

# Annual Performance Plan 2023/24



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, MP**

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

It is my pleasure to table the Annual Performance Plan of the Department of Women, Youth and Persons with Disabilities (DWYPD) for the 2023/24 period.

I want to also thank **Minister Maite Nkoana-Mashabane** for her stewardship of the department over the past four years. Indeed a lot of progress towards advancement of the rights of Women, Youth, and Persons with disabilities has been recorded.

We present this annual performance plan with the COVID-19 pandemic being downgraded from a global pandemic to a public health emergency by the WHO, thanks to the collective efforts of millions of South Africans, in particular, our healthcare workers, who sacrificed so much to keep our citizens safe. While we may be out of pandemic status, the stubborn and long-lingering socio-economic impact of a global virus continues to plague at-risk groups like women, youth and persons with disabilities.

As a department, we continue to discover new impacts of the COVID-19 pandemic, and we continue to modify, in more nuanced ways, our tracking tools to measure South Africa's response to emerging multi-dimensional poverty vectors. Our plans align to our mandate of leading on socio-economic transformation and implementation of the empowerment and participation of women, youth and persons with disabilities through mainstreaming, advocacy, monitoring and evaluations.

To realise this transformed society, our annual performance plan must be a resourced plan that reflects government's commitment to ensuring an equal society, free from all forms of discrimination, and inequality. The COVID-19 pandemic has required reprioritisation of government funding to support the country's healthcare response, and also to put in place support packages for businesses as well as social relief of distress packages for its disadvantaged citizens. This has taken away from other programmes for at-risk groups, and as the Department of Women, Youth and Persons with Disabilities, we too have had to make sacrifices in the rollout of our programmes, and how we develop resourced programmes to drive our mandate forward.

As we enter a post-pandemic period, we look to the future to improve the economic participation of women, youth and persons with disabilities to ensure a more representative economy, as a safety net to the economic marginalisation of these groups.

As a department we continue to look to bridge inequality gaps, and bolster support for women, youth and persons with disabilities through programmes that seek to empower and through sector interventions that provide information, secures commitments from big role-players within those sectors, and through improving the understanding of those sector environments through public engagements. We also do this through our own procurement processes which seeks to empower marginalised groups. We seek to walk the talk as a department to ensure that others are able to honour the commitments set out by the President.

I have directed the Department to lead in the socio-economic empowerment of women youth and persons with disabilities by ensuring that the Gender Responsive Planning and Budgeting becomes a norm for the whole country as it works towards ensuring that there is equality. The Advocacy function will be elevated to public education through the universal modes of communication that all societies have access to.

The President's commitment to 40% of public procurement going to women-owned businesses is not a political statement, but one that aligns with the demographic make-up of our country. Providing more opportunities to youth and persons with disabilities sets out to right the imbalances of our past. Economic marginalisation continues to champion socio-economic isolation, driving a fragmented society that is unable to move together to empower everyone.



Our work in responding to the triple threat of poverty, unemployment and inequality is to mainstream programmes through policy and framework guidance. During the 2022/23 financial year, the Department developed three pieces of legislation, namely, the National Council on Gender Based Violence and Femicide, National Youth Development Agency Amendment Bill and the Promotion of Women's Rights, Empowerment and Gender Equality Bill to be introduced in Parliament in the 2023/2024 financial year. Due to the urgency of the National Council on Gender-Based Violence and Femicide Bill, the department only introduced it and the National Youth Development Agency Amendment Bill, to Parliament.

Whereas, the Promotion of Women's Rights, Empowerment and Gender Equality Bill is scheduled to be introduced to Parliament in the 2023/2024 financial year in terms of section 73 of the Constitution.

It should be a concern to all that the slowpace of socio-economic transformation haunts us, even beyond COVID-19. This is not about government meeting its commitments, but all of society revisiting the way it perpetuates structural inequalities through participation, agency and access to markets. Skewed benefit patterns continue to marginalise young people, and shift the goal posts in terms of accessing markets. One of our strategic outcomes in the 2020-2025 period is the development of the National Gender Policy Framework on Socio-Economic Empowerment and Gender Equality.

We also continue to monitor the implementation of programmes for persons with disabilities at provincial level. 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).

The degree of difficulty measure show that females had the highest percentage of persons experiencing mild and severe difficulties across all types of difficulties except for communication, where both males and females had the same proportion of persons who had experienced mild difficulties. The population group profile shows that black Africans had the highest proportion of persons with disabilities (7,8%), followed by the white population group (6,5%). This data shows that marginalisation has become worse for those on the periphery.

Our responses as government need to be more aggressive and more strategic. Part of our work is to ensure that 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 advise on whether Departmental Annual Performance Plans include disability responsive indicators. The status reports will also outline compliance with minimum targets for equity targets on job creation, ownership and representation of persons with disabilities.

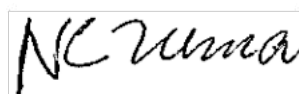
The department will continue to advocate for tracking performance of departments nationally responding to an unequal society. We also work to ensure our impact is felt through monitoring and evaluation.

The location of the department is vital and provides an opportunity to advocate for and enforce the development of gender-responsive policies and plans through the provision of specialised knowledge and skills for mainstreaming of the three sectors. The development of regulatory frameworks for mainstreaming women, youth and persons with disabilities is a step in the right direction to enable the enforcement of compliance by different sectors.

The work of tracking the implementation of the National Strategic Plan on Gender-Based Violence and Femicide (NSP on GBVF) continues to be strengthened as we develop Monitoring and Evaluation Frameworks to track progress across the six pillars of the NSP.

Our work remains inter-connected and inter-dependent, however, as the department, we will boldly host those responsible to account for slow implementation of programmes that fulfil our mandate and developmental agenda.

I present to you The Department of Women, Youth and Persons with Disabilities' Annual Performance Plan for the period 2023-2024.



**Dr Nkosazana Dlamini Zuma, MP**

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

## FOREWORD BY THE DEPUTY MINISTER



**Ms. Nokuzola Gladys Tolashe, MP**

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

I take pleasure in joining Ministry in the Presidency: Women, Youth and Persons with Disabilities by presenting to you the Annual Performance Plan 2023/24 of the Department. Currently, South Africa is faced with a challenge of unemployment, inequality and poverty. In order to be impactful and eradicate this triple challenges, efforts to ensure stabilisation, recovery and reconstruction of the economy needs to be implemented. The DWYPD, through its mandate of leading on socio-economic transformation and implementation of the empowerment and participation of women, youth and persons with disabilities continues to ensure that the efforts employed by Government's preferentially procurement policy benefit Women, Youth and Persons with Disabilities.

The NDP Vision 2030 recognises the significant role that women, youth and people with disabilities play in our society by reiterating that if WYPD are strong, our whole society will be strong. Furthermore, this three pillars which are 1. Achieving a more capable state, 2. Driving a strong and inclusive economy,

and 3. Building and strengthening the capabilities of South Africa are prioritised for 2023/24 in the MTSF. The DWYPD aims to ensure that when Government plans for implementation of MTSF, WYPD are cross-cutting focus areas are mainstreamed into all elements of South Africa's developmental future and all programmes of government by:

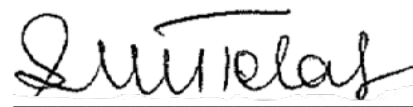
- Continuing to monitor and evaluate country-wide efforts on women's empowerment and gender equality, as well as youth development and rights of persons with disabilities;
- Building a firm institutional foundation to foster greater government-wide accountability for delivery on the NSP on GBVF;
- Developing a WYPD socio-economic empowerment index which is meant to contribute to the vast debates on the determinants of socio-economic empowerment of WYPD;
- Developing a strategy for mainstreaming economic empowerment of WYPD;
- Supporting the Parliamentary public participation process towards amending the National Youth Development Agency Act of 2008;
- Developing the South African Youth Development (SAYD) Act; and
- Tracking institutional performance on inclusion of persons with disabilities.

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 prescripts. 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 inclusive 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.

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 on the implementation of its 2021/22 – 2024/25 strategic plan. By presenting this APP for 2023/24 financial year, we are committing ourselves towards the realisation of 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*

In reflecting on the outcomes of the department and the Annual Performance Plan, I am emboldened by the task set out for this department. Our mandate requires us to mainstream programmes that respond to decades of inequality and discrimination experienced by women, youth and persons with disabilities. A task conveniently ignored by those with the most to gain from narrowed patterns of ownership.

The mandate of the department requires the provision of 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 prescripts.

While the department draws its mandate from different prescripts, the review of the South Africa's National Policy Framework on Women's Empowerment and Gender Equality which will be undertaken in the 2023/24 financial year will provide the department with an opportunity to strengthen its authority towards the enforcement of compliance to key gender imperatives.

We remain behind on meeting our mandate, as there is a lack of commitment for the implementation of the laws and policies that are in place towards the promotion of equity through responsive planning, budgeting and implementation to generate disaggregated data. Unclear mechanisms to implement the 40% preferential procurement targeted at women-owned enterprises. The lack of gender, youth and disability disaggregated data persists. Many programmes implemented such as Operation Phakisa, Community Health Worker (CHW) programme, digital hubs, land redistribution and restitution are not providing disaggregated data. The participation of women in senior management position in the public service and private sector is far from the 50% target. Furthermore the poor response rate by department to provide progress against women, youth and persons with disabilities indicators suggests that there might not be enough to report on. This is a worrying emerging trend that must be addressed.

In line with the promotion of equity, levels of employment and ownership and participation; Cabinet in 2022 approved that (i) All departments to include women, youth and persons with disabilities indicators in their plans, provide annual monitoring report on the gender, youth and disabilities indicators with data disaggregated by gender, age and disability; (ii) Sector Ministers and Director Generals (DGs) be held accountable for ensuring that their departmental interventions and programmes generate gender, age and disability disaggregated data.

Overall progress towards the empowerment and the promotion of equality remains at the undesired levels, although it should be acknowledged that departments are at different levels and the results vary based on the level of the mainstreaming of the priorities of women, youth and persons with disabilities within and across departments.

Access to the economy, access to education and healthcare, reserve wealth, food and job security, safety, access to information, and mental health



resilience have all become harder for women, youth and persons with disabilities. As the department, our programmes in mainstreaming these sectors into programmatic interventions is key for long-term integration into mainstream economy, production value chains, and markets.

The MTSF 2019-2024 indicates that the most pressing problem facing South Africa today is the absence of faster and sustained inclusive growth. Women face multiple challenges such as childcare, productivity and the ability to earn a reliable income. Current employment statistics shows that women's position and conditions on employment remains a challenge, which requires accelerated and targeted efforts. The department has a core responsibility to monitor and evaluate country-wide efforts on women's empowerment and gender equality, as well as youth development and rights of persons with disabilities.

The sub-programme Monitoring and Evaluation: Women, Youth and Persons with Disabilities performs this work through an Indicator Framework which is aligned to the WYPD indicators in the MTSF 2019-2024 as well as to international and regional instruments on women's empowerment and gender equality; disability rights and youth development, that the country is signatory to. In 2023/24 Monitoring and Evaluation: Women, Youth and Persons with Disabilities sub-programme will produce a monitoring report on progress made by government against the MTSF indicators and targets for WYPD. In this financial year, the department will produce a comprehensive status report on WYPD based on assessment of the country-wide implementation of empowerment commitments for WYPD. Going forward these status reports are intended to be annually produced by the department.

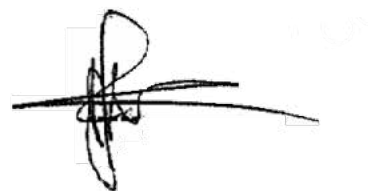
The Department of Women, Youth and Persons with Disabilities Rapid Evaluation on Public Procurement Spend towards Women, Youth and Persons with Disabilities, 2021 was a rapid evaluation conducted on the implementation of government's policy on preferential public procurement towards women, youth and persons with disabilities owned businesses.

It was found that the level of implementation is still uneven, with departments not having clear policy direction/directive on the implementation of the preferential public procurements towards vulnerable groups including women, youth and persons with disabilities.

Procurement spend towards women, youth and persons with disability is steadily improving, yet far from the set targets of 40%, 30% and 7%. Serious gaps are with persons with disabilities owned businesses. In the financial year 2021 women owned businesses received 11% ( R22,27bn) of the total spend of R194,8bn; youth owned businesses received 4.8% (R9,41bn) of the total spend of R194,8bn; persons with disabilities owned businesses received 0.2% (409,24m) of the total spend of R194,8bn.

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 activism is 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**  
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; and
- Accurately reflects the Impact, Outcomes and Outputs which the Department of Women, Youth and Persons with Disabilities will endeavor to achieve over the period.



**Ms Val Mathobela**

Chief Director: Office of the Director General



**Ms Phuti Mabelebele**

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



**Ms Desree Legwale**

Chief Financial Officer



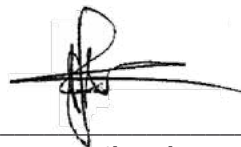
**Dr Praveena Sukhraj-Ely**

Chief Director: Governance and Compliance



**Mr: Mbhazima Shiviti**

Chief Director: Corporate Management




**Adv. Joyce Mikateko Maluleke**

Director-General



**Ms. Welhemina Reshoketswe Tshabalala**

Deputy Director-General: Mainstreaming Women's Rights and Advocacy



Approved by:

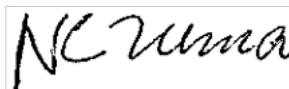
**Ms Nokuzola Gladys Tolashe, MP**

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



**Ms Dineo Mmako**

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



Approved by:

**Dr Nkosazana Dlamini Zuma, MP**

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



**Dr Bernice Hlagala**

Chief Director: Youth Development

















## **PART A:** OUR MANDATE





## PART A: OUR MANDATE

### 1. Updates to the relevant legislative and policy mandates

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

The department derives its mandate from the Constitution of the Republic of South Africa, in particular, section 9 (3) which states that “the state may not unfairly discriminate directly or indirectly against anyone on one or more grounds, including race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth; and section 10 states that Everyone has inherent dignity and the right to have their dignity respected and protected.

Furthermore, in order to elevate women, youth and persons with disabilities issues to Cabinet level, during May 2019, the President announced the Ministry for Women, Youth and Persons with Disabilities and subsequently the Department of Women, Youth and Persons with Disabilities was proclaimed on 26 June 2019. The Department’s main purpose is to facilitate the mainstreaming of gender, disability and youth development in governance, the economy and all aspects state function and social life. One of its mandates is to ensure that the fight against poverty is coordinated, monitored, evaluated and integrates gender equality analysis. In order for the Department to achieve its mandate, an enabling legal framework must be developed to provide authority for coordination and oversight.

### 2. Updates to institutional policies and strategies

During 2021/22 financial year, the Department developed three pieces of legislation, namely, the National Council on Gender Based Violence and Femicide (NCGBVF), National Youth Development Agency Amendment Bill and the Promotion of Women’s Rights, Empowerment and Gender Equality Bill to be introduced in Parliament in the 2022/2023 financial year. However, due to the urgency of the National Council on Gender Based Violence and Femicide Bill, the department only introduced it and the National Youth Development Agency Amendment Bill, to Parliament.

Whereas, the Promotion of Women’s Rights, Empowerment and Gender Equality Bill is scheduled to be introduced to Parliament in the 2023/2024 financial year in terms of section 73 of the Constitution.

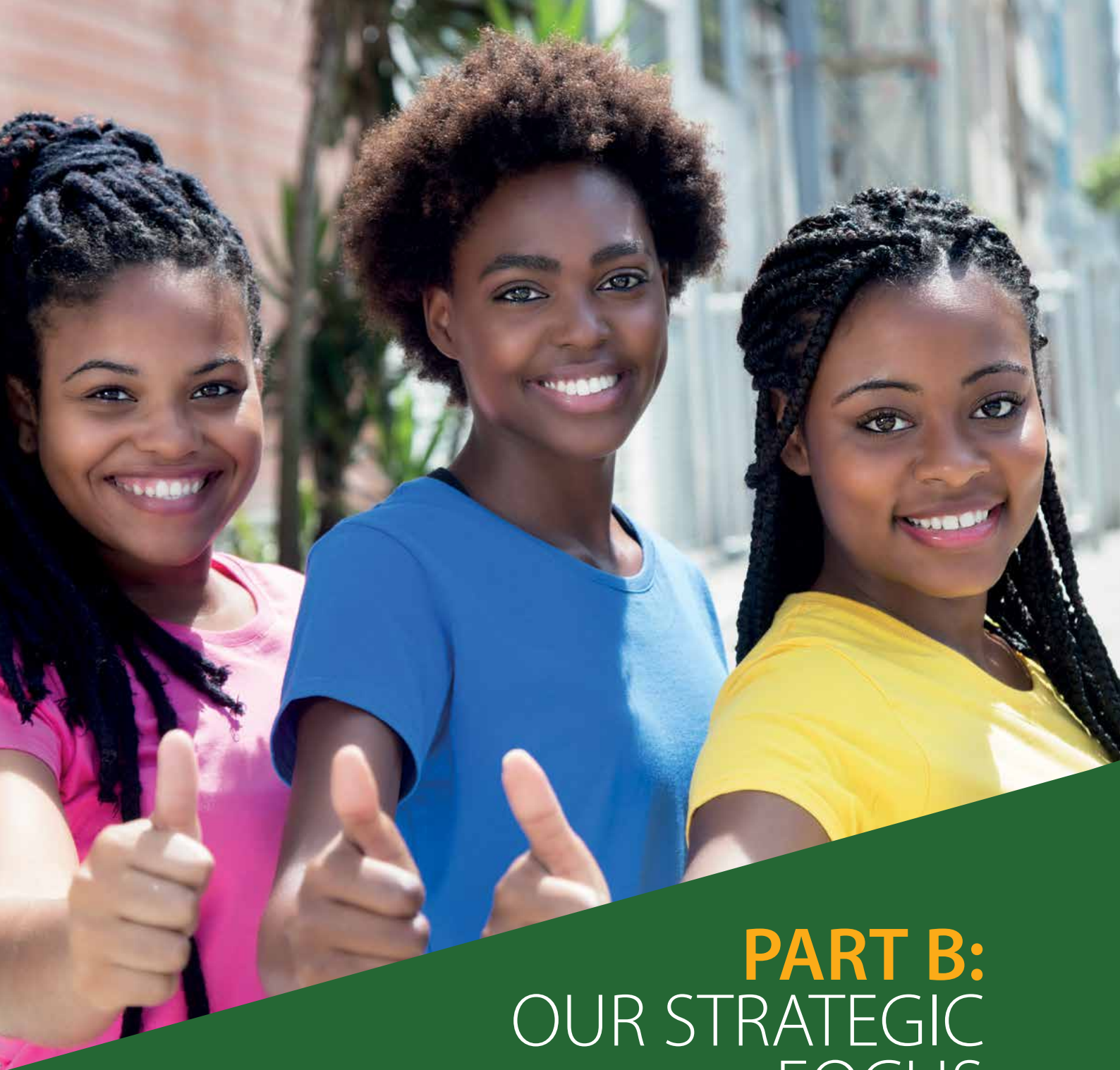
### 3. Relevant court rulings

None.









## **PART B:** OUR STRATEGIC FOCUS



## PART B: OUR STRATEGIC FOCUS

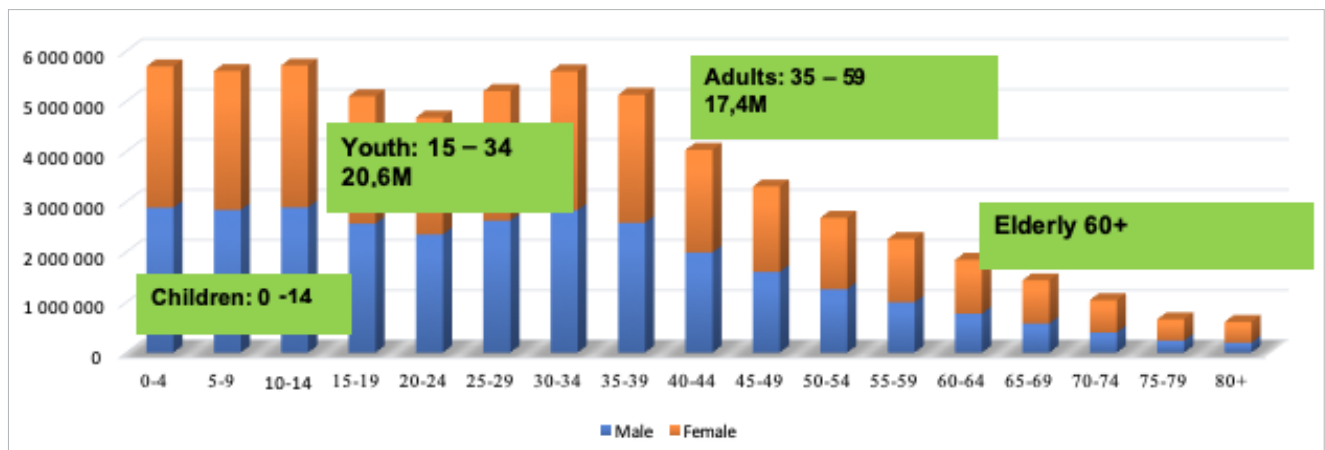
### 1. Updated situational analysis

Women, Youth and Persons with Disabilities constitute a part of the South African population that experience a higher risk of poverty and social exclusion than the general population. The revised MTSF (2019-2024) acknowledges that women, youth and persons with disabilities require particular effort at all levels of policy, planning, resource allocation and implementation of programs and interventions. It further posits that if women, youth and persons with disabilities are strong, our whole society will be strong.

#### DEMOGRAPHY

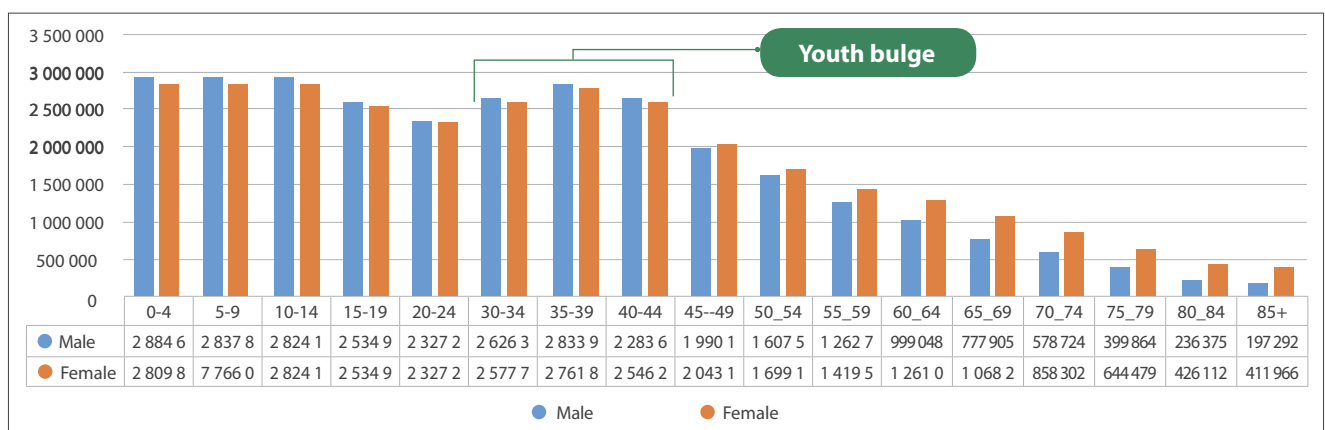
The graph below shows the mid-year population estimates by age and sex. According to Statistics South Africa (2022), the mid-year population for 2022 estimate is at 60,60 million. Women constitute the majority (30 98 million) or 51% percent of the population.

