

ANNUAL Performance Plan



2020/2021



women, youth &
persons with disabilities

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





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Foreword by the Minister



Ms. Maite
Nkoana-Mashabane, MP

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

I am pleased to present the Annual Performance Plan (APP) of the Department of Women, Youth and Persons with Disabilities (DWYPD) for the 2020/21 financial year.

This plan comes at a time when South Africa celebrates 25 years since the adoption of the Beijing Declaration and Platform for Action which sets out an agenda for the empowerment of women. This plan is also published when South Africa finds itself with less than ten years to go until the National Development Plan (NDP): Vision 2030 must be realised.

With the reconfiguration of government in June 2019, the reshaping of the department to include youth and persons with disabilities presents us with the opportunity to look at compounded marginalisation, and lack of access to opportunities and services for at-risk groups. The Department's updated mandate is to lead on socio-economic transformation and participation of women, youth and persons with disabilities through mainstreaming, advocacy, monitoring and evaluation. Women, youth, persons with disabilities, the Lesbian, Gay, Bisexual, Transgender, Queer, Intesex, Asexual (LGBTQIA+) community, orphans and older persons are considered vulnerable

as they tend to be at higher risk of social exclusion and marginalization. These groups often face higher rates of victimisation and abuse.

As we continue to respond to inequality the DWYPD is tasked with protecting at-risk groups through policy formulation, developing frameworks and guidelines that influence programmes to be more inclusive, responsive and sensitive to the needs of these groups. The focus of the department is on intersectionality because women, youth and persons with disabilities are disadvantaged by multiple socio-economic markers which lead to multi-dimensional forms of oppression – (intersections of race, class, gender, sexual identity and other identity markers), resulting in human rights infringements, and outright violations.

The department must coordinate and monitor compliance against country and global commitments, and to address challenges women, youth and persons with disabilities face in many aspects of their lives. Against a difficult fiscal environment this department must ensure an inclusive economy that is responsive to the needs of at-risk groups. Economic inclusion is a key growth accelerator. We will collaborate with the private sector to increase the participation of women, youth and persons with disabilities across economic sectors.

Strengthening equality is a prerequisite for achieving the central goals of government - increasing employment, skills and access to education, healthcare, safety and security and general wellbeing of the population. As we do our work, we also look at the building of a capable State that is representative of society, and that is sensitive and responsive to the needs of the citizenry. Our work will find expression in the roll out of the District Development Model which calls on all three spheres of government to coordinate efforts in aligning and accelerating capacity to ensure improved service delivery. This model presents the department with the opportunity to influence inclusionary practises at all stages of the value chain in ensuring improved functioning districts and metros.

The department is able to ensure inclusion and empowerment of at-risk groups through the Gender-Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing (GRPME&A) Framework, which was approved by Cabinet in 2019. This framework provides the necessary guidance on how to be even more transparent in the way we spend public money by providing a blueprint for how to demonstrate to the public our commitment to women's rights and empowerment.

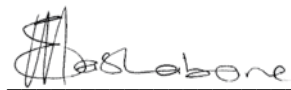
South Africa faces slow economic growth which has resulted in a reduction in the number of jobs available. The department is responding to this crisis by focussing on the economic empowerment of women, and in particular women owned businesses, Small, Medium. And Micro Enterprises (SMMEs), women cooperatives, women vendors, hawkers and village and township enterprises; development of rural women and women with disabilities. This high unemployment rate, coupled with poverty and inequality, prevents young people from meaningfully participating in the mainstream economy.

The department continues to play a central role in ending Gender-Based Violence and Femicide (GBVF). The department continues to build partnerships with civil society, and government departments in launching new innovative initiatives geared at improving support services for survivors of Gender-Based Violence (GBV), and as part of a wider behavioural change campaign that aims to rid society of toxic, misogynistic notions of the roles of women.

As we work with civil society organisations championing the rights of persons with disabilities, our role is to ensure that disability forms an integral part of our policies and frameworks that set out to eradicate deep rooted biases infringing on the rights of persons with disabilities.

During the course of our work, we interact with other at-risk groups like the LGBTQIA+ community. The voices of this community are present at all public engagement events, and we are constantly guided by this community which brings discriminatory practises to our attention for redress.

This APP has been prepared taking into consideration the priorities of government. I have no doubt that in partnership with our stakeholders, we will achieve our goal which is the advancement of equality and socio-economic empowerment of women, youth and persons with disabilities.



Ms. Maite Nkoana-Mashabane, MP

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

Foreword by the Deputy Minister



Professor Hlengiwe
Mkhize, MP

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

The DWYPD is tasked with the responsibility of increasing participation, and ensuring socio-economic empowerment of women, youth and persons with disabilities. To be able to do this effectively, we require a plan that sets out what we intend achieving over the upcoming period. Against this, I am pleased to introduce the APP of the DWYPD for the 2020/21 financial year.

Since assuming the role of Deputy Minister in Presidency: Women, Youth and Persons with Disabilities I have engaged with these sectors to better understand the compounded challenges faced by marginalised groups, and how this impacts on the country as a whole.

Through this APP, this department commits to accelerating the advancement and empowerment of women, youth and persons with disabilities through mainstreaming equality considerations of these sectors into government's policies, governance processes and programmes. In so doing, programmes will be translated into service delivery models with special focus on bringing back into balance, various imbalances of the past which sees these three sectors face increased marginalisation.

The department must focus on initiatives that ensures mainstreaming across government programmes. No government department at all three levels, cannot explicitly factor in women, youth and persons with disabilities when planning service delivery projects, or when applying preferential procurement guidelines. Our work is to elevate the status of vulnerable groups so as to make sure that implementing departments ensure the lived realities of these groups change for the better. By this department achieving its APP, the human rights climate in the country will change for the betterment of all South Africans.

Through interventions like government-wide gender-responsive planning, budgeting, monitoring, evaluation and auditing, the strengthening of machineries and structures within each of the three sectors, responding to international engagements, and reporting on international targets and commitments, hosting sector specific engagements like galvanising the country in responding to the scourge of GBVF, being the lead department in ensuring the compliance with the Sanitary Dignity Implementation Framework, and ensuring adherence to the White Paper on the Rights of Persons with Disabilities we can ensure that human rights becomes a more encompassing term for all South Africans.

GBVF is a stain on the nation's conscious, and our work in this area is an apex priority. Our work in the area of GBVF covers working with the Interim Steering Committee in implementation of the National Strategic Plan. We will also play a strong role in the establishment of the GBVF Council which will ensure that there are continued and sustained resources committed to fighting this scourge. In order to maximise on both human and financial resources the department will coordinate engagements, partnerships and collaborations with key role-players from government, its agencies and parastatals, private, civil society, research institutions and intergovernmental organisations to achieve its objective of a country where every person can feel safe.

As this department grapples with formulating interventions that uplift at-risk communities, Minister Nkoana-Mashabane and I continue to engage with the LGBTQIA+ community to better understand the intersecting and compounded marginalisation this community faces. Our work in understanding gender fluidity, sexual preference, queer and curious persons allows us to better represent this community when engagement with government and civil society to be more responsive.

Another important policy for the department is the NYP for 2020-2030. This policy outlines government's approach to positive youth development. This document provides a framework within which all youth related initiatives are aligned to ensure effective resource allocation and utilisation and to maximise the impact government's collective efforts at youth upliftment can have on communities. The policy has cross-cutting objectives for young women and youth with disabilities to better respond to intersecting barriers.

The world holds South Africa in high regard. Our efforts in enshrining the human rights of all individuals are lauded internationally. It is the role and responsibility of the DWYPD to deliver on the international commitments and obligations for women, youth and persons with disabilities at the level of the United Nations (UN), African Union (AU), Southern African Development Community (SADC) and intergovernmental bodies such as Commonwealth, Brazil, Russia, India, China and South Africa (BRICS), Indian Ocean Rim Association (IORA), India, Brazil South Africa (IBSA), G7, G20, China + G77 and the Commonwealth. Our work and best practise must influence the global agenda and ensure that the interests of women, youth and persons with disabilities find expression so as to promote the participation and representation of women, youth and persons with disabilities at international decision-making platforms.

The appointment of a Deputy Minister to this portfolio is an indication of government's commitment to ensuring capacity to respond to the challenges women, youth and persons with disabilities face. This APP will serve as a record to the work we aim to complete over the upcoming year, in the pursuit of a truly equal society.



Professor Hlengiwe Mkhize, MP

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

Accounting Officer Statement



Ms. Welhemina
Reshoketswe Tshabalala

Acting Director-General

The Department of Women, Youth and Persons with Disabilities (DWYPD) is mandated 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.

Guided by the National Development Plan and the manifesto of the ruling party, the DWYPD seeks to address the triple challenges of poverty, unemployment and inequalities as a result its strategic focus will be on development and implementation of interventions to promote gender, youth and persons with disabilities mainstreaming of socio-economic and governance programmes as per the MTSE.

In this APP 2020-21 the Department intends to introduce Bills to Parliament that seek to promote and protect the rights of women, youth and persons with disabilities, including the Women Empowerment and Gender Equality Bill, National Youth Development Agency (NYDA) Amendment Bill and the Rights of Persons with Disabilities Bill.

The DWYPD will focus on key identified sectors to identify interventions, establish partnerships and collaborate through public, private growth initiatives (PPGIs). Four interventions to support access to opportunities in identified key economic sectors will be implemented. The DWYPD will facilitate financial and non-financial support provided to Women Youth and Persons with Disabilities (WYPD) owned and managed enterprises in skills development, entrepreneurial training and employment equity to benefit WYPD. We have planned to Improve Access to local and international markets by enterprises owned and managed by WYPD.

The focus on social empowerment is anchored around the priority on education, skills and health. DWYPD will continue monitoring Provinces on the implementation of the Sanitary Dignity Framework is a flagship project aimed at addressing inequalities suffered by girls in quintile 1-3 and Young Women in TVET colleges.

In response to the high prevalence of gender-based violence and femicide in South Africa, the department planned to focus in two areas: facilitating interventions to eradicate gender-based violence and femicide; and revitalising and strengthening the national gender machinery, a set of integrated structures meant to promote gender equality, as proposed in the South African policy framework for women's empowerment and gender equality.

The DWYPD will implement the government-wide planning, budgeting, monitoring, evaluation and auditing system is responsive to women, youth and persons with disabilities (WYPD) is integral to and a critical component of the building of a capable, ethical and developmental state and produce a performance monitoring report.

In line with South Africa's international obligations, the country is required to produce periodic reports which outline progress in giving effect to these obligations.

The Department is committed to implementing the 2020-2021 Annual Performance Plan and work towards achieving a transformed, inclusive society free from all forms of discrimination and capable of self-actualization.



Ms. Welhemina Reshoketswe Tshabalala

Acting Director-General

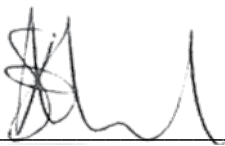
Official Sign-Off

It is hereby certified that;

- This APP was developed by the management of the DWYPD, under the guidance of the Minister in the Presidency: Women, Youth and Persons with Disabilities, Ms. Maite Nkoana-Mashabane, MP.
- Takes into account all the relevant policies, legislation and other mandates for which the DWYPD.
- Accurately reflects the impact, outcomes and outputs which the DWYPD will endeavour to achieve over the period.

Ms Valerie Mathobela

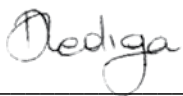
Chief Director: Office of the Director General



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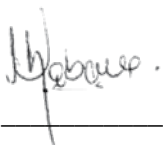
Ms Desree Legwale

Chief Financial Officer



Signature

Ms. Welhemina Reshoketswe Tshabalala Acting Director-General



Signature

Prof. Hlengiwe Mkhize

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



Signature

Approved by:

Ms. Maite Nkoana-Mashabane, MP

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

A handwritten signature in black ink, appearing to read 'Maite Nkoana-Mashabane', is written above a horizontal line.

Signature

PART: A

Our Mandate



2020/2021

Part A: Our Mandate

1. Relevant Legislative and Policy Mandates

The department derives its mandate from the Constitution of the Republic of South Africa, in particular, section 9 (3) which 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.”

Therefore, the mandate of the department is 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.

2. Institutional Policies and Strategies

Section 1 of the Constitution provides that the founding values of the democratic state of the Republic of South Africa are human dignity, the achievement of equality and the advancement of human rights and freedoms, non-racialism and non-sexism.

Section 2 of the Constitution provides that obligations imposed by the Constitution as the supreme law of the Republic must be fulfilled.

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 and race inequalities. Section 9(2) of the Constitution guarantees the full and equal enjoyment of all rights and freedoms by people of all genders. Section 9(2) of the Constitution 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.

Sections 9(3) and (4) of the Constitution prohibits unfair discrimination by the State or another person against anyone on the ground of gender, race and other factors. Based on section 9(3) and (4) of the

Constitution, legislation such as the Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 (Act No. 4 of 2000), the Basic Conditions of Employment Act, 1997 (Act No. 75 of 1997), the Employment Equity Act, 1998 (Act No. 55 of 1998) and the Preferential Procurement Policy Framework Act, 2000 (Act No. 4 of 2000), seek to prevent and prohibit unfair discrimination on the basis of, *inter alia*, **race, class, gender and people with** disabilities and to promote equality.

Based on section 9(2) of the Constitution, legislation such as the Employment Equity (Act No. 55 of 1998) and the Broad Based Black Economic Empowerment Act (Act No. 53 of 2003) seek to provide for the implementation of affirmative action programmes aimed at advancing Blacks, women and people with disabilities.

In 2000, Cabinet adopted the South African National Policy Framework for Women's Empowerment and Gender Equality, 2000 (the Policy Framework) which provided for the establishment of the National Gender Machinery (NGM). The NGM is a network of coordinated structures within and outside government which operate cooperatively in facilitating political, social, economic and other forms of transformation to dismantle systemic gender inequality and promote equality between women and men. Since the adoption of the NGM model, there have been a number of developments in the operations of government and societal behaviour. This has led to calls for a re-look at the model with emphasis on the highest executive coordination point hence the call for a dedicated women's ministry.

In view of continued inequalities and poverty faced by women and governance challenges in mainstreaming gender as well as the need to update the Policy Framework, the Ministry initiated a review of the Policy Framework with the intention to develop a National Gender Policy. At consultations in the revision phase, women called for a binding legal framework that will ensure that all the entities to whom legislation on gender equality applies, comply with its requirements.

The Ministry of Women, Youth and Persons with Disabilities was announced to ensure integration of gender equity measures into government's programmes of action to ensure that women, youth and persons with disabilities can access developmental opportunities.

The role of the DWYPD includes monitoring other government departments to ensure the mainstreaming of gender, youth and persons with disabilities' rights and disability considerations into all programmes of government and other sectors".

The DWYPD developed the gender-responsive planning, budgeting, monitoring, evaluation and auditing framework, which was approved by Cabinet in 2019. This will guide the role of the DWYPD in ensuring government-wide gender-responsive planning, budgeting, monitoring, evaluation and auditing systems. A similar approach will be adopted in mainstreaming of youth development and disability rights into all programmes of government and other sectors.

3. Relevant Court Ruling

None.

PART: B

Our Strategic Focus



2020/2021

Part B: Our Strategic Focus

4. Situational Analysis

2019 marks 25 years of democracy in South Africa since 1994 when the country held its first democratic elections following the era of apartheid and colonialism. In 2012 South Africa adopted its NDP which serves as a blueprint for development in the country towards 2030. The country has also embarked on national elections in May 2019 and the sixth administration of government has just come into place. It is an extremely exciting moment in the country where a strong mandate has been given to the incoming 6th administration by the general electorate, responding to the call by the President of the Republic of South Africa, Mr Cyril Ramaphosa to his “Thuma Mina” (meaning send me) rallying call, adding the tag line “Khawuleza” (meaning “move faster”).

It was during the election campaigning in 2019 that the people of South Africa iterated very clearly their impatience for speedy implementation of the country’s plans, programmes and strategies – “a coherent and bold people’s plan for a better life for all, addressing the persistent realities of unemployment, poverty and inequality...”.¹ The campaign illustrated that the [country’s] top 10 priorities are jobs, housing, water, roads, electricity, sanitation, crime, corruption, education and land.”²

The overview of the 25 year review indicated that South Africa was able to construct a new society based on a Constitution that guarantees political, social, economic and environmental rights. The commitment to a non-sexist, non-racist and non-discriminatory society was written into the Constitution and the country has made advances in women’s political, social and economic spheres as well as in attaining human rights and dignity, in particular women’s rights and representation in Parliament, government, the Public Service, and in the private sector.

The Constitution defines in detail the vision for the “creation of a united, democratic, non-racial, non-

sexist and prosperous South Africa”. The Constitution guarantees equal and inalienable rights to men and women and provides the mandate for both Government in particular and civil society at large to uphold the values of equality and remedy the heritage of “gender inequality, discrimination and oppression that continue to shape new and old forms of inequality in our society” (Hicks J, 2010). It is within this context that the empowerment, advancement and development of women and the achievement of equality and human rights is situated.

Equality refers to the equal enjoyment of rights and access to opportunities and outcomes, including resources, by women, men, girls, boys, and people with disabilities. It implies a fair distribution of resources between men and women, the redistribution of power and care responsibilities, and freedom from violence. It entails that the underlying causes of discrimination are systematically identified and removed in order to give women, men, girls, boys and persons with disabilities equal as well as equitable opportunities, and where barriers are removed. It takes into account people’s existing subordinate positions, especially women, young women, the LGBTQIA+ and persons with disabilities, within social relations, and aims at the restructuring of society so as to eradicate unfair gender, race, age, disability and sexually- oriented domination.

2019 marks 25 years since South Africa became a democracy. This quarter century has been characterised by government efforts to effect political, economic and social transformation and to overcome the barriers to attaining non-racism, equality, non-sexism, non-discrimination and empowerment, with a clear intent to transform historical power imbalances, including addressing gendered power relations.

Government inherited an apartheid system that had institutionalised racial oppression, discriminatory laws and policies. Women in general, and African women in particular, were marginalised from national and local political and decision-making positions and denied equitable health care, social services, educational opportunities and opportunities for economic participation. So too were persons with disabilities,

¹ African National Congress; June 2019: BULLETIN: NEC Lekgotla: Report and Outcomes of the NEC Lekgotla held on 1-3 June 2019“A Five-Year Programme to Translate our Contract with the People of South Africa, Johannesburg

² African National Congress; June 2019: BULLETIN: NEC Lekgotla: Report and Outcomes of the NEC Lekgotla held on 1-3 June 2019“A Five-Year Programme to Translate our Contract with the People of South Africa, Johannesburg

especially Blacks, who were rendered most vulnerable to humiliating, degrading and undignified treatment, marginalised from opportunities, proper health care, lack of access to facilities, denied opportunities for education, including at tertiary levels and remained the poorest of the poor. Youth, particularly Black Africans, and especially young women, persons with disabilities especially women with disabilities suffered similar indignities, discrimination, marginalisation, and experienced severe forms of violence, including sexual violence and murder.

During this period since 1994, South Africa was able to construct a new society based on a Constitution that guarantees political, social, economic, cultural and environmental rights. The commitment to a non-sexist, non-racist and non-discriminatory society was written into the Constitution and the country has made much advancement for women, youth and persons with disabilities in the political, social and economic spheres as well as in attaining human rights and dignity, and in particular representation and participation in Parliament, government, the Public Service, the private sector and society at large.

In 2014, the Government's 20 Year Review Report stated that at the end of the fourth administration (2009-2014), South Africa was a better place in which to live than it was in 1994, where political and social rights of people were protected, and the lives of millions of people have been improved through new laws, better public services, expansion of economic opportunities and improved living conditions. Despite this, the challenges that faced the country in 2014 were still immense: poverty, inequality, unemployment, and violence against women and girls continued to impact negatively on the lives of millions - especially Black African women, and in particular those living in rural areas and in informal settlements.

It is against this background that bold and decisive steps had to be taken on a qualitatively different path that sought to eliminate poverty, create jobs and sustain livelihoods, and substantially reduce inequality. Thus government's Medium Term Strategic Framework (MTSF): 2014-2019 considered it important that there must be focused attention on the creation of a competitive economy, decent work opportunities for all, key social development initiatives such as social security, retirement reform, food security for all, land

and agricultural reform, national health insurance, improvements in basic education, expansion of technical and vocational education, and reducing violent crimes against society. In its focus on these priorities, government elaborated them into 14 key outcomes and associated activities and targets.

The key priorities for accelerating progress for women, youth and persons with disabilities in the country over the past five years through laws, policies and/or programmes included job creation and sustainable growth; improving access to education for girls especially in the Science, Technology, Engineering and Mathematics (STEM) field; addressing women's health in particular maternal mortality, the high levels of HIV and AIDS in young women, addressing violence against women and gender based violence in particular issues of rape and sexual offences, femicide and intimate partner violence, killings and rape of lesbian and gay women and addressing trafficking in women and girls; economic empowerment of women in particular women-owned businesses, SMMEs, women cooperatives, women vendors, hawkers and village and township enterprises; development of rural women and women with disabilities; and efforts on putting in place principles of reasonable accommodation and universal design among others. In this regard the country focused on ensuring equality and non-discrimination under the law and access to justice for women and persons with disabilities; poverty reduction, job creation and increasing employment, agricultural productivity and food security; right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression) and entrepreneurship and enterprises development.

However, the country also focused on other issues critical to women, youth and persons with disabilities, such as: (i) political participation and representation; (ii) unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services); (iii) gender, youth and disability responsive social protection (e.g. universal health coverage, cash transfers, pensions); (iv) basic services and infrastructure; (v) strengthening participation in ensuring environmental sustainability; (vi) gender-responsive planning, budgeting, monitoring, evaluation and auditing; (vii) digital and financial inclusion; (viii) disaster risk reduction and resilience

building; (ix) changing negative social norms and gender stereotypes; and (x) ensuring menstrual health and hygiene through the Sanitary Dignity Programme; and (xi) increasing affordability of sanitary towels through zero-vat rating.

At a broad country level, South Africa has translated the attainment of equality chiefly through the achievement of equity. This has mainly been through the concentration on policy and legislative measures including programmatic interventions. However, as a country, we are still to realise full *de facto equality or* substantive (true) equality in practice. While several gains and many milestones have been achieved in this process, numerous challenges nevertheless remain in the creation of a woman, youth and disability friendly environment and a society which is capable of eradicating the many practices that constrain the advancement and empowerment of these sectors.

In the first ten years after 1994, South Africa was at the forefront of some of the most progressive gender, youth and disability responsive legislation in the world, including laws on termination of pregnancy, sexual orientation and rights under customary law. The rights of women, young people and persons with disabilities as paid workers are protected through progressive labour laws. Women, youth and persons with disabilities' economic and social empowerment are promoted through legislation and related policies, charters and quotas. Access to justice and protection against domestic violence, sexual offences, rape and harassment are promoted through legislation globally acclaimed as very forward looking. In the recent past, laws adopted since 1994, have been amended to further entrench empowerment and equality such as in ensuring the principle of equal pay for work of equal value.

However, a reflection on the journey over the past five years is incomplete without identifying those challenges that continue to persist and negatively impact the lives and livelihoods of women, young girls, young men and persons with disabilities. Despite a renowned and progressive legal framework to improve the lives of individuals and communities, challenges persist as a result of ineffective and inadequate implementation.

A major challenge in realising gender equality in South Africa lies in dismantling patriarchy and its effects; addressing and eliminating the high levels of violence against women and girls and high levels of GBVF; and in breaking the cycle of dependency of those women and girls who continue to be marginalised and who remain vulnerable. This includes women and girls with disabilities as well as the LGBTIQ+ sector.

Persons with disabilities continue to experience compounded vulnerabilities. Girls, boys, men and women with different disabilities, from different age groups, living in different geographical and socio-economic settings, with different sexual orientations, require specific measures to ensure that their rights to life; citizenship; dignity; integrity; equality before the law; access to justice; freedom from torture or cruel, inhumane or degrading treatment or punishment; and freedom from exploitation, violence and abuse, are protected.

Young people have been at the centre of every decisive historical moment in the struggle against colonialism and apartheid, and remain the catalysts of social change and at the forefront of social struggles. These laudable feats have also come with inherent challenges that impact rather heavily on the lives of young people, more especially on their livelihoods and economic and educational endeavours. As the country's democracy is being built, it is young people who remain cognisant that liberation will not be achieved until the wealth of the land is shared among its people. Thus, the youth sector inhabits a contextual terrain located with the notion of economic freedom. South Africa, like the rest of the African continent, has a youth bulge; however, it is yet to reap this demographic dividend for a large and expansive work force given the current context of high levels of unemployment, exacerbated by the severe economic crises in the country.

Unfortunately, the South African political and socio-economic terrain continues to be shaped by patriarchal, segregationist and exclusionary policies that persist in marginalising women, youth and persons with disabilities from meaningful economic participation. A major legacy of apartheid has been the feminisation of poverty and gendered inequalities that continue to impact on the lives of many South African women, including young women. The youth

continue to bear the brunt of unemployment, poverty and inequality, and remain the hardest hit by disease, violent crime, drug abuse and underdevelopment. Young women remain vulnerable to ruthlessly high levels of GBVF, femicide, sexual harassment and susceptibility to rape and murder based on their sexual orientations and choices.

Women, youth and persons with disabilities have lived experiences and realities that differ from one another and according to race, geography, economic status and educational levels as they do not comprise homogenous groups. Consequently, the levels of marginalisation, exploitation, humiliation and sufferings are experienced differently at different times.

The nature of vulnerability that women, youth and persons with disabilities face in 2019 is markedly different to the vulnerability these sectors faced in 1994. It is, therefore, safe to say that the journey travelled for emancipation, empowerment, human dignity and equality in South Africa has been a promising, but difficult one. However, it remains evident that when one compares the trends in progress over the years, where women, youth and persons with disabilities, especially Blacks in general and Africans in particular, had little choice about the kinds of lives they wanted to lead, there is still much to be proud of in the strides that have been made in realising the achievements for these three sectors of society, post-democracy.

