



Annual Performance Plan 2024/25



women, youth &
persons with disabilities
Department:
Women, Youth and Persons with Disabilities
REPUBLIC OF SOUTH AFRICA





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FOREWORD BY THE MINISTER



Dr Nkosazana Dlamini Zuma

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

We are pleased to table the Annual Performance Plan (APP) of the Department of Women, Youth and Persons with Disabilities (DWYPD) for the 2024/25 financial year as we celebrate 30 years of South Africa's democracy. This milestone requires our nation to reflect intently on the gains we have achieved since 1994, with a particular focus on how government will double up our efforts in the struggle against the deeply rooted effects of more than three centuries of oppression and just under half a century of apartheid evident in our country's triple challenges of poverty, inequality and unemployment.

South Africa's unfortunate history of discrimination against marginalised groups serves as a lens through which we are able to assess the challenges as experienced by the countless women, youth and persons with disabilities, and better yet how we are to address these complex societal challenges. The 4th comprehensive Census by Statistics South Africa reveals that this grouping of South Africans,

women, youth and persons with disabilities, are the vast majority, and therefore they should have the first call on our resources if our developmental agenda is to transform the country's socio-economic landscape.

Women, youth and persons with disabilities have the least access to economic opportunities, which has perpetuated the impact of the triple challenges. Our government recognises the need to address this structural inequality, among others, through policies and frameworks aimed at promoting inclusivity in diversity within all sectors of the economy. Over the Medium Term Expenditure (MTEF) period, the department will continue to focus on addressing gender based violence and supporting empowerment; promoting responsive planning, budgeting, monitoring and evaluation across government; supporting youth empowerment; and promoting the rights of people with disabilities.

The Department's mandate draws its authority from various sources. The ongoing review of our National Policy Framework on Women's Empowerment and Gender Equality presents an opportunity for the department to strengthen its role in promoting compliance with key gender imperatives. Additionally, the department's strategic location allows it to advocate for and facilitate the development of gender-responsive policies and plans by providing specialised knowledge and skills for mainstreaming these three sectors. This includes its role in international relations, where it can influence and shape global, continental, and regional policies and initiatives related to women, youth, and persons with disabilities.

Despite pockets of progress in driving a national response, Gender-Based Violence and Femicide (GBVF) remains a pervasive problem in South Africa. The GBVF pandemic undermines the fundamental Constitutional rights to equality, human dignity, life freedom and secu-

urity of the person. Over the years, police crime statistics have continued to show high numbers and increases in sexual offences, murder and attempted murder of women and children, kidnapping, assault, rape and overall sexual offences. In 2020, South Africa adopted the National Strategic Plan on GBVF (NSP on GBVF) for the years 2020 to 2030. The implementation of the NSP on GBVF has led to improvement in multi-sectoral efforts and coordination; and a range of laws, policies, programmes and interventions are in place to address GBVF. We continue to call on all state actors, civil society, development partners, independent bodies, the private sector and all South Africans to be a part of our efforts to battle this scourge.

The department will continue to focus on monitoring the implementation of the NSP on GBVF, guided by the approved NSP on GBVF Monitoring and Evaluation Framework, at national, provincial and local levels. This will be done by assessing the extent to which NSP on GBVF priorities are integrated into strategic plans and bolstering mechanisms and processes to strengthen multi-sectoral implementation, collaboration and reporting on the NSP on GBVF.

The youth of this country represent a blessing with limitless potential and possibilities. However, the current state of poverty, idleness, and general economic inactivity among our population in general and the youth in particular, presents a direct threat to national security. We have, in the previous financial year, conceptualised an all-of-government and all-of-society nationally coordinated, government and industry-wide effort to reinforce our nation's ongoing war on youth unemployment through a massification of value-chain-driven and sector-specific skills development, enterprise development, production brigades, and infant industries to power up South Africa's re-industrialisation targets. This South African National Defence Force led National Youth Service (SANDF-led

National Youth Service) will respond to high structural unemployment, lack of industrial dynamism, high levels of market concentration, and legacy barriers to market access for new players. The program will reinforce a deliberate and seamless skills-to-industry pipeline by training, capacitating, and leveraging the linkages between research and development, productivity, and empowerment of emerging industrialists. The initial SANDF-led National Youth Service streams will be:

1. Food and Agricultural Value Chain Commercialisation
2. Maritime and Oceans Economy
3. Engineering, Construction, Manufacturing and Infrastructure Rollout
4. Skills of the Future: This will include a focus on Digital Technologies, Electronics, Robotics and Platform Economies, among others.
5. Defence Industries, Public Safety and Security Stream. This will include areas such as Facilities Management and Aerospace, among others.

The character, positioning and mandate of the Department of Women, Youth and Persons with Disabilities needs to transcend beyond its advocacy mandate, toward being a project management, and implementation arm of the Presidency that collaborates and draws from available resources to conceptualise, plan and roll out all-of-government and all-of-society approach to livelihoods restoration, community wealth creation, poverty and hunger alleviation, with a particular to projects on with advancing the socio-economic wellbeing and interests of women, youth and persons with disabilities in the country's top 10 poorest districts, where the greatest need exists. We will continue the partnerships with various organisations on the

micro bakeries projects in the Mkhanyakude and Harry Gwala districts in this regard.

The National Youth Development Agency (NYDA) is also coordinating the implementation of 4IR (4th Industrial Revolution) Youth Digital Skills and Employment initiatives, aimed at assisting the youth to acquire the needed 21st century digital skills for employment and entrepreneurship. The delivery of this programme will be in line with the District Development Model approach where Information and Communication Technology skills are Digital Skills for all, and will focus on the provision of digital skills to young citizens, and this will include courses such as Digital Literacy, Information Technology Essentials, Networking and End-User computing. Digital Skills for employability will equip the youth with skills such as Digital Marketing Training, Cybersecurity, Software Development and Networking, among others.

Research on access to education support and services for children and young people with disabilities is also underway to identify resource gaps in special and full service schools so that resources can be mobilised through public-private partnerships to implement the report's proposed recommendations and improve the quality of teaching and learning outcomes. DWYPD will develop 5 best practice manuals and guidelines in partnership with related stakeholders on disabilities in mental health, epilepsy, autism, acceptable terminology on disability and deaf-blindness disability awareness.

DWYPD continues to raise awareness around disability rights during Disability Rights Awareness Month to help eliminate stereotypes, stigma and negative attitudes to promote disability rights awareness. DWYPD, as the National Coordinating mechanism, will continue to work closely with the National Rights Machinery and Presidential Working Group on Disability to

strengthen their role, reach and impact.

I present to you The Department of Women, Youth and Persons with Disabilities Annual Performance Plan for the period 2024-2025.



Ms. Nokuzola Gladys Tolashe, MP

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

FOREWORD BY THE DEPUTY MINISTER



Ms Nokuzola Tolashe

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

The Current population in South Africa has increased from 51, 7 million in 2011 to 62 million people, with a growth rate of 1.8% and women constituting a total of 51.5 per cent. South Africa is faced with a challenge of unemployment, inequality and poverty. To be impactful and eradicate these triple challenges, the government calls for efforts to ensure stabilisation, recovery and reconstruction of the economy. The DWYPD mandate continues to call for regulation socio-economic transformation and the empowerment and participation of women, youth and persons with disabilities to ensure that the efforts employed by the Government on preferentially procurement benefits towards Women, Youth and Persons with Disabilities are realised.

The National Development Plan (Vision 2030) demands that South Africa needs an economy that is more inclusive, more dynamic and in which the fruits of growth are shared equitably. The economy should be close to full employment, equip people with the skills they need,

ensure that ownership of production is more diverse and able to grow rapidly and provide the resources to pay for investment in human and physical capital. The transformation of the economy should involve the active participation and empowerment of women. It is essential for the full, effective and accelerated implementation of the African Union Agenda 2063, as well as the UN Agenda 2030 and the Sustainable Development Goals. Women's equality and socio-economic independence as an important development and growth which constitutes a vital part of sustained development and democracy.

Access to education, skills development and economic resources will result in access to credit, and active participation in the economy Transforming the world of work for women and ensuring their inclusion into economic growth and mainstream economic activities, opportunities, and employment requires the elimination of structural barriers, discriminatory laws, policies, practices and social norms. There is a need to target the inequalities and gaps related to women's labour force participation, entrepreneurship, equal pay for work of equal value, working conditions, social protection and unpaid domestic and care work. In addition, it is significantly important to strengthen education, training and skills development to enable women, especially young women, to respond to new opportunities in the changing world of work. The mandate of the Department requires the department to provide directives and regulations to inform the implementation of the country's commitments on equality, empowerment, participation and benefits for women, youth and persons with disabilities. The development of regulations should be based on relevant and current legislative pre-scripts. The location of the department at the Presidency is vital and provides an opportunity for it to advocate for and enforce the development of gender-responsive policies, youth-in-

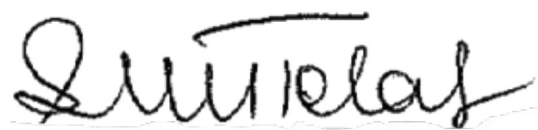
clusive policies and disability-friendly policies and plans through the provision of specialised knowledge and skills for mainstreaming of the three sectors. The development of several regulations and policies for mainstreaming women, youth and persons with disabilities is a step towards the right direction to enable the enforcement of compliance by different sectors. The department is working towards ensuring that by 2025 all government departments are implementing the Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework. This is a tool that is critical in fast-tracking women's social empowerment and participation in the economy by ensuring that government programmes are gender sensitive.

The Rights of Persons with Disabilities branch strives for Disability Rights Inclusion and Mainstreaming through Advocacy, Planning, Monitoring, Evaluation and Reporting. Currently, the institutionalisation of disability mainstreaming, inclusion targeting planning and reporting, is highly affected by the lack of specific disability legislation to enforce compliance. There are severe challenges experienced by the DWYPD in terms of receiving compliance reports and performance information where promoting disability rights and mainstreaming are concerned. Thus to bring about the socio-economic transformation of persons with disabilities is a challenge. The South African Law Reform Commission has prepared a draft discussion paper as part of the process of developing a Disability Rights Act.

The RPD Branch monitors compliance with national and international obligations such as the White Paper on the Rights of Persons with Disabilities (WPRPD) and the United Nations Convention on the Rights of Persons with Disabilities. It tracks institutional performance on the inclusion of persons with disabilities. It produces a status report annually, and a UN country report periodically. These outline compliance

with minimum targets on equity and targets on job creation, ownership and representation of persons with disabilities.

Draft Annual Performance Plans of national government departments are tracked in conjunction with DPME to advise on whether Departmental Annual Performance Plans include disability-responsive indicators. This should assist with government-wide inclusive planning where disability policies and programmes are concerned. An evaluation of the Implementation of the WPRPD is underway and an improvement action plan and management response will be finalised by the end of the 2023-2024 financial year. This will be implemented and monitored during the 2024-2025 financial year. I am confident that the mandate of DWYPD is in great hands as our employees conduct themselves with utmost Integrity, Accountability and Professionalism. The efforts of our employees were detected during the Mid-term review, findings of which revealed that the Department is on track for the implementation of its 2021/22 – 2024/25 strategic plan. By presenting this APP for the 2024/25 financial year, we are committing ourselves towards the realisation of the rights of Women, Youth and Persons with Disabilities.



Ms. Nokuzola Gladys Tolashe, MP

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

ACCOUNTING OFFICER STATEMENT



Adv. Joyce Mikateko Maluleke

Director General for: Department of Women,
Youth and Persons with Disabilities

By presenting the Annual Performance Plan 2024/25 of the Department of Women, Youth and Persons with Disabilities with you, I hope that you better understand the department's strategy in moving towards a country that is wholly inclusive by providing leadership and coordination in the implementation of programmes across government. This plan not only outlines targets of the department but provides a roadmap for other government departments and civil society to emulate in their own institutions and organisations. The idea of an equal society, inclusive economies, or representative ownership should not be relegated to that of a charity cause, or retired to the category of a 'nice-to-have'. The plan of this department is innately linked to South Africa's growth trajectory. South Africa will never unleash its true potential if the majority of women, youth and persons with disabilities are confined to the informal economy, or held back by not being able to access services and the mainstream economy.

As the department strategizes on how to achieve maximum impact through collaborations, partnerships and policy influence, Vision 2030 is firmly within its sights. The National Development Plan speaks of a transformed, unified and equitable society, not divided along class, race or gender lines. It speaks of shifting patterns of ownership and ensuring equal participation in the economy to bring about transformation that is inclusive, and leaves no one behind. To achieve this, this department will foster partnerships, develop collaborations, and build social compacts with various sectors, to dovetail efforts in transforming into the South Africa we want for our children. This is not an easily achieved target. South Africa's political and socio-economic terrain continues to be shaped by patriarchal and exclusionary policies that marginalize women, youth and persons with disabilities from participation. To respond to this, the department will continue to strengthen structural mechanisms established for the advancement of the rights of the risk groups. The department will continue to advocate for the insertion of equality principles into legislation. We will ensure we meet international commitments and strengthen accountability mechanisms and consequence management across government, where equality targets are not being met.

Improving participation, and strengthening legislation compelling equality is a prerequisite for achieving the central goals of government - increasing employment, skills and access to education, healthcare, safety and security and general well-being of the population. Against this, youth development has been declared an apex priority of government. Youth training, and incubation programmes targeting entrepreneurs has been accelerated and scaled up through the National Youth Development Agency (NYDA). The agency 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. Thus, our strategy to build social compacts through partnering with citizens will pay off as we reach a critical mass of job providers, rather than job seekers. The seven priorities identified for the 6th Administration, namely, economic transformation and jobs, education, skills revolution and health, social wage, spatial development, human settlements and local government, social cohesion and safe communities, a better Africa and a better world and a capable developmental State cannot be achieved without the inclusion and full participation of women, youth and persons with disabilities. For this reason, the department remains committed to fast-tracking the advancement, empowerment and development of women, youth and persons with disabilities by remaining a strategic pillar of government in guiding policy and legislation to be inclusive.

In South Africa, femicide was included in the Gender-Based Violence (GBV) abbreviation to put a spotlight on the extreme manifestation of the problem, the killing of women by men. Over the past two decades, the South African Medical Research Council (SAMRC) has investigated femicide in the country. Their findings reveal that on average three women are killed each day by intimate partners. Given its severity and magnitude, GBV should be treated as a disaster. In the context of the COVID-19 pandemic, the President on several occasions pronounced publicly that GBV is a Second Pandemic. The chronic and persistent nature of GBV over the years warrants the positioning of GBV at the level of a national pandemic. Research states that women-owned businesses still account for 1% of public procurement, while Agenda 2063 of the AU calls for this allocation to be at least 25%, the Wom-

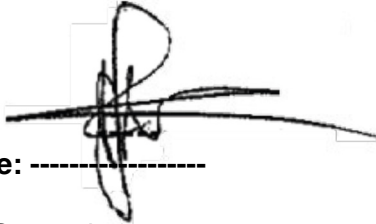
en's Economic Assembly sets out to contribute substantially to easing the plight of vulnerable sectors of our economy. Preferential procurement can enable market access opportunities and has a direct multiplier effect on economic growth and increased access to income.

Women have been disproportionately affected by the economic and social fallout from the COVID-19 pandemic, primarily because the pandemic has exacerbated pre-existing structural inequalities and gender norms. Small Businesses in particular those owned and led by women can be aided by the preferential procurement to achieve goals of equitable distribution of resources; enable sustainable development, and play a significant role in promoting gender equality and poverty reduction. The role of WECONA is to coordinate stakeholders to contribute to a movement of economic emancipation for all the women of South Africa in their diversity, using innovation, creativity and thought leadership to transform the economic system. It also presents an opportunity for businesses to derive benefit from greater equality for women as espoused in the UN global compact on Women's Empowerment Principles, particularly, Principle 5, in terms of which, businesses are required to implement enterprise development, supply chain and marketing practices that empower women.

As a caring government, we must harness the power we have to actively empower marginalised groups. As a centre of government department, our position as a regulatory oversight department must be strengthened. However, true partnership and civil society activities are needed to ensure all of government meets its targets in socio-economic empowerment of women, youth and persons with disabilities. This Annual Performance Plan outlines our outputs for the next period. It is a plan made possible by all of government emulating its approach. I invite you to engage with

this document in understanding the role of the department, and ultimately your responsibility in realising our mandate together as a caring government. As a government committed to realising the goals of the National Development Plan 2030.

Adv. Joyce Mikateko Maluleke

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Signature: -----

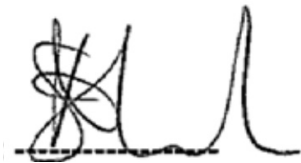
Director-General

OFFICIAL SIGN-OFF

It is hereby certified that;

- This Annual Performance Plan (APP) was developed by the management of the Department of Women, Youth and Persons with Disabilities, under the guidance of the Minister in the Presidency: Women, Youth and Persons with Disabilities, Dr Nkosazana Dlamini Zuma MP;
- Takes into account all the relevant policies, legislation and other mandates for which the Department of Women, Youth and Persons with Disabilities is responsible for; and
- Accurately reflects the Impact, Outcomes and Outputs which the Department of Women, Youth and Persons with Disabilities will endeavor to achieve over the 2024-2025 period.

Ms Val Mathobela



Signature: -----

Chief Director: Office of the Director General

Ms Desree Legwale



Signature: -----

Chief Financial Officer

Mr: Mbhazima Shiviti



Signature: -----

Chief Director: Corporate Support Services

Ms. Welhemina Reshoketswe Tshabalala



Signature: -----

Deputy Director-General: Advocacy and Mainstreaming for the Rights of Women

Ms Ranji Reddy



Signature: -----

Acting Deputy Director-General: Monitoring, Evaluation, Research and Coordination

Ms Phuti Mabelebele



Signature: -----

Chief Director: Advocacy and Mainstreaming for Rights of Persons with Disabilities

Dr Praveena Sukhraj-Ely



Signature: -----

Chief Director: Governance and Regulations for Rights of Persons with Disabilities

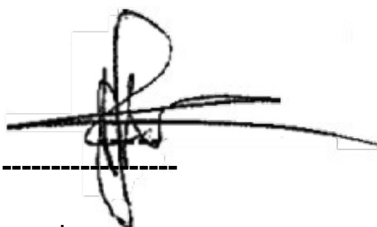
Dr Bernice Hlagala



Signature: -----

Chief Director: Advocacy and Mainstreaming for Rights of Youth

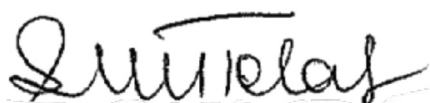
Adv. Joyce Mikateko Maluleke



Signature: -----

Director-General

Ms Nokuzola Gladys Tolashe, MP



Signature: -----

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

Approved by:

Dr Nkosazana Dlamini Zuma, MP

A handwritten signature in black ink, appearing to read 'Nkuma', written over a light grey horizontal line.

Signature: -----

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



PART A: OUR MANDATE

PART A: OUR MANDATE

1. Updates to the relevant legislative and policy mandates

The National Council on Gender Based Violence and Femicide Bill was passed by the National Assembly on 31 October 2023, and was transferred to the National Council of Provinces for concurrence. The Bill seeks to establish the National Council on Gender Based Violence and Femicide. The Council is a statutory body responsible for providing strategic leadership in the prevention of, and response to, gender based violence and Femicide in South Africa.

The department is currently developing the Promotion of Women's Rights, Empowerment and Gender Equality Bill and has submitted it to the Cabinet to request for approval to publish the Bill to solicit public inputs and comments. Upon obtaining the socio economic impact assessment report the Bill was presented to the Directors – General Clusters for deliberation before submission to the Cabinet for approval. In addition the Bill was classified as constitutionally sound by the Office of the Chief State Law Adviser. However, the Bill is currently with the Office of the State Law Adviser after the department was advised by the Cabinet to improve the Bill.

South African Youth Development (SAYD) Bill

The proposed SAYD Bill is intended to facilitate youth development and empowerment in the country, through amongst others, the: (i) setting of youth development priorities and empowerment targets, based mainly on the NYP 2030 and other relevant youth development instruments; (ii) professionalisation, institutionalisation and mainstreaming of youth development; (iii) streamlining the youth development efforts into an integrated coordinated package of services; (iv) strengthening youth development service providers; (v) clarifying the roles and responsibilities of the key role players; and (vi) providing for youth development coordination mechanisms at national, provincial, and local levels. The SAYD Act, when passed, will serve as an overarching legislation that would help enforce implementation of the NYP, thus accelerating youth development in the country.

The South African Youth Development Bill was presented to the Governance, State Capacity and Institutional Development (GSCID) Cluster Technical Working Group on 03 June 2021. It was also presented to the GSCID DG Cluster on 01 July 2021 where it was supported to progress to the next stage which is Cabinet for approval as a discussion document. The draft Bill was also presented to the Development Committee of the Justice Crime Prevention and Security (JCPS) Cluster on the 14th July as well as the inter-provincial Disability Rights meeting on 14 July 2021. On 01 February 2022, the Bill was presented to the GSCID Cabinet Committee. It was referred back to the Department for further strengthening. A special Youth Development Machinery meeting was held on 17 May 2022 to engage the youth development stakeholders on the content and process of the draft Bill.

As a way forward, the draft Bill is set to proceed as follows in line with process of Bills outlined by Parliament: (i) once approved by the Office of the Chief State Law Advisor it will be (ii) presented to Cabinet for approval as a discussion document through the GSCID Cluster. As a third step,

wider public consultations will then ensue. Once consulted with the public as well as NEDLAC, and once refined, it will be routed to Cabinet through the Clusters for approval to be tabled in Parliament.

2. Updates to institutional policies and strategies

In the 2022/23 fiscal year the department is undertaking the review of the National Policy on Women's Empowerment and Gender Equality with the intention of updating the policy environment in this regard, as well as to develop an Implementation Plan and a Monitoring Framework. This work has been completed in the 22/23 financial year and the Policy must be implemented from 23/24 fiscal year as part of its work on gender mainstreaming and in executing its regulatory mandate towards the empowerment, rights and advancement of women, youth and persons with disabilities. Furthermore, the department will have to implement the Monitoring Framework which was developed as part of the review process and it will also monitor high level indicators to determine outcomes and impact of the implementation of the National Policy.

3. Updates to relevant court rulings

In 2018, the Constitutional Court delivered a landmark judgement in *Rahube v Rahube and Others* (CCT319/17) [2018] ZACC 42; 2019 (1) BCLR 125 (CC); 2019 (2) SA 54 (CC), in which the Constitutional Court granted an order that protected women's land rights. The court declared section 2 (1) of the Upgrading of the Land Tenure Rights Act 112 of 1991, constitutionally invalid, to an extent that it automatically converts holders of land tenure rights into owners of property without providing other occupants or affected parties an opportunity to make submissions.

The applicant, Ms Rahube brought application against the first respondent, her brother Mr Mahube and others, in her interest and the interests of other women who have been deprived of title to their homes by operation of apartheid laws and section 2 (1) of the Upgrading Act. During apartheid women suffered three fold discrimination based on their race, class and gender. In the Rahube matter the court order was made retrospective 27 April 1994.



PART B: OUR STRATEGIC FOCUS

PART B: OUR STRATEGIC FOCUS

1. Updated situational analysis

The rights and socio-economic empowerment of women, youth and persons with disability is derived from the Bill of Rights, which states that “Everyone is equal before the law and has the right to equal protection” (Republic of South Africa, 1996, Chapter 2 section 9 (1)). The Constitution affords all people in South Africa certain economic and social rights that are expanded upon through equal rights to human dignity, access to healthcare, social security, education, opportunities, and safe and fair labour practices.

Section 9(3) that the state may not unfairly discriminate on the grounds of disability. Understanding the status of the women, youth and persons with disabilities, progress, trends, current occurrences and challenges is important in determining and shaping priorities, goals and strategies.

The National Development Plan (Vision 2030) recognises that many persons with disabilities are not able to develop to their full potential due to a number of barriers that have to be addressed, including physical barriers, information barriers, communication barriers and attitudinal barriers. The NDP therefore directs that “persons with disabilities must have enhanced access to quality education and employment.

Therefore, understanding the current situation regarding the status of women, youth and persons with disabilities in the country provides the basis for reflection and agenda setting for the department.

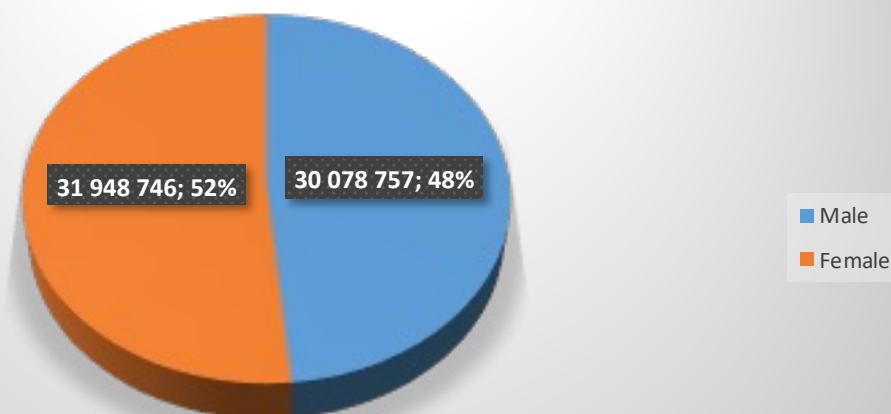
UNDERSTANDING THE SECTORS: WOMEN, YOUTH AND PERSONS WITH DISABILITIES

Demographic trends

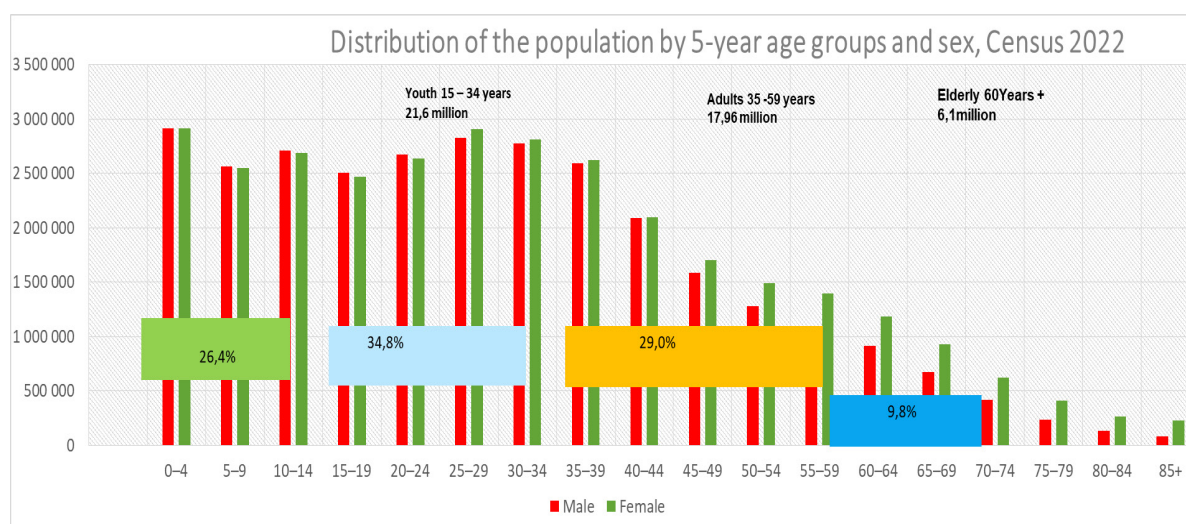
The National development Plan advances that good planning is highly dependent on data on demographic trends, in order to, understand trends and changes over time. Government of South Africa also adopted the evidence based policy development to enable policy-makers to make informed decisions. Reliable estimates of the population allow policy-makers to ensure that programmes are appropriately budgeted for and that services reach people.

The results of the 2022 Census conducted by Statistics South Africa shows that women constitute the majority of the South African population. The results show that in 2022, 48,5% of the population was male while 51,5% was female. The result also shows a higher distribution among the younger and youthful age cohorts compared to the elderly age cohorts.

Population in 2022 (Census 2020)



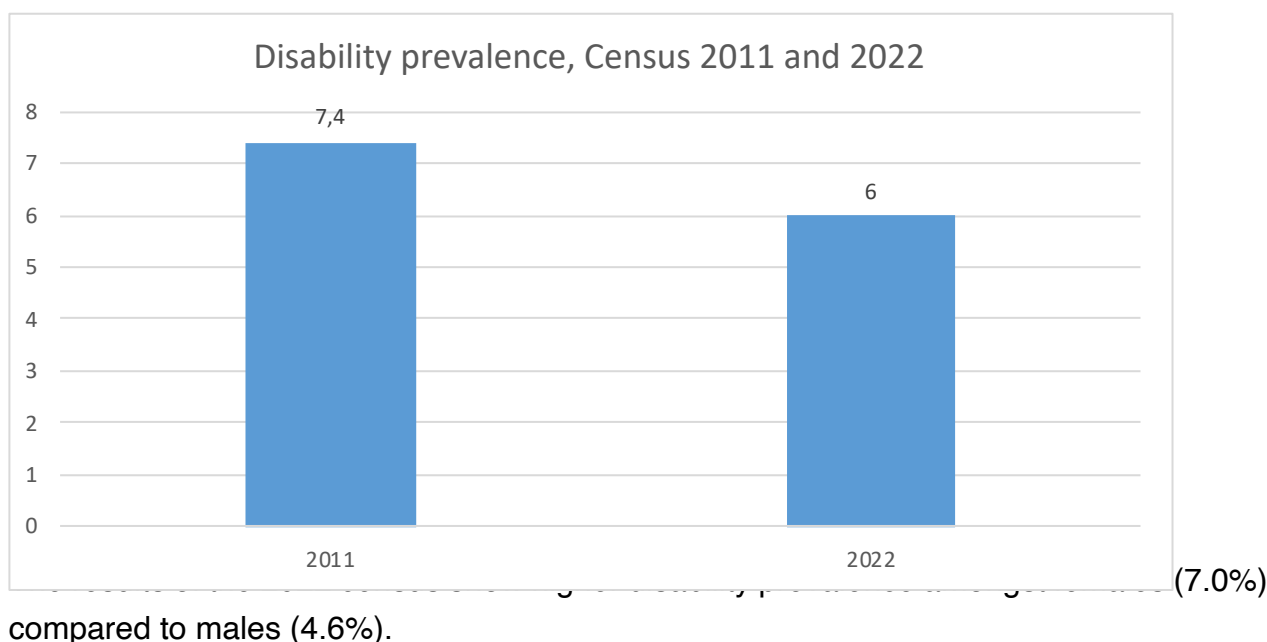
The results of the population distribution by age shows a higher distribution among the younger and youthful age cohorts compared to the elderly age cohorts. The age distribution depicts South Africa as having a youthful population with 26.4% aged between 0 and 14 years. Those aged 15-34 year constitute 34.8% of the country's population. This country's population is skewed towards a youthful population as reflected in the graph below:



Disability status

The prevalence of disability is generated from the six functional domains for both Censuses 2011 and 2022. The disability status indicator is computed as prescribed by the United Nations (UN) disability index computation guidelines. A person is regarded as having a disability if they reported any of the following degrees of difficulty in the six functional domains of seeing, hearing, communicating, walking/climbing stairs, remembering or concentrating and self-care.

The results of the 2022 census showed that disability prevalence among persons aged 5 years and older was 6.0% in 2022, a slight decrease of about 1% when compared with Census 2011. The slight decrease in disability prevalence may be attributed to improved understanding of the Washington set of questions.



DEVELOPMENTAL CHALLENGES

The National Development Plan (Vision 2030) responds to three overarching challenges that continues to confront South Africa - inequality, unemployment, and poverty. The NDP envisions a South Africa where everyone feels free yet bounded to others; where everyone embraces their full potential, a country where opportunity is determined not by birth, but by ability, education and hard work. Realising such a society will require transformation of the economy and focused efforts to build the country's capabilities. To eliminate poverty and reduce inequality, the economy must grow faster and in ways that benefit all South Africans.

Specifically, the NDP indicates that young people deserve better educational and economic opportunities, and focused efforts are required to eliminate gender inequality.

Promoting gender equality and greater opportunities for young people are integrated themes that run throughout the NDP.

Poverty and inequality

According to the 2023 Global Gender Gap Report (World's Economic Forum) South Africa, along with 15 other countries, have closed more than 70% of the overall gender gap. South Africa is ranked at number 20 in the 2023 Global Gender Gap report. South Africa is third in its region behind Rwanda (ranked 12) and Namibia (ranked 8).

Challenges and inequalities still persist, impacting the lives of women in various ways. A major challenge in realising gender equality in South Africa lies in dismantling patriarchy and its effects; addressing and eliminating the high levels of gender based violence and femicide; and in breaking the cycle of dependency of those women and girls who continue to be marginalised and who remain vulnerable.

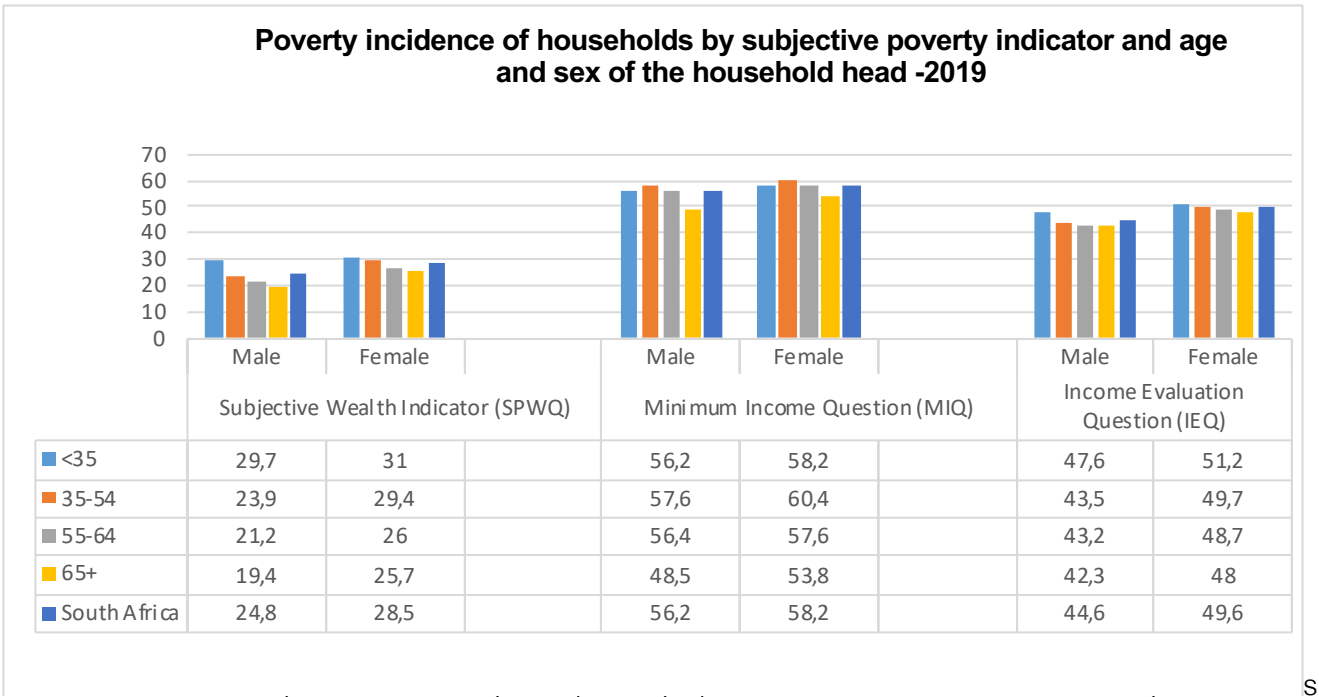
The burden of unpaid care work and high teenage pregnancy risks decreases women and girls' ability to participate in socio-economic opportunities inequities are skewed across racial and provincial demographics. Women and girls with disabilities and gender non-conforming persons are at a much

higher risk to gender inequalities and inequities

Poverty

Data from the 2019 General Household Survey on Subjective Poverty depicts that across all poverty measures and age groups, female headed households constantly reported highest incidence of poor households compared to male counterparts.