The South African population 2022 (Source: Statistics South Africa; Mid-year population estimates 2022)



South Africa has a youthful population, with a significant youth bulge aged 25-39. Youth (15-34 year old) account for about 33, 95% (20.6 million) of the population.

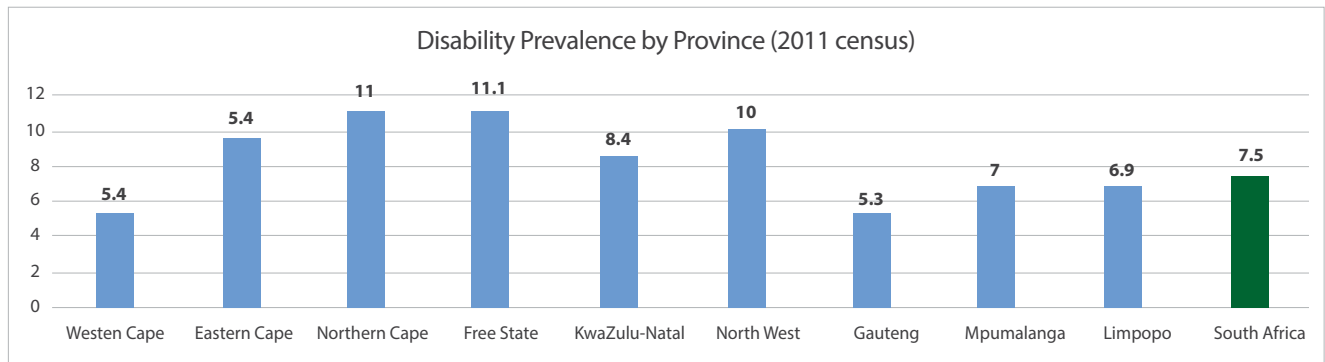
#### South Africa has a youthful population, with a significant youth bulge aged 25 39



Source: Statistics South Africa; Mid-year population estimates 2022

## Disability

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 psychosocial and certain neurological disabilities due to data limitations.



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

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). Western Cape and Gauteng provinces showed the lowest percentage of persons with disabilities (5%).

The degree of difficulty measure showed that females had the highest percentage of persons experiencing mild and severe difficulties across all types of difficulties except for communication, where both males and females had the same proportion of persons who had experienced mild difficulties.

The population group profile shows that black Africans had the highest proportion of persons with disabilities (7,8%), followed by the white population group (6,5%). No variations were observed among the coloured and Indian/Asian population groups.

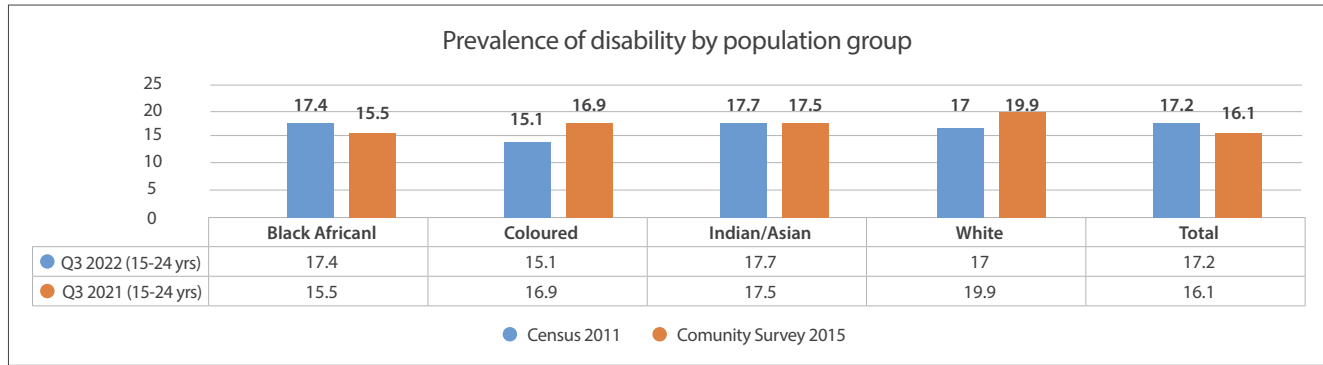
However, disability types show noticeable differences across the four population groups. Among the Indian/Asian population, 12,3% reported mild disability in seeing compared to 10,3% of whites. The results show that hearing and walking disabilities were more prevalent in the white population group.

In South Africa, the national disability prevalence rate was 7.5% according to Census 2011 (approximately 2,870,130 persons) and (Statistics South Africa Community Survey, 2016). Disability is more prevalent among women as compared to men (8.3% and 6.5% respectively) (Statistics South Africa Community Survey, 2016). Black Africans in South Africa constitute the highest proportion of persons with disabilities (7.8%), followed by the white population group (6.5%). Data also shows that disability prevalence is directly proportional to age, with more than 50% of persons over the age of 85 reporting having a disability (Statistics South Africa Community Survey, 2016). Disability is defined based on “some” to “severe” difficulties in the functional domains. Whereas, in the Statistics South Africa Community Survey (2016), it is based on “moderate” to “severe” difficulties.

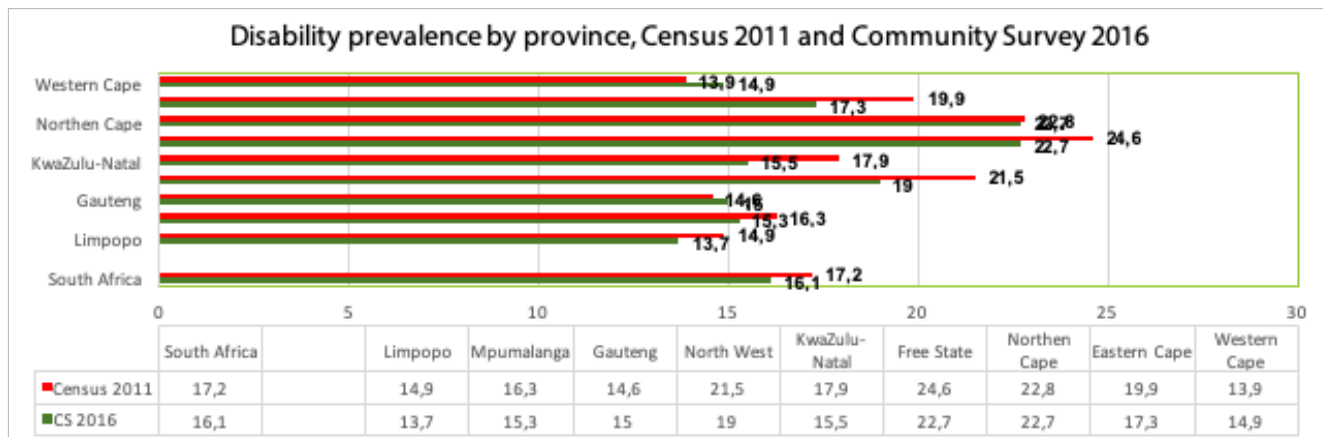
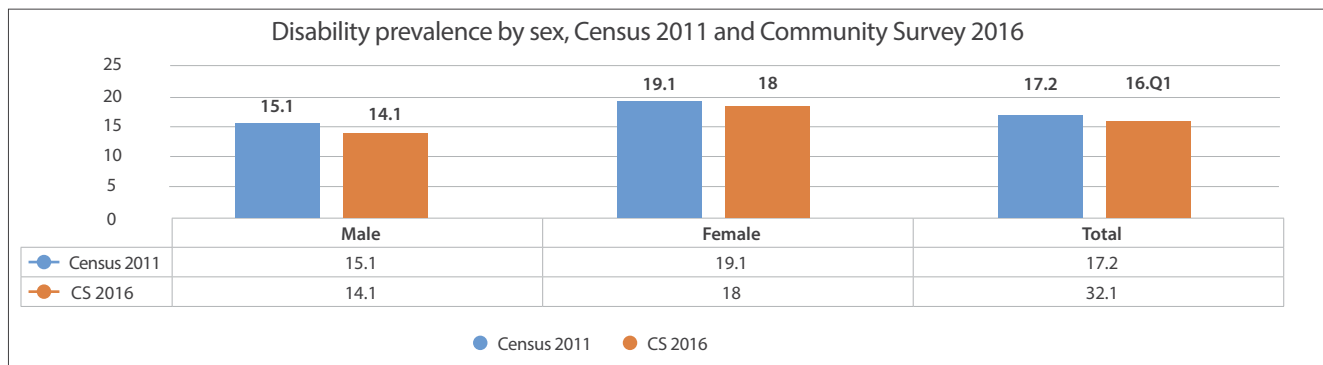
The data in Census 2011 or the General Household Survey (GHS) 2019 is likely to be an under-representation of the actual prevalence of disability (at least 12%-15% lower). This could be because of various factors denial, fear of exclusion and ostracism, unawareness and the inability of questions to be fully comprehensive. This population demographics does not includes children with disabilities under the age of 5 years old and persons with disabilities who are at residential facilities. Statistics South Africa is in the process of mobilising funds and resources to conduct a disability specific survey, which will cover for these categories of persons with disabilities.



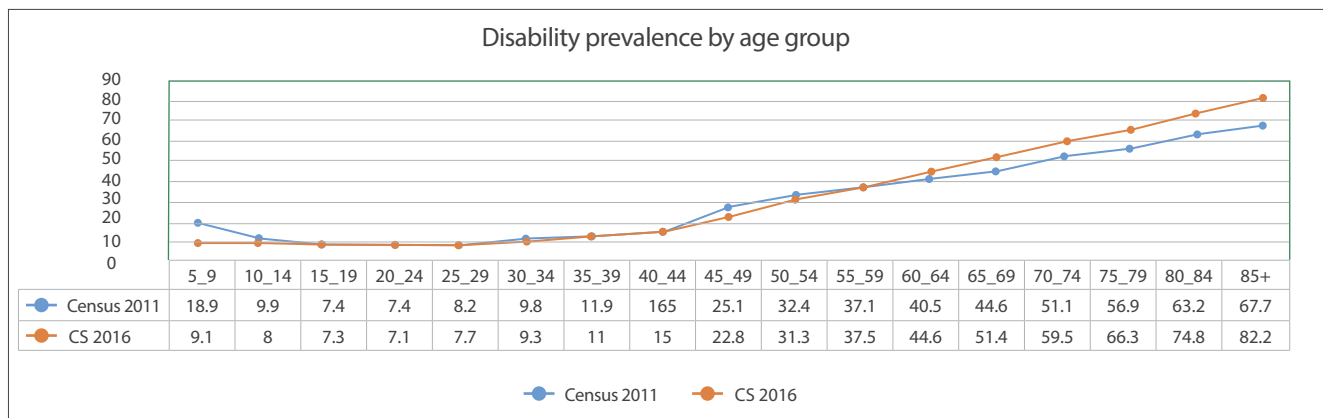
## Prevalence of disability by population group



## Disability prevalence by sex, Census 2011 and Community Survey 2016



## Disability prevalence by age group



DWYPD as an advocate for mainstreaming for the rights of persons with disabilities continues to fight for disability inclusion. Currently inclusion of disability is highly affected by lack of specific disability legislation to enforce compliance and reporting. Without disability inclusive planning and implementation it is challenging to bring about socio-economic transformation of persons with disabilities. Other challenges experienced by the sub-programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities includes lack of compliance with reporting requirements by reporting institutions, lack of enforcement monitoring and evaluation of disability rights instruments which is critical in order to identify gaps that exist, develop of theories of change, and propose interventions and solutions.

The Advocacy and Mainstreaming for the Rights of Persons with Disabilities will monitor compliance with national and international obligations such as the White Paper on the Rights of Persons with Disabilities and the United Nations Convention on the Rights of Persons with Disabilities, by way of tracking institutional performance on inclusion of persons with disabilities and produce a status report. 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 advise on whether Departmental Annual Performance Plans include disability responsive indicators. The status reports will also outline compliance with minimum targets on equity targets on job creation, ownership and representation of persons with disabilities. An evaluation project on the implementation of the White Paper on the Rights of Persons with Disabilities (WPRPD) is underway in partnership with DPME during this financial year. The purpose of the evaluation is to reflect 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 impact 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. Further, the Chief Directorate: Governance and Compliance has harmonised the disability rights monitoring instruments. 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. During the 2023-2024 focus will be on implementation of an automated electronic reporting system. Furthermore, a research on the evaluation on access to education support and services for children and youth with disabilities is also underway.

The sub-programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities and STATS SA have established the Disability Advisory Group (DAG) which will work in finalising the report on the standardisation of disability in administrative data with the World Bank. The Disability Advisory Group will also provide assistance in research and development of disability statistics.

Furthermore, the sub-programme's annual collaboration with Department of Planning, Monitoring and Evaluation on the Analysis of Strategic Plans and Annual Performance Plans has resulted in high level technical support to national and provincial departments resulting in both verbal and written guidance on disability rights mainstreaming as per institutional mandates.

An analysis on annual reports for national and provincial government departments was conducted and developed. The results shows that many departments are still not including disability into their planning, budgeting, auditing, monitoring and evaluation programmes. This trend has a negative impact on the lives of persons with disabilities.

Based on the analysis of Departmental APPs, stakeholder management and departments do not have dedicated Disability Rights focal persons and therefore do not plan, nor budget for disability inclusiveness in programmes of departments. Most departments do not implement the reasonable accommodation policy of government nor develop department specific reasonable accommodation policies.

The sub-programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities and United Nations Development Programme (UNDP) completed a research study on Part 2 of the Elements of Cost of Disability to South African Households in March 2022.

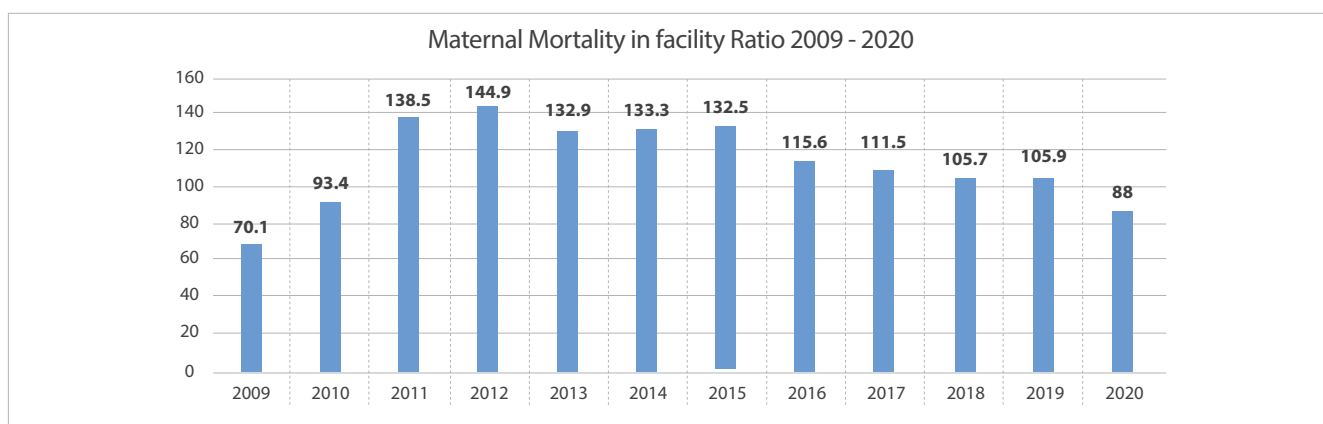


## HEALTH

Women still faced with adverse health outcomes such as poor neonatal and maternal experiences, sexually transmitted illnesses, termination of pregnancies, gender-based violence, leading to health complications and other unfavourable socio-demographic outcomes (Stats SA, 2015; United Nations, 2015). In South Africa, Sexual Reproductive Health Rights are enshrined in section 27 of the Constitution, which states, “everyone has the right to access health care services, including reproductive health care”. Everyone in South Africa has a right of access to services and the freedom to make free and responsible decisions and choices about their own body.

### Maternal mortality in facility ratio (MMFR)

South Africa is experiencing a decrease in MMFR. The ratio peaked in 2012 at 144, 9 deaths per 100 000 live births and the country has since observed a gradual decline to 88,0 deaths per 100 000 live births in 2020. The level of decline in 2020 is noticeably steeper from that observed in 2019 as seen in the table below:



Source: The Status of Women's Health in South Africa: Evidence from selected indicators / Statistics South Africa. Pretoria: Statistics South Africa, 2022

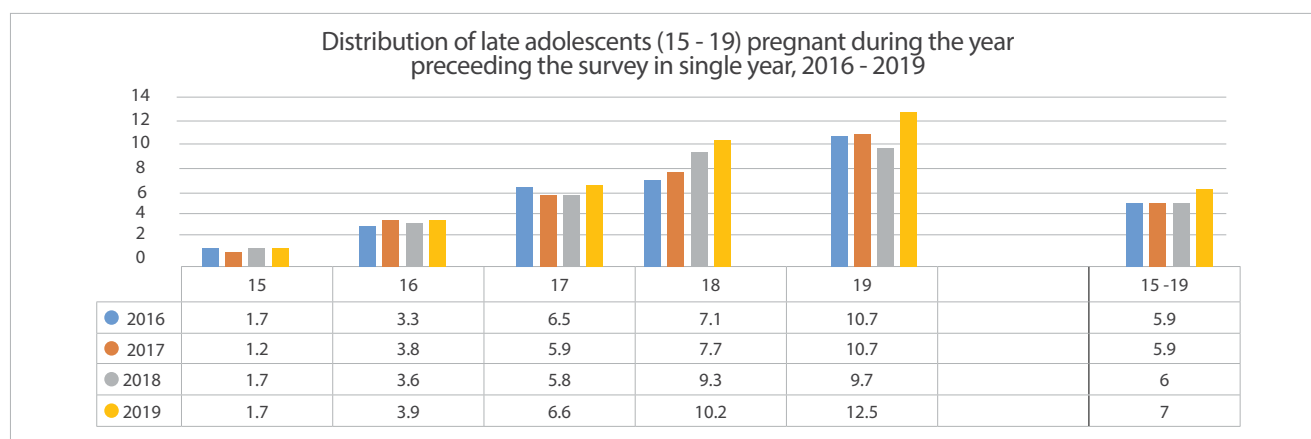
### Sexual and Reproductive Health and Rights

Sexual health encompasses aspects of reproductive health, such as contraception, fertility, and choice on termination of pregnancy, and includes many aspects of sexual health. A variety of factors affects people's access to and utilisation of SRHR services. These factors influence the patterns of use, the continuation and interruption of services, and affect the quality of services clients receive.

### Teen pregnancy and motherhood

According to a 2022 study by Statistics South Africa, the proportion of pregnancy, rate of terminations (abortions) and other delivery-related issues are of concern. Late adolescent pregnancy (14–19 years) remains an issue in South Africa, as the proportions increased with age<sup>1</sup>. Early study suggest that this increase can be associated to high-unmet need for contraceptives, especially in sub-Saharan Africa (United Nations Children's Fund (UNICEF), 2018). In addition, the study also suggests that adolescent pregnancy has consequences for the mother and child, escalating the chance of death and future health problems (Eastern African Community (EAC), 2018; UNICEF, 2018). The National Integrated Sexual and Reproductive Health and Rights Policy (2019) states that South Africa's teenage pregnancy rate has shown little change since 1998. The graph below shows that the proportions generally increased with age over the years. The proportions maintained a consistent increasing pattern among those aged 18 years (7,1% to 10,2%). The national proportion increased between 2018 (6%) and 2019 (7%).

<sup>1</sup> The Status of Women's Health in South Africa: Evidence from selected indicators; Statistics South Africa (2022) - (Report 03-00-18)



Source: The Status of Women's Health in South Africa: Evidence from selected indicators / Statistics South Africa. Pretoria: Statistics South Africa, 2022

### HIV acquisition risk among youth

Many South African youth are sexually active and practice risky sexual behaviour. There is a need to accelerate the implementation of strategies that specifically address human immunodeficiency virus (HIV) among young people, where the incidence of unwanted pregnancies and HIV displays worrying trends<sup>2</sup>

The Department will facilitate appropriate interventions aimed at addressing the challenges of water, sanitation and hygiene at all disadvantaged school especially in rural areas in partnership with Department of Basic Education (DBE) and the department of water and sanitation as well as development partners. The Department will focus on monitoring the following interventions;

- Teenage Pregnancy Programme of Action as led by the Department of Health in line with the Cabinet approved MTSE.
- Infuse the Menstrual Health Management programme to the breast cancer programme, targeting young women in schools who are already benefiting from the sanitary dignity programme, for screening services.
- Partner with the Pink Drive Cancer programme to create awareness on the value add of this programme and encouraging women to subject themselves to early detection that will pave way for early intervention mechanisms.

### ECONOMIC TRANSFORMATION AND JOB CREATION

Participation of females in the economy is vital as it gives them access, control over resources, and enables them to earn income to support their households. More often, women experience barriers that restrict their participation in the labour market, particularly the traditional gendered roles that make women subservient to their male counterparts. This includes women's engagement in unpaid work, such as being caretakers and providers of household work.

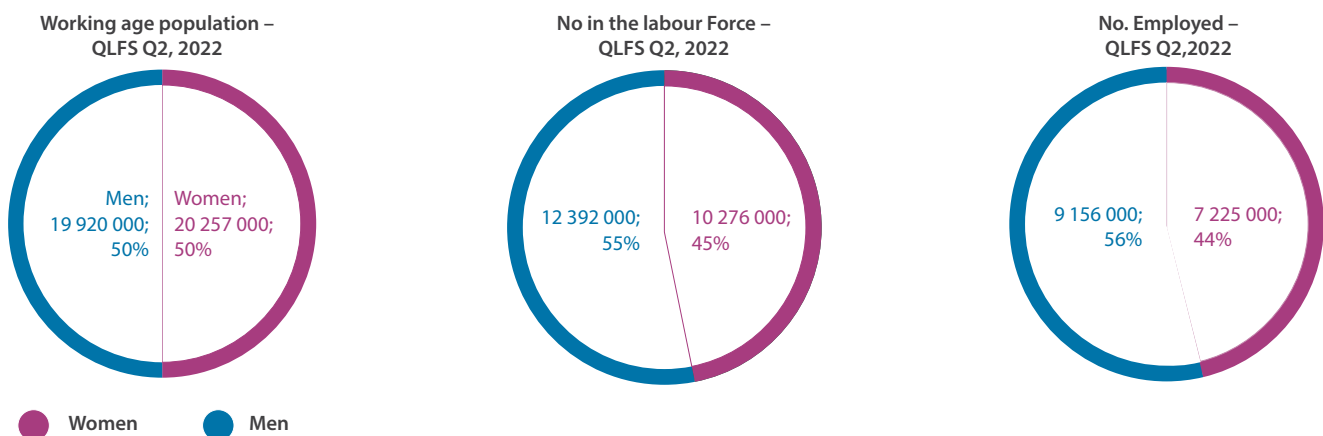
Women continue to face economic exclusion, resulting in high levels of poverty, inequality and unemployment. Women's economic empowerment is central to the achievement of the constitutional vision of a gender-equal, non-sexist society. Women's access to resources, both social and economic, has far-reaching implications in improving women's access to education, skills development, technology and economic resources, including credit, will result in a better quality of life for women and will benefit society as a whole. Transforming the world of work for women and ensuring their inclusion in mainstream economic activities, opportunities and employment requires the elimination of structural barriers, violence and harassment as well as an end to discriminatory laws, policies, practices and social norms.

