

Government's progress towards the economic empowerment and the promotion of the rights of women, youth and persons with disabilities, 2019-2022



women, youth &
persons with disabilities

Department:
Women, Youth and Persons with Disabilities
REPUBLIC OF SOUTH AFRICA





FOREWORD

I am pleased to release this Monitoring Report developed by the Department of Women, Youth and Persons with Disabilities in the 2021/22 financial year. This report was approved by Cabinet on 25 May 2022.

The report provides the progress made on the economic empowerment of women, youth and persons with disabilities in the country and covers the **period 2019-2022**. It is based on Government's Medium-Term Strategic Framework (MTSF) 2019 - 2024 in particular on Priority 2: Economic Transformation and Job Creation. The decision to choose MTSF Priority 2 indicators, is aligned to the country's priority on the Economic Reconstruction and Recovery Plan (ERRP) following the adverse impact of the COVID-19 pandemic on the country's socio-economic outcomes and particularly on the vulnerable sectors of society.

Thus the report looks at the three thematic areas pertaining to women, youth and disability:

- (i) Equity and representation;
- (ii) Employment and;
- (iii) Ownership and participation.

Although improvements have been noted in some areas, these will be better expressed synergistically when the priorities of gender, youth and disability are fully institutionalised and mainstreamed across the State.

Overall the progress and improvements made on economic empowerment of women, youth and persons with disabilities show that transformation in government is moving in the right direction. However, it is concerning that after 28 years of democracy, the empowerment and development of women, youth and persons with disabilities remains at undesired levels. Full and effective commitment by all is critical if we are to realise socio-economic transformation of these three targeted groups of the population.

The challenge in undertaking such a report is heightened by the poor response rate by departments to questions and information needed and further exacerbated by the unavailability of disaggregated data pertaining to gender, age and disability across programmes and interventions implemented by Government.



To this end, Cabinet has recommended that there must be improved implementation of laws and policies that promote equality and equity, and that all government departments and state-owned entities should include priorities of gender, youth and disability in their plans - which can be measured against set targets and indicators.

This would then generate the information disaggregated by gender, age and disability necessary for improved reporting on the progress being made on the rights, empowerment and advanced for women, youth and persons and disabilities; as well as towards achieving gender equality. The accountability on these critical issues remains that of the Political and Administrative Heads of National and Provincial Departments as well as Local Level Structures. I am therefore of the firm conviction that we can show improved outcomes for women, youth and persons with disabilities through our concerted efforts and accountability for socio-economic transformation and sustainable development. I call on you to engage fully with this report so we can collectively strive to narrow and ultimately close the gaps that exist in the full development and enjoyment of rights by women, youth and persons with disabilities.

It would be remiss of me if I do not acknowledge the leadership provided by the Director-General, Advocate Mikateko Joyce Maluleke, as well as the hard work put in by the officials of the department, in producing this report. I look forward with fervour to the next monitoring report! I Thank You.

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

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ACRONOMYS

AGDI	African Gender Development Index
AU	African Union
B-BBEE	Broad-based Black Economic Empowerment
BDPfA	Beijing Declaration and Platform for Action
CASP	Comprehensive Agriculture Support Programme
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CEE	Commission for Employment Equity
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CGIF	Country Gender Indicator Framework
CHW	Community Health Work
CSD	Central Supplier Database
DBE	Department of Basic Education
DDM	District Development Model
DEL	Department of Employment and Labour
DG	Director-General
DMRE	Department of Mineral Resources and Energy
DPE	Department of Public Enterprise
DPME	Department of Planning Monitoring & Evaluation
DPWI	Department of Public Works and Infrastructure
DSAC	Department of Sports Arts and Culture
DSI	Department of Science and Innovation
DWYPD	Department of Women Youth & Persons with Disabilities
EAP	Economically Active Population
EEA	Employment Equity Act
EPWP	Expanded Public Works Programme
eQPRS	Electronic Quarterly Performance Reporting System

ERRP	Economic Reconstruction and Recovery Plan
GRPBMEAF	Gender Responsive Planning Budgeting Monitoring Evaluation and Auditing Framework
GTIP	Green Tourism Incentive Programme
IeC	Integrated Energy Centre
IMC	Inter-Ministerial Committee
JSE	Johannesburg Stock Exchange
KZN	KwaZulu-Natal
MFI	Microfinance Institution
MINTEK	Mining Technology
MTSF	Medium Term Strategic Framework
NDP	National Development Plan
NEET	Not in Employment, Education or Training
NRF	National Research Foundation
NT	National Treasury
OCPO	Office of Chief Procurement Officer
PHC	Primary Health Care
PPFA	Preferential Procurement Policy Framework Act
PPR	Preferential Procurement Regulation
RDG	Research Development Grant
SARS	South African Revenue Services
SDG	Sustainable Development Goals
SDGEA	Solemn Declaration for Gender Equality in Africa
SMMEs	Small, Medium and Micro Enterprise
SOE	State Owned Entities
STATS SA	Statistics South Africa
TREP	Township and Rural Entrepreneurship Programme
TTF	Tourism Transformation Fund
WiE	Women in Energy
WYPD	Women Youth and Persons with Disabilities



EXECUTIVE SUMMARY

This is the Monitoring Report developed by the Department of Women, Youth and Persons with Disabilities (DWYPD) that provides progress toward Women's Empowerment and Gender Equality (WEGE), youth development and promotion of the rights of Persons with Disabilities.

The report focuses on the 2019-2024 Medium Term Strategic Framework Priority 2: Economic transformation and job creation indicators, as aligned to the Country Gender Indicator Framework (CGIF) which includes indicators from global and international instruments that South Africa is a party to.

The purpose of the monitoring report is to provide progress made by Government regarding the implementation of the Women, Youth and Persons with Disabilities (WYPD) policy priorities outlined in the MTSF: 2019-2024, in particular indicators identified in Priority 2. The progress reported against these indicators enabled the analysis of the implementation by departments in informing their planning and interventions for the empowerment of WYPD. It also enabled the identification of challenges, especially in terms of implementation. The report draws conclusions on the lessons learnt and provides recommendations for further development.

The data used in the development of the report has been sourced from the national and provincial departments; published reports by reputable institutions, such as Statistics South Africa (STATS SA); departmental annual reports and quarterly performance reports from the Department of Planning, Monitoring and Evaluation Electronic Quarterly Performance Reporting System (EQPRS system) as well as DWYPD produced reports.

The indicators from 2019-2024 MTSF Priority 2 used in compiling the report were classified into three themes for ease of analysis of the findings, namely (i) Promotion of equity, (ii) Employment and unemployment and (iii) Ownership and participation.

Promotion of equity

The findings in the report revealed that implementation of the 40% preferential procurement spend on women-owned businesses only account for 15.77% in 2020 and 12.77% in 2021 for black-owned women businesses, as per data provided by National

Treasury. The most spend is allocated to the unspecified category which includes bi-contracts such as Microsoft, Telkom and Vodacom amongst others. The highest commodities where black-owned women spending was allocated is in construction at 29% followed by 18% in accommodation and food service activities. The Broad Based Black Economic Empowerment (B-BBEE) transactions for 2020-2021 are set to have benefited women-owned businesses to the amount of R38, 40 billion representing 19.73%, youth-owned an amount of R19,87 billion representing 10.21% and disability-owned an amount of R1,01 billion representing 0.52%.

The Small Medium and Micro Enterprises (SMMEs) approved for funding under the SMME Debt Relief Fund have benefited 33% women-owned and 21% youth-owned enterprises. The Grassroots Innovation Programme supported 110 Innovator youth business start-ups, of which 29% are women innovators. The Women in Energy (WiE) Programme promotes access to information and supports women to participate in workshops and business summits for women-owned businesses.