South Africa has accomplished substantial success in the structural establishment of institutional mechanisms for advancing women's empowerment; youth development and rights of persons with disabilities across all State functions, and in inserting equality principles into legislation. The founding provisions and the Bill of Rights enshrined in the Constitution enabled the establishment of institutional arrangements for the advancement of rights, empowerment and equality at the highest levels of government.

South Africa has ratified international, continental, regional and sub-regional commitments aimed at promoting gender equality, persons with disabilities and the youth. These include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW); the Beijing Platform for Action; the SADC protocol on Gender and Development;

the Sustainable Development Goals (SDGs); the UN Convention on the Rights of Persons with Disabilities; the WPRPD and its Implementation Matrix, the Protocol to the African Charter on Human and People's Rights on the Rights of Persons with Disabilities in Africa and the disability-inclusive SDGs; and the African Union Youth Charter, among others. However, there are challenges with enforcement of legislation and policies, often due to weak accountability mechanisms. This applies across sectors, as well as across all three spheres of government.

South Africa has a youthful population, and of grave concern is the current context of high unemployment rates among youth at 55.2% for those aged 15 – 24 years (Stats SA, 2019). This is compounded by the fact that the lack of economic growth means there simply is not enough jobs for youth, resulting in high levels of frustration among the youth. This is exacerbated by young people not having the skills and experience employers are looking for, and who are further unable to find the support they need to start their own businesses. This situation has been declared by the President on 16 June 2019 as "a national crisis" facing the country. Therefore the topmost priority for the next five years remains that of addressing the issue of high youth unemployment; employability; lack of appropriate job related skills; and provision of job opportunities to grow the economy.

The unemployment challenge facing the youth in South Africa is structural, endemic and has a myriad root causes such as low economic growth; low aggregate demand for labour; low educational attainment and skills mismatch among others. This high unemployment, coupled with poverty and inequality, prevents young people from meaningfully participating in the mainstream economy.

Important to note is that, unemployment coupled with other related persistent challenges such as high rate of substance abuse; crime and violence; gender-based violence and intimate partner violence / femicide; mental health problems; suicide; risky behaviours and increasing Human Immunodeficiency Virus (HIV) infection rates especially among young women aged 15-24, are a growing concern. This has negative impacts on the future of young South Africans as contributors to the development of society. Reducing South Africa's high level of youth

unemployment requires the economy to be on a labour-absorbing growth path. This depends on a successful reorientation of the economy to raise labour demand in parallel with improving labour supply.

It is in this context that the sixth administration centrally placed youth development as a focus of the national agenda, and strategically located this function, together with women's empowerment, gender equality and disability rights and empowerment in the DWYPD in the Presidency.

The National Youth Development Agency (NYDA) has established a value chain of entrepreneurship which includes skills development training, development finance, mentorship, support and market linkages. More than 6000 start-up companies have been provided with funding, creating more than 18,000 jobs in the economy through the Youth Employment Service. This is an initiative led by the private sector and supported by government and labour, launched in 2018 to bridge the gap between school and work. Beyond this, more than 25,000 young people have been placed in permanent job opportunities over the past three financial years. The NYDA has trained almost 400,000 young people on job preparedness and life skills.

Government has done much through its public employment programmes and investment in infrastructure to give priority to young people and women. It introduced the Employment Tax Incentive to encourage companies to employ more young people; the Expanded Public Works and Community Programmes with a focus on job opportunities in labour intensive activities like building roads, clearing alien vegetation and fighting fires; and the opportunities in rural areas through the National Rural Youth Service Corps Programme.

From 2018, students from poor backgrounds entering universities and colleges for the first time are receiving free education. This has been hailed as a great victory for young people, and a vindication of struggles that have been fought over many years for quality education that is free, accessible and relevant. It will have a far-reaching effect on the lives of millions of youth, enabling them to acquire skills, find employment, build careers and enjoy an improving quality of life. The empowerment of women, especially

young women, is a key priority to build an inclusive society. Thus, young women must have the same educational opportunities as their male counterparts, and that they are equally able to compete for jobs and receive equal pay for equal work.

It is extremely critical to up-skill young people so that they become employable. StatsSA indicates that one in three young South Africans between the ages of 15 and 24 are disengaged from the labour market. Put another way, about 40% of the youth population are not in employment, education or training. Unemployment is a structural issue which has seen little improvement in recent years and is one of the four critical dimensions impeding the country's ability to improve socio-economic well-being. The other three being education, income inequality and health care. Poor education results in a lack of skills, which contributes to high unemployment. High unemployment fosters income inequality and slow economic growth, which in turn limit access to, and funding for, education; access to and funding for health care are similarly imperilled.

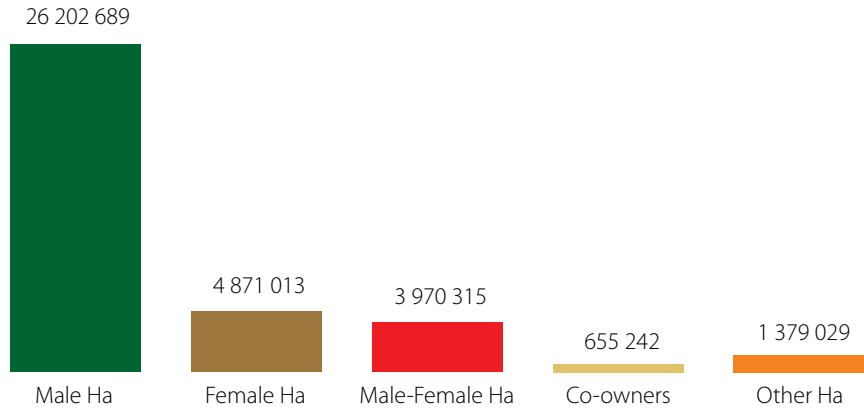
The drivers of poverty and inequality have changed over time. The role of skills and labour market factors has grown in importance in explaining poverty and inequality. High unemployment rates together with low educational attainment are some of the key drivers of poverty in South Africa (*SA Poverty and Inequality Assessment* Report, 2018: World Bank, the DPME and StatsSA). Poverty continues to be a disproportionately female phenomenon, and in 2019 it bears the face of a young African woman. Individuals living in households headed by females remain more vulnerable, with these households continuing to experience higher levels of poverty than male-headed households regardless of the poverty line used.

The *2017 Poverty Trends Report* states that there is **still a significant disparity** in poverty levels between population groups and between men and women. In general, black African females, children, people from rural areas, and those with no education, are the main victims in the on-going struggle against poverty (StatsSA, 2017). The findings show a higher proportion of females (71.7%) living below the Lower Bound Poverty Level compared to males (38.2%), a trend that has persisted for females since 2006.

There is a strong link between food security, nutrition and gender. Therefore the land issue becomes critical in ensuring a gendered approach to food security. Female headed households and persons with disabilities have a higher vulnerability to food insecurity as a result of poverty, which can be exacerbated by lack of access to land ownership, means of production and income generating activities. Women tend to be more involved in subsistence farming in an effort to supplement food security at the household level.

In 2016, about two and half million households (2 456 000) of which the majority (51.3%) were female headed were involved in one or more agricultural production activities in South Africa. However, data on individual land ownership indicates that only 34% of individual land owners are female and that males own the largest size of farms and agricultural landholdings. Data indicates that males and females own a total of 37 078 289 hectare (ha) farms and agricultural holdings land in the country, with 26 202 689 ha or 71% owned by males; followed by females at 4 871 013 ha or 13%.

Fig 1: Individual land owners - Gender by Hectares



Source: *Land Audit Report, Department of Rural Development and Land Reform (DRDLR), 2017*

Women, young girls, the LGBTQIA+ community and persons with disabilities are subjected to persistent patriarchal practices that impact negatively on their lives. These practices include harmful, cultural and traditional practices; early and forced marriage; violence against women and girls; and poor or inadequate health including sexual and reproductive health and rights.

Over the last five years, South Africa prioritised addressing all forms of violence against women and girls with particular focus on rape and sexual offences; femicide and intimate partner violence especially of young women and sexual harassment especially in schools. In the weeks of late August-early September 2019, the scourge of GBV and violence against women and children has reared its ugly head again, to the extent that the President of the Republic had to declare it “more than a national crisis”³. The President gave his assurance to the country that government

will intensify action against men who kill women and commit various forms of violence against women and girls, amid a spate of fatal attacks on women and girls in various parts of the country.

Some of the actions the country prioritised in the last five years to address violence against women and girls focused on enforcement and implementation of legislation and policies to address violence against women and girls, hosted a Presidential National Summit on Ending GBVF; initiating a National Strategic Plan to address GBVF as well as reviewing the National Action Plan 2013-2018 on addressing GBV. Government also established an Inter-Ministerial Task Team on Addressing the Root Causes of Violence against Women and Children; and measures specifically tailored to address violence against specific groups of women facing multiple forms of discrimination such as gay and lesbian women experiencing rape and brutal killings as “corrective” measures by men.

Some of the strategies that the country used in the last five years to prevent violence against women and

³ Address to the Nation by President Cyril Ramaphosa: 5 September 2019, Issued by The Presidency of the Republic of South Africa: www.thepresidency.gov.za

girls centred on public awareness raising, changing attitudes and behaviours, undertaking national dialogues across the country, community level mobilisation, working with men and boys especially in the religious and traditional leadership sectors and increasing media attention on the atrocities committed by gender based violence. The country has also focused on actions to prevent and respond

to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images).

Data and statistics over the past five years released by the South African Police Service (SAPS) are based on reported cases and is detailed in the sections that follow.

Contact Crimes against Women: 2015/2016 to 2018/19

	2015 - 2016	2016-2017	2017-2018	2018-2019
Murder of women	2 780	2 639	2 930	2 771
Total sexual Offences against women	39 580	37 392	36 731	36 597
Attempted murder of women	3 325	3 328	3 554	3 445
Assault GBH of women	56 969	51 956	53 263	54 142
Common Assault of women	84 091	78 090	81 142	82 728
Total contact crimes against women	186 745	173 405	177 620	179 683

Source: Police Crime Statistics, SAPS, as released on 12 September 2019

Murder of women decreased by 5.4% from 2017/18 to 2018/19

Total sexual offences against women decreased by 0.4% from 2017/18

Attempted murder of women decreased by 3.1% from 2017/18

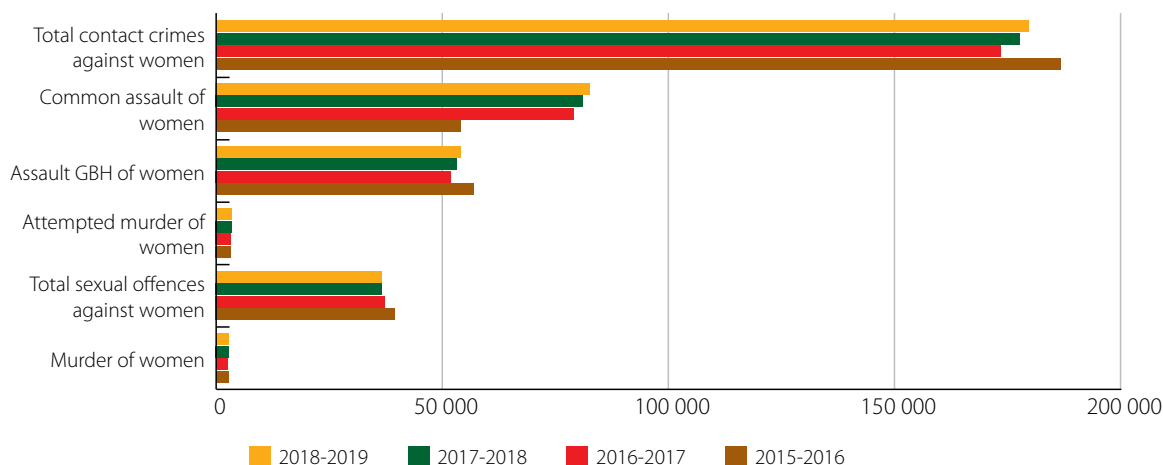
Assault GBH against women increased by 1.7% from 2018/19

Common assault of women increased by 2% from 2017/18

Total contact crimes against women increased by 1.2% from 2017/18

Contact Crimes against Women by Year and Category of Crime

Graph showing contact crimes against women by category: 2015/16 - 2018/19



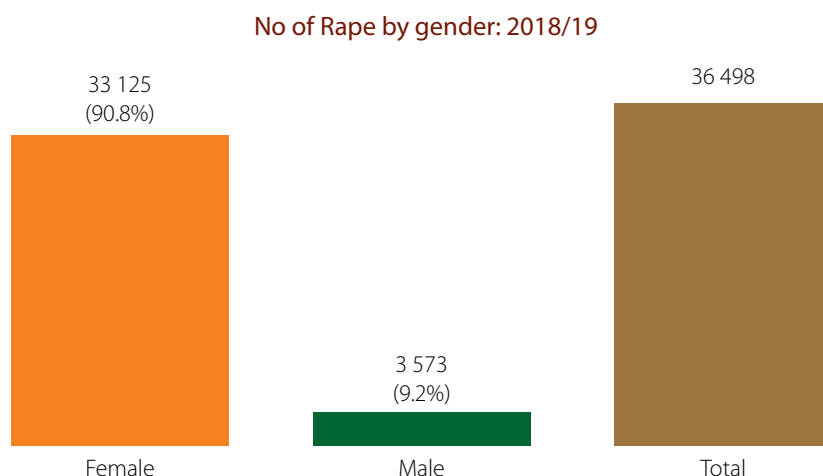
Source: Police Crime Statistics, SAPS, as released on 12 September 2019

The graphic illustration above shows that for the period under review, total contact crimes against women decreased from 2015/16 to 2016/17, but has been on the increase over the past three reporting periods. However, the figure for 2018/19 is still lower than it was in 2015/16. The trend is similar in almost all the categories of contact crimes against women. The illustration also demonstrates that of all the contact crimes against women, common assault of women is the most year-on-year, followed by assault GBH of women. It is within these two categories that domestic violence data is classified. The trend illustrates that physical bodily harm, by extension domestic violence in the main, is the leading contact crime perpetrated against women, followed by total sexual offences against women (rape, attempted rape and sexual assault).



The graph below shows the number of rapes of women versus that perpetrated on males. In 2018/19 there were 33 125 (90.8%) reported cases of rapes on women while in the same period, 3 573 (9.2%) cases were reported as perpetrated on men. For every one reported rape of a male, there are ten reported rapes of females.

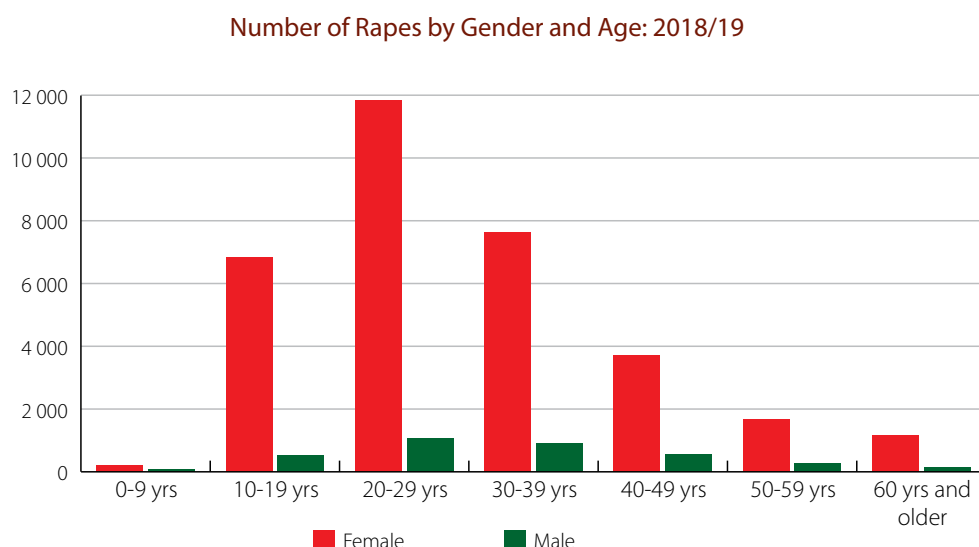
Graph showing Rape (Number) by Gender: 2018/19



Source: Crime Statistics: SAPS, released 12 September 2019

The highest levels of rape are reported committed against young women in the 20-29 year age group at 35.81%. It also appears that the number of rapes reported by both sexes in this age group is the highest among all age groups.

Graph showing Rape (Number) by Gender and age: 2018/19



Source: Crime Statistics: South African Police Service, released 12th September 2019

Girls and young women in the age group 10-19 years show the highest number of reported rapes at 92.66%; followed by women in the age group 20-29 years at 91.7% and women in the age group 60 years and older at 90.03%. These figures demonstrate that young women and girls and elderly women were the most vulnerable in their age groups to being raped in South Africa in 2018/19.

The exact prevalence of sexual violence in South Africa is unknown. Many acts of sexual violence go unreported, not only to state or private institutions, but often also to the victim's family or friends⁴. Rape in South Africa is therefore significantly under-reported⁵. In 2014/15, sexual offences had a 37% under-reporting rate to the SAPS, whilst assault had a 44.9% under-reporting rate⁶. With so many sexual violations going unrecorded, and together with the recorded violations being broadly categorized as 'sexual offences', it is difficult to ascertain the true nature and extent of sexual violence in South Africa⁷.

Women's health is another priority area of focus in the country. There are high levels of HIV/AIDS among females with high rates of new infections amongst young women. Lack of access to quality health care and services and issues of illegal abortions are

persistent challenges to women's health. This is also reflected in high maternal mortality rates in the country. The maternal mortality rate for 2015 is 138 deaths/100,000 live births. This is a vast improvement from 2008 when the ratio was 410 deaths/100,000 live births.

In 2018, women are outliving their male counterparts. Female life expectancy increased from 64.2 years in 2014 to 67.3 years in 2016. Male life expectancy increased from 58.9 years in 2014 to 61.1 years in 2018⁸. The adult mortality rate for females has been lower than both the mortality rate for males and for the country as a whole during the period 2012 to 2016. Female mortality rates declined from 32% in 2012 to 27% in 2016, compared to male mortality rates that declined from 44% in 2012 to 39% in 2016. The decline in adult mortality rate is as result of the extensive roll-out of antiretroviral (ARV) treatment and due to the more responsiveness by women to accessing testing, treatment and care for HIV over the years.

⁴ Sigworth, S.: 2009: *An overview of sexual violence in South Africa: CSVR*

⁵ Commission for Gender Equality: 2017: 20 Years of Gender on the Agenda Report

⁶ Statistics South Africa: 2016: Crime Statistics Series Volume III: 2014/15

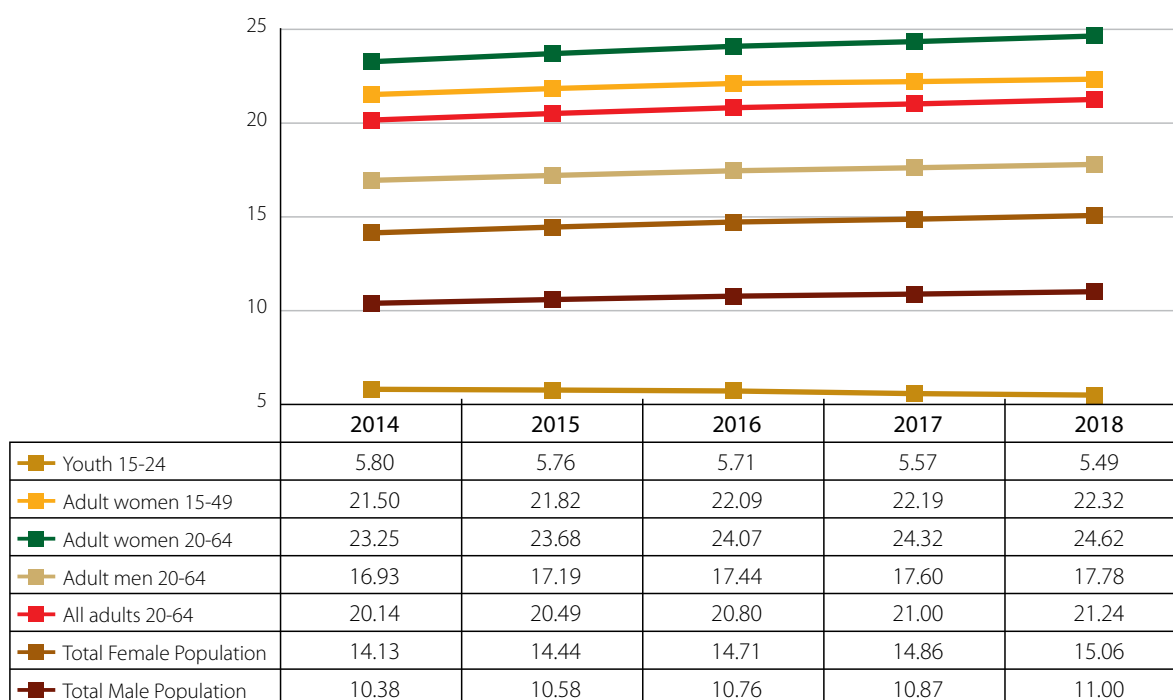
⁷ Sigworth, S.: 2009: *An overview of sexual violence in South Africa: CSVR*

South Africa has one of the most progressive abortion laws in the world with abortion on demand. However, it is estimated that 50% of abortions in South Africa occur outside of designated health facilities. During the period 2014/2015 and 2016/2017 pregnancy terminations increased from 88 807 to 105 358 in South African facilities.⁹

By 2016, 16% of young women aged 15 -19 years in South Africa have begun child-bearing, 12% have given birth and 3% were pregnant with their first child. Early child-bearing among young women is more common in non-urban areas (19%) than in urban areas (14%)¹⁰. By wealth, the percentage of teenagers who have begun child-bearing is highest in the second wealth quintile (22%) and is lowest in the highest wealth quintile (7%). The percentage of women aged 15 -19 who have begun child-bearing is unchanged at 16% in 2016¹¹. The adolescent fertility rate declined to 71 births per 1000 girls aged 15 -19 years in 2016¹².

The HIV burden varies widely by geography, age and gender, and for key and vulnerable populations. People living in urban informal areas have the highest HIV prevalence (19.9%), followed by residents in rural informal areas (13.4%). New HIV infections declined to 270 000 in 2016.¹³

HIV Prevalence by Selected Age Groups, 2002 -2017



Source: StatsSA

The figure above shows that for women within the age group of 15-49 years, the HIV Prevalence was at 21.5% in 2014, increasing to 22.3% in 2018. The HIV Prevalence rate for women in this age group is higher than that for all adults in that same age group and when measured against the prevalence rate for the entire population.

While much has been achieved over the past years, South Africa still has high rates of HIV and unintended pregnancies, with one in three young women aged 15-24 years experiencing an unintended pregnancy before age 20. Among females aged 15-24, HIV incidence is four times higher than the incidence of males in the same group. The total number of persons living with HIV in South Africa increased to 7.52 million by 2018, with an estimated 13.1% of the total population being HIV positive. Approximately one-fifth of South African women in

9 The Presidency, RSA: 2005: Beijing +10 Report

10 StatsSA: 2016: *SADHS Data Quality Report*

11 StatsSA: 2017: *SADHS Indicator Report*

12 StatsSA: 2016: *SADHS Data Quality Report*

13 SANAC: South Africa's National Strategic Plan for HIV, TB and STIs 2017-2022.

their reproductive ages (15–49 years) are HIV positive. HIV prevalence among the youth aged 15–24 has declined over time from 5.80% in 2014 to 5.5% in 2018¹⁴.

In 2015, the point estimate for HIV prevalence amongst women who attended antenatal care was 30.8%.¹⁵ HIV prevalence within the 15–24-year age group of antenatal women has shown a steady decline to 19.2% in 2015¹⁶. In 2016/2017, 95.1% antenatal clients were initiated on ARV treatment and 96% of pregnant women tested for HIV at public health facilities¹⁷. In 2017, 84% of pregnant women accessed ante-natal clinic-based HIV testing¹⁸. By 2017, 95% of pregnant women living with HIV received most effective ARV's for prevention of mother-to-child transmissions (PMTCT)¹⁹. The mother-to-child HIV transmission rate decreased to 1.8% in 2014²⁰, and the rate decreased to 1.5% at six weeks in 2016²¹.

Young women (aged between 15 and 24 years) have the highest HIV incidence at 1.51% (2017). Young women in their early 20s have a three-fold burden compared to their male peers. New infections among adolescent girls and young women (aged 15–24) remain a concern at (0.49% in 2017)

Menstruation is a defining moment in the sexual and reproductive health life of every young woman. This healthy rite-of-passage has been linked to various unhealthy menstrual hygiene behaviours and has exposed millions of girls and women within South Africa to menstrual indignities such as cultural taboos, stigmatisation and unhygienic menstrual practices²². Sanitary dignity in South Africa means that every girl child and women in the country can manage their menstruation in a dignified manner.

The government has dedicated resources to respond to society's gender imbalance in all sectors. Sanitary dignity is one area in which the girl-child is prejudiced against, resulting in an unequal access to education,

water supply, sanitation and hygiene and emotional trauma linked to stigmatisation. Civil society and Parliamentarians have over the years embarked on activism and campaigns for tax free sanitary pads as well as embarked on distribution of free sanitary pads to indigent and needy girls and women. Some provinces have taken the lead in rolling out free sanitary dignity products in schools. The Gauteng Provincial Government provided sanitary towels to indigent girls. The Dignity Pack was launched by the Department of Social Development in 2011, and the distribution prioritizes orphaned and vulnerable girl children within fee paying / disadvantaged schools across the 15 Education Districts in Gauteng. This programme was launched in response to the President's call (2011 State of the Nation Address) for government to provide sanitary towels to indigent women. Based on the increasing demands in schools, the annual targets for the Department had increased in subsequent years. In the 2018/2019 financial year, the Gauteng Department of Social Development planned to deliver 1 226 496 Dignity Packs prioritising orphaned and vulnerable girl children within no fee paying / disadvantaged schools across the 15 Education Districts in Gauteng. This would have ensured that 102 208 girl learners receive dignity packs by the end of the financial year.