<sup>2</sup> The South African National Integrated Sexual and Reproductive Health and Rights Policy, 2019 (SRHR Policy 2019)

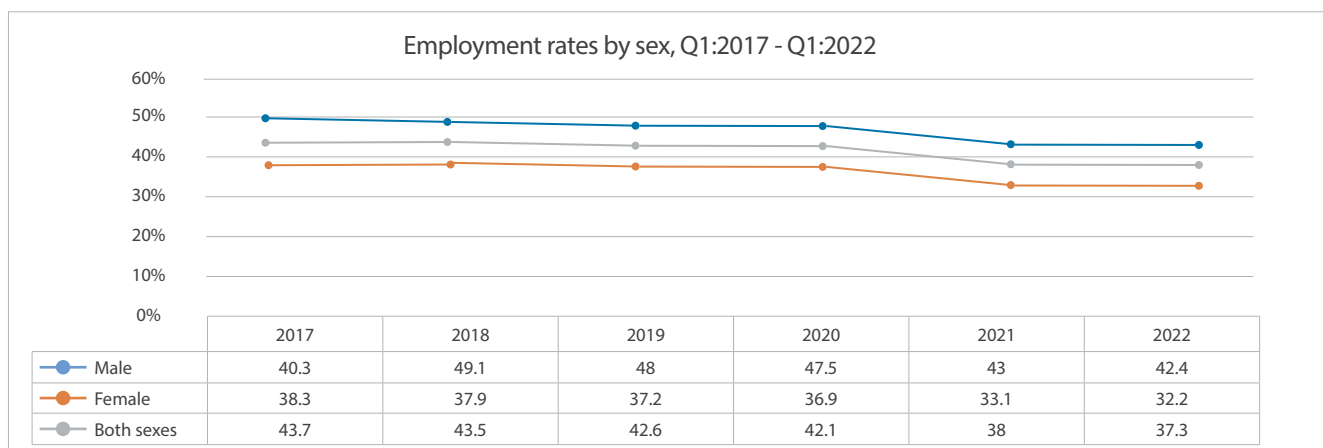


Gender equality is central to the global development agenda, which promotes opportunities for both males and females to find equitable, decent and productive work in conducive environments. Equal access to decent employment and income-generating opportunities is a human right and enhances poverty reduction, social progress, and economic growth. The National Development Plan (NDP) advocates for decent work for all and identifies the informal sector as critical in addressing unemployment, poverty and inequality. In addition, decent work and promoting a better quality of work for women are also priorities in the development agenda as reflected on Goal 8 of the Sustainable Development Goals (SDGs).

The MTSF 2019 -2024 indicates that most pressing problem facing South Africa today is the absence of faster and sustained inclusive growth. Women face multiple challenges such as childcare, productivity and the ability to earn a reliable income. Current employment statistics shows that women's position and conditions of employment remains a challenge, which requires accelerated and targeted efforts.



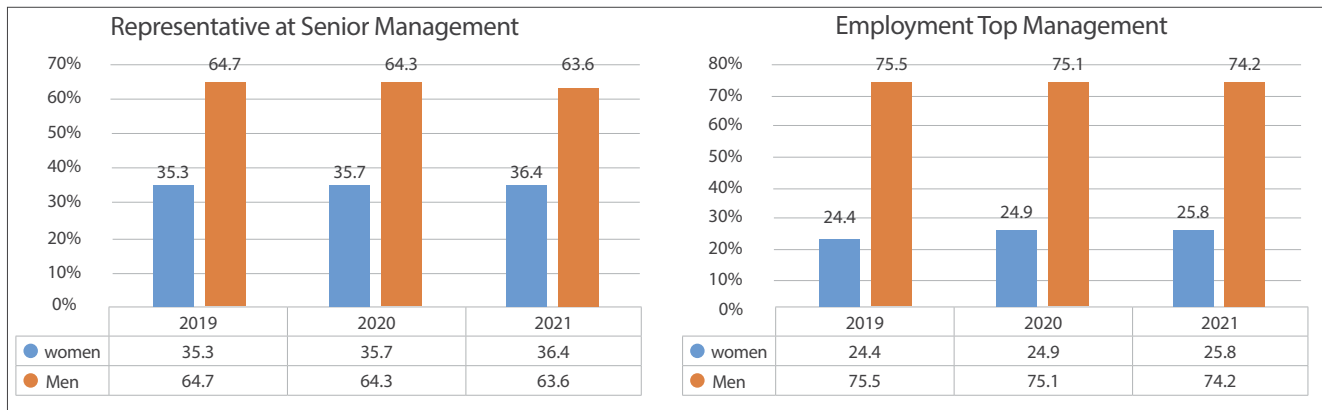
Gender differences in labour productivity are influenced by differences in the economic activities of men and women<sup>3</sup>. The table below shows employment rates trend in South Africa between 2017 and 2022. The table below shows higher employment rates for male compared to females. The gender parity ratio in employment widen from 0,77 in 2017 to 0,75 in 2022, indicating that more males are employed than their female counterparts.



Source: Gender Series Volume IX: Women Empowerment, 2017 – 2022 (Statistics South Africa, 2023)

Women constitute 51% of the population of South Africa, yet there are fewer women participating in the labour force; high unemployment rate; and women are poorly represented at leadership positions and often concentrated at lower levels of organisations. The 22nd Commission on Employment Equity report (2022) shows lower representation of women at senior and top management positions as depicted in the graphs below:

<sup>3</sup> Gender Series Volume IX: Women Empowerment, 2017 – 2022 (Statistics South Africa, 2023)



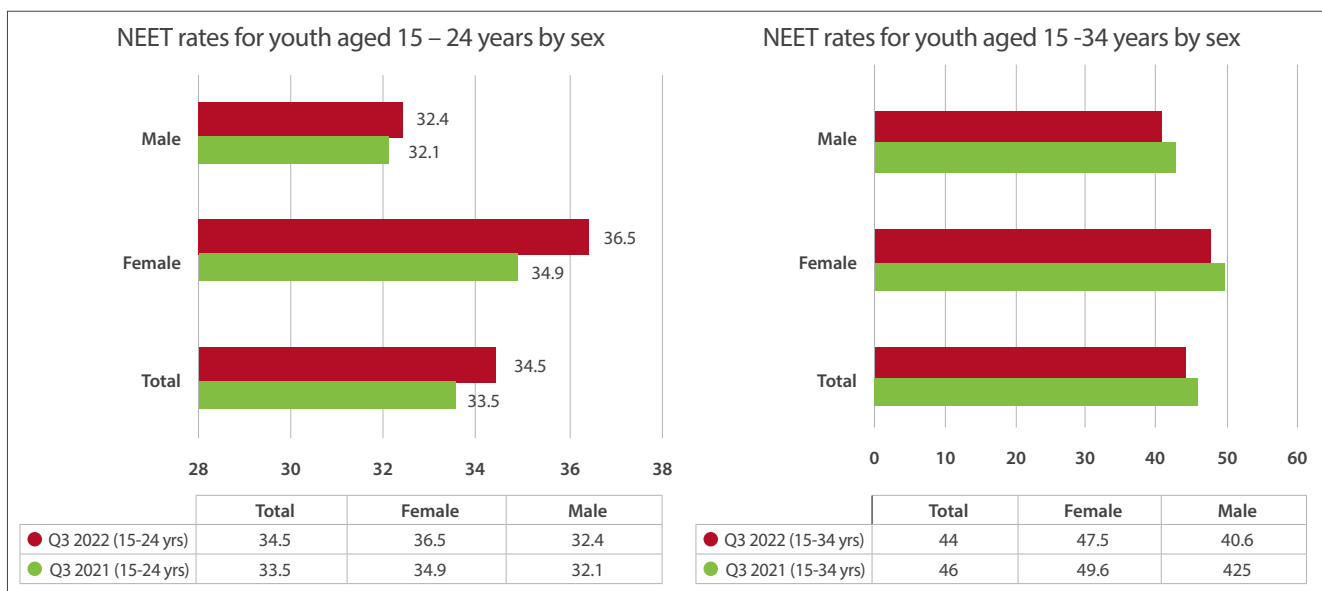
Source: 22nd Commission for Employment Equity (CEE) - Annual Report 2021- 2022

Some young people have been disengaged with the labour market and they are also not building on their skills base through education and training – they are not in employment, education or training (NEET). The NEET rate serves as an important additional labour market indicator for young people.

There were about 10,2 million young people aged 15–24 years in Q3: 2022, of which 34,5% were not in employment, education or training (NEET). This is 0,9 of a percentage point higher than the NEET rate in Q3: 2021. In this age group, the NEET rate for males and females increased by 0,3 of a percentage point and 1,6 percentage points, respectively. The NEET rate for females was higher than that of their male counterparts in both years. Compared to Q3: 2021, the percentage of young persons aged 15–34 years who were not in employment, education

or training (NEET) decreased by 2,0 percentage points from 46,0% to 44,0% in Q3: 2022. The NEET rate for males decreased by 1,9 percentage points, and for females the rate decreased by 2,1 percentage points. In both Q3: 2021 and Q3: 2022, more than four in every ten young males and females were not in employment, education or training.

### Not in employment, education or training (NEET) - QLFS, Q3 of 2022 (November 2022)



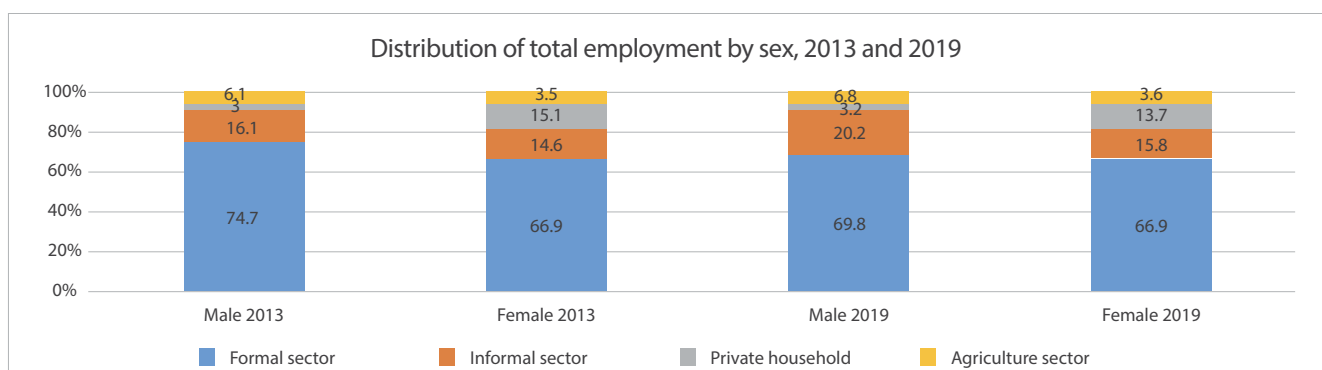
Source: Stats-SA - Quarterly Labour Force Survey, Quarter 3: 2022

To respond to the above stated dire situation, the sub-programme: Advocacy and Mainstreaming for Rights of Youth in DWYPD continue to advance its mandate of developing regulatory instruments for socio-economic empowerment of the youth. In this regard, the DWYPD's sub-programme: Advocacy and Mainstreaming for Rights of Youth 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 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. It will enable government leaders, youth, and other stakeholders to have a single data hub for youth development in order to measure impact and enhance accountability. The M&E framework is accessible to all those implementing youth programmes, including government, civil society and private sectors. It also describes the approach to be followed in producing credible, accurate data on an ongoing basis. The M&E system has Administrative tools and Guideline document were also developed. These would enable collection of reliable data, review of youth development programmes, and also inform resource allocation.

Furthermore, the National Youth Development Agency (NYDA) – a national public entity reporting to the department, also developed an Integrated Youth Development Strategy (IYDS). The provisions of the Young Women’s Socio-Economic Framework have been consolidated into the IYDS. The IYDS contains targets aligned to the five NYP’s imperatives. These pillars are aligned to the pillars of the NDP, the MTSF, and the seven identified priorities of government. To that extent, quarterly and annual reporting on the implementation of the NYP and IYDS would assess many key interventions and targets that are priorities of the 6th Administration. In addition, the DWYPD developed the South African Youth Development (SAYD) Bill - a framework of overarching legislation for youth development in the country. Once enacted, the Act will regulate youth development in the country. It will provide for institutionalisation and mainstreaming of youth development in the country, through amongst others, the: (i) setting of youth development priorities; (ii) regulating youth development equity targets; (ii) institutionalisation and mainstreaming of youth development; (iii) streamlining of the youth development efforts into an integrated coordinated package of services; (iv) professionalisation of youth work; and (vi) providing for youth development coordination mechanisms at national, provincial, and local levels. The Bill was drafted with the assistance of the Chief State Law Advisor; underwent the Socio-Economic Impact Assessment; was consulted; and then processed to Cabinet, where approval will be sought for its tabling in Parliament. The amendment of the NYDA Act, Act No. 54 of 2008 is being finalized. The Bill was tabled in Parliament in 2022/2023.

### Year-on-year changes in informal sector employment, Q2: 2014 to Q2: 2022



The table above shows that the formal sector accounts for the highest share of employment in South Africa. Noticeable gender differences is observed in the share of private households employment in total employment, where participation for females is more than double that of males for 2013 and 2019; respectively. Studies attribute the noticeable gender disparities in participation for private households to females being more likely to work in private households as domestic workers than their male counterparts are.

To remedy the situation, the sub-programme: Economic Empowerment of Women will coordinate and facilitate interventions to support economic empowerment, participation and ownership for women youth and persons



with disabilities by ensuring that at least 4 interventions are implemented in line with the flagship projects that relate to representation, ownership and control.

The interventions planned include:

- Consulting and creating advocacy across provinces for the implementation of preferential procurement and creating opportunities for women to respond to the 40% preferential procurement in the public sector.
- 40% Preferential Procurement and the DWYPD's Task Team on Women's Economic Empowerment Programme (WEEP). Which is aimed at addressing economic discrepancies through access to economic empowerment by fast tracking the implementation of the Presidential pronouncement to increase access to public procurement for women owned businesses and women from designated groups to a minimum of 40% percent.
- Hosting of awareness initiatives to support economic empowerment and participation of women in trade, to support WYPD participation in the African Continental Free Trade (AFCFTA). Collaboration with DSBD on SheTrades ZA will continue.
- 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 DWYPD 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 State-Owned Enterprise's (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, Department of Small Business Development (DSBD) and Economic Sectors, Investment, Employment and Infrastructure Development (ESIED) 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 the Sanitary Dignity Programme (SDP) being to expand equitable job creation, representation and ownership by WYPD across its value chain in sectors such as manufacturing, procurement, storage, distribution and disposal.
- Capacity building workshops to get women trade ready to participate in the sanitary dignity economic value chain, especially manufacturing.
- The business case with its recommendations has been developed through a National Task Team constituted of the ESIED cluster departments and must now be costed with NT to be implemented in the 2023/24 FY. The business case seeks to explore entry points and opportunities for increased participation of Women, Youth, & Persons with Disabilities (WYPD) in the Sanitary Dignity Program (SDP) value chains
- DWYPD also has an MOU with Department of Agriculture, Land Reform and Rural Development (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 we will be leveraging the MOU to open up export opportunities to the China market for women in agriculture
- The Department has also completed successful Imbizo's in the KZN and Eastern Cape regarding the Eastern Seaboard Smart City Development Programme, it is a broad and multifaceted vision to develop a new smart city and to bring in new developments across KwaZulu-Natal and the Eastern Cape.

- Report findings and recommendations are now being developed into a programme of action that will ensure that WYPD's are mainstreamed across all its programmes, tracked and measured for impact in close collaboration with COGTA and South African Local Government Association (SALGA).
- webinars for economic empowerment for WYPD to be hosted and
- Report on the number of MOU's developed towards economic empowerment of WYPD to be produced.

## SAFER COMMUNITIES

Safety and security is directly related to socio-economic development and equality. A safe and secure country encourages economic growth and transformation and is an important contributor to addressing the triple challenge of poverty, inequality and unemployment. The NDP 2030 envisions a South Africa where people feel safe and enjoy a community life free of crime. Gender-Based Violence and Femicide (GBVF) has become a scourge and has resulted in the President declaring a national crisis. GBVF affects the country's economic development, undermines the wellbeing of people in the country and hinders their ability to achieve their potential. The first Presidential Summit on GBVF held in November 2018 was succeeded by the development of the Emergency Response Action Plan (ERAP) to address GBVF and the National Gender-Based Violence and Femicide Strategic Plan (GBVF-NSP) in 2020.

The DWYPD has been in the forefront of coordinating the implementation of the NSP-GBVF (2020 -2030) aimed at addressing the scourge of Gender-Based Violence and Femicide (GBVF) and against women and children. While the issue of access to justice services is important element in the fight against the scourge, more efforts need to be placed on measures and interventions aimed at the Prevention Pillar in order to prevent violence and harm from happening.

DWYPD acknowledges that eradication of GBVF is not an overnight process, and the persistence of GBVF has compelled the DWYPD to come up with the following interventions:

- The National and Provincial Departments and District and Local Municipalities plans will be reviewed to assess integration of NSP on GBVF priorities. These reviews will be coupled with feedback sessions so that the respective departments and Municipalities can advised on how to improve their plans so as to ensure integration.
- Monitoring of the GBVF initiatives implemented by the National Departments will continue, together with the submission of monthly reports to the President
- An e-reporting tool will also be developed as a first step towards developing reporting systems on NSP on GBVF for provinces and local government. This e-reporting tool will be implemented from 2024/25 financial year
- The establishment of GBVF Rapid Response Teams (RRTs) at District and Local level will also continue up until all provinces have functional GBVF RRTs. The Department is also going to focus on supporting the GBVF RRTs that were established since 2021 so as to ensure that they remain functional and effective in their effort of supporting victims of GBVF and fighting GBVF.
- 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 the GBVF Rapid Response Teams will be supported as a pilot.
- Provision of support to the National Women Machinery using the Gender Machinery Framework that was approved in 2021/22 financial year.

## 2. External environment analysis

The regulatory mandate of the Department requires the provision of 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 prescripts.

While the department draws its mandate from different prescripts, the review of the South Africa's National Policy Framework on Women's Empowerment and Gender Equality undertaken in the 2022/23 financial year will provide the department with an opportunity to strengthen its authority towards the enforcement of compliance to key gender imperatives.

The location of the department is vital and provides an opportunity to advocate for and enforce the development of gender responsive policies and plans through the provision of specialised knowledge and skills for mainstreaming of the three sectors. The development of regulatory framework for mainstreaming women, youth and persons with disabilities is a step towards the right direction to enable the enforcement of compliance by different sectors.

Measuring the empowerment and impact of the policy and regulatory environment, required mechanism in place for data collection systems to be responsive to WYPD data disaggregation. Data might be available but is not disaggregated and in many cases it requires reprogramming and reengineering of data management systems.

**Promotion of equity:** Progress towards promotion of equity remains slow across the country. Data shows that the government spend is still far from achieving the 40% preferential procurement spend on women-owned business. In 2020, 15.77% spend went to black women-owned businesses while in 2021, 12.77% spend was recorded: this is a decline of 3 percentage points. This continues to show unevenness in terms of promotion of equity. In terms of the B-BBEE transactions for 2020/21 financial year the following allocations were recorded; R38, 40 billion representing 19.73% women; R19,87 billion representing 10.21% youth; R1,01 billion representing 0.52% persons with disabilities.

**Level of employment:** The 2022 Gender Series on Women's Empowerment by Stats SA indicate that women's median monthly earnings were 77,8% of men's median monthly earnings. Even though women are over 50% of the population, just 44.6% population of women participate in employment while the unemployment rate among women is at 36.8%. The high number of youth not in Employment, Education and Training (NEET) are females and this has been persistent in both 2020 and 2021 data from the Labour Force quarterly surveys. Operation Phakisa and CHW programmes created a number of job opportunities, however, data is not disaggregated by age, gender and disabilities. Jobs created by EPWP clearly indicated that the programme is targeted at over 50% vulnerable persons which include women, youth and persons with disabilities.

The representation of women in politics reached the 50% target in Cabinet, while at both parliament and provincial legislature is at 46%. The representation of women in the public service exceeds that of men and has been consistent since 2018/2019 financial year, however it does not translate into decision making positions. In the public service there are 27.42% of women at the accounting officer level, 0.5% of persons with disabilities at top management and 20.7% of directors in the JSE listed companies in the private sector. Women at the magistrate level exceed the 50% target with 806 out of 1604 magistrates being women. This includes 50/50 representation at the highest position of senior magistrates and Regional Court President. No information is provided on women judges.

**Ownership and participation:** Access to land for WYPD is crucial, not only for economic use, but to address the past social and cultural norms that prohibited women from inheriting land and land ownership. Small Enterprise Finance Agency (SEFA) disbursed loans of about R1.3 billion which supported SMME owned by women at 22.8% and youth at 10.8%. The support dropped by 5% due to COVID-19 related programme support. The Township and Rural Entrepreneurship Programme (TREP) supported SMMEs and cooperatives to the value of R25 million. Most



of the available data on ownership and participation is not disaggregation, which makes it complex to assess the status of women, youth and persons with disabilities.

Over years, government's work has been characterised by working in silos amongst government departments which makes the overall impact of government programmes not to be fully effective. The introduction of the DDM is intended to challenge this and the mainstreaming of WYPD priorities into interventions across all DDM One Plans is therefore critical.

In line with the promotion of equity, levels of employment and ownership and participation; Cabinet in 2022 approved that (i) All departments to include women, youth and persons with disabilities indicators in their plans, provide annual monitoring report on the gender, youth and disabilities indicators with data disaggregated by gender, age and disability; (ii) Sector Ministers and DGs be held accountable for ensuring that their departmental interventions and programmes generate gender, age and disability disaggregated data.

Overall progress towards the empowerment and the promotion of equality remains at the undesired levels, although it should be acknowledged that departments are at different levels and the results vary based on the level of the mainstreaming of the priorities of women, youth and persons with disabilities within and across departments.

33 draft Annual Performance Plans 2022/23, were analysed for Gender, Youth and Disability responsiveness, less than 50% of the analysed plans are responsive, while gradually departments are at the targeting stages of the responsiveness scale.

**The DWYPD Rapid Evaluation on Public Procurement Spend towards WYPD, 2021:** A rapid evaluation on the implementation of government's policy on preferential public procurement towards women, youth and persons with disabilities owned businesses was conducted. It was found that the level of implementation is still uneven, with departments not having clear policy direction/directive on the implementation of the preferential public procurements towards vulnerable groups including women, youth and persons with disabilities. Procurement spend towards women, youth and persons with disability is steadily improving, yet far from the set targets of 40%, 30% and 7%. Serious gaps are with persons with disabilities owned businesses. In the financial year 2021 women owned businesses received 11% ( R22,27bn) of the total spend of R194,8bn; youth owned businesses received 4.8% (R9.41bn) of the total spend of R194,8bn; persons with disabilities owned businesses received 0.2% (409,24m) of the total spend of R194,8bn.

Further concerted and widespread interventions are required, especially from centre of government departments such as DWYPD, NT, DPME, DPSA and COGTA to sustain the impetus towards implementation and results. Of particular importance is ensuring champions for implementation at a leadership level in every institution.

Lack of commitment for the implementation of the laws and policies that are in place towards the promotion of equity through responsive planning, budgeting and implementation to generate disaggregated data. Unclear mechanisms to implement the 40% preferential procurement targeted at women owned enterprises. The lack of gender, youth and disability disaggregated data persist. Many programmes implemented such as Operation Phakisa, CHW programme, digital hubs, land redistribution and restitution are not providing disaggregated data. The participation of women in senior management positions in the public service and private sector is far from the 50% target. Furthermore the poor response rate by the department to provide progress against WYPD indicators.

Like in many developing countries, South African youth faces many challenges, including structural unemployment and economic marginalisation; high school drop-out rates; and insufficient skills development; poor health outcomes including high HIV and AIDS prevalence, poor sexual and reproductive health outcomes, pulmonary tuberculosis, and high levels of violence; teenage pregnancies; and substance abuse.