Youth under the age of 35 years reported the highest incidence of poor households. This result could likely be attributed to the ongoing difficulty faced by younger generations in accessing the labour market and building their wealth profile.



to poverty and poverty, in turn, often results in disability. People with disabilities face multiple discriminatory barriers. Disability must be integrated into all facets of planning, recognising that there is no one-size fits-all approach. In line with the priorities of the plan, people with disabilities must have enhanced access to quality education and employment. Efforts to ensure relevant and accessible skills development programmes for people with disabilities, coupled with equal opportunities for their productive and gainful employment, must be prioritised.

ECONOMIC TRANSFORMATION AND JOB CREATION

Many countries have suffered the impact of lockdowns as a result of Covid-19 inclusive of South Africa. Pandemic response policies have led to business closures, redundancies, and increasing rates of job insecurity, informality, and long-term unemployment. Most people lost their income and could no longer take care of their families. Vulnerable groups, such as women, black Africans, youth, and less educated groups, have been extremely affected by this. The high unemployment rate among the youth has been further intensified by the decline in economic activity due to Covid-19.

The National Development Plan (Vision 2030) posits that South Africa needs an economy that is more inclusive, more dynamic and in which the fruits of growth are shared equitably. In 2030, the economy should be close to full employment, equip people with the skills they need, ensure that

ownership of production is more diverse and able to grow rapidly, and provide the resources to pay for investment in human and physical capital. The transformation of the economy should involve the active participation and empowerment of women.

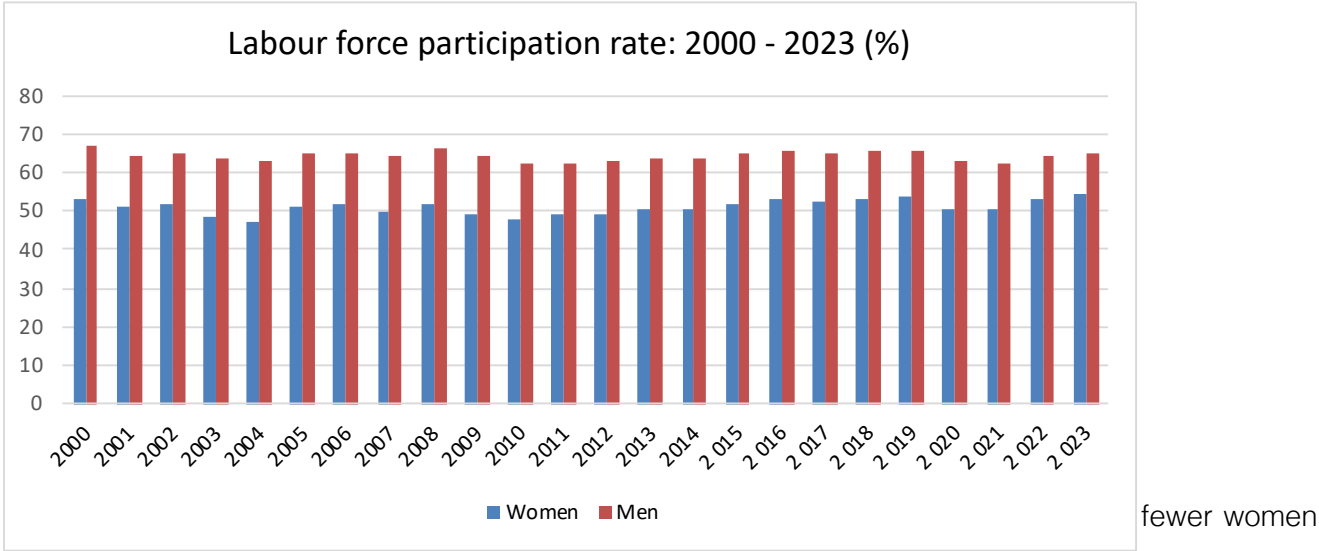
Women's economic empowerment underpins women's emancipation and the achievement gender equality.

It is essential for the full, effective and accelerated implementation of the African Union Agenda 2063, the National Development Plan (Vision 2030) as well as the UN Agenda 2030 and the Sustainable Development Goals. Realizing women's human and labour rights constitutes a sustainable development solution for women; and prosperity that equally benefits paid and unpaid, formal and informal workers.

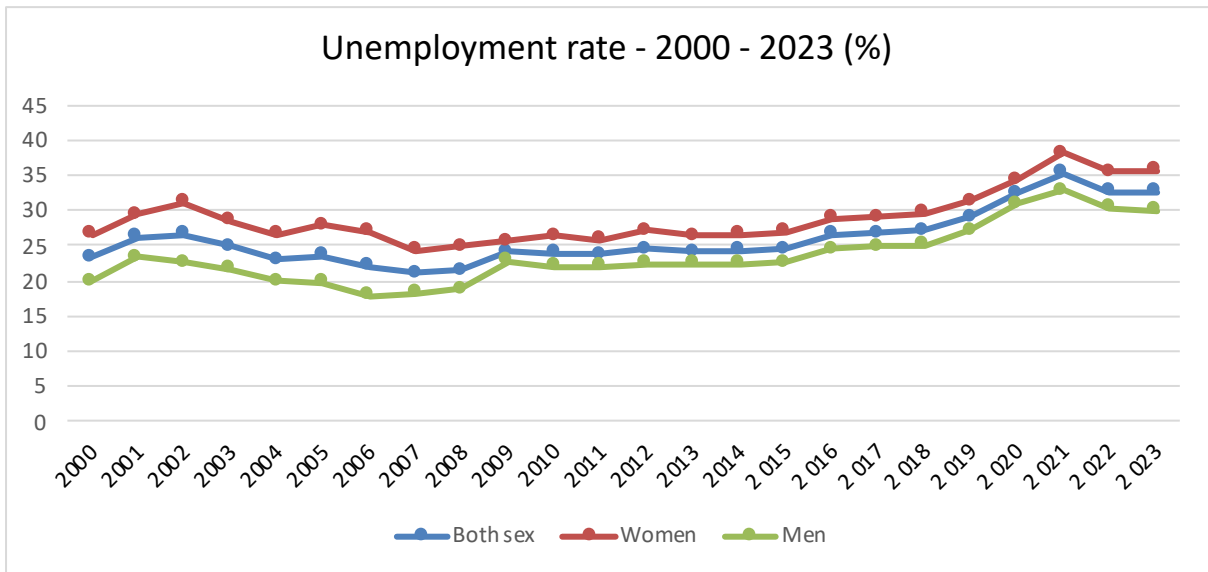
Women's equality and socio-economic independence are important for domestic development and growth and constitutes a vital part of sustained development and democracy. Women's access to resources, both social and economic, has implications beyond women as individuals women's access to education, skills development and economic resources will result in access to credit, information and technology, in particular in the 4th Industrial Revolution, and the changing world of work, and therefore benefit society as a whole. Transforming the world of work for women and ensuring their inclusion into economic growth and mainstream economic activities, opportunities, and employment requires the elimination of structural barriers, discriminatory laws, policies, practices and social norms. There is a need to target the inequalities and gaps related to women's labour force participation, entrepreneurship, equal pay for work of equal value, working conditions, social protection and unpaid domestic and care work. In addition, it is significantly important to strengthen education, training and skills development to enable women, especially young women, to respond to new opportunities in the changing world of work.

According to Statistics South Africa (2023), factors such as variations in sex, population group, educational attainment, household structure and the geographic areas of the country, which include urban or rural settings determines women's labour force participation.

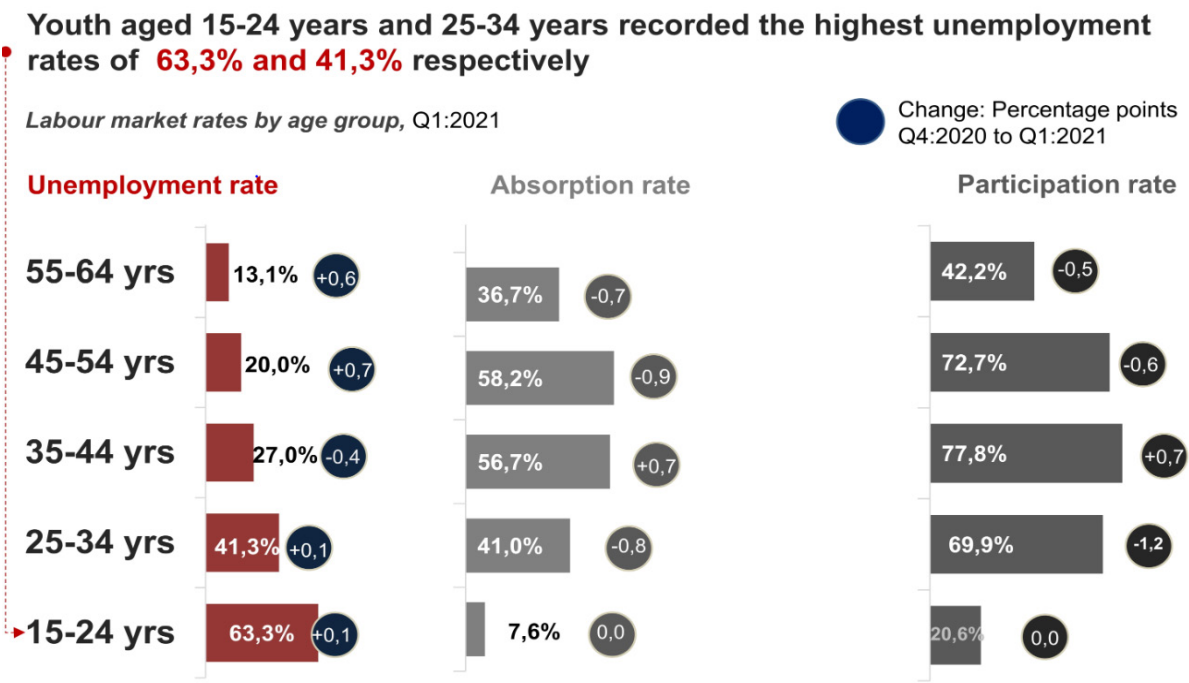
Results from the Quarterly labour force survey (Quarter 2, 2023) shows that the labour force participation rates of males have always been higher than that of females and the gap between male and female participation rates remained almost the same over the years.



participating in the labour force and therefore there is a high unemployment rate of women, especially young Black and African women.



High unemployment rates among youth have resulted in many individuals not participating in the labour market or withdrawing entirely to become inactive. Furthermore, the COVID-19 pandemic has inflicted a profound economic toll, posing a further threat to the employment and livelihoods of numerous individuals residing in South Africa.



The impacts on youth include but are not limited to effects on physical and mental well-being, sense of self, dignity, and other psychological effects such as increased anxiety, alcoholism, or suicide.

The impact on the economy and society includes losses related to economic and community growth, output/productivity potential, human relations, freedom of decision-making, and opportunities.

Other adverse effects include increased crime rates, poor economic performance, extreme joblessness and poverty, and increased potential for political instability Due to all these issues, there is an

urgent need to address youth unemployment through strategies and interventions which increase youth participation in the workforce and society.

Entrepreneurship is another important aspect of growing an economy and it improves livelihoods for youth. South Africa's level of youth ownership of business has not shown any growth.

Business ownership of youth is as low as 33% and this viewed against the fact that youth constitutes the biggest proportion of the population, leaves a lot to be desired.

Some of the reasons for youth not to start and sustain businesses include lack of start-up capital; reliance on savings and the selling of own assets to start a business. 74.5% of small business owners are not aware of organisations that give support and advice to business owners.

43% of youth venture into business, because of unemployment rather than being motivated by seeing an opportunity in the market or motivated by passion for a particular business. This trend could also lead to many small businesses collapsing in the early stages of development.

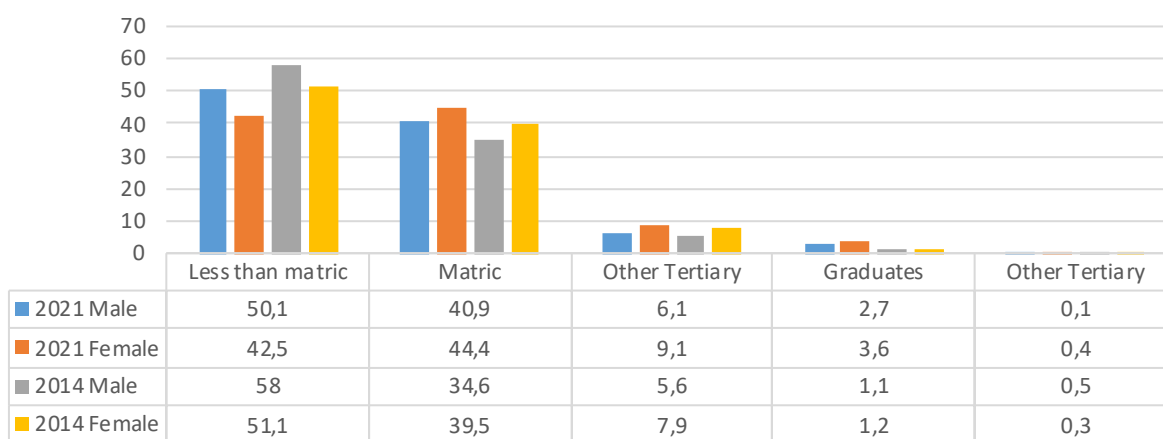
Persons with disabilities face high levels of unemployment and under-employment. Limited accessibility in the workplace and discrimination practices contribute to this issue. Government has still not met the 2% employment equity target that was set in 2000. Efforts need to be strengthened to increase the employment equity target so the 10% employment equity target outlined in the National Development Plan is progressively realised by 2030. Persons with disabilities need to be empowered to be equal players in the economic sector. Currently the procurement spend of government is extremely low with respect to disability owned businesses.

EDUCATION, SKILLS AND HEALTH

The National Development Plan (NDP- Vision 2030) asserts that "education, training and innovation are central to South Africa's long term development. They are core elements in eliminating poverty and reducing inequality and the foundation of an equal society. Education empowers people to define their identity, take control of their lives, raise healthy families, take part confidently in developing a just society, and play an effective role in the politics and governance of their communities".

According to the Marginalised Groups Series V: The Social Profile of the Youth, 2014–2020 by Statistics South Africa (Report 03-19-07), youth with less than matric are most likely to be unemployed followed by those with matric. Young graduates (those who qualified with a degree tertiary qualification) and others are least likely to be unemployed as shown in the graph below. Statistics for both 2014 and 2021 demonstrate gender differences in youth unemployment when educational attainment is considered. Males with less than matric were more likely to be unemployed compared to their female counterparts. However, women were likely to be unemployed among those who had matric, including post matric qualifications (other tertiary and Graduates).

Percentage of unemployed youth by educational attainment and sex, 2014 and 2021

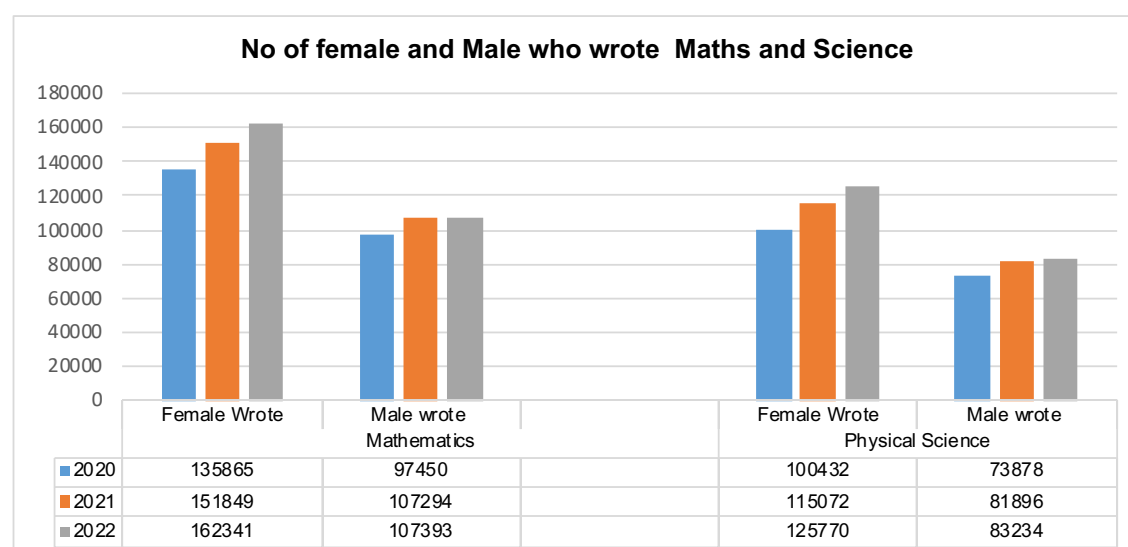


The National Senior Certificate results indicate that more females than males sit for the National Senior Certificate examinations annually over the past years. The trend analysis shows higher number and percentage of female learners achieving bachelors in the NSC results compared to males. This shows that female learners are performing better compared to male learners¹.

Percentage Achievement in the National Senior Certificate			
Categories	2020	2021	2022
Male	35.5%	34.9%	37.0%
Female	37.2%	37.6%	39.6%
% of bachelor passes	36.4%	36.4%	38.4%

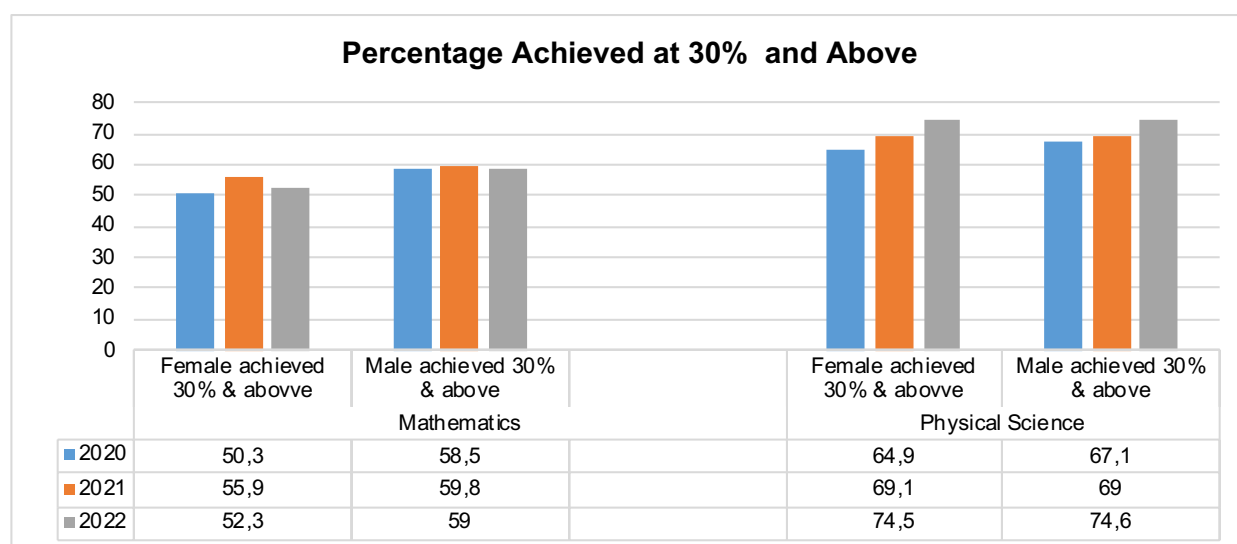
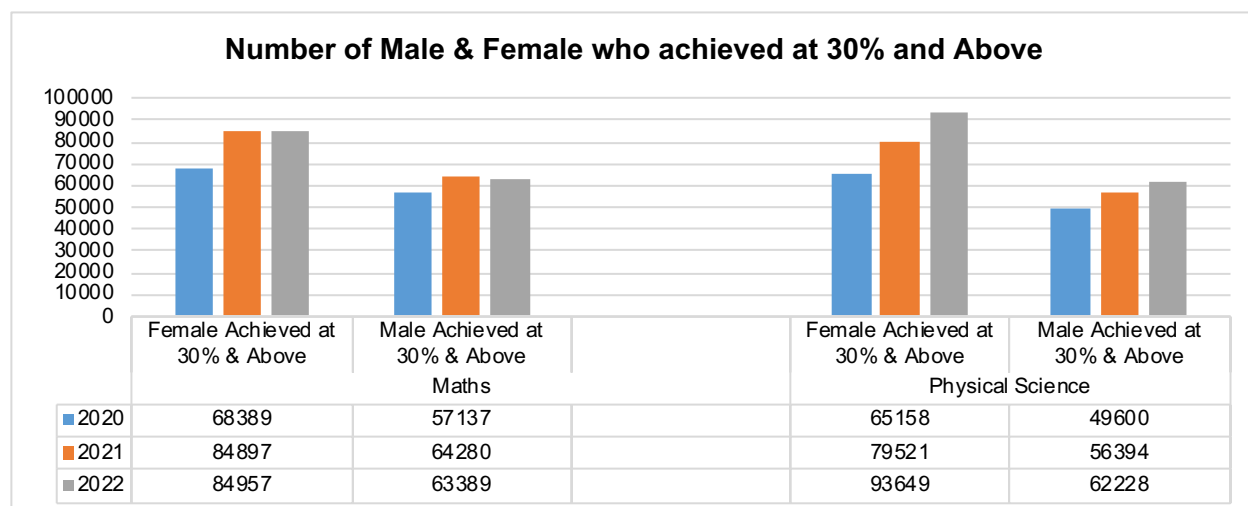
Mathematics and Physical Science

The table below shows that higher number of female learners wrote both mathematics and physical science national senior certificate examination over the past three years.



1 DBE National Senior Certificate 2022, Examination Report

The table below shows that higher number of female learners achieved at 30% and above in both Mathematics and Physical Science over the past three years.



The analysis of the graph above illustrate that male learners performing better than female learners in Mathematics over the past three years. There is a significant difference between the performance of female learners and male learners in Mathematics. The performance gap in Physical science have narrowed over the past three years with almost equal performance between male and female learners in 2022 national senior certificate examinations.

Higher Education

Data on higher education (DHET; 2023) shows that female students made up 61.4% of all students enrolled in public Higher Education Institution (HEIs), compared to 38.6% of male students. Female students predominated in both the contact and distance learning modes (56.1% and 70.8%, respectively). The greatest gender disparity was observed in distance learning, where seven out of ten students (70.8%) were females compared to 29.2% of males.²

The report further identified that the highest gender gap was found in the distance mode of learning, where 135 327 more African female students enrolled than male students, while the smallest gender gap was found among Indian/Asian students enrolled through contact mode, where there were 2 664

more female than males. When analysing this information, it may be assumed to confirm the role of women in unpaid care work that restrict females from leaving their home to go and study.

Enrolment for females in public HEIs was 655 427, which was 242 999 higher when compared with that of males (412 428). The undergraduate degree qualification saw the biggest gender discrepancy, with 147 234 more female students enrolling than male students. Female students made up a sizable portion of those enrolling in Undergraduate Certificates and Diplomas, Postgraduate below Master's level, Master's degrees, and Advanced Diploma and Postgraduate Certificate in Education. However, male enrolment in Doctoral Degrees was 767 more than female enrolment.

On different fields of study, the report shows that there were more females enrolled as compared to males in almost all fields of study except for the Science, Engineering and Technology (SET), field of study.

The total number of students who reported to have a disability was 12 877 in 2021, which was 1.2% of total enrolment in public HEIs (1 068 046). More than half of students who reported to have a disability were females (56.3% or 7 244) while 43.6% or 5 609 were males. The highest gender gap was found among students with hearing and physical disabilities, where 462 and 312 more females reported to have these disabilities compared to males.

Almost two thirds of the graduates were females (63.8% or 148 841), while 36.2% (84 367) were males. The number of female graduates were higher in almost all qualification types (except doctoral degrees), with the largest gender disparities observed for undergraduate degrees (27 903) and undergraduate certificates and diplomas (20 556). Male graduates for doctoral degrees outnumbered females by 287. However, a sizable portion of both male and female graduates obtained their doctoral degrees in the SET field of study (974 and 814 respectively). In every field of study, more women than men graduated, with notable differences in the Education and Other Humanities, where 20 096 and 23 425 more females than males completed their degrees. It should also be noted that almost three quarters of graduates in the Education field of study were females (30 577 out of the overall total of 41 058), and almost 70% of the other Humanities graduates were also female (41 599 out of the overall total of 59 773). The female graduates in the SET field of study was 4 851 higher as compared to males.

There is also a gap between the graduation outputs and the labour market trends where there is higher unemployment rate of women. It is incumbent upon us to facilitate women graduates' employability by supporting and advocating for deliberate measures and interventions to increase the representation of women within different institutions.

There is a need for targeted intervention, otherwise young people will remain excluded from the economy.

- TVET institutions should be considered to be a first option for young people. Improve the quality of education, particularly in poor communities.
- Conduct demand led skills training. Skills training should be linked to job placement
- Provide young people with experiential integrated learning.
- Facilitate transition of youth from school and work through internship programmes; integrated learning programmes; NYS programmes etc.
- Fully subsidise free education and training should be extended to the current and future poor

and working class South African students, and must include tuition fees, prescribed study material, meals, accommodation and or transport.

SOCIAL COHESION AND SAFE COMMUNITIES: GBV

The 2018 Global Peace Index revealed that South Africa is one of the most violent places in the world, ranked 38 out of 163; with one of the highest murder rates found globally outside of a war zone.

During the course of 2018 and 2019, South Africa has increasingly acknowledged the crisis of GBVF and its profound impact on the lives and well-being of survivors, children, families, communities and society as a whole.

The challenge of Gender Based violence and femicide is still persistent in the country. The proportion of women who ever experienced physical violence by any partner were higher than those who ever experienced sexual violence by any partner. Divorced women, women living together with a partner and those widowed were more likely to experience physical violence compared to those who had never been married; and those married.

The crime statistics by the South African police services shows that a total of 11 616 sexual offences were reported during the first quarter of 2023/24 reporting period. Rape cases constitute the majority of the reported sexual offences cases (9252 cases), sexual assault (1642 cases reported).

The table below provides the number of selected crimes conducted against women in the 1st Quarters of each year over the past three years. The table below shows an increasing trend across all the crimes committed against women which should shows a need to prioritise interventions and strategies to address the different crimes against women as a pandemic in the country.

Selected contact crimes against women

Crime category	Murder	Attempted Murder	Assault GBH
April 2021 to June 2021	558	897	7 5 85
April 2022 to June 2022	855	1 179	11 734
April 2023 to June 2023	895	1 417	12 872
Count Diff	40	238	1 138
% Change	4,7%	20,2%	9,7%

Youth Development

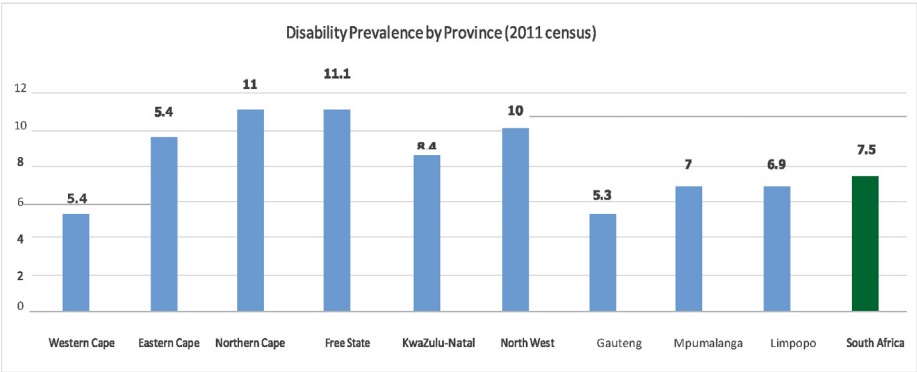
Like the rest of the continent, the youth population in South Africa continue to increase and young people are in majority compared to other population groupings. However, according to the National Development Plan, the unemployment rate should fall from 24.9% in 2012 to 6% by 2030. This will require an additional 11-million jobs. Total employment should rise from 13-million to 24-million; public employment programmes should reach 2-million people. High unemployment rates among youth have resulted in many individuals not participating in the labour market or withdrawing entirely to become inactive. The impacts on youth include but are not limited to, poor physical and mental well-being, sense of self, dignity, and other psychological effects such as increased anxiety, alcoholism, suicide etc. The impact on the economy and society includes losses related to economic and community growth, output/productivity potential, human relations, freedom of decision-making, and opportunities.

Other adverse effects include increased crime rates, poor economic performance, extreme joblessness and poverty, and increased potential for political instability. Due to all these issues, there is an urgent need to address youth unemployment through strategies and interventions which increase youth participation in the workforce and society. Entrepreneurship is another important aspect of growing an economy and it improves livelihoods for youth. Interestingly though, in South Africa, the level of youth ownership of business has also not grown.

Business ownership of youth is as low as 33% and this viewed against the fact that youth constitutes the biggest proportion of the population, leaves a lot to be desired. Some of the reasons for youth not to start and sustain businesses include lack of start-up capital; reliance on savings and the selling of own assets to start a business. 74.5% of small business owners are not aware of organisations that give support and advice to business owners. 43% of youth venture into business, because of unemployment rather than being motivated by seeing an opportunity in the market or motivated by passion for a particular business. This trend could also lead to many small businesses collapsing in the early stages of development.

Rights of Persons with Disabilities

The 2011 census data shows the national disability prevalence rate for South Africa at 7,5%. This prevalence rate does not include statistics on children under the age of five, persons with disabilities who are at residential facilities, or persons with psycho-social and certain neurological disabilities due to data limitations. Provincial variations show that Free State and Northern Cape provinces had the highest proportion of persons with disabilities (11%), followed by North West and Eastern Cape (10% and 9,6% respectively). Kwazulu-Natal had 8.4%, Mpumalanga 7% and Limpopo 6.9%. Western Cape and Gauteng provinces showed the lowest percentage of persons with disabilities (5%).



Source - Census 2011: Profile of persons with disabilities in South Africa; Statistics South Africa, 2014.

The experiences of persons with disabilities are shaped by intersecting factors such as race, gender and socio-economic status, among other factors. Understanding these intersections is crucial for effective policy and legislative development. Measures and mechanisms that will reduce the current exclusion and inequalities experienced by persons with disabilities, need to be urgently implemented. South Africa has a strong legal and policy framework supporting disability rights, including the Promotion of Equality and Prevention of Unfair Discrimination Act, the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and the WPRPD, among others, however, effective implementation and enforcement remain challenges. The country has to set new targets that will ensure disability inclusion by demographic percentage and distribution according to socio-economic status and geographical location.

While there have been efforts to improve access to education for persons with disabilities, barriers still exist, with large numbers of children with disabilities remaining outside the school system, receiving no education at all. Inclusive education is not uniformly implemented and many children with disabilities face challenges in accessing quality education, teaching and learning outcomes. Further, there are severe resource gaps in the form of trained teachers, class assistants and assistive devices. Persons with disabilities face high levels of unemployment and under-employment. Limited accessibility in the workplace and discrimination practices contribute to this issue. Government has still not met the 2% employment equity target that was set in 2000. Efforts need to be strengthened to increase the employment equity target so the 10% employment equity target outlined in the National Development Plan is progressively realised by 2030.

Persons with disabilities need to be empowered to be equal players in the economic sector. Currently the procurement spend of government is extremely low with respect to disability owned businesses. Physical and social infrastructure often do not meet the needs of persons with disabilities. This includes transportation, public buildings and digital accessibility. Efforts have been made to improve in this area, but we still have a long way to go. Access to quality health care services, including rehabilitation and assistive devices, is vital for the well-being and productivity of persons with disabilities. Disparities in health care access is a huge challenge for persons with disabilities.

Persons with disabilities and their families face a higher cost burden compared to persons and families without disabilities in terms of additional financial resources required for carers, assistants, drivers, assistive devices, transport, among other costs. Adequate social protection measures, including disability grants are essential to ensure economic security for persons with disabilities and their families. Respite care services for families with persons with disabilities is ineffective with families not receiving support to assist with the care of family members with disabilities in the community.

Social stigma and attitudinal barriers are rife and hinder the full inclusion and participation of persons with disabilities in their communities. Advocacy efforts and awareness campaigns to remove negative attitudes, stereotypes and stigma are being done by government and the disability sector, but are not having the fully desired effects of promoting disability equality, equity and inclusion. The justice value chain is weak and persons with disabilities have serious challenges with access to justice including victim support services. Accurate and up to date data on disability prevalence, needs and outcomes are extremely limited and hinder evidence based policy making and programme implementation. Organisations for persons with disabilities still remain under-capacitated which creates a huge burden in terms of resources, service delivery and support. Monitoring, Evaluation, Reporting and complaints mechanisms are proving to be ineffective.

2. External environment analysis

The Department's mandate draws its authority from various sources, the ongoing review of South Africa's National Policy Framework on Women's Empowerment and Gender Equality presents an opportunity for the department to strengthen its role in promoting compliance with key gender imperatives. Additionally, the department's strategic location allows it to advocate for and facilitate the development of gender-responsive policies and plans by providing specialised knowledge and skills for mainstreaming these three sectors. This includes its role in international relations, where it can influence and shape global, continental, and regional policies and initiatives related to women, youth, and persons with disabilities.