In 2014/15, the former Department of Women embarked upon the development of a National Policy on Sanitary Dignity for indigent girls and women in collaboration with key stakeholders, including National Treasury. The Draft Policy was tabled in Cabinet in late 2017 and Cabinet endorsed the need for such a programme in the country but recommended that a costed Implementation Framework be developed. The Sanitary Dignity Implementation Framework was launched in February 2019 to sensitise provinces on the national roll out which kick started in April 2019. In September 2019 the Sanitary Dignity Implementation Framework was approved by Cabinet.

14 Ibid

15 Department of Health: 2017: National Antenatal Sentinel HIV & Syphilis Survey Report 2015

16 Ibid

17 National Department of Health: 2018: Input into 25 Year Review

18 <https://data.unicef.org/topic/hiv/aids/emtct/>

19 <https://data.unicef.org/topic/hiv/aids/emtct/>

20 National Department of Health: 2018: Input into 25 Year Review

21 SANAC: South Africa's National Strategic Plan for HIV, TB and STIs 2017–2022.

22 Minister Bathabile Dlamini: Address on International Women's Day: Sanitary Dignity Programme. Free Sanitary Pads to Poor Girl Learners – The First Step to Achieving Equitable and Sustainable Sanitary Dignity in South Africa.

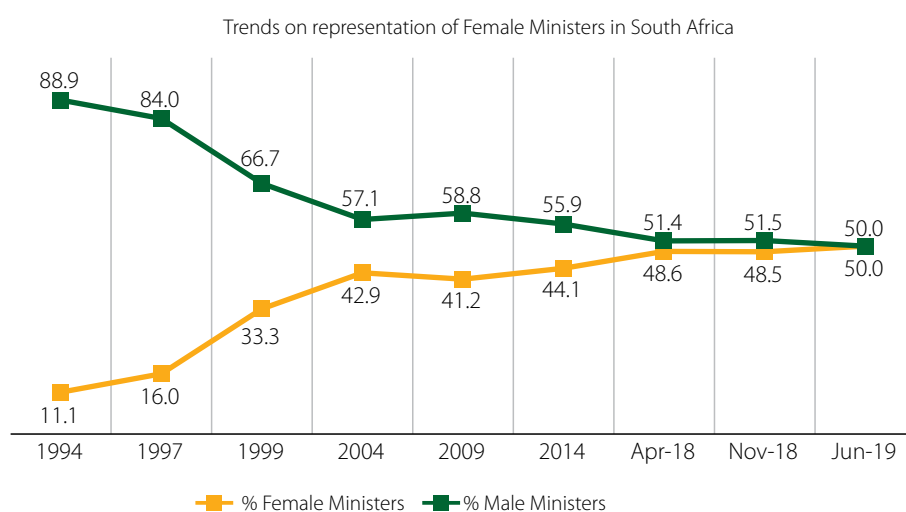
Recognising the relevance of menstrual management to the health, wellbeing and educational achievements of girls and women and the disparity in sanitary dignity in the country, the Minister of Finance in October 2018 announced in his Medium Term Budget Policy Statement (MTBPS) the provision of free sanitary products to school-girls in non-fee-paying schools, as well as that there would be no Value Added Tax (VAT) on sanitary pads with effect of 1 April 2019 (i.e. zero-rating on sanitary pads). In the 2019/2020 National Budget Vote Speech, National Treasury has made available R157 million to provide free sanitary pads to quintile 1-3 schools across the provinces of the country. Accordingly, the DWYPD will coordinate with provinces on the implementation²³.

In 2017, the South African National AIDS Council (SANAC) launched South Africa's national lesbian, gay, bisexual, trans and/or intersex (LGBTI) HIV Plan making

South Africa the first country in the world to produce an LGBTI national framework. This is to ensure an inclusive healthcare approach for minority groups. The plan forms part of the South African National Strategic Plan (NSP) on HIV, TB and STIs for 2017 to 2022.

At the political and decision-making level, women have increasingly played a significant and important role in not only advancing women's rights and empowerment, but in general governance and transformation. Women are participating in political parties, in the legislature, in the Cabinet; in the judiciary, in private sector and in the public sector in increasingly significant numbers and holding senior positions. The trend from the first democratic elections in 1994 shows that the number of women ministers in Cabinet grew from 11% in May 1994 to 50% in May 2019.

Trends on Representation of Female Ministers in South Africa



Around the world, women are closing the gender gap in areas such as health and education, but significant gender inequality persists in politics. On average, women constitute only 23.5% of representatives in parliament around the world. Impressively South Africa ranks second place out of the G20 members, with a huge 42% of seats in Parliament going to women. In June 2019, this figure stood at 46.1% following the national elections. In 2014, there was a 43% representation of women in National Parliament increasing to 46.1% following the May 2019 national elections. The Speaker of the National Assembly has

been a woman from 2014 to 2019, with a female elected again after the 2019 elections. In 2019 there is a 38.9% representation of women in the National Council of Provinces (NCOP) in the National Parliament. In 2019, of the nine provincial premiers, only two (i.e. 22.2%) were women.

²³ Ibid.

There is progress in the representation and participation of women at the local government level since the first local government elections in 1995 from overall 19% of women to 41% overall following the 2016 local government elections. In 2016, 276 of South Africa's 278 municipalities had a sitting mayor²⁴. There was a slight increase in the number of women mayors with 107 (or 39%) being female. Following the 2016 local government elections, overall in the country there is a 39% representation of women as municipal mayors.

Women have steadily increased in the Public Service and are outnumbering men. The gap between men and women is widening towards 2018, skewed in the favour of women. Although more women are joining the Public Service, they are predominantly at the lower ranks. Women make up more than 50% of all public servants employed in the Public Sector.

South Africa has ensured that women are represented not only in global leadership positions such as in the UN, AU, and other such forums, but that women are representing the country as ambassadors, high commissioners and consul-generals. Diplomatic appointments of women in South Africa's diplomatic service have increased steadily. In 2014, women accounted for 29.3% of appointed ambassadors, high commissioners and consul-generals. In December 2018, women held 41 (or 33.88%) diplomatic positions while men held 80 (66.1%) of these positions.

There is a 41.3% representation of women in senior management in the Public Service as at December 2018 with an average annual increase of approximately one percentage point since 2014 when representation stood at 39.8%.

Representation of Women at SMS Level in Public Service: 1994 - 2018

Percentage Representation: SMS level in the Public Service by Sex



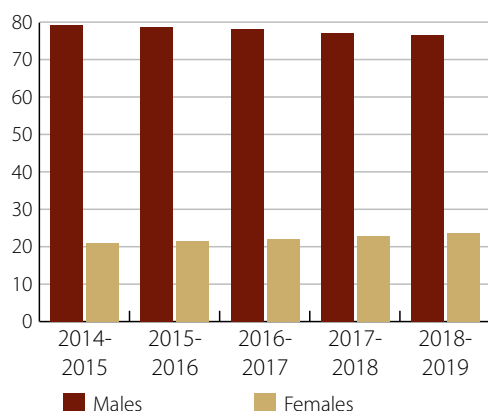
There has been a remarkable increase in the percentage of women judges from 28% in 2014 to 35.5% in 2019. There are approximately 45.6% women magistrates in South Africa in 2019, with most of them located as Regional Court Presidents (i.e. over 50%) increasing from 33.0% in 2014. At the highest level of the Judiciary which is the Chief Justice level, South Africa has never had a female Chief Justice to date. On 20 June 2019, the President appointed five new Judges to the Supreme Court of Appeal, three of who are women.

In terms of progress towards women's representation in the workforce, the picture remains particularly discouraging. The figure below indicates that the representation of women in 2014 at the top management level across the overall workforce was 20.9% and increased very gradually to 23.5% in 2018/19. The representation of females is approximately half of their economically active population figure at top management level.

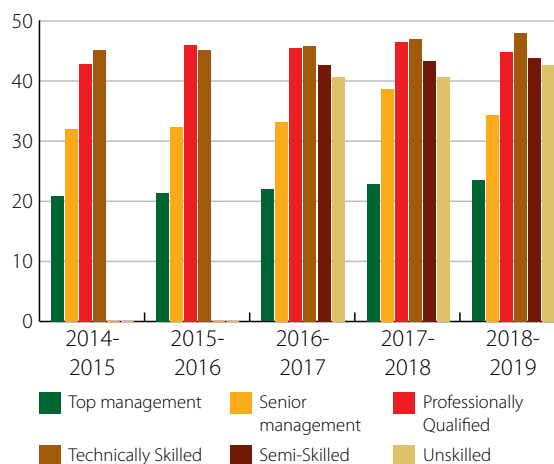
²⁴ Stats SA. 2017. Non-financial census of municipalities for the year ended 30 June 2017

Graph: Women Representation in Top Management and Workforce by Occupational Levels

% Increase in Representation of Women in Top Management: 2014-2018



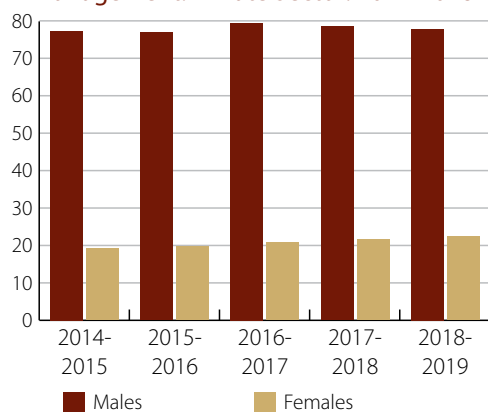
% Representation of Women in the workforce from 2014-2018 by occupational levels



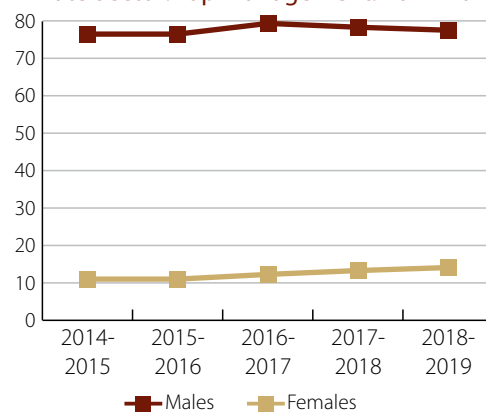
It clearly illustrates that over the review period women continued to dominate at the lowest levels of the workforce, chiefly within the technically skilled levels and remain in the semi-skilled and unskilled work force labour. Within State Owned Enterprises (SOEs) women are mostly found at the professionally qualified level. The trend patterns illustrate that while there is gradual increase in the appointment of women within the different occupational levels, the gap between men and women continues to remain wide.

Women Representation in Top Management

% Representation of Women in Top Management: Private Sector: 2014-2018



Trend in Representation of Women in Private Sector: Top Management: 2014-2018



In 2018, women only comprised 22.3% of the top management level in the Private Sector. Although there is a slight increase in the representation of women at top management level from 2014 to 2018, it is only a 3.3 percentage point difference. A trend analysis for the five years under review indicates that men continue to dominate at top management level in the Private Sector. Although there is an upward trend illustrated in women's representation at this level, the gap between women and men remains very wide. Women comprise 40.9% of the semi-skilled and 40.8% of the unskilled labour force in the private sector, which is indicative that women tend to be confined in low skilled, low paying jobs.

In 2019, women constituted 52% of the total population of South Africa; however, they make only 44.3% of the employed workforce, which is often concentrated at lower levels of organisations.

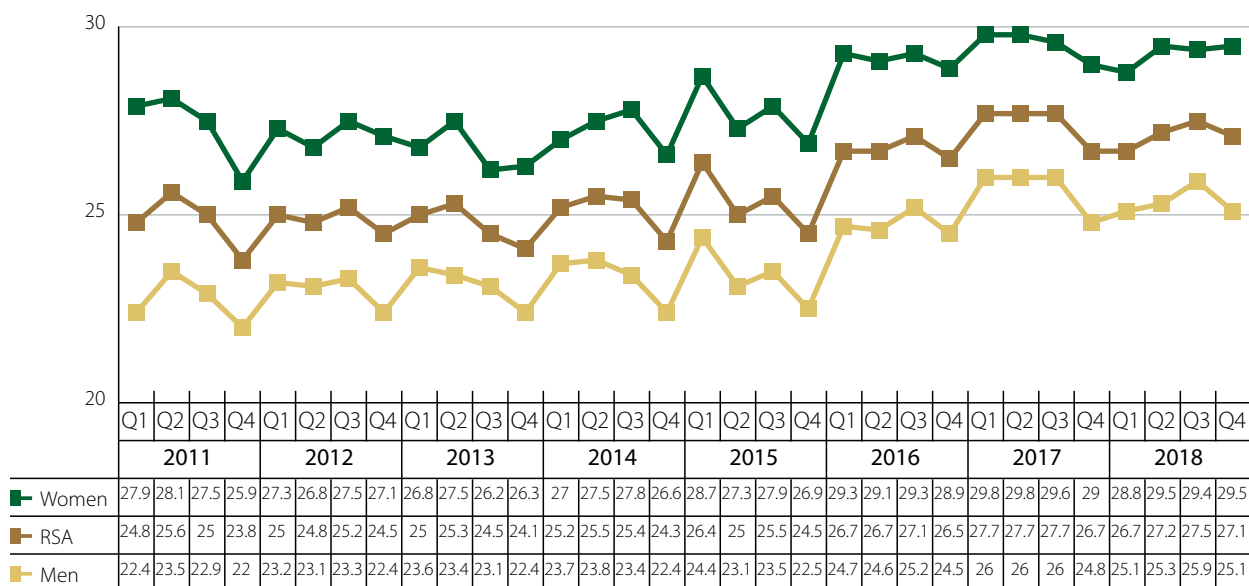
According to the 2017 Women Leadership Census Survey conducted by the Business Women's Association of South Africa (BWASA), only 29.4% of directors and 20.7% of executive managers are women. At the top leadership level of organisations, women account for only 11.8% of chief executive officer (CEOs) or chairpersons of Boards. However, since the leadership census was initiated by BWASA, the share of organisations with either a female Chairperson or CEO has increased faster than the share of female directors at organisations.

In real terms, the share of female chairpersons and CEOs increased by 51.3% by 2017. During the same period, the share of women-held directorships increased by 44.8%. Only 7.1% of companies had a female Chairperson, compared to 9.2% in the 2015 Census and 3.9% in 2008. Overall, there are 21

women chairpersons, 19 of whom are non-executive chairpersons.

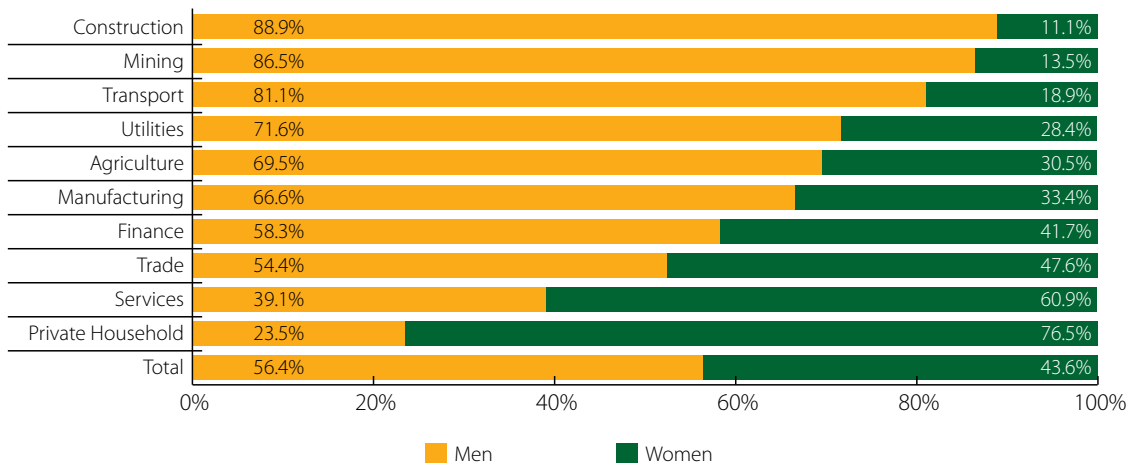
The employment environment is favourable to men compared to women. Looking at the labour absorption rate or the proportion of the working-age population that is employed, fewer women (37.6%) were employed compared to men (49.2%) during the period from October to December 2018. Of the total number of women employed, 66.4% women were employed in the formal sector (non-agriculture), 15.3% in the informal sector (non-agriculture); 3.9% in agriculture and 14.2% in private households. Of the total number of males employed, majority are in the formal (non-agriculture) sector (i.e. 70.3%) while only 3.2% in private households (Quarterly Labour Force Survey (QLFS, Quarter 4, 2018 StatsSA).

Gendered Nature of South African Unemployment



Women are mostly affected when it comes to the issue of unemployment. There is a consistent higher unemployment rate for women compared to men, for example, the unemployment rate for women was 29.0% in quarter 4 of 2017 compared to 24.8% for men.

Women's Employment by Sector 2018



Time use is also related to gender, education and labour market outcomes. Results published by Stats SAs 2010 Time Use Report point to gender inequalities in performing unpaid care or house work. This has been found to contribute significantly to the hindrance of women getting ahead in their careers in the labour market, impacting their work status and pay. Achieving equality in unpaid care or house work is fundamental to gender equality.

Despite their educational levels, females in South Africa remain disadvantaged in terms of pay, promotion, job stability, status, and employment benefits such as pensions (*Gender Series Volume 1, 2014*). This shows that the economy continues to remain skewed towards males.

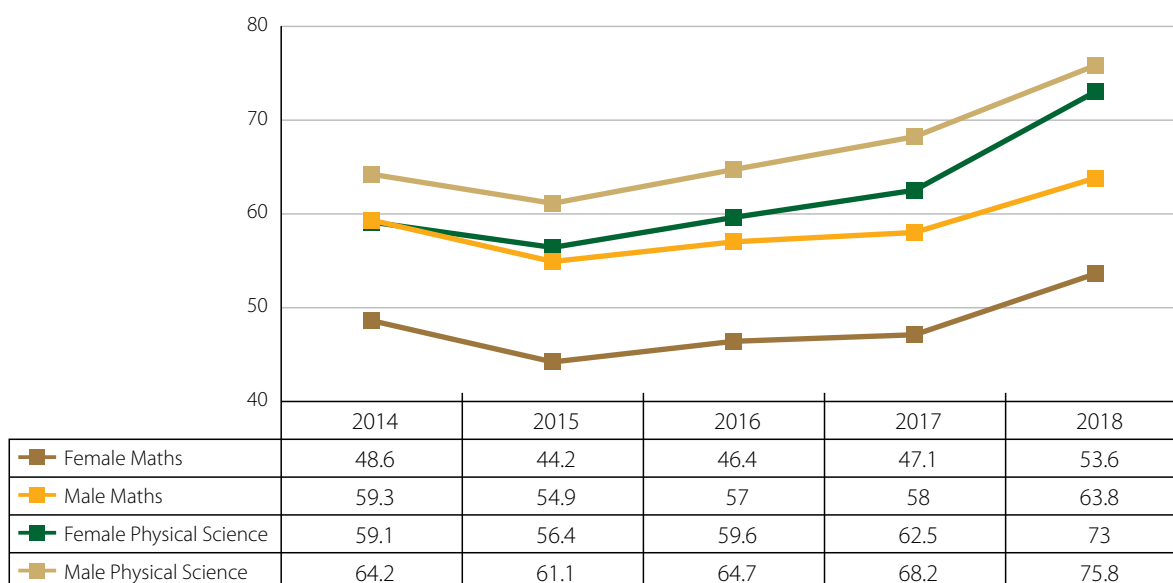
The *2015 Millennium Development Goals Report (Stats SA)* indicates that gender parity on all education indicators for South Africa has been reached. The report indicates that females make up a higher proportion of persons enrolled in secondary and tertiary level education. Increased levels of education particularly among females have been found to have positive impacts on the overall empowerment of women and girls in the long run. This is because education equips them with the self-confidence, knowledge and skills that are necessary to participate fully in the development process within their communities (Medel-Anonuevo, 1993).

However, despite the noticeable progress achieved in education, gender differences and inequalities persist. This is in terms of subject preferences and performance, and in specific aspects related to the education and training experience which often result in varying social and economic gender inequalities. For example, there is a significant gap in South Africa in favour of males qualified in STEM subjects, thus explaining the male dominance in STEM-related occupations such as engineers and architects. Research partly attributes this dominance to the masculinised culture in STEM courses at higher learning institutions and disproves perceptions indicating to females' lack of academic or technical skills as the reason why women do not pursue STEM careers (Skaggs, 2011). The lack of inclusion of women in these fields limits their penetration, participation and their ability to make meaningful contributions in development processes requiring STEM skills (*Gender Series Volume 2: Education – 2004 – 2014, Stats SA*).

At the National Senior Certificate level, the percentage pass rate for males remains higher than that for female learners. The number of female learners who wrote Mathematics and Physical Science has been higher than the number of male learners during the review period. However, the performance of male learners is better than that of female learners in both Mathematics and Physical Science in terms of percentage. About 47.1% of female learners achieved in Mathematics compared to 58.0% of male learners in 2017. These figures increased in 2018 with

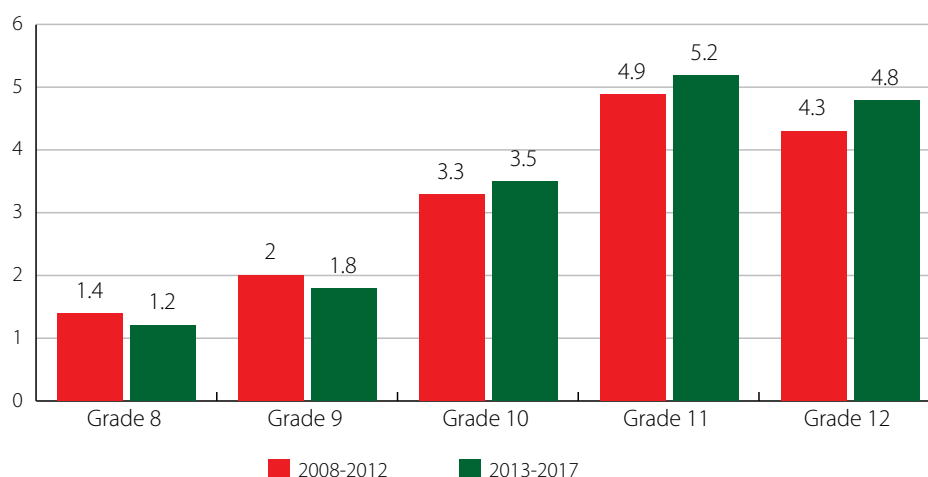
over 50% of girls achieving in mathematics as compared to over 60% for boys. Approximately 62.5% of female learners compared to 68.2% of male learners achieved in Physical Science in 2017 while in 2018 the difference in achievement is narrowing as can be seen in the graph. Girls also appear to be performing better in Physical Science (over 60% in 2018) than they do in Mathematics (over 50% in 2018).

National Senior Certificate Maths and Science Pass Rate - 30% and above



Percentage of Females Aged 14 and Older who Reported being Pregnant in the past 12 Months

% of female aged 14 and older who reported being pregnant in the past 12 months

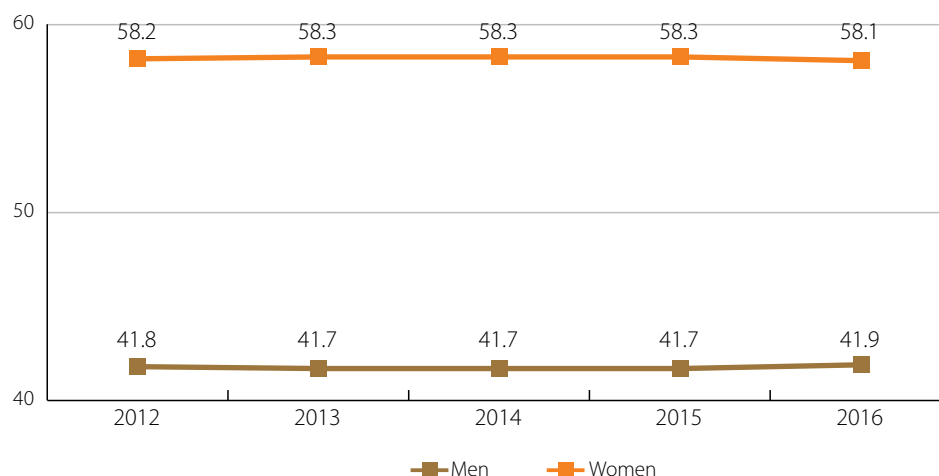


The figure above shows that while there has been an increase in learners reported being pregnant from 2013 - 2017, there has been a decline in learner pregnancy in Grades 8 and 9. There has been an increase in learners reported being pregnant in Grade 10 from 3.3% to 3.5% and Grade 11 from 4.9% to 5.2% and Grade 12 from 4.3% to 4.8%.

Evidence shows higher female enrolment in institutions of higher learning. More than half of the students enrolled in public higher education institutions in 2016 were women (58.1%), while 41.9% were men. Female student enrolment was higher than that of males for both the contact as well as

distance mode of learning. A larger gender disparity was observed for distance mode of learning where almost two thirds of students were females (65.9%) compared to just over a third of males (34.1%) enrolled through this mode of learning.