## Economic Empowerment of Women

Notwithstanding the barriers experienced by women, youth and persons with disabilities in different socio-economic domains some significant strides have been achieved since 1994 by the democratic government commitment to enacting progressive laws to address the legacy of Apartheid. However, gender inequality has been a challenge in the country by perpetual lack of meaningful economic participation and representation across several socio-economic domains. The availability and use of demographic information and sex disaggregated data will assist in providing a broad understanding of the different interventions that needs to be developed and implemented. To this end, different measures to address gender disparities will require partnership between public, civil society and private sector. And the department is well positioned towards achieving gender equity across key economic sectors and value-chains through its co-ordination, facilitation and regulatory role.

Ensuring economic power for women is simple economics. The trend analysis based on annual reports revealed that it is treated mostly as a social issue, with limited effort to ensure mainstreaming of women into the economy. The Department in playing its advocacy role, ensures the mainstreaming of WYPD in all key economic strategic interventions such as the ERRP, and 40% pronouncement. Creating an enabling environment by unlocking supply chain opportunities in government and private sector is the most desirable intervention to embark upon through Women's Economic Assembly (WECONA).

## Social Empowerment of Women

In terms of policy & regulatory environment, the programme is well guided by availability of relevant legislation, policies and prescripts, including international protocols and conventions. That ensures that there is a suitable enabling environment for the programme to grow in leaps and bounds.

The challenges with the sanitary dignity programme are the lack of adequate 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.

Research conducted in Gauteng revealed that girls miss school every month for 3 to 5 days due to menstruation and lack of sanitary products. Since government stepped in and provided sanitary towels to girl learners in quintile 1 to 3 schools (indigent), farm schools and special schools, the impact of this intervention has been noted. Girls' rate of absenteeism has reduced drastically with improved school attendance and performance.

Issues of WASH also emerged globally as an area that requires strategic intervention. The Department will work closely with the National Task Team on SDIF, Department of Basic Education, Department of Public Works as well including Development partners and private sector.

Further, these issues will continue to be raised in the Sanitary Dignity National task Team. SEW will embark on conducting M&E workshops with provinces so as to strengthen their tools of analysis, project planning, implementation, execution and effective monitoring.

The extent of Gender-Based Violence and Femicide (GBVF) in South Africa has reached crisis proportions. The country's rate of femicide is reported to be amongst the highest globally with some reports suggesting this rate to be almost 5 times the global average. The realisation of a prosperous and vibrant democracy is deeply compromised by violence directed at women, children, and gender non-conforming persons. This onslaught is part of a wider culture of violence and intolerance that manifests in homes, workplaces, places of worship, places of learning, social spaces, and neighbourhoods, regardless of the class, race or geographic location of perpetrators, or survivors or victims.

A range of laws, policies, programmes and interventions are in place across all sectors to address GBVF. However, implementation has not been fully effective and the onslaught of GBVF cases remains unabated. In line with the department's lead role in the national response to GBVF, the department will continue to champion the government's 2019-2024 MTSF priority 1 on a capable, ethical and developmental state by ensuring that there is improved leadership, governance and accountability; and priority 6 (Social Cohesion and Safe Communities) by building a firm institutional foundation to foster greater government-wide accountability for delivery on the NSP on GBVF. At the international level the attainment of Sustainable Development Goal five (5) on Gender Equality and interface with related SADC targets is a priority area for the department. The success of the NSP on GBVF will largely depend on the extent to which it is locally owned and committed to across all three government tiers. Local and provincial government are very critical given their close proximity to communities.

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 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 establishment or revival of functional GBVF Community Rapid Response Teams/Structures (RRTs) that will coordinate and monitor implementation of GBVF initiatives at local levels; also 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. This lack of capacity results in many provinces and municipalities being unable to implement the strategies and frameworks that aim to end GBVF, end gender discrimination, promote gender equality and facilitate empowerment of women. The department will continuously provide support mechanisms to Gender Focal Points, offices on the status of women across all provinces, through the National Gender Machinery. It will also support provinces and districts to resuscitate gender machineries in order to ensure that support mechanisms for gender and women empowerment programmes are in place. Further by enhancing the capacity of SALGA and COGTA in order to enhance their support role to Municipalities in relation to women empowerment and GBVF interventions. Exploring practical ways to popularise the key policies implemented by the department to both service providers and service recipients, i.e. NSP on GBF, and Sanitary Dignity Implementation Framework. The support that is provided to the three pilot provinces (Eastern Cape, Kwa Zulu Natal and Gauteng Provinces) through the EU funding of monitors is an effort to augment the capacity of provinces to implement the NSP on GBVF and GRPBMEAF. Analysis of the Annual Performance Plans of National and Provincial Departments and Municipality plans, for integration of the NSP on GBVF priorities, and provision of recommendations to enable these government entities to improve the responsiveness of their plans to Gender Based Violence and Femicide and the needs of the vulnerable groups. Institutionalizing all key deliverables within the district development model through collaboration with all key partners; CSOs, private sector, etc. Developing automated data gathering and reporting systems that will enable provinces and municipalities to localise implementation of the NSP on GBVF and other key interventions.



## International Relations, Stakeholder Management and Capacity Building

Factors affecting effective stakeholder management is largely lack of a master stakeholder database. The unavailability of this database makes it difficult to reach out to all key stakeholders making establishment of a proper referral system to track all enquiries put forth during outreach and stakeholder engagements almost impossible. The department has embarked on a process to develop a comprehensive stakeholder database for WYPD to ensure maximum participation during its stakeholder consultation. For those external stakeholders which the department is able to reach, implementation of policies has always been the greatest challenge to them. There is a need for a mechanism to enforce the implementation of these policies.

## Research and Knowledge Management

Data is recognized as an enabler of the 2030 Agenda for Sustainable Development. The availability and use of current and relevant research knowledge and timely data to understand the gaps, target solutions, and measure progress is key. There is always demand for the department to base its interventions and programmes on scientific knowledge and information. Not all research that is conducted is women, youth and disability responsive and the DWYPD may not have enough resources to undertake research across all sectors. While there is a number of research that are conducted, this research do not adequately address all the priority areas, indicators and sectors to adequately address the needs of the department. The DWYPD will endeavour to build relationships with academic institutions, research institutions, donor funders and civil society organisations to build research partnerships and also engage multiple stakeholders to advance evidence-based policies and programmes aimed to reach the women, youth and persons with disabilities. Research and knowledge that can be used to inform interventions, implementation, and evaluation of development programmes is key.

Data from Stats SA Quarterly Labour Force Surveys and other surveys conducted; from departmental research Reports; data from the 2016 South African Demographic Health survey, SAPS quarterly Crime Stats, etc. is used to respond and provide information on key indicators. However, the data and information is dated and may not provide accurate provide information to inform proper planning.

## Monitoring and Evaluation: Women, Youth and Persons with Disabilities

The monitoring and evaluation that the DWYPD undertakes is in line with the 5 year policy priorities as defined in the MTSF 2019/2024 as follows:

- Priority 1:** A capable, ethical and developmental state: Mainstreaming of gender, youth and persons with disabilities empowerment and development institutionalised
- Priority 2:** Economic transformation and job creation: Increased economic participation, ownership and access for women, youth and persons with disabilities
- Priority 3:** Education, skills and health: Improved educational and health outcomes and skills development for all women, girls, youth and persons with disability.
- Priority 4:** Consolidating the social wage through reliable and quality basic services: Increased access to development opportunities for children, youth and parents/guardians including access to menstrual health and hygiene for all women and girls.
- Priority 5:** Spatial integration, human settlements and local government: Equitable access to land reform, housing, safe living environment, universal access and design and safe and affordable transport and ICT services.
- Priority 6:** Social cohesion and safe communities: Reduced levels of marginalisation, stigmatisation and discrimination and violence against women, girls and persons with disability.
- Priority 7:** A better Africa and world: Gender equality, youth and persons with disability agenda strengthened within multilateral institutions.

Part of the process of ensuring that developed public policies are benefitting the intended recipients it must be followed by an intensive educational programme or communication plan. Various arms of government need to be frequently engaged to ensure implementation from a point of understanding. In the same breath policies that affect WYPD need to be properly communicated, implemented and accompanied by programmes which supports policy imperatives. Misalignment of functions and skills, insufficient human and skilled resources, the reorganisation and restructuring process of the department is envisioned to address this.

In planning for the medium-term projects, the programme is always directed towards interventions directed to women, youth and persons with disabilities particularly the most vulnerable, including the elderly, women with disabilities and those from poor households, including in informal settlements and rural areas.

### **International Relations, Stakeholder Management ad Capacity Building**

The sub-programme will conduct international relations activities pertaining to bilateral, multilateral, Official Development Assistance and Treaty Reporting. The department is often required to carry out urgent and unplanned IR ad hoc work demand with a potential to cause reputational damage for the country if not done.

### **Advocacy and Mainstreaming for the Rights of Youth**

Like in many developing countries, the South African youth faces many challenges, including structural unemployment and economic marginalisation; high school drop-out rates; and insufficient skills development; poor health outcomes including high HIV and AIDS prevalence, poor sexual and reproductive health outcomes, pulmonary tuberculosis, and high levels of violence; teenage pregnancies; and substance abuse.

Despite a decrease in youth unemployment rate by 1,3 percentage points to 46,5% in Q2:2022, the Quarter 2 of 2022 Labour Force Survey showed that the youth remain vulnerable in the labour market. For that period, the total number of unemployed youth (aged 15-34) increased by 2,0% (or 92,000) to 4,8 million from Q1:2022. There was a noticeable increase of 7,2% or 370 000 in the number of employed youth during the same period. Even though we welcome this reduction in youth unemployment, we are reminded to continue making the right investments to ensure that these gains are sustained and upscaled.

To respond to the above stated dire situation, the National Youth Development Programme in DWYPD continues to advance its mandate of developing regulatory instruments for socio-economic empowerment of the youth. In this regard, the DWYPD's National Youth Development programme developed and ensured approval of the National Youth Policy (NYP) 2020-2030. The NYP 2030 guides stakeholders in the youth development space on key prioritised areas of intervention to deepen attainment of young people's constitutional rights to social justice; social integration; and inclusion as contributing members of their communities and society.

In addition, the M&E Framework for the National Youth Policy 2020-2030, which is a product of consultations with all sectors of society, including the youth themselves, was approved by Cabinet in September 2022. The framework tracks progress on implementation of youth interventions the 5 pillars of the National Youth Policy. It will enable government leaders, youth, and other stakeholders to have a single data hub for youth development in order to measure impact and enhance accountability.

The M&E framework is accessible to all those implementing youth programmes, including government, civil society and private sectors. It describes the approach to be followed in producing credible, accurate data on an ongoing basis. The framework further specifies the Theory of Change, which includes envisaged results of the NYP 2030; a detailed M&E plan with objectives; quantitative and qualitative indicators; baselines and targets as well as plans for data collection, analysis, reporting and usage. The

M&E system, which contains the Administrative tools and Guideline document were also developed. These would enable collection of reliable data, review of youth development programmes, and also inform resource allocation.

Furthermore, the National Youth Development Agency (NYDA) – a national public entity reporting to the department, also developed an Integrated Youth Development Strategy (IYDS). The provisions of the Young Women's Socio-Economic Framework have been consolidated into the IYDS. The IYDS contains targets aligned to the five NYP imperatives, namely: Quality Education, Skills Development and Second chances; Economic Transformation, Entrepreneurship and Job creation; Physical and Mental health promotion; Social cohesion and Nation building, as well as Effective and Responsive youth development machinery. These pillars are aligned to the pillars of the NDP, the MTSF, and the seven identified priorities of government. To that extent, quarterly and annual reporting on the implementation of the NYP and IYDS would assess many key interventions and targets that are priorities of the 6<sup>th</sup> Administration.

In addition, the DWYPD developed the South African Youth Development (SAYD) Bill - a framework of overarching legislation for youth development in the country. Once enacted, the Act will regulate youth development in the country. It will provide for development and empowerment of young people in the country, through amongst others, the: (i) setting of youth development priorities; (ii) regulating youth development equity targets; (iii) institutionalisation and mainstreaming of youth development; (iv) streamlining of the youth development efforts into an integrated coordinated package of services; (v) professionalisation of youth work; and (vi) providing for youth development coordination mechanisms at national, provincial, and local levels. The Bill underwent the Socio-Economic Impact Assessment and legislative drafting by the Department and Office of the Chief State Law Advisor in 2022/2023. In the current financial year, the Bill will be consulted publicly and then processed to Cabinet, where approval will be sought for its tabling in Parliament. The key aims of the Bill is to institutionalise and mainstream youth development.

The amendment of the NYDA Act, Act No. 54 of 2008 is being finalized. The Bill was tabled in Parliament in 2022/2023. The proposed amendments, amongst others, clarify the mandate of the agency in relation to other key players in the youth development space; clarifies the reporting lines of the entity; proposes an increase in the size of the NYDA Board from seven to 10 members. It provides for youth development service provision at local level, especially for youths in rural areas who are unable to easily access the services of the NYDA.

### **Advocacy and Mainstreaming for the Rights of Persons with Disabilities**

The Advocacy and Mainstreaming Chief Directorate is not fully capacitated in terms of Human Resource. The Development of legislation is largely dependent on an external party, the South African Law Reform Commission's processes and systems the Process towards development of the Disability legislation is progressing slowly. In 2021, the Issue paper was developed and consulted. Currently, the department is awaiting publishing of the discussion paper by the South African Law Reform Commission for further consultation.

Departments are very slow in implementing the Implementation Matrix of the White paper. There is misalignment between the National, Provincial and local government in terms of disability Agenda. The Institutional environment is great challenge. The Process of aligning the machineries and aligning the institutional arrangement would be of critical importance.

Disability Focal persons are appointed, others deployed at low levels with no decision making powers or influence; Disability programs are not featuring in Annual Performance plans of departments and Integrated development plans of municipalities. The transformation or Special programs is not allocate adequate budget.



The program has developed Frameworks in line with the White Paper on Rights of Persons with disabilities and the Implementation Matrix to ensure accountability and guide duty bearers in implementing and developing the disability inclusive programs.

Persons with Disabilities are not a homogenous group and therefore there are different disabilities and organisations of persons with disabilities are structured in line with different disabilities. This tends to create a challenge to duty bearers as different organisations may present matters related to a specific disability and leave out the others. This then calls for careful clear demarcation of general matters that affect persons with disabilities in general and matters that affect persons with disabilities in line with the disabilities. There are inconsistencies on representation of youth with disabilities and women, especially young women with disabilities in organisations.

Disaggregation of data according to disabilities and remains a challenge due to non-disclosures by persons with disabilities. More emphasis is placed on visible disabilities versus non visible disabilities and this leads to negative perceptions. Attitude, communication, physical barriers are continually perpetuated

Ordinary citizens continue to put persons with disabilities as welfare cases and persons that are continually dependent and need assistance and therefore not fostering independent living and therefore their human rights get violated.

The Disability sector is greatly unhappy with the service delivery and program for persons with disabilities as most are implemented for and not with the sector.

- a. Trend analysis based on Annual Reports or other reports that will inform the strategy.
- b. Findings from internal or external research that will be used to inform the department's strategy.
- c. Findings from internal or external evaluations that will be used to inform the department's strategy.
- d. Information about the political environment which may affect implementation of the APP.
- e. Analysis of environmental factors, data, trends, challenges, research findings or evaluations relating to women, youth and people with disabilities that will inform the department's strategy.

The core performance of the Chief Directorate: Governance and Compliance focuses on promoting disability rights inclusion and disability responsive budgeting, planning, research, reporting, monitoring and evaluation. The Sub-Programme Governance and Compliance (RPD) is the national disability rights coordination mechanism of government and sets the agenda for disability rights in South Africa. The Sub-Programme is responsible for coordinating and compiling national, regional and international reports on treaty and policy obligations. Particular focus is also given to disability inclusion and monitoring and evaluation on progressive realisation and impact of the implementation of national and international law and policy.

The institutionalisation of disability mainstreaming, inclusion targeting, programming and reporting is highly affected by the lack of specific disability legislation to enforce compliance and reporting. Without disability inclusive planning and implementation it is challenging to bring about socio-economic transformation of persons with disabilities and compounded cross-sectionalities. Other challenges experienced by the sub-programme: Governance and Compliance includes lack of compliance with reporting requirements by reporting institutions against implementation matrix, lack of compliance by reporting institutions with recommendations made in Cabinet-approved status reports on the White Paper on the Implementation of the Rights of Persons with Disabilities (WPRPD) Implementation Matrix. It is imperative that every reporting institution takes ownership of mainstreaming their mandate in their internal and external programmes against the inclusion target of 7% for persons with disabilities, this includes identifying gaps that exist, develop of theories of change, and propose interventions and solutions. The partnership between monitoring and evaluation officials and focal points in every reporting institution is critical.

### 3. Internal environment analysis

While the current organisational structure of the Department is a remnant of the 2019 NMOG process, a process of organisational redesign is being managed to ensure a structural architecture that is more appropriately aligned and responsive to the mandate, strategic intentions and service delivery model of the Department. The Executive Authority has supported proposed revisions to the approved organisational structure and post establishment, and consultations are being conducted with the DPSA and National Treasury with regard thereto.

However, the ability of the Department to expand its capacity in support of its strategic intentions and to adequately resource the restructuring of the Department, has been severely constrained by the allocated MTEF Compensation of Employees allocations that have effectively stagnated the baseline ceiling over the MTEF period.

As a result, no scope exists for the progressive growth of the Department to meet the increased demands of its extended mandate and sector requirements, despite several submissions having been made for an increased baseline allocation. While the Department is exploring several options to reprioritise its spending in an effort to identify savings that may be utilised for the funding of additional posts on the proposed organisational structure, these efforts are dependent on the support of National Treasury to increase the headcount of the Department.

As precursor to the revised organisational structure, a revised budget programme structure has been approved whereby the Department reports on four programmes, namely-

1. Administration;
2. Mainstreaming Women's Rights and Advocacy
3. Monitoring, Evaluation, Research and Coordination; and
4. Mainstreaming Youth and Persons with Disabilities Rights and Advocacy

Based on the 2022 MTEF Compensation of Employees baseline allocation, the Department will be able to fund a total of 143 posts, of which 52% are allocated to Programme 1: Administration, 15% to Programme 2: Mainstreaming Women's Rights and Advocacy; 19% to Programme 3: Monitoring, Evaluation, Research and Coordination, and 14% to Programme 4: Mainstreaming Youth and Persons with Disabilities Rights and Advocacy.

It is an unfortunate reality that due to the administrative burden that is incumbent on the Department, the majority of the funded post establishment has been allocated to Administration. Despite this unfavourable bias at the expense of the core Programmes, practically all the Department's support functions remain severely under resourced, particularly in Human Resource Management, Financial and Supply Chain Management and Information Communication and Technology.

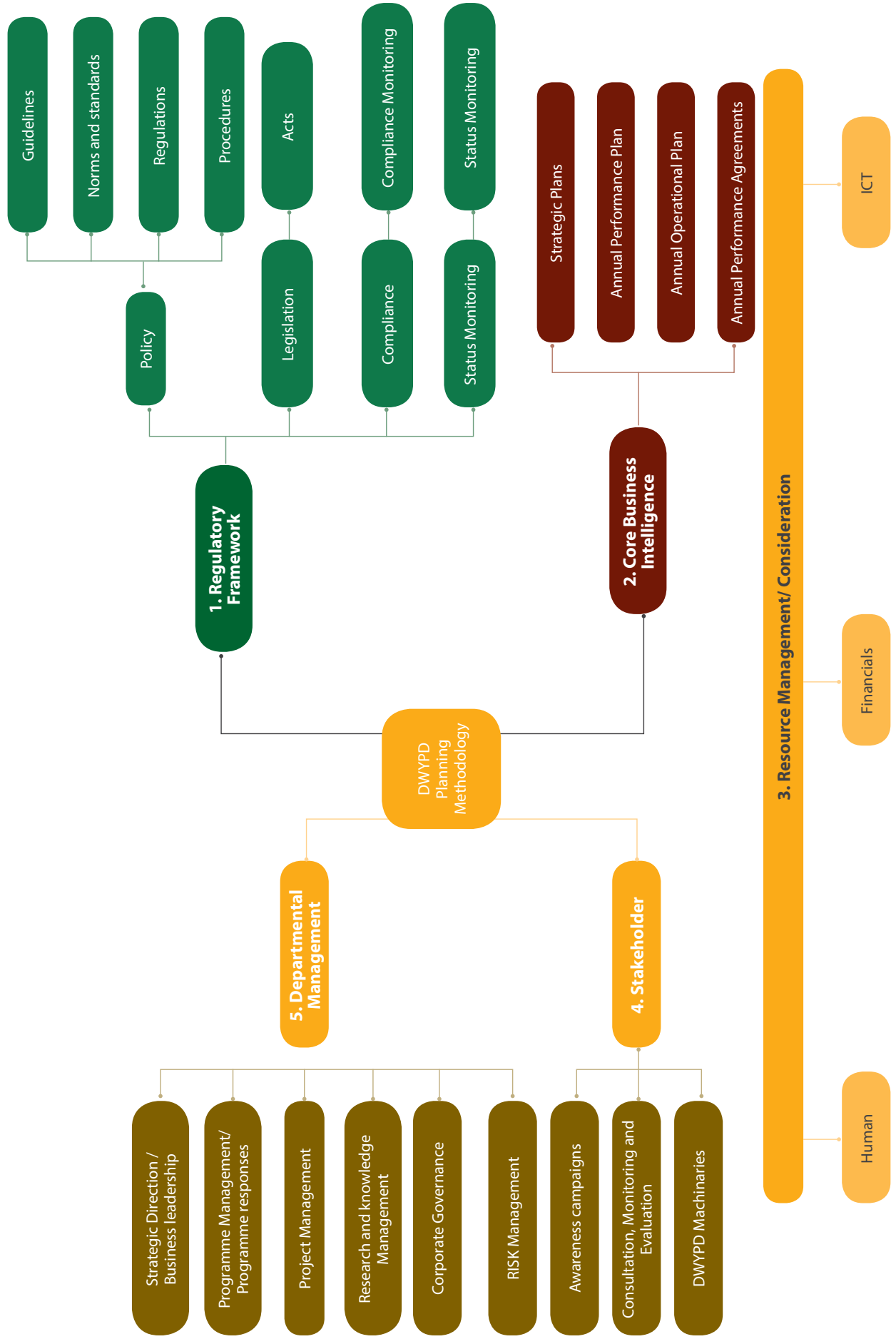
Currently, the Department is well represented by Women at all occupational levels. Women comprise 50% of senior management posts, 67% of middle management, 75% of supervisory posts and 80% of operational levels. In general, women comprise 66% of the departmental workforce.

While Youth comprise 20% and persons with disabilities make up 5% of the workforce, it is acknowledged that they are not adequately represented in all occupational levels and categories and this will be addressed through the implementation of intended numerical goals and targets.

The department is embarking on a modernisation and digitalisation journey through the implementation of the Master Information Technology and Strategy Plan (MITSP) initiatives. To enable and support these Digital and Automation Transformation priorities, the department has implemented cloud-based infrastructure and security technologies such as Patch and Backup Management. More investment is to be made on an end-to-end integrated and secure information communications Infrastructure technologies to allow the department to successfully adopt and implement a cost effective integrated and secure modernized workplace.

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

## DWYPD Strategic planning methodology





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

A Business Continuity Plan (BCP) will be developed in the financial year 2023/24. The primary goal of a Business Continuity Plan (BCP) is to outline procedures and instructions that DWYPD should follow and carry out, in order to resume and recover operations in the event of a disruption, emergency or disaster. Disruptions, emergencies or disasters can include:

- Natural disasters
- Fire
- Security breaches
- Equipment & technology failures
- Information security breaches
- Pandemics

The Department received a non-compliant BBBEE level contributor for the year 2020/21. A discussion was concluded with the BBBEE commission during October 2022 regarding possible improvements of the Departments BBBEE level contributor. Currently the process of BBBEE assessment for the 2021/22 is underway taking into consideration the changes and impact of the Preferential Procurement Regulations of 2022 (PPR 2022).