Employment and unemployment of WYPD

The Labour Force Survey 2nd Quarter 2021 indicated that the South African labour market is more favourable to men, as men are likely to get paid for work, while women participate in unpaid care work. Even though women represents more than 50% of the population, only 44.6% of women participate in employment, while the unemployment rate among women is at 36.8%. The high number of youth Not in Employment, Education and Training (NEET) are females. This has been persistent in data from the Labour Force quarterly surveys in 2020 and 2021. Operation Phakisa and Community Health Workers (CHW) programmes created a number of job opportunities, however, data is not disaggregated by age, gender and disabilities. Jobs created by Expanded Public Works Programme (EPWP) clearly indicated that the programmes are targeted at over 50% vulnerable persons which include WYPD.

The representation of women in politics reached the 50% target in Cabinet, while in both parliament and provincial legislature it is 46%. The representation of women in the public service exceeds that of men and has been consistent since the 2018-2019 financial year, however it does not translate into a decision making position. In the public service, there are 27.42% of women at the Accounting Officer level, 0.5% of persons with disabilities at top management and 20.7% of directors in the Johannesburg Stock Exchange (JSE) listed companies in the private sector. Women at Magistrate level exceeds the 50% target with 806 out of 1604 Magistrates being women. This includes 50/50 representation at the highest position of Senior Magistrates and Regional Court President.

Ownership and participation

Includes data received on hectares of land acquired and allocated by Government however, this data is not disaggregated. Access to land for WYPD is crucial, not only for economic use, but to address the past social and cultural norms that prohibit women from inheriting land and land ownership. Small Enterprise Finance Agency (Sefa) disbursed loans of R1.3 billion that supported SMMEs owned by women at 22.8% and youth at 10.8%. The Township and Rural Entrepreneurship Programme (TREP) supported SMMEs and cooperatives to the value of R25 million however, there is no disaggregation of data on ownership of these SMMEs.

The challenges identified includes a lack of commitment to the implementation of the laws and policies that are in place for the promotion of equity through responsive planning, budgeting and implementation to generate disaggregated data. Unclear mechanisms to implement the 40% preferential procurement targeted at women-owned enterprises. The lack of gender, youth and disability disaggregated data persists. Many programmes implemented, such as Operation Phakisa, the CHW Programme, digital hubs, land redistribution and restitution are not providing disaggregated data. The participation of women in a senior management position in the public service and private sector is far from the 50% target.

It is **recommended** that the short, medium and long term planning of the departments should set WYPD targets to ensure disaggregation of data, particularly a people-centred indicator to be implemented. The departments should implement the 40% procurement targeted at women-owned enterprises. Measures should be put in place to increase the participation of women in executive positions, both in the public and private sector. Interdepartmental coordination of the WYPD priorities should be enforced within the department to minimise the burden on the focal points. There is a need to understand the cross-cutting nature of WYPD by all programme managers and the institutionalisation of WYPD by Government with a commitment that will result in a comprehensive and integrated approach to WYPD implementation to foster more positive outcomes for WYPD.



1. INTRODUCTION AND BACKGROUND

South Africa has recently experienced a decline in economic activities due to the COVID-19 pandemic since 2020. This led to unprecedented disruptions to all spheres of life and brought about uncertainty and apprehension globally. The unprecedented global health crisis is affecting all spheres of society and changing lives and livelihoods.

The global economy is in recession and has seen the Gross Domestic Product of several countries decline. Unemployment, globally and in South Africa in particular, is the highest it has been in ten years and continues to soar (Plecher, 2020).

More than a year after the COVID-19 pandemic broke out, the social and economic fallout are retaining a long-term impact on gender equality, and threatening the progress made and potentially pushing an additional 47 million women and girls below the poverty line worldwide. The COVID-19 pandemic and related restrictions resulted in further economic contraction and the slowing down of economic growth. This has resulted in the closing down of businesses, job losses and a decline in household incomes. This has exacerbated unemployment, inequality, poverty and hunger, which affects particularly the vulnerable in our society.

In response to these challenges, the Presidency led an economic reconstruction and recovery process through the Economic Reconstruction and Recovery Plan (ERRP). The ERRP is designed to drive inclusive and transformative growth. The plan seeks to build a South African economy that improves the lives of all the citizens; an economy that creates jobs and provide equitable distribution of income.

The ERRP is directed at all South Africans to work together to build a new economy with the following objectives:

- To create jobs, primarily through aggressive infrastructure investment and mass employment programmes;
- To reindustrialise our economy, focusing on growing small businesses;
- To accelerate economic reforms to unlock investment and growth;
- To fight crime and corruption;
- To improve the capability of the state.

This monitoring report developed by the Department of Women, Youth and Persons with Disabilities assesses the progress made towards the implementation of the ERRP and other instruments at national, regional and global levels. It shows the extent to which Government's commitments to gender equality, women's empowerment, youth development and disability rights realisation, has translated into real and measurable gains across all sectors of society, as well as the degree to which these efforts have been supported by the government.

The monitoring report focuses on the indicators as defined in the Country Gender Indicators Framework (CGIF) in line with the MTSF 2019-2024, in particular **Priority 2: Economic Transformation and Job Creation**; as well as indicators from instruments at regional and global level include: the African Union Solemn Declaration for Gender Equality in Africa (SDGEA); the African Gender and Development Index (AGDI); the Southern African Development Community Protocol on Gender and Development; the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa; the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW); the Beijing Declaration and Platform for Action (BPfA) and the UN Sustainable Development Goals (SDG).

The report categorises the progress made against these indicators in broad themes of economic empowerment, participation, access and inclusion. The report covers the overview on the progress in the implementation of WYPD indicators and interventions, provides a summary of findings, analytical view, successes, challenges and recommendations. This report was tabled and approved by Cabinet on 25 May 2022.

2. PURPOSE OF THE REPORT

The purpose of the monitoring report is to provide the progress made by Government regarding the implementation of the WYPD policy priorities in the MTSF 2019-2024, in particular those outlined in the MTSF 2019-2024 Priority 2: Economic Transformation and Job Creation. It is also aligned to the CGIF in ensuring and promoting WEGE, youth development and promotion of the rights of persons with disabilities.

3. OBJECTIVES

The monitoring report objectives are to:

- Conduct sound analysis of the outcomes of the implementation of MTSF 2019-2024 Priority 2 indicators on WYPD;
- Identify the extent to which departments are implementing these indicators in informing planning and interventions towards women empowerment, youth development and promotion of disability rights;
- Identify the potential demand for the review of indicators, targets and outcomes with respect to conceptual validity and data availability;
- Identify the challenges of implementation, draw conclusions on the lessons learnt and provide recommendations for further development;
- Identify which policies and processes towards meeting the impact of the WYPD priorities, are working;
- Formalise processes and procedures to ensure accountability, accuracy and completeness of data sources used and information reported on.

4. SCOPE

This monitoring report focuses on progress made on the implementation of MTSF 2019-2024 Priority 2: Economic Transformation and Job creation indicators as consolidated in the CGIF.

MTSF 2019-2024 Priority 2 indicators measure WYPD's participation in the economy through employment; access to and ownership of resources; and measures that promote equity. There are a number of cross-cutting indicators that should be reported on, not only by the economic sector departments, but all other government departments and state owned entities (SOE).

The total number of indicators shared and responded to are summarised in table 1 according to the three themes identified.

Table 1: Number of indicators submitted and responded to

Theme of the indicator	Total number of indicators	Number of indicators responded to	No of indicators not responded to	% of indicators responded to
Mechanisms to promote equity	20	17	3	85%
Employment and unemployment	39	24	15	61.5%
Ownership and participation	22	12	10	54.5%
Total	81	53	28	65%

5. METHODOLOGY

5.1 Methods

The compilation of the report is desktop focused, and it utilises secondary data. The methodology adopted for this report displays a clear and systematic process of how the report goal and objective were realised and the steps followed towards implementing WYPD priorities. The methodology deployed proved to be beneficial in providing performance data on the extent to which WYPD priorities and rights are being implemented. Furthermore, secondary data was requested from departments where data is available. The report used mixed methods to provide insight into the objectives of the monitoring report. Mixed methods involve combining qualitative and quantitative approaches to maximise the potential for meeting the report objectives.