Percentage of Head Count Enrolment in Public Higher Education



Source: StatsSA

The gender distribution in South African higher education has changed since 2001. Women accounted for 54% of the total headcount enrolment in 2001, 55% in 2005 and 58% in 2011 when 542 997 women were enrolled in the public higher education. However, the graph above indicates that the gender distribution in South African higher education has not changed significantly over the past six years. In 2012 there were 554 840 women enrolled in the public higher education section, which constituted 58% of the total headcount enrolment for that year. Women still accounted for 58% of the total headcount enrolment in 2016.

Although the gendered inequalities and context in education have greatly changed in recent years with women outnumbering men, fields of study taken by girls and boys continue to mirror gender-typical patterns. The enrolment trend for the two years indicates higher enrolment in Business and Commerce and Humanities for women while higher enrolments for men were in Science, Engineering and Technology and Business and Commerce filed for both 2011 and 2016.

A higher number of women are awarded diplomas, certificates, under-graduate degrees up to honours degrees. However, the trend changes from masters and doctoral degrees in favour of men. About 58.3 % of those who were awarded degrees in 2011 were women while 58% of those awarded doctoral degrees were men in the same period. Approximately 62% of those awarded degrees in 2016 were women while about 58% of those awarded doctoral degrees in the same period were men (*Vital Stats 2016 - Public Higher Education; Council for Higher Education*). In 2016, South Africa produced 2797 doctoral graduates. While women constitute about 52% of the population, only 42.3 of the doctoral graduates produced in 2016 were women. Factoring the gender elements, Black women are still under represented while Black men seem to be more advantaged.

Overall, women outnumber men in the number of graduates but sex segregation in fields of study persists. This could be a reflection of persistent gender stereotypes which still remain strong. In line with the enrolment trend, majority of men who graduated in 2016 were in the field of Science, Engineering and Business and Commerce, while there was no significant difference across the different field of

study on women who graduated in the same period. However, the least number of women graduates for 2016 where in the field of Science, Engineering and Technology (*Vital Stats 2016 - Public Higher Education; Council for Higher Education*).

Poor planning in government programmes persists and in turn leads to poor implementation of inclusive service delivery models for person with disabilities.

Some critical achievements within the disability sector can be noted. The Deaf Access Facility and Skype functionality allowing for video calling the National GBV Command Call Centre has been launched. A tragic and grave situation in the Gauteng Mental Health Marathon Project resulted in more than 140 deaths of persons with psycho-social disabilities in 2016-17. There was a prompt and comprehensive response to the crisis through investigations, and arbitration procedures, thus setting a good practice example for other countries facing such situations.

Government undertook an audit of its laws and policies to bring them in line with the human rights model of disability, including the adoption by Cabinet of the comprehensive WPRPD of 2015. It aims to accelerate transformation and redress with regard to full inclusion, integration and equality for persons with disabilities. Government also initiated the process to develop a suite of universal design standards across the travel chain to give interpretation to the requirements of the National Land Transport Act (Act No. 5 of) 2009.

Despite these achievements that are aimed at transforming the daily lives of persons with disabilities, several challenges still exist, such as (i) the consistency in reasonable accommodation support measures across sectors; (ii) the recognition of persons with intellectual and psychosocial disabilities as equal citizens before the law; (iii) the safety and protection of girls and women with disabilities in respect of gender inequality, gender-based violence and intersectionalities; (iv) embracing the representative voice of organisations of persons with disabilities; (v) access to justice, employment, mental health, education and social protection; and (vi) the generation of reliable statistical and administrative data on disability.

In 2018, South Africa submitted its response to the List of Issues raised by the UN Committee on the Rights of Persons with Disabilities, as well as presented its report to the Committee. In its concluding observations, the Committee commended South Africa for the positive measures taken to improve the lives and conditions of persons with disabilities in the country, but also raised the challenges for the sector that have been identified above.

It is clear that behavioural change is a slow process and implementation of the relevant legislation and recommendations require a significant shift in attitudes. It is critical that the planning for the next five years takes into consideration the capacity, resources, institutional mechanisms and political drive required for the disability sector to fully enjoy their right to equality.

The APP for the period financial year 2020/21 has been developed taking into consideration the priorities of government. The APP is linked with the 2020/21-2024/25 Strategic Plan and in line with the Revised Framework for Strategic Plan and APP issued by National Treasury.

4.1 External Organisational Environment

The DWYPD is tasked with the role of contributing towards increased participation in social and economic empowerment for women, youth and persons with disabilities.

In fast-tracking and accelerating the advancement, empowerment and development of all women, youth and persons with disabilities in the country, the DWYPD has undertaken to facilitate, foster and drive the mainstreaming of women, youth and persons with disabilities as well as equality considerations of these sectors into Government's policies, governance processes and programmes. To achieve this, the Department will focus on initiatives to ensure the mainstreaming of gender, youth and rights of persons with disabilities across government, including through coordination of government-wide gender-responsive planning, budgeting, monitoring and evaluation; strengthening the national machineries for all three sectors; international engagements on gender equality, youth and persons with disabilities; sectoral interventions against GBV; leading the implementation of sanitary dignity programmes; and

public participation activities, including dialogues with different sectors of women, youth and persons with disabilities. In undertaking these various interventions, the DWYPD remains cognisant of the non-homogeneity within and among members of these three sectors, as well as inclusiveness of the LGBTIQ+ members belonging within these different sectors.

The department plans to coordinate the implementation of the government-wide gender-responsive planning, budgeting, monitoring and evaluation systems. This will include the development of guidelines and the Country Gender Indicator (CGI) Framework to assist government departments and other relevant stakeholders to integrate gender, youth and persons with disabilities indicators and targets within planning instruments and budgets; to collect and analyse sex disaggregated data and monitor and evaluate performance on women's, youth and persons with disabilities empowerment and the achievement of gender equality.

Due to capacity constraints in the monitoring and evaluation unit, the department will partner with UN women and the National School of Government for realignment and finalisation of the CGIF and training of government departments on both the GRPBMEA and CGI Frameworks. Overarching all of these processes is the monitoring of compliance by Government to the commitments made at the national and global levels on the promotion and protection of the rights of women, youth and persons with disabilities. The DWYPD will be able to determine the future agenda for the equality and empowerment of women, youth and persons with disabilities through broad consultations with sectors across the spectrum of South African society. The platform will be created to enable women, youth and persons with disabilities from various sectors to articulate their concerns, needs and challenges while several key commitments have been made by government to redress these challenges.

The DWYPD will be collaborating with its key strategic partner the DPME and National Treasury to implement the GRPBM&E. The aim of the GRPBM&E Framework is to ensure a more sustainable, comprehensive and multi-sectoral approach to gender mainstreaming within the country's planning, monitoring and evaluation and public financing systems.

The DWYPD will coordinate stakeholder participation in advocacy programmes on the rights of women, youth and persons with disabilities including the commemoration of national days. The extent of GBV and GBVF in South Africa render it a national crisis which requires an urgent and rapid response. In order to respond to this scourge, over 2019/20, the department will carry out work subdivided into two priority areas: interventions on GBVF and NGM as key government priorities. The two priority areas are aimed to facilitate and achieve transformation and substantive gender equality and empowerment of women, youth and persons with disabilities and contribute to attainment of high quality of life free from all forms of discrimination.

In terms of provision of strategic coordination and leadership, the DWYPD will co-lead and convene the Interim GBV and Femicide Steering Committee (IGBVFSC); as well facilitate and oversee establishment of the permanent GBVF Council; and the development and implementation of the GBVF National Strategic Plan (NSP). The NGM priority area will be achieved through the revitalisation and strengthening of the structures; this will be done through convening and chairing quarterly NGM Coordination and Accountability Forum meetings. In order to maximise on both human and financial resources the department will coordinate engagements, partnerships and collaborations with key role-players from government, its agencies and parastatals, private, civil society, research institutions and intergovernmental organisations to achieve its objectives.

In October 2017/18, Cabinet directed the then Department of Women to revise the Sanitary Dignity Policy Framework from a policy to an implementation framework and to also pilot the Framework in three provinces. The Department submitted a funding request for the pilot in the 2018/19 MTEF process and during the MTBPS speech in October 2018, the Minister of Finance announced that a national roll would be undertaken to provide sanitary towels to poor girls in schools with effect from 1 April 2019. However, the programme is being implemented in an incremental manner, firstly focusing on quintiles 1-3 schools, special schools and farm schools. The incremental approach depends on the availability of resources and is guided by the principle of leaving no one behind and reaching the furthest first. As such,

other groups that still need to be catered for include women and girls in State care (State owned mental health institutions, hospitals, orphanages, places of safety, correctional facilities, etc.); indigent women and girls not in State institutions and other vulnerable groups identified by the proposed coordinating structures.

The allocation was intended for the Sanitary Dignity Project and as such provinces were required to align their programmes to the Sanitary Dignity Implementation Framework. This then necessitated that the Department raises awareness about the framework and as such hosted the launch on 28 February, 2019.

As a result, the DWYPD provides leadership and oversight in the implementation of the sanitary dignity implementation framework through creating an enabling environment, creating enabling infrastructure, monitoring and reporting on implementation as well as evaluation. This includes learning, Integration and coordination of intergovernmental and interdepartmental planning imperative in the implementation of the Sanitary Dignity Framework. The Sanitary Dignity Implementation Framework was approved by Cabinet on 18 September, 2019

The DWYPD resolved in its 2019/20 financial year strategy session, that in order to give effect to the 6th Administration priority on economic transformation and job creation to broaden economic participation in the sanitary dignity value chain of manufacturing, storage, distribution and waste disposal, to include the empowerment of women, youth and persons with disability owned and managed enterprises.

The department will use government public procurement budget to leverage transformation of the sector by enhancing its support for enterprise development in the Sanitary Dignity Programme value chain. Through collaboration and partnerships with economic sector departments and private sector, the DWYPD will design an Integrated Entrepreneurship and Enterprise Development Program to act as catalyst for growing women, youth and persons with disability owned and managed SMMEs and co-operatives as well as new entrants, therefore unlocking their full economic potential.

To give effect to the Women Financial Inclusion Framework, partnerships will be forged with the Department of Small Business Development (DSBD), Department of Trade, Industry and Competition (DTIC), National Treasury and their respective agencies Small Enterprise Development Agency (SEDA), Small Enterprise Finance Agency (SEFA), Industrial Development Corporation (IDC), National Empowerment Fund (NEF) and South Africa Bureau of Standards (SABS) as well as private sector to ensure capabilities and participation of women in the manufacturing and mineral beneficiation is supported.

Greater attention is needed to ensure that the target groups gain direct access to financial and non-financial support, markets and this will be coupled with relevant skills needed to ensure they gain the most effective entrepreneurial applications within and across different areas of economic value chain. The Sanitary Dignity Programme can be considered as a nodal point, that not only bring women, youth and persons with disability into the sector to work but rather promote the agency of the target group to create their own jobs and run their own enterprises.

During the 5th administration, research was commissioned by the DWYPD with the objective of reviewing the effectiveness of the DTIC incentives and, in particular, how women access these incentives and benefit from them. Based on the various findings presented in this report, the newly reconfigured department will ensure women's access to incentive programmes be prioritised in order to effectively help address their historical and continuing economic marginalisation.

This would entail a greater focus on women in rural areas and the self-employed women in the informal sector, most of whom are African. It would also require a focus on enabling access for the youth and those with the lowest levels of education. As these women are most excluded from the formal economy, failing to target these women explicitly allows patterns of inequality to be replicated as these women also remain excluded from incentives that can serve to improve their financial positions. In the context of the high numbers of self-employed women in the informal sector in South Africa, this may mean supporting the facilitation of the process of enterprise formalisation, where appropriate.

With specific reference to financial inclusion, it is vital to improve financial literacy for women in order to empower them to use financial products for the promotion of entrepreneurship and other economic activities. To this end, work has commenced to design an Integrated enterprise and entrepreneurship development program, with the collaboration of the DSBD and the DTIC and their respective agencies. Through this entrepreneurship program, a phased approach would be used to identify and support women owned and managed enterprises to unlock their entrepreneurship activities by actively participating across key economic sectors and value chain.

It is critical for the DWYPD as the central hub on matters related to women, youth and persons with disabilities to be the main source of disaggregated, evidence based information, data and statistics. In this regard it is deemed essential that a centralised integrated knowledge hub be established within the DWYPD that will serve the country in making evidenced based decisions, policies, programming and strategies necessary to drive transformation within these key sectors. It also enables the DWYPD to be a generator of knowledge and information related to women, youth, and persons with disabilities, including information on different categorisations of the population such as rural, urban, LGBTIQ+, among others.

It is envisaged that this is a project which is electronically based and therefore will require technological expertise as well and it will therefore span more than one year in its development, establishment, piloting and testing prior to its effective operational capability. In 2019/20 an integrated model will be researched and designed.

The task of generating further information and knowledge will be done in partnership and collaboration with relevant stakeholders such as research institutions, academic institutions and development partners, among others. To this end, the department will provide thought leadership through publications such as policy briefs and/ discussion papers on key issues affecting women, young women, women and girls with disabilities and the LGBTQA+ community. These will be based on issues pertaining to the seven national priorities.

The scope of international relations work in the Department is guided by the Constitution of the Republic of South Africa, 1996 (Act No. 108 of 1996), South African Foreign Policy objective and principles, Chapter 7 of the NDP: Vision 2030, SDGs, AU Agenda 2063, international treaty obligations instruments on women, youth and persons with disabilities, the 2019-2024 MTEF Priority of the sixth Administration: A better Africa and including South African Official Development Assistance (ODA) policy Framework: Management of ODA as well as Outcome 11 (create a better South Africa, a better Africa and a better world) of government's 2014-2019 MTSF.

At international level South Africa is an active actor, strategic partners and has signed and ratified a number of international, regional and sub-regional treaties, protocol, conventions and covenants on women, youth and persons with disabilities. It is the role and responsibility of the DWYPD deliver on the international commitments and obligations for women, youth and persons with disabilities. Therefore the mandate of the department in international relations is to champion the management of the international relations work and commitments of the department at the level of the UN, AU, SADC and intergovernmental bodies such as Commonwealth, Brazil, Russia, India, China and South Africa (BRICS), Indian Ocean Rim Association (IORA), India Brazil South Africa (IBSA), G7, G20, China + G77 and Commonwealth including international agencies (DFID, European Union, JICA, GTZ) and institutions (World Bank, IMF, African Development Bank).

As such, the international relations work of the department is aimed to ensure that the department at multilateral level achieves and implements the global, regional and sub-regional mandates and optimally participate in multilateral global affairs to impact and influence the global agenda and ensure that the interests of women, youth and persons with disabilities find expression on the international agenda and platforms to promote the participation and representation of women, youth and persons with disabilities on international decision making platforms.

Participation in multilateral engagements (ministerial segments and meetings, high level dialogues, debates and panels, specialised technical committees,

working groups, outcomes negotiations) provides the department an opportunity to learn, identify and address emerging trends. Participation in multilateral forums involves interdepartmental consultation, external stakeholder consultations, consolidation of country positions, preparation of national statements and interventions. On bilateral partnerships the department ensure that it establishes, builds and maintains beneficial bilateral partnerships and collaborations through the signing of Memorandum of Understanding/Agreements with strategic countries, development agencies and international institutions to establish collaborations and partnerships for cross-border initiatives, exchange programmes, to share and exchange expertise, knowledge, information, best practices on identified areas of mutual interest to address areas of concerns on issues affecting women, youth and persons with disabilities so as to resolve domestic demands and cross boarder challenges and issues. It is the responsibility of the sub-directorate to ensure that reports on treaty obligations and commitments are developed and produced and that the national laws, policies, and legislation are aligned and harmonised to global, regional and sub-regional instruments to promote global integration. The department plays a significant role in ensuring that the commitments made by government through ratification of international instruments on women, youth and persons with disabilities are met.

In this regard, the department is responsible for managing the development of reports on the national implementation of the Beijing Platform for Action, the AU Women's Protocol to the Charter on Human and People's Rights on the Rights on Women in Africa, the SADC Protocol on Gender and Development, CEDAW, the Solemn Declaration on Gender Equality in Africa, Convention on the Rights of Persons with Disabilities, World Programme of Action for Youth to the Year 2000 and Beyond, United Nations Security Council Resolution 1325 and various Resolutions and Outcomes of the United National General Assembly on women, youth and people with disability. The reporting processes include consultations with government departments, academia, civil society organisations, the business community and faith based organisations, the Cabinet clusters, Cabinet approval and submission to National Parliament for endorsement.

Acknowledging the fact that government renders youth development in partnership with private and civil society sectors, the mandate for the youth sector is to oversee youth development, empowerment and increasing opportunities for employment in the country. The NYDA as the implementation arm of DWYPD is responsible for youth programmes in the areas of economy, skills development and national youth service amongst others. In the reporting period, the branch will focus on reviewing the NYP and updating the M&E Framework to articulate the indicators of the new identified policy imperatives. The youth policy provides guidance to all stakeholders in the youth development space by guiding them on interventions that need to be in place to address the challenges facing young people. To ensure adequate resourcing for youth development, the Youth Mainstreaming (YM) Guidelines for youth responsive planning, budgeting, monitoring, evaluation and auditing are being developed to close the gap between plans and budgets by facilitating adequate resourcing of youth development for implementation of interventions geared towards ensuring better outcomes and more tangible impacts for the youth. Therefore, these guidelines should be viewed as part of broader strategies for non-discrimination and equality for all.

The DWYPD will work with the Office of the Chief State Law Advisor in amending the South African Youth Development (SAYD) Act, a framework legislation for youth development in the country. The proposed SAYD legislation is further intended to facilitate institutionalisation and mainstreaming of youth development; providing for youth development coordination mechanisms at national, provincial, and local levels as well as setting youth development norms and standards for service delivery. Additionally, the branch is amending the NYDA Act, Act No. 54 of 2008 – the founding legislation for the NYDA to narrow down its mandate so that ensure that its mandate is focused and to increase its reach to youth at local levels, particularly in deep rural areas. The amendment of the legislation would further strengthen the NYDA in terms of governance, visibility and reach. It will also close the gaps that exist in the original legislation (NYDA Act, Act no. 54 of 2008) such as narrowing its broad mandate, thus making the agency to be more focused and responsive to young people's needs.

In the 2020/21 financial year, the DWYPD will focus among others on strengthening consistency in implementation of the WPRPD through the finalisation of National Strategic Frameworks on Universal Access and Design; Reasonable Accommodation Support; Disability Rights Awareness Campaigns and Self Representation by Persons with Disabilities; Guidelines for Disability Inclusive Public Participation, as well as embedding disability inclusion in Government-wide institutional arrangements.

The Department will also continue to support and coordinate the Presidential Working Group on Disability, inclusive of the establishment and support to work streams focusing on the 6 priorities identified by the Working Group, i.e. development of national legislation related to disability issues; Improving socio-economic outcomes for persons with disabilities; accelerating recognition and development of South African Sign Language as an official language; reducing vulnerability of persons with disabilities at risk by improving access to justice; resourcing the national disability rights agenda; and location and capacitation of government-wide transversal disability rights coordination horizontally and vertically. The DWYPD will also seek to provide technical support to government institutions as well as rights-holders to uphold the rights of all persons with disabilities, inclusive of strengthening the collective voice of under-represented groups such as persons with dyslexia and persons with albinism; and publishing a user-friendly version of the WPRPD in all official languages as well as South African Sign Language.

The DWYPD is involved in advancement of policies and programmes and provide support in order to attain the SDGs in general, but SDG 5 in particular. The DWYPD will seek to ensure there is effective implementation of interventions aimed at achieving the SDG targets through gender, age and disability responsive indicators across the SDGs as far as is possible. This will ensure that in generating disaggregated data and statistics, it forces mainstreaming of gender, youth and disability issues into the SDG process. This is based on the understanding that “what gets measured gets done!”

4.2 Internal Environment

On 29 May 2019, the President announced the National Executive and their respective portfolios of the 6th Administration. The announcement set the basis for the reconfiguring of government departments: mergers of departments, name changes and transfer of certain functions. The consequence thereof would be that new departments were established, functions transferred and redundant departments abolished.

The Department of Women was affected by the announcement of the Minister in the Presidency for Women, Youth and Persons with Disabilities. A Deputy Minister was also appointed for which previous provision had not been made. A new Department of Women, Youth and Persons with Disabilities was gazetted on 26 June 2019.

The National Macro Organisation of Government (NMOG) 2019 process was initiated to manage the transition to the new Administration. In terms thereof, the youth development function and NYDA would be transferred from the Department of Planning, Monitoring and Evaluation (DPME), and persons with disabilities function from the DSD. Through a reorganisation of the Department of Women, a submission was made in August 2019 to the Minister for the Public Service and Administration seeking concurrence with a start-up structure for the Department of Women, Youth and Persons with Disabilities (DWYPD).

The NMOG process is one of reorganisation and not restructuring. Accordingly, affected functions and concomitant posts have been ring-fenced for transfer to the DWYPD. In this regard, the DPME has confirmed that the Youth Desk consists of eight funded posts (seven filled and one funded vacancy), while the DSD has confirmed that thirteen funded posts have been ring-fenced for transfer. In addition, thereto, a further two posts, one in Inter-Sectoral Coordination and International Relations and another in Research and Policy Development, will likewise be transferred.

The DWYPD engaged with the DPME and the DSD regarding the transfer of the Compensation of Employees budget in relation to functions that will be transferred to the DWYPD. In addition, thereto, a request for additional funding was made to National Treasury through the 2019 Annual Estimates of

National Expenditure (AENE) process regarding unforeseeable and unavoidable expenditure that was not anticipated at the time of the budget, particularly in relation to the implementation of the 2019 ***Guide for Members of the Executive and the appointment of the Deputy Minister for Women, Youth and Persons with Disabilities***.

Whereas the initial intention was that the Department would oversee the implementation of supporting programmes, the Department's mandate has subsequently clarified that its strategic posture as not a service delivery institution, and rather engaged in the advocacy and mainstreaming, institutional support and capacity building, and monitoring and evaluation of considerations related to the equality and empowerment of women, youth and persons with disabilities. The budget programme and sub-programme structure of the Department were subsequently aligned to the main areas of its service-delivery responsibilities for the purposes of the 2020 Estimates of National Expenditure (ENE).

The Department will review its organisational structure and related post establishment to ensure alignment with its developing strategic goals, objectives, service delivery model, and is capable of meeting the expanded expectations to fulfil its mandate. A redesign is required to make the structure fit for purpose and more responsive to the demands required by the reconfigured Department. This is particularly with regard to the equal recognition of services to promote, protect and respect the equality and empowerment of women, youth and people with disabilities within an inclusive and responsive framework.

This realignment will consider the following;

- support to the Secretariat for the National Council against GBVF, the creation of additional posts in the core business environment, Internal Audit, Risk Management, Financial and Supply Chain Management to institutionalise internal controls and the segregation of functions, and the establishment of capacity to manage service delivery improvement as well as employee health and wellness, for which provision had not previously been made.

In addition to the above and based on the particular nature of the mandate and functions of the Department and its commitment to ensure reasonable accommodation in the workplace, provision will also be made for assistive guides for employees and clients who require such services.

Currently the Department has 101 funded posts, of which 93 are filled and 8 vacant. This will be augmented through the NMOG 2019 process where 15 funded posts (11 filled and 4 vacant) have been ring-fenced by the DSD, and 8 (7 filled and 1 vacant) by the DPME. Accordingly, the start-up structure of the DWYPD shall have a post establishment of 124 posts (111 filled and 13 vacant).

The APP 2020/2021 is structured according to the MTSF priorities due to that the department is still busy going through the NMOG process. This was also done to promote integration between the three sectors which the department is responsible for.