## OVERVIEW OF 2023/24 BUDGET AND MTEF ESTIMATES

Expenditure Estimates								
Programmes	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates			
	2019/20 R'000	2020/21 R'000	2021/22 R'000		2023/24 R'000	2024/25 R'000	2025/26 R'000	
1. Administration	99 221	99 252	103 486	105 554	99 556	102 901	106 578	
2. Mainstreaming of the Rights of Women and Advocacy	108 436	94 632	113 311	131 506	124 522	131 085	137 143	
3. Monitoring, Evaluation, Research and Coordination	33 731	25 139	26 059	45 114	47 830	52 291	52 806	
4. Mainstreaming of the Rights of Youth and Persons with Disabilities and Advocacy	0	383 378	921 567	709 540	764 536	535 352	561 774	
<b>Total Programmes</b>	<b>241 388</b>	<b>602 401</b>	<b>1 164 423</b>	<b>991 714</b>	<b>1 036 444</b>	<b>821 629</b>	<b>858 301</b>	
<b>Economic classification</b>								
<b>Current payments</b>	<b>151 157</b>	<b>153 554</b>	<b>166 010</b>	<b>201 763</b>	<b>203 369</b>	<b>211 328</b>	<b>221 746</b>	
<b>Compensation of employees</b>	<b>89 013</b>	<b>110 311</b>	<b>115 077</b>	<b>120 534</b>	<b>126 871</b>	<b>132 478</b>	<b>138 290</b>	
Salaries and wages	79 432	98 956	103 308	107 847	115 263	120 365	125 659	
Social contributions	9 581	11 355	11 769	12 687	11 608	12 113	12 631	
<b>Goods and services</b>	<b>62 144</b>	<b>43 243</b>	<b>50 933</b>	<b>81 229</b>	<b>76 498</b>	<b>78 850</b>	<b>83 456</b>	
Administrative fees	600	227	224	677	215	225	225	
Advertising	555	995	5 112	1 003	713	740	750	
Minor assets	77	185	129	293	57	59	54	
Audit costs: External	3 112	3 235	3 802	4 330	4 430	4 627	4 637	
Bursaries: Employees	62	43	179	188	189	197	206	
Catering: Departmental activities	2 348	385	164	2 598	672	701	780	
Communication	3 194	4 323	4 008	3 691	1 786	1 865	1 874	
Computer services	3 059	2 870	4 224	3 083	4 334	4 896	5 988	
Consultants: Business and advisory services	742	2 525	1 848	12 429	19 736	20 701	21 730	
Legal services	332	372	0	308	309	323	337	
Contractors	554	35	267	1 426	88	91	93	
Agency and support / outsourced services	36	0	0	0	0	0	0	
Entertainment	0	0	0	7	0	0	0	
Fleet services	345	294	123	285	228	238	249	

Expenditure Estimates							
Programmes	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates		
	2019/20	2020/21	2021/22		2023/24	2024/25	2025/26
	R'000	R'000	R'000		R'000	R'000	R'000
Consumable supplies	454	269	451	673	361	462	373
Consumable: Stationery, printing and office supplies	478	396	1 198	2 240	2 517	2 545	2 655
Operating leases	0	0	-	58	0	0	0
Property payments	12 811	19 147	21 649	17 713	8 593	8 939	9 327
Transport provided: Departmental activity	926	0	0	1 993	0	0	-
Travel and subsistence	28 348	6 078	4 450	15 832	14 920	15 403	16 592
Training and development	426	220	678	994	755	789	824
Operating payments	1 295	1 240	1 211	4 840	3 630	3 793	3 762
Venues and facilities	2 239	401	1 110	5 721	12 965	12 256	13 000
Rental and hiring	151	3	108	847	0	0	0
<b>Transfers and subsidies</b>	<b>87 146</b>	<b>446 818</b>	<b>993 671</b>	<b>783 999</b>	<b>829 267</b>	<b>605 281</b>	<b>632 398</b>
Provinces and municipalities	2	1	2	17	17	18	19
Municipalities	2	1	2	17	17	18	19
Municipal bank accounts	2	1	2	17	17	18	19
Departmental agencies and accounts	85 177	446 435	993 669	783 777	829 044	605 048	632 154
Departmental agencies and accounts	85 177	446 435	992 338	781 987	827 254	603 178	630 200
Foreign governments and international organisation	-	0	1 331	1 790	1 790	1 870	1 954
Households	1 967	382	0	205	206	215	225
Social benefits	1 907	382	0	205	206	215	225
Other transfers to households	60	0	0	0	0	0	0
<b>Payments for capital assets</b>	<b>2 704</b>	<b>2 029</b>	<b>4 549</b>	<b>5 952</b>	<b>3 808</b>	<b>5 020</b>	<b>4 157</b>
Machinery and equipment	2 704	1 955	3 757	4 437	2 696	3 858	2 943
Transport equipment	1 380	0	2 278	0	0	0	0
Other machinery and equipment	1 324	1 955	1 479	4 437	2 696	3 858	2 943
Software and other intangible assets	0	74	792	1 515	1 112	1 162	1 214
<b>Payments for financial assets</b>	<b>381</b>	<b>0</b>	<b>193</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total</b>	<b>241 388</b>	<b>602 401</b>	<b>1 164 423</b>	<b>991 714</b>	<b>1 036 444</b>	<b>821 629</b>	<b>858 301</b>













## Part C: Measuring Our Performance



## Part C: Measuring Our Performance

### 1. Institutional programme performance information

#### Programme 1: Administration

##### Purpose:

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

##### Sub-Programmes:

- **Ministry:** The purpose 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 programme is to provide effective human capital management, facilities and auxiliary management and ICT systems enabled 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 Indicators	Audited Performance							Estimated Performance	MTEF Period			
			2019-20			2020-21		2021-22		2022-23	2023-24		2024-25	2025-26
			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	New	Unqualified Audit opinion on Predetermined Objectives	Unqualified Audit opinion on Predetermined Objectives	Unqualified Audit 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	Unqualified Audit opinion on Predetermined Objectives and compliance matters		
	Business Continuity Plan approved	Business Continuity Plan approved	New	New	New	New	New	Business Continuity Plan approved	Business Continuity Plan implementation report developed	Business Continuity Plan implementation report developed	Business Continuity Plan implementation report developed			
Sub-Programme: Financial Management														
Improved governance processes and systems for DWYPD	Timeous payment of supplier valid invoices	Percentage of all valid invoices paid within 30 days	99.03% 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	100% payment of all valid invoices within 30 days			
	Unqualified audit opinion on Annual financial statements	Unqualified Audit opinion on Annual Financial Statements	New	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 Indicators	Audited Performance					Estimated Performance	MTEF Period		
			2020-21		2021-22	2022-23	2023-24	2024-25	2025-26		
			2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26		
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 entities owned by women	Percentage procurement spend on entities owned by women	New	New	New	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	Timeous filling of funded vacancies	Percentage vacancy rate	Maintained a vacancy rate of less than 10% annually	Maintained a vacancy rate of less than 10% annually	Maintained 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	
		Implementation of Human Resource Plan	Number of reports produced on implementation of Human Resource Plan	New	Draft Human Resource Plan developed	Q2, Q3 and Q4 Human Resource Plan Y1 implementation reports developed	4 reports on Human Resource Plan implemented	4 reports on implementation of Human Resource Plan produced	Approval of reviewed MTEF Human Resource Plan	4 reports on implementation of Human Resource Plan developed	
	Modernised, secure and integrated Information Communications and Security Technologies, infrastructure and Systems	Number of reports produced on implementation of Master Information Technology Strategy and Plan (MITSP)	New	Draft Master Information Technology Strategy and Plan (MITSP) approved	Approved Master Information Technology Strategy and Plan (MITSP)	3 reports on Master Information Technology Strategy and Plan (MITSP) implemented	4 reports produced on implementation of Master Information Technology Strategy and Plan (MITSP)	4 reports produced on implementation of Master Information Technology Strategy and Plan (MITSP)	4 reports produced on implementation of Master Information Technology Strategy and Plan (MITSP)	4 reports produced on implementation of Master Information Technology Strategy and Plan (MITSP)	

## Output Indicators: Annual and Quarterly Targets

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
<b>Sub-Programme: Departmental Management</b>					
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	-	-
Business Continuity Plan approved	Business Continuity Plan approved	Concept note on Business Continuity Developed	Draft Business Continuity Plan developed	Consultation on the draft Business Continuity Plan conducted	Business Continuity Plan approved
<b>Sub-Programme: Financial Management</b>					
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	-	-
Percentage 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	40% procurement spend on entities owned by women
<b>Sub-Programme: Corporate Management</b>					
Percentage vacancy rate	Maintain a vacancy rate of less than 10% annually	Maintain a vacancy rate of less than 10%	Maintain a vacancy rate of less than 10%	Maintain a vacancy rate of less than 10%	Maintain a vacancy rate of less than 10%
Number of reports produced on implementation of Human Resource Plan	4 reports on implementation of Human Resource Plan produced	Q4 Human Resource plan Y2 Implementation report produced	Q1 Human Resource plan Y3 implementation report produced	Q2 Human Resource plan Y3 implementation report produced	Q3 Human Resource plan Y3 implementation report produced
Number of reports produced on implementation of Master Information Technology Strategy and Plan (MITSP)	4 reports produced on implementation of Master Information Technology Strategy and Plan (MITSP)	Q4 Master Information Technology Strategy and Plan (MITSP) Y1 Implementation Report produced	Q1 Master Information Technology Strategy and Plan (MITSP) Y2 Implementation Report produced	Q2 Master Information Technology Strategy and Plan (MITSP) Y2 Implementation Report produced	Q3 Master Information Technology Strategy and Plan (MITSP) Y2 Implementation Report produced

## 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

To ensure the optimal functioning of the Department, it is imperative that all posts that are funded through the baseline MTEF Compensation of Employees allocation are filled and fully capacitated. Managing the vacancy rate monitors the period that it takes to fill posts that have become vacant and to implement interventions where unnecessary delays are encountered. The Department is committed to keeping this rate below 10% at any given time in line with the national norm for all public service departments.

Human Resource Planning is essential to ensure that the Department's human resources are capable of meeting its strategic goals and objectives. Strategic HR planning is a key priority and core management practice for optimising human resources' capability of meeting current and future challenges for service delivery. Based on the Strategic Plan, the Department developed a 2021/22 to 2023/24 HR Plan that sets out overall objectives and



performance measures which are responsive to the Department's objectives, challenges and changes over the intended three-year period. These will be assessed on a quarterly basis to determine the extent of achievements in the implementation against the Action Plan.

To provide the Department with a measurable and actionable ICT Plan that is aligned to the its business outputs, a Master Information Technology Strategy and Plan (MITSP) has been developed. This will ensure alignment and support of the department's ICT initiatives and direction in the achievement of the Corporate Strategy as well as inform ICT Operational Plans intended to improve the operational efficiencies and effectiveness of DWYPD in delivering on its mandate. This ICT Strategy is designed to inform how information and communication technology is utilised in the Department. The primary focus of this strategy is to focus on information needs and systems of the Department, projects, ICT roadmap, the application portfolio and the systems deployed within the department. It also provides a basis to re-examine the role and capacity of the ICT directorate within the department.

### Programme Resource Consideration

Expenditure Estimates							
	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates		
	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
1. Administration	R'000	R'000	R'000	R'000	R'000	R'000	R'000
1. Ministry	33 053	25 111	18 470	21 819	20 886	21 795	24 076
2. Departmental Management	18 380	17 795	20 183	18 568	20 713	20 314	20 947
3. Corporate Services	20 384	23 342	26 945	25 199	25 939	26 801	28 127
4. Financial Management	14 599	14 078	16 267	22 488	23 445	25 073	24 123
5. Office Accommodation	12 805	18 926	21 622	17 480	8 573	8 918	9 305
<b>Total Programmes</b>	<b>99 221</b>	<b>99 252</b>	<b>103 486</b>	<b>105 554</b>	<b>99 556</b>	<b>102 901</b>	<b>106 578</b>
<b>Economic classification</b>							
Compensation of employees	54 358	61 021	60 140	59 959	65 009	66 144	68 350
Goods and services	40 048	35 895	38 768	39 965	30 705	31 701	34 033
Transfers and subsidies	1 778	317	2	34	34	36	38
Payments for capital assets	2 656	2 019	4 383	5 596	3 808	5 020	4 157
Payments for financial assets	381	0	193	0	0	0	0
<b>Total Economic classification</b>	<b>99 221</b>	<b>99 252</b>	<b>103 486</b>	<b>105 554</b>	<b>99 556</b>	<b>102 901</b>	<b>106 578</b>

The expenditure is expected to increase at an average annual rate of 0,3 per cent, from R105.6 million in 2022/23 to R106,7 million in 2025/26, mainly due to funds from Office accommodation reprioritised to Compensation of employees and inflationary rate increase.

Through successive reduction to the baseline allocation for Compensation of Employees, the Department has not been able to expand its post establishment or fund any additional posts. In reality, the headcount of the Department has had to be reduced to ensure that compensation-related expenditure remains within the allocated MTEF ceilings. Accordingly, the Department is able to fund a total of 143 posts only, respectively allocated to Administration (75 posts), Advocacy and Mainstreaming for the Rights of Women (22 posts), Monitoring, Evaluation, Research and Coordination (26 posts) and Advocacy and Mainstreaming for the Rights of Youth and Persons with Disabilities (20 posts).

## Updated Key Risks and mitigation from Strategic Plan

Outcome	Key Risks	Risk Mitigation
Improved governance processes and systems for DWYPD	Non Alignment of Programme's APP outputs and targets to the MTSF.	<ul style="list-style-type: none"> <li>- Compulsory Unit and Branch Strategic Planning</li> <li>- Convene Programmes to work on Strategic Plan and APP</li> <li>- Conduct integrated planning (i.e activity, finance, HR, ICT Planning an Implementation with core programmes</li> </ul>
	Inadequate human resource capacity in Finance and SCM	Resourcing of the minimum requirements as per the approved organisation redesign
	Failure to fill vacancies within prescribed period after becoming vacant.	Develop project plan for the filling of vacancies through respective recruitment and selection processes.
	Lack of resources to implement HR planning priorities.	Source additional funding where required to implement HR planning priorities.
	Lack of sufficient resources to implement the ICT plans.	Source additional funding to outsource service providers

## Programme 2: Mainstreaming Women's Rights and Advocacy

### 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 (SEW):** To promote good governance regarding the rights, transformation, social justice and empowerment of women.
- **Economic Empowerment of Women (EEW):** To mainstream and promotes good governance regarding the rights, transformation, economic justice and empowerment of women.
- **Commission for Gender Equality (CGE)**

## Outcomes, Outputs, Output Indicators and Targets

Outcome	Outputs	Output Indicator	Sub-programme: Economic Empowerment of Women									
			Audited Performance					Estimated Performance	MTEF Period			
			2019-20	2020-21	2021-22	2022-23	2023-24		2024-25	2025-26		
Socio Economic Empowerment-WYPD	Socio economic empowerment index	Progress report produced on the implementation of WYPD Socio-Economic Empowerment Index	New	New	1 research report on the development of socio-economic empowerment index	1 report produced on the development of WYPD Socio-Economic Empowerment Index	Progress report produced on the implementation of WYPD Socio-Economic Empowerment index	Progress report produced on the implementation of WYPD Socio-Economic Empowerment index	Progress report produced on the implementation of WYPD Socio-Economic Empowerment index	Progress report produced on the implementation of WYPD Socio-Economic Empowerment index	Progress report produced on the implementation of WYPD Socio-Economic Empowerment index	
Equitable economic empowerment, participation and ownership for women youth and persons with disabilities being at the centre of the national economic agenda	Interventions to support economic empowerment, participation and ownership of women youth and persons with disabilities	Number of interventions to support economic empowerment, participation and ownership for women youth and persons with disabilities implemented per year	4 reports on facilitation of interventions and economic opportunities for women produced	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 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	
Socio Economic Empowerment-WYPD	Strategy for Economic Empowerment of WYPD implemented	Progress report produced on the implementation of Strategy for economic empowerment of WYPD	New	New	New	1 report produced on the development of the Strategy for Economic Empowerment of WYPD	Progress report produced on the implementation of Strategy for economic empowerment of WYPD	Progress report produced on the implementation of Strategy for economic empowerment of WYPD	Progress report produced on the implementation of Strategy for economic empowerment of WYPD	Progress report produced on the implementation of Strategy for economic empowerment of WYPD	Progress report produced on the implementation of Strategy for economic empowerment of WYPD	
Equitable economic empowerment, participation and ownership for women youth and persons with disabilities being at the centre of the national economic agenda	WECONA Provincial Roll-Out implemented	Number of progress reports on implementation of WECONA Provincial Roll-Out developed	New	New	New	New	New	4 progress reports on implementation of WECONA Provincial Roll-Out developed	4 progress reports on implementation of WECONA Provincial Roll-Out developed	4 progress reports on implementation of WECONA Provincial Roll-Out developed	4 progress reports on implementation of WECONA Provincial Roll-Out developed	



Outcome	Outputs	Output Indicator	Sub-programme: Social Empowerment of Women							
			Audited Performance				Estimated Performance	MTEF Period		
			2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	
Improved rate of educational attendance and retention of young women and women with disabilities in public sector institutions	Sanitary Dignity Implementation Framework by Provinces monitored	Number of progress reports produced on implementation of Sanitary Dignity Implementation Framework by provinces	4 reports that outline progress on the national rollout of the enabling environment, enabling infrastructure and provincial sanitary dignity programmes in line with Sanitary Dignity Implementation Framework produced	4 progress reports from provinces implementing the Sanitary Dignity Implementation Framework produced	4 progress reports on implementation of Sanitary Dignity Implementation Framework by provinces produced	4 progress reports on implementation of Sanitary Dignity Implementation Framework by provinces produced	4 progress reports produced on the implementation of Sanitary Dignity Implementation Framework by provinces	4 progress reports produced on the implementation of Sanitary Dignity Implementation Framework by provinces	4 progress reports produced on the implementation of Sanitary Dignity Implementation Framework by provinces	
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	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	
Improved health for women, youth and persons with disabilities										
Improved skills for women, youth and persons with disabilities										

Outcome	Outputs	Output Indicator	Audited Performance					Estimated Performance		MTEF Period		
			2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26			
Levels of marginalisation, stigmatisation and discrimination and violence against women, girls and persons with disabilities reduced	NSP on GBVF monitored	Number of national departments monitored on the implementation of NSP on GBVF	New	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			
		Number of provincial departments and municipalities plans monitored for integration of NSP on GBVF	New	New	9 provincial departments and 4 municipalities plans monitored on the implementation of NSP on GBVF	9 provincial departments and 4 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 GBVF Rapid Response Teams (RRTs) established	New	New	13 Rapid Response Teams (RRTs) established	18 GBVF Rapid Response Teams established	18 GBVF Rapid Response Teams (RRTs) established	18 GBVF Rapid Response Teams (RRTs) established	1 monitoring report developed on 18 GBVF (RRTs) established			
Comprehensive National GBVF Prevention Strategy monitored		Number of reports produced on implementation of Comprehensive National GBVF Prevention Strategy	New	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 reports produced on implementation of Comprehensive National GBVF Prevention Strategy	2 reports produced on implementation of Comprehensive National GBVF Prevention Strategy			
		Comprehensive National GBVF Prevention Strategy										
Gender, youth and disability rights machineries institutionalized	National Gender Machinery convened	Number of National Gender Machinery meetings convened	New	New	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			

## Output Indicators: Annual and Quarterly Targets

Output Indicators		Annual Targets	Q1	Q2	Q3	Q4
<b>Sub-programme: Economic Empowerment of Women</b>						
Progress report produced on the implementation of WYPD Socio-Economic Empowerment Index	Progress report produced on the implementation of WYPD Socio-Economic Empowerment index	Conduct consultations with stakeholders on the implementation of WYPD Socio-Economic Empowerment index	Conduct consultations with stakeholders on the implementation of WYPD Socio-Economic Empowerment index	Conduct consultations with stakeholders on the implementation of WYPD Socio-Economic Empowerment index	Conduct consultations with stakeholders on the implementation of WYPD Socio-Economic Empowerment index	Progress report produced on the implementation of WYPD Socio-Economic Empowerment index
Number of interventions to support economic empowerment, participation and ownership for women, youth and persons with disabilities implemented per year	4 interventions to support economic empowerment, participation and ownership for women, youth and persons with disabilities implemented	1 intervention to support economic empowerment, participation and ownership for WYPD implemented	1 intervention to support economic empowerment, participation and ownership for WYPD implemented	1 intervention to support economic empowerment, participation and ownership for WYPD implemented	1 intervention to support economic empowerment, participation and ownership for WYPD implemented	1 intervention to support economic empowerment participation and ownership for WYPD implemented
Progress report produced on the implementation of Strategy for economic empowerment of WYPD	Progress report produced on the implementation of Strategy for economic empowerment of WYPD	Conduct consultations with stakeholders on the implementation of Strategy for economic empowerment of WYPD	Conduct consultations with stakeholders on the implementation of Strategy for economic empowerment of WYPD	Conduct consultations with stakeholders on the implementation of Strategy for economic empowerment of WYPD	Conduct consultations with stakeholders on the implementation of Strategy for economic empowerment of WYPD	Progress report produced on the implementation of Strategy for economic empowerment of WYPD
Number of progress reports on implementation of WECONA Provincial Roll-Out developed	4 progress reports on implementation of WECONA Provincial Roll-Out developed	1 progress report on implementation of WECONA Provincial Roll-Out developed	1 progress report on implementation of WECONA Provincial Roll-Out developed	1 progress report on implementation of WECONA Provincial Roll-Out developed	1 progress report on implementation of WECONA Provincial Roll-Out developed	1 progress report on implementation of WECONA Provincial Roll-Out developed
<b>Sub-programme: Social Empowerment of Women</b>						
Number of progress reports produced on implementation of Sanitary Dignity Implementation Framework by provinces	4 progress reports produced on the implementation of Sanitary Dignity Implementation Framework by provinces	1 progress report produced on implementation of Sanitary Dignity Implementation Framework by provinces	1 progress report produced on implementation of Sanitary Dignity Implementation Framework by provinces	1 progress report produced on implementation of Sanitary Dignity Implementation Framework by provinces	1 progress report produced on implementation of Sanitary Dignity Implementation Framework by provinces	1 progress report produced on implementation of Sanitary Dignity Implementation Framework by provinces
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	1 intervention to support social empowerment and participation of women, youth and persons with disabilities monitored

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
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 municipalities plans monitored for integration of NSP on GBVF	3 provincial departments monitored for integration of NSP on GBVF	3 provincial departments plans monitored for integration of NSP on GBVF 3 municipalities plans monitored for integration of NSP on GBVF	3 provincial departments plans monitored for integration of NSP on GBVF 3 municipalities plans monitored for integration of NSP on GBVF
Number of GBVF Rapid Response Teams (RRTs) established	18 GBVF Rapid Response Teams (RRTs) established	4 Rapid Response Teams Established	5 Rapid Response Teams Established	4 GBVF Rapid Response Teams Established	5 Rapid Response Teams Established
Number of reports produced on implementation of Comprehensive National GBVF Prevention Strategy	2 reports produced on implementation of Comprehensive National GBVF Prevention Strategy	-	1 reports produced on implementation of Comprehensive National GBVF Prevention Strategy	-	1 reports produced on implementation of Comprehensive National GBVF Prevention Strategy
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 exercise of developing a WYPD socio-economic empowerment index is meant to contribute to the vast debates on the determinants of socio-economic empowerment of WYPD.
- Research to be conducted to determine the viability of developing such an index and the reports to be produced would have served to inform government of the most effective data analytical approach to accurately track the socio-economic status of WYPD on a regular basis.
- Develop a strategy for mainstreaming economic empowerment of WYPD.
- The Economic Empowerment of Women sub-programme will coordinate and facilitate interventions to support economic empowerment, participation and ownership for women youth and persons with disabilities by ensuring that at least 4 interventions are implemented in line with the flagship projects that relate to representation, ownership and control.