5.2 Sampling

The purposeful sampling method was used where MTSF Priority 2 indicators as in the CGIF were selected in line with government priority toward Job Creation and Economic Transformation as well as the ERRP in driving inclusive economic growth that is transformative. Eighty-one (81) indicators were sampled for this report, and 53 have been reported, which constitute 65% of the total indicators reported in this report.

5.3 Data Collection

Primary data was requested from national departments and the offices of the Premiers through a consultation session. A request was made through DG-to-DG letters that were communicated to the departments in July 2021. Furthermore, consultation sessions were held with relevant departments.

Secondary data was sourced from departmental annual reports, the quarterly performance reports from the EQPRS of the Department of Planning, Monitoring and Evaluation (DPME), DWYPD produced reports and published reports such as Statistics South Africa Quarterly Survey Reports.

5.4 Limitations

The following limitations were identified:

- Not all departments and provinces returned the responses to the indicators; and from those that responded, not all indicators were reported;
- The information from 2020 to 2021 has not yet been released/published;
- Access and availability of data disaggregated by sex, age and disabilities;
- The report only covers indicators that relate to MTSF 2019-2024 Priority 2: Job Creation and Economic Transformation.

6. OVERVIEW OF PERFORMANCE ON THE IMPLEMENTATION OF PRIORITY 2: ECONOMIC TRANSFORMATION AND JOB CREATION

The overview section will be categorised under the following broad thematic areas (i) Promotion of equity; (ii) Employment and unemployment; and (iii) Access and participation by WYPD.

6.1 Promotion of Equity

The measures that promote equity are facilitated by pronouncements, policies, regulations, legislation and other measures in place to regulate and prevent discrimination and promote participation by all, including WYPD.

In line with the Presidential Pronouncement of the 40% preferential procurement for women-led businesses, the National Treasury report indicates that the number of women-owned businesses registered on the Central Database in 2020-21 are as follows:

- 33% Women (i.e. 302 116 out of 927 409 businesses registered);
- 30% Youth (i.e. 277 010 out of 927 409 businesses registered);
- 0.8% Disabled Persons (i.e. 7 619 out of 927 409 businesses registered).

One of the critical efforts to promote equity is WYPD responsive plans and budgets. Currently, many departments' plans and budgets remain WYPD blind.

The financial support to women enterprises and inland redistribution and restitution in the farming sector, has been severely affected by budget cuts due to the COVID-19 pandemic, thus compromising food security, land redistribution and restitution programmes. This has detrimental effects on the implementation of critical agricultural projects and the promotion of support

to women-, youth-, and disability-owned enterprises towards equity.

6.1.1 40% preferential procurement spend to women-owned enterprises

The 40% preferential procurement spend on women-owned enterprises is a pronouncement by President Cyril Ramaphosa during his message on the occasion of Women's Day on 09 August 2020. This was regarded as a new social compact for the women of the country, informed by collective commitment and bold action towards gender equality.

The National Treasury advised that there are ways for organs of state to achieve many of government's socio-economic objectives. Institutions must plan procurement properly, and in the case of advancing women-owned enterprises, there is a need to identify tenders that will be used to promote women-owned enterprises. Appropriate regulations should be decided on and used to achieve the desired policy outcome. Prequalification criteria for preferential procurement (regulation 4) and subcontracting as a condition of tender (regulation 9) are the regulations that can be used in terms of the Preferential Procurement Regulations, 2017. Black women-owned enterprises are already a designated group in terms of the Preferential Procurement Regulation (PPR) 2017.²

The DWYPD engaged with National Treasury to request procurement data to analyse and determine the

² NT letter by Estelle Setan: Acting Chief Procurement Officer dated 24 August 2021 to Department of Public Works and Infrastructure (DPWI)

level at which women-owned enterprises benefited. The Office of the Chief Procurement Officer in the National Treasury has a data warehouse that assists government institutions to report on the Preferential Procurement Policy Framework Act demographic spend since 2017. The current data sources include data from all national and provincial departments, while the local government and SOEs have not yet been included. The results of analyses are dependent on the completeness of the Central Supplier Database supplier records. Analyses can be done on commodities and department levels.

6.1.2 Summary of 40% Preferential Procurements

DPWI awarded 19 tenders to women to the value of R138 696 028.38 and 12 tenders to youth to the value of R90 605 306.75. The NT submitted data on procurement in all national and provincial spheres from the 2017-2018 to 2020-2021 financial years. The NT submission on 40% spend towards woman owned companies in the 2020-2021 and 2021-2022 financial year are indicated in table 2 below.

Table 2: Procurement spend on black women-owned enterprises for 2020 and 2021

Category	2020-2021		2021-2022	
	Total amount	Percentage	Total amount	Percentage
Black women-owned	R28,992,967,851.49	15.77%	R31,247,197,686.77	16.05%
Not women	R33,678,279,304.21	18.32%	R37,443,936,204.57	19.23%
Unspecified³	R121,211,277,765.62	65.92%	R125,988,693,299.77	64.74%
Total	R183,882,524,921.32	100%	R194,679,822,191.11	100%

From the available data, excluding the unspecified category, black women-owned businesses account for 16.05% in 2021. Thus far, this is about 1% above 15.77% in 2020. This minimal increase might be related to the redirection of spending to address the COVID-19 pandemic spending expressed in the report. The percentage herein serves as a benchmark

to start the implementation of the 40% procurement spend targeted on women-owned enterprises. Table 3 below indicate amount spent and percentage of spent on women, youth and disabilities owned enterprises against the total amount spent on national government for 2020-2021 and first quarter of 2021-2022 financial year.

Table 3: Procurement spent on Women, Youth and Persons with Disabilities

Beneficiaries	Target	2020-2021		April to June 2021	
		Amount accessed	%	Amount accessed	%
Women	40%	R22,27bn	13.5%	R1,6bn	12.8%
Youth	30%	R9,41bn	5.6%	R940,13ml	7.5%
Persons with Disabilities	7%	R409,25ml	0.2%	R40,006mil	0.3%

³ Big contracts such as Vodacom, Telkom, Microsoft etc.

The 12.77% towards black women-led business is centralised in the following commodities as displayed in the figure below:

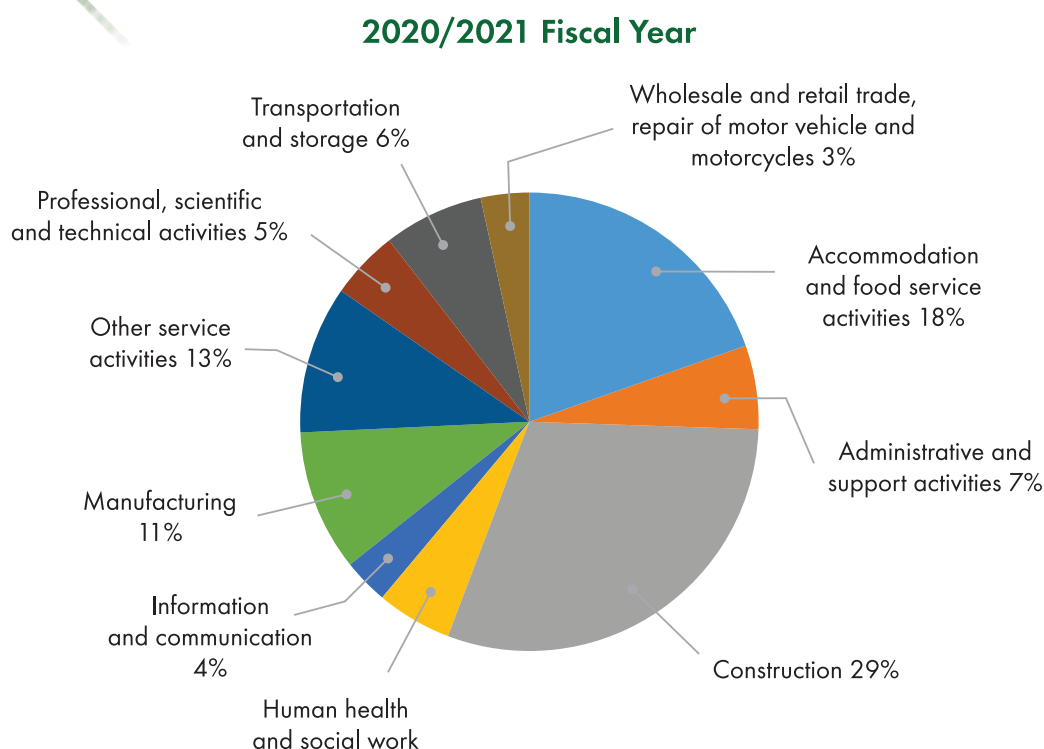


Figure 1: Percentage share of resources to women-owned enterprises per commodity⁴

The figure indicates the percentage share of resources that went to women-owned enterprises per industry. It indicates that the highest spend, i.e. 29%, went to construction followed by 18% on accommodation and food service activities. It should be noted that further clarity is not available to indicate exactly the type of construction women are contributing to.

6.1.3 Broad-based Black Economic Empowerment (B-BBEE) Transactions

- (a) The B-BBEE transactions submitted by the DPE indicates that the transactions amount to R182 139 040 600.61, which represents the aggregate of the total from state-owned companies reporting to the DPE. This is not disaggregated for WYPD.
- (b) For broad B-BBEE in 2020-2021, National Treasury indicates the following:
- Woman-owned: an amount of R38, 40 billion representing 19.73%;
 - Youth-owned: an amount of R19,87 billion representing 10.21%;

- Disability-owned: an amount of R1,01 billion representing 0.52%.

6.1.4 Employment Equity Act (EEA) Inspections

The implementation of the indicator on EEA inspection was conducted by the Department of Employment and Labour. During the reporting year, two employers' inspections were conducted to determine compliance with employment law in quarters 1 and 2.⁵ The underachievement was indicated to be due to government national lockdown regulations as a result of the COVID-19 pandemic. This resulted in the non-availability of employers/workplaces to inspect.

6.1.5 Programmes targeted to empower women supported

The TREP was approved by Cabinet in March 2020 to anchor the programmes geared towards providing support to opportunities for self-employment and job creation at economic entry-level while improving the circulation of money in township and rural areas. Some of the informal sector programmes launched during

⁴ Data provided by NT

⁵ DOL 2020-21 report - EQPRS DPME

this period include the Clothing and Textiles Support Programme, Bakeries and Confectioneries Support Programme, Spaza Shop Support Programme and Automotive Aftermarket Support Programme.

1 497 Small, Medium and Micro Enterprises (SMMEs) were approved for funding under the SMME Debt Relief Fund.

- Of these, 33% are women-owned and 21% owned by young people;⁶
- The Women in Energy (WiE) Programme was developed to promote and support women's participation in mining. A workshop was conducted with more than 1000 women entrepreneurs registering from all 9 provinces, as well as a WiE Business Summit attended by more than 2000 women. The WiE Business Directory was launched and is operational at www.womeninenergy.co.za with 600 WiE owned enterprises listed.

Integrated Energy Centre (IeC) Programme:

- A one-stop service centre was established in a rural area, owned by a local community co-operative. The programme is aimed at addressing energy access, poverty alleviation, job creation and promoting rural enterprise development. Women and young people participate as board directors and managers of other IeCs across the country. There are 8 operational IeC Projects across the country.

Women Diggers Programme:

- Is a flagship empowerment project and skills development programme launched in 2019 which is aimed at increasing the number of women with the required skills in the mining sector, especially in small-scale mining;
- Twenty three (23) women are trained and completed experiential learning through a partnership between DMRE and MINTEK.

The DSI reported that 110 innovator youth business start-ups were supported as part of the Grassroots Innovation Programme. Thirteen (13) businesses for youths have been established. About thirty-one (31) of the 110 (29%) are women innovators who have been supported through the programme. The DSI

further supported 2 cooperatives in the Zenzeleni Community Wireless Programme and one SMME in KZN supported with business technical skills in the use of drones to monitor informal settlements.

6.1.6 Incubation centres and digital hubs established for SMMEs

There are six digital hubs in townships and rural areas established and are currently concluding their respective procurement processes with construction/ refurbishment work commencing. These are Botshabelo Digital Hub, Limpopo Digital Hub, Mpumalanga Digital Hub, KwaMashu Digital Hub, Alexandra Digital Hub and Mafikeng Digital Hub. This is part of the District Development Model for economic development. The report indicated that the Mpumalanga Digital Hub will be launched, but has started with its first cohort call and community engagements. The KwaMashu Digital Hub is operational although refurbishment of the hub is still in progress.⁷

The Department of Tourism reports implementing ten incubators for approximately 260 SMMEs through the Enterprise Development Incubation Support Programme. These are:

- Pilanesberg in the North West - closed September 2019 (50);
- Manyeleti in Mpumalanga - will close September 2021 (50);
- Phalaborwa in Limpopo - will close September 2021 (50);
- Mier in the Northern Cape - will close December 2021 (50);
- Tourism Tech Incubation Support Programme in partnership with TIA (20);
- Tour Operator Incubation Support Programme with Service Providers (40);
- Food Services Incubation Support Programme in partnership with Small Enterprise.

The Development Agency (100); and Community-Based Tourism Incubators Pilot Programme are two programmes - one for Responsible Tourism Projects and the second for Working for Tourism (WfT) Projects.

⁶ Bi annual MTS, page 38

⁷ Bi-Annual MTSF Page 39

There are three Tourism Incubators in Limpopo, Mpumalanga & Northern Cape based on age, gender and disabilities as follows:

- The management of incubator in Phalaborwa, Limpopo has 51% women, 6% youth and 0% persons with disabilities;
- The management of incubator in Bushbuckridge in Mpumalanga has 28% women, 13% youth and 2% persons with disabilities;
- The management of incubator in Mier in the Northern Cape has 70% women, 9% youth and 2% persons with disabilities.

6.1.7 Support for Women in Tourism

The Department of Tourism is implementing a three-year pilot project on Women in Tourism (WiT) in Limpopo Province. The Project is based in the following municipalities: Musina, Thulamela, Greater Giyani, Hoedspruit and Molemole. The focus is on women within Ribola Art Route to the Rixile-Kruger Route areas, where there are several community tourism and arts and craft projects in need of support for sustainability and scaling-up to make them commercially viable. The focus of the programme is to capacitate women in leadership and skills development; supplier development; SMME development and mentorship. The WiT Business

Support Programme supported 225 women across the country, with 25 projects per province.

With regards to funding support, the Department of Tourism supported the Green Tourism Incentive Programme. A total of 45 grants were approved, with 25 awarded to women-owned businesses. Tourism Transformation Fund grants were approved for 17 businesses, of which 8 are women-owned. Of these, 5 are 100% women-owned, 1 is 70% women-owned, 1 is 60% women-owned and 1 is 50% women-owned.

The Food Services Incubator, in partnership with SEDA focuses on Women, Youth and Persons with Disabilities in all provinces. The programme supported 10-20 chefs and sommelier barista graduates. However, the data is not disaggregated.