The establishment of a framework for mainstreaming women, youth, and persons with disabilities is a significant step toward ensuring alignment across various sectors. Assessing the performance and impact of the policy environment requires the implementation of mechanisms for responsive data collection systems tailored to WYPD data disaggregation. In many cases, available data lacks disaggregation, often necessitating the reconfiguration of existing systems. M&E operates within a dynamic external environment that requires continuous adaptation to policy changes, evolving demands, and demographic shifts, however the guidance is currently provided through the needs assessments reports on WYPD and the seven priorities of government. It leverages data, research, and evaluations to inform its strategies and ensure its work remains aligned with the department's goals for women, youth, and persons with disabilities

The Stakeholders Coordination and Outreach (SCO) programme remains key to the mandate of the department, and as such the department will find mechanisms working with partners to reach as many as possible of the stakeholders within the WYPD sectors. For those external stakeholders that the department manages to engage, the implementation of policies has consistently proven to be a significant challenge. Therefore, there is a critical need for a mechanism to enforce the implementation of these policies

Data and evidence-based information are recognised as enablers of the 2030 Agenda for Sustainable Development and are critical if we are to achieve the SDGs, especially SDG 5 on women's empowerment and gender equality. The availability and use of current and relevant research knowledge and timely data to understand the gaps, target solutions, and measure progress are key. This is imperative not only for the DWYPD but for all of the government and other external stakeholders to base interventions and programmes on scientifically credible and verifiable evidence-based knowledge and information. Not all research conducted by various stakeholders is responsive to women, youth, and disability issues. Unfortunately, the DWYPD lacks sufficient resources to undertake WYPD-responsive research across all sectors. In this regard, it is therefore important that the DWYPD uses its power to convene various research institutions, government research units, and development partners to work together with a common purpose to adequately address the priorities and needs of these three sectors of the population.

The DWYPD will coordinate the development of a five-year research agenda toward this end and will endeavour to build relationships with academic institutions, research organizations, donor funders, and civil society organizations to establish research partnerships and engage multiple stakeholders to advance evidence-based policies and programmes aimed at reaching women, youth, and persons with disabilities. Additionally, the DWYPD will convene periodic Research Indabas with the aim of bringing together researchers to share research findings related to WYPD priorities and promote the use of evidence-based information in policy and decision-making across the country.

Economic Empowerment of Women (EEW)

South Africa has a history of discrimination against marginalised groups, particularly women, youth, and persons with disabilities, although well protected by the Constitution of the Republic. This has resulted in their limited access to economic opportunities and has perpetuated the cycle of poverty in these sectors. Government recognises the need to address these inequalities and has therefore established policies and frameworks aimed at promoting inclusivity and diversity in all sectors of the economy, including procurement. Over the MTEF period, the department will continue to focus on

addressing gender-based violence and supporting empowerment; promoting responsive planning, budgeting, monitoring and evaluation across government; supporting youth empowerment; and promoting the rights of people with disabilities.

Women Economic Assembly: Research stats that women-owned businesses still account for 1% of public procurement, while Agenda 2063 of the AU calls for this allocation to be at least 25%, the Women Economic Assembly sets out to contribute substantially to easing the plight of vulnerable sectors of our economy. Preferential procurement can enable market access opportunities and has a direct multiplier effect to economic growth and increased access to income. Women have been disproportionately affected by the economic and social fallout from the COVID-19 pandemic, primarily because the pandemic has exacerbated pre-existing structural inequalities and gender norms. Small Businesses in particular those owned and led by women can be aided by the preferential procurement to achieve goals of equitable distribution of resources; enable sustainable development, and play a significant role in promoting gender equality and poverty reduction. The role of WECONA is to coordinate stakeholders to contribute to a movement of economic emancipation for all the women of South Africa in their diversity, using innovation, creativity and thought leadership to transform the economic system. It also presents an opportunity for businesses to derive benefit from greater equality for women as espoused in the UN global compact on Women's Empowerment Principles, particularly, Principle 5, in terms of which, business are required to implement enterprise development, supply chain and marketing practices that empower women.

The overall goal of Women Economic Assembly (WECONA) is to advocate for equal economic participation of women in the mainstream economy to curb the scourge of Gender-based Violence and femicide (GBVF). This will be done by advancing women's economic empowerment and collective action through activating public and private sector supply value chains within an enabling environment. This objective is linked to Pillar 5 of the National Strategic Plan on Gender-Based Violence and Femicide and seeks to address inequality and address women's economic dependency on abusive partners.

Key objectives of WECONA are to bring together significant industry and government role players who can and will make supply chain specific commitments that advance women's participation in key sectors through direct market facilitation and procurement, as well as providing support enablers (e.g. policy, finance, and capacity building). The vision is that the empowerment of women through their participation in value chains will reduce dependency on abusive partners, and address patriarchal systems and attitudes that exclude women from fully participating in the mainstream economy. WECONA will be rolled out in various provinces as a way of ensuring that it is implemented at the local level.

The Cooperative Finance Institution (CFI): The Department of Women, Youth and Persons with Disabilities, as the custodian of economic inclusion of women, through their mandate, commissioned the Cooperative Banks Development Agency (CBDA) to develop a concept paper that will provide information on how to register a women owned Cooperative Banking Institution (CBI) as a means to free them from emotional, economic and physically abusive environments, which they most of the time tolerate because of not being fully included economically. The World Bank's Women, Business and the Law 2022 report, asserts that around 2, 4 billion women of working age are not afforded equal economic opportunity. Thus, the establishment of a women owned cooperative banking institution will not only ensure that women take control of their own financial destiny but will free them from gender-

based violence and femicide, as the DWYPD, 2021/22 Annual Report avers, the economic inclusion of women is not an option, but an imperative.

The Solar Technology Programme (Solar Mamas programme): The Department of Women, Youth and Persons with Disabilities implement some of its programmes in partnership with various stakeholders, either in government, the private sector or state owned entities. To promote women inclusion in various sector of the economy, the department will be implementing the Solar Technology programme in partnership with the Federation of India Chamber of Commerce and Industry (FICCI) (Ladies Organization) based in India in collaboration with Energy, and Water Sector Education and Training Authority (EWSeta) and other stakeholders such as the Department of Mineral Resources and Energy and other. In South Africa the costs of living is currently high and this is worsened by an unaffordable and inconsistent electricity supply. This year, the country has faced excessive loadshedding, rotational, planned supply interruptions due to the demand for electricity exceeding the available supply. According to Statistics South Africa, since load shedding began in 2007, electricity price hikes have generally exceeded inflation, meaning consumers are paying more for less. The Solar Mamas project is aimed at empowering women in South Africa through a comprehensive solar technology training programme.

The primary objective of the project is to train South African women from rural and underserved communities in the installation, maintenance, and repair of solar panels and solar lighting systems. The training will equip them with the technical expertise needed to harness solar energy for the benefit of their communities. The program focuses on the fabrication, installation, repair, and maintenance of solar equipment encompassing lanterns, home lighting systems, streetlights, mini, and microgrids. The training, tailored to meet specific activity needs, spans from 3 to 6 months for a comprehensive understanding and hands-on experience in all mentioned areas.

The project will aid South African women to address energy access disparities, promote women's empowerment, improve environmental sustainability, and foster community development in South Africa. It serves as a model for sustainable development and gender equality. Selected participants will undergo a rigorous and comprehensive training program at Barefoot College's campus in Tilonia, India. The project has the potential to make a significant impact on the lives of South African women and their communities by empowering them with valuable skills, economic opportunities, and access to clean energy. Once the Solar Mamas are trained, they will implement solar electrification projects in their respective communities and take care of access disparities, contributes to environmental sustainability, empowers women economically and socially, promotes gender equality, and supports local development. It aligns with both national and global goals for sustainable development and improved quality of life for underserved communities. Furthermore, this initiative provides an opportunity for India and South Africa to strengthen its relations of sharing information and learn best practice.

Financial inclusion: Women economic empowerment is significant for sustainable development, economic growth and industrialisation. Empowered women have the potential to stimulate individual, social and economic gains conducive to gender equality, decent work, productive, which all contribute to the sustainable development goals. While women owned enterprises participate in many market place activities (informal markets) in South Africa and globally, female entrepreneurship remains skewed towards smaller and informal enterprises. Women tend to be more in the industries that are informal than man and they operate in less profitable parts of the value chains. South African women

and other disadvantaged groups were historically marginalised in the mainstream economy, although currently South Africa is leading in policies and strategies that seeks to create a transformative economic empowerment that is gender responsive. To promote all-inclusive approach to women financial inclusion, South Africa's policy interventions includes Women's Financial inclusion Framework developed by DWYPD 2019/2020.

Effectively, the appropriate use of financial services by small, medium and micro sized enterprises (SMMEs) improves their prospects, and positively impacts on the economic environment of the societies in which they operate. Women experience some of the following challenges in relation to financial inclusion: Lack of access to finance when they need to start a business, lack of access to information in particular women residing in the rural areas, Barriers to women's access and control over property can affect their financial inclusion, lack of credit histories can hinder women's access to finance and challenges of formalization of businesses by women entrepreneurs among others.

Collaboration between stakeholders is therefore necessary to close the financial inclusion gap for women, which is critical for achieving sustainable economic growth. By leveraging partnerships, promoting policy reforms, and investing in gender-responsive financial products and services, a more equitable and prosperous South Africa can be built for all. To promote an inclusive approach to women financial inclusion, the department is promoting entrepreneurship and is coordinating the following projects: A Women Cooperative Financial Inclusion, Women Economic Assembly and organise capacity development interventions which intend to unlock economic opportunities for women, as well as providing support to the Sanitary Dignitary programme. These series of interventions seek to ensure that formal skills development, opportunities, income generation, ownership and the management of productive assets, as well as, financial services are available, accessible and affordable to the target groups (ie women, youth and girls). Therefore increasing the overall access to opportunities through financial inclusion as a whole to the mainstream economy and the most vulnerable in the township and rural areas.

Social Empowerment of Women

Despite pockets of progress in driving a national response, Gender-Based Violence and Femicide (GBVF) remains a pervasive problem in South Africa. The GBVF pandemic undermines the fundamental Constitutional rights to equality, human dignity, life and freedom and security of the person. Over the years, police crime statistics have continued to show high numbers and increases in sexual offences, murder and attempted murder of women and children, kidnapping, assault, rape and overall sexual offences. The high rates of GBVF in the country are further reflected by the 2016 South African Demographic and Health Survey (SADHS), which notes that 21% (one in five) ever-partnered women have experienced physical violence by a partner. The linkages to teenage pregnancy, substance abuse and HIV and AIDS further compound the GBVF scourge. Also heightening the burden are the structural drivers such as poverty and hunger, inequality and unemployment which women in their diversity bear the brunt.

In South Africa, femicide was included in the Gender-Based Violence (GBV) abbreviation to put a spotlight on the extreme manifestation of the problem, the killing of women by men. Over the past two decades, the South African Medical Research Council (SAMRC) has investigated femicide in the country. Their findings reveal that on average three women are killed each day by intimate partners. Given its severity and magnitude, GBVF should be treated as a disaster. In the context of the

COVID-19 pandemic, the President on several occasions pronounced publicly that GBVF is a Second Pandemic. The chronic and persistent nature of GBVF over the years warrants the positioning of GBVF at the level of a national pandemic.

The National Council on Gender-Based Violence and Femicide, as a statutory body, will act through its Board and be responsible for providing strategic leadership in the elimination of gender-based violence and femicide in South Africa. It will adopt a multi-sectoral and inter-sectoral approach to implementing the National Strategic Plan at national, provincial, and local levels, as well as in community and other forums. The Council will give effect to Chapters 1 and 2 of the Constitution, which uphold human dignity, equality, life, security of persons, freedom, and the advancement of human rights, as well as non-racialism and non-sexism, as its founding principles. It will affirm a national commitment to building a society free from all forms of gender-based violence and femicide. Once the GBVF Council Bill is enacted into law, Parliament will undertake the nomination of board members and recommend them to the President. Subsequently, the Department will facilitate appointment letters to the board members and the appointment of the Chief Executive Officer of the Secretariat. Additionally, the Department will support the development of an action plan, to be completed no later than six months after its establishment, for the implementation of the National Strategic Plan. This plan will be adequately costed, include indicators to be complied with by all relevant stakeholders, monitoring and evaluation to be in place

In 2020, South Africa adopted the National Strategic Plan on GBVF (NSP on GBVF) for the years 2020 to 2030. The implementation of the NSP on GBVF has led to improvement in multi-sectoral efforts and coordination; and a range of laws, policies, programmes and interventions are in place to address GBVF. Despite concerted efforts by the state, civil society, development partners, independent bodies, private sector and the wider South African community to focus on responding to GBVF decisively, the scourge has continued relatively unabated.

In line with the department's lead role in coordinating the national response to GBVF, the department will continue to uphold the government's 2019-2024 MTSF priorities. The focus on a capable, ethical and developmental state (Priority 1) will centre on ensuring that there is improved leadership, governance and accountability. In line with Priority 6 on Social Cohesion and Safe Communities the department will aim to build a strong institutional foundation to promote government-wide and whole-of-society accountability for delivery on the NSP on GBVF. At the international level the attainment of Sustainable Development Goal five (5) on Gender Equality, African Union Agenda 2063 and related SADC targets is a priority area for the department.

The department will continue to focus on monitoring the implementation of the NSP on GBVF, guided by the approved NSP on GBVF Monitoring and Evaluation Framework, at national, provincial and local levels. This will be done through assessing the extent to which NSP on GBVF priorities are integrated into strategic plans and bolstering mechanisms and processes to strengthen multi-sectoral implementation, collaboration and reporting on the NSP on GBVF.

The plans developed by Municipalities (i.e. District Development One Plans, and Integrated Development Plans) will also be monitored and strategic guidance, including an enabling environment provided for effective localisation and building ownership of targets. The department will continue working with Provincial Offices of the Premier, Local Government and Civil Society Organisations, SALGA and COGTA to ensure the effective functioning of GBVF Community Rapid Response Teams/Structures

(RRTs) that coordinate and monitor implementation of GBVF initiatives at local levels aligned to the District Development Model (DDM).

In its role of monitoring and coordinating the implementation of the NSP on GBVF, the Department has managed to gain footprint in the various provinces from 2021 financial year to date. However, there are provinces and municipalities that are not fully cooperating in the localisation of the NSP on GBVF and other related programmes due to their limited capacity and conflicting priorities.

All provinces have expressed their concerns regarding the insufficient human resource capacity resulting in high workload of the gender, youth and disability focal points. As a result, many provinces and municipalities have been unable to execute strategies and frameworks aimed at combating GBVF. Through the National Gender Machinery (NGM), the department will continue to provide support mechanisms to Gender Focal Points and offices on the status of women across all provinces. Working with the EU Funded Technical Monitors and the Provincial Offices on Status of Women, the Department will revive the Provincial Gender Machineries with the main purpose of addressing regression in the gender equality and women empowerment progress at the provincial and district levels.

In addition, the department augmented capacity in the three pilot provinces (Eastern Cape, KwaZulu-Natal and Gauteng) through the European Union funding of the appointment of GBVF Technical Monitors. These monitors are central in bolstering human resources; and prioritisation and monitoring of GBVF interventions across provinces. This support will extend to the remaining six provinces as well, which are the Northern Cape, North West, Mpumalanga, Limpopo, Free State and Western Cape. Through this programme, the department will support the provinces to effectively localise the implementation of the NSP on GBVF in their District and Local Municipalities and ensure that the capacity of stakeholders who are key in the fight against GBVF is enhanced, GBVF implementation plans are developed and implemented.

Between 2021/22 and 2022/23 financial years, the department led the establishment of Gender Based Violence and Femicide Rapid Response Teams (GBVF RRTs). GBVF RRTs are multi-stakeholder committees made up of a number of stakeholders that are key in the fight against GBVF. Their purpose is to coordinate, multi-stakeholder planning and the response to GBVF at the local level, ensure effective monitoring of GBVF initiatives and provision of immediate quality services to the victims of GBVF. The department in its principal role of coordinating and monitoring the implementation of the NSP on GBVF embarked on this process of establishing GBVF RRTs mainly to handhold the responsible institutions that are expected to support Municipalities to establish and ensure optimal functioning of the GBVF RRTs. COGTA and SALGA are responsible for ensuring establishment of these structures. The Department worked with COGTA and SALGA, supported by the Premiers offices, and provided them with a blueprint in terms of establishing GBVF RRTs. The challenge is that the established GBVF RRTs need capacity building to bolster their effectiveness and efficiency. Accordingly, the department's strategic posture on GBVF RRTs will now focus on strengthening the capacity of the established GBVF RRTs, while the establishment is in the purview of COGTA as stipulated by the NSP on GBVF.

The challenges with the sanitary dignity programme is inadequate cooperation by some provinces, poor implementation due to internal inefficiencies, lack of commitment to empowering WYPD in provincial procurement processes, staff capacity and lack of evidence based information with respect to implementation and actual reach to targeted beneficiaries and weak monitoring systems. This is

not a dominant feature in all provinces but where it exists, it is quite profound. This will be addressed by soliciting the assistance of the DWYPD Internal Audit Team in interfacing with its counterparts in provinces to highlight the anomalies. This process is already underway through interfaces by DWYPD Internal Audit and counterparts in provinces.

Another central challenge is that while the Sanitary Dignity Implementation Framework (SDIF) refers to indigent women as a key beneficiaries, funding has only been allocated for quintile 1, 2 & 3 three learners (no fee paying schools). Moreover, currently government does not have a reliable indigent persons register. Moving forward, due to these inherent obstacles, the department will only focus on the mentioned quintiles, in line with the equitable share budget allocation.

The provincial inefficiencies in procuring sanitary dignity packages, inclusive of litigation challenges in some provinces that result in poor service provision thus impacting on the successful institutionalisation of the sanitary dignity programme and consequently the alleviation of period poverty for learners. The department will seek to strengthen vertical coordination to mitigate these inefficiencies. This will include provincial consultations, workshops, site visits; and specific bilateral engagements with provinces where problems have been identified. (OT)

Youth Development

South Africa is at a crossroads and, as witnessed in patterns of socio-political instability, the democratic dispensation faces major challenges. Contrary to initial estimates, the pandemic has not been the great equaliser. The pandemic was particularly vicious on the livelihoods and wellbeing of those who were already on the margins of society as well as those in the periphery of our cities, small towns, townships and rural villages, where the poor and marginalised are concentrated. Despite substantial and visible progress made in all spheres of development, South Africa remains one of the most dangerous unequal societies in the world, with more than half of the population living below the poverty line.

Of particular concern, is the extent to which our society remains characterised by unhealthy concentration of income, wealth, power, and opportunities in the hands of those who are already well placed and a steady rise in chronic levels of social and economic insecurity for those in the margins of society. This picture worsens when we turn our attention to wealth inequality, assets inequality and the disproportionate debt burden along racial lines.

The youth of this country represent a blessing with limitless potential and possibilities. However, the current state of poverty, idleness, and general economic inactivity amongst our population in general and the youth in particular, present a direct threat to national security. According to Section 198 (a) of our C constitution, which deals with principles that anchor the character of our security services, a state of National security must “reflect the resolve of South Africans, as individuals and as a nation, to live as equals, to live in peace and harmony, to be free from fear and want and to seek a better life”. As things stand, we do not live as equals. As things stand, communities live in fear due to violent crimes and GBV, we do not live in peace and harmony, and neither are we free from fear. As things stand, our people are not free from want, more than half of them live in poverty. In sum, the current state of our nation directly contradicts, and is inconsistent with Section 198(a) of our constitution.

The South African government recognises the need to address these disparities and has therefore developed policies and frameworks aimed at promoting a just, equitable, and humane developmental state. The department continues to promote responsive planning, budgeting, monitoring and evalua-

tion across government; support for youth development and empowerment; promote and advance the rights of people with disabilities.

Youth Unemployment as a National Crisis

The Covid 19 pandemic paralysed the livelihoods and wellbeing of those who were already on the margins of society, those in the periphery of our cities, small towns, townships and rural villages, where the poor and marginalised are concentrated. More than half (50%) of our population that lived in poverty before the pandemic were pushed further down the livelihood ladder, and many more have joined the unemployed, particularly the youth. The limited asset base they had built, was further weakened, leading to the rise of precarity and general socio-economic insecurity. As far back as the first quarter of the year 2020, South Africa already experienced record levels of unemployment, particularly amongst youth. In Q2 of 2023, the unemployment rate for youth aged 15-24 years stood at 60.7%, and that of youth aged 25-34 years stood at 39.8% in the same period. Youth unemployment persistently remains high, irrespective of young people's education levels. Government has interventions in place to stimulate job creation in various sectors such as agriculture, public works, creative industries, community service etc. However, the continued increase in youth unemployment figures suggests that, these interventions are making very little impact as the quality of many of young people's lives remains unchanged and their transition to adulthood is not smooth.

Against this backdrop, to make the most of available resources, the department is rallying all of government and all of society to respond to unemployment in general and youth unemployment in particular, as a national crisis and an apex priority of the South African government. To this end, the Department led a process in the past financial year the following interventions:

Of conceptualising a South African National Defence Force (SANDF)-led National Youth Service. The programme will ensure a healthy existential continuum of a secure state by strengthening and adding value to our population, ensuring that young people are trained to be resilient, self-reliant and self-sustaining. Individuals and their communities will not only gain a new profession, but will also gain a new identity that embodies discipline, patriotism, and professionalism, and will prove to be invaluable for economic growth and inclusive development of our nation. The programme also seeks to massify sector-specific skills development, power up the nation's industrialisation aspirations, and grow local and regional economies. The programme will be implemented, starting with a pilots of various identified work streams. The Memorandum of Agreement has been signed in 2023/2024.

The Department is also coordinating implementation of the 4IR (4th Industrial Revolution) Youth Digital Skills and Employment initiatives, aimed at assisting the youth to acquire the much needed 21st century digital skills for employment and entrepreneurship. The delivery of this programme will be in line with the District Development strategy where Information and Communication Technology skills are Digital Skills for all, will focus on provision of digital skills to young citizens, and this will include courses such as Digital Literacy, Information Technology Essentials, Networking and End-User computing. Digital Skills for employability will equip the youth with skills such as Digital Marketing Training; Cybersecurity; Software Development and Networking, etc.

To further address hunger, weakened livelihoods, limited economic opportunities, little to no income and inadequate access to resources, the department will establish Integrated- Farming Value Chain projects in 5 of the top 10 Poorest District Municipalities in South Africa. These challenges contribute

to a cycle of poverty, which disproportionately affects women and youth, particularly those in rural and township communities. The Department will roll out these Integrated Farming projects beyond the 2023/24 Financial Year. The primary objectives of these projects is to reduce the impact of extreme poverty, hunger, unemployment, and basic socio-economic insecurity, restore livelihoods, and build community wealth.

Bakery Training Centres

Linked to the integrated farming projects, the department will establish Bakery Training Centres in at least three (3) of the poorest municipalities. There will be partnership with public, private and non-profit entities to train and capacitate Women, Youth, and Persons with disabilities to establish and sustain community micro-bakeries. These will create much needed jobs, support local economies, and empower communities to be resilient, self-sustaining, and self-reliant.

Government's Youth Employment Programmes Evaluation

The department conducted a study to evaluate government youth employment programmes. The study provided evidence on how the current and future programmes can be strengthened to replicate those that have high impact; scale them up to reach many young beneficiaries; increase their sustainability; and assess value for money in relation to achievement of the set priorities. The evaluation focused on selected government youth employment creation programmes and assessed progress made towards the achievement of results, over five-year financial years (2015/2016 to 2020/2021). The study was completed and in 2024/2025, its findings will be distributed and follow up of an improvement plan would be done.

The Presidential Employment Stimulus (PES) creates meaningful employment and strengthens livelihoods. It was initiated as part of the economic recovery to address the effect of COVID-19. However, the PES continue to respond to the ongoing crisis of unemployment. It provides funding for several Presidential Youth Employment Initiatives (PYEI) by directly offering employment opportunities for the youth. The National Youth Service (NYS) programme has been identified as a critical programme in addressing unemployment, skills shortages, community service and issues of social cohesion. The NYDA partnered with the Presidency in co-ordinating implementation of the revitalised NYS. This programme was allocated R213 million in 2022/23, which increased to R261 million in 2023/24. Consistent with President Ramaphosa's call for a step -change in the pace and scale of post -pandemic interventions, the DWYPD also conceptualised the South African National Defence Force (SANDF) led NYS programme. The programme will be implemented by coordinating and rallying all -of -government and all -of -society behind the nationwide transformative projects, working with the Department of Defense. DWYPD will be monitoring in support of the Executive Authority's oversight role over the entity.

The sub-programme: Advocacy and Mainstreaming for Rights of Youth in DWYPD will continue to advance its mandate of developing regulatory instruments for socio-economic empowerment of the youth. In this regard, the DWYPD's sub-programme developed and ensured approval of the National Youth Policy (NYP) 2020-2030 which guides stakeholders in the youth development space on key prioritised areas of interventions. In addition, the Monitoring and Evaluation (M&E) Framework for the National Youth Policy 2020-2030, was approved by Cabinet in September 2022. The framework tracks progress on implementation of youth interventions the 5 pillars of the National Youth Policy,

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. The M&E framework is accessible to all those implementing youth programmes, including government, civil society and private sectors. The M&E online system is also being developed in partnership with the United Nations Children's Fund.

Lastly, the amendment of the National Youth Development Agency (NYDA) Act, Act No. 54 of 2008 is being finalized. The Bill was tabled in Parliament in 2022/2023 and public hearings were conducted in the 3rd Quarter of 2023/2024. Upon finalisation and assenting of the NYDA Amendment Bill, the department will monitor the NYDA to ensure compliance in order to fulfil the administrative function of supporting the Minister as the NYDA's Executive Authority to discharge on her oversight role towards the NYDA in terms of the Public Finance Management Act (PFMA), which provides that *"the Executive Authority responsible for a public entity under the ownership control of the national or a provincial executive must exercise that executive's ownership control powers to ensure that the public entity complies with this Act and the financial policies of that Executive"* (section 62 (2) of the PFMA).

Rights of Persons with Disabilities

RPD branch strives for Disability Rights Inclusion and Mainstreaming through Advocacy, Planning, Monitoring, Evaluation and Reporting. Currently the institutionalisation of disability mainstreaming, inclusion targeting and planning and reporting, is highly affected by lack of specific disability legislation to enforce compliance. There are severe challenges experienced by the DWYPD in terms of receiving compliance reports and performance information where promoting disability rights and mainstreaming are concerned. Thus to bring about the socio-economic transformation of persons with disabilities is a challenge. The S. A. Law Reform Commission has prepared a draft discussion paper as part of the process of developing a Disability Rights Act.

The RPD Branch monitors compliance with national and international obligations such as the White Paper on the Rights of Persons with Disabilities (WPRPD) and the United Nations Convention on the Rights of Persons with Disabilities. It tracks institutional performance on inclusion of persons with disabilities. It produces a status report annually, and a UN country report periodically. These outline compliance with minimum targets on equity and on targets on job creation, ownership and representation of persons with disabilities.

Draft Annual Performance Plans of national government departments are tracked in conjunction with DPME to advise on whether Departmental Annual Performance Plans include disability responsive indicators. This should assist with government wide inclusive planning where disability policies and programmes are concerned. An evaluation on the Implementation of the WPRPD is underway and an improvement action plan and management response will be finalised by the end of the 2023-2024 financial year. This will be implemented and monitored during the 2024-2025 financial year.

Furthermore, a research on access to education support and services for children and young people with disabilities is also underway with an aim to identify resource gaps in special and full-service schools so that resources can be mobilised through public-private partnerships to implement the report's proposed recommendations and improve the quality of teaching and learning outcomes. DWYPD will develop 5 best practice manuals and guidelines in partnership with related stakeholders

on disabilities in areas such as mental health, epilepsy, autism, acceptable terminology on disability and deaf-blindness.

DWYPD is strongly advocating and raising awareness around the prevention of discrimination and violence against persons with Albinism. Due to challenges experienced by persons with disabilities to access justice, we are working closely with JCPS cluster departments to strengthen the justice value chain and improve access to justice for PWD's. DWYPD has prioritised climate change and its impact on persons with disabilities. During the 2023-2024 the DWYPD will be developing a status report on the impact of climate change on persons with disabilities and inclusion of disability in climate action, mitigation and adaptation strategies. Arising from the status report, a research project on the impact of climate change on PWD's will be put in place during 2024-2025.

DWYPD continues to raise awareness around disability rights during Disability Rights Awareness Month to help eliminate stereotypes, stigma and negative attitudes with an aim to promote disability rights awareness. DWYPD, as the National Coordinating mechanism, will continue to work closely with the National Rights Machinery and Presidential Working Group on Disability with an aim to strengthen their role, reach and impact.

A thirty-year review is being conducted by DPME. DWYPD is developing a chapter on disability rights mainstreaming and inclusion in the review. It is anticipated that the review will assist in maximising opportunities and addressing challenges going forward. South Africa has to domesticate all international instruments to be in line with South African Law in relation to legal context and application to develop new laws, amend existing laws and develop over-arching legislation which will assist in enforcement and compliance. The country has to set new targets that will ensure disability inclusion by demographic percentage and distribution according to socio-economic status and geographical location.

3. Internal environment analysis

The Executive Authority approved a revised organisational structure and post establishment for the Department in April 2023 following concurrence with the redesigned architecture by the Minister for Public Service and Administration. This initially included 18 additional posts to supplement capacity across all Programmes, following the reprioritisation of expenditure following the Department's relocation to new official premises. However, the unfunded 2023 wage agreement resulted in a shortfall against the MTEF Compensation of Employees allocation. This had a direct impact on the funding of the additional posts and only two (2) of the identified posts could be funded through the baseline allocation. This necessitated the remaining 16 posts to be unfunded and abolished on the post establishment. The prognosis for the rest of the MTEF has been further constrained by Circular 49 of 2023 and accompanying Directive whereby the creation and filling of any funded vacant post is dependent on concurrence being requested by the Executive Authority from the Minister for the Public Service and Administration. The impact and implications of such control measures in managing fiscal sustainability during the process of creating and filling vacant posts in the Department remains to be seen.

A business case has been developed for the Executive Authority to engage the Minister of Finance for an increased baseline allocation for the Department, but this prospect is being compromised by the constrained macro-economic challenges currently facing the South African economy. In reality, the Department, as with all others in the public services, is facing severe cost containment measures with severe cuts being made to its budgetary allocations. If anything, the Department will need to

plan conservatively over the MTEF, as the probability of being allocated additional funds with which to supplement available capacity, appears increasingly slim at this stage.

Accordingly, several core and support functions in the Department remain unfunded or inadequately funded – resulting in employees being even more pressurised to deliver on their performance targets. Without the requisite capacity, Programmes are expected to deliver more with less. Of the 140 posts that the Department is able to fund from the MTEF Compensation of Employees allocation, 11.8% are allocated to Programme 2, 18.1% to Programme 3 and 13.9% to Programme 4. Due to the compliance and regulatory requirements imposed on the Department as with others in the public service, 55.0% are allocated to Programme 1. These include posts in the Offices of the Minister, Deputy Minister and Accounting Officer. Regardless, several functions are being performed with minimal capacity by one or two employees, such as Risk and Integrity Management, Strategic Planning and Reporting, Internal Operations Efficiency, Communications, Legal Services and Labour Relations and Employee Health and Wellness.

With effect from 01 April 2024, the Budget Programme Structure for the Department shall comprise Programme 1: Administration, Programme 2: Advocacy and Mainstreaming for the Rights of Women, Programme 3: Monitoring, Evaluation, Research and Coordination; Programme 4 will be separated into two distinct Programmes to reflect the organisational restructuring of these functions, namely as Programme 4: Rights of Persons with Disabilities and Programme 5: Rights of Youth.

In terms of the equitable representation of employees in the Department, women currently comprise 65.4% of the workforce, of which 55.0% are in Senior Management positions. 5.1% of the workforce are employees with disabilities. These exceeds the national targets of 50% and 3% respectively. Accordingly, while Cabinet has approved an increase of the 2% minimum employment equity target to 3% for persons with disabilities, the Department already exceeds this target. Accordingly, the annual targets for the representation of employees with disabilities is rather directed towards the progressive realisation of the minimum 7% employment equity target for persons with disabilities by 2030.

Regarding Youth, 20.6% of the workforce are 35 years or younger, as opposed to a 30% target. However, it needs to be emphasised that the achievement of a youthful workforce is a moving target insofar as the parameters of such targeted group is age-dependent, and young employees appointed in one year may fail to meet the requirement of being youthful in the next. In addition, Youth do not fall under the ambit of the Employment Equity Act and are not included in the affirmative action goals and targets of the Department.

SMS members' individual performance in their Performance Agreements are aligned to the targets prioritised on the APP, which address the issues of WYPD. In a circular that is directed to SMS members regarding the submission of their annual Performance Agreements, this alignment with their respective Key Results Areas (KRAs) is emphasised. In addition, the Quality Assessment Checklist for Performance Agreements of SMS Members require SMS members to confirm that their KRAs are aligned to the Strategic Plan, APP and Operational Plan, as well as those of the HOD.

Internally, the Department has ensured that the Rights of People with Disabilities are taken-care of. This includes the lifts with voice that informs personnel on which level they are, the wide enough corridors for wheel chairs, each employee having a personal Aid to assist them with their work. The Department has also ensured that all the corridors and public areas have tiles in order to allow free

movement of the wheel chairs. For evacuation purposes, three Evac-Chairs are placed at strategic points to allow Persons with Disabilities to be taken down the stairs without using the lifts. Working tools such as Brail have been provided to staff members that require such equipment. In addition, all personnel that assist Persons with Disabilities have been included in the Occupational Health and Safety Committee in order to be trained and fully participate in the evacuation drills held annually.

The department of Women, Youth and Persons with Disabilities recognizes the importance of business continuity planning in ensuring our resilience in the face of disruptions and crises. The department has embarked on process to ensure that a Business Continuity Plan is developed to effectively respond to disruptive events. The resource constraints have significantly affected the implementation of the fully business continuity management programme. Business Continuity Planning shall be accounted for in the Operational Plan and monitored in order to provide reasonable assurance on the department's preparedness in dealing with disruptive events. A business case has been developed for the increased MTEF allocation for the department, Business Continuity Management was incorporated into the business additional funding and posts were requested to effectively discharge the function.

To create a consensus vision of a business-aligned Information and Communication Technology (ICT) that identifies opportunities to improve service efficiencies, reduce costs and maximise investments made in ICT, the Department of Women, Youth and Persons with Disabilities has developed a 5 Year Master Information Technology Strategy and Plan (MITSP). The recent budget reductions effected by the National Treasury has significantly affected the effective implementation of the MITSP. The MITSP implementation plan shall be managed and monitored in the Operational Plan to ensure a fully effective modernized, secure and integrated information communications and security technologies, infrastructure and systems environment. The MITSP initiatives were also incorporated into the business case that the department has developed to request for the increased MTEF allocation.