### ***The interventions planned include:***

- Consulting and creating advocacy across provinces for the implementation of preferential procurement and creating opportunities for women to respond to the 40% preferential procurement in the public sector.
- 40% Preferential Procurement and the DWYPD's Task Team on Women's Economic Empowerment Programme (WEEP).
- It is aimed at addressing economic discrepancies through access to economic empowerment by fast tracking the implementation of the Presidential pronouncement to increase access to public procurement for women owned businesses and women from designated groups to a minimum of 40% percent.
- 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 will continue.
- 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 DWYPD 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 SOEs.
- 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 ESEID 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 the Sanitary Dignity Programme (SDP) being to expand equitable job creation, representation and ownership by WYPD across its value chain in sectors such as manufacturing, procurement, storage, distribution and disposal.
- Capacity building workshops to get women trade ready to participate in the sanitary dignity economic value chain, especially manufacturing.
- The business case with its recommendations has been developed through a National Task Team constituted of the ESEID cluster departments and must now be costed with NT to be implemented in the 2023/24 Financial Year (FY).
- The business case seeks to explore entry points and opportunities for increased participation of Women, youth, & Persons with Disabilities (WYPD) in the Sanitary Dignity Program (SDP) value chains
- DWYPD 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 we will be leveraging the MOU to open up export opportunities to the China market for women in agriculture
- The Department has also completed successful Imbizo's in the KZN and EC regarding the Eastern Seaboard Smart City Development Programme, it is a broad and multifaceted vision to develop a new smart city and to bring in new developments across KwaZulu-Natal and the Eastern Cape.
- Report findings and recommendations are now being developed into a programme of action that will ensure that WYPD's are mainstreamed across all its programmes, tracked and measured for impact in close collaboration with COGTA and SALGA.
- Host webinars for economic empowerment for WYPD
- Report on the number of MOU's developed towards economic empowerment of WYPD

WECONA is coordinated under Pillar 5, on Economic Power, which aims to ensure that supply chains in key sectors are gender-responsive, diverse, capable, and sustainable both on the demand side and the supply side of value chains.

This is done to obtain a deep, common understanding and detailed articulation of sector specific value-chain eco-systems, enabling business women to identify entry points and opportunities for sustainable economic engagement and participation across all sectors.

### **Social Empowerment of Women**

In order to ensure that Improved rate of educational attendance and retention of young women and women with disabilities in public sector institutions, Improved health for women, youth and persons with disabilities, and Improved skills for women, youth and persons with disabilities is realised, the following will be conducted:

Interventions to support social empowerment and participation development of women, youth & persons with disabilities will enable an improved rate of educational attendance and retention of young women and women with disabilities in public sector institutions. When girls benefit from uninterrupted learning that is an outcome that enhances the DWYPD's quest for women empowerment and gender equality because they will eventually emerge in the leadership echelons on public and private sector organisations, including civil society organisations and big institutions on the United Nations and African Union, etc. This ensures parity with boy children who naturally benefit from uninterrupted learning and as a result gain certain advantages in advancement than girl children. Such intervention address menstrual health & hygiene, sexual & reproductive health rights, water supply, sanitation and hygiene, among other things. The roll out of sanitary pads has positively impacted on learners in quintiles 1- 3, farm and special schools. Sister departments have extended it to NSFAS beneficiaries, child headed households, places of safety and care, maternity and psychiatric wards in public hospitals and correctional centres.

There will be a continuation of provincial interactions, physical and virtual, as long as there is an imperative to see to it that the programme is embedded within the strategic planning processes of implementing departments in those provinces. Secondly, there will be a huge focus on monitoring and evaluation of the effectiveness of the programme through holding workshops with provinces. Thirdly, WASH issues will be a central focus in view of the state of sanitation in rural schools. Fourthly, issues of efficiency will be addressed through ensuring that Provincial Sanitary Dignity Committees (PSDCs) are fully functional. Lastly, DWYPD will ensure that a gender lens is applied in the awarding of contracts in procurement processes, to benefit WYPD. The department will study the specifications ahead of advertisement in order to intervene where such specifications appear to be skewed in favour of male run and owned enterprises.

## HEALTH

- (i) The key delivery is product safety, meaning that DWYPD monitors and ensures that sanitary pads are SABS compliant in terms of look and feel, comfortability, and absorption and free of micro-organisms.
- (ii) Another important delivery is monitoring menstrual education, i.e. the use or application of the product, as well as safe disposal. This applies especially to those young girls who would have just reached menarche.
- (iii) Another is monitoring how provinces manage cases of period pain, irregular flows by some girl learners, which could be signs of illnesses like dysmenorrhea. This then dovetails with partnerships between schools and local clinics to intervene on such rare cases.
- (iv) DWYPD conducting Water Supply, Sanitation & Hygiene (WASH) assessments in provinces in order to monitor the state of school infrastructure, like toilets, availability of water and hygiene facilities.

## EDUCATION

- (i) This ensure that there is no interrupted learning by girl learners due to lack of access to sanitary pads and reduces absenteeism.
- (ii) Monitoring of how Age Appropriate Sexuality Education is rendered through the Life Orientation class that is rendered in all public schools. Monitor issues of Teenage Pregnancy & access to contraceptives.

## CONTRIBUTION TO SKILLS DEVELOPMENT

- (i) A consistent provision of sanitary pads to learners ensures that they attend school uninterrupted and reach their fullest potential. That therefore contributes to academic success of girls so that they progress to post - education and training institutions and acquire more advanced skills.

## Social Empowerment of Women

- The NSP on GBVF year two implementation report for the period 1 May 2021 to 30 April 2022 has provided an overview of progress made since year one of the implementation of the NSP on GBVF. The report underscores that after two years of NSP on GBVF implementation, GBVF incidences have not necessarily declined. A key achievement that has emerged over Year 2, is the progress that has been made in building wider government ownership of the plan, in the absence of refusal to account by the Civil Society Organisations.
- In line with the department's lead role in the national response to GBVF, the department will continue to champion the government's 2019-2024 MTSF priority 1 on a capable, ethical and developmental State by ensuring that there is improved leadership, governance and accountability; and priority 6 (Social Cohesion and Safe Communities) by building a firm institutional foundation to foster greater government-wide accountability for delivery on the NSP on GBVF. At the International level the attainment of Sustainable Development Goal five (5) on Gender Equality and interface with related SADC targets is a priority area for the department.
- The success of the NSP on GBVF will largely depend on the extent to which it is locally owned and committed to 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 Level. 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 Plans and Integrated Development Plans of District and Local Municipalities. The Department provided support by reviewing the plans and then providing feedback to the Provinces and Municipalities on how they can improve their plans to ensure integration. Support was also provided through attending the Intergovernmental Relations (IGR) meetings of the District Municipalities. It is during these meetings that the department provided advice on how the Municipalities can improve their District Development Plans to ensure integration of the NSP on GBVF priorities.

- The department continued to play a key role in the coordination of the NSP on GBVF through facilitating establishment of Multi Stakeholder Gender Based Violence and Femicide Rapid Response Teams at the District and Local Municipality Levels. 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 gender based violence. 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 District and Local Municipality Offices of the Mayor have been capacitated to coordinate, convene and provide secretariat support to ensure sustainability and effectiveness of these GBV Rapid Response Teams. The Department will continue implementing all the above initiatives in order to ensure the localisation of the NSP on GBVF.
- The department has also worked closely with SALGA and COGTA to develop the capacity of the local leadership and senior management in Municipalities in ensuring the implementation of the priorities of the NSP on GBVF into the Municipality programmes. The department partnered with SALGA during the councillor induction Programme. During these induction programmes that were conducted in provinces, the department focussed on introducing the NSP on GBVF to the councillors, identifying the oversight responsibilities of the councillors in ensuring the integration of the NSP on GBVF priorities to Municipality plans and programmes. 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. 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 are used to review the performance of Municipalities.
- In strengthening the national response to the GBVF scourge, the department continued to work with the Department of Justice and Constitutional Development to facilitate the approval of the Bill on the National Council on Gender Based Violence and Femicide (NCGBVF). The Bill was served at the NEDLAC and upon receiving the NEDLAC report the Bill was submitted and approved by the Cabinet. The Bill has now been approved for tabling to Parliament. Whilst working on the legislative framework, the Department supplemented the capacity within sub-programme to assist in institutionalising the NSP on GBVF, through utilising the services of the GBVF Secretariat made up of the Director, two Deputy Directors and an Administrator. After approval of the NCGBVF Bill the department will focus on supporting the processes of establishing 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 NCGBVF is a key focus area for the department.
- As part of turning the tide of GBVF, the department focussed on monitoring the implementation of the prevention strategy on GBVF. The department has developed one bi annual report focusing on the implementation of the prevention strategy. The department will continue to monitor the implementation of the Prevention Strategy on GBVF and facilitate a process of piloting one evidence-based prevention programme.
- The sub programme also convened the National Gender Machinery, with the main objective of adopting the National Gender Machinery Framework and facilitating its stakeholders to identify key policy and programmatic issues that need to be addressed in order to further the agenda of women empowerment and gender equality in South Africa.
- The Gender, Youth and Persons with Disabilities Machinery was also convened with the same purpose of adopting its framework and identifying key cross cutting policy and programmatic issues that need to be addressed in order to ensure that the needs of these vulnerable groups are addressed.



- In 2023/24 financial year the Department is going to implement the resolutions of the sessions and facilitate all key stakeholders to play their roles as identified during the sessions held. SEW sub programme will focus on facilitating implementation of the NGM decisions and resolutions.
- 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 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 monthly reports to the President.
  - An e-reporting tool will also be developed as a first step towards developing reporting systems on NSP on GBVF for provinces and local government. This e-reporting tool will be implemented from 2024/25 financial year
  - The establishment of GBVF Rapid Response Teams (RRTs) at District and Local level will also continue up until all provinces have functional GBVF RRTs. The Department is also going to focus on supporting the GBVF RRTs that were established since 2021 so as to ensure that they remain functional and effective in their effort of supporting victims of GBVF and fighting GBVF.
- 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 the GBVF Rapid Response Teams will be supported as a pilot.
- Provision of support to the National Women Machinery using the Gender Machinery Framework that was approved in 2021/22 financial year.

In strengthening the Department's interventions and foregrounding the National Strategic Plan (NSP) on Gender Based Violence and Femicide (GBVF), 20 interventions will be implemented.

These interventions comprises two (2) monitoring interventions on the comprehensive national Gender Based Violence and Femicide Prevention Strategy; including establishment of Rapid Response Teams Forums in 5 Districts located in the Free State and Rapid Response Teams established in municipalities located in all districts in Kwa-Zulu Natal to ensure a much more coordinated and agile response to the scourge.

In the Free State, the Rapid Response Team Forums will be established in the following Districts: 5) Mangaung Metropolitan Municipality. Whereas in KwaZulu-Natal province the established Gender Based Violence Rapid Response Teams in all its Districts. The Department is going to work with the respective District Municipalities to facilitate the establishment of the Rapid Response Teams at the Local Municipality level. Gender Based Violence and Femicide is taking place at the local level and therefore it is important that these multi stakeholder Gender Based Violence and Femicide structures be established and equipped to fight in communities. The Department will work with the all the districts to establish the Gender Based Violence and Femicide Rapid Response Teams in local Municipalities located in the following districts: Zululand District, Amajuba, Harry Gwala, Ilembe, King Cetshwayo and Ugu Districts. The remainder of the Districts will be facilitated to establish Local Gender Based Violence and Femicide Rapid Response Teams in the following financial years. In both outputs, the department will work with multi stakeholders to facilitate a coordinated response to the Gender Based Violence and Femicide scourge that optimally harnesses the roles, responsibilities, commitment and resources across government

departments, different tiers of government, civil society, movements, youth structures, development agencies, the private sector, academic institutions and all stakeholders.

The Department will pilot implementation of a selected Gender Based Violence and Femicide prevention model in the Eastern Cape, under Amathole District and KwaZulu-Natal Province under Ethekewini Municipality. These will then be evaluated for effectiveness, scalability and cost so as to enable implementation in other communities. The two Municipalities selected have already established Gender Based Violence and Femicide Rapid Response Teams that are functional and stakeholders are working together to respond to the scourge. The reports on the comprehensive national prevention strategy will detail the abovementioned programmatic interventions that are implemented with the aim of understanding the Gender Based Violence and Femicide prevention landscape; scaling up what works; bridging resources, documenting gaps; and systemising evidence-informed/based GBVF prevention across the country.

## Programme Resource Consideration

2. Mainstreaming of the Rights of Women and Advocacy	Expenditure Estimates						
	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates		
	2019/20	2020/21	2021/22		2023/24	2024/25	2025/26
	R`000	R`000	R`000	R`000	R`000	R`000	R`000
Management: Advocacy and Mainstreaming for the Rights of Women	4 347	3 533	3 526	4 467	3 846	4 014	4 163
Social Empowerment of Women	15 161	8 123	11 253	21 810	18 200	19 957	20 839
Economic Empowerment of Women	3 751	4 361	7 156	4 507	8 336	8 746	9 366
Commission for Gender Equality	85 177	78 615	91 376	100 722	94 140	98 368	102 775
<b>Total Programmes</b>	<b>108 436</b>	<b>94 632</b>	<b>113 311</b>	<b>131 506</b>	<b>124 522</b>	<b>131 085</b>	<b>137 143</b>
<b>Economic classification</b>							
Compensation of employees	16 205	14 199	17 247	18 958	16 655	18 371	19 384
Goods and services	6 886	1 779	4 598	11 737	13 727	14 346	14 984
Transfers and subsidies	85 321	78 654	91 376	100 722	94 140	98 368	102 775
Payments for capital assets	24	0	90	89	0	0	0
Payments for financial assets	0	0	0	0	0	0	0
<b>Total Economic classification</b>	<b>108 436</b>	<b>94 632</b>	<b>113 311</b>	<b>131 506</b>	<b>124 522</b>	<b>131 085</b>	<b>137 143</b>

An estimated 76.7 per cent (R2.1 billion) of the department's budget over the medium term is earmarked for transfers and subsidies to the agency and the Commission for Gender Equality. Expenditure is expected to increase at an average annual rate of 1,5 per cent, from R131.5 million in 2022/23 to R137,1 million in 2025/26, mainly due to funds from Office accommodation reprioritised to Compensation of employees and inflationary rate increase.

## Economic Empowerment of Women

The sub programme Economic Empowerment of Women had a total budget allocation of R5 056 000 in the 2022/23 financial year, with an amount of R 5 056 million allocated for goods and services to support output indicators and planned performance and an allocation on compensation of employees.

The sub programme would implement three output indicators to advance 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. In 2023/2024 capacity building workshops would be convened to provide access to information on opportunities for WYPD in the various key sectors of the economy, with emphasis on sectors within the Economic Reconstruction and Recovery Plan (ERRP). These workshops would trigger spending on goods and services mainly on items such as venues and facilities. Some of these interventions could be convened virtually.

HSRC has been appointed as an expert service provider to assist the department to develop and implement the women, youth and persons with disability socio economic empowerment index (SEEI) and a strategy for economic empowerment of WYPD. This indicator will trigger spending mainly on Business & Advisory Services of about R1.5 million in 2023/2024 for SEEI and R1.5 million for Strategy for Economic Empowerment of WYPD. This work would be implemented using internal resources and capacity consisting of a Chief Director, Director, Deputy Director, Assistant Director and PA. The interventions will be consulted with key stakeholders and this could lead to increased expenses on traveling, venues and facilities.

The Social Empowerment of Women (SEW) programme promotes good governance regarding the rights, transformation, social justice and empowerment of women. The R24 211 is allocated to support work in monitoring the roll out of sanitary products in quintiles 1- 3 schools, farm and special schools; implementation of menstrual health, sexual reproductive health rights, and access to water supply, sanitation and hygiene (WASH) programmes in schools. This also includes a pilot programme that is being undertaken in Alfred Nzo District in Eastern Cape and UThukela District in KwaZulu-Natal. Another important intervention will be the evaluation study on age appropriate comprehensive sexuality education in South African public schools. A new dimension to the expenditure will be focused on the sanitary dignity programme within the District Development Model. Further, the economic benefit that shall accrue from the programme will ensure that women, youth and disability owned enterprises benefit from the entire economic value chain process of menstrual products for learners in order to ensure the empowerment of those three sectors. The sub unit budget will therefore focus on empowerment of WYPD so that the tender specifications benefit the sector, as per the stipulations of the Sanitary Dignity Implementation Framework.

## 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 implementation of policies, legislations and interventions which promote the economic empowerment and participation of women, youth and persons with disabilities.	Coordinate and facilitate interventions to support economic empowerment, participation and ownership for women, youth and persons with disabilities in the economy.
Improved rate of educational attendance and retention of young women and women with disabilities in public sector institutions	1. Reliable data and evidence based information from provinces	Insistence on approved and signed reports by senior managers with POEs, where necessary
Improved rate of educational attendance and retention of young women and women with disabilities in public sector institutions.	Lack of buy-in by some educators in the subject of Comprehensive Sexuality Education (CSE) as it relates to the subject of menstrual health	Working with DBE and provincial Departments of Education to ensure proper implementation of the scripted lesson plans.



### 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**
- **Research and Knowledge Management (RKM):** To provide research and knowledge management services on transformation on rights of women, youth and persons with disabilities.
- **International Relations, Stakeholder Management and Capacity Building (IRSMCB):** 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 (M&EWYPD):** To ensure effective government-wide monitoring and evaluation of policy priorities towards the transformation and empowerment of women, youth and persons with disabilities.

## Outcomes, Outputs, Output Indicators and Targets

Outcomes	Outputs	Outputn Indicator	Audited Performance							MTEF Period	
								Estimated Performance			
			2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26		
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.	Integrated knowledge hub piloted	Number of progress reports produced on the piloting (phase 2) of the Integrated Knowledge Hub	Report on the establishment of Gender Knowledge Hub produced	Concept document developed in Quarter 1	Integrated Knowledge hub technical design developed	2 progress reports on the piloting of the Integrated Knowledge Hub developed	2 progress reports produced on the Integrated Knowledge Hub	2 progress reports produced on the implementation of the Integrated Knowledge Hub	2 progress reports produced on the implementation of the Integrated Knowledge Hub	2 progress reports produced on the implementation of the Integrated Knowledge Hub	2 progress reports produced on the implementation of the Integrated Knowledge Hub
	Research conducted on government priorities	Research report on government priorities focusing on women, youth and persons with disabilities produced	Report on gender policy priorities for 2019-2024 produced	1 Research Report on government priorities produced	1 Research Report on government priorities produced	1 research report on government priorities focusing on women, youth and persons with disabilities produced	Research report on government priorities focusing on women, youth and persons with disabilities produced	Research report on government priorities focusing on women, youth and persons with disabilities produced	Research report on government priorities focusing on women, youth and persons with disabilities produced	Research report on government priorities focusing on women, youth and persons with disabilities produced	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 produced on compliance with international and regional instruments on women	1 report produced	2 periodic reports on international commitments 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 produced on compliance with international and regional instruments on women	2 reports produced on compliance with international and regional instruments on women	2 reports produced on compliance with international and regional instruments on women	2 reports produced on compliance with international and regional instruments on women

Outcomes	Outputs	Outputn Indicator	Sub-programme: Monitoring and Evaluation: Women, Youth and Persons with Disabilities									
			Audited Performance				Estimated Performance	MTEF Period				
			2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26			
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 monitored	Number of national departments implementing the GRPBMEA Framework	New	New	2 Progress reports on the implementation of the GRPBMEA Framework developed	50% of national departments implementing the GRPBMEAF	10 national departments implementing the GRPBMEAF	20 national departments implementing the GRPBMEAF	30 national departments implementing the GRPBMEAF			
	Monitoring report on the status of empowerment of women, youth and persons with disabilities	Monitoring report produced on the status of empowerment of women, youth and persons with disabilities	2 performance review reports on women's empowerment and gender equality produced	1 annual performance monitoring report produced	1 annual performance monitoring reports 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 empowerment of women, youth and persons with disabilities	Monitoring report produced on the status of empowerment of women, youth and persons with disabilities	Monitoring report produced on the status of empowerment of women, youth and persons with disabilities			
	WYPD responsive evaluation	Report produced on the evaluation conducted on empowerment of WYPD	1 evaluation report produced	1 inception report for the evaluation on the empowerment of WYPD produced	1 evaluation report on empowerment of WYPD produced	1 evaluation conducted on empowerment of WYPD	Report produced on the evaluation conducted on empowerment of WYPD	Report produced on the evaluation conducted on empowerment of WYPD	Report produced on the evaluation conducted on empowerment of WYPD			

Outcomes	Outputs	Output Indicator	Sub-programme: International Relations, Stakeholder Management and Capacity Building									
			Audited Performance				Estimated Performance	MTEF Period				
			2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26			
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 the departmental WYPD International Relations Strategy	New	International Relations Strategy on GEWE developed	WYPD International Relations Strategy developed	4 status reports on the implementation of the WYPD International Relations Strategy developed	4 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	4 status reports developed on implementation of the departmental WYPD International Relations Strategy			
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 conducted on the empowerment of women, youth and persons with disability	10 public participation / outreach initiatives on women's empowerment conducted (including young women)	12 stakeholder mobilisation 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 conducted on the empowerment of women, youth and persons with disability	12 stakeholder engagements conducted on the empowerment of women, youth and persons with disability			
	Community mobilisation initiatives on the rights of women, youth and person with disabilities coordinated	Number of community mobilization initiatives coordinated on the rights of women, youth and persons with disabilities	4 community mobilisation initiatives coordinated	4 community mobilisation initiatives coordinated	4 community mobilisation initiatives coordinated	4 hybrid community mobilisation initiatives 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			



## Output Indicators: Annual and Quarterly Targets

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
<b>Sub-programme: Research and Knowledge Management</b>					
Number of progress reports produced on the piloting (phase 2) of the Integrated Knowledge Hub	2 progress reports produced on the piloting (phase 2) of the Integrated Knowledge Hub	-	1 progress report produced on the piloting (phase 2) of the Integrated Knowledge Hub	-	1 progress report produced on the piloting (phase 2) of the Integrated Knowledge Hub
Research report on government priorities focusing on women, youth and persons with disabilities produced	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	Progress report on the research undertaking on government priorities focusing on women, youth and persons with disabilities produced	Research report on government priorities focusing on women, youth and persons with disabilities produced
Number of reports produced on compliance with international and regional instruments on women	2 reports produced on compliance with international and regional instruments on women	1 reports produced on compliance with international and regional instruments on women	-	1 reports produced on compliance with international and regional instruments on women	-
<b>Sub-programme: Monitoring and Evaluation: Women, Youth and Persons with Disabilities</b>					
Number of national departments implementing the GRPBMEA Framework	10 national departments implementing the GRPBMEA Framework	-	5 national departments implementing the GRPBMEA Framework	-	5 national departments implementing the GRPBMEA Framework
Monitoring report produced on the status of the empowerment of women, youth and persons with disabilities	Monitoring report produced on the status of the empowerment of women, youth and persons with disabilities	Concept paper for the development of the monitoring report on the status of 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	-
Report produced on the evaluation conducted on empowerment of WYPD	Report produced on the evaluation conducted on empowerment of WYPD	Draft report on implementation of the Departmental evaluation plan (DPE) produced	-	-	Report produced on the evaluation conducted on empowerment of WYPD
<b>Sub-programme: International Relations, Stakeholder Management and Capacity Building</b>					
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

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Number of stakeholder engagements conducted on the empowerment of women, youth and persons with disability	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 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	1 community mobilisation initiatives coordinated on the rights of women, youth and persons with disabilities	1 community mobilisation initiatives coordinated on the rights of women, youth and persons with disabilities	1 community mobilisation initiatives coordinated on the rights of women, youth and persons with disabilities	1 community mobilisation initiatives coordinated on the rights of women, youth and persons with disabilities

### Explanation of planned performance over the medium term period

Programme 3 is conceived as transversal in nature, where all the sub-programmes within this branch focus on women, youth and disability rights and empowerment as well as on achieving gender equality. This is achieved by Programme 3 through functions such as research, policy, knowledge management, monitoring, evaluation, stakeholder management and capacity building as well as international relations that is WYPD responsive.