6.1.8 Proportion of employed who are employers and contributing to family work

The table below indicates the number of employed who are employers and own account workers. Own account workers are one of the two components of informal sector businesses who are not registered for either income tax or value-added tax. Employers are helping with unpaid work in their household business.

Table 4: People employed who are employers and own account worker

	July-Sept 2020	Oct-Dec 2020	Jan-Mar 2021	April-June 2021
	Thousands	Thousands	Thousands	Thousands
WOMEN				
Employee	5 592	5 757	5 772	5 642
Employer	168	187	194	196
Own account worker	601	588	568	601
MEN				
Employee	6 731	6 858	6 877	6 818
Employer	655	621	632	687
Own account worker	838	897	841	894

Data provided in table above indicates that more men are employees, employers and are workers on own account. This emphasises the fact referred to in the study

that the South African labour market is more favourable to men than it is to women.⁸

⁸ Stats SA Quarterly Labour Force Survey, Quarter 2: 2021: P70

6.2 Employment and Unemployment of WYPD

Discrimination at workplaces remains a challenge, even with the presence of the EEA. Although data was not disaggregated by gender, age and disabilities, a total of 2137 case referrals were made to the Commission for Conciliation Mediation and Arbitration (CCMA) across all labour sectors between March 2020 and February 2021. These included 1549 cases of prohibition of unfair discrimination, 428 cases of equal pay for work of equal value and 97 cases of sexual harassment.

6.2.1 Proportion of WYPD who participate in economic activities through Accessed Job Opportunities for Wages

The Economically Active Population (EAP) includes people between the ages of 15 to 64 years, who are either employed or unemployed, but seeking employment. The EAP is used as a benchmark to assist employers in the analysis of their workforce to determine the degree of under- or over-representation of the designated groups in the workforce. In 2020-2021 the EAP for women is 44.6%. The data for youth and disability is not available (21st CEE, 2021).

6.2.2 Jobs Created Through Operation Phakisa

The Environmental Programmes created 28 746 full-time equivalent jobs alongside 73 568 work opportunities. A total of 53 192 youth benefited, which include the Expanded Public Works Programme's (EPWP). The total number of jobs targeted in the Waste Management sector was 500, however only 416 were created.¹⁰

6.2.3 Work Opportunities Created Through The Expanded Public Works Programme (EPWP)

A total of 938 688 work opportunities has been created through the EPWP during the 2020-2021 financial year. The DPWI which is the lead coordinator of the EPWP, indicated that 13 496 work opportunities were created through EPWP projects implemented

across four EPWP sectors. These sectors included infrastructure, non-state, environment and culture, and social. The department further noted that more women continue to participate in the EPWP with over 68% of the participants being females.¹¹

During the period of 1 April 2021 to 30 June 2021, EPWP implementing bodies, i.e. Government and its social partners have implemented 4 674 projects across all the nine provinces creating 472 646 work opportunities. Of the work opportunities created by the programme, 73% was created for women. This data represent the contribution to the programme by other departments.

The participation target for women in the EPWP as one of the vulnerable groups has increased from 55% in the previous phase (EPWP Phase 3) to 60% in phase (EPWP Phase 4) of implementation of the Programme. This increase in the target is significant in order to address some of the economic inequalities that exists between men and women.¹²

6.2.4 Work Opportunities Created through the Community Development Programmes i.e. Community Workers Programmes (CPW)

The Economic Reconstruction, Recovery and Growth Plan has targeted the creation of 5531 new opportunities in community health work (CHW) and nursing. A total of 49 809 CHWs are reported to be working in the health sector and each paid a stipend of R 3,500 per month. A key issue is the sustainability of the work of CHWs in the sector, in the long term (BI-Annual Progress Report on MTSF April to September 2020). The MTSF target of 50,000 CHWs is almost achieved. Data submitted is not disaggregated by gender, age and disabilities.

A total of 458 students were awarded language bursaries during the 2019-2020 against a target of 300 to support the increase of qualified language practitioners. An additional 158 students have no bearing on the funds allocated by DSAC because of varying fees within various universities.¹³

⁹ 21 CEE Report: P12

¹⁰ Operational Phakisa Annual Report, 2019-2020-p 2

¹¹ Media Release, Thursday, June 3, 2021.

¹² <https://www.gov.za/speeches/public-works-and-infrastructure-women-empowerment-through-expanded-public-works-programme-26-August-2021>.

¹³ Bi-annual progress Report on MTSF April to September 2020: P139

The Annual report of the DPWI recorded a total of 994 699 work opportunities created towards a 5 million work opportunities target. From the work opportunities reported, 679 693 (68% vs 60% target) for women, 417 194 youth (42% vs 55% youth target) and 9 562 (1% vs 2% target).¹⁴

6.2.5 Employment Support by The Department of Agriculture, Land Reform and Rural Development (DALRRD)

The DALRRD supported the employment through a short-term (6-months) intervention in the Agricultural Sector Producer Relief Fund for subsistence producers. The purpose was to help retain self-employment and support food value chains.

On 23 September 2020 the National Treasury confirmed R 1bn targeting 74 626 subsistence farmers for the 2020-2021 financial year providing support to Rural and Peri-Urban Farmers. The selection criteria was bias to Women, Youth and Persons with Disability-owned enterprises with a higher score allocation making it easier to achieve the required score. An estimated value of R766 876 600 was received by qualifying applicants and the amount benefited 57% Women, 51% Youth and 9% Persons with Disabilities.

6.2.6 Youth not in Employment, Education or Training (NEET) absorbed in employment

Comparing data from Q2 2020 and Q2 2021, there were about 10,2 million young people aged between 15 and 24 years in Q2: 2021, of which 33,0% were NEET, 0,8 of a percentage point lower than in Q2: 2020. In this age group, the NEET rate for males decreased by 1.7 percentage points while the NEET rate for females remained unchanged. Compared to Q2: 2020, the percentage of young persons aged 15–34 years who were NEET decreased by 0.5 of a percentage point from 44.7% to 44.2% (out of 20,6 million) in Q2: 2021. The NEET rate for males decreased by 1.2 percentage points, while for females the rate increased by 0.2 of a percentage point in Q2: 2021. In both Q2: 2020 and Q2: 2021, more than four in every ten young males and females were NEET.¹⁵

6.2.7 Representation of WYPD in the Public service

The public service data of the total government employees has been provided by Persal through the Department of Public Service and Administration. Women's employment exceed men with over 62% females against 37.99% men. This picture has been consistent since 2018-2019 with a total number of women outnumbering men by 22.42%.¹⁶ The high number of women does not translate into a high number of women in decision making positions. Data provided indicates that women at levels 10 and 11 are highest, at 61.92% and 51.31% respectively. However, the representation of women gradually declines as the level gets higher, with 27.42% of women at the accounting officer level.

Data provided on the status of SMS representation by age group indicated that the public service has a higher number of young women than young men, in the age bracket of 35, 36-40 and 41-45 at SMS levels. There is a total of 12 648 persons with disabilities in the public service representing 1.04% of the public service as at 31 March 2021.

Representation of persons with disabilities outside the public service in top management from 2018-2020 indicates an increase of 0.5%. While this change remains insignificant, there has been a steady increase of females at this occupational level. Female representation has remained below 25% with White and Indian female representation remaining higher than their EAP at the top management level.

6.2.8 Unemployment

Information provided herein, will address the response to the indicators on the status of unemployment of women and youth as well as job seekers and discouraged job seekers. The South African labour market is more favourable to men than it is to women. Men are more likely to be in paid employment than women regardless of race, while women are more likely than men to be doing unpaid work. The proportion of men in employment is higher than that of women; more men than women are participating in the labour market as the labour force participation rate of men is higher than that of women and the unemployment rate amongst men is lower than amongst women (Quarterly Labour Force Survey; 2nd quarter of 2021).