The below diagram- Figure 1.1 demonstrates how the department intends delivering on delivery on its mandate

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DWYPD Strategic planning methodology



Status of the department's compliance with the Broad-Based Black Economic Empowerment Act 53 of 2003

The Department received a non-compliant BBBEE level contributor for the year 2021/22. Currently the process of BBBEEE assessment for the 2022/23 is underway taking into consideration the changes and impact of the Preferential Procurement Regulations of 2022 (PPR 2022).

Overview of 2024/25 Budget And MTEF Estimates

Expenditure Estimates							
Programmes	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates		
	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27
	R`000	R`000	R`000	R`000	R`000	R`000	R`000

Administration	99 252	103 486	105 554	101 525	114 381	118 402	124 207
Advocacy and Main-streaming for the Rights of Women	94 632	113 311	131 506	117 683	124 308	130 123	128 183
Monitoring, Evaluation, Research and Coordination	25 139	26 059	45 114	43 424	38 646	36 766	42 477
Rights of Person with Disabilities	8 196	10 887	14 514	16 208	14 509	13 636	18 121
Rights of Youth	375 182	910 680	692 026	715 104	715 868	486 479	508 700
Total Programmes	602 401	1 164 423	991 714	993 944	1 007 712	785 406	821 688

Economic classification							
Current payments	153 554	166 010	201 763	194 784	202 711	206 851	216 968
Compensation of employees	110 311	115 077	120 534	130 060	132 478	138 290	144 627
Salaries and wages	98 956	103 308	107 847	118 452	120 365	125 659	131 417
Social contributions	11 355	11 769	12 687	11 608	12 113	12 631	13 210
Goods and services	43 243	50 933	81 229	64 724	70 233	68 561	72 341
Administrative fees	227	224	677	215	225	225	219
Advertising	995	5112	1003	393	740	750	565
Minor Assets	185	129	293	11	58	53	33
Audit costs: External	3 235	3 802	4 330	4 430	4 627	4 637	4 849
Bursaries: Employees	43	179	188	189	197	206	215
Catering: Departmental activities	385	164	2598	697	692	714	713
Communication	4 323	4 008	3 691	1 746	1 865	1 874	1 960
Computer services	2 870	4 224	3 083	8 466	4 896	5 988	6 262
Consultants: Business and advisory services	2 525	1 848	12 429	11 142	21 051	17 998	16 814
Legal services	372	-	308	309	323	337	352
Contractors	35	267	1426	69	91	101	93
Entertainment	-	-	7	-	-	-	-
Fleet services	294	123	285	228	238	249	260
Consumable supplies	269	451	673	363	454	369	368
Consumables: Stationery, printing and office supplies	396	1 198	2 240	1 990	1 961	1 991	1 602
Operating leases	-	-	58	-	-	-	-
Property payments	19 147	21 649	17 713	8 573	8 939	10 434	10 795
Transport provided: Departmental activity	-	-	1993	-	-	-	-
Travel and subsistence	6 078	4 450	15 832	14 831	6 511	5 957	9 074
Training and development	220	678	994	755	789	824	862

Operating payments	1 240	1 211	4 840	2 478	3 793	3 708	3 951
Venues and facilities	401	1 110	5 721	7 619	12 783	12 126	13 134
Rental and hiring	3	108	847	220	0	20	200
Transfers and subsidies	446 818	993 671	783 999	795 352	799 981	574 398	600 372
Provinces and municipalities	1	2	17	17	18	19	20
Municipalities	1	2	17	17	18	19	20
Municipal bank accounts	1	2	17	17	18	19	20
Departmental agencies and accounts	446 435	993 669	783 777	793 339	797 878	572 200	598 073
Departmental agencies (non-business entities)	446 435	992 338	781 987	793 339	797 878	572 200	598 073
Foreign governments and international organisations	0	1 331	1 790	1 790	1 870	1 954	2 044
Households	382	0	205	206	215	225	235
Social benefits	382	0	205	206	215	225	235
Payments for capital assets	2 029	4 549	5 952	3 808	5 020	4 157	4 348
Machinery and equipment	1 955	3 757	4 437	2 696	3 858	2 943	3 078
Transport equipment	0	2 278	0	0	0	0	0
Other machinery and equipment	1 955	1 479	4 437	2 696	3 858	2 943	3 078
Software and other intangible assets	74	792	1515	1 112	1 162	1 214	1 270
Payments for financial assets	-	193	0	0	0	0	0
Total economic classification	602 401	1164 423	991 714	993 944	1 007 712	785 406	821 688



PART C: MEASURING OUR PERFORMANCE

PART C: MEASURING OUR PERFORMANCE

1. Institutional programme performance information

Programme 1: Administration

Purpose:

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

Sub-Programmes:

- **Ministry:** The purpose of the sub-programme is to provide executive support to political principals.
- **Departmental Management:** The purpose of the sub-programme is to provide executive support, strategic leadership and management of the DWYPD
- **Corporate Management:** The purpose of this sub-programme is to provide effective human capital management, legal support, security and work environment management, and information communication technology systems for the DWYPD.
- **Financial Management:** The purpose is to provide and ensure effective, efficient financial management and supply chain services. This included budget planning and expenditure monitoring; and the management of procurement, acquisition, logistics, asset, and financial transactions.
- **Office Accommodation**

Outcomes, Outputs, Output Indicators and Targets

Outcomes	Outputs	Output Indicator	Annual Targets					MTEF Period		
			Audited / Actual Performance					Estimated Performance		
			2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	
Sub-Programme: Departmental Management										
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	The department developed Annual Performance Report (APR) 2019/20 and received a qualified audit opinion on predetermined objectives with matters of emphases	The department received an unqualified opinion on predetermined objectives	Unqualified audit opinion on Predetermined Objectives	Unqualified audit opinion on predetermined objectives and compliance matters	Unqualified audit opinion on predetermined objectives and compliance matters	Unqualified audit opinion on predetermined objectives and compliance matters	Unqualified audit opinion on predetermined objectives and compliance matters	
Improved governance processes and systems for DWYPD	Business Continuity Management Risk Monitoring reports	Number of Business Continuity Risk Monitoring reports produced	New	New	New	Business Continuity Plan approved	4 Business Continuity Risk Monitoring reports produced	4 Business Continuity Risk Monitoring reports produced	4 Business Continuity Risk Monitoring reports produced	
Sub-Programme: Financial Management										
Improved governance processes and systems for DWYPD	Payment of Suppliers with valid invoices	Percentage of all valid invoices paid within 30 days	97.6% (out of 4 434 invoices received, 4 329 OR 97.6% were paid within 30 days	99.9 % (Out of 3 321 Invoices received, 3 320 invoices or 99.97% 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	100% payment of all valid invoices within 30 days	
Improved governance processes and systems for DWYPD	Unqualified audit opinion on Annual Financial Statements	Unqualified audit opinion on Annual Financial Statements	Unqualified audit opinion on Annual Financial Statements	Unqualified Audit opinion on Annual financial statements	Unqualified Audit opinion on Annual financial statements	Unqualified Audit opinion on Annual financial statements	Unqualified audit opinion on Annual Financial Statements	Unqualified audit opinion on Annual Financial Statements	Unqualified audit opinion on Annual Financial Statements	

Outcomes	Outputs	Output Indicator	Annual Targets					MTEF Period				
			Audited / Actual Performance			2022-23	Estimated Performance	2023-24	2024-25	2025-26	2026-27	
			2020-21	2021-22								
Equitable economic empowerment, participation and ownership for women, youth and persons with disabilities being at the centre of the national economic agenda	Procurement spend on women, youth and persons with disabilities owned businesses	Percentage procurement spend on entities owned by women ,youth and persons with disabilities	New	New		55% procurement spend on the entities owned by women	40% procurement spend on entities owned by women	40% procurement spend on entities owned by women	40% procurement spend on entities owned by women	40% procurement spend on entities owned by women	40% procurement spend on entities owned by women	
Sub-Programme: Corporate Management												
Improved governance processes and systems for DWYPD	Filling of funded vacancies within 8 months of becoming vacant	Percentage vacancy rate	Maintained a vacancy rate of less than 10% annually	Vacancy rate on 31 March 2022 was 5,6%		Vacancy rate of less than 10% annually not maintained	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	
Improved governance processes and systems for DWYPD	Implementation of Human Resource Plan	Number of progress reports on implementation of the Human Resource Plan produced	Draft Human Resource Plan	Q2, Q3 and Q4 Human Resource Plan year 1 implementation reports developed		4 Reports on the Human Resource plan implemented	4 Reports on the Human Resource plan implemented	2 progress reports on implementation of the Human Resource Plan produced	3 progress reports on implementation of the Human Resource Plan produced	3 progress reports on implementation of the Human Resource Plan produced	3 progress reports on implementation of the Human Resource Plan produced	

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27
Improved governance processes and systems for DWYPD	Increased representation of employees with disabilities	% representation of employees with disabilities increased	New	New	New	New	5.3% representation of employees with disabilities	5.5% representation of employees with disabilities	5.6% representation of employees with disabilities

Output Indicators: Annual and Quarterly Targets

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Sub-Programme: Departmental Management					
Unqualified audit opinion on pre-determined objectives and compliance matters	Unqualified audit opinion on predetermined objectives and compliance matters	-	Unqualified audit opinion on predetermined objectives and compliance matters	-	-
Number of Business Continuity Risk Monitoring reports produced	4 Business Continuity Risk Monitoring reports produced	Q1 Business Continuity Risk Monitoring report produced	Q2 Business Continuity Risk Monitoring report produced	Q3 Business Continuity Risk Monitoring report produced	Q4 Business Continuity Risk Monitoring report produced
Sub-Programme: Financial Management					
Percentage of all valid 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 on Annual Financial Statements	-	Unqualified audit opinion on Annual Financial Statements	-	-

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Percentage procurement spend on entities owned by women, youth and persons with disabilities	40% procurement spend on entities owned by women 30% procurement spend on entities owned by youth 7% procurement spend on entities owned by persons with disabilities	40% procurement spend on entities owned by women 30% procurement spend on entities owned by youth 7% procurement spend on entities owned by persons with disabilities	40% procurement spend on entities owned by women 30% procurement spend on entities owned by youth 7% procurement spend on entities owned by persons with disabilities	40% procurement spend on entities owned by women 30% procurement spend on entities owned by youth 7% procurement spend on entities owned by persons with disabilities	40% procurement spend on entities owned by women 30% procurement spend on entities owned by youth 7% procurement spend on entities owned by persons with disabilities
Sub-Programme: Corporate Management					
Percentage vacancy rate	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
Number of reports produced on implementation of the Human Resource Plan	2 progress reports on implementation of the Human Resource Plan produced	-	-	Q1 HR Plan Implementation Y1 progress report produced	Q2 HR Plan Implementation Y1 progress report produced
% representation of employees with disabilities increased	5.3% representation of employees with disabilities	-	-	5.2% representation of employees with disabilities	5.3% representation of employees with disabilities

Explanation of planned performance over the medium-term period

Departmental Management

Departmental Management sub programme is tasked with managing the management function in compliance with provisions of the Public Finance Management Act and Public Service Act including its regulations.

- Planning and Reporting continues to provide support for strategic planning, operational planning and reporting across the department. This includes the coordination, development and monitoring of the departments strategic plans and annual performance plans for approval and tabling in Parliament.
- Communications supports the implementation of the Government Communication Policy in the Department. This is achieved through the implementation of the Departmental Communications Strategy 2019-2024, as well as the Departmental Operational Plan. The Communications Strategy guides the Communications Unit in ensuring consistent messaging and adherence to pre-set protocols on communications matters. It guides on the role and approach of Communications in supporting the work of the department. The Strategy 2019-2024 forms the basis for Annual Communication Plans that is informed by the department's Annual Performance Plans. Communications role is broken down into two areas, i.e. good governance by ensuring the business of communication complies with all relevant prescripts; and supporting Ministry and the department in outreach activities which allows the department to connect with the public.
- Internal Operations Efficiency will contribute by ensuring facilitation and co-ordination of the department compliance Operations Management Framework, monitoring compliance with legislation and government prescripts. Ensure that Department continues to implement effective, efficient and sound systems of risk management and good governance to strengthen risk culture and practices. Also to ensure anti-corruption and ethics management programmes in the Department are implemented.
- Internal Audit provides robust and practical strategic advice and recommendations founded on applicable prescripts and alignment to the business with best practices. Internal Audit embeds good governance and effects a sound control environment through the yearly implementation of the risk-based internal audit plans. Internal Audit effectively executes annual internal audit plans for each year and delivers on ad-hoc management requests. Annual Internal Audit Plan is designed to assist or to contribute towards the achievement of the department's output, outcomes and governance processes.

Financial Management

- To provide sound Financial and Supply Chain Management support to the core functions in achieving the department's mandate in line with the strategic plan and the APP. This is done through the implementation and ensuring compliance of applicable rules and legislation whilst executing various activities within the sub-programme.

Corporate Management

This sub programme is responsible to manage the provision of Corporate Management, by providing strategic human resources management and development, information communication technology,

security and facilities management, and legal support services.

- Human Resource Management undertakes all human resource policy, planning and organisational development; HR administration, including recruitment and selection, conditions of service and service benefits; performance management and capacity building; labour relations and employee health and wellness services. By including the vacancy rate and implementation of the MTEF HR Plan as annual targets, a comprehensive focus on integrated planning and execution is ensured to the extent that many of these processes are linear in nature and dependent on each other for their successful implementation.
- Information Communication Technology is responsible for the full spectrum of information communication technology services, including the ICT Governance Framework, policies, standards and procedures; information communications and security technologies, infrastructure and systems; email, internet, web and office automation services; and ICT maintenance and support to the DWYPD.
- Legal Services facilitate legislative drafting and review; provide contract drafting, vetting and litigation services; provide legal opinion and advisory services; and provide support in drafting and finalising MOUs, agreements, draft Protocols and Conventions in relation to national and international legal instruments. Currently leading on the approval of NCGBVF Bill and development of the WEGE Bill.
- Security and Work Environment Management is responsible for physical, personnel and information security; facilities and the work environment; security policies, procedures and programmes; cleaning, repair and maintenance of facilities; and receptionist services. However, no dedicated capacity exists for security and fleet services.

Programme Resource Consideration

Expenditure Estimates							
	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates		
	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27
Administration	R`000	R`000	R`000	R`000	R`000	R`000	R`000
1.Ministry	25 111	18470	21 819	20 886	27 067	28 440	30 167
2.Departmental Management	17 795	20183	18 568	20 254	20 140	18 945	19 958
3.Corporate Services	23 342	26945	25 199	29 788	34 272	36 948	38 835
4.Financial Management	14 078	16267	22 488	22 024	23 984	23 657	24 475
5.Office Accommodation	18 926	21 622	17 480	8 573	8 918	10 412	10 772
Total	99 252	103 486	105 554	101 525	114 381	118 402	124 207

Economic Classification							
Compensation of employees	61 021	60 140	59 959	65 009	72 286	74 450	79 006
Goods and services	35 895	38 768	39 965	32 674	37 039	39 757	40 813
Transfers and subsidies	317	2	34	34	36	38	40
Payments for capital assets	2 019	4 383	5 596	3 808	5 020	4 157	4 348
Payments for financial assets	0	193	0	0	0	0	0
Total economic classification	99 252	103 486	105 554	101 525	114 381	118 402	124 207

In total, 77 posts have been allocated to Programme 1. Of these, 24.7% are in the Ministry, 20.8% in Departmental Management, 33.8% in Corporate Management and 20.8% in Financial Management. Regardless that Programme 1 has proportionally been allocated the most funded posts on the departmental post establishment, this can be attributed to the immense compliance and regulatory burden that is placed on departments in the public service, regardless of their size or capability. Should any of the mandatory services, which are highly regulated in nature, not be performed in terms of the prescribed requirements, such non-compliance may constitute irregular, wasteful or unauthorised expenditure. Accordingly and much as is viable, as many posts as possible are allocated to the core Programmes. This trade-off has resulted in many support functions being severely under-resourced, such as Risk and Integrity Management, Strategic Planning and Reporting, Internal Operations Efficiency, HR Development, Labour Relations and Employee Health and Wellness and Legal Services having only one (1) employee each, Communications with two (2) employees, and the entire ICT component comprising three (3) employees alone.

Updated Key Risks and mitigation from Strategic Plan

Outcome	Key Risks	Risk Mitigation
Improved governance processes and systems for DWYPD	Qualified audit opinion on the Annual Financial Statements	Timeous review of the Annual Financial Statements by the CFO and Internal Audit
Improved governance processes and systems for DWYPD	Invoices not paid within 30 days	Send reminders to end-users on outstanding invoices
Equitable economic empowerment, participation and ownership for women, youth and persons with disabilities being at the centre of the national economic agenda	Lack of data in the dissemination of the different groups in procurement processes	CSD system to be updated by National Treasury to include the different groups and enable reporting functions to obtain the data from the system
Improved governance processes and systems for DWYPD	Inability of maintaining vacancy rate below 10%	Update and maintain project plan for the filling of vacancies through respective recruitment and selection processes.

Improved governance processes and systems for DWYPD	Lack of resources to implement HR planning priorities	Source additional funding where required to implement HR planning priorities
Improved governance processes and systems for DWYPD	Inadequate Infrastructure and skills capabilities	Training of ICT officials

Programme 2: Advocacy and Mainstreaming for the Rights of Women

Purpose:

The purpose of this programme is to promote good governance regarding the rights and transformation of the social and economic empowerment of women.

Sub-Programmes:

- **Management: Advocacy and Mainstreaming for the Rights of Women**
- **Social Empowerment of Women:** The purpose of the sub-programme is to promote good governance regarding the rights, transformation, social justice and empowerment of Women.
- **Economic Empowerment of Women:** The purpose of the Programme is to mainstream and promote good governance regarding the rights, transformation, economic justice and empowerment of Women.
- **Commission for Gender Equality:** The department facilitates transfer payments to the Commission for Gender Equality (CGE), which promotes gender equality and respect for women's rights.

Outcomes, Outputs, Output Indicators and Targets

Outcome	Outputs	Output Indicator	Annual Targets					MTEF Period			
			Audited / Actual Performance		Estimated Performance	MTEF Period					
			2020-21	2021-22		2022-23	2023-24	2024-25	2025-26	2026-27	
Sub-programme: Economic Empowerment of Women											
Equitable economic empowerment, participation and ownership for women youth and persons with disabilities being at the centre of the national economic agenda	Intervention to support economic empowerment, participation and ownership for women youth and persons with disabilities.	Number of interventions to support economic empowerment, participation and ownership for women youth and persons with disabilities implemented.	4 interventions to support economic empowerment, participation and ownership of women youth and persons with disabilities implemented	4 interventions to support economic empowerment, participation and ownership for women youth and persons with disabilities implemented	4 interventions to support economic empowerment, participation and ownership for women youth and persons with disabilities implemented	4 interventions to support economic empowerment, participation and ownership for women youth and persons with disabilities implemented	4 interventions to support economic empowerment, participation and ownership for women youth and persons with disabilities implemented	4 interventions to support economic empowerment, participation and ownership for women youth and persons with disabilities implemented	4 interventions to support economic empowerment, participation and ownership for women youth and persons with disabilities implemented	4 interventions to support economic empowerment, participation and ownership for women youth and persons with disabilities implemented	4 interventions to support economic empowerment, participation and ownership for women youth and persons with disabilities implemented
Equitable economic empowerment, participation and ownership for women youth and persons with disabilities being at the centre of the national economic agenda	Implementation of the Economic Empowerment Strategy for WYPD	Number of progress reports on the implementation of the Economic Empowerment Strategy for WYPD produced	New	New	1 progress report produced on the development of the Strategy for Economic Empowerment of WYPD	WYPD Strategy for economic empowerment developed	1 Progress report on the implementation of Strategy for WYPD produced	1 Progress report on the implementation of Strategy for WYPD produced	1 Progress report on the implementation of Strategy for WYPD produced	1 Progress report on the implementation of Strategy for WYPD produced	1 Progress report on the implementation of Strategy for WYPD produced

Outcome	Outputs	Output Indicator	Annual Targets					MTEF Period			
			Audited / Actual Performance		Estimated Performance						
			2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27		
			Equitable economic empowerment, participation and ownership for women youth and persons with disabilities being at the centre of the national economic agenda	Progress report produced on the implementation of the WYPD Socio-Economic Empowerment Index	Number of progress reports on the implementation of the WYPD Socio-Economic Empowerment Index produced	New	1 research report on the development of a Socio Economic Empowerment Index developed	1 report produced on the development of WYPD Socio Economic Empowerment Index	Socio-Economic Empowerment Index for WYPD developed	1 Progress report produced on the implementation of WYPD Socio Economic Empowerment Index	1 Progress report produced on the implementation of WYPD Socio Economic Empowerment Index
Sub-programme: Social Empowerment of Women											
Improved rate of educational attendance and retention of young women and women with disabilities in public sector institutions	Interventions to support social empowerment and participation of women, youth and persons with disabilities monitored	Number of interventions to support social empowerment and participation of women, youth and persons with disabilities monitored	New	4 interventions to support social empowerment and participation of women, youth and persons with disabilities implemented	4 interventions to support social empowerment and participation of women, youth and persons with disabilities implemented	4 interventions to support social empowerment and participation of women, youth and persons with disabilities monitored	4 interventions to support social empowerment and participation of women, youth and persons with disabilities monitored	4 interventions to support social empowerment and participation of women, youth and persons with disabilities monitored	4 interventions to support social empowerment and participation of women, youth and persons with disabilities monitored	4 interventions to support social empowerment and participation of women, youth and persons with disabilities monitored	
Improved health for women, youth and persons with disabilities											
Improved skills for women, youth and persons with disabilities											

Outcome	Outputs	Output Indicator	Annual Targets					Estimated Performance	MTEF Period		
			Audited / Actual Performance						2023-24	2024-25	2025-26
			2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27		
Levels of marginalisation, stigmatisation and discrimination and violence against women, girls and persons with disabilities reduced	NSP on GBVF monitored	Number of national departments plans monitored on the implementation of NSP on GBVF	13 national departments APPs have integrated GBVF-NSP 2024 priorities	12 national departments monitored on the implementation of NSP on GBVF	12 national departments monitored on the implementation of NSP on GBVF	12 national departments monitored on the implementation of NSP on GBVF	12 national departments monitored on the implementation of NSP on GBVF	12 national departments monitored on the implementation of NSP on GBVF	12 national departments monitored on the implementation of NSP on GBVF	12 national departments monitored on the implementation of NSP on GBVF	
		Number of provincial departments and municipalities plans monitored for integration of NSP on GBVF	New	9 provincial departments and 4 municipalities plans monitored on the implementation of NSP on GBVF	9 provincial departments and 9 municipalities plans monitored for integration of NSP on GBVF page 60 AR 2022/23 and page 64	9 provincial departments and 9 municipalities plans monitored for integration of NSP on GBVF	9 provincial departments and 9 municipalities plans monitored for integration of NSP on GBVF	9 provincial departments and 9 municipalities plans monitored for integration of NSP on GBVF	9 provincial departments and 9 municipalities plans monitored for integration of NSP on GBVF		
	Number of capacity building, and training provided to established GBVF Rapid Response Teams in provinces	New	13 Rapid Response Teams (RRTs) established	17 GBVF Rapid Response Teams (RRTs) established	1 consolidated report produced on capacity building training and mentorship support provided to GBVF Rapid Response in 06 provinces	6 capacity building and training support provided to established GBVF Rapid Response Teams in provinces	6 capacity building and training support provided to established GBVF Rapid Response Teams in provinces	6 capacity building and training support provided to established GBVF Rapid Response Teams in provinces			
	Implementation of Comprehensive National GBVF Prevention Strategy monitored	Number of monitoring reports on implementation of Comprehensive National GBVF Prevention Strategy produced	A communication section of the prevention strategy developed	Comprehensive National GBVF Prevention Strategy approved	2 reports on implementation of Comprehensive National GBVF Prevention Strategy developed	2 reports produced on implementation of Comprehensive National GBVF Prevention Strategy	2 monitoring reports on implementation of Comprehensive National GBVF Prevention Strategy produced	2 monitoring reports on implementation of Comprehensive National GBVF Prevention Strategy produced	2 monitoring reports on implementation of Comprehensive National GBVF Prevention Strategy produced	2 monitoring reports on implementation of Comprehensive National GBVF Prevention Strategy produced	

Outcome	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2020-21	2021-22	2022-23		2023-24	2024-25	2025-26
Gender, youth and disability rights machineries institutionalized	National Gender Machinery convened	Number of National Gender Machinery meetings convened	Draft NGM Framework developed	Integrated Gender, Youth & Persons with Disabilities Framework approved	2 GEYODI machineries convened	2 National Gender Machinery meetings convened	2 National Gender Machinery meetings convened	2 National Gender Machinery meetings convened	2 National Gender Machinery meetings convened

Output Indicators: Annual and Quarterly Targets

Output Indicators		Annual Targets	Q1	Q2	Q3	Q4
Sub-programme: Economic Empowerment of Women						
Number of interventions to support economic empowerment, participation and ownership of women youth and persons with disabilities implemented	4 interventions to support economic empowerment, participation and ownership of women youth and persons with disabilities implemented	1 intervention to support economic empowerment, participation and ownership for WYPD implemented (Agricultural sector)	1 intervention to support economic empowerment, participation and ownership for WYPD implemented (Sanitary Dignity Programme)	1 intervention to support economic empowerment, participation and ownership for WYPD implemented (Women in Trade)	1 intervention to support economic empowerment, participation and ownership for WYPD implemented (Green Economy)	1 intervention to support economic empowerment, participation and ownership for WYPD implemented (Green Economy)
Number of progress reports on the implementation of the Economic Empowerment Strategy for WYPD produced	1 Progress report on the implementation of the Strategy for WYPD produced	-	Consultations with stakeholders on the implementation of the Economic Empowerment Strategy for WYPD convened	-	1 Progress report on the implementation of the Economic Empowerment Strategy for WYPD produced	1 Progress report on the implementation of the Economic Empowerment Strategy for WYPD produced

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Number of progress reports on the implementation of the WYPD Socio-Economic Empowerment Index produced	1 Progress report produced on the implementation of WYPD Socio-Economic Empowerment Index	-	-	-	1 Progress report produced on the implementation of the WYPD Socio-Economic Empowerment Index
Sub-programme: Social Empowerment of Women					
Number of interventions to support social empowerment and participation of women, youth and persons with disabilities monitored	4 interventions to support social empowerment and participation of women, youth and persons with disabilities monitored	1 intervention to support social empowerment and participation of women, youth and persons with disabilities monitored	1 intervention to support social empowerment and participation of women, youth and persons with disabilities monitored	1 intervention to support social empowerment and participation of women, youth and persons with disabilities monitored	1 intervention to support social empowerment and participation of women, youth and persons with disabilities monitored
Number of national departments monitored on the implementation of NSP on GBVF	12 national departments monitored on the implementation of NSP on GBVF	3 national departments monitored on implementation of NSP on GBVF	3 national departments monitored on implementation of NSP on GBVF	3 national departments monitored on implementation of NSP on GBVF	3 national departments monitored on implementation of NSP on GBVF
Number of provincial departments and municipalities plans monitored for integration of NSP on GBVF	9 provincial departments and 9 municipalities plans monitored for integration of NSP on GBVF	-	3 provincial departments plans monitored for integration of NSP on GBVF	3 provincial departments plans monitored for integration of NSP on GBVF	3 provincial departments plans monitored for integration of NSP on GBVF
Number of capacity building, and training provided to established GBVF Rapid Response Teams in provinces	6 capacity building and training support provided to established GBVF Rapid Response Teams in provinces	3 municipalities plans monitored for integration of NSP on GBVF	-	3 municipalities plans monitored for integration of NSP on GBVF	3 municipalities plans monitored for integration of NSP on GBVF
			2 capacity building and training support provided to established GBVF Rapid Response Teams in provinces	1 capacity building and training support provided to established GBVF Rapid Response Teams in provinces	1 capacity building and training support provided to established GBVF Rapid Response Teams in provinces

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Number of monitoring reports on implementation of Comprehensive National GBVF Prevention Strategy produced	2 monitoring reports on implementation of Comprehensive National GBVF Prevention Strategy produced	-	1 monitoring report on implementation of Comprehensive National GBVF Prevention Strategy produced	-	1 monitoring report on implementation of Comprehensive National GBVF Prevention Strategy produced
Number of National Gender Machinery meetings convened	2 National Gender Machinery meetings convened	-	1 National Gender Machinery meeting convened	-	1 National Gender Machinery meeting convened

Explanation of planned performance over the medium-term period

Economic Empowerment of Women

To support the Economic Transformation and Job Creation MTSF Priority 2, the department will embark on:

- The implementation of the Socio-Economic Empowerment Index (SEEI) for WYPD is meant to contribute to the vast debates on the determinants of socio-economic empowerment of WYPD. The main objectives of the WYPD Socio Economic Empowerment Index and Strategy for Economic Empowerment of WYPD is to show progress toward gender equity across economic, social and political domains and has demonstrated significant progress even though there is still significant gender gaps.
- The SEEI is intended to assess the empowerment of WYPD by stakeholders. The outcome for this target will be to produce a progress report on the implementation of the SEEI. On an annual basis, the department will work with other government departments, academic institution/s and other stakeholders to implement the SEEI, through stakeholder consultation workshops. The internal Task Team will be established to coordinate the collection of data disaggregation across WYPD, the Task Team will be coordinated by EEW unit for reporting purpose and allocation of activities on the SEEI. The Strategic Management Unit will assist in putting together the framework (SOP) for the mentioned Task Team. Information shared will be assessed and consolidated into a progress report that depict the empowerment of WYPD in the last quarter of the current financial year.
- The empowerment and participation of WYPD requires an Integrated Government Approach that brings all diverse sector efforts towards the centre, in an effort to integrate an effective, structured and systemic approach. Pursuant to this requires that mainstreaming efforts are led through concretising existing efforts towards a common goal, collaborative interdepartmental partnerships with implementing departments, their agencies and stakeholder partners. The outcome for the target: Economic Empowerment Strategy for WYPD will be to produce progress reports on the implementation of the Economic Empowerment Strategy for WYPD. On an annual basis, the department will collaborate with government departments and other stakeholders to implement the EE Strategy, through stakeholder consultation workshops. Information shared will be assessed and consolidated into a progress report that depict the mainstreaming of WYPD.
- The two targets will be used across the whole government/private sector and/civil society organisations and will also determine if there are gender differences and measure progress towards gender equality beyond the current MTSF period.
- An analysis of the performance reports produced will indicate that the desired planned performance is being achieved, notwithstanding that the monitoring and evaluation of the impact will be an ongoing function of the Monitoring and Evaluation Unit of the various implementing departments by constantly ensuring that indicators of women, youth and persons with disabilities empowerment are adhered to and reported on in both public and private sectors.
- The Department also facilitate intervention mechanisms on policies and programme implementation for mainstreaming the economic empowerment and participation of WYPD towards economic transformation, development and by placing the WYPD in the centre of the economic agenda. The purpose of these interventions and or workshops is to share information and raise awareness on economic opportunities targeting WYPD including to improve gender equality.

The outcome of this third target is to implement four interventions to support economic empowerment, participation and ownership of women youth and persons with disabilities. On an annual basis, the department will implement these interventions through capacity development workshops in collaboration with government, departments/private sector and civil society organisations.

- The Department will continue to support government departments, entities and private sector companies by continuing to highlight and build capacity on issues of women, youth and persons with disabilities empowerment and mainstreaming through collaboratively devising interventions and joint implementation through partnerships.

The interventions planned include:

- The coordination of the establishment of the Cooperative Financial Institution (CFI) as a way to advance the financial inclusion for SMMEs owned by women, youth and persons with disabilities. The coordination will not only ensure that women take control of their own financial destiny but will free them from GBVF.
- Through the National Strategic Plan Pillar 5 (Economic Power) and its sub working stream, Women Economic Assembly (WECONA), the Chief Directorate ensures that women are equipped to and empowered as entrepreneurs to gain access to relevant business networks and funding opportunities by engaging industry leaders to set gender transformation targets, implement existing commitments and establish game changing interventions that increases procurement from women owned and managed businesses. The department will continue to support the rollout of the WECONA in the provinces.
- Hosting of awareness initiatives to support economic empowerment and participation of women in trade, to support WYPD participation in the AFCFTA. Collaboration with DSBD on SheTrades ZA, Business development services, export opportunity and other programmes will continue.
- The department will contribute towards the lead up activities, coordinating and facilitating programmes across all key economic sectors and value-chains, in collaboration with implementing departments and SOE's.
- Workshops would be held to support increased access to information and participation within the Agriculture value chain and increase ownership of productive land assets by WYPD.
- A Task Team between DWYPD, DSBD and The Economic Sectors, Investment, Employment and Infrastructure Development (ESIEID) Cluster departments is in place to consider the modalities of embarking on bringing real economic benefits to women, youth and persons with disability in the value chain of this industry, except limited benefits in the distribution activity.
- The purpose of developing a manufacturing value-chain for the Sanitary Dignity Programme (SDP) is to expand equitable job creation, representation and ownership by WYPD across its sectors in particular manufacturing, procurement, storage, distribution and disposal.
- The department also has an MOU with DALRRD in place to support and facilitate development initiatives in support of WYPD in their efforts to access land and acquire ownership of land around 6 Priority Areas; 1. Access / acquisition of land, 2. Post-settlement Support, 3. Rural Enterprise & Cooperative Development, 4. Skills Development, 5. Market Access and 6. Procurement.
- To support greater access to markets the department will be leveraging on the MOU to open up export opportunities for the WYPD who are ready to tap into the exporting market whilst pro-

moting the Africa Continental Free Trade Area.

- Hosting of informative webinars related to the economic empowerment of WYPD.
- Further focus area is the Presidential proclamation on Preferential Procurement, National Treasury committed to ensure that the 40% pronouncement will be factored into the regulations of the procurement Bill.