Furthermore, in executing its core responsibilities, the sub-programmes in the Branch must align their work to those of the other core units in the department such as Programme 2 (Mainstreaming Women's Rights & Advocacy (MWRA) and Programme 4 (Mainstreaming Youth and Disability Rights & Advocacy). However the sub-programme on international relations in Programme 3 will undertake all international work for the three sectors, and the Department as a whole, with a centralised budget for IR work. Likewise the sub-programme on monitoring and evaluation will ensure that it covers the three sectors in its monitoring and evaluation functions. The sub-programme on Research, Policy and Knowledge Management will also provide assistance to Programmes 2 and 4 on issues related to research, policy coordination in their sectors, but not necessarily take over these endeavours by these Programmes. The sub-programme is however responsible for the development and implementation of an Integrated Knowledge Hub that focuses on women, youth and persons with disabilities.

In the 2022/23 fiscal year Programme 3 assisted the department in 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 by Programme 2 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 Programme 2 will have to implement the Monitoring Framework which was developed as part of the review process, at a programmatic level, whereas the M&E sub-programme in Programme 3 will monitor high level indicators to determine outcomes and impact of the implementation of the National Policy.

In the 2022/23 fiscal year, the sub-programme RKM also undertook the development of a Regulatory Framework for WYPD mainstreaming, including sectoral guidelines, implementation Plan and an M&E Framework. The framework will assist in ensuring that plans, budgets, legislations, programs and interventions are responsive to the needs of women, youth and persons with disabilities. It will enhance strategic know-how of mainstreaming women, youth and disability issues across different sectors through an outline of step by step mainstreaming process. This work has been completed in that financial year. The Regulatory Framework

needs to be executed starting from the 2023/24 fiscal year by Programmes 2 and 4 in their endeavours to mainstream their individual focus sectors across the work of the state. Furthermore Programmes 2 and 4 will have to implement the Monitoring Framework developed, at a programmatic level, whereas the M&E sub-programme in Programme 3 will monitor high level indicators to determine outcomes and impact of the implementation of the WYPD mainstreaming guidelines.

One of the key strategic approaches of the department is that it mainly executes its core functions and mandate through engaging with stakeholders. These stakeholders include government and other Public Service entities; private sector; civil society, NGOs, CBOs, FBOs, religious and traditional bodies, development partners, donor funders and philanthropist organisations, and international and regional bodies.

The department also initiated the development of a WYPD database / stakeholder directory in 2022/23 and in this fiscal year, intends to continue the work on strengthening this database. This will enable the department to broaden and deepen its stakeholder base to expand the engagement and collaboration in meeting its mandate and objectives. As part of stakeholder coordination, the department will engage with various role-players in awareness-raising initiatives, lobbying, promoting policy, priorities and programmes or interventions on WYPD. In the 2023/24 financial year the department will coordinate a minimum of 12 stakeholder engagements – minimum of three per quarter. The department will also undertake a minimum of 4 community mobilisation initiatives in 2023/24 – minimum of 1 initiative per quarter. In these initiatives the department will ensure disaggregation of participants amongst the three sectors into minimum 50% women, 30% youth and 7% persons living with disabilities.

In line with the regulatory nature of its work, in the 2022/23 financial year, the department developed the regulatory frameworks and/or sectoral guidelines on mainstreaming of WYPD into DDM plans to guide its work in meeting the objective of empowerment, rights and advancement of women, youth and persons with disabilities. In the 2023/24 fiscal year it intends implementing these regulatory frameworks in the DDM interventions and where appropriate with other stakeholders, as well as monitoring progress in this regard.

The department has a core responsibility to monitor and evaluate country-wide efforts on women's empowerment and gender equality, as well as youth development and rights of persons with disabilities. The sub-programme M&E performs this work through an Indicator Framework which is aligned to the WYPD indicators in the MTSF 2019-2024 as well as to international and regional instruments on women's empowerment and gender equality; disability rights and youth development, that the country is signatory to. In 2023/24 the M&E sub-programme will produce a monitoring report on progress made by government against the MTSF indicators and targets for WYPD. In this financial year, the department will produce a comprehensive status report on WYPD based on assessment of the country-wide implementation of empowerment commitments for WYPD. Going forward these status reports are intended to be annually produced by the department.

The department will also continue its work in institutionalising the Gender Responsive Planning, Budgeting, Monitoring and Evaluation Framework it developed, as well as producing reports on the progress made in this regard. This is in line with the indicators and targets outlined in the MTSF 2019-2024 Priority 1. In this financial year, the M&E unit will be continuing to promote the institutionalisation of the GRPBMEA Framework to ensure that at least a minimum of 75% of national departments and provinces are implementing the pillars of the Framework across its planning processes. Furthermore the Department will continue its collaborative work on gender responsive budgeting with the National Treasury that was initiated in 2022/23 financial year. In this financial year it will work with National Treasury in the piloting of the GRB strategy developed in the previous year across a selected number of departments through a tagging and monitoring process.

In ensuring the institutionalisation of the GRPBMEA framework the department will also continue its work in this financial year on analysing the APPS of national departments and provinces and the IDPs of municipalities in line

with the MTSF 2019-2024 target. The department is on track to achieving the MTSF target of analysing all national departments' strategic plans by 2024.

The department also undertakes evaluations on an identified priority. In 2023/24 the department will implement the DWYPD Evaluation Plan developed. This Plan was approved by the DPME in 2021/22. In line with this the department will undertake one evaluation in 2023/24 and produce a report accordingly.

The department is forging ahead with the work it has undertaken on designing a knowledge hub aligned with the MTSF priorities. In 2022/23 fiscal year department piloted the knowledge hub internally on the department's intranet to determine efficacy, functionality and ability to contribute to the enhancement of the department's work. In this fiscal year it will continue to build the IKH on the intranet. This will enable the department to strengthen the knowledge hub and address any challenges emerging, before it goes live to the external world in the future.

The department also undertakes research on specific government priorities to determine the extent of WYPD responsiveness of government's core programmes and policies. In 2022/23, the Department signed an MOU with the HSRC through which it collaborates on its research mandate. In 2023/24 the department will continue to engage with the HSRC and undertake a minimum of one research initiative and produce a report containing findings and recommendations to be taken forward. The sub-programme RKM will promote other research work identified by the department in 2023/24 through the HSRC.

At the international and regional level the country plays a significant role in advancing women, youth and persons with disabilities. This is in line with the MTSF 2019-2024 Priority 7, where the department seeks to play a key role in influencing global, continental and regional agendas for WYPD. It does this through work in 4 pillars in the WYPD International Relations Strategic Framework: (i) multilateral engagements; (ii) bilateral relations; (iii) compliance to treaty obligations and international and regional commitments; and (iv) development and donor assistance and aid.

This year, this framework will continue to be implemented along the lines of these 4 pillars and the department will report comprehensively on the work executed in each pillar. It will produce 4 comprehensive reports for the year – one per quarter – covering all four pillars in each report.

In 2023/24 the department will continue to meet the country's compliance obligations on reporting on its commitments in line with WYPD treaty obligations and other international commitments. The department will produce these compliance reports, undertake consultations on the reports and submit according to the necessary protocols for each report.



## Programme Resource Consideration

	Expenditure Estimates						
	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates		
	2019/20	2020/21	2021/22		2023/24	2024/25	2025/26
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	4 071	3 158	1 485	5 077	3 297	3 439	3 571
Research and Knowledge Management	6 253	6 110	6 769	7 728	8 881	10 288	10 520
International Relations, Stakeholder Management and Capacity Building	19 198	9 868	11 431	23 918	24 139	26 686	26 831
Monitoring and Evaluation: Women, Youth and Persons with Disabilities	4 209	6 003	6 374	8 391	11 513	11 878	11 884
<b>Total Programmes</b>	<b>33 731</b>	<b>25 139</b>	<b>26 059</b>	<b>45 114</b>	<b>47 830</b>	<b>52 291</b>	<b>52 806</b>
<b>Economic classification</b>							
Compensation of employees	18 450	22 380	21 539	25 493	26 998	28 644	29 132
Goods and services	15 210	2 722	4 471	17 742	19 042	21 777	21 720
Transfers and subsidies	47	27	0	1 790	1 790	1 870	1 954
Payments for capital assets	24	10	49	89	0	0	0
Payments for financial assets	0	0	0	0	0	0	0
<b>Total Economic classification</b>	<b>33 731</b>	<b>25 139</b>	<b>26 059</b>	<b>45 114</b>	<b>47 830</b>	<b>52 291</b>	<b>52 806</b>

Monitoring, Evaluation, Research and Coordination (Programme 3) expenditure is expected to increase at an average annual rate of 5,3 per cent, from R45.1 million in 2022/23 to R52,8 million in 2025/26, mainly due to funds from Office accommodation reprioritised to Compensation of employees and inflationary rate increase.

## Research and Knowledge Management

Research, Policy Analysis and Knowledge Management is essential to the core work of the department which is centred on the regulation of the socio economic empowerment of women, youth and persons with disabilities. The RPAKM unit will carry out research assignments which are geared towards generating evidenced based knowledge and information to inform the interventions and programmes of the departments. Budget allocated to the unit will be utilised to carry out this research work which support the achievement of the department's outputs and outcomes. The nature of work undertaken by the department should be informed by credible and scientific research which is valid and reliable. Research assignments requires technical knowledge and adequate human resources. The RPAKM undertake research annually focusing on government priorities which are aligned to the outcomes and outputs of the DWYPD.

The RPAKM budget will also be used towards further development of an Integrated Knowledge Hub on Women, Youth and Persons with Disabilities. This will include incremental development of the knowledge hub through the development of additional functionalities of the knowledge hub.

## Monitoring and Evaluation: Women, Youth and Persons with Disabilities

Coordinating women, youth and persons with disabilities responsive government-wide planning, budgeting, monitoring and evaluation. 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 an evaluation to provide an evidence-based reflection on the implementation of the cabinet-approved GRPBMEA framework. This includes looking at past performance and progress of departments in implementing the interventions stated in the framework towards fast-tracking its implementation. Further work will be undertaken to assess the extent to which Department's strategic plans and annual performance plans are responsive to the policy priorities relating to women, youth and persons with disability rights. A monitoring status report will be developed to assess the performance of government in delivering on priorities relating to the realisation of the rights of women, youth and person 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 the women, youth and persons with disabilities responsiveness.

## International Relations, Stakeholder Management and Capacity Building

The budget allocation will be utilized to implement the 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 2023/24 financial year, the Department will undertake Multilateral Engagements at the United Nations, African Union, BRICS, IBSA, Commonwealth and IORA engagements. The DWYPD will also be chairing the Women and Youth BRICS meetings as SA is the Chair of BRICS in 2023/24. The Department will also use the allocated budget to manage South Africa's compliance with the global, continental and regional treaty obligations on women, youth and persons with disabilities. In this regards, the Department will conduct roadshows and promotional material to popularise the treaties. The Department will also allocate resources towards coordination, negotiation and conclusion of new bilateral relations in particular with identified countries in Africa, Asia, Middle East and Europe. In the 2022/23 financial year, the Department will also have an obligation to service the existing bilateral agreements with India, Nigeria, Cote d'Ivoire, Ghana and is also embarking on such with Iran, Quarter and Rwanda among others. Resources will also be allocated to implement the United Nations Generation Equality Campaign and the District Development Motel Projects.

The role of Stakeholder Management is to ensure building, maintaining and strengthening of stakeholder relations towards the socio-economic empowerment of women, youth and persons with disabilities. Resources in this case will be used towards the implementation of stakeholder engagements and community mobilization programmes

in the promotion of women's rights and their empowerment including those of youth and persons with disabilities. This includes the work we are undertaking in partnership with the SANTACO Taxi Association on GBV training of taxi operators and drivers. This training is provided for by the National School of Government 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 evidenced based knowledge and information on access to services, empowerment and participation for women, youth and persons with disabilities.	Lack of easily accessible evidence-based information and knowledge on a single platform to inform evidence-based planning, programmes, policy and decision making.	Piloting of the technically designed, centrally located, integrated knowledge hub/repository containing WYPD responsive research, knowledge and information.
Government-wide planning, budgeting, M&E address priorities relating to women's empowerment, youth development and the rights of persons with disabilities.	Weak institutionalisation and implementation of the priorities of women, youth and persons with disabilities within/ by departments	Monitoring implementation of the GRPBMEAF in departments. Presentation of the GRPBMEAF reports at FOSAD level. GRPBMEAF as a standing item in the GSCID cluster, using the 16 point POA on mainstreaming.
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and world.	Missed opportunities for South Africa to influence the global agenda that seeks to protect, promotes and fulfil the socioeconomic rights of women, youth and persons with disabilities	Implement effective and efficient International Relation (IR) Strategy
Strengthened stakeholder relations towards the realisation of empowerment, of women, youth and persons with disabilities.	Lack of effective management of the stakeholders in the WYPD sectors	Effective implementation of the Stakeholder Engagement Framework. Hold regular Machinery meetings with the WYPD sectors

## Programme 4: Mainstreaming Youth and Persons with Disabilities Rights and Advocacy

### Purpose:

The purpose is to promote good governance regarding the rights and transformation of the social and economic empowerment of youth and persons with disabilities.

### Sub-programmes:

- **Management: Advocacy and Mainstreaming for the Rights of Youth of Persons with Disabilities**
- **Advocacy and Mainstreaming for the Rights of Youth (RAMRY):** To manage advocacy and mainstreaming regarding rights, transformation for social and economic empowerment of youth.
- **Advocacy and Mainstreaming for the Rights of Persons with Disabilities:** To advocate and mainstream for the transformation and empowerment and to promote good governance regarding rights, transformation and empowerment of persons with disabilities.
- **National Youth Development Agency (NYDA) Oversight (NYDAO):** To coordinate entity interface promote good governance, and perform oversight of the NYDA..



## Outcomes, Outputs, Output Indicator and Targets

Outcomes	Outputs	Output Indicators	Audited Performance					Estimated Performance	MTEF Period		
			2019-20	2020-21	2021-22	2022-23	2023-24		2024-25	2025-26	
Sub-programme: Advocacy and Mainstreaming for the Rights of Youth											
Rights of WYPD realised	NYP implementation monitored	Number of NYP implementation monitoring reports produced	4 NYP Implementation 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	4 NYP implementation monitoring reports produced	4 NYP implementation monitoring reports produced
Rights of WYPD realised	South African Youth Development Bill developed	South African Youth Development Bill processed to Cabinet	New	New	South African Youth Development Bill developed and consulted	South African Youth Development Bill refined	South African Youth Development Bill processed to Cabinet	South African Youth Development Bill processed to Parliament	South African Youth Development Bill processed to Parliament	Monitor implementation of the SAYD Act	
Government Wide planning, budgeting, M&E addresses priorities relating to women's empowerment, youth development and the rights of persons with disabilities	NYDA monitored	Number of NYDA monitoring reports produced	4 NYDA quarterly assessments 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	4 NYDA quarterly monitoring reports produced	4 NYDA quarterly monitoring reports produced
Gender, youth and disability rights machineries institutionalized	Youth Machineries convened	Number of National youth machinery meetings convened	New	4 National Youth machineries meetings convened	4 National Youth machineries meetings convened	4 National Youth machinery meetings convened	4 National Youth machinery meetings convened	4 National Youth machinery meetings convened	4 National Youth machinery meetings convened	4 National Youth machinery meetings convened	4 National Youth machinery meetings convened
Sub-programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities											
Revised legislative framework to respond to and enforce rights of women, youth and persons with disabilities	Disabilities awareness conducted	Number of reports produced on awareness raising campaigns on disabilities	New	New	New	New	New	2 reports produced on awareness raising campaigns on disabilities (DRAM and 365 days)	2 reports produced on awareness raising campaigns on disabilities (DRAM and 365 days)	2 reports on produced awareness raising campaigns on disabilities (DRAM and 365 days)	2 reports on produced awareness raising campaigns on disabilities (DRAM and 365 days)

Outcomes	Outputs	Output Indicators	MTEF Period						
			Audited Performance			Estimated Performance	MTEF Period		
			2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
Rights of WYPD realised	Implementation of the four frameworks monitored	Progress report produced on government departments that have developed implementation plans in line with the four frameworks	New	New	New	1 awareness raising report developed on Awareness raising framework  1 awareness raising report developed on Self representation framework  1 report on awareness raising developed on Reasonable accommodation framework  1 report on awareness raising on Universal design and framework developed	Progress report produced on government departments that have developed implementation plans in line with the four frameworks	Progress report produced on government departments that have developed implementation plans in line with the four frameworks	Progress report produced on government departments that have developed implementation plans in line with the four frameworks
Rights of WYPD realised	Disabilities awareness conducted	Number of advocacy manuals on disabilities developed	New	New	New	New	5 advocacy manuals on disabilities developed	5 advocacy manuals on disabilities developed	5 advocacy manuals on disabilities developed
Rights of WYPD realised	Advocacy and Mainstreaming Strategy produced	Advocacy and Mainstreaming Strategy produced	New	New	New	New	Draft Disability Advocacy and Mainstreaming Strategy produced	Disability Advocacy and Mainstreaming Strategy year 1 implementation report	Disability Advocacy and Mainstreaming Strategy year 2 implementation report

Outcomes	Outputs	Output Indicators								
			Audited Performance				Estimated Performance	MTEF Period		
			2019-20	2020-21	2021-22	2022-23		2023-24	2024-25	2025-26
Gender, youth and disability rights machineries institutionalized	RPD Machinery convened	Number of RPD machinery meetings convened	Report on the establishment of Gender knowledge hub produced. The project adopted a phased approach and the target for the financial year was to focus on designing a proposed model towards a knowledge hub. Hence, the overall target was to develop a report on the process.	Concept document developed in quarter 1	Achieved Integrated Gender 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	
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and the world	Compliance with national and international obligations for the rights of persons with disabilities monitored	Status report produced on compliance with national and international obligations for the rights of persons with disabilities	1 Annual Performance monitoring report on inclusion of persons with disabilities developed	1 status report on compliance with national and international obligations for the rights of persons with disability developed	1 status report on compliance with national and international obligations for the rights of persons with disabilities developed	1 status report on compliance with national and international obligations for the rights of persons with disabilities developed	Status report produced on compliance with national and international obligations for the rights of persons with disabilities	Status report produced on compliance with national and international obligations for the rights of persons with disabilities	Status report produced on compliance with national and international obligations for the rights of persons with disabilities	

Outcomes	Outputs	Output Indicators	Audited Performance					Estimated Performance	MTEF Period		
			2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26		
Government Wide planning, M&E addresses priorities relating to women's empowerment, youth development and the rights of persons with disabilities	Departments Annual Performance Plans monitored for disability inclusion	Analysis reports produced on draft Annual Performance Plans for national government department	New	1 analysis report on draft Annual Performance Plans for all national government departments developed	1 analysis report on draft Annual Performance Plans for all national government departments developed	1 analysis report on draft Annual Performance Plans for all national government departments developed	Analysis reports produced on draft Annual Performance Plans for national government department	Analysis reports produced on draft Annual Performance Plans for national government department	Analysis reports produced on draft Annual Performance Plans for national government department		
Government Wide planning, M&E addresses priorities relating to women's empowerment, youth development and the rights of persons with disabilities	Evaluation conducted on the implementation of the White Paper on the Rights of Persons with Disabilities	Evaluation report Produced on the implementation of the White Paper on the Rights of Persons with Disabilities	New	New	New	1 evaluation report on the implementation of the White Paper on the Rights of Persons with Disabilities developed	Evaluation report Produced on the implementation of the White Paper on the Rights of Persons with Disabilities	Recommendations from the 1st draft evaluation report on the implementation of the White Paper on the Rights of Persons with Disabilities monitored			
Accessible and available evidenced based knowledge and information on access to services, empowerment and participation for women, youth and persons with disabilities.	Research conducted on the evaluation of access to education support and services for children and young people with disabilities	Research report produced on the evaluation of access to education support and services for children and young people with disabilities	-	-	-	1 draft research report on the evaluation of access to education support and services for children and young people with disabilities developed	Research report produced on the evaluation of access to education support and services for children and young people with disabilities	Implementation of intervention strategy and action plan monitored	-		



## Output Indicators: Annual and Quarterly Targets

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
<b>Sub-programme: Advocacy and Mainstreaming for the Rights of Youth</b>					
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 Cabinet	-	-	-	South African Youth Development Bill processed to Cabinet
Number of NYDA monitoring reports produced	4 NYDA quarterly monitoring reports produced	1 NYDA quarterly monitoring reports produced	1 NYDA quarterly monitoring report produced	1 NYDA quarterly monitoring report produced	1 NYDA quarterly monitoring report produced
Number of National Youth machinery meetings convened	4 National Youth machinery 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
<b>Sub-programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities</b>					
Number of reports produced on awareness raising campaigns on disabilities	2 reports produced on awareness raising campaigns on disabilities (DRAM and 365 days)	-	-	-	2 reports produced on awareness raising campaigns on disabilities (DRAM and 365 days)
Progress report produced on government departments that have developed implementation plans in line with the four frameworks	Progress report produced on government departments that have developed implementation plans in line with the four frameworks	Guidelines to government departments on the development of implementation plans of the four frameworks developed	-	-	Progress report produced on government departments that have developed implementation plans in line with the four frameworks
Number of advocacy manuals on disabilities developed	5 advocacy manuals on disabilities developed	-	5 Draft advocacy manuals on disabilities developed	-	5 advocacy manuals on disabilities developed
Advocacy and Mainstreaming Strategy produced	Draft Disability Advocacy and Mainstreaming Strategy produced	Concept note on Disability Advocacy and Mainstreaming draft Strategy produced	-	-	Draft Disability Advocacy and Mainstreaming Strategy produced
Number of RPD machinery meetings convened	2 RPD machinery meetings convened	-	1 RPD machinery meeting convened	-	1 RPD machinery meeting convened
Status report produced on compliance with national and international obligations for the rights of persons with disabilities	Status report produced on compliance with national and international obligations for the rights of persons with disabilities	-	First draft status report on compliance with national and international obligations for the rights of persons with disabilities developed	Second draft status report on compliance with national and international obligations for the rights of persons with disabilities processed for comments by government departments and the disability sector	Status report produced on compliance with national and international obligations for the rights of persons with disabilities

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Analysis reports produced on draft Annual Performance Plans for national government department	Analysis reports produced on draft Annual Performance Plans for national government department	-	-	Initial analysis report on draft Annual Performance Plans developed	Analysis reports produced on draft Annual Performance Plans for national government department
Evaluation report Produced on the implementation of the White Paper on the Rights of Persons with Disabilities	Evaluation report Produced on the implementation of the White Paper on the Rights of Persons with Disabilities	-	1 status report on the evaluation on the implementation of the White Paper on the Rights of Persons with Disabilities developed	Workshop on draft report on the evaluation on the implementation of the White Paper on the Rights of Persons with Disabilities convened	Evaluation report Produced on the implementation of the White Paper on the Rights of Persons with Disabilities
Research report produced on the evaluation of access to education support and services for children and young people with disabilities	Research report produced on the evaluation of access to education support and services for children and young people with disabilities	Draft evaluation report on the evaluation of access to education support and services for children and young people with disabilities developed	Intervention strategy and action plan for review developed	Workshop on draft evaluation report on the evaluation of access to education support and services for children and young people with disabilities convened	Research report produced on the evaluation of access to education support and services for children and young people with disabilities

## Explanation of planned performance over the medium term period

### Advocacy and Mainstreaming for the Rights of Youth

The M&E Framework of the National Youth Policy (NYP) 2020-2030 was approved by Cabinet in September 2022. This has enabled the continuation and expansion of tracking implementation for the NYP2030 through data collection on the various high level indicators set within the framework. The various implementing agents at national, provincial and local levels across sectors will report progress on implementation of the NYP on a quarterly and annual basis. The assessment of achievements will be on how stakeholders are implementing targeted mainstreamed interventions on: Quality education, skills and second chances; Economic participation, entrepreneurship and job creation; Physical and mental health promotion, including combatting pandemics; Nation building and social cohesion; as well as on Effective and responsive youth development machinery. All these interventions are intended to improve the lives of vulnerable youth groups including young women, youth with disabilities, unemployed youth; and youth from rural areas and townships.