OVERVIEW OF 2020/21 BUDGET AND MTEF ESTIMATES

Expenditure Estimates							
Programmes	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates		
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Administration	90 095	84 298	90 031	93 343	93 319	98 632	101 825
Social Transformation and Economic Empowerment	79 548	94 215	102 355	112 923	124 769	132 409	137 366
Policy, Stakeholder Coordination and Knowledge Management	26 732	27 933	31 934	43 504	49 156	51 591	54 572
Rights of Persons with Disabilities	16 010	15 785	15 315	18 752	19 945	21 522	22 450
National Youth Development	411 085	437 565	484 288	469 465	491 301	517 306	536 822
Total Programmes	623 470	659 796	723 923	737 987	778 490	821 460	853 035
Current payments	143 868	145 956	161 908	188 048	206 028	218 214	227 284
Compensation of employees	83 965	86 608	93 934	112 536	121 186	128 867	134 784
Goods and services	59 903	59 348	67 974	75 512	84 842	89 347	92 500
Administrative fees	818	872	1 072	592	650	690	725
Advertising	2 373	2 309	1 412	1 480	982	1 008	1 073
Minor Assets	609	386	210	153	283	318	312
Audit costs: External	3 917	3 820	4 041	3 200	4 260	4 494	4 668
Bursaries: Employees	7	62	86	252	200	205	197
Catering: Departmental activities	658	3 212	4 356	2 475	2 484	2 649	2 803
Communication (G&S)	3 063	3 471	2 588	2 803	3 533	4 176	4 395
Computer services	3 656	2 522	3 837	1 912	1 047	970	1 035
Consultants: Business and advisory services	1 534	6 434	2 997	7 349	15 403	16 271	16 599
Infrastructure and planning services	-	-	-	-	-	-	-
Laboratory services	-	-	-	-	-	-	-
Legal services (G&S)	1 077	968	2 584	304	328	304	324
Science and technological services	-	-	-	-	-	-	-
Contractors	498	742	1 123	913	1 038	1 093	1 135
Agency and support/outsourced services	-	117	0	0	0	0	0
Entertainment	2	2	3	57	60	63	66
Fleet services (including government motor transport)	559	668	794	159	242	225	240
Housing	-	-	-	-	-	-	-

Expenditure Estimates							
Programmes	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates		
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Inventory: Clothing material and accessories	-	-	-	-	-	-	-
Inventory: Farming supplies	-	-	-	-	-	-	-
Inventory: Food and food supplies	-	-	-	-	-	-	-
Inventory: Fuel, oil and gas	-	-	-	-	-	-	-
Inventory: Learner and teacher support material	-	-	-	-	-	-	-
Inventory: Materials and supplies	-	-	-	-	-	-	-
Inventory: Medical supplies	-	-	-	-	-	-	-
Inventory: Medicine	-	-	-	-	-	-	-
Medsas inventory interface	-	-	-	-	-	-	-
Inventory: Other supplies	-	-	-	-	-	-	-
Consumable supplies	701	195	226	373	680	707	743
Consumables: Stationery, printing and office supplies	1 815	631	808	910	1 680	1 714	1 858
Operating leases	12	36	41	50	53	53	56
Rental and hiring	138	157	686	800	815	832	863
Property payments	11 749	11 563	13 282	17 813	18 791	19 265	20 111
Transport provided: Departmental activity	14	873	1 597	2 855	1 919	1 663	2 179
Travel and subsistence	21 010	15 888	20 071	23 974	19 489	21 427	21 345
Training and development	424	523	145	906	1 007	965	1 022
Operating payments	3 085	2 503	2 458	2 681	4 471	4 588	4 742
Venues and facilities	2 184	1 394	3 557	3 501	5 427	5 667	6 009
Interest and rent on land							
Interest (Incl. interest on unitary payments (PPP))							
Rent on land	-	-	-	-	-	-	-
Transfers and subsidies	476 045	511 365	559 341	545 997	568 781	599 359	621 669
Provinces and municipalities	6	6	5	10	16	17	18
Provinces	-	-	-	-	-	-	-
Provincial Revenue Funds	-	-	-	-	-	-	-
Provincial agencies and funds	-	-	-	-	-	-	-
Municipalities							
Municipal bank accounts	6	6	5	10	16	17	18

Expenditure Estimates							
Programmes	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates		
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Municipal agencies and funds							
Departmental agencies and accounts	475 657	511 072	557 880	544 754	568 563	599 126	621 435
Social security funds	-	-	-			-	-
Departmental agencies (non-business entities)	475 657	511 072	557 880	544 754	568 563	599 126	621 435
Higher education institutions	-	-	-	-	-	-	-
Foreign governments and international organisations	-	-	-	-	-	-	-
Public corporations and private enterprises	-	-	-	-	-	-	-
Public corporations	-	-	-	-	-	-	-
Subsidies on products and production (pc)	-	-	-	-	-	-	-
Other transfers to public corporations	-	-		-	-	-	-
Private enterprises	-	-	-	-	-	-	-
Subsidies on products and production (pe)	-	-	-	-	-	-	-
Other transfers to private enterprises	-	-	-	-	-	-	-
Non-profit institutions	-	-	-	-	-	-	-
Households	382	287	1 456	1 233	202	216	216
Social benefits	382	187	410	1 233	202	216	216
Other transfers to households	-	100	1 046	-	-	-	-
Payments for capital assets	3 498	2 475	2 451	3 542	3 681	3 887	4 082
Buildings and other fixed structures	-	-	-	-	-	-	-
Buildings	-	-	-	-	-	-	-
Other fixed structures	-	-	-	-	-	-	-
Machinery and equipment	3 498	2 475	1 936	2 601	2 708	2 860	3 017
Transport equipment	271	268	202	-	-	-	-
Other machinery and equipment	3 227	2 207	1 734	2 601	2 708	2 860	3 017
Heritage assets	-	-	-	-	-	-	-
Specialised military assets	-	-	-	-	-	-	-
Biological assets	-	-	-	-	-	-	-
Land and sub-soil assets	-	-	-	-	-	-	-

Expenditure Estimates							
Programmes	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates		
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Software and other intangible assets	-	-	515	941	973	1 027	1 065
Payments for financial assets	59	-	223	400	-	-	-
Total economic classification	623 470	659 796	723 923	737 987	778 490	821 460	853 035

Chapter 15 of the NDP envisages economic participation, education and skills development for women and other vulnerable groups, and the elimination of violence against women and children. This vision is given expression by priority 1 (economic transformation and job creation), priority 5 (social cohesion and safe communities) and priority 6 (a capable, ethical and developmental state of government's 2019-2024 MTSF. The work of the DWYPD is directly aligned with these priorities through facilitating the planning, budgeting, monitoring and evaluation, and auditing processes responsive to gender, youth and disability rights across the state. Accordingly, over the medium term, the department intends to focus on: eradicating GBVF; and strengthening the NGM; making interventions for economic empowerment, engaging in responsive government –wide planning; budgeting, monitoring and evaluation; ensuring compliance with international commitments; promoting the rights of people with disabilities; and supporting the development of young people.

The department's budget structure has changed to align with the reconfigured department following the incorporation of *Youth Development sub-programme* from the DPME, and the Rights of Persons with Disabilities sub-programme from the Department of Social Development. Expenditure is expected to increase at an average annual rate of 5 per cent, from R737,5 million in 2020/2021 to R853 million in 2022/2023. Transfers and subsidies account for an estimated 61 per cent (1.8 billion) of the department's total budget over the MTEF period. The department is set to receive additional allocations in the Social Transformation and Economic Empowerment Programme amounting to 15 million over the medium term for the establishment of a National Council on GBVF.

PART: C

Measuring Our Performance



2020/2021

Part C: Measuring our Performance

5. Institutional Programme Performance

Programme 1: Administration

Purpose:

The purpose of this programme is to provide effective leadership, management and support services to the department.

Sub-Programmes:

- **Departmental Management:** The purpose of the sub-programme is to provide executive support, strategic leadership and management of the DWYPD.

- **Financial Management:** The purpose is 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:** The purpose of this programme is to provide effective human capital management, facilities and auxiliary management and ICT systems enablers for the DoW.

Outcomes, Outputs, Performance Indicator and Targets

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance				Estimated Performance	MTEF Period	
			2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Improved governance processes and systems for DWYPD	Unqualified audit opinion on Predetermined Objectives and compliance matters	Unqualified audit opinion on Predetermined Objectives and compliance matters	New	New	New	Unqualified audit opinion	Unqualified audit opinion	Unqualified audit opinion	Unqualified audit opinion
	Timeous payment of suppliers	Percentage of invoices paid within 30 days	Not Achieved 87.72% of invoices were paid within 30 days	Not Achieved 98.47% invoices were paid within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	
	Unqualified audit opinion on Annual Financial Statements	Unqualified audit opinion	New	New	Unqualified audit opinion with matters of emphasis	Unqualified audit opinion	Unqualified audit opinion	Unqualified audit opinion	Unqualified audit opinion
	Timeous filling of funded vacancies	Percentage vacancy rate	Achieved The vacancy rate as at 31 March 2018 was 5.6%	Achieved Maintain a vacancy rate of less than 10% annually	Maintain a vacancy rate of less than 10% annually	Maintain a vacancy rate of less than 10% annually	Maintain a vacancy rate of less than 10% annually	Maintain a vacancy rate of less than 10% annually	Maintain a vacancy rate of less than 10% annually
	Human Resource Plan	Human Resource Plan developed and implemented	New	New	New	Human Resource Plan developed and approved	Human Resource Plan Implemented	Human Resource Plan Implemented	Human Resource Plan Implemented

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Approved Master Information Technology Strategy and Plan (MITSP)	Modernised, secure and integrated Information Communications and Security Technologies, infrastructure and Systems	Approved Master Information System and Security Technology Plan (MISSTP)	New	New	New	Approved Master Information System and Security Technology Plan (MISSTP)	-	-	-
Revised legislative framework to respond to and enforce rights of women, youth and persons with disabilities	Bills on Women Empowerment and Gender Equality (WEGE) developed	Draft legislation on WEGE produced	New	New	New	Produce draft WEGE Bill	Conduct WEGE Bill stakeholder consultations	Table WEGE Bill to Parliament	Table WEGE Bill to Parliament

Indicators, Annual and Quarterly Targets

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Unqualified audit opinion on Predetermined Objectives and compliance matters	Unqualified audit opinion	-	Unqualified (Clean) audit opinion	-	-
Percentage of invoices paid within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days
Unqualified audit opinion on annual financial statements	Unqualified audit opinion		Unqualified audit opinion	-	-
Percentage vacancy Rate	Maintain a vacancy rate of less than 10% annually	<10%	<10%	<10%	<10%
Human Resource Plan developed and implemented	Human Resource Plan developed	-	Draft Human Resource Plan developed	Draft Human Resource Plan consulted	HR Plan approved
Approved Master Information Technology Strategy and Plan (MITSP)	Approved MITSP	Draft MITSP developed	Consultation with stakeholders on the draft MITSP	Consolidation of inputs to the draft MITSP	Approved MITSP
Draft legislation on WEGE produced	Produce draft WEGE Bill	-	-	Solicit inputs internally to amend the current draft WEGE Bill	Final draft WEGE Bill produced

Explanation of planned performance over the medium term period

Guided by the NDP and the manifesto of the ruling party, the DWYPD seeks to address the triple challenges of poverty, unemployment and inequalities. Corporate Management provides resources and administrative services to enable the corporate operations of the Department. It will do so through the rendering of strategic human resource management and development services, the management and provision of sound legal services to ensure that the Department executes its mandate in accordance with relevant compliance and regulatory requirements, rendering of information technology services to support the business of the Department and the rendering of auxiliary and security management services. Within the next five years, the Department intends to adequately resource its operations through the provision, utilisation and development of a competent and motivated workforce and ensure a stable electronic platform and network for secure and dependable operations and communications. The Department also intends to introduce Bills to Parliament that seek to promote and protect the rights of women, youth and persons with disabilities, including the Women Empowerment and Gender Equality Bill, NYDA Amendment Bill and the Rights of Persons with Disabilities Bill.

Programme Resources Considerations

Expenditure Estimates							
Sub-programmes	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates		
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
	R`000	R`000	R`000	R`000	R`000	R`000	R`000
1. Ministry	21 284	20 240	20 989	21 181	18 756	20 337	21 275
2. Departmental Management	24 087	17 974	16 395	17 453	17 780	18 973	19 441
3. Corporate Services	20 458	21 268	24 428	22 528	23 046	24 161	24 704
4. Financial Management	12 642	13 349	14 973	14 580	15 552	16 110	16 517
5. Office Accommodation	11 624	11 467	13 246	17 601	18 185	19 051	19 888
Total	90 095	84 298	90 031	93 343	93 319	98 632	101 825
Economic Classification							
Compensation of employees	50 656	49 851	47 758	55 396	55 961	59 305	60 906
Goods and services	36 049	31 976	38 499	34 501	35 269	37 119	38 609
Transfers and subsidies	245	109	1 256	992	33	35	36
Payments for capital assets	3 086	2 362	2 295	2 054	2 056	2 173	2 274
Payments for financial assets	59	-	223	400	-	-	-
Total economic classification	90 095	84 298	90 031	93 343	93 319	98 632	101 825

Programme 1 over the MTEF period aims to ensure effective corporative governance in relation to operations of the department and compliance with applicable legislation. The Administration Programme has 61 posts, 17 at salary levels 13-16, 8 at salary levels 11-12, 20 at salary levels 7-10 and 13 at salary levels 1-6.

Updated Key Risks and mitigation

Outcome	Key Risks	Risk Mitigation
Improved governance processes and systems for DWYPD	<p>Non-compliance to 30 days payment of invoices</p> <p>Implementation of technology that is not informed by the business objectives of the department.</p>	<p>Enforce compliance to Supply Chain Management Policies and Procedures</p> <p>Ensure that ICT governance structures meet regularly to develop and implement the Master Information System and Security Technology Plan (MISSTP)</p>

Programme 2: Social Transformation and Economic Empowerment

Purpose:

The purpose of this programme is to manage policies and programmes that mainstream the social transformation and economic empowerment of women in South Africa.

Sub-Programmes:

- **Management: Social Transformation and Economic Empowerment** provides overall strategic leadership and management to the programme.
- **Social Empowerment and Transformation** provides intervention mechanisms on policies and programme implementation for mainstreaming the social empowerment

and participation of women towards social transformation.

- **Governance Transformation, Justice and Security** provides guidance for enhancing existing systems and procedures, addresses barriers to the equal participation of women in the public and private sectors, and contributes to the elimination of gender-based violence.
- **Economic Empowerment and Participation** provides intervention mechanisms on policies and programme implementation for mainstreaming the economic empowerment and participation of women towards economic transformation and development.
- **Commission for Gender Equality** facilitates transfer payments to the Commission for Gender Equality (CGE), which promotes gender equality and respect for women's rights.

Outcomes, Outputs, Performance Indicator and Targets

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Sub-programme: Economic Empowerment and Participation									
Equitable economic empowerment; participation and ownership for women youth and persons with disabilities being at the centre of the national economic agenda	Coordinate and facilitate interventions to support economic empowerment, participation and ownership for women youth and persons with disabilities	Number of interventions to support economic empowerment and participation of WYPD implemented	New	Analysis report on progress and impact on empowerment of women done on Women's Access to Credit, Land and Property of Nine Point Plan approved	Four reports on facilitation of interventions and economic opportunities for women produced	4 interventions to support economic empowerment and participation of women, youth and persons with disabilities implemented	4 interventions to support economic empowerment and participation of women, youth and persons with disabilities implemented	4 interventions to support economic empowerment and participation of women, youth and persons with disabilities implemented	4 interventions to support economic empowerment and participation of women, youth and persons with disabilities implemented
Sub-programme: Social Empowerment and Transformation									
Improved rate of educational attendance and retention of young women and women with disabilities in public sector institutions	Coordinate and facilitate interventions to support education, health and skills development for women youth and persons with disabilities	Number of progress reports from provinces implementing the Sanitary Dignity Implementation Framework produced	Policy Framework for sanitary dignity developed submitted to Cabinet	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	4 progress reports on the national roll out of the Sanitary Dignity Implementation Framework in quintiles 1-3 schools produced	4 progress reports from provinces implementing the Sanitary Dignity Implementation Framework produced	4 progress reports from provinces implementing the Sanitary Dignity Implementation Framework produced	4 progress reports from provinces implementing the Sanitary Dignity Implementation Framework produced	4 progress reports from provinces implementing the Sanitary Dignity Implementation Framework produced

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
			Sub-programme: Governance Transformation, Justice and Security						
Levels of marginalisation, stigmatisation and discrimination against women, girls and persons with disabilities reduced	Produce and coordinate implementation of a national strategic plan (NSP) to end gender-based violence and femicide	Number of NSP on GBVF approved	New	New	New	One NSP on GBVF approved	NSP on GBVF implemented	NSP on GBVF implemented	NSP on GBVF monitored
		National Council on Gender based Violence and Femicide (NCGBVF) established	New	New	New	NCGBVF established	Provide secretariat services for the National Council on Gender based Violence and Femicide (NCGBVF) established	Provide secretariat services for the National Council on Gender based Violence and Femicide (NCGBVF) established	Provide secretariat services for the National Council on Gender based Violence and Femicide (NCGBVF) established

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance				Estimated Performance	MTEF Period	
			2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
		Number of reports on public sector institutions, private sector and civil society organisations monitored and evaluated on the implementation of the NSP to end gender-based violence and femicide	New	New	New	1 annual report developed on public sector institutions, private sector and civil society organisations monitored and evaluated on the implementation of the NSP to end gender-based violence and femicide	1 annual report developed on public sector institutions, private sector and civil society organisations monitored and evaluated on the implementation of the NSP to end gender-based violence and femicide	1 annual report developed on public sector institutions, private sector and civil society organisations monitored and evaluated on the implementation of the NSP to end gender-based violence and femicide	1 annual report developed on public sector institutions, private sector and civil society organisations monitored and evaluated on the implementation of the NSP to end gender-based violence and femicide
Gender, youth and disability rights machineries institutionalized	Revised frameworks on women machineries produced, implemented, monitored and evaluated	Revised framework on women machinery produced	New	Diagnostic Report with recommendations on strengthening the NGM	Draft NGM Framework developed	Draft NGM Framework developed	National Gender Machinery (NGM) Framework approved by DG for submission to Cabinet for consideration	Support the implementation of NGM Framework	Support the implementation of NGM Framework

Indicators, Annual and Quarterly Targets

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Sub-programme: Economic Empowerment and Participation					
Number of interventions to support economic empowerment and participation of women, youth and persons with disabilities implemented	4 interventions to support economic empowerment and participation of WYPD implemented	1 intervention to support economic empowerment and participation of WYPD implemented	1 intervention to support economic empowerment and participation of WYPD implemented	1 intervention to support economic empowerment and participation of WYPD implemented	1 intervention to support economic empowerment and participation of WYPD implemented
Sub-programme: Social Empowerment and Transformation					
Number of progress reports from provinces implementing the Sanitary Dignity Implementation Framework produced	4 progress reports from provinces implementing the Sanitary Dignity Implementation Framework produced	1 progress report from provinces implementing the Sanitary Dignity Implementation Framework produced	1 progress report from provinces implementing the Sanitary Dignity Implementation Framework produced	1 progress report from provinces implementing the Sanitary Dignity Implementation Framework produced	1 progress report from provinces implementing the Sanitary Dignity Implementation Framework produced
Sub-programme: Governance Transformation, Justice and Security					
Number of NSP on GBVF approved	One NSP on GBVF approved	Draft NSP on GBVF approved	-	-	-
National Council on Gender based Violence and Femicide (NCGBVF) established	NCGBVF established	Phase 1 process for establishing NCGBVF conducted	Phase 2 process for establishing NCGBVF conducted	Phase 3 process for establishing NCGBVF conducted	NCGBVF established
Number of reports on public sector institutions, private sector and civil society organisations monitored and evaluated on the implementation of the NSP to end gender-based violence and femicide	1 annual progress report developed on public sector institutions, private sector and civil society organisations monitored and evaluated on the implementation of the NSP to end gender-based violence and femicide	-	-	-	1 annual progress report developed on public sector institutions, private sector and civil society organisations monitored and evaluated on the implementation of the NSP to end gender-based violence and femicide
Revised framework on women machinery produced	National Gender Machinery (NGM) Framework approved by the DG for submission to Cabinet for consideration	Draft National Gender Machinery (NGM) Framework developed	Consultative sessions on the draft National Gender Machinery (NGM) Framework	SEIAS consultation on the National Gender Machinery (NGM) Framework	National Gender Machinery (NGM) Framework approved by the DG for submission to Cabinet for consideration

Explanation of planned performance over the medium term period

The DWYPD will focus on key identified sectors to identify interventions, establish partnerships and collaborate through public, private growth initiatives (PPGIs).

The DWYPD has identified 16 interventions to support access to opportunities in identified key economic sectors

In the current MTSF the DWYPD will:

- Facilitate financial and non-financial support provided to women, youth and persons with disabilities owned and managed enterprises.
- Target skills development, entrepreneurial training and employment equity to benefit women, youth and persons with disabilities.
- Improve Access to local and international markets by enterprises owned and managed by women, youth and persons with disabilities.

The following outputs will contribute to the achievement of economic transformation and job creation outcome:

- Targeted sectoral interventions in identified areas such as: manufacturing, mining, tourism, agriculture and land etc. and across value chains especially to benefit enterprises owned and managed by women, youth and persons with disabilities.
- Equitable representation, participation and ownership and management patterns across sectors by women, youth and persons with disabilities.
- Facilitate increased Preferential Procurement spend and enterprise development initiatives intended to assist and accelerate the development and sustainability of enterprises owned and managed women, youth and persons with disabilities
- Facilitate increase of the roll out of the "Land Reform for Agricultural Development" and the Ownership of land, productive property and

its assets by women, youth and persons with disabilities.

- Facilitate support for Small Micro and Medium Enterprises (SMMEs) and cooperatives owned and managed by women, youth and persons with disabilities through development funding and incentive schemes.

Where feasible and appropriate, DWYPD will explore partnerships with Economic cluster departments, agencies and business in priority sectors to establish collaborative models, support systems and training capacity to maximize the benefit for Women, Youth and Persons with Disabilities. The Enterprise and Entrepreneurship Development Programme designed in conjunction with Department of Small Business Development (DSBD); Department of Trade and Industry & Competition (DTIC) and government support agencies such as SEFA, SEDA and IDC will be a catalyst to mainstream women, youth and persons with disabilities into the identified key economic sectors and across value-chains. These initiatives and interventions in conjunction with local economic development programmes in partnership with local authorities and communities will aim at promoting economic activity in under resourced areas in Townships and Rural Districts where despite the enactment of an enabling legislative and policy environment and institutional support there has been inadequate development of sustainable SMMEs and Cooperatives owned and managed by women, youth and persons with disabilities.

The focus on social empowerment is anchored around the priority on education, skills and health. Maternal Mortality and Teenage pregnancies remain unacceptably high in the country, and evidence demonstrates that teenage maternal mortality is a challenge in the country. Many unwanted pregnancies are being terminated through backstreet and illegal abortion procedures. Increasing levels of HIV prevalence and infections affects mainly young women in the age group 15-24. In order to contribute to priority two on education, skills and health interventions and campaigns on reducing Teenage pregnancies, maternal mortality and decreasing HIV Prevalence need to be up-scaled., DWYPD will collaborate with other departments, private sector, civil society and development partners such as the UN

Population Fund (UNFPA) and the UN Children's Fund (UNICEF). These partnerships will also ensure that the department is actively involved in the monitoring of the SDGs particularly Goals 3, 4 and 5.

Skills in science, technology, engineering and mathematics remain scarce and thus the department will form strategic partnerships with public institutions, private sector, civil society and development partners to ensure that women, youth and persons with disabilities are afforded the opportunity to improve of these skills. Within all educational and training programmes attention must be given to the special interests of girls and women, for example, adult basic education and training programmes to women living in rural areas; a wider range of learning opportunities

and choices for women and girls; and girls and young women should be encouraged to pursue non-traditional subjects such as maths and science. Similarly, increasing access to formal education remains a priority for the department.

Another aspect of social empowerment and participation is to ensure the fundamental rights for the poor. The NDP recognises the social wage as an important intervention to redress the imbalances of the past among specific focus especially women, youth and persons with disabilities. Poor girls who are unable to access sanitary towels are absent from schools during their menstruation. Indigent young women at tertiary institutions are also not able to afford sanitary towels.

Programme Resources Considerations

Expenditure Estimates							
Sub-programmes	Expenditure Outcome			Adjusted Appropriation	Medium-term Expenditure Estimates		
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
1. Management: Social Transformation and Economic Empowerment	3 769	3 536	3 950	6 586	6 686	7 299	7 768
2. Social Empowerment and Transformation	2 845	3 789	7 824	7 936	9 198	9 952	10 396
3. Governance Transformation, Justice and Security	1 744	6 511	6 851	8 481	14 021	14 625	14 945
4. Economic Empowerment and Participation	1 299	2 113	2 995	4 743	5 003	5 389	5 574
5. Commission for Gender Equality	69 891	78 266	80 735	85 177	89 861	95 144	98 683
Total	79 548	94 215	102 355	112 923	124 769	132 409	137 366
Economic Classification							
Compensation of employees	7 306	9 005	15 803	15 197	15 957	17 226	18 327
Goods and services	2 157	6 944	5 770	12 152	18 518	19 581	19 874
Transfers and subsidies	69 957	78 266	80 735	85 205	89 861	95 144	98 683
Payments for capital assets	128	-	47	369	433	458	482
Total economic classification	79 548	94 215	102 355	112 923	124 769	132 409	137 366

Eradicating gender-based violence and femicide, and strengthening the national gender machinery

In response to the high prevalence of gender-based violence and femicide in South Africa, the department plans to carry out work in two areas: facilitating interventions to eradicate gender-based violence and femicide; and revitalising and strengthening the national gender machinery, a set of integrated structures meant to promote gender equality, as proposed in the South African policy framework for women's empowerment and gender equality. Activities related to these measures are carried out in the Governance Transformation, Justice and Security sub-programme which is allocated R43.6 million over the MTEF period.

Making interventions for economic empowerment

Over the medium term, the department will seek to explore partnerships with economic cluster departments, agencies and businesses in priority sectors to establish models and support systems to maximise the economic inclusion and empowerment of women, young people and people with disabilities. Related activities such as advocacy campaigns and meetings will be carried out in the Social Transformation and Economic Empowerment programme, which is allocated R29.5 million over the medium term.

The total staff establishment for Programme 2 is 20 where 7 posts are at levels 13-16; 4 posts at levels 11-12, 6 posts at levels 7-10 and 3 posts at levels 1-6.

The Economic Empowerment and Participation Unit has linear staff structure with 1 Chief Director, 1 Director, 1 Assistant Director and 1 Senior Secretary. The downside of this structure is that specialisation is not possible, especially when the unit is expected to promote transformation and economic empowerment of women in the various sectors of the economy. Effectiveness of the work of EEP requires considering a larger investment in human capital as well as financial resources. The current allocated budget to EEP of R4.3 million is limiting in realising effective outcome driven interventions. The unit currently relies more on the implementing departments for tangible outputs and the realisation of the outcomes of gender equality and women economic empowerment.

The Governance Transformation, Justice and Security Chief Directorate available resources are insufficient to contribute to the achievement of its outputs. Currently the unit's staff composition of four people i.e., the Chief Director, Deputy Director, Assistant Director Administrator; whereas the Director position is vacant. The development of the GBVF-NSP is concluded. The National Council on GBVF is due to be established in the financial year 2020/21. There is a need for additional human resource capacity with requisite skills and experience to implement the NSP and work on recruitment of Council personnel.

Updated Key Risk and Mitigation

Outcome	Key Risk	Risk Mitigation
Equitable economic empowerment, participation and ownership for women youth and persons with disabilities being at the centre of the national economic agenda	Failure to implement interventions to support economic empowerment, participation and ownership for women, youth and persons with disabilities	Forge partnerships with Economic cluster departments, agencies and business to establish collaborative support to maximise the benefit for women, youth and persons with disabilities.
Improved rate of educational attendance and retention of young women and women with disabilities in public sector institutions	Failure to monitor the implementation of the Sanitary Dignity Framework	South Africa Menstrual Health Coalitions Interdepartmental Committee on Population and development National Task Team
Levels of marginalisation, stigmatisation and discrimination and violence against women, girls and persons with disabilities reduced	Failure to develop NGM Framework timeously	Forge partnerships with Governance, State Capacity and Institutional Development (GSCID) cluster departments, agencies and business to have access to information and rally support to develop the framework.