Social Empowerment of Women

- The NSP on GBVF Reflective report for the period May 2020 to September 2022 provided as overview of progress made since adoption of the NSP on GBVF. Several vital insights emerged: (i) the negative impact of the COVID-19 pandemic, its restrictions and its broader socio-economic impact; (ii) the importance of making the linkages between ending GBVF and more comprehensive structural violence and inequality; (iii) how different entrenched social and economic structural drivers continue to feed into the scourge; (iv) balancing the need to strengthen responsiveness and justice for survivors, with a strong emphasis on prevention, social behaviour change and social cohesion.
- Overall, the GBVF related outputs on monitoring the implementation and integration of the NSP on GBVF across all government tiers serve to contribute to the outcome of reduced marginalisation, stigmatisation and discrimination and violence against women, girls and persons with disabilities. This is mainly attributed to strengthened accountability, coordination and leadership in the response to the GBVF pandemic. Similarly, training efforts and implementation monitoring of the GBVF prevention strategy are central to turning the GBVF tide and ensuring appropriate mechanisms are put in place to drive a coordinated national response to GBVF.
- In line with the department's lead role in coordinating the national response to GBVF, the department will continue monitor implementation of the NSP on GBVF as part of ensuring reduction in levels of marginalisation, stigmatisations and discriminations and violence against women across age, sexual orientation and gender identities; disability and other relevant intersectional diversities. The monitoring will centre on ensuring institutionalisation and implementation of the six pillars of the NSP on GBVF, namely, pillar 1 on accountability, coordination and leadership; pillar 2 on prevention and rebuilding social cohesion, pillar 3 on justice, safety and protection; pillar 4 on response, care, support and healing, pillar 5 on economic power; and pillar 6 on research and information management.
- The success of the NSP on GBVF will largely depend on the extent to which it is mainstreamed across all three government tiers. Local and provincial government are very critical given their close proximity to communities. Great strides have been made in the localisation of the NSP on GBVF at Provincial, District and Local Levels. This has been done through supporting the Provincial Departments and Local Government to integrate the priorities of the NSP on GBVF to their Annual Performance Plans and Strategic Plans, District Development One Plans and Integrated Development Plans of District and Local Municipalities. The Department will continue to provide support by reviewing the plans, providing feedback and mentorship support on how they can improve the plans to ensure integration.
- The department will continue to play a key role in the coordination of the NSP on GBVF through facilitating the capacity building of the GBVF RRTs. The purpose of these structures is to coordinate the efforts of all the stakeholders who are key in servicing victims of GBV so that the victims and their families can receive, immediate, holistic and coordinated support when they

experience GBV. These structures also ensure that stakeholders at the local and district level coordinate their interventions so as to ensure that they harness each other's resources and mandates thereby increasing impact. They also hold each other accountable through continued reporting to the structure.

- The Department is going to continue working with SALGA to support Municipalities to ensure that they implement and report on their implementation of the priorities of the NSP on GBVF in their Municipalities and capacitate the local leadership to provide oversight support that enhances the localisation of the NSP on GBVF. The Department is also going to be working closely with COGTA to ensure the inclusion of the NSP on GBVF priorities and needs of the Women, Youth and Persons with Disabilities to the Municipality Assessment tool that is used to review the performance of Municipalities.
- In strengthening the national response to the GBVF scourge, the department will continue to provide secretariat support to the multi-sectoral END GBVF Collective. The END GBVF Collective serves as a collaborative platform that creates space for stakeholders from government, civil society, development agencies, and private citizens to think, plan and implement together. This collaborative effort has helped to build trust and foster partnerships among stakeholders, leading to greater cooperation and mutual support. The NCGBVF and ensuring that resources are mobilised to support its operations. Tightening coordination and oversight of NSP on GBVF multisectoral collaborative platform and investigating its sustainability past the establishment of the National Council on GBVF (NCGBVF) is a key focus area for the department. The department will continue to advocate for the enactment of the NCGBVF Bill. This is mainly to support the processes of establishing.
- Pillar 2 (prevention and rebuilding social cohesion) of the NSP on GBVF is central to turning the tide of GBVF by focusing on eliminating normalisation and social acceptance. Monitoring of the implementation of the national comprehensive GBVF prevention strategy will be done. This will be furthered bolstered by the development of a monitoring and evaluation framework for the prevention strategy that will be foregrounded on development and implementation of long-term, comprehensive, adaptable, context specific, evidence informed and holistic approaches to prevention and restoration of the social fabric. Through the GBVF RRTs, the department will pilot one social behaviour change intervention focused on transforming patriarchal and cisheteronormative norms that feed GBVF.
- In 2024/25 financial year the Department is going to convene the NGM and focus on facilitating implementation of the NGM decisions and resolutions.
- The NGM serves as a forum to serve as the government's nerve centre for effective leadership, planning coordination and accountability on women's empowerment and gender equality priorities. The department uses this platform as a mechanism for institutional accountability on gender mainstreaming.
- The interventions planned include the following
 - Review integration of the NSP on GBVF priorities to the plans and interventions of the National and Provincial Departments and District and Local Municipalities. These reviews will be coupled with feedback sessions and mentorship support so that the respective departments and Municipalities can be advised on how to improve their plans so as to ensure integration. It is through these information sessions and improvement feedback sessions that the Department is advocating for the buy in by National and Provincial Departments and Municipalities so that they integrate the NSP on GBVF to their plans and budget for the

interventions.

- Monitoring of the GBVF initiatives implemented by the National Departments will continue, together with the submission of quarterly reports to the President.
- The capacity building of GBVF RRTs at District and Local level will also continue to ensure fit for purpose structures.
- After approval of the NCGBVF Bill by the Parliament, the Department will support the process of establishing the Council and mobilise further support in order to enable effective operations
- Implementation of the GBVF Prevention Strategy will be monitored throughout the financial year and one evidence based prevention strategy that is implemented by a GBVF RRT will be supported as a pilot.
- On the sanitary dignity programme, the number of interventions to support social empowerment of women, youth and persons with disabilities will be monitored to ensure that the imperatives of the Sanitary Dignity Implementation Framework (SDIF) are achieved, that is, to ensure that girl learners manage menstruation in a safe, knowledgeable and dignified manner. Apart from monitoring the roll out of sanitary pads to ensure that they reach beneficiaries at the right time and in the correct quality and quantity
- The interventions planned include monitoring provinces in ensuring that the following services are provided to learners, which are a backbone of the sanitary dignity framework.
 - Menstrual Health and Hygiene (MHH)
 - Sexual and Reproductive Health Rights (SRHR)
 - Age Appropriate Comprehensive Sexuality Education (CSE).
 - Water Supply, Sanitation and Hygiene (WASH)
 - Benefit by women, youth & persons with disabilities run and owned entrepreneurs in the sanitary dignity economic value chain in the public procurement process.
- The contribution of the outputs to the achievement of the outcomes is mapped out in the following manner: i.e.
 - The realisation of Menstrual Health and Hygiene (MHH) management ensures that female learners are able to realise their full academic potential in that the availability of sanitary pads contributes to uninterrupted learning. The 2024 matric results have indicated that most learners who sat for exams were females, therefore the importance of ensuring that girl learners are physically and psychologically supported to achieve their academic goals cannot be overstated.
 - Addressing Sexual and Reproductive Health Rights (SRHR) is central in that the major scourges facing learners, which could have an impact on their development like bullying, which might lead to gender based violence. The other is a phenomenon of high rates of adolescent and teenage pregnancies. Interventions through social behavioural changes in this regard is very critical as it create self-awareness, assertiveness and recognition of bodily autonomy by both a beyond girl child.
 - The Life Orientation Subject in South African public schools introduced Age Appropriate Comprehensive Sexuality Education (CSE) in order for learners to be better sensitised about the learner pregnancy pandemic and how to mitigate unwanted pregnancies, either by abstinence or through uses of condoms, prevention options like injectable, pills and implants. When such information is instilled to learners, both boys and girls as they grow, it created better chances or learners developing agency and takin the right decisions about

their bodies, thereby leading to the eventual lessening of school pregnancies.

- o Making interventions in Water Supply, Sanitation and Hygiene (WASH) in as far as school infrastructure is concerned ensures that in the norms and standards for school infrastructure issues of girl friendly toilets is factored in, i.e. safe and lockable toilet cubicles for girl learners to change pads without interruption and in an environment that ensures of dignity, availability of water and soap, disposal bins for disposing used pads for health and hygiene. Therefore that contributes to a healthy population.
- o Benefit by women, youth & persons with disabilities run and owned entrepreneurs in the sanitary dignity economic value chain in the public procurement process.is critical so that vulnerable groups like women in particular can enjoy economic autonomy and be able to make their own decisions, especially when they are involved in toxic relationships and want to get out of it, without the fear and anxiety of who is going to take care of them.

Programme Resource Consideration

Expenditure Estimates							
	Expenditure Outcome			Adjusted Appropriation	Medium-term Expenditure Estimates		
	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27
2. Advocacy and Mainstreaming of the Rights of Women	R`000	R`000	R`000	R`000	R`000	R`000	R`000
Management: Advocacy and Mainstreaming for the Rights of Women	3 533	3 526	4 467	3 701	3 955	4 175	2 377
Social Empowerment of Women	8 123	11253	21 810	16 122	18 381	18 900	17 046
Economic Empowerment of Women	4 361	7 156	4 507	7 587	8 404	9 573	7 076
Commission for Gender Equality	78 615	91376	100 722	90 273	93 568	97 475	101 684
Total	94 632	113311	131 506	117 683	124 308	130 123	128 183
Economic Classification							
Compensation of employees	14199	17 247	18 958	19 844	16 716	17 730	16 772
Goods and services	1779	4 598	11 737	7 566	14 024	14 918	9 727
Transfers and subsidies	78 654	91376	100 722	90 273	93 568	97 475	101 684

Payments for capital assets	0	90	89	0	0	0	0
Payments for financial assets	0	0	0	0	0	0	0
Total Economic classification	94 632	113 311	131 506	117 683	124 308	130 123	128 183

Economic Empowerment of Women

The sub programme Economic Empowerment of Women has a total budget allocation of R 8 746 million for the 2024/25 financial year, to support the programme outputs and planned performance as well as allocation for compensation of employees. The sub programme would implement four interventions to support economic empowerment, participation and ownership of women youth and persons with disabilities on an annual basis. The interventions will be implemented in a form of capacity development workshops in collaboration with other government stakeholders.

The interventions are aimed at advancing the economic empowerment of women through the development of interventions to support economic inclusion, transformation and participation, to promote gender equality and support the realisation of economic justice of women. Furthermore, these interventions will be convened to provide access to information on opportunities for WYPD in various key sectors of the economy, with clear emphasis on sectors within the Economic Reconstruction and Recovery Plan (ERRP).

In support of Economic Transformation and Job Creation MTSF Priority 2, the department will embark on capacity development on mainstreaming opportunities and implementation of the Economic Empowerment Strategy for WYPD. The Socio-Economic Empowerment Index (SEEI) for WYPD is meant to contribute to the vast debates on the determinants of socio-economic empowerment of WYPD. Annually, both the EE Strategy for WYPD and the WYPD SEEI will be implemented in collaboration with government departments, civil society organisations and academic institutions through stakeholder consultation workshops. This is to ensure that the lead departments place WYPD at the centre of the country's economic agenda whilst the SEEI is intended to measure the empowerment of WYPD across various sectors.

These various activities/capacity development workshops will trigger spending on goods and services mainly on items such as venues and facilities and where necessary interventions would be convened virtually. The implementation will require an all of government approach using internal resources and capacity consisting of a Chief Director, Director, Deputy Director, Assistant Director and Senior Secretary through the facilitated coordination of strategic consultations with key stakeholders which will therefore incur expenses on travel, accommodation, venues and facilities.

Social Empowerment of Women

The sub programme will implement four output indicators to proactively respond to and transform the structural drivers of GBVF and leverage on multi-stakeholders in mainstreaming gender priorities. In 2024/25 capacity building workshops will be convened to provide support to GBVF RRTs, and costs incurred will mainly relate to venues and facilities. However, in terms of cost containment where possible these will be conducted virtually.

Feedback session on the integration of the NSP on GBVF priorities to the plans of the Municipalities will be conducted, with the support of Provincial COGTA, SALGA and Offices of the Premier, in order to enable sharing of resources between the four institutions. As much as possible the department will not organise separate meetings with the Municipalities and provinces to provide feedback on the integration of the NSP on GBVF priorities, but will attend the scheduled forums and committee sessions like the, Provincial Forum for Head of Departments (FOHOD), Mayoral Committee (MAYCO), Municipal Intergovernmental Relation Sessions etc., and provide feedback during these sessions. This consultation methodology will ensure that information is received by the senior management and leadership of the various provincial departments and the municipality that is responsible for the development and approval of plans. The senior officials from the departments and Municipalities will be accessed through virtual sessions for Municipalities that have a well-developed network system. Physical sessions will only be conducted for rural municipalities that are still battling with the network.

On the sanitary dignity programme, first and foremost, there is a financial mandate through the equitable allocation which goes a long way in mitigating period poverty. Further, there is also a good collaboration with provinces, in particular offices of premiers, departments of education and social development primarily through quarterly national task team meetings. This is also beefed up by virtual meetings, visits, workshops and webinars. There is also a great deal of collaboration with national departments of health, social development, basic education, water and sanitation, environment, forestry and fisheries and national treasury. There is further support to the department through collaborations with UNFPA, UNICEF, WaterAid and other non-governmental organisations in the sector.

District Development Model (DDM)

The following are issues that the department will monitor in as far as the district development model is concerned:

- (a) Monitor the distribution of sanitary dignity programme to schools in the district.
- (b) Monitor progress in mitigating teenage pregnancy.
- (c) Monitor water supply, sanitation & hygiene to learners, as well as girl friendliness of menstruating toilets.
- (d) Monitor the effectiveness of broad menstrual health and sexual & reproductive health programmes of the district education authorities in the schools.

The equitable allocation for the sanitary dignity programme has incrementally expanded since the inception of the programme in 2019/20 financial year, as per the promise of Cabinet. In 2019/20 the allocation was R157 million rand and by 2023/24 it had increased to R235 million rand, showing government's commitment to the programme. It is expected that the 2024/25 allocation will increase and into the outer years. It is true that the budget is not enough to cover all deserving beneficiaries but the fact that there is a financial mandate is a profound statement by government. DWYPD has also engaged partners to assist in this programme, like UNFPA, UNICEF, WaterAid, UN Women, etc to beef up the programme.

Updated Key Risk and Mitigation from Strategic Plan

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	Inadequate intervention monitoring of social empowerment and participation of women, youth and persons with disabilities	Request intervention from the Office of the Premiers (OTP) when there are Delays/Non responsiveness
Improved rate of educational attendance and retention of young women and women with disabilities in public sector institutions	Inadequate implementation of the Sanitary dignity framework	Forge partnerships with multi stakeholders on sanitary dignity programmes
Levels of marginalisation, stigmatisation and discrimination and violence against women, girls and persons with disabilities reduced	Inadequate monitoring of the Implementation of the Comprehensive National GBVF Prevention Strategy (CNPS)	Improve Internal and external communication on GBVF
Gender, youth and disability rights machineries institutionalized	Non participation on machineries	Issue DG to DG letters

Programme 3: Monitoring, Evaluation, Research and Coordination

Purpose:

The purpose of this programme is to provide research, knowledge management, international relations, stakeholder management and monitoring and evaluation for women, youth and persons with disabilities.

Sub-Programmes:

- **Management: Monitoring, Evaluation, Research and Coordination:** The purpose of the sub-programme is to provide strategic leadership and management to the programme.
- **Research and Knowledge Management:** The purpose of the sub-programme is to provide research and knowledge management services on the transformation on rights of women, youth and persons with disabilities.
- **International Relations, Stakeholder Management and Capacity Building:** The purpose of the sub-programme is to manage and coordinate the provision of international relations, stakeholder participation and capacity building for women, youth and persons with disabilities.
- **Monitoring and Evaluation: Women, Youth and Persons with Disabilities:** The purpose of the sub-programme is to ensure the effective government-wide monitoring and evaluation of policy priorities towards the transformation and the empowerment of women, youth and people with disabilities throughout government.

Outcomes, Outputs, Output Indicators and Targets

Outcomes	Outputs	Output Indicator	Audited Performance				Estimated Performance	MTEF Period		
			2020/21	2021-22	2022-23	2023/24	2024-25	2025-26	2026/27	
Sub-programme: Research and Knowledge Management										
Accessible and available evidence based knowledge and information on access to services, empowerment and participation for women, youth and persons with disabilities.	Research reports on access to services and empowerment of WYPD produced	Number of research reports on government priorities focusing on women, youth and persons with disabilities produced	1 Research report On government priorities produced.	1 Research report on government priorities produced	1 research report on government priorities focusing on women, youth and persons with disabilities produced	1 research report on government priorities focusing on women, youth and persons with disabilities produced	1 research report on government priorities focusing on women, youth and persons with disabilities produced	1 research report on government priorities focusing on women, youth and persons with disabilities produced	1 research report on government priorities focusing on women, youth and persons with disabilities produced	
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and the world	Reports on the implementation of international and regional commitments on women's empowerment and gender equality	Number of reports on compliance with international and regional instruments on women produced	2 periodic reports on compliance of government commitments with international and regional instruments produced	2 reports on compliance of government commitments with international and regional instruments produced	2 reports on compliance with international and regional instruments on women produced	2 reports produced on compliance with international and regional instruments on women	2 reports on compliance with international and regional instruments on women produced	2 reports on compliance with international and regional instruments on women produced	2 reports on compliance with international and regional instruments on women produced	
Sub-programme: Monitoring and Evaluation: Women, Youth and Persons with Disabilities										
Government-wide planning, budgeting, M&E addresses priorities relating to women's empowerment, youth development and the rights of persons with disabilities	Gender Responsive, Planning, Budgeting, Monitoring, Evaluation and Auditing Framework implementation monitored	Number of national departments implementing the GRPBMEA Framework monitored	New	2 Progress reports on the implementation of the GRPBMEA Framework	93.75 % of national departments implementing the GRPBMEA Framework	10 national departments implementing the GRPBMEA Framework	10 national departments implementing the GRPBMEA Framework monitored	10 national departments implementing the GRPBMEA Framework monitored	10 national departments implementing the GRPBMEA Framework monitored	

Outcomes	Outputs	Output Indicator	Audited Performance					Estimated Performance	MTEF Period		
			2020/21	2021-22	2022-23	2023/24	2024-25	2025-26	2026/27		
	Monitoring report on the status of the empowerment of women, youth and persons with disabilities	Number of monitoring reports produced on the status of the empowerment of women, youth and persons with disabilities	1 annual performance monitoring report produced	1 annual performance monitoring report on government progress towards women's empowerment and gender equality, youth development and promotion of the rights of persons with disabilities produced	1 monitoring report on the empowerment of women, youth and persons with disabilities produced	Monitoring report produced on the status of the empowerment of women, youth and persons with disabilities	1 monitoring report on the status of the empowerment of women, youth and persons with disabilities produced	1 Monitoring report on the status of the empowerment of women, youth and persons with disabilities produced	1 Monitoring report on the status of the empowerment of women, youth and persons with disabilities produced		
	Evaluation study conducted on the empowerment of WYPD	Number of evaluation study conducted on empowerment of WYPD	1 inception report for the evaluation on the empowerment of WYPD conducted	1 evaluation report on the empowerment of WYPD produced	1 evaluation conducted on empowerment of women, youth & persons with disabilities	Inception report produced on the evaluation conducted on empowerment of WYPD	1 Evaluation study on empowerment of WYPD conducted	Evaluation Inception Report on empowerment of WYPD developed	1 Evaluation study on empowerment of WYPD conducted		
Sub-programme: International Relations, Stakeholder Management and Capacity Building											
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and the world	WYPD International Relations Strategy implemented	Number of status reports developed on implementation of departmental WYPD International Relations Strategy	New	WYPD International Relations Strategy developed	4 status reports on implementation of WYPD International Relations Strategy developed	4 status reports developed on the implementation of the departmental WYPD International Relations Strategy	4 status reports developed on the implementation of the departmental WYPD International Relations Strategy	4 status reports developed on the implementation of the departmental WYPD International Relations Strategy	4 status reports developed on the implementation of the departmental WYPD International Relations Strategy		

Outcomes	Outputs	Output Indicator	Performance						
			Audited Performance			Estimated Performance	MTEF Period		
			2020/21	2021-22	2022-23		2023/24	2024-25	2025-26
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 and persons with disability conducted	Number of stakeholder engagements on the empowerment of women, youth and persons with disability conducted	12 public participation / outreach initiatives on women's empowerment conducted (including young women)	12 stakeholder engagements on the empowerment of women, youth and persons with disability conducted	12 stakeholder engagements on the empowerment of women, youth and persons with disability conducted	12 stakeholder engagements on the empowerment of women, youth and persons with disability conducted	12 stakeholder engagements on the empowerment of women, youth and persons with disability conducted	12 stakeholder engagements on the empowerment of women, youth and persons with disability conducted	12 stakeholder engagements on the empowerment of women, youth and persons with disability conducted
	Community mobilisation initiatives on the rights of women, youth and persons with disabilities coordinated	Number of community mobilisation initiatives on the rights of women, youth and persons with disabilities coordinated	4 hybrid community mobilisation initiatives coordinated	4 hybrid community mobilisation initiatives coordinated	4 community-mobilisation initiatives on the rights of women, youth and persons with disabilities coordinated	4 community mobilisation initiatives coordinated on the rights of women, youth and persons with disabilities	4 community mobilisation initiatives coordinated on the rights of women, youth and persons with disabilities	4 community mobilisation initiatives coordinated on the rights of women, youth and persons with disabilities	4 community mobilisation initiatives coordinated on the rights of women, youth and persons with disabilities

Output Indicators: Annual and Quarterly Targets

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Sub-programme: Research and Knowledge Management					
Number of research reports on government priorities focusing on women, youth and persons with disabilities produced	1 research report on government priorities focusing on women, youth and persons with disabilities produced	Terms of Reference for the research government priorities focusing on women, youth and persons with disabilities produced	Inception report for the research on government priorities focusing on women, youth and persons with disabilities produced	-	1 research report on government priorities focusing on women, youth and persons with disabilities produced

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Number of reports on compliance with international and regional instruments on women produced	2 reports on compliance with international and regional instruments on women produced	1 report on compliance with international and regional instruments on women produced	-	1 report on compliance with international and regional instruments on women produced	-
Sub-programme: Monitoring and Evaluation: Women, Youth and Persons with Disabilities					
Number of national departments implementing the GRPBMEA Framework monitored	10 national departments implementing the GRPBMEA monitored	-	5 national departments implementing the GRPBMEA monitored	-	5 national departments implementing the GRPBMEA monitored
Number of monitoring reports produced on the status of the empowerment of women, youth and persons with disabilities	1 monitoring report on the status of the empowerment of women, youth and persons with disabilities produced	Concept paper for the development of the monitoring report on the status of the empowerment of women, youth and persons with disabilities	-	1 monitoring report on the status of the empowerment of women, youth and persons with disabilities produced	-
Number of evaluation study conducted on empowerment of WYPD	1 Evaluation study on empowerment of WYPD conducted	-	-	-	1 Evaluation study on empowerment of WYPD conducted
Sub-programme: International Relations, Stakeholder Management and Capacity Building					
Number of status reports developed on implementation of the departmental WYPD International Relations Strategy	4 status reports developed on implementation of the departmental WYPD International Relations Strategy	1 status report developed on implementation of the departmental WYPD International Relations Strategy	1 status report developed on implementation of the departmental WYPD International Relations Strategy	1 status report developed on implementation of the departmental WYPD International Relations Strategy	1 status report developed on implementation of the departmental WYPD International Relations Strategy
Number of stakeholder engagements on the empowerment of women, youth and persons with disability conducted	12 stakeholder engagements conducted on the empowerment of women, youth and persons with disability	3 stakeholder engagements conducted on the empowerment of women, youth and persons with disability	3 stakeholder engagements conducted on the empowerment of women, youth and persons with disability	3 stakeholder engagements conducted on the empowerment of women, youth and persons with disability	3 stakeholder engagements conducted on the empowerment of women, youth and persons with disability
Number of community mobilisation initiatives on the rights of women, youth and persons with disabilities coordinated	4 community mobilisation initiatives coordinated on the rights of women, youth and persons with disabilities	1 community mobilisation initiative coordinated on the rights of women, youth and persons with disabilities	1 community mobilisation initiative coordinated on the rights of women, youth and persons with disabilities	1 community mobilisation initiative coordinated on the rights of women, youth and persons with disabilities	1 community mobilisation initiative coordinated on the rights of women, youth and persons with disabilities

Explanation of planned performance over the medium term period

Programme 3 is central to the department's mission with cross-cutting functions across the core programmes, focusing on the empowerment and rights of women, youth, and persons with disabilities, as well as achieving gender equality. This is achieved through key functions such as research, policy development, knowledge management, monitoring and evaluation, stakeholder engagement, capacity building, and international relations with a focus on women, youth, and disability-related issues. The various outputs from these undertakings responds to the departmental outcome/s on mainstreaming the priorities of gender, women, youth and disability issues as appropriate towards empowerment and rights of the three sectors in the socio-economic-cultural and political space, as well as across government 3 spheres, the private sector as well as civil society in general.

To ensure alignment and integration, the sub-programmes within Programme 3 will collaborate closely with other core units in the department, specifically Programme 2 (Mainstreaming Women's Rights & Advocacy) and Programme 4 (Mainstreaming Youth and Disability Rights & Advocacy). The sub-programme responsible for international relations will oversee all international initiatives across these sectors, while the monitoring and evaluation sub-programme will comprehensively cover these three sectors from a government-wide perspective. The research, policy, and knowledge management sub-programme will support Programmes 2 and 4 on research and policy coordination without taking over their responsibilities.

In the 2023/24 fiscal year, Programme 3 led the revision of the National Policy on Women's Empowerment and Gender Equality, intending to update the policy environment. Starting from the 2024/25 fiscal year, Programmes 2 and 4 will implement this policy to advance the empowerment, rights, and progress of women, young women, and women with disabilities. Additionally, the Monitoring Framework developed during the policy review will be implemented by the department, particularly the Monitoring and Evaluation sub-programme in Programme 3, to assess the outcomes and impact of policy implementation.

In the same fiscal year, the Research, Policy, and Knowledge Management sub-programme developed a Strategy for WYPD mainstreaming, including sectoral guidelines, implementation plans, and an M&E Framework. This will be implemented by Programmes 2 and 4 in their efforts to mainstream their respective focus sectors. The department will closely monitor the implementation of these guidelines to evaluate their impact.

The department's strategic approach emphasises engagement with a wide range of stakeholders, including government entities, the private sector, civil society, NGOs, CBOs, religious and traditional bodies, development partners, donors, and international and regional organisations. To enhance stakeholder engagement, in the 2024/25 financial year, the department will coordinate a minimum of 12 stakeholder engagements (at least three per quarter) and undertake a minimum of four community mobilisation initiatives (at least one per quarter) with specific participation targets for women, youth, and persons with disabilities. The outputs resulting from this work undertaken responds to the outcome "Strengthened stakeholder relations and community mobilisation towards the realisation of women's empowerment, youth development and disability rights"

The department's core responsibility involves monitoring and evaluating efforts related to women's empowerment, gender equality, youth development, and disability rights. The Monitoring and Eval-

uation sub-programme will continue to use the Country Gender Indicator Framework aligned with WYPD indicators in the MTSF 2019-2024, as well as international and regional commitments for this responsibility. In 2024/25, a monitoring report on government progress against the MTSF indicators and targets for WYPD from selected indicators will be produced. This output responds to the outcome “Government-wide planning, budgeting, M&E addresses priorities relating to women’s empowerment, youth development and the rights of persons with disabilities”

Efforts to institutionalise the Gender Responsive Planning, Budgeting, Monitoring, and Evaluation Framework will continue, with the aim of having 20 national departments implementing the framework. Collaborative work on gender-responsive budgeting with the National Treasury will continue, including the piloting of the GRB strategy across selected departments and the development of a capacity-building plan on GRB for the selected departments for piloting. The department will analyse the draft annual performance plans of national departments to assess the level of WYPD mainstreaming. The target to analyse 40 national departments’ strategic plans by 2024, has been met. This output responds to the outcome “Government-wide planning, budgeting, M&E addresses priorities relating to women’s empowerment, youth development and the rights of persons with disabilities”

The department also conducts evaluations and research on government priorities related to WYPD. Collaboration with the Human Sciences Research Council (HSRC) will continue in 2024/25, including a minimum of one research initiative with findings and recommendations. The Department signed a five-year MOU with the HSRC through which it collaborates on its research mandate. This output, and any other research work undertaken at an operational level by the unit, seeks to contribute to the achievement of the outcome on “Accessible and available evidence based knowledge and information on access to services, empowerment and participation for women, youth and persons with disabilities”. The intention is to make available data, statistics and information to inform planning and programme design, not only by the department but by government departments at large. The intention of this is that planning and resource allocations must be directed at addressing the persisting and emerging issues that research findings and recommendations are pointing to make any impact on the well-being, lives and livelihoods of women, youth and persons with disabilities. In addition, the research undertaking must also emerge with an implementation / action plan that the DWYPD should coordinate across various role-players so that the research ultimately impacts the lives of the intended targets.

In undertaking evaluation studies, the output responds as well to the outcome “Government-wide planning, budgeting, M&E addresses priorities relating to women’s empowerment, youth development and the rights of persons with disabilities”. Findings and recommendations that emerge from the evaluation undertaking must be coordinated through management responses as well as an implementation plan across various role players so that there is ultimately an impact on the lives of women, youth and persons with disabilities. In this financial year, the evaluation undertaking is looking at preferential public procurement and especially the targets of 40% spend to women owned businesses. In this regard, the evaluation will be conducted directly with the WYPD owned companies that benefitted from public procurement to determine to what extent and how this impacted on their business advancement as well as on their lives and well-being.

The target related to the Integrated Knowledge Hub, as reflected in the Strategic Plan 2020-25, has not been included in the Draft App 2024-25. The current status of the Integrated Knowledge Hub is

that it has been piloted on the DWYPD intranet in the previous financial year – which means that fields / sectors have been created which must be populated with research, evidence based information etc. This has been done to a limited capacity thus far. The Integrated Knowledge Hub Phase two required the development of the IT capacity of the system so that it could be interfaced onto the DWYPD website. Unfortunately the unit has not been able to execute this due to a lack of financial resources, and that there is no such financial resources that can be availed to this project in the immediate future. Consequently the target had to be temporarily removed from the APP for 2024-25, and should such required resources be made available in the future, this target will find its way back into the Annual Plan of the department in the outer years. However, the work regarding populating the existing fields with research studies and evidence based information is ongoing in-house but is also limited by only what is freely available in this regard. There are no financial resources to be able to purchase studies where there are such charges. This in-house work is not sufficient to finalise the implementation of the Integrated Knowledge Hub. As a results the information available on the intranet will serve managers in the DWYPD only.

Internationally and regionally, the department plays a crucial role in advancing WYPD issues. The WYPD International Relations Strategic Framework operates through four pillars, namely (i) multilateral engagements; (ii) bilateral relations; (iii) compliance to treaty obligations and international and regional commitments; and (iv) development and donor assistance and aid and comprehensive reports will be produced for each pillar on a quarterly basis. Compliance with international commitments will be upheld, with compliance reports submitted following due protocols and timelines. These outputs contribute to the achievement of the outcome “Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and the world.

However, it's important to note that Programme 3 faces significant resource challenges in terms of both finances and human capacity. The technical nature of the work requires specialised knowledge and skills, and some level of independence, which are currently insufficient. Additional skilled personnel, especially in M&E, knowledge management and research, as well as increased financial resources, are essential. Furthermore, expanding stakeholder engagement, raising awareness, and communicating effectively requires more resources. The department's current financial constraints hinder its ability to respond effectively and efficiently in fulfilling its core mandate.

Programme Resource Consideration

Expenditure Estimates							
	Expenditure Outcome			Adjusted Appropriation	Medium-term Expenditure Estimates		
	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27
3. Monitoring, Evaluation, Research and Coordination	R`000	R`000	R`000	R`000	R`000	R`000	R`000

Management: Monitoring, Evaluation, Research and Coordination	3 158	1 485	5 077	3 194	3 528	3 734	4 023
Research and Knowledge Management	6 110	6 769	7 728	8 281	8 050	7 184	8 603
International Relations, Stakeholder Management and Capacity Building	9868	11 431	23 918	21 283	18 805	19 384	20 816
Monitoring and Evaluation: Women, Youth and Person with Disabilities	6003	6 374	8 391	10 666	8 263	6 464	9 035
Total	25 139	26 059	45 114	43 424	38 646	36 766	42 477
Economic Classification							
Compensation of employees	22380	21 539	25 493	26 998	24 783	26 285	27 847
Goods and services	2 722	4471	17 742	14 636	11 993	8 527	12 586
Transfers and subsidies	27	0	1 790	1790	1 870	1 954	2 044
Payments for capital assets	10	49	89	0	0	0	0
Payments for financial assets	0	0	0	0	0	0	0
Total Economic classification	25 139	26 059	45 114	43 424	38 646	36 766	42 477

Research and Knowledge Management

Research and Knowledge Management function is pivotal to the core mission of the department, which revolves around regulating the socio-economic empowerment of women, youth, and persons with disabilities. The RKM unit play a central role in conducting research assignments aimed at gen-

erating evidence-based knowledge and information. This valuable research informs the department's interventions and programs, ensuring they are well-informed and effective.

Allocating a sufficient budget to the RKM unit is essential for carrying out this critical research work, as it directly contributes to achieving the department's desired outputs and outcomes. The department's work should be underpinned by credible and scientifically rigorous research, characterized by validity and reliability. Conducting research assignments of this nature demands not only technical expertise but also an adequate pool of skilled human resources. The RKM unit is committed to conducting research annually, focusing on government priorities that align seamlessly with the objectives and deliverables of the DWYPD.

Monitoring and Evaluation: Women, Youth and Persons with Disabilities

The Department will coordinate and monitor government-wide implementation of gender, youth, and disability-responsive Planning, Budgeting, Monitoring, Evaluation, and Auditing Framework. The department will conduct WYPD-related evaluations to provide evidence-based reflection on the implementation of the cabinet-approved GRPBMEA framework and the broader WYPD mainstreaming. This includes examining past performance and progress of departments in implementing the interventions stated in the framework to fast-track its implementation. Further work will be undertaken to assess the extent to which the Department's strategic plans and annual performance plans are responsive to the policy priorities relating to women, youth, and persons with disability rights. For 2024/25, the work on analysing the WYPD responsiveness of the integrated development plans and one plans for local government will be initiated. A monitoring status report will be developed to assess the government's performance in delivering on priorities relating to the realization of the rights of women, youth, and persons with disabilities. Data for the monitoring status report will be drawn from a variety of sources. The monitoring status report will include a summary of the assessment of sampled strategic plans and annual performance plans on women, youth, and persons with disabilities' responsiveness.

International Relations, Stakeholder Management and Capacity Building

The budget allocation will be utilized to implement the departmental WYPD International Relations Strategy in relation to its four pillars: Multilateral Engagements, Bilateral Relations, Treaty Obligations and International Commitments, Official Development Assistance, and Media Liaison. In the 2024/25 financial year, the Department will undertake Multilateral Engagements at the United Nations, African Union, BRICS, IBSA, Commonwealth, and IORA engagements. The Department will use the allocated budget to manage South Africa's compliance with global, continental, and regional treaty obligations on women, youth, and persons with disabilities. In this regard, the Department will conduct virtual sessions to popularize the treaties. The Department will allocate resources towards the coordination, negotiation, and conclusion of new bilateral relations, particularly with identified countries in Africa, Asia, the Middle East, and Europe. Resources will also be allocated to implement the United Nations Generation Equality Campaign and the District Development Model Projects.