¹⁵ Quarterly Labour Force Survey, 2021:Stats SA

¹⁶ Annual Report on Employment Equity in the Public Service 2018-2019

6.2.9 Employment and Unemployment Rate amongst Women

Women accounted for 43.4% of total employment in the second quarter of 2021. Of those in managerial positions, 66.9% were men compared to 33.1% of women. The rate of unemployment among women was 36.8% in the 2nd quarter of 2021 compared to 32.4% amongst men according to the official definition of unemployment. The unemployment rate amongst black African women was 41.0% during this period compared to 8.2% amongst white women, 22.4% amongst Indian/Asian women and 29.9% amongst coloured women. The number of discouraged job seekers are higher amongst women throughout the quarters since 2000.¹⁷

6.2.10 Women on boards as directors in State-owned enterprises

Women make up 51% of the South African population, but only 20.7% of directors of JSE listed companies are female.¹⁸ Data related to the percentage of women Chief Executive Officers (CEO) and Chief Finance Officers (CFO) indicated that only 13% (81 people) of the Executive Director population are female, this number includes the CEO's and CFO's.¹⁹ The Department of Tourism reported that the Acting CEO: South African Tourism (SAT) is female and that seven (7) of the twelve members of the board of directors are women. The Tourism Transformation Council of South Africa consists of five (5) women in its twelve (12) Council members, with one (1) youth and the Council is chaired by a female.

6.2.11 Women employed in other professions dominated by men

The workforce at professional qualification level in sectors that are dominated by men indicated that women are at an average of 30% except for finance and insurance at 63.2% and professional, scientific and technical activities at 55.9%. It should be noted that in these professional categories, amongst women, white women comprise the majority of the population of women.

The DSI has approved a new postgraduate funding policy to support financially disadvantaged, students with disabilities and exceptional academic achievers. The DSI working with the national Department of Higher Education and Training to support the Next Generation of Academics Programme (nGAP), has funded a total of 2 848 PhDs made up of 2 308 blacks and 1 611 women through NRF. The DSI has currently awarded Research Development Grants to 27 PhDs and 3 Post-PhD Track grants through the NRF in April 2021. Regarding gender transformation at the vice-chancellor's level at institutions of higher learning, Technical and Vocational Training colleges have 17 female principals, of which four are in acting capacity.²⁰

Female tour guides are breaking barriers and challenging stereotypes by entering male-dominated fields. More female tour guides are needed for the very same reason that female representation across the board is needed, to level the playing field, especially in countries where strict cultural norms hold women back. While women make up well over 50% of the workforce in travel, it is yet another industry where boardrooms are full of men. Female tour guides are rarer still, but of the total 4 650 tour guides, 1 293 are women representing 27% - which is still far too low.

6.2.12 Wage in agriculture (disaggregation by sex)

In a gazette published in February 2021 by the Minister of Employment and Labour, the national minimum wage is R21.69 for each ordinary hour effective from 1 March 2021. The gazette also provides exceptions for a number of worker groups with farmworkers entitled to a minimum wage of R21.69 per hour, domestic workers entitled to a minimum wage of R19.09 per hour and workers employed on an EPWP entitled to a minimum wage of R11.93 per hour.²¹

6.2.13 Representation of women in political and public spheres

The reasons for the under-representation of women in power and decision making are multifaceted and complex²². In South Africa, the number of women in Cabinet has reached the 50% target as indicated in table 4 below.²³

¹⁷ Labour Force Survey Quarter 2 2021

¹⁸ A report from the USB Chair: Women at Work March 2020

¹⁹ PwC Executive Director: Practices and remuneration trends report: August 2021

²⁰ Synopsis MTSF Priority 3 Report: Basic Development, Skills Development and Health; October 2020 to March 2021

²¹ <https://businesstech.co.za/news/finance/466514/this-is-the-new-minimum-wage-for-south-africa/>

²² http://ec.europa.eu/justice/gender-equality/gender-decision-making/index_en.htm

²³ <https://genderlinks.org.za/what-we-do/sadc-gender-protocol/advocacy-50-50/south-africa-gender-and-elections>

Table 5: Percentage of Women in Legislature and Cabinet

Leadership position occupied	Percentage of women
Women Members of Parliament	46%
Women in the National Council of Provinces	36%
Women Members of Provincial Legislature	46%
Women in Cabinet	50%
Women Deputy Ministers	46%
Women Premiers	22%
Women voters	55%
Women as news sources	20%

6.2.14 Percentage of Women High Commissioners and Ambassadors

The number of High Commissioners and Ambassadors is 126 with 38 women and 88 men (African women in diplomacy; 2018). Women are at 30%. Data sourced is outdated and no current information was obtained.

6.2.15 Number of Women Magistrates

The total number of women Magistrates is higher than that of men. Of the total of 1604 magistrates, 806 are women (DOJ &CD, September 2021). This include 50/50 representation at high positions of Senior Magistrate and Regional Court President. This institution has been found to be very progressive.

6.2.16 Number of Women Judges

Women Judges have yet to reach 50% of target. Data received for the 2020-2021 financial year indicated that of the total of 244 Judges, the representation of women is at 44.26%. This represent women from all racial groups which also could not reach 50% per racial grouping. Women representation in the Constitutional Court is 44.44%, 44% in the Supreme Court of Appeal, and 43.43% in the Divisional Court. The Labour Court is the only court with over 50% representation of women at 58.33%.

6.3 Indicators to Measure Ownership and Participation of WYPD

Persistent discriminatory social norms and practices are amongst the strongest barriers standing between women and their land and property rights. Weak implementation of policies and insufficient capacity to enforce laws compound the problem. Poor access to

legal services and a lack of understanding of laws within communities and households by women themselves build an invisible but near impenetrable wall to women realising land and property rights in rural and urban areas alike. With so much at stake, there is growing recognition and a growing movement to strengthen women's land rights around the world.

6.3.1 Percentage hectares of land awarded by sex/gender, age and disability

During the period under review, 84 279 hectares of land had been acquired and allocated. Moreover, 23 521 smallholder producers against the 2024 MTSF target of 300 000 were supported through various initiatives and 50 farms were supported through the Land Development Support Programme.

700 000 hectares of State land were identified by the Inter-Ministerial Committee (IMC) on Land Reform to be transferred for the utilisation by different commodities. The IMC's recommendations on land reform, giving effect to the Presidential High-Level Panel are about to be implemented.

All producers given land are being supported, however, it is yet to be established if the support provided has an impact. In this period, 13 116 hectares of degraded land was rehabilitated against the 2024 MTSF target of 150 000 hectares (8.7% achievement).

6.3.2 Ownership and participation of Women in Tourism

Tourism has become one of the major employers in South Africa. More than half of the people directly employed in the tourism sector are males at 60% against 40% of women employed. Women make up the greater

percentage of workers in the food and beverages and accommodation sector than male workers, as indicated

in figure 2 below. However, in respect of transport, including travel agencies, men outnumber women.