Programme 3: Policy, Stakeholder Coordination and Knowledge Management

Purpose:

The purpose of Programme 3 is to ensure policy and stakeholder coordination and knowledge management for the social transformation of women in South Africa.

Sub-programmes:

- **Management: Policy Coordination and Knowledge Management** provides overall strategic leadership and management to the programme.
- **Research, Policy Analysis and Knowledge Management** promotes the development of gender-sensitive research and knowledge, and conducts policy analysis to effect transformation for the empowerment of women and gender equality.
- **International Relations** promotes international engagements on women and South Africa's compliance with international treaties on women.
- **Stakeholder Coordination and Outreach** conducts public participation and outreach initiatives to promote the empowerment of women and gender equality.
- **Monitoring and Evaluation** monitors and evaluates progress on the socioeconomic empowerment of women in line with national laws, and regional, continental and international treaties and commitments.

Outcomes, Outputs, Performance Indicator and Targets

			Annual Targets						
Outcomes	Outputs	Output Indicator	Audited / Actual Performance				Estimated Performance	MTEF Period	
			2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Sub-programme: Policy, Research and Knowledge Management									
Accessible and available evidenced based knowledge and information on access to services, empowerment and participation for women, youth and persons with disabilities.	Establishment and implementation of integrated knowledge hub	Integrated Knowledge Hub established and implemented	New	New	Report on the establishment of Gender Knowledge Hub produced	Integrated Knowledge Hub model approved	Integrated Knowledge-Hub tested	Integrated Knowledge Hub implemented	Integrated Knowledge Hub implemented
	Research on government priorities to improve knowledge and understanding on subjects pertaining to women, youth and persons with disabilities	Number of research reports on government priorities produced	A baseline report on socio-economic empowerment of women through government economic incentive schemes produced	1 End-of-Term Review Report on Socio-Economic Empowerment of women produced	Report on gender policy priorities for 2019-2024 produced	1 Research Report on government priorities produced	1 Research Report on government priorities produced	1 Research Report on government priorities produced	1 Research Report on government priorities produced
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and world	Periodic reporting on progress made on the implementation of international and regional commitments on women's empowerment and gender equality	Number of periodic reports on international commitments produced	1 reports in fulfilment of international treaty obligations on women produced	2 reports in fulfilment of international treaty obligations on women produced	1 report produced	2 periodic reports on international commitments	2 periodic reports on international commitments	3 periodic reports on international commitments	3 periodic reports on international commitments

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Sub-programme: Monitoring and Evaluation									
Government-wide planning, budgeting, M&E address priorities relating to women's empowerment, youth development and the rights of persons with disabilities	Analysis of national government 2020-2025 Strategic Plans for responsiveness to priorities relating to women's empowerment, youth development and disability rights	Number of national government Strategic Plans analysed	New	One gender analysis report of Strategic Plans and APPs of selected departments	One gender analysis report of Strategic Plans and APPs of selected departments	10 national government Strategic Plans analysed	10 national government Strategic Plans analysed	10 national government Strategic Plans analysed	10 national government Strategic Plans analysed
	Annual monitoring report on government performance on realising the rights of women, youth and persons with disabilities	Number of annual performance monitoring reports produced	4 quarterly monitoring reports on progress against Outcome 14	1 monitoring report on gender-responsive implementation of Outcome 14 produced	2 performance review reports on women's empowerment and gender equality produced	1 annual performance monitoring reports produced	1 annual performance monitoring reports produced	1 annual performance monitoring reports produced	1 annual performance monitoring reports produced
	Gender-responsive evaluation undertaken	Number of evaluation report on empowerment of women	One Mid-term evaluation report produced	One evaluation report produced	One evaluation report produced	1 draft evaluation report on empowerment of women	1 evaluation report on empowerment of women	1 evaluation report on empowerment of women	1 evaluation report on empowerment of women

Outcomes			Outputs	Output Indicator	Annual Targets						
					Audited / Actual Performance				Estimated Performance	MTEF Period	
Sub-programme: International Relations											
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and world	Partnerships, collaborations, coalitions and alliances established and strengthened	Number of partnership and collaborations established	New	New	New	1 partnership and collaborations established	1 partnership and collaborations established	1 partnership and collaborations established	1 partnership and collaborations established	1 partnership and collaborations established	1 partnership and collaborations established
	Representation and participation at global, continental and regional engagements on women, youth and persons with disabilities coordinated	Number of multilateral and bilateral engagements on women, youth and persons with disabilities coordinated	New	New	New	5 multilateral and bilateral engagements on women, youth and persons with disabilities coordinated	5 multilateral and bilateral engagements on women, youth and persons with disabilities coordinated	5 multilateral and bilateral engagements on women, youth and persons with disabilities coordinated	5 multilateral and bilateral engagements on women, youth and persons with disabilities coordinated	5 multilateral and bilateral engagements on women, youth and persons with disabilities coordinated	

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Sub-programme: Stakeholder Coordination and Outreach									
Strengthened stakeholder relations and community mobilisation towards the realisation of women's empowerment, youth development and disability rights	Stakeholder engagements on the empowerment of women, youth development and disability rights	Number of stakeholder engagements on the empowerment of women, youth development and disability rights conducted	10 outreach initiatives on women's empowerment conducted	10 public participation / outreach initiatives on women's empowerment conducted (including young women)	10 public participation / outreach initiatives on women's empowerment conducted (including young women)	12 stakeholders engagement conducted	12 stakeholder engagements conducted	12 stakeholder engagements conducted	12 stakeholder engagements conducted
	Community mobilisation initiatives on the rights of women, youth and person with disabilities coordinated	Number of community mobilisation initiatives on the rights of women, youth and persons with disabilities coordinated	4 community mobilisation initiatives coordinated	4 community mobilisation initiatives coordinated	4 community mobilisation initiatives coordinated	4 community mobilisation initiatives coordinated	4 community mobilisation initiatives coordinated	4 community mobilisation initiatives coordinated	4 community mobilisation initiatives coordinated

Indicators, Annual and Quarterly Targets

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Sub-programme: Policy Research and Knowledge Management					
Integrated Knowledge Hub established and implemented	Integrated Knowledge Hub model approved	Concept document developed	Inception report produced	Draft report developed	One report on the Integrated Knowledge Hub model approved
Number of research reports on government priorities produced	1 research report on government priorities produced	Concept document developed	Inception report produced	Progress report on the research undertaking produced	Research Report on government priorities produced
Number of periodic reports on international commitments produced	2 periodic reports on international commitments produced	-	1 periodic report on international commitments produced	-	1 periodic report on international commitments
Sub-programme: Monitoring and Evaluation					
Number of strategic plans analysed	10 national government strategic plans analysed	-	-	5 Strategic Plans analysed	5 Strategic Plans analysed
Number of annual performance monitoring reports produced	1 annual performance monitoring report produced	-	-	-	One annual performance monitoring report produced
Number of evaluation reports on empowerment of women produced	1 draft evaluation report on empowerment of women produced	-	-	-	1 draft evaluation report on empowerment of women produced
Sub-programme: International Relations					
Number of partnerships and collaborations established	One partnership and collaboration established	-	-	One partnership and collaboration established	-
Number of multilateral and bilateral engagements on women, youth and persons with disabilities	5 multilateral and bilateral engagements	One engagement	One engagements	Two engagements	One engagement
Sub-programme: Stakeholder Coordination and Outreach					
Number of stakeholder engagements on the empowerment of women, youth and persons with disabilities conducted	12 stakeholder engagements conducted	3 stakeholder engagements conducted	3 stakeholder engagements conducted	3 stakeholder engagements conducted	3 stakeholder engagements conducted

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Number of community mobilisation initiatives on the rights of women, youth and persons with disabilities coordinated	4 community mobilisation initiatives coordinated	1 community mobilisation initiative coordinated	1 community mobilisation initiative coordinated	1 community mobilisation initiatives coordinated	1 community mobilisation initiative coordinated

Explanation of planned performance over the medium term period

Women have been systematically omitted from governance and leadership positions and discriminated against in terms of economic inclusion, social norms, access to opportunities, resources and empowerment. There is inadequate gender-responsive planning, policy, research, budgeting, monitoring, evaluation and auditing at a national level and across all sectors in the country. Country, sector and institutional plans and budgets, targets and indicators are generally not responsive to priorities relating to women's empowerment, youth development and disability rights. This has in turn resulted in sub-optimal performance, delivery and results in relation to improving the quality of life of women, youth and persons with disabilities.

Ensuring that the government-wide planning, budgeting, monitoring, evaluation and auditing system is responsive to women, youth and persons with disabilities is integral to and a critical component of the building of a capable, ethical and developmental state. Gender equality, youth development and disability rights should be placed at the centre of government decision-making, policy development and programming. Policy, decision-making and implementation should be informed by existing knowledge and credible evidence including research, evaluations, statistical data and monitoring reports.

Towards this end, the programme has prioritised outputs relating to the realisation of women, youth and persons with disabilities priorities, specifically an integrated Knowledge Hub, research on government policy priorities, analysis of the responsiveness of national departments' strategic plans and an annual performance monitoring report.

The achievement of women, youth and persons with disabilities priorities further requires the strengthening of stakeholder relations and regular mobilization and engagement with the citizenry towards the building of a social compact and ensuring that the voices of women, youth and persons with disabilities are an integral component of policy and programmes. Outputs in this regard include stakeholder engagements and community mobilisation.

The country's development goals are closely linked to the women, youth and disability rights agenda at a global, continental and regional level. Women, youth and persons with disabilities should actively participate in the international system towards the promotion of their economic, social, political and cultural rights. South Africa is a Member State to the United Nations, African Union and SADC and is a signatory to international frameworks. It should therefore ensure that its international obligations are translated into national laws and policies as well as participate in multilateral and bilateral engagements to influence the global agenda and promote national interests as well as establish collaborations and partnerships to acquire knowledge, share knowledge and best practices with other countries, international organisations and institutions.

Integrated Knowledge Hub: The output on the establishment of Knowledge hub will be an integrated central repository for evidenced knowledge and information which is responsive to gender, youth and disability. The Knowledge Hub will enable accessible data, knowledge and information to government, policy makers, practitioners and rights bearers for evidence based decision making, policies and programmatic interventions.

Research report on government priorities: The report will focus on the policy priorities for the current MTSF (2019-2024) and will provide evidenced based analysis to identify gaps and challenges and provide recommendations towards the attainment of the equality, empowerment and rights of women, youth and persons with disabilities.

Periodic reporting: In line with South Africa's international obligations, the country is required to produce periodic reports which outline progress in giving effect to these obligations. Much of this information will be drawn from existing government information and knowledge sources.

Analysis of Strategic Plans: An important component of the implementation of the GRPBME&A Framework is ensuring that national departments' strategic plans respond to the priorities of women, youth and persons with disabilities. The analysis of the strategic plans will assess alignment with the priorities in the 2019-2024 MTSF and other key government instruments and make recommendations for improvement.

Annual performance monitoring report: The annual performance monitoring report will draw from multiple sources to provide an assessment of progress made in relation to a range of development indicators and programme performance indicators including those in the MTSF as well as make recommendations for interventions towards the achievement of intended outcomes.

Gender-responsive evaluation: An evaluation of a priority programme relating to women's empowerment will be undertaken to inform improvements and better results going forward.

International Relations partnerships and engagements: Partnerships and participation in international engagements will be prioritised towards the achievement of goals relating to the rights of women, youth and persons with disabilities at an international and domestic level.

Stakeholder engagement and community mobilisation: Outputs on stakeholder engagement and community mobilisation will contribute towards the realisation of women's empowerment, youth development and disability rights. This will entail facilitating interactive conversations and participation with diverse stakeholders at a community level, to gain insight and better understanding of their respective needs and to create safe spaces for them to share information and propose sustainable solutions on issues directly affecting their lives. The emphasis will be on promoting active citizenry in addressing issues of marginalisation and discrimination through a variety of strategies.

Programme Resources Considerations

Expenditure Estimates							
Sub-programmes	Expenditure Outcome			Adjusted Appropriation	Medium-term Expenditure estimates		
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
1. Management: Policy Stakeholder Coordination and Knowledge Management	5 356	3 934	3 950	4 889	6 575	6 624	6 828
2. Research, Policy Analysis and Knowledge Management	4 055	5 515	5 350	9 195	9 731	10 373	10 816
3. International Relations	-	-	2 209	5 576	6 407	7 417	7 992
4. Stakeholder Coordination and Outreach	13 293	14 488	16 171	15 512	16 475	16 594	18 619
5. Monitoring and Evaluation	4 028	3 996	4 254	8 332	9 968	10 583	10 317
Total	26 732	27 933	31 934	43 504	49 156	51 591	54 572
Economic Classification							
Compensation of employees	14 287	15 448	16 621	24 194	30 476	32 448	34 518
Goods and services	12 321	12 345	15 116	18 466	17 856	18 274	19 135
Transfers and subsidies	40	100	163	48	-	-	-
Payments for capital assets	84	40	34	796	824	869	919
Total economic classification	26 732	27 933	31 934	43 504	49 156	51 591	54 572

Engaging in responsive government-wide planning, budgeting, and monitoring and evaluation

The work of the department's Policy, Stakeholder Coordination and Knowledge Management programme is integral in advocating for and safeguarding the rights of the department's core constituents. In each year over the medium term, the department plans to conduct 12 public participation initiatives and 4 community mobilisation events to assist government in identifying gaps and advising on how services should be structured to respond to citizen concerns and contribute to the realisation of equal and entrenched rights for women, young people and people with disabilities. Expenditure for these initiatives and events is within an allocation of R51.7 million in the programme's Stakeholder Coordination and Outreach subprogramme.

Cabinet adopted the GRPBME&A in 2018/19. Over the medium term, the department will continue to increase awareness of and build capacity for implementing the framework, and provide strategic guidance to other departments to coordinate its implementation through an allocation of R3.7 million also in the Policy, Stakeholder Coordination and Knowledge Management programme. When the department's Knowledge Hub, which was launched in 2019/20, is fully operational, it will be a central repository of research and information on gender, and thereby contribute to the framework's successful implementation. For this purpose, R1.3 million is allocated over the MTEF period, also in the Policy, Stakeholder Coordination and Knowledge Management programme.

Ensuring compliance with international commitments

Over the period ahead, the department plans to facilitate South Africa's participation in multilateral platforms that advance the inclusion of women, youth and people with disabilities. Related activities include supporting compliance with international commitments and obligations, establishing partnerships and collaborations to mobilise resources, and preparing country reports. These are carried out in the International Relations subprogramme in the Policy, Stakeholder Coordination and Knowledge Management programme at an estimated cost of R17.3 million over the MTEF period. Key engagements over the medium term include the 64th session of the United Nations Commission on the Status of Women, the 25th anniversary of the Beijing Declaration and Platform for Action, and relevant structures of the African Union and Southern African Development Community.

Research, Policy Analysis and Knowledge Management

RPAKM is responsible for four deliverables with a reduced budget by R1 202 000.00 from R9 178 000.00 to R 7 976 000.00. The deliverables include the establishment of an Integrated Knowledge Hub, one Research Report on government gender priorities and two periodic reports on international commitments. In addition to the APP targets, RPAKM is responsible for strategic support on women's empowerment and gender equality policy and research as well as numerous ad hoc deliverables and strategic policy support for the DWYPD.

Currently the RPAKM sub-programme comprises of the following staff complement: one Chief Director, one Director, one Deputy Director, one Admin Officer and a secretary. The research will focus on gender priorities in line with the District Development Model in three districts. This will require both human and financial resources to adequately contribute to the achievement of this output. The same staff complement will have to produce two international reports, which entails extensive work of high standard. The sub-programme will also manage the process of the establishment of an Integrated Knowledge Hub which includes gender, disability and youth sectors. This is a highly technical area which will require

technical expertise which is currently not available in the sub-programme. It is also a labour intensive process and the unit is currently not able to cope with the demands and expected work load. Given that external technical expertise will need to be sourced, the current allocated funding is insufficient. The RPAKM unit will therefore require additional human resource capacity on Knowledge and information Management. External assistance will also be required in undertaking the research on the District Development Model.

Monitoring and evaluation

The M&E sub-programme consists of the following posts: Chief Director: M&E, Director: M&E, Deputy Director: M&E and Assistant Director: M&E. The posts of Director: Evaluation and Deputy Director: Evaluation are included on the departmental structure with effect from 2020/21. The unit has the responsibility of coordinating and driving the government-wide GRPBME&A, which is a deliverable in government's 2019-2024 MTSF. The implementation of the GRPBME&A includes a wide range of deliverables, including the gendered analysis of departmental Strategic Plans, the development of a gendered performance monitoring report and gender-responsive evaluation. The analysis of selected Strategic Plans, the development of gender performance monitoring reports and the commissioning and management of the evaluation are to be conducted internally by the unit's staff complement. An independent, expert service provider will be required to undertake the actual evaluation. This is necessary due to the wide-ranging scope and complexity of the evaluation as well as to ensure the independence of the evaluation process and findings.

To ensure that the Chief Directorate achieves its 2020/21 APP targets, the posts of Chief Director: M&E, Director Evaluation and Deputy Director Evaluation need to be filled with immediate effect. The posts were advertised during December 2019. Going forward, the unit will require officials responsible for government-wide gender-responsive planning as well as information management, as there is currently capacity gaps in that regard.

International Relations

The International Relations Directorate currently has one Director and one Senior Administration Officer. With effect from 2020/21, the Department is expected to recruit one Deputy Director and one Assistant Director. Further capacity is required going forward. The unit is responsible for coordinating and advising on the Department's participation in a range of multi-lateral institutions and forums relating to women's empowerment and gender equality. This includes the United Nations Commission on the Status of Women, the African Union and the Southern African Development Community. It further guides participation in a range of other international relations activities, including bilateral and ad hoc engagements, and develops partnerships on matters of mutual interest. In 2020, South Africa will participate in a key global initiative around Generation Equality, which seeks to achieve gender equality by 2030.

Stakeholder Coordination and Outreach

Currently the SCO sub-programme comprises of 1 Chief Director, 2 Directors, 2 Deputy Directors, 2 Admin Officers and a secretary. Given the wide-ranging nature of the work of the sub-programme, further human resources are required going forward. SCO is

committed to achieve 12 stakeholder engagements and 4 community mobilisation initiatives in the 2020/21 financial year. In addition to APP targets, the unit is also responsible for ad hoc interventions and responses to emerging priorities, including those relating to gender-based violence. This requires balancing competing demands between emerging priorities and planned deliverables. Currently SCO has a linear structure limiting its effectiveness requiring a heavy reliance on support from other units. Achievement of the set targets is often dependent on the deployment of officials from other branches or sub-programmes per initiative. Employment of the additional staff will assist the Chief Directorate to achieve set targets.

The budget for SCO is reduced from R9 million to R8.4 million. The current allocated budget will make it difficult to achieve all the annual targets and greater effort needs to be placed on building partnerships and ensuring cost sharing for

Updated Key Risk and Mitigation

Outcome	Key Risk	Risk Mitigation
Strengthened stakeholder relations and community mobilisation towards the realisation of women's empowerment, youth development and disability rights	Inadequate awareness amongst external stakeholders on socio-economic empowerment of women and youth including the rights of persons with disabilities	Increase collaboration with various stakeholders including developmental partners as well as other units within the department for human resources and cost sharing

Programme 4: Rights of Persons with Disabilities

Purpose:

The purpose of Programme 4 is to oversee the implementation of programmes pertaining to the rights of persons with disabilities. .

Sub-programme:

- **Rights of Persons with Disabilities** maintains and implements advocacy and mainstreaming guidelines and frameworks for the rights of people with disabilities.

Outcomes, Outputs, Performance Indicator and Targets

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
			Sub-programme: Rights of Persons with Disabilities						
Revised legislative framework to respond to and enforce rights of women, youth and persons with disabilities	Bills on persons with disability developed	Legislative report for the development of Disability Rights Bill and Act produced	New	New	New	Legislative report for the development of Disability Rights Bill produced	Draft Bill on Disability Rights produced	Disability Rights Act produced	-
Gender, youth and disability rights machineries institutionalized	Revised frameworks on Persons with disability produced, implemented, monitored and evaluated	National Disability Rights Machinery strengthened	New	New	New	Disability Inclusion embedded in Government-wide institutional arrangements	Framework for Professionalization of Disability Rights Coordination in the Public Sector finalised	National Disability Rights Statutory Body established	-
Revised legislative framework to respond to and enforce rights of women, youth and persons with disabilities		Frameworks on Disability Rights Awareness Campaigns, as well as Framework on Self-Representation by Persons with Disabilities developed	New	New	New	Frameworks on Disability Rights Awareness Campaigns, as well as Framework on Self-Representation by Persons with Disabilities released for public comment	Frameworks on Disability Rights Awareness Campaigns, as well as Self-Representation by Persons with Disabilities developed	Policy instruments developed	Policy instruments developed

Outcomes	Outputs	Output Indicator	Annual Targets					
			Audited / Actual Performance		Estimated Performance	MTEF Period		
			2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
			2023-24	2022-23	2021-22	2020-21	2021-22	2022-23
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and world	International and National compliance reporting on rights of persons with disabilities	Number of reports on compliance with national/international obligations for rights of persons with disabilities	New	New	New	One status report on Disability Inclusion in Departmental Strategic Plans and APPs for 2021-2024 developed produced One Annual Performance monitoring report on inclusion of persons with disabilities produced	One status report on national/international obligations on the rights of persons with disability produced	One status report on national/international obligations on the rights of persons with disability produced

Indicators, Annual and Quarterly Targets

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Sub-programme: Rights of Persons with Disabilities					
Legislative report for the development of Disability Rights Bill produced	Legislative report for the development of Disability Rights Bill produced	Issue paper towards the development of Disability Rights Bill produced	Discussion paper towards the development of Disability Rights Bill consulted	Legislative audit towards the development of Disability Rights Bill conducted	Legislative report for the development of Disability Rights Bill produced
National Disability Rights Machinery strengthened	Disability Inclusion embedded in Government-wide Institutional Arrangements	Framework for National and Provincial Disability Inclusion Institutional Arrangements finalised	Guidelines for Disability Inclusion in Strategic Plans, Annual Performance Plans and IDPs for 2020-2025 finalised	Guidelines for District and Local Disability Inclusion Institutional Arrangements finalised	Guidelines for embedding of Disability Inclusion in Government-wide Institutional Arrangements submitted for approval
Frameworks on Disability Rights Awareness Campaigns, as well as Framework on Self-Representation by Persons with Disabilities developed	Frameworks on Disability Rights Awareness Campaigns, as well as Framework on Self-Representation by Persons with Disabilities released for public comment.	4 virtual think tanks on Disability Awareness Framework established	Public comments on discussion documents incorporated and draft National Frameworks on Disability Rights Awareness and Self-Representation developed	Draft National Frameworks on Disability Rights Awareness and Self-Representation validated	National Frameworks on Disability Rights Awareness and Self-Representation developed
Number of reports on compliance with national/ international obligations for rights of persons with disabilities	One status report on Disability Inclusion in Departmental Strategic Plans and APPs for 2021-2024 developed		-	Assessment reports on Disability Inclusion in Departmental Strategic Plans and APPs for 2021-2024 MTSF developed.	One status report on Disability Inclusion in Departmental Strategic Plans and APPs for 2021-2024 developed
	One annual performance monitoring report on inclusion of persons with disabilities produced	-	-	-	One annual performance monitoring report on inclusion of persons with disabilities produced

Explanation of planned performance over the medium term period

The focus is on embedding mainstreaming of disability considerations across public service programmes, strengthening coordination and consistency of implementation of disability policy and utilising results contained in compliance and performance reports to improve service delivery in order to improve the quality of lives of persons with disabilities. The enforcement of consequence management when targets are not met remains a

challenge. The programme plans to address this gap in the outer years when legislation for enforcement of rights of persons with disabilities is enacted.

The Branch is in the process of developing and refining monitoring tools at a systemic level that impacts on output indicators. This includes standardising the measure of disability in partnership with StatsSA to quality assure disability data in administrative systems. There is also a process of integrating national and international reporting obligations into a consolidated Disability Rights Monitoring Framework. Finally,

President Ramaphosa directed that the MTSF 2020 – 2025 must be disability mainstreamed and should be accompanied by an integrated information system to track the performance targets. The information system is currently in initial stages of development as the elements of disability measure and the framework will dovetail as developed.

The Persons with Disability programme will develop Frameworks on Disability Rights Awareness Campaigns, as well as Framework on Self-Representation by Persons with Disabilities. The Frameworks will be consulted with the clusters and validated through

workshops with the sector. They are tools for implementation of the White Paper on the Rights of Persons with Disabilities. In terms of Legislation, the first step is to draft the Issue Paper which has been completed, secondly is the development of the discussion paper, and thirdly is the Legislation audit, in this financial the last step will be the legislative report development. The Socio Economic Impact Assessment, the draft Bill on Disability Rights, then the Disability Act will be delivered upon over the outer years as a final step for the Domestication of the UN Convention on the Rights of Persons with Disabilities

Programme Resources Considerations

Expenditure Estimates							
Sub-programmes	Expenditure Outcome			Adjusted Appropriation	Medium-term Expenditure estimates		
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
1. Management: National Youth Development	5 319	4 759	7 143	9 888	12 705	13 476	14 198
2. Youth Development Programmes	405 766	432 806	477 145	459 577	484 788	510 381	529 348
Total	411 085	437 565	484 288	469 465	497 493	523 857	543 546
Economic Classification							
Compensation of employees	2 614	2 611	4 360	6 906	7 353	7 842	8 348
Goods and services	2 669	2 115	2 720	2 968	5 310	5 590	5 804
Transfers and subsidies	405 766	432 806	477 145	459 577	484 788	510 381	529 348
Payments for capital assets	36	33	63	14	42	44	46
Total economic classification	411 085	437 565	484 288	469 465	497 493	523 857	543 546

Activities in the Rights of Persons with Disabilities Programme are focused on developing, supporting and monitoring the implementation of policies; and coordinating government's implementation of the 2015 White Paper on the Rights of Persons with Disabilities. Over the medium term, the department will oversee the implementation of programmes pertaining to the rights of people with disabilities, develop advocacy strategies and mainstreaming guidelines to advance rights of people with disabilities, standardise the measure of disability in partnership with StatsSA to ensure the quality of disability data in administrative systems, and integrate

reporting obligations into a consolidated monitoring framework for disability rights. These goals are set to be achieved through an allocation of R63.9 million over the MTEF period in the Rights of Persons with Disabilities Programme.