The role of Stakeholder Management is to ensure the building, maintenance, and strengthening of stakeholder relations towards the socio-economic empowerment of women, youth, and persons with disabilities. Resources, in this case, will be used for the implementation of stakeholder engagements and community mobilisation programmes in the promotion of women's rights and their empowerment, including those of youth and persons with disabilities. This includes the work the department

is undertaking in partnership with the SANTACO Taxi Association on GBV training for taxi operators and drivers. This training is provided by the National School of Government, for which the DWYPD is responsible for a budget allocation.

Updated Key Risks and mitigation from Strategic Plan

Outcome	Key Risk	Risk Mitigation
Accessible and available evidence based knowledge and information on access to services, empowerment and participation for women, youth and persons with disabilities.	Lack of a central integrated knowledge hub/repository containing WYPD responsive research data, findings and information.	Regular update and maintenance of the current pilot Integrated knowledge Hub
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and the world	late submission of International Reports	Coordinate development of international reports through Inter-departmental Workshops, Meetings and established task teams mechanisms
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, youth including the rights of persons with disabilities.	Hold regular stakeholder engagements and community mobilizations on specific issues
Government-wide planning, budgeting, M&E addresses priorities relating to women's empowerment, youth development and the rights of persons with disabilities	Weak institutionalization of the GRPB-MEA Framework within government departments	Issue DG to DG letters to follow up on submission of information

Programme 4: Rights of Persons with Disabilities

Purpose:

The purpose of Programme 4 is to advocate for mainstreaming of the Rights of Persons with Disabilities.

Sub-programmes:

- **Management: Advocacy and Mainstreaming for the Rights of Persons with Disabilities.** The purpose of the sub-programme is to Advocate and mainstream for the transformation and empowerment of Persons with Disabilities.
- **Advocacy and Mainstreaming for the Rights of Persons with Disabilities.** The purpose of the sub-programme is monitoring, evaluation, reporting, research and Coordination Mechanism which sets the agenda to all spheres of Government on disability priorities.

Outcomes, Outputs, Output Indicator and Targets

Outcomes	Outputs	Output Indicator	Annual Targets				Estimated Performance	MTEF Period		
			Audited / Actual Performance							
			2020/21	2021-22	2022-23	2023/24		2024-25	2025-26	2026/27
Sub-programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities										
Rights of WYPD realised	Disabilities Awareness manuals developed	Number of advocacy manuals on disabilities developed	New	New	New	5 advocacy manuals on disabilities developed	6 advocacy manuals on disabilities developed	6 advocacy manuals on disabilities developed	6 advocacy manuals on disabilities developed	6 advocacy manuals on disabilities developed
Rights of WYPD realised	Disability Advocacy and Mainstreaming Strategy produced	Draft Disability Advocacy and Mainstreaming Strategy approved	New	New	New	-	Draft Disability Advocacy and Mainstreaming Strategy submitted to Minister /DG for approval	Disability Advocacy and Mainstreaming Strategy year 1 implementation report	Disability Advocacy and Mainstreaming Strategy year 2 implementation report	Disability Advocacy and Mainstreaming Strategy year 2 implementation report
Gender, youth and disability rights machineries institutionalized	RPD Machinery convened	Number of RPD machinery meetings convened	Draft NGM Framework developed.	Achieved Integrated Youth and Persons with Disabilities Framework approved	2 GEYODI machineries convened	2 RPD machinery meetings convened	2 RPD machinery meetings convened	2 RPD machinery meetings convened	2 RPD machinery meetings convened	2 RPD machinery meetings convened
Rights of WYPD realised	Compliance with the White Paper on the rights of persons with disabilities	Number of Annual progress reports on the implementation of the White Paper on the rights of persons with disabilities developed	New	New	1 Draft evaluation report on the implementation of the White Paper on the Rights of Persons with Disabilities developed	Status report Produced on compliance with national and international obligations for the rights of persons with disabilities	1 Annual progress report on the implementation of the White Paper on the rights of persons with disabilities developed	1 Annual progress report on the implementation of the White Paper on the rights of persons with disabilities developed	1 Annual progress report on the implementation of the White Paper on the rights of persons with disabilities developed	1 Annual progress report on the implementation of the White Paper on the rights of persons with disabilities developed

Outcomes	Outputs	Output Indicator	Annual Targets					MTEF Period		
			Audited / Actual Performance		2022-23	Estimated Performance	2024-25		2025-26	2026/27
			2020/21	2021-22						
GovernmentWide planning, budgeting, M&E addresses priorities relating to women's empowerment, youth development and the rights of persons with disabilities	Disability inclusion analysis report on draft Annual Performance Plans of national government department	Number of disability inclusion analysis report on draft Annual Performance Plans of nationalgov-ernment departments produced	One status report on Disability Inclusion in Departmental Strategic Plans and APPs for 2021-2024 developed	One status report produced on draft Annual Performance Plans for national government departments developed	1 analysis report on draft Annual Performance Plans for all national government departments	1 Analysis report produced on draft Annual Performance Plans for national government department	1 disability inclusion analysis report on draft Annual Performance Plans of national government departments produced	1 disability inclusion analysis report on draft Annual Performance Plans of national government departments produced	1 disability inclusion analysis report on draft Annual Performance Plans of national government departments produced	
Accessible and available evidenced based knowledge and information on access to services, empowerment and participation for women, youth and persons with disabilities.	Research report on the impact of climate change on persons with disabilities and their inclusion in climate action, mitigation and adaptation strategies produced	Number of Research reports produced on the impact of climate change on persons with disabilities and their inclusion in climate action, mitigation and adaptation strategies	New	One research report on the inclusion of persons with disabilities Produced	1 status report on the disability rights monitoring tool developed	1 research report on access to education support and service for children and young people with disabilities developed	1 Research report on the impact of climate change on persons with disabilities and their inclusion in climate action, mitigation and adaptation strategies produced	-	-	

Outcomes	Outputs	Output Indicator	Annual Targets				
			Audited / Actual Performance		Estimated Performance	MTEF Period	
			2020/21	2021-22		2024-25	2026/27
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and the world	Country report on the United Nations Convention on the rights of persons with disabilities developed	Number of country reports on the United Nations Convention on the rights of persons with disabilities developed	-	-	-	1 country report on the United Nations Convention on the rights of persons with disabilities developed	-

Output Indicators: Annual and Quarterly Targets

Output Indicators		Annual Targets			
Sub-programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities		Q1	Q2	Q3	Q4
Number of advocacy manuals on disabilities developed	6 advocacy manuals on Disabilities developed			3 Draft Advocacy Manuals on Disabilities developed	3 advocacy manuals on Disabilities developed
Draft Disability Advocacy and Mainstreaming Strategy approved	Draft Disability Advocacy and Mainstreaming Strategy submitted to Minister /DG for approval	Draft Disability Mainstreaming Strategy consulted	Draft Disability Advocacy and Mainstreaming Strategy submitted to Minister /DG for approval	-	-
Number of RPD machinery meetings convened	2 RPD Machinery meetings convened	1 National Disability Rights Machinery meetings convened	-	-	1 National Disability Rights Machinery meetings convened

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Number of Annual progress reports on the implementation of the White Paper on the rights of persons with disabilities developed	1 Annual progress report on the implementation of the White Paper on the rights of persons with disabilities developed	-	First draft annual progress report on the implementation of the White Paper on the rights of persons with disabilities developed	Second draft annual progress report on the implementation of the White Paper on the rights of persons with disabilities developed	1 Annual progress report on the implementation of the White Paper on the rights of persons with disabilities developed
Number of disability inclusion analysis report on draft Annual Performance Plans of national government departments produced	1 disability inclusion analysis report on draft Annual Performance Plans of national government departments produced	-	-	Initial analysis report on draft annual performance plans of national government departments produced	1 disability inclusion analysis report on draft Annual Performance Plans of national government departments produced
Number of Research reports on the impact of climate change on persons with disabilities and their inclusion in climate action, mitigation and adaptation strategies produced	1 Research report on the impact of climate change on persons with disabilities and their inclusion in climate action, mitigation and adaptation strategies produced		Inception report and project plan produced	Status report research on the impact of climate change on persons with disabilities and their inclusion in climate action, mitigation and adaptation strategies produced	1 Research report on the impact of climate change on persons with disabilities and their inclusion in climate action, mitigation and adaptation strategies produced
Number of country reports on the United Nations Convention on the rights of persons with disabilities developed	1 country report on the United Nations Convention on the rights of persons with disabilities developed	-	First draft country report on the United Nations Convention on the rights of persons with disabilities developed	1 Country report on the United Nations Convention on the rights of persons with disabilities developed	-

Explanation of planned performance over the medium term period

Sub-programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities

The Sub-Programme Advocacy and Mainstreaming for the Rights of Persons with Disabilities will in line with awareness raising framework, advocate and lobby all stakeholders to institutionalise the 365 days Calendar on disabilities and Disability Rights Awareness month to foster for a coordinated , aligned awareness raising on different disabilities to deal with stigmatisation , attitudes and perception towards persons with disabilities. To this end, the department will support, collaborate with the disability sector on visible awareness campaigns on disabilities and thematic areas that guide Disability Rights Awareness month to showcase achievements, gaps and solutions on disability.

The development of a draft Disability Advocacy and mainstreaming strategy will guide government departments to mainstream disability in programs, projects and services and institutionalise for disability inclusion. The Development of Advocacy manuals on different disabilities is aimed at demystifying perceptions , attitudes and behaviours of society by guiding, empowering society with information on different disabilities therefore creating more awareness and increasing information about the different disabilities breaking the access barrier due to misinformation and discriminatory perceptions, attitudes and behaviours and subsequently allowing for the rights of persons with Disabilities to be recognised and upheld.. Five manuals have been developed on Autism, Epilepsy, Acceptable terminology on disability, Wheel chair provision and Deaf-Blind disabilities. These disabilities were identified as those that are at most misunderstood by society and misdiagnosed.

In line with the White paper on the Rights of persons with Disabilities, The Department has developed, consulted on four frameworks namely Awareness raising, Reasonable Accommodation, Universal design and Access and Self-representation. The four frameworks were approved by Cabinet and three were therefore gazetted and published. Government departments were provided with guidelines on how to implement the frameworks and will be submitting the implementation plans to the DWYPD. The Framework on Self-representation has since been approved towards gazetted, publishing and printing. The department conducted Awareness-raising workshops in provinces. The sessions were attended by National and Provincial government departments, Disability Sector in the provinces and Municipalities.

The purpose of these workshops was to guide and empower duty bearers of their responsibility towards disability inclusion on their programs, projects and services in line with the White Paper and its implementation matrix. Departments are therefore expected to develop implementation plans in line with the frameworks. The department will continue to guide and ensure compliance on the development of implementation plans strengthening accountability for disability inclusion. The department has instituted the National Disability Rights Machinery. The Disability Rights machinery provides a platform for joint planning and accountability on progress made towards implementation of the disability agenda.

The machinery sits twice a year. The machinery is structured in such a way that the disability sector (Organisations of and for persons with Disabilities, PWGD, Non-aligned organisations) have a separate caucus and discuss plans for the year; The Government also convenes to discuss plans for the year and on the third day a joint machinery of (Government and disability sector) discuss way forward and integrate plans. The purpose of the machinery is to ensure that all stakeholders have a clear aligned disability Agenda for the year for implementation.

A PWGD strategy has been developed to guide the work of the Presidential Working Group on Disability.

The Department serves as the secretariat of the Presidential Working Group on Disability. The Presidential working group on Disability is made up of nominated individuals based on experience, knowledge and participation in the disability sector. Most of the nominees who serve as members are from disability sector organisation. The PWGD was set up to advice the President on Disability matters throughout government.

Sub-programme: Governance and Compliance for the Rights of Persons with Disabilities

The Sub-Programme Governance and Compliance for the Rights of Persons with Disabilities will develop a status report on national and international obligations articulated in the White Paper on the Rights of Persons with Disabilities and the United Nations Convention on the Rights of Persons with Disabilities. The status report will focus on tracking institutional performance on inclusion of persons with disabilities with information submitted to the Department. Due to challenges experienced by reporting institutions in terms of the various disability rights instruments, the department developed a monitoring tool to streamline and simplify disability rights reporting. The aim of the harmonisation project was to align the disability rights instruments and to create synchronicity in terms of reporting and monitoring of all these instruments. The simplified results-based reporting template will be utilised to collect performance information and reporting from government department going forward. The ultimate goal is to progressively develop an automated electronic reporting system. The indicators in the disability rights monitoring tool are based on the National Development Plan and information provided by government departments and other institutions included in the status report will ensure that progress is tracked and reported in accordance with the disability rights inclusive agenda as provided for in all national, regional and global disability rights instruments.

The department together with the support of UNISEF is developing the automated reporting system in terms of data collection on Women, Youth and Persons with Disabilities and aims to operationalise and pilot the system in 2024/25 financial year. The mechanisms for tracking planning and performance will also include the analysis of draft Annual Performance Plans of national government departments in conjunction with DPME to advice on whether Departmental Annual Performance Plans include disability responsive indicators. An evaluation project on the implementation of the White Paper on the Rights of Persons with Disabilities was finalised in partnership with DPME during this financial year. The purpose of the formative/implementation evaluation was to reflect systemic achievements and challenges on the implementation of the White Paper on the Rights of Persons with Disabilities. It is of paramount importance to evaluate the processes of the WPRPD in terms of implementation, value for money and progressive realisation of rights for persons with disabilities since its approval by Cabinet in 2015. An improvement action plan was developed as a results of the recommendations of the evaluation report and will be monitored by the DWYPD to ensure compliance and accountability.

Furthermore a research project on access to education support and services for children and young people with disabilities has been conducted, The recommendation of the research will be communicated to the National Department of Basic Education to guide with the review of Education White Paper 6 of 2001 and developing an implementation strategy on improving access to education support and services of children and young people with disabilities

The Sub-Programme Governance and Compliance for the Rights of Persons with Disabilities and STATS SA have re-established the Disability Advisory Group (DAG) which will work in approval of the report on the standardisation of disability measure in administrative data resulting from the partnership with the World Bank. The Disability Advisory Group will also aid in research development of disability statistics as well as disability mainstreaming STATS SA surveys.

A status report highlighting the impact climate change has on persons with disabilities and the inclusion in climate action, adaptation and mitigation strategies has been developed. A research project in collaboration with national and international partners will be conducted during the 2024/25 financial year to ensure that the rights of persons with disabilities are protected and that all the climate action strategies are responsive and disability inclusive. The research project will contribute to providing an evidential knowledge base from which lessons can be learned and recommendations implemented in terms of promoting a disability inclusive climate change and climate action agenda. The aim of the research is to assist with promoting and protecting the rights of persons with disabilities who are victims of natural disasters caused by climate change and will also ensure meaningful participation and consultation so that the voices of persons with disabilities are heard throughout the process of policy and legislative initiation and implementation.

South Africa ratified the UNCRPD in 2007. According to the convention South Africa is required to periodically report on its progress made in terms of the convention to the Committee on the UNCRPD. The DWYPD has received the list of issues from the Committee on the UNCRPD and will need to respond to the list of issues and will need to submit the combined second, third and fourth periodic UN country report by 14 October 2024. The aim is to assess the state of implementation of rights for

persons with disabilities as provisioned in the UNCRPD. This is an international obligation for South Africa as a state party to the Convention and the UN country report will demonstrate efforts been made in South Africa to strengthen disability rights agenda and furthermore towards domestication of the UNCRPD.

Programme Resource Consideration

Expenditure Estimates							
	Expenditure Outcome			Ad-justed Appropriation	Medium-term Expenditure Estimates		
	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27
	R`000	R`000	R`000	R`000	R`000	R`000	R`000
4. Rights of Persons with Disabilities and Advocacy							
1.Management: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	0	0	1 101	477	545	575	606
2.Advocacy and Mainstreaming for the Rights of Persons with Disabilities	8 196	10 887	16 413	15 731	13 964	13 061	17 515
Total	8 196	10 887	17 514	16 208	14 509	13 636	18 121
Economic Classification							
Compensation of employees	7236	8 904	8 902	10 611	10 240	10 860	11 504
Goods and services	960	1 956	8 292	5 408	4 072	2 570	6 402
Transfers and subsidies	0	0	188	189	197	206	215
Payments for capital assets	0	27	132	0	0	0	0
Payments for financial assets	0	0	0	0	0	0	0
Total Economic classification	8 196	10 887	17 514	16 208	14 509	13 636	18 121

The Sub Programme Advocacy and Mainstreaming allocated budget will go towards the implementation of the APP Targets on the Development and printing of the Disability Advocacy Manuals , the Gazetting, publishing and printing of the Strategic framework on Self-Representation of persons with Disabilities, The Launch of the Disability Rights Awareness Month and the hosting of the International Day of and for persons with Disabilities, host Presidential Working Group meeting with the President as secretariat of the Presidential Working Group on Disability, Host two Disability Rights

machinery meetings and develop a Disability Advocacy and Mainstreaming Strategy. The goods and services budget will further be utilised towards the provision of South African Sign Language Interpreters for the sub program programmes. Where we engage with stakeholders and sector.

The Subprogram is under resourced in terms of human resource capacity with currently, Chief Director, Director, Assistant Director and two (2) Personal Aides on contract and Projects Officer on contract.

The Sub-Programme Governance and Regulations for the Rights of Persons with Disabilities is allocated a total of R4 477 000.00 for compensation of employees in the 2024-25 financial year, with an amount of R2 032 000.00 allocated for goods and services to support the output indicators and planned performance targets. The sub-programme will implement 4 output indicators in the planned performance targets. In 2024-25 the sub-programme will develop 1 Status report on the implementation of the White Paper on the rights of persons with disabilities covering the 2022-2023 financial year. Analysis report on draft Annual Performance Plans for national government departments, 1 Research report produced on the impact of climate change on persons with disabilities and their inclusion in climate action, mitigation and adaptation strategies . And 1 Country report on the United Nations Convention on the rights of persons with disabilities developed. The goods and services budget will be utilised to conduct research, hold consultative and validation workshops with stakeholders, develop the UN country report, gazetting of reports on the WPRPD and the UN country report, approved by Cabinet.

This work will be implemented using internal resources and human resource capacity consisting of The Chief Director, Director, Deputy Director and 1 Admin assistant. This Chief Directorate Governance and Regulations is severely under capacitated and budget is required to fund the positions of an Assistant Director, Senior Admin Officer and Personal Aides to employees with disabilities.

Updated Key Risk and Mitigation from Strategic Plan

Outcome	Key Risk	Risk Mitigation
Rights of WYPD realised	Inadequate information and knowledge on different disabilities	Consultation on validation of the manuals
Gender, youth and disability rights machineries institutionalized	Non-participation in machineries by key stakeholders	Issue DG to DG letters
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and world.	Inaccurate and incomplete information submitted by national departments and provincial office of the premier	DG to DG letters will be send to individual departments requesting them to provide reports.
Government Wide planning, budgeting, M&E	Non-inclusion of disability targets on Annual Performance Plans for national government departments	Request departments who have not included disability inclusive indicators in their APPs to develop action plans
Addresses priorities relating to women's empowerment, youth development and the rights of persons with disabilities	Failure to finalize the evaluation report	Partner with DPME for the implementation of the evaluation report
Accessible and available evidenced based knowledge and information on access to services, empowerment and participation for women, youth and persons with disabilities.	Inability to produce research report on access to education support and services for children and young people with disabilities	Project steering committees to provide oversight

Programme 5: Rights of Youth

Purpose:

The purpose of Programme 5 is to advocate for mainstreaming of the Rights of Youth.

Sub-programme:

- **Management: Advocacy and Mainstreaming for the Rights of Youth:** The purpose of the sub-programme is to advocate and mainstream for the transformation and empowerment of persons with disabilities.
-
- **Advocacy and Mainstreaming for the Rights of Youth:** The purpose of the sub-programme is to advocacy and Mainstreaming for the Rights of Youth.

Outcomes, Outputs, Performance Indicator and Targets

Outcomes	Outputs	Output Indicator	Annual Targets				MTEF Period			
			Audited / Actual Performance		Estimated Performance	MTEF Period				
			2020/21	2021-22		2022-23	2023-24	2024-25	2025-26	2026-27
Sub-programme: Advocacy and Mainstreaming for the Rights of Youth										
Rights of WYPD realised	SANDF led National Youth Service (NYS) Programme implemented	Number of SANDF led National Youth Service (NYS) Programme implemented	New	New	New	SANDF-led National Youth Service (NYS) programme developed	2 SANDF led National Youth Service (NYS) Programme implemented	2 SANDF led National Youth Service (NYS) Programme implemented	2 SANDF led National Youth Service (NYS) Programme implemented	2 SANDF led National Youth Service (NYS) Programme implemented
	Farming projects established	Number of Farming projects established	New	New	New	5 Farming cooperatives established	5 Farming projects established	5 Farming projects established	5 Farming projects established	5 Farming projects established
	Bakery training centres established	Number of bakery training centres established	New	New	New	3 bakery training centres established	3 Bakery training centres established	3 Bakery training centres monitored	3 Bakery training centres evaluated	3 Bakery training centres evaluated

Outcomes	Outputs	Output Indicator	Annual Targets					
			Audited / Actual Performance			Estimated Performance	MTEF Period	
			2020/21	2021-22	2022-23		2023-24	2024-25
	NYP implementation monitoring reports	Number of NYP implementation monitoring reports produced	4 NYP Implementation monitoring reports produced	2 NYP Implementation monitoring reports produced	4 NYP Implementation Monitoring reports produced	4 NYP Implementation Monitoring reports produced	4 NYP Implementation Monitoring reports produced	4 NYP implementation monitoring reports produced
	South African Youth Development Bill developed	South African Youth Development Bill processed to be tabled in Cabinet	New	New	South African Youth Development Bill refined	South African Youth Development Bill processed to Cabinet	South African Youth Development Bill processed to be tabled in Cabinet	SAYD Act popularised
	Monitoring of the NYDA	Number of NYDA monitoring reports produced	4 NYDA quarterly monitoring reports produced	4 NYDA quarterly monitoring reports produced	4 NYDA quarterly monitoring reports produced	4 NYDA quarterly monitoring reports produced	4 NYDA quarterly monitoring reports produced	4 NYDA quarterly monitoring reports produced
	Youth Machinery convened	Number of National Youth machinery meetings convened	New	New	4 National Youth machinery meetings convened	4 National Youth machinery meetings convened	4 National Youth machinery meetings convened	4 National Youth machinery meetings convened

Indicators, Annual and Quarterly Targets

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Sub-programme: Advocacy and Mainstreaming for the Rights of Youth					
Number of SANDF led National Youth Service (NYS) Programme implemented	2 SANDF led National Youth Service (NYS) Programme implemented	Consultations to implement the SANDF led National Youth Service (NYS) Programme	Consultations to implement the SANDF led National Youth Service (NYS) Programme	1 SANDF led National Youth Service (NYS) Programme implemented	1 SANDF led National Youth Service (NYS) Programme implemented
Number of Farming projects established	5 Farming projects established	1 Farming projects established	1 Farming projects established	2 Farming projects established	1 Farming projects established
Number of bakery training centres established	3 Bakery training centres established	-	-	1 Bakery training centre established	2 Bakery training centres established
Number of NYP implementation monitoring reports produced	4 NYP implementation monitoring reports produced	1 NYP implementation monitoring report produced	1 NYP implementation monitoring report produced	1 NYP implementation monitoring report produced	1 NYP implementation monitoring report produced
South African Youth Development Bill processed to Cabinet	South African Youth Development Bill processed to be tabled in Cabinet	-	-	-	South African Youth Development Bill processed to be tabled in Cabinet
Number of NYDA monitoring reports produced	4 NYDA quarterly monitoring reports produced	1 NYDA quarterly monitoring report produced	1 NYDA quarterly monitoring report produced	1 NYDA quarterly monitoring report produced	1 NYDA quarterly monitoring report produced
Number of National Youth machineries meetings convened	4 National Youth machineries meetings convened	1 National Youth machinery meeting convened	1 National Youth machinery meeting convened	1 National Youth machinery meeting convened	1 National Youth machinery meeting convened

Explanation of planned performance over the medium term period

Government Youth Employment Creation Programmes Evaluation

Youth unemployment persistently remains high, irrespective of young people's education levels. Government has interventions in place to stimulate job creation in various sectors such as agriculture, public works, creative industries, community service etc. However, the continued increase in youth unemployment figures suggests that these interventions are making very little impact.

According to the National Development Plan, the unemployment rate should fall from 24.9% in 2012 to 6% by 2030. This will require an additional 11-million jobs. Total employment should rise from 13-million to 24-million; public employment programmes should reach 2-million people. The department is conducting a study to evaluate government youth employment programmes, to be concluded at the end of 2023/2024, which is critical in providing evidence on how the current and future programmes can be strengthened to replicate those that have high impact; scale them up to reach many young beneficiaries; increase their sustainability; and assess value for money in relation to achievement of the set priorities. The evaluation would focus on selected government youth employment creation programmes and assess the progress made towards the achievement of results, over five-year financial year (2015/2016 to 2020/2021). The extent to which the programmes increase the likelihood of youth being employed will be determined.

All-of-Government and All-of-Society Approach towards implementation of an SANDF-led National Youth Service.

In 2023/2024, the Department was able to develop a concept document for the SANDF-led National Youth Service (NYS) programme, which bring stakeholders on board, in addressing the pressing challenge of youth unemployment. Against this backdrop, in this financial year, the Department will ensure that the implementation of the SANDF-led is monitored. The evaluation will be done in the outer years.

An SANDF-led National Service seeks to:

- Train and capacitate our communities to be resilient and self-sustaining, massify sector-specific skills development, power up our nation's industrialisation aspirations and grow local economies.
- It will kick-start a deliberate skills revolution which is open to every South African son and daughter, preparing them to meet the country's current and future professional needs, and for a future free of want and basic insecurity.
- Armed with military capital, the National Service will give our communities an invaluable identity that embodies discipline, patriotism and professionalism of the highest order. It will mobilise and organise our communities into force multipliers and first respondents to some of the nation's most immediate challenges, such as crime, poor infrastructure, low levels of literacy, inadequate access to primary healthcare, etc.
- Overall, we are putting forward an SANDF-led National Service as the mainstay of efforts aimed at ensuring the existential continuum and attainment of a secure state by adding value to our population, our territorial integrity, the functioning of our government (particularly its ability to deliver services), and the ability of our nation enter into relationships that advance our national interests and national wellbeing.

- DDWYPD will also process the South African Youth Development (SAYD) Act – a framework legislation for youth development, to Parliament through Cabinet. The Bill is an overarching legislation for youth development, intended to facilitate institutionalisation and mainstreaming of youth development and thus providing for youth development coordination mechanisms at national, provincial, and local levels. It will also provide for the setting of youth development norms and standards for service delivery as well as professionalization of youth work for all youth development practitioners. The Bill is to be presented to Cabinet for approval as a discussion document, thereafter gazetted, published, and then consulted with the public. It will be refined and processed to Cabinet for approval, so that it can be tabled in Parliament.

The DWYPD is amending the NYDA Act, Act No. 54 of 2008 – the founding legislation for the NYDA. The purpose is to refine 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. The Bill was tabled and debated in Parliament in 2023/2024. It was adopted by the National Assembly and will soon be passed into law by the President.

Integrated- Farming Value Chain projects established and Women, Youth, and Persons with Disabilities trained bakery

Poverty-stricken communities face numerous challenges, including weakened livelihoods, hunger, limited or no economic opportunities, little to no income and inadequate access to resources. These challenges contribute to the cycle of poverty which disproportionately affects women, youth, and persons with disabilities, particularly those in rural and township communities. It is on this basis that the DWYPD called for a significant doctrinal change in the Department's positioning and character.

During the last year of the 6th Administration, in accordance with the APP, the department is to be transformed into an effective Project Management and Implementation arm of the Presidency, with matters relating to the wellbeing and advancement of the interests of Women, Youth, and Persons with Disabilities. The special projects are aimed at reducing the impact of extreme poverty, unemployment, basic socio-economic insecurity through sustainable livelihoods restoration, and creation/ building of community wealth. It also will contribute to government's Economic Reconstruction and Recovery Plan (ERRP). Another aim is to provide training and capacity building for women, youth, and persons with disabilities in targeted rural and township communities which falls within the poorest districts. It is intended to increase participation of women, youth, and persons with disabilities in entrepreneurial activities and to subvert the impact of unemployment and poverty in South Africa's poorest districts.

Various stakeholder engagements at provincial and local levels took place to identify project sites in identified local municipalities; identify beneficiaries who will be participants in the special projects; identify training needs; and solicit resources - financial and non-financial.

Number of National Youth machinery meetings

The unit facilitates quarterly National Youth Machinery meetings which is a national stakeholder engagement of youth focal points representing the public sector, private sector and civil society. The youth machineries coordinate and integrate youth development initiatives, so that the youth can receive coordinated package of services. It is through the Forums that support and guidance are provided to all stakeholders to ensure responsiveness. The youth machinery forums operate in the context of the Inter-Governmental Relations (IGR), where there is cooperation between different spheres of government to deliver services in a coherent, and integrated manner.

NYDA monitoring reports produced

The National Youth Development branch, quality assures the NYDA quarterly performance reports and also compiled quarterly Monitoring Reports. The NYDA is a schedule 3A entity and a public entity, as an entity that is classified as a schedule 3A and 3C entity it is an extension of the public service, an entity with the mandate to fulfil a specific economic or social responsibility of government. Transfer of the NYDA's allocation is through the department. Therefore the department performs both financial and performance oversight. This is aligned to the PFMA Act, as it articulates in section 62 (2) that, "the Executive Authority responsible for a public entity under the ownership control of the national or a provincial executive, must exercise that executive's ownership control powers to ensure that, that public entity complies with this Act and the financial policies of that executive."

Programme Resource Consideration

Expenditure Estimates							
1.	Expenditure Outcome			Ad-justed Appropriation	Medium-term Expenditure Estimates		
	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27
5. Rights of Youth	R`000	R`000	R`000	R`000	R`000	R`000	R`000
1.Management: Advocacy and Mainstreaming for the Rights of Youth	0	0	0	0	619	1 603	1 667
2.Advocacy and Mainstreaming for the Rights of Youth	7 362	9 718	10 761	12 038	10 939	10 151	10 644
3.National Youth Development Agency	367 820	900 962	681 265	703 066	704 310	474 725	496 389
Total	375 182	910 680	692 026	715 104	715 868	486 479	508 700

Economic Classification							
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The Youth programme is one of the smallest programmes in the Department. Directorates have a maximum of 3 people. It also has one of the smallest goods and services budgets in the Department, with a bulk of its budget transferred to the National Youth Development Agency. In order to maximize 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 youth development is prioritised.

Key Risks and Mitigation

Outcome	Key Risk	Risk Mitigation
Rights of WYPD realised	Non implementation of projects (SANDF led NYS project, Integrated farming co-operatives, Training in bakery)	2. Mobilise financial resources from potential funders in government and private sectors
	Delay in approval of the SAYD Bill into law	3. Processing of the revised bill to cabinet
	Inadequate oversight of the NYDA	4. Quality assure NYDA APP and quarterly performance
	Non-participation in National Youth Machineries by key stakeholders	5. Issue DG to DG letters

PUBLIC ENTITIES

Name of Public Entity	Mandate	Key Outputs	Current Annual Budget (R thousand)
National Youth Development Agency (NYDA)	The National Youth Development Agency was established in 2009 through the merger of the National Youth Commission and the Umsobomvu Youth Fund. The National Youth Development Agency Act (2008) is the founding legislation of the National Youth Development Agency. The agency's role is to initiate, implement, facilitate and monitor youth development interventions aimed to facilitate participation and empowerment of young people and promote social cohesion.	The NYDA's outputs will focus on rendering comprehensive services to support decent employment, skills development and entrepreneurship development and support through financial and non-financial support services for young people. It will include partnering with different sectors to provide training in technical and vocational skills, providing grants to young people for enterprise development, and coordinating the national youth service programmes. The Agency will also implement an Integrated Youth Development Strategy and develop youth centric research reports.	515 859

Commission for Gender Equality

The Commission for Gender Equality (CGE) is a state institution established by Chapter 9 of the Con-

stitution to strengthen constitutional democracy. Similar to the Public Protector (PP), the South African Human Rights Commission (SAHRC), the Commission for the Promotion and Protection of the Rights of Cultural (CRL), Religious and Linguistic Communities, the Auditor-General (AG), and the Independent Electoral Commission (IEC) the CGE is an independent body subject only to the Constitution and the law. The obligation of the CGE to strengthen constitutional democracy is focussed on the attainment of gender equality. Section 187(2) of the Constitution grants the CGE “the power, as regulated by national legislation, necessary to perform its functions, including the power to monitor, investigate, research, educate, lobby, advise and report on issues concerning gender equality.” The CGE also has the power to institute proceedings in terms of the Promotion of Equality and Prevention of Unfair Discrimination Act No.4 of 2000 (PEPUDA). The CGE is entrusted to be impartial and to exercise its powers and perform its functions without fear, favour or prejudice. Other organs of state, through legislative and other measures, must assist and protect the CGE to ensure its independence, impartiality, dignity and effectiveness. It is an integral part of the National Gender Machinery (NGM).

In relation to the CGE, the DWYPD under the stewardship of the Minister, is at the apex of the NGM as a coordinating structure that facilitates institutional coherence across government. Central to the mandate of the DWYPD is championing the advancement of women’s socio-economic empowerment and attainment of gender equality. Some of the functions of the DWYPD and CGE are similar. The DWYPD is tasked to develop gender frameworks, national gender plans and strategies, as well as the monitoring thereof, including the development of monitoring indicators, The National Gender Policy Framework of 2020 states the central coordinating functions of the department as to advise and brief the President, Deputy President, Ministers, departments, provinces and publicly funded bodies; and to liaise with international bodies; liaise, and consult and liaise with civil society and parliament. Accordingly, the DWYPD and CGE have to work closely, in order to foster mainstreaming of policies and practices; and promote coordination and cooperation in relation to women’s empowerment and gender equality. One of the functions of the CGE is that the CGE has a litigation function and can investigate any gender related issue on receipt of a complaint; and must attempt to resolve any dispute or rectify any action by mediation, conciliation and negotiation.

The legislative relationship between the DWYPD and the CGE is determined by the CGE Act 1996), which instructs the Minister in the Presidency for Women, Youth and Persons with Disabilities to recruit potential members of the Commission, to issue a public notice through the media inviting interested parties to propose candidates for membership. The candidates are subsequently reviewed by the Portfolio Committee, approved by the National Assembly, and appointed by the President in terms of Act 39, 1996, s. 2-3). The commission derives all its revenue through transfers from the department of which are set to amount to R279.3 million over the MTEF period.

