect of certain serious offences, for example murder and rape. The sentences are more severe in certain circumstances, for instance:				
Criminal Law Amendment Act, 1997 (Act 105 of 1997)	 When the death of a woman was caused by a person in committing rape or attempting to commit rape Where the rape victim was raped more than once 				
	Where the rapist has previous convictions for rape				
\	Where the victim is under 16 years old.				
\	Where grievous bodily harm is inflicted.				
Public Service Amendment Act, 1999 (Act 5 of 1999)	This Act governs the employment and recruitment of persons in the Public Service.				
Recognition of Customary Marriages Act (RMCA), 1998 (Act 120 of 1998)	This Act abolished the minority status of women married under customary law and the marital power of husbands as guardians. It also gives women the right to custody of their children if it is in the best interest of the children. The purpose of this Act is to recognise and provide legal validity to all customary marriages that were valid according to customary law and existing as at 15 November 2000, and to recognise customary marriages entered into 15 November 2000.				
	Prior to the promulgation of the Recognition of Customary Marriages Act, 1998, customary marriages were not fully recognised in civil law as valid legal marriages under South African law, due to their polygamous nature.				
	Requirements for a Valid Customary Marriage under the Act are:				
	Age (The parties to the marriage must be above 18 years. Where either spouse is under the age of 18 years, parental consent is required).				
	Both parties to the marriage must consent.				
	The marriage must be negotiated and entered into or celebrated in accordance with customary law.				
	This requirement is stated broadly to accommodate the different systems of customary law, including those in which bride wealth is not a necessary or essential requirement for marriage.				
	Bride wealth (Lobola) is not a requirement				
	Proprietary consequences of customary marriages:				
	The proprietary consequence of a customary marriage that was in existence prior to coming into effect of the Act is that those marriages are governed by customary law unless the parties want to change their marriage regime they can apply to register their marriages and sign a contract that will govern their matrimonial property. The proprietary consequences of a polygamous marriage is out of community of property, whether the marriage was entered into prior or after the RCMA.				



Legislation Summary

According to Section 7 (2) of the Act, as a customary marriage entered into after the commencement of this Act, in which a spouse is not a partner in any other existing customary marriage, will be in community of property and of profit and loss between the spouses, unless the parties agree to follow another matrimonial property regime. The Act introduces an automatic community of property marital regime in a case of a de facto monogamous 'new marriage'

Section 7 (6) of the Act provides that a husband who is already in a customary marriage, who wishes to enter into a further customary marriage with another woman, after the Commencement of this Act, must make an application to court to approve a written contract, which will regulate the future matrimonial property system of his marriage.

A further customary marriage cannot be registered if the written contract which will regulate the future matrimonial property system of this marriage, together with the Court Order, to prove such contract is not attached

Where the court of the opinion that the interest of any of the parties involved in the customary marriage will not be sufficiently safeguarded by means of the proposed contract, the court may refuse to grant the application to enter into a second marriage.

Another important provision of the Act is the requirement that parties have to register their customary marriages in order to have prima facie proof of the existence of the marriage. However, non–registration does not invalidate the marriage.

Women's legal status:

The Act gives equal status and capacity to spouses. In terms of Section 6 of the Act, the wife in a customary marriage is a major and equal to her spouse. The wife has full legal capacity, which includes capacity to acquire, administer and dispose of property proprietary capacity together with locus standi*. Women no longer require assistance to bring legal actions. The women now have the right to enter into transactions and contract on their own behalf.

Divorce:

Section 8 of the Act contains the provisions regarding dissolution of customary marriages which are in line with civil law, thus requiring irretrievable breakdown as ground for requesting a decree of divorce. It is only a court of law (the High Court, Family Court or Divorce Court) that can grant the decree of a divorce. The court will determine the consequences of the breakdown of marriage. Either of the spouses has locus standi* to institute divorce proceedings.

Guardianship and custody:

Section 8(4) provides that the Court will at the time of deciding the divorce also decide on the issues of guardianship and custody. The determining factor for awarding custody is the best interest of the child or children. * the right or capacity to bring an action or to appear in a court