The staff complement of the programme is 14 posts, 5 posts at level 13-16, 3 posts at level 11-12, 3 post at level 7-10 and 3 post at level 1-6.

Updated Key Risks and Mitigation

Outcome	Key Risk	Risk Mitigation
Persons with disabilities promoted, protected and empowered	Lack of mainstreaming of issues related to persons with disabilities in services, programmes and infrastructure design and implementation	Conduct capacity building on disability mainstreaming programmes (government officials and sector partners) and develop a monitoring tool to assess compliance. Ratification and Domestication of International instruments on Disability Rights
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and world	Poor quality of the submissions from Government spheres.	Strengthen technical planning support to reporting institutions

Programme 5: National Youth Development

Purpose:

The purpose of Programme 5 is to promote the development and empowerment of young people by reviewing the legislative framework and other interventions to advance youth rights over the medium term.

Sub-programmes:

- **Management:** National Youth Development facilitates the development and implementation of national strategies and policies aimed at young people.
- **Youth Development Programmes** oversees the transfer of funds to the National Youth Development Agency.

Outcomes, Outputs, Performance Indicator and Targets

Outcomes	Outputs	Output Indicator	Annual Targets					
			Audited / Actual Performance			Estimated Performance	MTEF Period	
			2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Sub-programme: Youth Development								
Revised legislative framework to respond to and enforce rights of women, youth and persons with disabilities	Draft policies and legislation on Youth Development produced and implemented	National Youth Policy implemented and monitored	New	New	New	National Youth Policy reviewed	National Youth Policy implemented and monitored	National Youth Policy implemented and monitored
		Number of progress reports on monitoring and implementation of National Youth Policy produced	National Youth Policy monitored and implemented	National Youth Policy monitored and implemented	National Youth Policy reviewed, monitored and implemented	4 NYP Implementation reports produced	4 NYP Implementation reports produced	4 NYP Implementation reports produced
		NYDA Act amended and implemented	-	-	-	NYDA Act amended	NYDA Act implemented	NYDA Act implemented
	Monitoring of the NYDA conducted	Number of NYDA monitoring reports produced	NYDA reports quality assured and assessment reports produced	NYDA reports quality assured and assessment reports produced	NYDA reports quality assured and assessment reports produced	4 NYDA quarterly assessments reports produced	4 NYDA quarterly assessments reports produced	4 NYDA quarterly assessments reports produced
Gender, youth and disability rights machineries institutionalized	Convene and attend to national and International engagements	Number of youth machineries convened	-	-	-	4 youth machineries convened	4 youth machineries convened	4 youth machineries convened

Indicators, Annual and Quarterly Targets

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Sub-programme: Youth Development					
National Youth Policy reviewed	National Youth Policy reviewed	Consultation on the NYP	NYP draft refined	NYP draft submitted for approval	-
Number of progress reports on monitoring and implementation of National Youth Policy produced	4 monitoring reports on implementation of National Youth Policy produced	NYP Implementation report produced	NYP Implementation report produced	NYP Implementation report produced	NYP Implementation report produced
NYDA Act amended and implemented	Draft NYDA Amendment Bill refined	Draft NYDA Amendment Bill produced	Draft NYDA Amendment Bill consulted	Draft NYDA Amendment Bill consulted	Draft NYDA Amendment Bill refined
Number of NYDA monitoring reports produced	4 NYDA quarterly assessments reports produced	1 NYDA quarterly assessment report produced	1 NYDA quarterly assessment report produced	1 NYDA quarterly assessment report produced	1 NYDA quarterly assessment report produced
Number of youth machineries convened	4 youth machineries convened	1 youth machinery meeting convened	1 youth machinery meeting convened	1 youth machinery meeting convened	1 youth machinery meeting convened

Explanation of planned performance over the medium term period

South Africa heavily invested in plethora of policies, legislation, frameworks, programmes and plans which primarily seek to advance youth development. Collectively, all these were intended to enhance the constitutional rights of young people to equity; economic participation (inclusive of employment and equitable income distribution); access to youth services; social integration; and inclusion in communities and society at large. It is on the basis of the foregoing that the National Youth Development Branch embarked on the process of reviewing the NYP with the aim of producing a new policy for the period 2020 to 2030. The NYP is a multi-sectoral, multi-stakeholder policy which advocates for accelerating implementation of youth development priorities in the country. The NYP is anticipated to be adopted by Cabinet before the end of the 2019/2020 financial year. The five NYP imperatives, namely: quality education, skills development and second chances; economic transformation, entrepreneurship and job creation; physical and mental health promotion; social cohesion and nation building as well as Effective and Responsive youth development machinery are

aligned to the pillars of the NDP, the MTSF, and the seven identified priorities of government. The review of the NYP will run concurrently with the review of its M&E framework to enable adequate reporting and accountability against the revised key indicators. There is also a need to develop a results based online M&E system to help standardise and promote reporting.

The DWYPD will work with the Office of the Chief State Law Advisor in developing the South African Youth Development (SAYD) Act, a framework or overarching legislation for youth development in the country. The proposed SAYD legislation is intended to facilitate institutionalisation and mainstreaming of youth development and thus providing for youth development coordination mechanisms at national, provincial, and local levels as well as setting youth development norms and standards for service delivery. Additionally, the branch is amending the NYDA Act, Act No. 54 of 2008 – the founding legislation for the NYDA. The purpose is to narrow down the NYDA's mandate to ensure that it is focused and to increase its reach to youth at local levels, particularly in deep rural areas. The amendment of the legislation would further strengthen the NYDA in terms of governance, visibility and reach. This will also close the gaps that

exist in the original legislation (NYDA Act, Act no. 54 of 2008), thus making the agency to be responsive to young people's needs.

To support the Minister in the Presidency responsible for Women, Youth and Persons with Disabilities, as the Executive Authority (EA) and the political champion for youth development in overseeing implementation of youth interventions, the Youth Mainstreaming Framework will be developed, consulted and processed for approval in the next five years. It is expected that other centres of government, entities and Chapter 9 institutions that have key roles to play in youth development and empowerment will be guided by these guidelines to effectively mainstream youth development and ensure that it is adequately resourced. Just as gender mainstreaming was built around lobbying for equal male–female relations,

youth mainstreaming advocacy is built around equitable intergenerational relationships and the need to foster of mutual respect between adults and young people. Therefore, the Youth Mainstreaming Framework will further prevent persistent discrimination on the basis of age, and freedom from biases of class, race, ethnic, sexual, disability, caste etc. It will build on solutions which seek to bridge generational gaps, while enhancing positive attitudes towards, and respect for young people.

The Branch will coordinate and ensure reporting against policy instruments and commitments, including international, continental and regional conventions to which South Africa is a signatory to. This requires direct engagement with stakeholders nationally and internationally.

Programme Resources Considerations

Expenditure Estimates							
Sub-programmes	Expenditure Outcome			Adjusted Appropriation	Medium-term Expenditure estimates		
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
1. Rights of Persons with Disabilities	16 010	15 785	15 315	18 752	19 945	21 522	22 450
Total	16 010	15 785	15 315	18 752	19 945	21 522	22 450
Economic Classification							
Compensation of employees	9 102	9 693	9 392	10 843	11 439	12 046	12 685
Goods and services	6 707	5 968	5 869	7 425	7 995	8 935	9 206
Transfers and subsidies	37	84	42	175	185	198	198
Payments for capital assets	164	40	12	309	326	343	361
Total economic classification	16 010	15 785	15 315	18 752	19 945	21 522	22 450

The department oversees the development of youth policy and the NYDA, and implements and monitors initiatives targeted at the development of young people. To this end, the department has embarked on a review of the NYP with the aim of producing a new policy for the period 2020-2030. The review of the policy will run concurrently with the policy's monitoring and evaluation framework to enable adequate reporting and accountability on policy pillars. To carry out these activities, R40 million over

the MTEF period is allocated to the Management: National Youth Development subprogramme.

The unit has a staff complement of 8 funded posts available, and only one is vacant (Chief Director). It is necessary to review the existing structure in line with the transfer of the unit to a new Department, aligned with the strategic focus of the Department and its inherent responsibility of leading coordinating government departments in the mainstreaming issues of women, youth and persons with disabilities.

With regards to financial resources, with the government increasing austerity measures as part of cost cutting, it is anticipated that there will be, and has been changes in budget allocations. These will need to be managed and offset so that their impact in projected outputs is not devastating. In order to increase the achievement of the programme outputs, there is a need to seek solid partnerships, and also to advocate for all Departments to implement youth responsive planning, budgeting, monitoring, evaluation and auditing.

Updated Key Risk and Mitigation

Outcome	Key Risk	Risk Mitigation
Revised legislative framework to respond to and enforce youth rights	Inadequate implementation of the NYP	Conduct capacity building for the Youth Focal Points on the M&E Framework Develop and implement an online system to enable efficient and wider reporting on progress on the revised NYP
Youth development and empowerment promoted	Inadequate oversight of the NYDA	Conduct quarterly assessment meetings with NYDA and submit quarterly assessment reports to the Executive Authority

PUBLIC ENTITIES

Name of Public Entity	Mandate	Outcomes	Current Annual Budget (R thousand)
Commission on Gender Equality	Promotes respect for gender equality, and engages in advocacy and education initiatives to raise awareness and challenge patriarchal stereotypes. It seeks to protect and enforce gender rights by investigating complaints made by members of the public and sanctioning appropriate remedies in line with legislation	Monitor all organs of society to ensure that gender equality is safeguarded and promoted. Assess all legislation from a gender perspective. Commission research and make recommendations to Parliament and other authorities. Educate and inform the public. Investigate complaints on gender-related issues. Monitor South Africa's progress towards gender equality in relation to international norms.	89 861 000
National Youth Development Agency	It was established in 2009 through the merger of the National Youth Commission and the Umsobomvu Youth Fund. Its main role is to initiate, implement, facilitate and monitor youth development interventions aimed at reducing unemployment among young people and promoting social cohesion.	<ul style="list-style-type: none"> Individual (Micro) level: The NYDA provides direct services to youth in the form of information provision, career guidance services, mentorship, skills development and training, entrepreneurial development and support, health awareness programmes and involvement in sport. Community (Meso) level: The NYDA encourages young people to be catalysts for change in their communities through involvement in community development activities, social cohesion initiatives, National Youth Service programmes and social dialogues. Provincial and National (Macro) level: Through its policy development, partnerships and research programmes, the NYDA facilitates the participation of youth in developing key policy inputs, which shape the socio-economic landscape of South Africa. 	484 788 000

Infrastructure Projects

None

Public-Private Partnerships (PPPs)

None

Programme 1: Key Performance Indicator Descriptors

Sub-Programme: Departmental Management	
Indicator Title	Unqualified audit opinion on Predetermined Objectives and compliance matters
Definition	The purpose of the indicator is improve the department's compliance with governance prescripts. It will be measured through the number of findings raised by the Auditor General of South Africa (AGSA).
Source of Data	AGSA report on predetermined objectives
Method of Calculation/ Assessment	Audit findings communicated
Means of verification	Audit Report by AGSA on Strategic Plan and APP
Assumptions	The AGSA will give perform an audit on Strategic Plan and APP
Disaggregation of Beneficiaries (where applicable)	Not applicable
Spatial Transformation (where applicable)	Not applicable
Calculation Type	Non-Cumulative
Reporting Cycle	Annual
Desired Performance	Reduction in audit opinion on predetermined objectives by the AGSA
Indicator Responsibility	Chief Director- Office of the Director-General

Sub-Programme: Financial Management	
Indicator Title	% of invoices paid within 30 days
Definition	Ensure that payments are effected within 30 days from receipt of a valid invoice by the DWYPD. To ensure compliance with Instruction Note 34 from National Treasury and also to ensure that suppliers are paid on time
Source of Data	BAS document control report
Method of Calculation/ Assessment	Mathematical calculation as a percentage. Total number of valid invoices received and paid within 30 days divided by total number of valid invoices received expressed as a percentage.
Means of verification	BAS documents control report
Assumption	N/A
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative for monthly and cumulative for quarterly and annual reporting
Reporting Cycle	Monthly, Quarterly and Annually
Desired Performance	100% of service providers with valid invoices paid within 30 days
Indicator Responsibility	Chief Financial Officer

Sub-Programme: Departmental Management	
Indicator Title	Unqualified audit opinion on annual financial statements
Definition	The indicator seeks to improve the compliance with financial prescripts. It will be measured through the number of findings raised by the AGSA in financial statements of the department
Source of Data	AGSA report on financial statements
Method of Calculation/ Assessment	Audit findings communicated Audit Report by AGSA on Financial Statements
Means of verification	Audit Report on Financial Statements
Assumptions	The AGSA will perform an audit on financial statements
Disaggregation of Beneficiaries (where applicable)	Not applicable
Spatial Transformation (where applicable)	Not Applicable
Calculation Type	Non-cumulative
Reporting Cycle	Annual
Desired Performance	Reduction in audit opinion on financial statements by the AGSA
Indicator Responsibility	Chief Financial Officer

Sub-Programme: Corporate Management	
Indicator Title	Percentage vacancy rate
Definition	Management of funded vacancies To ensure that funded vacancies are filled within prescribed timeframes
Source of Data	PERSAL
Method of Calculation/ Assessment	Mathematical calculation as a percentage of funded vacancies against funded posts
Means of Verification	PERSAL reports
Assumptions	N/A
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative
Reporting Cycle	Quarterly and Annually
Desired Performance	Funded vacancies must be filled within 6 months of being advertised
Indicator Responsibility	Chief Director: Corporate Management

Sub-Programme: Human Resource Management	
Indicator Title	Human Resource Plan developed and implemented
Definition	It is a five year plan linked to the Strategic Plan that plans for the human resource required to achieve the strategic objectives over the MTEF Period.
Source of Data	PERSAL; Human Resource Oversight Reports
Method of Calculation/ Assessments	Human Resource Planning Implementation Reports
Means of Verification	Approved five year Human Resource Plan
Assumptions	Monitoring by Human Resource Planning Committee
Disaggregation of Beneficiaries (where applicable)	All Branches and Components
Spatial Transformation (where applicable)	n/a
Calculation Type	n/a
Reporting Cycle	Biannual and annual
Desired Performance	Achievement against targets
Indicator Responsibility	Chief Director: Corporate Management

Sub-Programme: Corporate Management	
Indicator Title	Approved ICT Master Information System and Security Technology Plan (MISSTP)
Definition	Measure the approval of the approved Master Information System and Security Technology Plan (MISSTP). This is to ensure that the Department has an approved plan to improve the ICT and Security technology implementation through the provision of reliable integrated and secured ICT infrastructure, security technology and business application systems.
Source of Data	GITO approved plan
Method of Calculation / Assessment	GITO approved plan
Means of Verification	Approved ICT Master Information System and Security Technology Plan (MISSTP)
Assumptions	Key stakeholders will engage with the plan and it gets approved
Disaggregation of Beneficiaries (where applicable)	Not applicable
Spatial Transformation (where applicable)	Not applicable
Calculation Type	Simple Count
Reporting Cycle	Quarterly
Desired Performance	Actual performance that is higher than targeted performance is desirable.
Indicator Responsibility	Director: ICT

Sub-Programme: Legal Services	
Indicator Title	Draft legislation on WEGE produced
Definition	The WEGE Bill is intended to give effect to section 9 of the Constitution of the Republic of South Africa, 1996, in so far as the empowerment of women and gender equality is concerned; to establish a legislative framework for the empowerment of women; to align all aspects of laws and implementation of laws relating to women empowerment, and the appointment and representation of women in decision making positions and structures. To provide the Minister with the necessary governance authority to monitor, review and oversee gender mainstreaming and the integration of gender equity issues into all programmes of government and other sectors
Source of Data	Stakeholder Consultations: including members of the public, Cabinet, State Law Adviser, Civil Society Organisations
Method of Calculation/ Assessments	Simple count
Means of Verification	Draft Bill approved by the EA for submission to Cabinet
Assumptions	Current draft Bill amended to incorporate new inputs based on the new mandate
Disaggregation of Beneficiaries (where applicable)	Target for women: N/A Target for youth: N/A Target for people with disabilities: N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative
Reporting Cycle	Quarterly
Desired Performance	Enactment of the WEGE Bill
Indicator Responsibility	Director: Legal Services

Programme 2: Social Transformation and Economic Empowerment

Programme 2: Key Performance Indicator Descriptors

Sub-Programme: Economic Empowerment and Participation	
Indicator Title	Number of interventions to support economic empowerment and participation of WYPD implemented
Definition	The forms of interventions would include but not limited to the following: hosting a symposium, conferences, workshops and consultations with stakeholders for the economic empowerment and participation of women, youth and persons with disabilities in the various economic value chains.
Source of data	Symposium, conferences, workshops and consultations with Departments and MTEF/MTSF Outcomes Reports.
Method of Calculation / Assessment	Number of interventions coordinated, facilitated and approved Minister Analysis report of intervention/s co-ordinated and facilitated developed and approved by the Minister
Means of verification	Approved reports on the interventions implemented per quarter
Assumptions	Persistent marginalisation of women, youth and persons with disabilities in the mainstream economy amidst the existence of enabling legislative and policy environment and institutional support, there has been inadequate progress in the economic inclusion of women, youth and persons with disabilities in the mainstream economy.
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative (Year-to-Date)
Reporting Cycle	Quarterly and Annually
Desired performance	Mainstream the economic empowerment and participation of women, youth and persons with disabilities within identified key economic sectors and across value chains.
Indicator Responsibility	Chief Director: Economic Empowerment and Transformation

Sub-Programme: Social Empowerment and Transformation	
Indicator Title	Number of progress reports from provinces implementing the Sanitary Dignity Implementation Framework produced
Definition	Report on the progress of the implementation of the Sanitary Dignity Implementation Framework by provinces. It will focus on the monitoring and evaluating progress in the implementation of the components of Sanitary Dignity Implementation Framework in selected schools (SDIF). These includes amongst others indication on percentage of indigent girls of women receiving sanitary products per province, number of girl friendly water supply , sanitation and hygiene facilities following national standards in implementing schools, number of provinces implementing comprehensive sexuality education /life skills.
Source of data	Monitoring and Evaluation report
Method of Calculation / Assessment	Performance monitoring reports implementing the Sanitary Dignity Implementation Framework
Means of Verification	Approved quarterly progress reports on the implementation of the SDIF in provinces
Assumptions	Persistent marginalisation of women, youth and persons with disabilities in obtaining sanitary dignity amidst the existence of enabling environment and institutional support, there has been inadequate progress in the social inclusion of women, youth and persons with disabilities in schools due to period poverty
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative (Year-to-Date)
Reporting Cycle	Quarterly and Annually
Desired performance	Participation of women and girls in schools
Indicator Responsibility	Chief Director: Social Empowerment and Transformation

Sub-Programme: Governance Transformation, Justice and Security	
Indicator Title	Number of NSP on GBVF approved
Definition	Provision of a cohesive, integrated and coordinated national response and support to victims and survivors of GBVF. To mainstream gender equality, reduce and contribute to eliminating GBVF and women's, youth and persons with disabilities access to justice and security.
Source of data	Public sector literature, government data, civil society data, literature survey, private sector and civil society policies and programmes and structures
Method of Calculation / Assessment	Simple Count
Means of Verification	Approved NSP on GBVF
Assumptions	Stakeholders will participate in the development of the NSP
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative
Reporting Cycle	Quarterly
Desired performance	Decreased incidents of GBV
Indicator Responsibility	Chief Director: Governance Transformation, Justice and Security

Sub-Programme: Governance Transformation, Justice and Security	
Indicator Title	National Council on Gender based Violence and Femicide (NCGBVF) established
Definition	National Council on Gender based Violence and Femicide (NCGBVF) is structure that is established to lead, coordinate and provide oversight of the national response to gender-based violence and femicide (GBVF). The Council will drive the implementation of the GBV and Femicide National Strategic Plan (GBVF-NSP).
Source of data	GBVF-NSP
Method of Calculation / Assessment	Simple Count
Means of Verification	Approved progress report on National Council on Gender based Violence and Femicide
Assumptions	GBVF-NSP will be approved by the end of financial year 2019/2020
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative
Reporting Cycle	Quarterly
Desired performance	National Council on Gender based Violence and Femicide established and functional
Indicator Responsibility	Chief Director: Governance Transformation, Justice and Security

Sub-Programme: Governance Transformation, Justice and Security	
Indicator Title	Number of public sector institutions, private sector and civil society organisations monitored and evaluated on the implementation of the NSP to end gender-based violence and femicide
Definition	<p>NSP GBVF priorities are fully integrated, costed and monitored in all relevant departmental and municipal plans and frameworks under this administration.</p> <p>Integration of GBVF NSP targets into the delivery on specific departmental strategic plans and IDPS: Transport, Human Settlements, Public Works, Public Services and Administration, Employment and Labor, Agriculture and Rural Development, Cooperative Governance and Traditional Affairs and Trade and Industry and IDPS</p>
Source of data	GBVF-NSP progress reports from public sector institutions, private sector and civil society organisations
Method of Calculation / Assessment	Annual progress report on the implementation of NSP
Means of Verification	Approved Annual Progress report on the implementation of NSP
Assumptions	GBVF-NSP will be approved by the end of financial year 2019/2020
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative
Reporting Cycle	Quarterly
Desired performance	Departments implementing and reporting on progress on the implementation of targets in the GBVF-NSP
Indicator Responsibility	Chief Director: Governance Transformation, Justice and Security

Sub-Programme: Governance Transformation, Justice and Security	
Indicator Title	Revised framework on women machinery produced
Definition	A set of coordinated structures within and outside government which aim to achieve equality for women in all spheres of life - political, civil, social, economic and cultural. To broaden sectorial participation in the national gender programme by engaging all stakeholders and structures of the NGM
Source of Data	Consultation meetings on NGM, Public sector literature, government data, civil society data, literature survey, private sector and civil society policies and programmes and structures
Method of Calculation/ Assessments	Simple Count
Means of Verification	Approved reports on machineries held
Assumptions	Stakeholders attending and participation in the NGM
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative
Reporting Cycle	Quarterly and annually
Desired Performance	All programmes and budgets are engendered to ensure the elimination of barriers to equal participation of women
Indicator Responsibility	Chief Director: Governance Transformation, Justice and Security

Programme 3: Policy, Stakeholder Coordination and Knowledge Management

Sub Programme: Policy Research and Knowledge Management	
Indicator Title	Integrated Knowledge Hub established and implemented
Definition	Proposed model on an integrated central repository for gender, youth and disability responsive research, evidence based information, and knowledge to inform decision-making, interventions and policy coordination towards empowerment and equality. The project proposal will comprise a concept/plan/blue-print (Design) of an integrated model for the knowledge hub based on a literature survey of best practice models utilised as repositories for knowledge that will influence and assist in shaping a design specific to the needs for an integrated knowledge hub for the Department. The establishment of the knowledge hub entails the live testing and launch of the model. Centralised, accessible and readily available evidence based data, knowledge and information to inform planners, decision-makers, policy-makers and implementers across government and in society at large on matters related to gender, age, disability and LGBTQIA+ sectors
Source of Data	Official, credible and validated statistical data from surveys, census and research findings as related to women, youth and disability such as Time Use studies and social profiles; departmental reports (such as Annual Reports and Gender, Youth and Disability Mainstreaming reports) and research findings; MTSF outcome reports; national evaluation reports as relating to specific programmes impacting women, youth and persons with disabilities, Gender, youth and disability responsive research reports; individual and focus group interviews / discussions (key departments; beneficiaries; research institutes; and relevant stakeholders); colloquiums; seminars; conferences and round table discussions.
Method of Calculation/ Assessments	Simple Count
Means of Verification	Approved report on the establishment of the integrated knowledge hub
Assumptions	The knowledge hub model will be approved and implemented. Key data, researchers and knowledge producers will collaborate and provide access to data, information and reports for the knowledge hub.
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative
Reporting Cycle	Quarterly
Desired Performance	Integrated Knowledge Hub model proposed for adoption by the department in 2019/20 towards the establishment and implementation over the MTEF 2019-2022
Indicator Responsibility	Chief Director: Research, Policy Analysis and Knowledge Management

Sub Programme: Policy Research and Knowledge Management	
Indicator Title	Number of research reports on government priorities produced
Definition	Coordinate, commission, undertake research, and collaborate with research and academic institution to produce research on government priorities with specific focus on women, youth and persons with disabilities. The purpose of the research is to enable gender, youth and disability responsive research, evidence based information, and knowledge to inform decision-making, interventions and policy coordination towards empowerment and equality. The research could be empirical or secondary in nature.
Source of Data	Official, credible and validated statistical data from surveys, census and research findings as related to women, youth and disability; Key informants interviews, and focus group interviews / discussions (key departments; beneficiaries; research institutes; and relevant stakeholders); colloquiums; seminars; conferences and round table discussions.
Method of Calculation/ Assessments	Simple Count
Means of Verification	Approved research report on identified government priorities
Assumptions	The initiation of the research project will be approved with funding implications and that the research will be completed and validated by stakeholders.
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative
Reporting Cycle	Quarterly
Desired Performance	Evidenced based reports developed from data analysis, policy implementation, literature review, surveys, and other research strategies to promote and influence evidence based decision-making, planning, policies, programs, and interventions.
Indicator Responsibility	Chief Director: Research, Policy Analysis and Knowledge Management