INFRASTRUCTURE PROJECTS

None

PUBLIC-PRIVATE PARTENERSHIPS (PPPs)

None



TECHNICAL INDICATOR DESCRIPTION

TECHNICAL INDICATOR DESCRIPTION

Programme 1: Administration

Sub-Programme: Departmental Management	
Indicator Title	Unqualified audit opinion on predetermined objectives and compliance matters
Definition	<p>This refers to an audit opinion expressed by AGSA on predetermined objectives performed to determine whether the reported performance against predetermined objectives in the annual performance report is useful and reliable in all material respects, based on predetermined criteria. This means that the reported performance information must be valid, accurate and complete.</p> <p>The purpose of the indicator is to improve the department's compliance with governance prescripts and performance management and reporting framework.</p>
Source of Data	Management or Audit Report by the AGSA on the Predetermined Objectives
Method of Calculation/ Assessment	Audit opinion on predetermined objectives
Means of verification	<p>Audit Report by AGSA on Strategic Plan and APP.</p> <p>Review of the annual performance information report.</p>
Assumptions	The AGSA will perform an audit on Strategic Plan and APP and that there are no material findings on the Annual Performance Report
Disaggregation of Beneficiaries (where applicable)	Not applicable
Spatial Transformation (where applicable)	Not applicable
Calculation Type	Non-Cumulative
Reporting Cycle	Annual
Desired Performance	An unqualified audit opinion without audit findings
Indicator Responsibility	Chief Director: Office of the Director-General

Sub-Programme: Corporate Management	
Indicator Title	Number of Business Continuity Risk Monitoring reports produced
Definition	<p>Business Continuity Risk Monitoring reports will be developed based on the risk assessment conducted to identify risk that may hamper the continuation of critical services in the case of an occurrence of a disaster. The purpose is to track and monitor the implementation of the risk mitigation actions on a quarterly basis that will ensure the success of the Business Continuity, Departmental Management will submit quarterly monitoring reports on the status of implementation of the risk mitigation actions</p>
Source of Data	Risk & Integrity Management Operational Plan, Business Continuity risk register

Method of Calculation /Assessment	Qualitative – achievements against Business Continuity Risk Register's risk mitigation actions
Means of Verification	Quarterly Business Continuity Risk Monitoring reports
Assumptions	Adequate funding and availability of resources for implementation
Disaggregation of Beneficiaries (where applicable)	Not applicable
Spatial Transformation (where applicable)	National
Calculation Type	Cumulative (year to end)
Reporting Cycle	Quarterly
Desired Performance	Achievement against targets of Business Continuity risk register
Indicator Responsibility	CD: Office of the Director-General

Sub-Programme: Financial Management	
Indicator Title	Percentage of all valid invoices paid within 30 days
Definition	Ensure that payments are affected within 30 days from receipt of a valid invoice by the DWYPD. To ensure compliance with Instruction Note 34 from National Treasury and to ensure that suppliers are paid on time.
Source of Data	Internal Invoice payment tracking system and BAS payments reports
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	Instruction note 34 monthly reports and/or the IYM reports.
Assumption	Not applicable
Disaggregation of Beneficiaries (where applicable)	Not applicable
Spatial Transformation (where applicable)	Not applicable
Calculation Type	Non-cumulative for quarterly and cumulative for annual reporting
Reporting Cycle	Quarterly and Annually
Desired Performance	100% of service providers with valid invoices paid within 30 days
Indicator Responsibility	Chief Financial Officer

Sub-Programme: Financial Management	
Indicator Title	Unqualified audit opinion on Annual Financial Statements
Definition	This refers to an opinion expressed by Auditor General of South Africa(AGSA) ON THE Annual Financial Statements at the end of the financial year
Source of Data	Management and Audit Report from AGSA on the annual financial statements
Method of Calculation/ Assessment	The audit opinion expressed by AGSA on the Annual Financial Statements
Means of verification	Audit Report by AGSA on Annual Financial Statements
Assumptions	The AGSA will perform an audit on the Annual Financial Statements
Disaggregation of Beneficiaries (where applicable)	Not applicable
Spatial Transformation (where applicable)	Not applicable

Calculation Type	Non-cumulative
Reporting Cycle	Annually
Desired Performance	Unqualified audit opinion
Indicator Responsibility	Chief Financial Officer

Sub-Programme: Financial Management

Indicator Title	Percentage procurement spend on entities owned by women, youth and persons with disabilities
Definition	Ensure 40%, 30% and 7% of the procurement spend of the department directed to women youth and persons with disabilities owned companies as per government priorities in the National Strategic Plan 2022-23. The purpose is to contribute towards the economic empowerment of women, youth and persons with disabilities. Procurement spent on WYPD will be guided by SCM policy.
Source of Data	Central Supplier Database dump from National Treasury
Method of Calculation/ Assessment	Mathematical calculation as a percentage women youth and persons with disabilities entities participated in the procurement spend of the department.
Means of verification	Excel spreadsheet outlining the level of performance
Assumptions	The women, youth and persons with disabilities owned entities responsiveness to the procurement requests. All commodities are developed and accommodate women owned entities
Disaggregation of Beneficiaries (where applicable)	Women, youth and persons with disabilities owned entities
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative for quarterly and Cumulative for annually
Reporting Cycle	Quarterly and Annually
Desired Performance	40%, 30% and 7% procurement spend on entities owned by women,youth and persons with disabilities
Indicator Responsibility	Chief Financial Officer

Sub-Programme: Corporate Management

Indicator Title	Percentage vacancy rate
Definition	The vacancy rate monitors the resourcing of the Department in terms of its vacant posts and the period that it takes to fill such posts
Source of Data	PERSAL reports
Method of Calculation/Assessment	Quantitative - mathematical calculation as a percentage of funded vacancies against total funded posts
Means of Verification	Monthly Establishment reports

Assumptions	Confirmation of continued funding of vacancies by the Budget Committee
Disaggregation of Beneficiaries (where applicable)	Not applicable
Spatial Transformation (where applicable)	National
Calculation Type	Non-cumulative
Reporting Cycle	Quarterly
Desired Performance	Maintain a vacancy rate within public service norms Funded vacancies filled within 8 months of becoming vacant
Indicator Responsibility	CD: Corporate Management

Sub-Programme: Corporate Management	
Indicator Title	Number of progress reports on implementation of the Human Resource Plan produced
Definition	Progress reports on the implementation of human resource planning priorities to optimise the Department's resource capability to achieve its strategic outcomes and outputs.
Source of Data	PERSAL; Human Resource Oversight, Training and management reports
Method of Calculation/Assessments	Qualitative – achievements of activities and targets for each year of the Plan as measured against the MTEF actions
Means of Verification	Quarterly Human Resource Planning Implementation Reports
Assumptions	Adequate allocation of resources to the respective priority interventions
Disaggregation of Beneficiaries (where applicable)	Not applicable
Spatial Transformation (where applicable)	National
Calculation Type	Cumulative (year-end)
Reporting Cycle	Quarterly
Desired Performance	Achievement against targets of the HR Implementation Action Plan
Indicator Responsibility	CD: Corporate Management

Sub-Programme: Corporate Management	
Indicator Title	Percentage Representation of Employees with Disabilities Increased
Definition	Increased percentage of representation of employees with disability in the Department.
Source of Data	PERSAL; Human Resource Oversight reports
Method of Calculation/ Assessments	Quantitative - mathematical calculation as a percentage of employees with disabilities against total headcount
Means of Verification	Monthly Establishment reports, Persal reports
Assumptions	Voluntary declaration by employees with disabilities Allocate resources to improve reasonable accommodation

Disaggregation of Beneficiaries (where applicable)	Employees with disabilities
Spatial Transformation (where applicable)	National
Calculation Type	Cumulative
Reporting Cycle	Quarterly
Desired Performance	Increase the target of representivity of employees with disabilities in the department
Indicator Responsibility	CD: Corporate Management/D: HRM

Programme 2: Advocacy and Mainstreaming for the Rights of Women

Sub-programme: Economic Empowerment of Women	
Indicator Title	Number of interventions to support economic empowerment, participation and ownership of women, youth and persons with disabilities implemented.
Definition	<p>The forms of interventions are in the following sectors: agriculture, sanitary dignity programme, trade and green economy by coordinating business skills training and mentorship programs in partnership with key stakeholders for the economic empowerment and participation of women, youth and persons with disabilities in the various economic value chains in the following:</p> <ol style="list-style-type: none"> 1. Agriculture – DWYPD will coordinate business skills training programme to benefit SMMEs/Co-operatives in partnership with DALRRD and Thembisile Local municipality to benefit WYPD's 2. SDP Programme – DWYPD will coordinate a market access program in partnership with DSBD and Lindiwe Sanitary Pads to benefit SMME's/Co-operatives owned by WYPD's 3. Women in Trade Workshop – DWYPD will partner with WECONA national office to facilitate provincial rollout programme of action in 2 provinces 4. Green Economy – DWYPD will partner with DFFE to co-ordinate business skills training program to benefit SMMEs/Co-operatives in Waste, Recycling and Cleaning services owned by WYPD's
Source of data	Conferences, workshops and consultations with key national and provincial departments, key stakeholders, development partners and MTEF/MTSF Outcomes Reports,
Method of Calculation / Assessment	Number of interventions coordinated, facilitated and approved Minister
Means of verification	Reports on the interventions implemented per quarter. Agendas and attendance registers.
Assumptions	Women, youth and persons with disabilities are not adequately empowered
Disaggregation of Beneficiaries (where applicable)	By Women, Youth and Persons with disabilities

Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative (year-end)
Reporting Cycle	Quarterly
Desired performance	WYPD economically empowered.
Indicator Responsibility	Chief Director: Economic Empowerment of Women

Sub-programme: Economic Empowerment of Women	
Indicator Title	Number of progress reports on the implementation of the Economic Empowerment Strategy for WYPD produced
Definition	<p>The Economic Empowerment Strategy for WYPD is a tool to mainstream economic empowerment for WYPD. It will increase the participation of WYPD in ownership, management and enterprise development. The main service will be on skills development in the area of business development such as entrepreneurship and trade facilitation.</p> <p>Quarterly progress reports will be produced on the implementation of the Economic Empowerment Strategy.</p>
Source of data	25 Year review report, country gender framework report and EE Equity report, Stats SA, Quarterly labour force survey and employment stimulus package report
Method of Calculation / Assessment	Simple count number of reports developed
Means of verification	Progress reports produced on the implementation of Strategy for economic empowerment of WYPD
Assumptions	Sufficient data would be available to develop progress reports
Disaggregation of Beneficiaries (where applicable)	None
Spatial Transformation (where applicable)	None
Calculation Type	Cumulative (year-end))
Reporting Cycle	Quarterly
Desired performance	WYPD economically empowered.
Indicator Responsibility	Chief Director: Economic Empowerment of Women

Sub-programme: Economic Empowerment of Women	
Indicator Title	Number of progress reports on the implementation of the WYPD Socio-Economic Empowerment Index produced
Definition	<p>Socio-Economic Empowerment Index is a tool to monitor progress in mainstreaming the socio-economic empowerment of WYPD across public, private and civil society. The index contains indicators and empowerment indices used to address inequalities and enable WYPD to participate meaningfully in the socio-economic programmes and contribute towards their growth.</p> <p>Quarterly progress reports will be produced on the implementation of the WYPD Socio-Economic Empowerment Index.</p>
Source of data	Consultation workshops, government departments, Stats SA, Academic Institutions, private sector etc.
Method of Calculation / Assessment	Simple count number of reports developed
Means of verification	Reports produced per quarter on the implementation of the WYPD Socio-Economic Empowerment Index.
Assumptions	Sufficient data would be available to implement the SEEI for WYPD
Disaggregation of Beneficiaries (where applicable)	None
Spatial Transformation (where applicable)	None
Calculation Type	Non-Cumulative
Reporting Cycle	Annually
Desired performance	Improved WYPD Socio-Economic status
Indicator Responsibility	Chief Director: Economic Empowerment of Women

Sub-Programme: Social Empowerment of Women	
Indicator Title	Number of interventions to support social empowerment and participation of women, youth and persons with disabilities monitored
Definition	<p>Interventions are targeted programmes, partnerships, workshops and consultations with various stakeholders, development partners, national and provincial departments targeted to address the following:</p> <ul style="list-style-type: none"> (i) Menstrual Health (MH). (ii) Sexual Reproductive Health Rights (SRHR). (iii) Age Appropriate Comprehensive Sexuality Education (CSE). (iv) Water Supply Sanitation & Hygiene (WASH) <p>The interventions will be monitored to improve educational, health and skills outcomes for the socio empowerment and participation of women, youth and persons with disabilities.</p> <p>A report will detail number of interventions to support social empowerment and participation of women, youth and persons with disabilities implemented per quarter.</p>
Source of data	Conferences, workshops and consultations with key national and provincial departments, key stakeholders, development partners and MTEF/MTSF Outcomes Reports.

Method of Calculation / Assessment	Number of interventions coordinated, facilitated and approved Analysis report of intervention/s co-ordinated and facilitated developed and approved
Means of Verification	Report on the interventions implemented per quarter, attendance registers and agendas
Assumptions	Education, health and skills development objectives are not adequately addressed to ensure the socio empowerment of women, youth and persons with disabilities.
Disaggregation of Beneficiaries (where applicable)	Disaggregate impact on beneficiaries by age and grade.
Spatial Transformation (where applicable)	National and Provincial
Calculation Type	Non-Cumulative
Reporting Cycle	Quarterly
Desired performance	Improved educational and health outcomes and skills development for all women, girls, youth and persons with disabilities towards social transformation
Indicator Responsibility	Chief Director: Social Empowerment of Women

Sub-Programme: Social Empowerment of Women	
Indicator Title	Number of national departments plans monitored on the implementation of NSP on GBVF
Definition	<p>Progress report on implementation of the NSP on GBVF that are used by the DWYPD to build a strong, evidence based around GBVF; and for assessing the wide, diverse range of interventions being implemented to address it. The monthly progress report will be accompanied by a tracker indicating progress on achievement of NSP on GBVF pillar targets.</p> <p>The monitoring will focus on the six pillars of the NSP on GBVF: Pillar 1 – Accountability, Leadership and coordination; Pillar 2 – Prevention, Rebuilding and Social Cohesion; Pillar 3 – Justice, Safety and Protection; Pillar 4 – Response, Care Support, and Healing; Pillar 5 – Economic Power and Pillar 6 – Research and Information Management.</p>
Source of data	National Department Annual performance Plans / Strategic Plans and quarterly reports from the National Departments
Method of Calculation / Assessment	Simple Count
Means of Verification	Approved NSP on GBVF progress reports, approved reports on the integration by departments
Assumptions	National Departments will integrate NSP on GBVF priorities into their annual plans, strategic plans, and report progress in implementation
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A

Calculation Type	Cumulative Year End
Reporting Cycle	Quarterly
Desired performance	NSP on GBVF priorities integrated and mainstreamed to plans of National and Departments
Indicator Responsibility	Chief Director: Social Empowerment of Women

Sub-Programme: Social Empowerment of Women	
Indicator Title	Number of provincial departments and municipalities plans monitored for integration of NSP on GBVF
Definition	<p>Progress report on the integration of the NSP on GBVF interventions in provincial and municipalities plans. The progress report is collection of indicators for NSP on GBVF, including advancing empowerment of Women, Youth and Persons with Disabilities through GBVF prioritisation.</p> <p>The monitoring will focus on the six pillars of the NSP on GBVF: Pillar 1 – Accountability, Leadership and coordination; Pillar 2 – Prevention, Rebuilding and Social Cohesion; Pillar 3 – Justice, Safety and Protection; Pillar 4 – Response, Care Support, and Healing; Pillar 5 – Economic Power and Pillar 6 – Research and Information Management.</p>
Source of data	Provincial Department Annual Plans / Strategic Plans, municipalities integrated development plans and district municipality district development plans
Method of Calculation / Assessment	Simple Count
Means of Verification	Approved NSP on GBVF progress reports, approved reports on the integration by provincial departments and Municipalities
Assumptions	provincial departments and municipalities will integrate NSP on GBVF priorities into, annual performance plans, strategic plans, Municipal plans and National Departments will report on progress in implementation
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative Year End
Reporting Cycle	Quarterly
Desired performance	NSP on GBVF priorities integrated and mainstreamed to plans of Provincial Departments, District and Local Municipalities
Indicator Responsibility	Chief Director: Social Empowerment of Women

Sub-Programme: Social Empowerment of Women	
Indicator Title	Number of capacity building, and training provided to established GBVF Rapid Response Teams in provinces
Definition	The indicator focuses on the training of the GBVF Rapid Response Teams that have been established in Northern Cape, Eastern Cape, Free State, KwaZulu Natal, Gauteng and Mpumalanga Province. On a quarterly basis a report will be developed that outlines the capacity building, and training provided to the GBVF Rapid Responses Teams in provinces. The report will also have an implementation plan and recommendations on further areas that still need to be strengthened.
Source of data	Reports on the GBVF RRTs that have been established. Rapid assessment report on the understanding of GBV by the RRT members and the roles and responsibilities of key stakeholders in the fight against GBVF
Method of Calculation / Assessment	Simple Count
Means of Verification	Reports on capacity building and training conducted by the Departments of Women, Youth and Persons with Disabilities and other stakeholders, to enhance learning of the GBVF RRTs
Assumptions	All stakeholders who are supposed to be represented in the GBVF Rapid Response Teams will cooperate and attend and participate in the training sessions
Disaggregation of Beneficiaries (where applicable)	The report will detail disaggregation by gender, age and disability
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative (year-end)
Reporting Cycle	Quarterly
Desired performance	GBVF Rapid Response Teams capacitated and trained
Indicator Responsibility	Chief Director: Governance Transformation, Justice and Security

Sub-Programme: Social Empowerment of Women	
Indicator Title	Number of monitoring reports on implementation of Comprehensive National GBVF Prevention Strategy produced
Definition	<p>Progress report on implementation of the CNPS that are used by the DWYPD to build a strong, evidence based GBVF programming; and for assessing the wide, diverse range of interventions being implemented to address it. The monthly progress report will be accompanied by a tracker indicating progress on achievement of NSP on GBVF pillar targets.</p> <p>The monitoring will focus on Pillar 2 (Prevention) of the NSP on GBVF. These reports focus on the GBVF Prevention Interventions that are implemented by the Departments or other stakeholders who are key in the fight against GBVF. The report also identifies recommendation on improvements that can be made in these prevention interventions in order to ensure that they are more effective. The reports will be developed and submitted after six months of implementation.</p>
Source of data	National and Provincial Department reports, reports on the gender based violence prevention programme implemented by the GBVF Rapid Response Teams

Sub-Programme: Social Empowerment of Women	
Indicator Title	Number of monitoring reports on implementation of Comprehensive National GBVF Prevention Strategy produced
Method of Calculation / Assessment	Simple Count
Means of Verification	Bi-Annual reports on the implementation of the Comprehensive National GBVF Prevention Strategy
Assumptions	Stakeholders, including the CSOs, National and Provincial Departments, Private Sector will participate in the implementation of the Comprehensive National GBVF Prevention Strategy
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative Year End
Reporting Cycle	Bi-annually
Desired performance	Provincial GBVF Prevention Implementations plans in place
Indicator Responsibility	Chief Director: Social Empowerment of Women

Sub-Programme: Social Empowerment of Women	
Indicator Title	Number of National Gender Machinery meetings convened
Definition	<p>The National Gender Machinery is a machinery that seeks to broaden sectoral participation in the National Gender Programme. It provides a platform for stakeholders to, reach consensus about gender planning and development issues and facilitate all the stakeholders in revisiting their gender mainstreaming agenda and practices and reinvent their thought processes. It is against this background that two National Gender Machinery sessions are necessary in each financial year because in each session the stakeholders are provided with an opportunity to monitor and assess the country progress on achievement of gender mainstreaming targets, identify challenges and come up with realistic remedial measures.</p> <p>Reports on National Gender Machinery meetings. Two National Gender Machinery consultations will be held with the stakeholders that make up the Machinery. These engagement will be conducted after every six months and a report made up of the discussions, decisions made and actions to be implemented, will be submitted</p>
Source of data	Consultation sessions with the National Gender Machinery stakeholders and structures
Method of Calculation / Assessment	Simple Count
Means of Verification	Bi-Annual reports on the National Gender Machinery consultation meetings
Assumptions	All National Gender Machinery stakeholders and structures will attend the sessions and participate during the sessions
Disaggregation of Beneficiaries (where applicable)	N/A

Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative Year End
Reporting Cycle	Bi-Annually
Desired Performance	A coordinated approach to mainstreaming National Gender Machinery priorities
Indicator Responsibility	Chief Director: Social Empowerment of Women

Programme 3: Monitoring, Evaluation, Research and Coordination

Sub Programme: Research and Knowledge Management	
Indicator Title	Number of research reports on government priorities focusing on women, youth and persons with disabilities produced
Definition	Research report on government priorities focusing on women, youth and persons with disabilities empowerment, rights and participation will be based on a specific issue identified from the work of the core units in the DWYPD. The research will be coordinated, commissioned and/or undertaken in collaboration with research and academic institutions on the specific identified issue based 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. The DWYPD will develop an implementation plan for research findings based on the recommendations.
Source of Data	Statistics South Africa, National Departments, HSRC, CSIR, MRC, and other Research and academic institutions locally, regionally, and globally, as well as independent researchers.
Method of Calculation/Assessments	Simple count
Means of Verification	1 research report on government priorities focusing women, youth and persons with disabilities
Assumptions	Buy-in and consultation with relevant stakeholders; Procurement of a service provider with the appropriate experience.
Disaggregation of Beneficiaries (where applicable)	Disaggregation by gender, age, disability; geographic location, race, etc.
Spatial Transformation (where applicable)	Not applicable
Calculation Type	Non-cumulative
Reporting Cycle	Quarterly
Desired Performance	1 research report on government priorities focusing women, youth and persons with disabilities
Indicator Responsibility	Chief Director – Research and Knowledge Management

Sub Programme: Research and Knowledge Management	
Indicator Title	Number of reports on compliance with international and regional instruments on women produced
Definition	Two reports on compliance of government with international and regional commitments focusing on women will be produced in 2024/2025 financial year. These reports are developed to ensure that South Africa complies with its obligation to periodically provide progress reports on key commitments to international and regional treaty bodies.
Source/Collection of Data	The DWYPD published research reports and monitoring reports; 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	2 reports produced on compliance with international and regional instruments on women
Method of Calculation/Assessment	Simple count
Assumption	Buy-in and consultation with relevant line function departments and stakeholders on information requests and validation of reports.
Disaggregation of Beneficiaries (where applicable)	Disaggregation by gender, age, disability; geographic location, race, etc.
Spatial Transformation (where applicable)	Not Applicable
Calculation Type	Cumulative Year End
Reporting Cycle	Quarterly
Desired Performance	2 reports produced on compliance with international and regional instruments on women
Indicator Responsibility	Chief Director – Research and Knowledge Management

Sub-Programme: Monitoring and Evaluation: Women, Youth and Persons with Disabilities	
Indicator Title	Number of national departments implementing the GRPBMEAF Framework monitored
Definition	The Indicator seeks to measure the monitoring status of how government departments are mainstreaming WYPD priorities across departmental programmes (bi-annually) as well as the level of institutionalising of the GRPBMEAF within the departments. Two (2) reports will be developed documenting the monitoring status of GRPBMEAF implementation by national departments based on the GRPBMEAF self-assessment monitoring tool to be completed by national departments biannually.
Source of data	Self-assessment reports by government departments on the implementation of the GRPBMEAF.
Method of Calculation / Assessment	Simple count the number of national departments that have submitted self-monitoring reports and have implemented the GRPBMEAF pillars.

Means of verification	2 reports of 5 and 5 national departments implementing the GRPBMEA Framework respectively
Assumptions	Self-assessment monitoring tool submitted to departments by DWYPD are fully populated and submitted within the due date.
Disaggregation of Beneficiaries (where applicable)	The report will provide analyses of how the national departments are prioritising women, youth and persons with disabilities in their intervention programmes.
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative Year End
Reporting Cycle	Bi-annually
Desired Performance	Institutionalisation of the GRPBMEAF within and across government departments.
Indicator Responsibility	Chief Director: Monitoring and Evaluation

Sub-Programme: Monitoring and Evaluation: Women, Youth and Persons with Disabilities	
Indicator Title	Number of monitoring report produced on the status of the empowerment of women, youth and persons with disabilities
Definition	The monitoring report seeks to provide progress made on the implementation of indicators in the Country Gender Indicator Framework (CGIF). The report will provide government's performance on the empowerment of WYPD through monitoring the empowerment of WYPD using indicators as implemented across government.
Source of data	Annual and Mid-year Performance reports for National Departments from the Electronic Quarterly Performance Reporting systems of DPME (eQPRS), National Departments Annual Reports, and Research Reports on the Women, Youth and Persons With Disabilities and/or reports by departments submitted to DWYPD on the selected indicators
Method of Calculation / Assessment	Simple count
Means of verification	1 monitoring report produced on the status of the empowerment of women, youth and persons with disabilities
Assumptions	Data and information for the selected indicators is accessible and available and that it is disaggregated by sex, age and disabilities.
Disaggregation of Beneficiaries (where applicable)	Report to contain data/information disaggregated by sex, age and disability.
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative
Reporting Cycle	Annually option
Desired Performance	Improved status of empowerment for women, youth and persons with disabilities government-wide.
Indicator Responsibility	Chief Director: Monitoring and Evaluation

Sub Programme: Monitoring and Evaluation	
Indicator Title	Number of Evaluation Study conducted on empowerment of WYPD
Definition	The evaluation will focus on the impact of government policy on preferential procurement towards Women, Youth and Persons with Disabilities (WYPD) owned businesses. The evaluation results will indicate the extent to which government policy on preferential procurement has benefitted WYPD. This will further provide evidence based information for consideration for the review of the government policy on preferential procurement spending towards WYPD owned businesses.
Source/Collection of Data	Departmental progress/ performance reports (quarterly and annually). Research reports and studies conducted in the area to be evaluated. Interviews for the evaluation study being undertaken.
Means of Verification	1 report on the evaluation conducted on empowerment of WYPD
Method of Calculation/Assessment	Simple count
Assumption	There are progress/ performance reports (quarterly and annually) and research reports and studies conducted related to the empowerment of women, youth and persons with disabilities evaluation study selected received sufficient responses from the selected sample.
Disaggregation of Beneficiaries (where applicable)	Report to contain data disaggregated by gender, age and disability.
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative
Reporting Cycle	Annually
Desired Performance	WYPD owned businesses benefiting from government set aside preferential procurement policies.
Indicator Responsibility	Chief Director: Monitoring and Evaluation

Sub-Programme: International Relations, Stakeholder Management and Capacity Building	
Indicator Title	Number of status of reports developed on implementation of the departmental WYPD international Relations Strategy
Definition	The implementation of the departmental WYPD International Relations Strategy will be based on the four areas of: multilateral engagements; bilateral relations; ODA work and treaty obligations and other international and regional commitments on WYPD. The work undertaken on each of the four pillars will be comprehensively reported on in each quarter in one status report. Each status report will outline progress made and actions taken in pursuit of key recommendations and decisions under each quarter.
Source of Data	Delegations reports; Declarations, Outcome Documents; Bilateral Agreements/MOUs; Meeting minutes; briefing notes; subissions; Note Verbales etc.
Method of calculation	Simple count number of reports

Means of Verification	4 status of reports developed on implementation of departmental WYPD international Relations Strategy
Assumptions	The department is assuming that they be actions that fall under all four pillars of the WYPD International Relations Strategy in every quarter
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative year end
Reporting Cycle	Quarterly
Desired Performance	4 status of reports developed on implementation of the departmental WYPD international Relations Strategy
Indicator Responsibility	Director(s) International Relations

Sub Programme: International Relations, Stakeholder Management and Capacity Building

Indicator Title	Number of stakeholder engagements on the empowerment of women, youth and persons with disability conducted
Definition	Stakeholder Engagements initiatives will be identified and conducted to advance empowerment of women, Youth and persons with disabilities. The specific engagement will be based on the initiative identified within the department and will be coordinated and reported on. It is envisaged that in each quarter there will be at least three different stakeholder engagements conducted.
Source of Data	Research findings and statistics
Method of Calculation/Assessments	Number of stakeholder engagements conducted quarterly
Means of Verification	12 Stakeholder engagements conducted on the empowerment of women, youth and persons with disabilities
Assumptions	People will avail themselves (virtual or physical) for the stakeholder engagements
Disaggregation of Beneficiaries (where applicable)	Disaggregation by gender, age, disability, geographic location, race, etc.
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative year end
Reporting Cycle	Quarterly
Desired Performance	12 Stakeholder engagements conducted on the empowerment of women, youth and persons with disabilities
Indicator Responsibility	Chief Director: IR, Stakeholder Management and Capacity Building

Sub Programme: International Relations, Stakeholder Management and Capacity Building

Indicator Title	Number of community mobilisation initiatives on the rights of women, youth and persons with disabilities coordinated
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Definition	Community mobilizations involves a process of engaging with stakeholders on a specific issue, campaign, lobbying etc. These mobilisations will be towards achieving a specific outcome identified by the department. There will be one such activity per quarter which will be coordinated and reported on by the unit.
Source of Data	Research findings and statistics
Method of Calculation/Assessments	Number of community mobilisation initiatives
Means of Verification	4 community mobilisation initiatives coordinated on the rights of women, youth and persons with disabilities
Assumptions	People will avail themselves (virtual or physical) for the community mobilisation initiative
Disaggregation of Beneficiaries (where applicable)	Disaggregation by gender, age, disability; geographic location, race, etc. In all consultations the department will ensure disaggregation of participants amongst the three sectors into 50% women, 40% youth and 7% persons living with disabilities.
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative year end
Reporting Cycle	Quarterly
Desired Performance	4 community mobilisation initiatives coordinated on the rights of WYPD
Indicator Responsibility	Chief Director: IR, Stakeholder Management and Capacity Building

Programme 4: Rights of Persons with Disabilities

Sub Programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	Number of advocacy manuals on disabilities developed
Definition	Manuals developed on different disabilities for information and knowledge to dismantle barriers. The Manuals will be developed on Autism, Epilepsy, Acceptable terminology on disability, Wheel chair provision and Deaf-Blind disabilities and Mental Health.
Source of Data	Raw data collated from persons with disabilities organisations advocating for different Disabilities Data should not be medical.
Method of Calculation/Assessments	Simple Count
Means of Verification	Advocacy manuals on disabilities developed
Assumptions	That the material will be available to compile the manuals
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative
Reporting Cycle	Quarterly
Desired Performance	Manuals developed for knowledge, awareness raising and education on the different disabilities.

Indicator Responsibility	Chief Director: Advocacy and Mainstreaming
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Sub Programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	Draft Disability Advocacy and Mainstreaming Strategy approved
Source of Data	Some government departments that have developed their advocacy and mainstreaming strategies on disabilities for their services, disability organisations that have developed advocacy and mainstreaming guidelines and documents, research institutions and academia that have developed documents on mainstreaming and advocacy for disability however there is no overarching advocacy and mainstreaming strategy that guides duty bearers on an approach that would be accounted for.
Method of Calculation/Assessments	Simple Count
Means of Verification	Draft Advocacy and Mainstreaming Strategy developed
Assumptions	The White paper on Rights of Persons with disabilities implementation matrix has set targets aimed at ensuring advocacy and mainstreaming for disability targets in the work of departments however there is no uniformity in application and therefore no proper institutionalisation of process and structures. That departments are willing to embrace disability inclusion in their plans but are not guided nor coordinated.
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative
Reporting Cycle	Quarterly
Desired Performance	Advocacy and Mainstreaming strategy that will serve as a guideline for departments to advocate and mainstream disability in their projects and plans for disability inclusion.
Indicator Responsibility	Chief Director: Advocacy and Mainstreaming
Definition	The Department is expected to coordinate Disability Inclusion in policies, programs and plans of departments. For better coordination towards alignment, uniformity in approach align the advocacy and mainstreaming for disability Inclusion, the department has to develop an advocacy and mainstreaming strategy to guide departments.