Legislation	Summary				
	Prior to the Act, lobola was the determining factor. The children belonged to the family that paid the lobola, and that is the husband's family. The Act has modified this rule; therefore, the court can award custody to the mother when it is in the best interest of the child to do so.				
Rental Housing Act, 1999 (Act 50 of 1999)	This Act ensures that more houses are provided for rental purposes and to regulate the behaviour of unscrupulous landlords so that tenants don't pay exorbitant rents.				
Restitution of Land Rights Act, 1994(Act 22 of 1994)	The aim of this Act is to promote equity for the victims dispossessed for their land by the apartheid state, particularly the landless and the rural poor by restoring to them their land.				
Skill Development Act, 1998 (Act 97 of 1998)	This Act provide for the establishment of a National Training Fund as well as relevant training authorities and boards. Two learning programmes are provided for; learn ship and skills programmes.				
	While the Act does not have any provisions which specifically address the training needs of women, the Skill Development Strategy, a framework of implementing the Act, sets out specific targets for women, black people and white people with disabilities. The Department must ensure that, in its implementation, it gives effects to the provision of the Beijing Platform for Action (BPfA)				
	The BPfA provides that the governments must ensure equal access for women to equal job training, retraining, counseling, placement services that are not limited to traditional employment areas.				
South African Citizenship Act, 1995 (Act 88 of 1995)	Citizenship may not be lost or gained due to marriage ,given effect under the obligations under the Convention on the Elimination of all Forms of Activism Against Women (CEDAW)				
South African Qualification Authority Act, 1995 (Act 58 of 1995)	This Act established the National Qualification Framework and provides for the parameters for accessing and recognising prior learning in the workplace to strengthen the role of vocational training and continuing education for the workplace.				
South African School Act,1996(Act 84 of 1996)	This Act aims to provide for a uniform system for the organisation, governance and funding of the schools and to promote universal access to schools. The Act stipulates that schooling is compulsory for all learners aged seven to fifteen year of age.				
South African Sports Commission Acct,1998(Act 109 of 1998)	It includes the provision to assist, facilitate and develop programmes relating to women in sport, promoting equal opportunities and to achieve non-discrimination in sport.				
Sterilization Act, 1998 (Act 44 of 1998)	The Act provides for sterilization in certain circumstances. A person may not be sterilized without her or his consent.				
Telecommunications Act, 1996 (Act 103 0f 1996)	Among others, the aim of the Act is to promote the empowerment and advancement of women in the telecommunications industry.				
The Electoral Act, 1998 (Act 73 of 1998)	This Act has a section that every registered party and candidates must respect the rights of women to communicate freely with parties and candidates; facilitate the full and equal participation of women in political activities; ensure free access of women to all public political meetings; marches; demonstrations, rallies; and other public political events; and take all responsible steps to ensure that women are free to engage in any political activities.				

Legislation	Summary
The Medicine and Related Substance Control Amendment Act, 1997 (Act 90 of 1997)	This Act aims to ensure access to health and medicines that are affordable to all.
The Refugees Act, 1998 (Act 130 of 1998)	This Act aims to give effect to relevant international instruments, principles and standards relating to refugees.
The Social Assistance Act, 2004 (Act 13 of 2004)	The Act provides for the rights of access to appropriate social assistance to those who are unable to support themselves and their dependents.
The South African Social Security Agency Act, 2004 (Act 9 of 2004)	This Act provide for the establishment of the South African Social Security Agency which is responsible for the administration and payments of social grants. This is to ensure that grants are benefiting the poor and the vulnerable.
Tobacco Products Control Act, 1993 (Act 83 of 1993), Tobacco Products Control Amendment Act 1999 (Act 12 of 1990)	This Act provides for the effective management of tobacco use.
Traditional Leadership and Governance Framework Act, 2003 (Act 41 of 2003)	This Act stipulates that at least 30% of members of the National House of traditional Leaders be women. This Act also requires that the number of women be representative of the traditional leaders within a district or municipality.
Water Service Act, 1997 (Act 108 of 1997)	This Act provides that every water-service institution must take measures to realise the rights of access to basic water supply and sanitation. It emphasizes the provision of free water services to the poor of which the majority are women.
Welfare Laws Amendment Act, 1997 (Act 106 of 1997)	Together with its regulations, this Act governs social security grants.
Witness Protection Act, 1998 (Act 112 of 1998)	This Act provides for better protection of witnesses through witness protection programmes. Offences to which this Act applies include murder, rape, kidnapping and indecent assault.
Protection from Harassment Act, 2011 (Act 17 of 2011)	The Protection from Harassment Act affords the victims of harassment an effective remedy against harassment. If you are a victim of harassment, you may approach the magistrates' courts in terms of this Act to obtain a protection order against any person who is harassing you. A person who breaches a protection order may be criminally charged and, if found guilty, held liable to a fine or imprisonment.
Prevention and Combating of Trafficking in Persons, 2013 (Act 7 of 2013)	The Bill is to give effect to the United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons , especially women and children, supplementing the United Nations Conversion against Transnational Organised Crime, 2000

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RP251/2020 ISBN: 978-0-621-48585-1

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