Sub Programme: Policy Research and Knowledge Management	
Indicator Title	Number of periodic reports on international commitments produced
Definition	<p>2 reports on compliance with international obligations will be produced in 2019/20 on South Africa's fulfilment of international treaty obligations to the Beijing Platform for Action (B+25) and the AU Women's Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa.</p> <p>Reporting entails the development of a country Beijing+25 Report on the progress made on the implementation of the Beijing Platform for Action as well as the country 2nd Periodic Report of the AU Women's Protocol which forms Part B of the country's 4th Periodic Report to the African Charter on Human and People's Rights (developed by DoJ). To ensure that South Africa complies with its obligation to periodically provide progress reports on key commitments to international and regional treaty bodies</p>
Source/Collection of Data	The DoW baseline 25 Year Review Report on Women's Empowerment and Gender Equality (2019); Reports from other Departments (such as Annual Reports and Gender Mainstreaming reports) and research findings relevant to women empowerment and gender equality; MTSF outcome reports; national evaluation reports as relating to specific programmes impacting women, Gender Responsive Research reports. Official statistical data from surveys, census and research findings as related to women such as Time Use studies and social profiles;
Means of Verification	Approved reports on International Commitments
Method of Calculation/ Assessment	Simple Count
Assumption	South Africa is a signatory to international instruments and treaty obligations
Disaggregation of Beneficiaries (where applicable)	Not applicable
Spatial Transformation (where applicable)	Not applicable
Calculation Type	Cumulative
Reporting Cycle	Periodically based on Reporting Schedules
Desired Performance	2 Timeous, comprehensive reports that capture progress and contribution from across all sectors and spheres of government and society and which builds on previous reporting submissions and treaty body concluding remarks and observations.
Indicator Responsibility	Chief Director: Research, Policy Analysis and Knowledge Management

Sub-Programme: Monitoring and Evaluation	
Indicator Title	Number of strategic plans analysed
Definition	A report indicating the analysis findings related to the responsiveness of the Strategic Plan to women, youth and persons with disabilities.
Source of data	Strategic Plan and APP of selected departments
Means of Verification	Approved report on Strategic Plans analysed
Method of Calculation / Assessment	Analysis and review of Strategic Plans
Assumptions	All selected departments will have developed the strategic Plans
Disaggregation of Beneficiaries (where applicable)	Relevant indicators and targets should be disaggregated by gender, age and disabilities
Spatial Transformation (where applicable)	Not applicable
Calculation Type	Non-Cumulative
Reporting Cycle	Quarterly
Desired Performance	The plans are responsive to women, youth and persons with disabilities
Indicator Responsibility	Chief Director: Monitoring and Evaluation

Sub-Programme: Monitoring and Evaluation	
Indicator Title	Number of Annual Performance monitoring reports produced
Definition	One performance review report on progress made on the implementation of the Framework on GRPBME&A produced
Source of data	Annual and quarterly progress reports
Method of Calculation / Assessment	Simple count
Means of verification	Approved Annual Performance monitoring reports
Assumptions	That government will produce progress report
Disaggregation of Beneficiaries (where applicable)	Reports to contain data disaggregated by gender, age and disability
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative
Reporting Cycle	Annually
Desired Performance	Reports indicates how women, youth and persons with disabilities participated and/or benefited to the services that was provided
Indicator Responsibility	Chief Director: Monitoring and Evaluation

Sub-Programme: Monitoring and Evaluation	
Indicator Title	Number of evaluation reports on empowerment of women produced
Definition	One evaluation report on programme/s implemented on the socio-economic empowerment of women, youth and persons with disabilities
Source of data	Progress and research report on the area to be evaluated, Quarterly reports, interviews
Method of Calculation / Assessment	Count
Means of verification	Approved draft evaluation report on empowerment of women
Assumptions	That there are studies and reports with information related to the status of women, youth and persons with disabilities
Disaggregation of Beneficiaries (where applicable)	Reports to contain data disaggregated by gender, age and disability
Spatial Transformation (where applicable)	N/A
Calculation Type	Simple count
Reporting Cycle	Annually
Desired Performance	Evaluation conducted
Indicator Responsibility	Chief Director: Monitoring and Evaluation

Sub-Programme: International Relations	
Indicator Title	Number of partnerships and collaborations established
Definition	These are partnerships and collaborations established through the signing of various Memorandum of Understanding, Cooperation Agreements and Project Implementation Plans on mutual areas of cooperation on gender equality, women empowerment, youth development and disability rights.
Source of Data	National priorities on women, youth and persons with disabilities, National Development Plan (NDP)
Means of Verification	Signed Memorandum of Understanding, Cooperation Agreements and Approved Project Implementation Plans
Data Limitation	Delays in concluding the agreements
Assumptions	Identified partners and areas for cooperation or collaboration
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	N/A
Reporting Cycle	Quarterly
Desired Performance	Concluded MOUs or Project Agreements
Indicator Responsibility	Director: International Relations

Sub-Programme: International Relations	
Indicator Title	Number of multilateral and bilateral engagements
Definition	These are Multilateral and bilateral engagements conducted through participation in multilateral foras such as but not limited to the Commission on the Status of Women (CSW) annually organised by the United Nation Women Entity commonly known as UN Women, the African Union High Level Panel on Gender Equality and Women's Empowerment (HLP on GEWE), the African Union Specialized Technical Committee (STC) on Gender Equality and Women's Empowerment (GEWE), the African Union Pre CSW Ministerial Consultative meetings including the SADC Ministers responsible for Gender and Women's Affairs, Commonwealth and Pan African Women's Organization
Source of Data	National priorities on women, youth and persons with disabilities, National Development Plan (NDP)
Method of Calculation / Assessment	Simple Count
Means of Verification	Approved participation reports
Assumptions	Engagements in multilateral and bilateral spheres
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	N/A
Reporting Cycle	Quarterly
Desired Performance	Reports on multilateral and bilateral engagements
Indicator Responsibility	Director: International Relations

Sub Programme: Stakeholder Coordination and Outreach	
Indicator Title	Number of stakeholder engagements on the empowerment of women, youth and persons with disabilities conducted
Definition	<p>Stakeholder engagements may be public or outreach initiatives such as campaigns, workshop, panel discussion, focus groups, dialogues, and hearing. The purpose is to ensure an empowered, fair and inclusive society that ensure the social and economic transformation of women, youth and persons with disabilities</p> <p>Public participation/ outreach initiatives does the following:</p> <p>Provide public with balanced and objective information</p> <ul style="list-style-type: none"> Obtain public feedback on analysis, alternatives, decisions working constantly and systematically with public to deepen understanding and consideration of concerns Partner with public on every aspect of decision-making including developing alternatives Place final decision-making in the hands of the public.
Source of Data	Public or outreach initiatives such as campaigns, workshop, panel discussion, focus groups, dialogues, hearing etc.
Method of Calculation/ Assessments	Simple count
Means of Verification	Approved concepts documents and report on the dialogue held
Assumptions	People will avail themselves for the dialogue
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Non - cumulative
Reporting Cycle	Quarterly
Desired Performance	Informed, inclusive and empowered women, youth and persons with disability across all sectors of society
Indicator Responsibility	Chief Director: Stakeholder Coordination and Outreach

Sub Programme: Stakeholder Coordination and Outreach	
Indicator Title	Number of community mobilization initiatives on the rights of women, youth and person with disabilities coordinated
Definition	Community mobilisation initiatives to reach out to women, youth and persons with disabilities and raising awareness of services/ information available for them. To advance, fair and inclusive society that ensure the social and economic empowerment of women, youth and persons with disabilities.
Source of Data	Public or outreach initiatives such as campaigns, workshop, panel discussion, focus groups, dialogues, hearing etc.
Method of Calculation/ Assessments	Simple count
Means of Verification	Approved concepts documents and report on community mobilisation initiative
Assumptions	People will avail themselves for the dialogue
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Non - cumulative
Reporting Cycle	Quarterly
Desired Performance	Informed, inclusive and empowered women, youth and persons with disability across all sectors of society
Indicator Responsibility	Chief Director: Stakeholder Coordination and Outreach

Programme 4: Rights of Persons with Disabilities

Sub Programme: Rights of Person s with disabilities	
Indicator Title	Legislative report for the development of disability rights bill produced
Definition	It is a report that outlines the processed on the development on disability rights bill
Source of Data	Published frameworks, draft legislation, discussion documents
Method of Calculation/ Assessments	Simple count
Means of Verification	Approved legislative report for the development of Disability Rights bill
Assumptions	N/A
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative
Reporting Cycle	Quarterly
Desired Performance	Legislative report for the development of disability rights bill produced with clear recommendations
Indicator Responsibility	Director: Advocacy and Mainstreaming

Sub Programme: Rights of Person s with disabilities	
Indicator Title	National Disability Rights Machinery strengthened
Definition	The National Disability Rights Machinery consists of, among others, IGR forums and cooperative governance platforms; with the aim of coordinating the inclusion of disability rights in the public and private sector. Institutional arrangements. Advocate for institutional arrangements aimed at affirming marginalised groups (through for example, the establishment of disability-specific statutory body), by embedding the broader mainstream decision-making and consultative reporting environment
Source of Data	Government wide approved guidelines and directives. Minutes & reports on machineries held Attendance registers for machineries
Method of Calculation/ Assessments	Simple Count
Means of Verification	Machineries convened, attendance registers and approved reports on machineries
Assumptions	Stakeholders will attend
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Simple count
Reporting Cycle	Quarterly
Desired Performance	The actual performance which is higher than the targeted performance is desirable.
Indicator Responsibility	Chief Director: Advocacy and Mainstreaming

Sub Programme: Rights of Person s with disabilities	
Indicator Title	Frameworks on Disability Rights Awareness Campaigns, as well as Framework on Self-Representation by Persons with Disabilities approved by Cabinet
Definition	Policy instruments (legislation, tools, guidelines, policy briefs, discussion papers and research reports) developed to support domestication of international treaties and implementation of WPRPD. To ensure that implementation of the White Paper on the Rights of Persons with disabilities comply with regulatory standards and the obligations contained in the UN Convention on the Rights of Persons with Disabilities
Source of Data	Published frameworks, draft legislation, discussion documents
Method of Calculation/ Assessments	Simple Count
Means of Verification	Approved frameworks on Disability Rights Awareness Campaigns released for public comments
Assumptions	N/A
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative
Reporting Cycle	Quarterly
Desired Performance	The actual performance which is higher than the targeted performance is desirable.
Indicator Responsibility	Director: Advocacy and Mainstreaming

Sub Programme: Rights of Person s with disabilities	
Indicator Title	Number of reports on compliance with national/international obligations for rights of persons with disabilities
Definition	This indicator seeks to assess how government plans has included persons with disabilities and also how they have benefited from the services provided. The report will further include South Africa's compliance with international obligations on the rights of persons with disabilities.
Source of Data	Statistics South Africa All National Departments All Provinces
Method of Calculation/ Assessments	Non-cumulative Performance is for progress within a specific calendar year only against targets in the WPRPD Implementation Matrix
Means of Verification	Approved report on compliance with National/International obligations for rights of persons with disabilities
Assumptions	All data sources will provide status reports that are relevant to its mandate
Disaggregation of Beneficiaries (where applicable)	7 % target for disability inclusion
Spatial Transformation (where applicable)	N/A
Calculation Type	N/A
Reporting Cycle	Annual
Desired Performance	Reports indicates how persons with disabilities participated and/or benefited to the services that was provided
Indicator Responsibility	Director: Governance and Compliance

Programme 5: Youth Development Programme

Sub Programme: Youth Development	
Indicator Title	National Youth Policy reviewed
Definition	This indicator refers to review, implementation, monitoring and evaluation of the approved National Youth Policy (NYP).
Source of Data	Final draft revised policy
Method of Calculation/ Assessment	Simple count
Means of Verification	Approved draft NYP
Assumptions	N/A
Disaggregation of Beneficiaries (where applicable)	Youth of all genders, location and disability status to be consulted
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative and cumulative
Reporting Cycle	Quarterly
Desired Performance	Reviewed National Youth Policy
Indicator Responsibility	Acting Chief Director: National Youth Development Programme

Sub Programme: Youth Development	
Indicator Title	Number of progress reports on monitoring and implementation of National Youth Policy produced
Definition	To report progress on implementation of the NYP. To review the NYP 2015-2020 and produce NYP 2020-2030
Source of Data	NYP implementation reports
Method of Calculation/ Assessment	Simple count
Means of Verification	Approved NYP monitoring and implementation report
Assumptions	N/A
Disaggregation of Beneficiaries (where applicable)	Youth of all genders, location and disability status to be consulted
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative and cumulative
Reporting Cycle	Quarterly
Desired Performance	Progress reports on the implementation of the NYP
Indicator Responsibility	Acting Chief Director: National Youth Development Programme

Sub Programme: Youth Development	
Indicator Title	NYDA Act amended and implemented
Definition	This indicator refers to the review of the National Youth Development Agency Act (No. 54 of 2008) and the implementation thereof
Source of Data	Draft NYDA Amendment Bill
Method of Calculation/ Assessment	Developed and reviewed youth development legislation document
Means of Verification	Approved policy document/ Bill
Assumptions	Legislation is consulted, thereafter considered by Parliament and approved.
Disaggregation of Beneficiaries (where applicable)	Youth of all genders, location and disability status to be consulted
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative and cumulative
Reporting Cycle	Quarterly
Desired Performance	Amended NYDA Act
Indicator Responsibility	Acting Chief Director: National Youth Development Programme

Sub Programme: Youth Development	
Indicator Title	Number of NYDA monitoring reports produced
Definition	The extent to which DWYPD oversees the NYDA, identifies bottlenecks and make recommendations. Oversight of the NYDA will ensure quality assurance of the reports; compliance with applicable legislation; alignment of plans with national priorities; improved performance; good governance; development of interventions to prevent issues from getting out of control
Source of Data	NYDA quarterly performance reports; APP and Strategic plan
Method of Calculation/ Assessments	Simple count of the number of quarterly reports
Means of Verification	Approved NYDA monitoring report
Assumptions	Oversight visits have taken placed as scheduled
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative
Reporting Cycle	Quarterly
Desired Performance	Effective and efficient operations evidenced by quality reporting
Indicator Responsibility	Acting Chief Director: National Youth Development Programme

Sub Programme: Youth Development	
Indicator Title	Number of youth machineries convened
Definition	Guidelines to facilitate adequate resourcing and of youth development interventions. To ensure resourced interventions and responsiveness in addressing the needs of young people and subsequent improvement in young people's quality of lives
Source of Data	Youth Mainstreaming Guidelines for responsive planning, budgeting, monitoring, evaluation and auditing.
Method of Calculation/ Assessments	Simple count (one document)
Means of Verification	Approved youth machinery report
Assumptions	Consultations have taken place to receive inputs from stakeholders
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-accumulative
Reporting Cycle	Annual
Desired Performance	Youth development mainstreamed within planning, budgeting, monitoring, evaluation and auditing cycles
Indicator Responsibility	Acting Chief Director: National Youth Development branch

Annexure D: District Development Model

The Department of Women, Youth and Persons with Disabilities (DWYPD) has been requested by the Department of Co-operative Governance and Traditional Affairs (CoGTA) to provide plans and projects in line with the 6th administration's District Development Model. The DWYPD in the Presidency is not an implementing department; however it has a huge mandate and constitutional responsibility to advance the transformational agenda for women, youth and disability rights and empowerment nationally and across the three spheres of government. It is uniquely poised in the centre of government to provide leadership, oversight and co-ordination to ensure that government implements inclusive interventions geared towards the empowerment of women, youth and persons with disabilities. The purpose of this note is to identify areas where the DWYPD will make a contribution towards ensuring that the District Municipality Model plans as requested by CoGTA are truly inclusive and responsive to the issues of women, youth and the rights of person with disabilities for example by providing a tool approved by Cabinet for mainstreaming gender, youth and disability rights. It should be noted that, while DWYPD is responsible for coordination and leadership in this regard, it is the duty of every government department and public entity at national provincial, local level to actively contribute towards the realisation of the constitutional mandate to eradicate unfair discrimination and realise the rights of women, youth and persons with disabilities.

1. Gender-Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing approach as a Catalyst for Mainstreaming Gender, Youth, and Disability Rights in The District Municipality Delivery Model

The Framework on Gender-Responsive Planning, Budgeting, Monitoring, Evaluation and Gender Auditing (GRPBMEA) was adopted by the Cabinet on 27 March 2019, as a system to effect a paradigm shift across the state machinery towards accelerated delivery on the constitutional mandate to end

gender discrimination and realise the rights of women and girls is in South Africa. The approach is also applicable in relation to mainstreaming of youth and disability rights. The framework's implementation plan prioritises the interventions to ensure that gender-responsiveness of existing national planning, budgeting, M&E systems in order to achieve maximum, countrywide impacts for women and girls. Key interventions in this regard include a gendered revision of the National Development Plan 2030 and ensuring the gender-responsiveness of the Medium Term Strategic Framework (MTSF) 2020-2025 and five-year Strategic Plans and Annual Performance Plans of national and provincial government departments and public entities. In addition, work will be initiated in collaboration with COGTA to develop a gender-responsive planning, budgeting, monitoring, evaluation and auditing framework applicable to local government.

In line with the overall approach of the GRPBMEA, it is important that the District Development model should also be gender-responsive and inclusive.

The Contribution of the DWYPD in District Municipality Delivery Model

As the DWYPD is not an implementing department in its own right, it cannot provide a list of projects as requested. However, all departments should ensure that identified projects explicitly identify intended results, targets and resource allocations for women, youth and persons with disabilities.

To guide the process, the DWYPD will undertake the following in relation to the District Model:

- Development of a framework on GRPBMEA which is specific to the District Model to guide implementation at district level; This would take into account the particular form that the District plan, budget and monitoring framework would take.

- Analysis of available district-level gender data from the MTSEF;
- Baseline research and social mapping on three Districts in relation to critical gender-related indicators;

Contributions by other departments include the following:

- National Treasury to provide guidelines on gender-responsive budgeting instruments for the District Development Model.
- National School of Government to develop customised training module on gender-responsive planning and budgeting as part of the District Development Model.

The DWYPD has various other knowledge and information resources that may be of assistance, including the following:

- Gender-Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework
- Guidelines including checklist on the Implementation of the Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing (GRPBMEA). The comprehensive 25-year review of women's empowerment and gender equality that highlights policy priorities and areas that need urgent attention that should be reflected in District level plans.

2. Project plans

The DWYPD programme and projects that are cutting across all municipalities are for implementations are attached in the templates below.

Priority 4: Social Cohesion and safer communities

Project Name	Project Type (Description)	Project Status	Estimated number of beneficiaries of the project	Financial Year	Sector	Local Municipality	District Municipality	Latitude	Longitude	Total Project Cost	Actual Expenditure 2019/20
National Strategic Plan for Gender based Violence and Femicide (NSP GBVF)	Gender based Violence and Femicide	Planning Phase	All survivors of Gender based Violence	2019/20	Social and Justice sector All vulnerable women (Youth, women, older women, women with disabilities, and the LGBTQIA+ sector)	All 44 local municipalities of the 44 districts	All 44 District Municipalities	-	-	The DWYPD provides strategic guidance and leadership and incur admin costs for effective coordination. Each Department in all spheres of government incurs costs for its own GBV related deliverables in line with the NSP.	Quarterly expenditure reports will be sourced from all departments within the Criminal Justice System, Social Cluster And Economic Cluster in implementing the NSP GBVF

Project Name	Project Type (Description)	Project Status	Estimated number of beneficiaries of the project	Financial Year	Sector	Local Municipality	District Municipality	Latitude (E.g.31,5487679)	Longitude (Eg28,6719052)	Total Project Cost	Actual Expenditure 2019/20
Sanitary Dignity Programme	Provision of free sanitary pads to indigent girl learners in quintiles 1 - 3 schools in all the provinces	A combination of Planning and execution stage	Approximately 3.5 million learners	2019/20	Provincial government Depts- Education Social Development Health Cooperative Governance Public Works Provincial Treasuries Environmental Affairs Economic Development Small Business Development Trade, Industry & Competition	All local Municipalities where the quintiles are located	All local Municipalities where the quintiles are located			R157 million	R157 million
Integrated Enterprise & Entrepreneurship Development programme	An economic empowerment programme targeted at promoting entrepreneurship amongst women	Planning stage	100 per year	2019/20	In identified key economic sectors	-	-	-	-	-	0

Project Name	Procurement Workshops For Cooperatives And Small, Medium And Micro Enterprises On The Sanitary Dignity Programme Value Chain	Project Type (Description)	Capacity Building Workshops for SMMEs and cooperatives owned and managed by Women, Youth and Persons with Disabilities to participate on the Sanitary Dignity value chain programme	Project Status	On-going	Estimated Number of beneficiaries	400	Financial Year	2019/20	Sector	Manufacturing, storage, packaging, transport, distribution, waste management and disposal.	Local Municipality	-	District Municipality	-	Latitude	-	Longitude	-	Total Project Cost	R900 000	Actual Expenditure	R750 000
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Projects that are implemented and planned for implementation in the eight Metropolitan Municipalities

Economic Empowerment Programme

The DWYPD resolved that in order to give effect to the priority on economic transformation and job creation to broaden economic participation in the sanitary dignity programme value chain; manufacturing, storage, packaging, transport, distribution and waste management and disposal, it is imperative to include the empowerment of women, youth and persons with disability owned and managed enterprises. DWYPD will use government public procurement budget to leverage transformation of the sector by enhancing its support for enterprise development in the Sanitary Dignity Programme (SDP) value chain. Through collaboration and partnerships with Economic sector departments and private sector, a comprehensive Integrated Enterprise and Entrepreneurship Development program is being developed to act as a catalyst for developing women, youth and persons with disability owned and managed SMMEs and Co-operatives as well as New Entrants, to unlock full economic participation. During the 2019/2020 financial year partnerships has been forged with DSBD, DTI, NT, SEDA, SEFA, IDC and UN Women as well as private sector entities to ensure that information dissemination, female ownership and manufacturing capabilities is supported to stimulate economic activity within the SDP value chain. Greater attention is needed to ensure that the target groups gain direct access to financial and non-financial support and markets. This will be coupled with relevant skills needed to ensure they gain the most effective entrepreneurial applications within and across different areas of value chains of various industries. The SDP must be considered as a nodal point, that not only bring women, youth and persons with disabilities into the sector to work but rather promote the urgency of the target group to create their own jobs and run their own enterprises.

ACRONYMS

APP	Annual Performance Plan
AIDs	Acquired Immune Deficiency Syndrome
ARV	Antiretroviral
BRICS	Brazil, Russia, India, China and South Africa
BWASA	Business Women's Association of South Africa
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CEO	Chief Executive Officer
CGI	Country Gender Indicator
DPME	Department of Planning, Monitoring and Evaluation
DTIC	Department of Trade and Industry and Competition
DSBD	Department of Small Business and Development
DSD	Department of Social Development
DRDLR	Department of Rural Development and Land Reform
DWYPD	Department of Women, Youth and Persons with Disabilities
EEP	Economic Empowerment and Participation
GBH	Grievous Bodily Harm
GITO	Government Information and Technology Organisation
GBV	Gender-based Violence
GBVF	Gender-based Violence and Femicide
GBVF-NSP	GBV and Femicide National Strategic Plan
GRPBMEA	Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing
HIV	Human Immunodeficiency Virus
IBSA	India Brazil South Africa
IDC	Industrial Development Agency
IORA	Indian Ocean Rim Association
IGBVFSC	Interim GBV and Femicide Steering Committee
LGBTQIA+	Lesbian, Gay, Bisexual, Trans, Queer and/or Intersex
M&E	Monitoring and Evaluation
MITSP	Master Information Technology Strategy and Plan
MISSTP	Master Information System and Security Technology Plan
MTEF	Medium Term Expenditure Framework
MTSF	Medium Term Strategic Framework
MTBPS	Medium Term Budget Policy Statement
NDP	National Development Plan
NCOP	National Council of Provinces
NCGBVF	National Council on Gender based Violence and Femicide

NGM	National Gender Machinery
NMOG	National Macro Organisation of Government
NSP	National Strategic Plan
NYDA	National Youth Development Agency
NYP	National Youth Policy
ODA	Official Development Assistance
PMTCT	Prevention of Mother-to-Child Transmission
RPAKM	Research, Policy Analysis and Knowledge Management
QLFS	Quarterly Labour Force Survey
ODA	Official Development Assistance
SABS	South African Bureau of Standards
SADC	Southern African Development Community
SAYD	South African Youth Development
SDP	Sanitary Dignity Programme
SMMEs	Small, Micro and Medium Enterprises
SA	South Africa
SAPS	South African Police Services
SANAC	South African National AIDS Council
SDGs	Sustainable Development Goals
SEDA	Small Enterprise Development Agency
SEFA	Small Enterprise Finance Agency
SOEs	State Owned Enterprises
SONA	State of Nation
StatsSA	Statistics South Africa
STEM	Science, Technology, Engineering and Mathematics
STIs	Sexual Transmitted Infections
TB	Tuberculosis
UN	United Nations
NCF	National Coordination Forum
UNCRPD	United Nation Convention on the Rights of Persons with Disabilities
UNFPA	United Nations Population Fund
VAT	Value Added Tax
WEGE	Women Empowerment and Gender Equality
WPRPD	White Paper on the Rights of Persons with Disabilities
YM	Youth Mainstreaming

NOTES

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