Sub Programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities

Indicator Title	Number of RPD machinery meetings convened
Definition	The Rights of Persons with Disabilities Machinery is part of National Disability Coordinating Mechanism aimed to set a Disability Agenda and align planning, execution and decisions across the tiers of government, National, Provincial and Local government. The machinery seeks to broaden sectoral participation in the Disability sector and government. It provides a platform for stakeholders to, reach consensus about disability rights planning and development issues and facilitate all the stakeholders in revisiting their disability mainstreaming agenda and practices and reinvent their thought processes. It is against this background that two RPD Machinery sessions are necessary in each financial year because in each session the stakeholders are provided with an opportunity to Plan, execute, monitor and assess the country progress on achievement of Disability advocacy and mainstreaming targets, identify challenges and come up with realistic remedial measures. Strengthen, maximize and ensure accountability on the Disability Rights Agenda. A national disability Rights machinery is convened.
Source of Data	Terms of reference of the National Disability Rights Machinery, DWYPD APP and Strategic Plan
Method of Calculation/Assessments	Simple Count
Means of Verification	Minutes of Machinery meetings, attendance register and agendas and Report
Assumptions	All RPD Machinery Stakeholders and structures will attend the sessions and participate during the sessions
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative Year End
Reporting Cycle	Quarterly
Desired Performance	Terms of reference of the National Disability Rights Machinery, DWYPD APP and Strategic Plan
Indicator Responsibility	Chief Director: Advocacy and Mainstreaming

Sub Programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	Number of Annual progress reports on the implementation of the White Paper on the rights of persons with disabilities developed
Definition	This indicator refers to the development of an annual progress report that will highlight and monitor the performance of national government departments and Offices of the Premier on the implementation of the white paper on the rights of persons with disabilities. The report will highlight progress made by government on implementation of the 9 pillars and policy directives of the WPRPD for the previous financial year (2023-2024 reporting period), and will outline recommendations that should be taken by different departments to assist with improved performance by government as regards improving the quality of lives of persons with disabilities. The indicator will be achieved by collecting performance information from national government departments and Offices of the Premier through bi-annual consultative meetings, one on one consultative meetings and through analysis of departmental annual reports and performance information provided to the DWYPD which will be consolidated into the annual progress report on the implementation of the WPRPD. . As the white paper on the rights of persons with disabilities was approved by Cabinet in 2015, this will be the 8th Annual progress report on the implementation of the white paper on the rights of persons with disabilities developed. The annual progress report will assist government to assess its overall performance in terms of tracking and monitoring performance and progress in the area of promoting, protecting and implementing disability rights and improving service delivery for persons with disabilities in the country.
Source of Data	<p>White Paper on the Rights of Persons with Disabilities</p> <p>United Nations Convention on the Rights of Persons with Disabilities Disability</p> <p>Inclusive Sustainable Development Goals</p> <p>Medium Term Strategic Framework</p> <p>Annual reports for all National and Provincial Government Departments</p> <p>Reports provided at National Disability Rights Machinery and stakeholder consultations</p>
Method of Calculation/ Assessments	Simple count
Means of Verification	1 Annual progress reports on the implementation of the White Paper on the rights of persons with disabilities developed
Assumptions	All reporting institutions will provide status reports on disability inclusion that are relevant to their mandates
Disaggregation of Beneficiaries (where applicable)	Disability
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative
Reporting Cycle	Quarterly
Desired Performance	Annual 8th Progress report on the implementation of the White Paper on the rights of persons with disabilities developed to ensure tracking and monitoring of government-wide progress of implementation of the 9 pillars and policy directives of the WPRPD.
Indicator Responsibility	Chief Director: Governance and Compliance

Sub Programme: Advocacy and mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	Number of disability inclusion analysis report on draft Annual Performance Plans of national government departments produced
Definition	<p>This indicator seeks to assess how national departments have included disability rights in their draft APPs for the next financial year. This is based on the DPME gender, youth and disability inclusive guidelines and framework for development of APPs and is based on the fact that all national departments are expected to submit their draft APPs to DPME by the end of October of each year. Analysis can only be done on draft APPs of national government departments that are provided to DWYPD by DPME for analysis and feedback.</p> <p>The first draft APPs supplied to DWYPD will be analysed using a disability inclusion tool which will assess whether the contents in APPs of national government departments are disability inclusive and responsive in terms of political commitment, employment and procurement equity targets, responsive budgeting, disaggregated data on disability and disability inclusive services and programmes. Feedback sessions with government departments will be held to advise them on how to improve and incorporate disability inclusive targets in their second draft APPs. This is to ensure that recommendations in the draft APP analysis can be incorporated in the finalised APPs of Departments. The initial analysis report compiled after the analysis of the first draft APPs is finalised after reviewing the second draft APPs.</p> <p>The analysis of the APPs of national government departments is directly connected with assisting the DWYPD execute its mandate of monitoring performance of departments in the area of disability rights. It is anticipated that monitoring and contributing to disability inclusive planning will yield positive developments in disability inclusive services, programmes and rights being implemented.</p>
Source of Data	National government department's draft APPs provided by DPME
Method of Calculation/ Assessments	Simple count
Means of Verification	One analysis report on draft Annual Performance Plans for all national government departments developed
Assumptions	That DPME will provide the DWYPD with draft APPs for all national government departments for analysis and feedback
Disaggregation of Beneficiaries (where applicable)	Reporting institutions are required to submit disability responsive drafts APPs based on the implementation matrix of the WPRPD and MTSF. Where applicable data, must be disaggregated by gender, age and disability on the draft APPs
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative
Reporting Cycle	Quarterly
Desired Performance	To develop an Analysis report on disability inclusion in draft Annual Performance Plans to guide government departments on how to effectively plan to incorporate disability inclusive targets in their final APPs
Indicator Responsibility	Chief Director: Governance and Compliance

Sub Programme: Advocacy and mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	Number of Research report produced on the impact of climate change on persons with disabilities and their inclusion in climate action, mitigation and adaptation strategies produced
Definition	The research seeks to investigate the impact that climate change has on persons with disabilities in South Africa and aims to propose recommendations to promote disability inclusive climate action, mitigation and adaptation strategies. Once the research is conducted, a research report will be developed which will highlight challenges currently experienced by persons with disabilities as a result of natural disasters caused by climate change and also highlight efforts that should be taken to assist with inclusion of persons with disabilities in climate action, adaptation and mitigation strategies going forward. This research report will be distributed to different government departments to ensure that recommendations in the report are considered and included when rolling out programmes and delivering services and implementing strategies and measures in accordance with climate response which will have a direct impact on the lives of persons with disabilities.
Source of Data	Statistics South Africa, National Departments, HSRC, CSIR, MRC, and other Research and academic institutions locally, regionally, and globally, as well as independent researchers.
Method of Calculation/ Assessments	Simple count
Means of Verification	Research report produced on the impact of climate change on persons with disabilities and their inclusion in climate action, mitigation and adaptation strategies
Assumptions	A service provider with relevant expertise will be procured and that the Service Provider will conduct the research efficiently and timeously
Disaggregation of Beneficiaries (where applicable)	Persons with disabilities
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative
Reporting Cycle	Quarterly
Desired Performance	1 Research report produced on the impact of climate change on persons with disabilities and their inclusion in climate action mitigation and adaptation strategies to ensure that the challenges faced by persons with disabilities are identified and to ensure that climate action responses are disability inclusive going forward.
Indicator Responsibility	Chief Director: Governance and Compliance

Sub Programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	Number of country reports on the United Nations Convention on the rights of persons with disabilities developed
Definition	<p>The report will include a country response to the concluding observations and list of issues provided by the UNCRPD Committee. The concluding observations were made by the UNCRPD committee in 2018 and the list of issues was provided to the DWYPD on 1 December 2023 and the report is due to be submitted to the UNCRPD committee on 14 October 2024. The UN Country report will be compiled through obtaining performance information and responses from the government departments, chapter 9 institutions and civil society including the disability sector through inter-departmental consultations, one on one consultations with departments and previous annual progress reports on the WPRPD that were developed. South Africa has ratified the UNCRPD in 2007 and hence complying with the international obligations of submitting a UN Country Report responding to the UNCRPD is essential and falls within the mandate of the DWYPD.</p>
Source of Data	<p>White Paper on the Rights of Persons with Disabilities</p> <p>United Nations Convention on the Rights of Persons with Disabilities Disability</p> <p>Evaluation report on the White Paper on the Rights of Persons with Disabilities</p> <p>Annual reports for all National and Provincial Government Departments</p> <p>Reports provided at the National Disability Rights Machinery and stakeholders consultations</p> <p>Combined, 5th, 6th and 7th status reports on the White Paper on the Rights of Persons with Disabilities</p>
Method of Calculation/Assessments	Simple count
Means of Verification	1 country report on the United Nations Convention on the rights of persons with disabilities developed
Assumptions	
Disaggregation of Beneficiaries (where applicable)	Disability
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative
Reporting Cycle	Quarterly
Desired Performance	To Develop a UN country report in response to the concluding observations and list of issues submitted by the Committee on the UNCRPD to ensure compliance with international obligations on implementing the rights of persons with disabilities.
Indicator Responsibility	Chief Director: Governance and Compliance

Sub Programme: Advocacy and Mainstreaming for the Rights of Youth	
Indicator Title	Number of SANDF led National Youth Service (NYS) Programme implemented
Definition	The department will be rallying all-of-government and all-of-society behind implementation of an SANDF-led National Youth Service (NYS) programme. The NYS will train, capacitate and tool communities to be resilient and self-sustaining, massify sector-specific skills development, power up our nation's industrialisation aspirations and grow local economies. The Department will lead the implementation of the programme, including funding, coordination and placement of the participants, among other critical success factors.
Source of Data	Progress/ performance reports (quarterly and annually) produced.
Method of Calculation/ Assessments	Simple count
Means of Verification	Progress reports on the SANDF led National Youth Service (NYS) Programme
Assumptions	There is enrolment of participants and performance data is correctly stored (quarterly and annually) on the NYS programme
Disaggregation of Beneficiaries (where applicable)	The programme will involve young people, young women, black youth, youth from rural and township areas, and youth with disabilities in community service.
Spatial Transformation (where applicable)	Report for the programme to contain data disaggregated by age, gender, racial group, geographic location
Calculation Type	Cumulative Year End
Reporting Cycle	Quarterly
Desired Performance	Women, Youth and Persons with disabilities enrolled into a National Youth Service
Indicator Responsibility	Chief Director: Advocacy and Mainstreaming for the Rights of Youth

Sub Programme: Advocacy and Mainstreaming for the Rights of Youth	
Indicator Title	Number of Farming projects established
Definition	The Department, in partnership with National Departments, District and Local Municipalities, Universities, TVET colleges, existing NPOs, and private service providers with capacity will train and empower youth, women and PWD in poorest communities. They will be empowered to establish and or strengthen Farming projects during and beyond the 2024/25 Financial Year. The aim is to ensure poverty alleviation, livelihood restoration, food security and wealth creation. Agricultural projects to be rolled out will maximise mutual support by enabling farming individuals, families or communities to pool resources together, share equipment, and jointly purchase inputs to create economies of scale and lower costs, increase bargaining power with suppliers and buyers whilst improving their productivity and competitiveness. Increase participation of women, youth and persons with disabilities in entrepreneurial and skills development projects.
Source of Data	Progress/ performance reports (quarterly and annually).
Method of Calculation/ Assessments	Simple count
Means of Verification	Reports on 5 Farming Projects established
Assumptions	There are progress reports (quarterly and annually) on the Farming projects
Disaggregation of Beneficiaries (where applicable)	The projects will target Women, Youth and Persons with disabilities in poor district municipalities in South Africa.
Spatial Transformation (where applicable)	Report for the projects to contain disaggregated by age, gender, racial group, geographic location
Calculation Type	Cumulative Year End
Reporting Cycle	Quarterly
Desired Performance	Number of Farming projects established
Indicator Responsibility	Chief Director: Advocacy and Mainstreaming for the Rights of Youth

Sub Programme: Advocacy and Mainstreaming for the Rights of Youth	
Indicator Title	Number of bakery training centres established
Definition	The Department will establish 3 bakery training centres in response to the projected growth and demand of the Bakery products. Hence, the Bakery training centres will be established and rolled out in the poorest local municipalities. The Department, in partnership with National Departments, District and Local Municipalities, SETAs, private service providers with capacity will train and empower youth, women and PWD in poorest communities. Women, Youth, and Persons with Disabilities will then be capacitated to participate in this growing industry. Once capacitated, they will be empowered and supported to establish and run community micro bakeries to serve as vehicles through which, poverty will be alleviated and community wealth will be built, in the margins of society. Increase participation of women, youth and persons with disabilities in entrepreneurial and skills development projects.
Source of Data	Progress/ performance reports (quarterly and annually).
Method of Calculation/ Assessments	Simple count
Means of Verification	Reports on the number of established bakery training centres

Assumptions	The department, working with relevant partners will be able to establish bakery training centres
Disaggregation of Beneficiaries (where applicable)	The programme will target Women, Youth, and Persons with disabilities
Spatial Transformation (where applicable)	Report for the programme to contain data disaggregated by age, gender, racial group, geographic location
Calculation Type	Cumulative year end
Reporting Cycle	Quarterly
Desired Performance	Number of bakery training centres established
Indicator Responsibility	Chief Director: Advocacy and Mainstreaming for the Rights of Youth

Sub Programme: Advocacy and Mainstreaming for the Rights of Youth	
Indicator Title	Number of NYP implementation monitoring reports produced
Definition	Monitoring progress report on implementation of the NYP using among others the high level indicators contained in the Monitoring and Evaluation (M&E) Framework. The report will track implementation of key indicators on Quality Education, Skills development and 2nd chances; Economic transformation, Entrepreneurship and Job creation; Physical and Mental Health promotion including prevention of teenage pregnancy and substance abuse; combatting pandemics; Social Cohesion and Nation Building; and Effective and responsive youth development machinery. Report with recommendations will be processed to the Minister for approval. Measures to ensure follow up on the recommendations include processing the report to the National Youth Machinery meeting and other stakeholders for action.
Source of Data	National Youth Policy 2020-2030; M&E Framework for the NYP; Data collected from government departments on national youth indicators, media articles and other reports covering topics that link to the five pillars of the NYP
Method of Calculation/ Assessment	Simple count
Means of Verification	NYP Implementation monitoring report
Assumptions	N/A
Disaggregation of Beneficiaries (where applicable)	Reporting on youth development indicators, disaggregated by age, gender, location, race and disability Status, where applicable
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative Year-End
Reporting Cycle	Quarterly
Desired Performance	NYP implementation monitoring reports produced
Indicator Responsibility	Chief Director: National Youth Development

Sub Programme: Advocacy and Mainstreaming for the Rights of Youth	
Indicator Title	Number of NYDA monitoring reports produced
Definition	The Department will compiled quarterly NYDA monitoring reports which reflects the performance of the NYDA. The extent to which the DWYPD oversees the NYDA, identifies bottlenecks and make recommendations for the NYDA to function more effectively. Oversight of the NYDA include monitoring the financial and non-financial performance of the NYDA; quality assurance of the plans and reports; monitoring compliance with applicable legislation; monitoring alignment of plans with national priorities; ensuring good governance; and developing interventions to prevent issues from getting out of control. The monitoring of the NYDA will ensure accountability of the public entity towards the Executive Authority.

Source of Data	NYDA Act; Shareholder Performance Agreement; NYDA quarterly performance reports; APP and Strategic plan
Method of Calculation/ Assessments	Simple count of the number of Quarterly monitoring reports
Means of Verification	Quarterly NYDA monitoring reports
Assumptions	Performance Monitoring meetings have taken place as scheduled; reports are compiled; submitted; and assessed
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative Year End
Reporting Cycle	Quarterly
Desired Performance	Reports are analysed, quality assured and feedback is provided; areas that require performance improvement are recommended for effective and efficient operation of the agency
Indicator Responsibility	Chief Director: National Youth Development Programme

Sub Programme: Advocacy and Mainstreaming for the Rights of Youth	
Indicator Title	Number of National Youth machineries meetings convened
Definition	The Department convenes and chairs the National Youth Machinery meetings. Stakeholders from the public sector, private sector and civil society that plays a role in the youth sector, at a national level, are invited to participate in the meetings. The National Youth Machinery (NYM) is established for the purpose of: ensuring joint planning for the youth sector; setting national youth development priorities; making recommendations on strategic decisions and reporting progress on implementation of youth development programmes and projects; and conducting evaluation for the purpose of assessing impact and making recommendations on service improvement for decision taking.
Source of Data	National Youth Policy 2020-2030; NYM meetings quarterly reports: APP and Strategic plan
Method of Calculation/Assessments	Simple count of the number of Quarterly NYM meeting reports
Means of Verification	Quarterly NYM reports
Assumptions	NYM meetings have taken place as scheduled and a report is compiled
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative Year End
Reporting Cycle	Quarterly

Desired Performance	Number of National Youth Machinery meetings convened
Indicator Responsibility	Chief Director: National Youth Development Programme

ANNEXURE A: REVISION TO THE STRATEGIC PLAN 2020/21-2024/25

The Department during its Strategic Planning Session for the 2021 financial year and the medium term, made revisions to key elements of its Strategic Plan 2020/21-2024/25. Furthermore, during the 2023/24 planning period, The Department further revised the Strategic Plan 2020-2025 by reverting back to its original mandate, vision, and values as outlined in the published Strategic Plan 2020/21-2024/25. The decision to revert back is due to the following

The Department has further revised the Strategic Plan 2020-2025. The revision is informed by the following mandate:

- Political direction
- Findings during the implementation of targets.
- Development during implementation of previous APPs.

The Revision in the Strategic Plan 2020-2025, includes both the changes that made in 2020/21 and 2022/23 financial year. Below are the changes:

Revision to Part A: Our Mandate

Measuring Outcomes

Original Mandate	Revised Mandate 2021/2022	Revised Mandate 2023/24
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.	Regulate the socio-economic transformation and implementation of the empowerment and participation of women, youth and persons with disabilities.	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.

Revision to Part B: Strategic Focus

Original vision 2020/2021	Revised vision 2021/2022	Revised vision 2023/2024
A transformed, inclusive society free from all forms of discrimination and capable of self-actualisation.	Rights of Women, Youth and Persons with Disabilities realized	A transformed, inclusive society free from all forms of discrimination and capable of self - actualisation
Original mission 2020/2021	Revised mission 2021/2022	Revised mission 2023/2024

To provide strategic leadership, coordination and oversight to government departments and the country in mainstreaming empowerment programmes on women, youth and persons with disabilities.	By regulating the rights of Women, Youth and Persons with Disabilities	To provide strategic leadership, advocacy and co-ordination to government departments and the country on mainstreaming socio – economic empowerment of women, youth and persons with disabilities.
Original values 2020/2021	Revised values 2021/2022	Revised values 2023/2024
<ul style="list-style-type: none"> Tolerance and respect in the work place Professionalism Continuous learning Integrity Caring Accountability Inclusivity Empowerment 	<ul style="list-style-type: none"> Integrity Accountability Professionalism 	<ul style="list-style-type: none"> Tolerance and respect in the work place Professionalism Continuous learning Integrity Caring Accountability Inclusivity Empowerment

Revision to Part C: Measuring Performance

Measuring Outcomes

MTSF Priority	Priority 1: A Capable, Ethical and Developmental State Priority 5: Spatial Integration, Human Settlements and Local Government Priority 7- A better Africa and World		
Outcome	Outcome Indicator	Baseline	Five-year target
Socio Economic Empowerment -WYPD	Regulatory framework for WYPD mainstreaming developed and implemented	nil	Regulatory framework for WYPD mainstreaming developed and implemented
Rights of WYPD realised	Number of legislation developed	None	5 legislations developed
Stakeholder	WYPD stakeholder framework developed and implemented	None	WYPD stakeholder framework developed and implemented

MTSF Priority	Priority 2- Economic Transformation and Job Creation		
Outcome	Outcome Indicator	Baseline	Five-year target
Socio Economic Empowerment -WYPD	WYPD Socio-Economic Empowerment Index developed and monitored	25%	WYPD Socio-Economic Empowerment Index developed and monitored

Revision for the Strategy Plan 2020-2025 on Indicators and Target

Outcome and Indicators that have been removed from the Strategic Plan 2020-2025

Outcome Indicator	Baseline	Five year target	Reason for removal
Increased global, continental and regional rating/ranking of South Africa on gender issues	South Africa ranked 19 th ranking for South Africa in global parity (WEF) Global Gender Gap Report 2018)	South Africa ranked 18 th in global parity	The achievement of this targets is outside the control of the department

Targets that have been revised from the Strategic Plan 2020-2025

Outcome Indicator	Revised Indicator	Target	Revised Target	Reason for Revision
Number of legislations developed and implemented	Number of legislations developed	5 legislations developed and implemented	5 legislation developed	Due to the process of developing legislation, the department will only be able to develop and process them to Cabinet during the 6 th Administration

Measuring the Impact: Priority 4 – Consolidating the Social Wage through Reliable and Quality basic Services

The Department is further removing the below commitment under Priority 4: Consolidating the Social Wage through Reliable and Quality Basic Services as it is outside the control of the department to ensure that it delivers on it.

“The department working with the Department of Social Development and of Health will co-develop and ensure implementation of a core package of essential psychosocial support and norms and standards for substance abuse, violence against women and children. Through the core package the department will ensure that 90% of victims of GBVF have access by 2024”.

ANNEXURE B: CONDITIONAL GRANTS

Not applicable for the department.

ANNEXURE C: CONSOLIDATED INDICATORS

Not applicable for the department.



ANNEXURE D: DISTRICT DEVELOPMENT MODEL

ANNEXURE D: DISTRICT DEVELOPMENT MODEL

Programme 2: Advocacy and Mainstreaming for the Rights of Women

Areas of Intervention	Medium Term (3 year- MTEF)					Allocated Budget
	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities
Advocacy and Mainstreaming for the Rights of Women						
Tackling the GBVF scourge	Capacitate GBVF Rapid Response Teams in Districts and their Local Municipalities	KZN Province Municipalities (Umzinyathi District, Zululand District, Amajuba, Harry Gwala, Ilembe, King Cetshwayo and Ugu	KZN Province Municipalities (Umzinyathi District, Zululand District, Amajuba, Harry Gwala, Ilembe, King Cetshwayo and Ugu	DDG: MWRA	COGTA SALGA Gender Focal Points	COGTA and SALGA to organise Municipality to provide feed-back to Municipalities
		Mpumalanga Districts (Enhlanzeni, Nkangala, Ngaka Gert Sibande Free State Province Municipalities (Thabo Mofutsanyane, Lejweleputswa, Xhariep, Fezile Dabi and Mangaung Metropolitan Municipality);	Mpumalanga Districts (Enhlanzeni, Nkangala, Ngaka Gert Sibande Free State Province Municipalities (Thabo Mofutsanyane, Lejweleputswa, Xhariep, Fezile Dabi and Mangaung Metropolitan Municipality);		IDP Forum	DWYPD to prepare materials and presentations
		Districts); Eastern Cape Province Municipalities	Districts); Eastern Cape Province Municipalities		DDM Forum	DWYPD to attend sessions
		(Amatole District, Nelson Mandela Metro Municipalities	(Amatole District, Nelson Mandela Metro Municipalities		Office on Status of Women Mayoral Committee Members	DWYPD to pay for catering where necessary Mayoral Committee member to provide political direction and lead at Political level as Political Champions
						R300 000

Medium Term (3 year- MTEF)							
Areas of Intervention	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	Allocated Budget
Advocacy and Mainstreaming for the Rights of Women							
Tackling the GBV scourge	Provision of support to Districts and Municipalities – to integrate the priorities of the NSP on GBVF to the District Development One Plans and Integrated development plans. The support will be provided through the review of the Municipality plans, provision of feedback on how the Municipalities can ensure integration and provision of mentorship support	KZN Province Municipalities (Umzinyathi District, Zululand District, Amajuba, Harry Gwala, Ilembe, King Cetshwayo and Ugu	KZN Province Municipalities (Umzinyathi District, Zululand District, Amajuba, Harry Gwala, Ilembe, King Cetshwayo and Ugu	DDG: MWRA	COGTA SALGA IDP Forum DDM Forum Office on Status of Women Mayoral Committee Members	COGTA SALGA To organise the sessions IDP and DDM Forum to invite the DWYPD Office on Status of Women to organise the sessions Mayoral Committee Members to invite DWYPD	-
		Districts Mpumalanga Districts (Enhlanzeni, Nkangala, Ngaka Gert Sibande Free State Province Municipalities (Thabo Mofutsanyane, Lejweleputswa, Xhariep, Fezile Dabi and Mangaung Metropolitan Municipality); Eastern Dabi and Mangaung Metropolitan Municipality); Eastern Cape Province Municipalities (Amatole District, Nelson Mandela Metro Municipalities	Districts Mpumalanga Districts (Enhlanzeni, Nkangala, Ngaka Gert Sibande Free State Province Municipalities (Thabo Mofutsanyane, Lejweleputswa, Xhariep, Fezile Dabi and Mangaung Metropolitan Municipality); Eastern Dabi and Mangaung Metropolitan Municipality); Eastern Cape Province Municipalities (Amatole District, Nelson Mandela Metro Municipalities				

Areas of Intervention	Medium Term (3 year- MTEF)						Allocated Budget
	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	
Advocacy and Mainstreaming for the Rights of Women							
Tackling the GBVF scourge	Pilot the positive masculinity programme in uMzinyathi through established rapid response teams to convert Male Decision Makers into GBVF Champions	Umzinyathi and its local Municipalities	Umzinyathi and its local Municipalities	DDG: MWRA	DSD, Office of the Premier, provincial and District Men's Forum	DSD to share information during information session	-
						Municipalities to organise the sessions	
						DWYPD to attend the sessions and share information	

Programme 3: Monitoring, Research and Coordination

Areas of Intervention	Medium Term (3 year- MTEF)						Allocated Budget
	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	
Institutional planning	WYPD responsiveness analysis of all One Plans: To assess the Gender, Youth and Disability responsiveness of the One Plans.	District Municipalities	N/A	CD: M&E	N/A	CD: M&E 2024/25	R1 500 000 the project to be outsourced for analysis of all one plans.

Programme 4: Rights of Persons with Disabilities

Areas of Intervention	Medium Term (3 year- MTEF)					Allocated Budget
	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	
Advocacy & Mainstreaming for the Rights of Persons with Disabilities						
Disability Inclusion in programs for service delivery within the IDP's	Universal Access and design of service points and reasonable accommodation	District service points	39 Victoria Street, Princess Magogo building, Dundee	CD: Advocacy and Mainstreaming Governance and Compliance	Office of the Premier Government Departments	DWYPD's will be Responsible for awareness and monitoring.
	<div><input type="checkbox"/> To address physical environment barriers like inaccessible public buildings, facilities and transport.</div> <div><input type="checkbox"/> To improve communication with and for persons with disabilities and address Lack of accessible information in braille, or visual format for people with hearing impairments</div>		28.5152° S, 30.6200° E		Municipality and disability sector	Offices of the Premier will be responsible for coordinating disability inclusion working with the municipalities

Areas of Intervention	Medium Term (3 year- MTEF)						Allocated Budget
	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	
Advocacy & Mainstreaming for the Rights of Persons with Disabilities							
Disability Inclusion in programs for service delivery	<ul style="list-style-type: none">The piloting of the implementation disability mainstreaming / inclusion and the institutionalisation into DDM is uMzinyathi district municipality : Short-Term: 1 Year: Establish approach, identify location and structures (Design phase)Medium-Term: 2-5 Years: Consolidate programmes and activities (implementation phase)Long-Term: 5+ years:	uMzinyathi district municipality	39 Victoria Street, Princess Magogo building, Dundee 28.5152° S, 30.6200° E	CD: Advocacy and Mainstreaming Governance and Compliance	Office of the Premier Government Departments Municipality	DWYPD's will be Responsible for awareness and monitoring. Offices of the Premier will be responsible for coordinating disability inclusion working the municipalities	R100 000
	Monitor 5 schools on the implementation of the inclusive education policy	Visit 5 schools in the district, to assess their resources and support provided to learners with disabilities	uMzinyathi district municipality	39 Victoria Street, Princess Magogo building, Dundee 28.5152° S, 30.6200° E	Chief Director: Dr Praveena Sukhraj-Ely	NGO's Special school Full service schools OTP DBE	

Capacitate local DPOs on self-advocacy	<p>To identify challenges that exist within the DPO in the district</p> <p>Provide strategic interventions to capacitate them through self advocacy programs</p>	uMzinyathi district municipality	<p>39 Victoria Street, Princess Magogo building, Dundee</p> <p>28.5152° S, 30.6200° E</p>	<p>Chief Director: Dr Praveena Sukhraj-Ely</p>	<p>DPO's</p> <p>Traditional leaders</p> <p>OTP</p> <p>Municipal managers</p> <p>COGTA</p>	Provide information about their programs and projects	R 100 000
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Programme 5: Rights of Youth

Medium Term (3 year- MTEF)							
Areas of Intervention	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	Allocated Budget
Farming projects established	Integrated- Farming projects established	Limpopo: Mopani District Municipality and Sekhukhune District Municipality	Municipalities are yet to identify the specific project sites	Chief Director: Advocacy and Mainstreaming for the Rights of Youth	Provinces, District and local municipalities, national government departments, SETAs, development partners, private sector	DWYPD coordinates and monitors implementation	-
		KZN: umKhanyakude District Municipality and Umzinyathi District Municipality				District and Local Municipalities, Offices of the Premiers, Local Economic Development Offices, DARLRRD, DSBD, relevant SETAs, Development partners support and implement	
		Eastern Cape: Alfred Nzo District Municipality					
Bakery training centres	3 Bakery training centers established	KZN: umKhanyakude District Municipality and Umvoti Local Municipality Eastern Cape: Alfred Nzo District Municipality	Municipalities are yet to identify the specific project sites	Chief Director: Advocacy and Mainstreaming for the Rights of Youth	Provinces, District and local municipalities, national government departments, SETAs, development partners, private sector	DWYPD coordinates and monitors implementation District and Local Municipalities, Offices of the Premiers, Local Economic Development Offices, DARLRRD, DSBD, relevant SETAs, Development partners support and implement	-

Areas of Intervention	Medium Term (3 year- MTEF)						Allocated Budget
	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	
Advocacy & Mainstreaming for the Rights of Persons with Disabilities							
Capacitate local DPOs on self-advocacy	To identify challenges that exist within the DPO in the district	uMzinyathi district municipality	39 Victoria Street, Princess Magogo building, Dundee	Chief Director: Dr Praveena Sukhraj-Ely	DPO's	Provide information about their programs and projects	R 100 000
	Provide strategic interventions to capacitate them through self advocacy programs		28.5152° S, 30.6200° E		Traditional leaders OTP		
					Municipal managers		
					COGTA		

List of Abbreviations / Acronyms

Abbreviations	Descriptions
AG	Auditor General
AFCFTA	African Continental Free Trade Area
AGSA	Auditor General South Africa
APP	Annual Performance Plan
ARC	Audit and Risk Committee
B-BBEE	Broad-Based Black Economic Empowerment
BCP	Business Continuity Plan
CA	Chartered Accountant
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CGE	Commission of Gender Equality
CHW	Community Health Workers
CoE	Compensation of Employees
COGTA	Corporative Governance and Traditional Affairs
COVID-19	Coronavirus Disease
CSO	Comprehensive Sexuality Education
CSW	Commission on the Status of Women
CYP	Commonwealth Youth Programme
DAG	Disability Advisory Group
DALRRD	Department of Agriculture, Land Reform and Rural Development
DBE	Department of Basic Education
DDM	District Development Model
DG	Director-General
DHA	Department of Home Affairs
DIRCO	Department of International Relations and Cooperative Governance
DOJ&CD	Department of Justice and Constitutional Development
DPME	Department of Planning, Monitoring and Evaluation
DPSA	Department of Public Service and Administration
DSBD	Department of Small Business Development
DWYPD	Department of Women, Youth and Persons with Disabilities
EA	Executive Authority
EC	Eastern Cape
EAC	East African Community
EEW	Economic Empowerment of Women
EHW	Employee Health and Wellness
EPWP	Expanded Public Works Programme
ERAP	Emergency Rental Assistance Programme
ERRP	Economic Reconstruction and Recovery Plan
ESEID	Economic Sectors, Employment and Infrastructure Development
EU	European Union
FY	Financial Year
GBV	Gender Based Violence

Abbreviations	Descriptions
GBVF	Gender Based Violence and Femicide
GEYODI	Gender, Youth and Persons with Disabilities
GHS	General Household Survey
GP	Gauteng Province
GRB	Gender Responsive Budgeting
GRPBMEAF	Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework
GTJS	Governance Transformation, Justice and Security
HDI	Historically Disadvantaged Individuals
HIV	human immunodeficiency virus
HR	Human Resources
HSRC	Human Science Research Council
IBSA	India, Brazil, South Africa
ICT	Information, Communications and Technology
IDP	Integrated Development Plan
IEC	Independent Electoral Commission
IESBA	International Ethics Standards Board for Accountants
IGR	Intergovernmental Relations
ILO	International Labour Organisation
IORA	Indian Ocean Rim Association
IR	International Relations
IRSMCB	International Relations, Stakeholder Management and Capacity Building
ISAS	International Standards on Auditing
IYDS	Integrated Youth Development Strategic
JCC	Joint Commission for Cooperation
JSE	Johannesburg Stock Exchange
KPI	Key Performance Indicator
KZN	KwaZulu Natal
MANCO	Management Committee
MCS	Modified Cash Standard
M&E	Monitoring and Evaluation
M&EWYPD	Monitoring and Evaluation: Women, Youth and Persons with Disabilities
MMFR	Maternal mortality in facility ratio
MITSP	Master Information Technology Strategy and Plan
MOU	Memorandum of Understanding
MP	Members of Parliament
MPSA	Microsoft Products and Service Agreements
MTEF	Medium Term Expenditure Framework
MTSF	Medium Term Strategic Framework
MWRA	Mainstreaming of Women's Rights and Advocacy
N/A	Not Applicable
NACH	National Anti- Corruption Hotline
NCGBVF	National Council for Gender-Based Violence & Femicide

Abbreviations	Descriptions
NDP	National Development Plan
NEDLAC	National Economic Development and Labour Council
NEET	Not in Employment, Education and Training
NGM	National Gender Machinery
NGPF	National Gender Policy Framework
NGO	Non-Government Organisations
NMOG	National Macro Organisation of the Government
NSP	National Strategic Plan
NSFAS	National Student Financial Aid Scheme
NT	National Treasury
NYDA	National Youth Development Agency
NYDAO	National Youth Development Agency Oversight
NYM	National Youth Machinery
NYP	National Youth Policy
NYS	National Youth Service
OHS	Occupational Health and Safety
OWIT	Organization of Women in International Trade
PAA	Public Audit Act
PEPUDA	Promotion of Equality and Prevention of Unfair Discrimination Act
PFMA	Public Finance Management Act
POE	Portfolio of Evidence
PP	Public Protector
PSDC	Provincial Sanitary Dignity Committees
QLFS	Quarterly labour Force Survey
RKM	Research and Knowledge Management
RMC	Risk Management Committee
RPD	Rights of Persons with Disabilities
RRTs	Rapid Response Teams
SA	South Africa
SABC	South African Broadcasting Corporation
SADC	Southern African Development Community
SADC-WIB	Southern African Development Community Women in Business
SAHRC	South African Human Rights Commission
SALGA	South African Local Government Association
SAPS	South African Police Service
SAQA	The South African Qualifications Authority
SARS	South African Revenue Service
SAWLA	South African Women Lawyers Association
SAYD	South Africa Youth Development Act
SCM	Supply Chain Management
SDP	Sanitary Dignity Programme
SDIF	Sanitary Dignity Framework
SEDA	Small Enterprise Development Agency
SEFA	Small Enterprise Finance Agency

Abbreviations	Descriptions
SEEI	Social Economic Empowerment Index
SEIAS	Socio Economic Impact Assessment System
SEW	Social Empowerment of Women
SDG	United Nations Sustainable Development Goals
SMME	Small, Medium and Micro Enterprise
SOE	State Owned Enterprise
SOP	Standard Operating Procedure
SRHR	Sexual and Reproductive Health and Rights
STC	Specialized Technical Committee
STEE	Social and Economic Participation and Empowerment
STATS SA	Statistics South Africa
UN	United Nation
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNOHRC	United Nations Human Rights Council
UN ECOSOC	United Nations Economic and Social Council
WASH	Water, Sanitation and Hygiene
WECONA	Women Economic Assembly
WEGE	Women Empowerment and Gender Equality
WEPP	Women Economic Employment Programme
WIFI	Wireless networking technology
WOB	Women Owned Business
WPRPD	White Paper on the Rights of Persons with Disabilities
WYPD	Women, Youth and Persons with Disabilities
ZA	South Africa





**DEPARTMENT OF WOMEN, YOUTH AND
PERSONS WITH DISABILITIES**

CONTACT US

Email: info@women.gov.za

Tel: 012 359 000 **FAX:** 012 326 0473

Address: Private Bag, X931, Pretoria, 0001 36 Hamilton Street, Arcadia, Pretoria

Communication Office Tel: (012) 359 0224

www.dwypd.gov.za

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