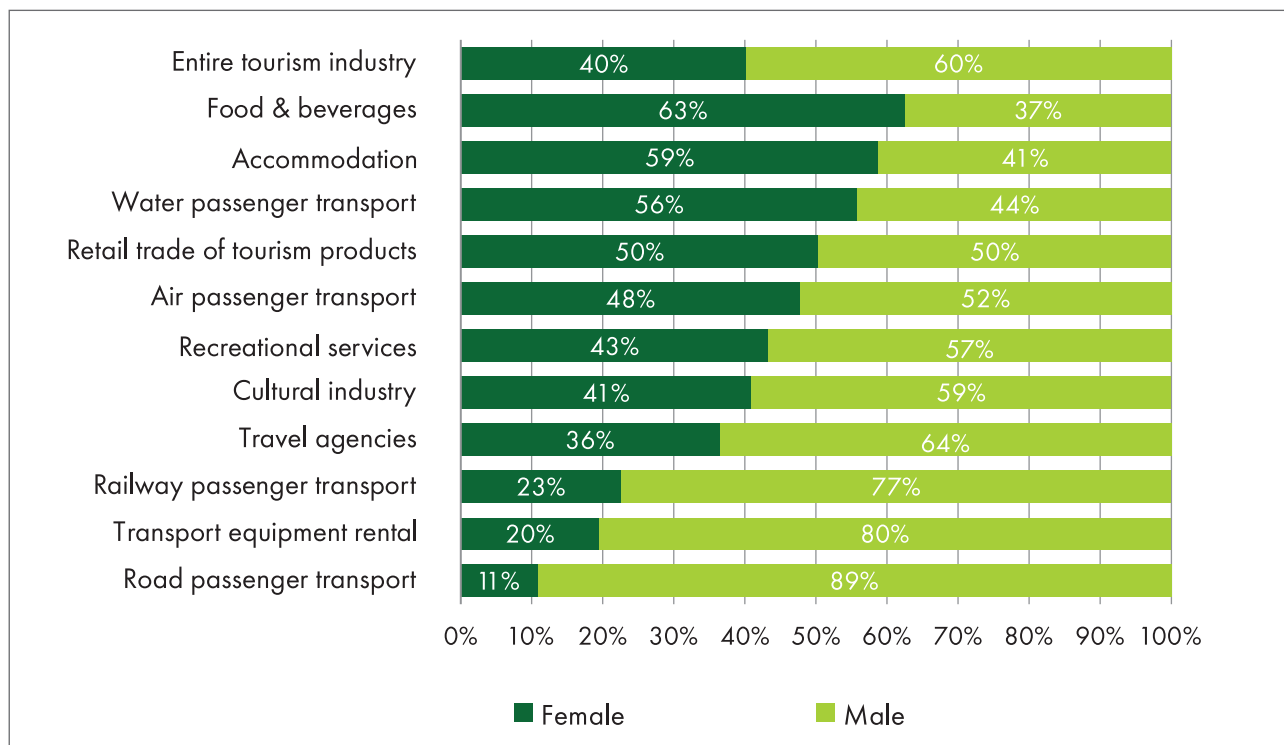


Figure 2: Percentage of employees by gender for industries in the Tourism sector

6.3.3 Proportion of WYPD who participate in economic activities through Access of Resources to Support Their Own Enterprises/ Small Businesses

During the 2019-2020 financial year, the Small Enterprise Finance Agency (SEFA) approved loans to the value of R1.4 billion and disbursed R1.3 billion into the South African economy. Of the funds disbursed, R921 million (47.23%) were made available to black-owned businesses, R446 million (22.87%) to women-owned enterprises, R212 million (10.87%) to youth-owned businesses and R371 million (19.03%) to businesses in rural towns and villages. The total disbursed funds equals R1 950 billion. This massive financial support benefited 74 472 SMMEs and Cooperatives, who in turn helped create and sustain 87 828 jobs.²⁴

SEFA supported informal and microenterprises in eight of the nine provinces through a network of three Microfinance Institutions (MFIs). These included a strategic partnership with Coca-Cola Beverages South Africa, two public partnerships with the municipalities

of eThekweni and Mangaung and a fintech company in Tshwane²⁵. The report recorded a 5% growth in the number of supported women, while the rand value disbursed to women fell by 4%. SEFA acknowledges that it could not make inroads in its developmental impact support to small businesses based in townships, or to businesses run by entrepreneurs with disabilities.²⁶

It is indicated that the number of registered cooperatives in South Africa are 22 030 to date. Indicators that track data related to support of cooperatives, youth business start-ups and any small businesses were tracked to the Department of Small Business Development (DSBD) through the eQPRS of the DPME. The DSBD set targets to support small business however, during the reporting period of the 2020-2021 financial year, most of these indicators were not achieved indicating that financial resources were redirected to COVID-19 interventions. The DSBD reported to have accomplished the following, although far below the target set.

- Supported 1146 businesses through the Township and Rural Entrepreneurship Programme (TREP);

²⁴ SEFA annual report of the FY 2019-2020

²⁵ SEFA annual report of the FY 2019-2020

²⁶ SEFA annual report of the FY 2019-2020

- Cooperatives supported through non-financial and/or financial to the value of R25 million;
- Supported 403 and 303 crafters, in two different quarters, through the Craft Customised Sector Programme;
- Linked 175 products produced by the SMMEs and cooperatives to the market.

The challenge related to this data is that it is not disaggregated by ownership gender, age and disabilities.

6.3.4 Support to Smallholder and Communal Farmers

Smallholder and communal farmers received support for agricultural intervention to mitigate the effect of COVID-19 in the form of specific agricultural inputs to enable them to complete the 2020 winter production cycle. A total of 15681 applicants were funded to the tune of R563 million. Farmers received vouchers up to a maximum of R50 000. Farmers on Proactive Land Acquisition Strategy (PLAS) farms were supported in line with the business plans that had already been approved – a total amount of R400 million was spent

to support no less than 100 farmers. Commodities supported are:

- Poultry: Day old chicks, point of lay chickens, feed, medication and sawdust;
- Vegetables: Seeds, seedlings, fertilizer, pesticides, herbicides and soil correction;
- Fruits: Fertilizers, pesticides and herbicides;
- Other livestock: Feed and medication;
- Winter field crops: Soil correction, fertilizer, seeds, herbicides and pesticides.

Data submitted revealed that at national level, women-owned enterprises are at 33.07%, youth-owned at 15.62% and persons with disabilities-owned at 1.04%. Of the nine provinces, only four provinces exceeded the 40% for women-owned enterprises with Limpopo Province at 54.31%. With regards to procurement on youth-owned enterprises, Limpopo is at 25.52%, followed by KZN at 16.42%. The other seven provinces are below 15%. Gauteng Province is the highest on persons with disabilities-owned enterprises at 4.8% followed by Limpopo at 2.12%. The rest are below 2%.

7. SUMMARY OF FINDINGS

The summary of findings is presented along the three broad categories and the general findings related to availability and accessibility of information as follows:

7.1 Promotion of Equity

The country has put measures in place to promote equity in terms of laws and policies such as the EEA and the B-BBEE and implementation are critical for the positive support of enterprises owned by WYPD. The responsiveness of the budgets is dependent on the responsiveness of the plans to WYPD priorities to ensure its mainstreaming in plans as there are no budgets dedicated to WYPD. The Presidential proclamation on 40% procurement targeted at women-owned enterprises is very progressive in facilitating government and the private sector to start measuring how much of procurement funds goes to women owned enterprises. The implementation will assist in setting the baseline.

The six digital hubs reported information is not disaggregated by age, gender and disabilities. The incubators management setup by the Department of Tourism are disaggregated as follows; The Limpopo incubator, situated in Phalaborwa and the Northern Cape incubator in Mier, has exceeded 50%, women management at 55% and 70% respectively. The representation of youth remain low, while disabilities are at 0%. The findings herein revealed that Government has not yet sufficiently implemented the available laws and policies as a tools to enforce the promotion of equity. This is manifested by non-availability of disaggregated data, resulting in inconsistent submission of a report with information of the implemented programmes.

7.2 Employment and Unemployment

44.6% of women participate in employment. The Quarterly Labour Force Survey, Q2 2021 indicates that the labour market in South Africa is more favourable to men than women, with men likely to get paid work while women participate in unpaid care work. The rate of unemployment amongst women is 36.8%. The high number of youth NEET are females and this has been persistent in both 2020 and 2021 data from the Labour Force quarterly surveys.

Operation Phakisa created a number of job opportunities. However, data is not disaggregated by age, gender and disabilities. The Health sector too, has created more job opportunities through the CHW programme that are not disaggregated. Jobs created by EPWP clearly indicate that the programme is targeted at over 50% vulnerable persons which include WYPD.

With regard to the representation of women in the public service, women has exceeded men and the picture has been consistent since the 2018-2019 financial year. However, the high representation of women did not translate into a high number of women in decision making positions. The representation of women gradually declines when the level increases with 27.42% of women at the Accounting Officer level. The representation of persons with disabilities in the public service is at 1.04% with 0.5% at top management.

Women make up 20.7% of directors in the JSE listed companies and according to the PwC Executive Director's report, only 81 women are executive directors that include CFOs and CEOs. The representation of women in politics is gradually moving towards a 50% target, while this target is reached at Cabinet level, the representation of women at Parliament and Provincial Legislature is at 46%. Women at Magistrate level exceed the 50% target with 806 out of 1604 Magistrates being women. This includes a 50/50 representation at the highest position of senior Magistrate and Regional Court President.

There are still a high number of women that are unemployed, while employed women have limited opportunities to participate in decision making positions. The 50% target on the participation of women in decision making positions still has many years to be accomplished. The participation of persons with disabilities in employment opportunities is also far from reaching the set target.

7.3 Ownership and Participation

Access to land for WYPD is crucial, not only for economic use, but to address the past social and cultural norms that prohibit women from inheriting land and land ownership. Data received indicated that hectares of land has been acquired and allocated by Government. However, the data has not been disaggregated.

SEFA disbursed loans of about R1.3 billion, which supported SMME owned by women at 22.8%, youth at 10.8% and the percentage of persons with disabilities was not indicated. The support to women-owned enterprises grew by 5%, although the value dropped by 4%. The drop is related to the redirection of funds to programmes related to the COVID-19 pandemic.

The TREP supported SMMEs and Cooperatives to the value of R25 million, however there is no disaggregation of data on ownership of these SMMEs by age, gender and disabilities. The finding herein indicates progress with regard to disaggregation of funding provided by gender and age, but no disaggregation of funding by disabilities, non-disaggregation on land ownership and distribution that reinforces discrimination of women in land ownership.



7.4 Successes

- Progress in the implementation of the 40% preferential procurement by departments, although with legislative challenges;
- Improvement of disaggregated data in the Tourism sectors;
- More women and youth provided with job opportunities through the EPWP programmes.

7.5 Challenges

The following were identified as challenges related to the findings of the report:

7.5.1 Poor law and policy implementation

- Although there are laws and policies to promote equity, the outputs of implementation on WYPD cannot be determined due to a lack of disaggregated data;
- The B-BBEE set a platform for the implementation of the 40% procurement targeted at women-owned enterprises, however, departments are still questioning the availability of legislation and Treasury instruction to implement;
- Furthermore, there are no measures to enforce policy implementation.

7.5.2 Lack of data disaggregated by gender, age and disabilities

- There are many programmes implemented by Government which may economically empower WYPD. These include Phakisa, CHW, land redistribution and restitution, participation in the digital hubs and many other programmes implemented in the departments. Most of the data received are silent about Youth and Persons with Disabilities;
- Lack of disaggregated data hide the actual information related to beneficiaries and a complete understanding of the status of Women, Youth and Persons with Disabilities to influence policy decisions.





7.5.3 Representation of women in decision making positions remains low

- The participation of women in SMS positions in the public service remains a challenge and too far from the 50/50 target. This includes women in all executive positions in the private sector;
- The participation of women in decision making is seen as a positive factor to influence policies and strategies geared towards women's increased access to economic opportunities and effective participation in politics.

7.5.4 Poor departmental coordination and insufficient knowledge and understanding of what is required by the exercise

- Lack of capacity and knowledge related to the implementation of the request has been demonstrated by the few responses from the departments on the indicators, yet the financial year being reported on has ended;
- Lack of responses to some relevant indicators are related to poor coordination amongst programme managers within the departments due to the relegation of WYPD issues to the focal points;
- Lack of understanding of the cross-cutting nature of WYPD, results in the lack of support to provide process reporting from programme managers. This frustrates the focal points/tool coordinators resulting in abandoning of the exercise and submission of incomplete tool and / or non-submission.

7.6 Early warning

- The rate of transformation remains poor, as supported by the 21st CEE report. This indicates the priorities of WYPD that are not receiving the attention and required resources to be fully implemented;
- Most of the departments will not meet their MTSF 2019-2024 Priority 2 targets, based on the data submitted and available in reports;
- Reported information is not aligned to the plans, for example the indicators descriptors in most APPs indicate that data will be disaggregated, however this is not done during reporting.

8. RECOMMENDATIONS

The following recommendations are identified based on the findings:

8.1 Laws and policies implementation

- Build capacity of implementers to understand the laws and policies and their role in its implementation;
- Translate the goals and objectives of laws and policies into an action as practical strategies are suggested to overcome implementation challenges;
- Provide sufficient resources for capacity building on the implementation of laws and policies;
- Provide appropriate leadership to reshape mandates, resources, structures and programmes;
- Communication plays an important role in facilitating the successful implementation of a policy throughout all stages;
- Feedback mechanisms should be established between policymakers and implementers to ensure that the policy and laws are being implemented as intended and unplanned consequences are addressed efficiently.

8.2 Improve the availability of gender, age and disability disaggregated data

- Ensuring that the short, medium and long term plans include WYPD indicators towards responsive implementation. What gets counted is more likely to be valued;
- All people-centred indicators to set targets for WYPD;
- Targeted programmes are encouraged to close exiting gaps toward equity;
- Ensure that new laws and policies are responsive to WYPD to influence its implementation and reporting;
- Internal audit systems to assist in ensuring the availability of WYPD data.

8.3 Increasing the participation of WYPD in decision making position

- The public and the private sector to give to the cause of the participation of women towards the 50% target that is in place;
- Address the institutional context of decision making and leadership to create more women and family friendly institutions and organisational cultures. This includes a move to reducing working hours, introducing flexi-time and career structures for part-time workers and providing government-subsidised or work-based child care;
- Provide awareness-raising for men on institutional cultures that are unfriendly to women, not usually as a result of deliberate policies but the consequences of development over time to meet the needs and situations of men. Men need to become aware of the ways in which their assumptions, attitudes and behaviour are gendered to reflect their own situation, exclude a woman's perspective and thus obstruct women's equal participation;
- Advocacy programmes to direct and change the conversation about the capacity of women on taking up the decision making position through;
- Capacity building to support potential candidates for the position;
- Educate the next generation of women about their capacity to participate by sharing experience and knowledge to grow wisdom;
- Promote the understanding of rights as human rights are women's rights, and women's rights are human rights.

8.4 Improving knowledge and understanding of the exercise and interdepartmental coordination

- Provide capacity building to Government and related stakeholders on the GRPBMEAF, the CGIF and tools to monitor its implementation. This role by the DWYPD cannot be re-emphasised;

- It is also important that stakeholders understand how to include relevant indicators during the planning phases to be able to implement and generate disaggregated data;
- There should be capacity building within the departments to improve the understanding of the cross-cutting nature of WYPD and the role of all programme managers in implementation and reporting.

9. CONCLUSION

The identification of MTSF 2019-2024 Priority 2 indicators as a focus for monitoring is well targeted during the period where the focus of Government is on ERRP. This provides an opportunity to quantify how WYPD benefited from the plan. However, there is insufficient quality disaggregated data to be able to measure the extent to which WYPD benefited from the implementation of the ERRP.

There is a slow but positive move towards institutional accountability to WYPD priorities and commitments, characterised by comprehensive and an integrated approach within the departments on the mainstreaming of WYPD. However, the DWYPD remains with a huge responsibility to ensure that Government and related stakeholders are able to reach the level to develop responsive planning, budgeting, implementation and reporting in a disaggregated manner.



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