Notably, the above-mentioned pillars are aligned to the 7 priorities contained in the current Medium Term Strategic Framework. Also crucially, the department will ensure that measures and mechanisms are put in place to track the implementation of the recommendations made in these reports to ensure that there are improvements in the services rendered. This will include the processing of the report to the quarterly National Youth Machinery Forum. In this way, the findings of the report will thus be communicated with internal and external stakeholders in order to ensure the recommendations are implemented.

The Department will also support the Parliamentary public participation process towards amending the National Youth Development Agency Act of 2008. The amendment of the Act is linked to the Government Priority 1: Capable, Ethical and Developmental State. The said Act is being amended to strengthen the Agency's operations; enhance governance; and promote visibility for access of the agency's products and services. It would further clarify the mandate of the NYDA in relation to that of other key players within the youth development space. It is envisaged that this would make the agency to be more focused and maximise the impact of its services. The draft Bill was approved for tabling in Parliament during the 2021/2022 financial year. Since then it was gazetted and tabled in Parliament in May 2022.

As a contribution to achieving the intended outcomes and impacts in the Strategic Plan, the Department will, in 2023/2024, continue with the development of another critical legislation, the South African Youth Development (SAYD) Act. The SAYD Bill was strengthened comprehensively in line with the Cabinet Committee comments and was consulted with the Office of the Chief State Law Advisor in 2022/2023. It also underwent the Socio-Economic Impact Assessment by the Presidency in the same period. The Bill was processed to Cabinet for approval for publication as a discussion document. The proposed SAYD legislation is intended to provide for development and empowerment of young people in the country, through amongst others, the: (i) setting of youth development priorities based mainly on the NYP 2020-2030 and other relevant youth development instruments; (ii) institutionalisation and mainstreaming of youth development; (iii) streamlining of the youth development efforts into an integrated coordinated package of services; (iv) strengthening of youth development service provision; (v) clarifying of the roles and responsibilities of the key role players; and (vi) providing for youth development coordination mechanisms at national, provincial, and local levels. The Bill is aimed at deepening implementation of the National Youth Policy.

The Department will also in 2023/2024 finalise, in partnership with the Department of Planning, Monitoring and Evaluation, an evaluation study on the effectiveness, efficiency and impact of government youth employment creation programmes. It will also set the process for a mid-term evaluation of the national youth policy, set to take place in 2024/2025.

The programme facilitates and participate in various national and international stakeholder engagements. This interface with stakeholders at national, provincial and local levels, as well as internationally at regional, continental and global levels. When considering involvement in international youth work, and the reasons for doing so, it is important and helpful to consider the impact of such engagement on young people, youth workers, organisations and government. Such impact is evidenced in a number of ways, including, but not limited to, competence development, professional development, capacity building, sharing of best practices and active participation of young people in their own development. It must also be noted that engagement in intercultural exchanges strengthen the development of personal skills and and intercultural competences. For organisations and departments, the involvement in international youth work results in better strategic development and an increasingly competent and confident workforce with access to international methodologies, approaches and best practices. The benefits of international youth work experienced by young people, youth workers, organisations and departments can be closely intertwined, and the multiplier effect it creates can also have an impact on the wider community. International youth engagement in multilateral platforms include: SADC Youth Forum, Pan-African Youth Forum, Commonwealth Youth Forum, BRICS Youth Summit, IBSA Youth Summit, Y20 Summit, and the UN ECOSOC Youth Forum. There are also engagements at bilateral level with strategic countries to strengthen cooperation in youth development. These engagements affords young people the opportunity to present South Africa's policy perspectives on youth development; afford young people the opportunity to network with other young people who are involved in youth development; partake in dialogues that will discuss the common issues that are of global concern; connect and discuss the fields where younger generations can increasingly contribute towards empowerment and development of the youth in general; and to be kept abreast with new youth development issues at a regional-, continental- and international levels. The unit will implement measures to track the implementation of recommendations of the reports including setting of the Joint Implementation Committees where bi-lateral agreements are signed with other countries.

The indicator 'number of international youth engagement reports produced' is linked to the Government Priority 7: A Better Africa and World. The international relations arena has undergone rapid changes through globalisation. Youth from other countries also face similar challenges that our youth are facing. Therefore, strategies have to be developed to promote collaboration of youth across our country's borders. The indicator 'number of NYDA monitoring reports produced' is linked to the Government's Priority 1: Capable, Ethical and Developmental State. In this regard, the agency's services with be tracked to ensure responsiveness to young people's need.

The NYDA reports to the Minister in the Presidency responsible for Women, Youth and Persons with Disabilities as the Executive Authority (EA). The National Youth Development branch within the DWYPD, fulfils the administrative function of conducting oversight to the NYDA in support of the Minister as the political principal. The Objective of the PFMA Act is to "secure transparency, accountability, and sound management of the revenue, expenditure, assets and liabilities of the institutions to which this Act applies." The oversight role assists in ensuring that the NYDA meet the objectives of the PFMA Act. This is in line with the objective of the PFMA Act, which is to "secure transparency, accountability, and sound management of the revenue, expenditure, assets and liabilities of the institutions to which this Act applies." The PFMA Act indicates 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."

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. It relies on government funding and public money, allocated through either by means of a transfer from the Revenue Fund or through statutory money. In this case, 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." A Shareholder Performance Agreement was signed between the DWYPD and the NYDA with effect from 01 April 2020. It shall endure for a period of three years. The purpose of this Agreement is to, amongst others, clearly define the facilitative role of the Executive Authority and also to ensure that the relationship between the parties is conducted in an enabling manner that espouses due obligations and decisions delivered in a co-operative fashion within the context of the applicable legislation and policies. It is worthy to note that, PFMA and NYDA Act; set out the process of developing the assessment criteria to be used to facilitate the assessment and monitoring of the Board's performance against predetermined objectives; outline how the parties will work together to ensure an appropriate balance between performance (delivery) and conformance (control/compliance), and to avoid duplication of roles and responsibilities; and serve as a formal performance agreement between the Executive Authority and the Accounting Authority, to give effect to the mandate bestowed on the NYDA. The NYDA derives its mandate from the NYDA Act (54 of 2008). Section 3 of the Act mandates the Agency to develop an "Integrated Youth Development Plan and Strategy". The Act further mandates the NYDA to "initiate, design, coordinate, evaluate and monitor all programmes aimed at integrating the youth into the economy and society, guide efforts and facilitate economic participation and empowerment, and the achievement of education and training".

In short, the role of the NYDA can be summarised as follows:

- Lobby and advocate for integration and mainstreaming of youth development programmes in all spheres of government, the private sector and civil society.
- Initiate, implement, facilitate and coordinate youth development programmes.
- Monitor and evaluate youth development interventions across the board and mobilize youth to actively participate in civil society engagements.

Young people who receive support around decisions on what to do with their lives are more ambitious with decisions and expectations due to the impact of a positive supporting environment that the NYDA provides. The NYDA is critical in ensuring that many young people who aren't able to access support at home or from institutions of higher learning have a space to receive support to identify and explore their next steps. The NYDA plays an important role in providing youth services across the country, but especially in those areas where there is the greatest gaps in provision. The pandemic has exacerbated the importance of digital connection and access to devices to be able to engage and connect with services and resources.

Over the MTEF period, the agency's outputs will focus on providing comprehensive interventions 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 through sector education and training authorities, providing grants to young people for enterprise development, and coordinating the national youth service programmes. Implementation of pathway management network which seeks to pathway young people into aggregated opportunities by: creating more jobs and opportunities for youth in the formal, informal and social economy; driving system change that address barriers and supports inclusive hiring and reduced unemployment and link youth to opportunities and to support them inclusively and for free. Implement National Youth service Programmes as a pathway into the mainstream economy. Implement the Integrated Youth Development Strategy and develop youth centric research reports.

The above mentioned outputs are linked to the following Government Priorities: Priority 2: Economic Transformation and Job Creation; Priority 3: Education, Skills and Health; and Priority 6: Social Cohesion and Safer Communities. The unit holds quarterly assessment meetings with the NYDA as a mechanism to track the implementation of the recommendations made in the quarterly NYDA monitoring reports. The unit also participates in the NYDA Management Forums.



### 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 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 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. Five manuals will be 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. Three of the four frameworks were approved by Cabinet and therefore gazetted and published .The Framework on Self representation is undergoing final stages of approval towards gazetting and publishing.

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.

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.

The Department through Rights of persons with Disabilities branch serve as secretariat. Terms of reference have been developed and a PWGD strategy has been developed to guide the work of the Presidential Working Group on Disability.

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 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 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 disability.

The Sub-Programme Advocacy and Mainstreaming, 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. The status reports will also outline compliance with minimum targets on employment equity targets on job creation, ownership and representation of persons with disabilities. 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 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 advise 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 is underway in partnership with DPME during this financial year. The purpose of the formative/implementation evaluation is 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. Furthermore, research on the evaluation on access to education support and services for children and youth with disabilities is also underway in partnership with National Department of Basic Education.

The Sub-Programme Advocacy and Mainstreaming 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.

## Programme Resource Consideration

Expenditure Estimates							
	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates		
	2019/20 R'000	2020/21 R'000	2021/22 R'000		2023/24 R'000	2024/25 R'000	2025/26 R'000
<b>4. Mainstreaming of the Rights of Youth and Persons with Disabilities and Advocacy</b>							
1. Management: Advocacy and Mainstreaming for the Rights of Youth and Persons with Disabilities	746	0	0	1 101	682	706	736
2. Advocacy and Mainstreaming for the Rights of Youth	7 961	7 362	9 718	10 761	13 383	11 049	11 655
3. Regulation, Advocacy and Mainstreaming for the Rights of Persons with Disabilities	15 829	8 196	10 887	16 413	17 357	18 787	21 958
4. National Youth Development Agency	459 577	367 820	900 962	681 265	733 114	504 810	527 425
<b>Total Programmes</b>	<b>484 113</b>	<b>383 378</b>	<b>921 567</b>	<b>709 540</b>	<b>764 536</b>	<b>535 352</b>	<b>561 774</b>
<b>Economic classification</b>							
Compensation of employees	14 228	12 711	16 151	16 124	18 209	19 319	21 424
Goods and services	10 116	2 847	3 096	11 785	13 024	11 026	12 719
Transfers and subsidies	459 751	367 820	902 293	681 453	733 303	505 007	527 631
Payments for capital assets	18	0	27	178	0	0	0
Payments for financial assets	0	0	0	0	0	0	0
<b>Total Economic classification</b>	<b>484 113</b>	<b>383 378</b>	<b>921 567</b>	<b>709 540</b>	<b>764 536</b>	<b>535 352</b>	<b>561 774</b>

The Expenditure is expected to decrease at an average annual rate of 7,4 per cent, from R709,5 million in 2022/23 to R561,8 million in 2025/26 due to the allocations to the National Youth Development Agency for the implementation of the presidential employment initiative come to an end in 2023/24.

## Advocacy and Mainstreaming for the Rights of Youth

To advance socio-economic empowerment of the youth, the Department of Women, Youth and Persons with Disabilities (DWYPD) develops policies, legislation, plans, strategies, frameworks, guidelines and tools to support youth development and lobby for sectoral mainstreaming of young people. Collectively, all these are intended to deepen the attainment of constitutional rights of young people to realise equity; economic participation (inclusive of employment and equitable income distribution); access to youth services; social integration; and inclusion in communities and society at large.

To support the Minister in the Presidency responsible for Women, Youth and Persons with Disabilities, as the Executive Authority (EA) and the political champion for youth development in overseeing implementation of youth interventions, the National Youth Machinery (NYM) meetings will be convened quarterly. The 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. The budget expenditure includes facilitating the quarterly National Youth Machinery which is a national stakeholder engagement of youth focal points representing the public sector, private sector and civil society. Effective youth machinery is also a pillar of the NYP2030.

The youth development budget is also spent on the participation in various international stakeholder engagements. This contributes to the interface with stakeholders at national, provincial and local levels, as well as internationally at regional, continental and global levels. International youth engagement in multilateral platforms include: SADC Youth Forum, Pan-African Youth Forum, Commonwealth Youth Forum, BRICS Youth Summit, IBSA Youth Summit, Y20 Summit, and the UN ECOSOC Youth Forum. There are also engagements at bilateral level with strategic countries. These engagements in these international youth platforms affords young people the opportunity to present South Africa's policy perspectives on youth development; afford young people the opportunity to network with other young people who are involved in youth development; partake in dialogues that will discuss the common issues that are of global concern; connect and discuss the fields where younger generations can increasingly contribute towards empowerment and development of the youth in general; and to be kept abreast with new youth development issues at a regional-, continental- and international levels. The unit will implement measures to track the implementation of recommendations of the reports including setting of the Joint Implementation Committees where bi-lateral agreements are signed with other countries.

The budget is also used for payment of the Commonwealth subscription that enables South Africa to be part of the Commonwealth Youth Programme (CYP). The CYP provides technical assistance on national and regional youth policies, youth development frameworks, guidelines and tools. It further advocates for increased investment in youth through the Ministries that are in charge of youth development.

The indicator 'number of international youth engagement reports produced' is linked to the Government Priority 7: A Better Africa and World. The international relations arena has undergone rapid changes through globalisation. Youth from other countries also face similar challenges that our youth are facing.

The National Youth Development unit continues to fulfil the administrative function of performing oversight to the NYDA in support of the Minister as the political principal and Executive Authority (EA) responsible for the NYDA. Overall, the oversight of the NYDA involves monitoring financial and non-financial performance, including the transfer of its funds and assists in ensuring that the NYDA meet the objectives of the Public Finance Management Act (PFMA). This is in line with the objective of the PFMA, which is to "secure transparency, accountability, and sound management of the revenue, expenditure, assets and liabilities of the institutions to which this Act applies."

The National Youth Development unit also utilise its budget to monitor the NYDA. The indicator 'number of NYDA monitoring reports produced' is linked to the Government's Priority Priority 1: Capable, Ethical and Developmental State. In this regard, the agency's services will be tracked to ensure responsiveness to young people's need. A capable, ethical and developmental agency underpins all seven priorities of government during the current MTSF. It is a vision of improved implementation capability of the agency.

The unit holds assessment meetings with the NYDA as a mechanism to track the implementation of the recommendations made in the quarterly NYDA monitoring reports. The unit also participates in the NYDA Management Forums.

### **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 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 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. Five manuals will be 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. Three of the four frameworks were approved by Cabinet and therefore gazetted and published. The Framework on Self representation is undergoing final stages of approval towards gazetting and publishing.

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.

The Department serves as the secretariat of the Presidential Working Group on Disability. The Presidential working



## Updated Key Risk and Mitigation from Strategic Plan

Outcome	Key Risk	Risk Mitigation
Revised legislative framework to respond to and enforce rights of women, youth and persons with disabilities.	Lack of legislative framework on WYPD to strengthen the regulatory mandate. Lack of regulatory measures to advance WYPD empowerment	Develop the South African Youth Development Bill to strengthen regulatory mandate and advance Youth empowerment
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and world.	Failure of government departments to comply with reporting obligations Poor quality reports received from government departments to compile the status report Late submissions received from government departments	Holding quarterly meetings to obtain information from government departments DG to DG letters Setting deadlines within which government departments must report

## PUBLIC ENTITIES

Name of Public Entity	Mandate	Key Outputs	Current Annual Budget (R thousand)
<b>National Youth Development Agency (NYDA)</b>	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.	733 114

## Commission for Gender Equality

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

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 advise the President on Disability matters throughout government.

The Department through Rights of persons with Disabilities branch serve as secretariat. Terms of reference have been developed and a PWGD strategy has been developed to guide the work of the Presidential Working Group on Disability. 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 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. The Sub-Programme Governance and Compliance 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. The status reports will also outline compliance with minimum targets on employment equity targets on job creation, ownership and representation of persons with disabilities. 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.

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The sub-programme: Governance and Compliance 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.

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 key difference is that the CGE has a litigation function and can investigate any gender related issue on its own accord or on receipt of a complaint; and must attempt to resolve any dispute or rectify any act or omission by mediation, conciliation and negotiation.

The legislative relationship between the DWYPD and the CGE is determined by the CGE Act (39 of 1996), which instructs the Minister in the Presidency for Women, Youth and Persons with Disabilities in recruiting 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 nominated by the Portfolio Committee, approved by the National Assembly, and appointed by the President (CGE Act 39, 1996, s. 2-3). The commission derives all its revenue through transfers from the department, 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
<b>Definition</b>	<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>
<b>Source of Data</b>	Management or Audit Report by the AGSA on the Predetermined Objectives
<b>Method of Calculation/ Assessment</b>	Audit opinion on predetermined objectives.
<b>Means of verification</b>	<p>Audit Report by AGSA on Strategic Plan and APP</p> <p>Review of the annual performance information report</p>
<b>Assumptions</b>	The AGSA will perform an audit on Strategic Plan and APP and that there are no material findings on the Annual performance report.
<b>Disaggregation of Beneficiaries (where applicable)</b>	Not applicable
<b>Spatial Transformation (where applicable)</b>	Not applicable
<b>Calculation Type</b>	Non-Cumulative
<b>Reporting Cycle</b>	Annual
<b>Desired Performance</b>	An unqualified audit opinion without audit findings
<b>Indicator Responsibility</b>	Chief Director- Office of the Director-General

Sub Programme: Departmental Management	
Indicator Title	Business Continuity Plan approved
<b>Definition</b>	Business Continuity Plan outlines procedures and instructions that the Department of Women, Youth & Persons with Disabilities (DWYPD) should follow and carry out, in order to resume and recover operations in the event of a disruption, emergency or disaster.
<b>Source of Data</b>	Annual Performance Plan, Strategic and Operational Risk Registers of DWYPD
<b>Method of Calculation/ Assessments</b>	Simple Count
<b>Means of Verification</b>	Reports, Approved Business Continuity Plan
<b>Assumptions</b>	Business Units within the department will be able to identify risk that are linked to events of a disruption, emergency or disaster
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Approved Business Continuity Plan that can be implemented in case of an event of a disruption, emergency or disaster
<b>Indicator Responsibility</b>	Chief Risk Officer

Sub-Programme: Financial Management	
Indicator Title	Percentage of all valid invoices paid within 30 days
<b>Definition</b>	<p>This refers to the turnaround time in the payment of valid invoices. Valid invoices refers to invoices that meet all the requirements for it to be processed for payment.</p> <p>Ensure that payments are effected within 30 days from receipt of a valid invoice.</p> <p>To ensure compliance with Instruction Note 34 from National Treasury and also to ensure that suppliers are paid on time.</p>
<b>Source of Data</b>	Internal Invoice payment tracking system and BAS payments reports
<b>Method of Calculation/ Assessment</b>	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.
<b>Means of verification</b>	Instruction note 34 monthly reports and/or the IYM reports
<b>Assumption</b>	Accuracy of data on internal invoice tracking system and BAS payment reports
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-cumulative for monthly and cumulative for quarterly and annual reporting
<b>Reporting Cycle</b>	Monthly, Quarterly and Annually
<b>Desired Performance</b>	100% of service providers valid invoices paid within 30 days
<b>Indicator Responsibility</b>	Chief Financial Officer

Sub-Programme: Financial Management	
Indicator Title	Unqualified Audit opinion on Annual Financial Statements
<b>Definition</b>	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
<b>Source of Data</b>	Management and Audit Report from AGSA on the annual financial statements
<b>Method of Calculation/ Assessment</b>	The audit opinion expressed by AGSA on the Annual Financial Statements
<b>Means of verification</b>	Annual Financial Statements
<b>Assumptions</b>	The AGSA will perform an audit on the Annual Financial Statements
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Annually
<b>Desired Performance</b>	Unqualified Audit opinion
<b>Indicator Responsibility</b>	Chief Financial Officer

Sub-Programme: Financial Management	
Indicator Title	Percentage procurement spend on entities owned by women
<b>Definition</b>	Ensure 40% of the procurement spend of the department directed to women owned companies as per government priorities in the National Strategic Plan 202-23. The purpose is to contribute towards the economic empowerment of women.
<b>Source of Data</b>	Central Supplier Database dump from National Treasury
<b>Method of Calculation/ Assessment</b>	Mathematical calculation as a percentage. 40% of women entities participated in the procurement spend of the department.
<b>Means of verification</b>	Excel spreadsheet outlining the level of performance
<b>Assumptions</b>	The women owned entities responsiveness to the procurement requests. All commodities are developed and accommodate women owned entities
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative for quarterly and annual reporting
<b>Reporting Cycle</b>	Quarterly and Annually
<b>Desired Performance</b>	40% procurement spend on entities owned by women
<b>Indicator Responsibility</b>	Chief Financial Officer

Sub-Programme: Corporate Management	
Indicator Title	Percentage vacancy rate
<b>Definition</b>	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
<b>Source of Data</b>	PERSAL reports
<b>Method of Calculation/Assessment</b>	Quantitative - mathematical calculation as a percentage of funded vacancies against total funded posts
<b>Means of Verification</b>	Monthly Establishment reports
<b>Assumptions</b>	Confirmation of continued funding of vacancies by the Budget Committee
<b>Disaggregation of Beneficiaries (where applicable)</b>	Not applicable
<b>Spatial Transformation (where applicable)</b>	National
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Maintenance of a vacancy rate within public service norms
<b>Indicator Responsibility</b>	CD: Corporate Management

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

Sub-Programme: Corporate Management	
Indicator Title	Number of reports produced on the implementation of Master Information Technology Strategy and Plan (MITSP)
<b>Definition</b>	The Master Information Technology Strategy Plan is a process of identifying core business information systems and the planning and mapping of technology to enable and support the systems. To track and monitor the implementation of the business information systems derived by the MITSP, ICT will submit quarterly progress reports of the MITSP Implementation Plan.
<b>Source of Data</b>	MITSP Implementation Plan, Approved Business Application Systems and Project Plans, ICT Operational Plan
<b>Method of Calculation /Assessment</b>	Qualitative – achievements against MITSP Action Plan
<b>Means of Verification</b>	Quarterly Master Information Technology Strategy and Plan (MITSP) Implementation Reports
<b>Assumptions</b>	Adequate funding and availability of resources for implementation
<b>Disaggregation of Beneficiaries (where applicable)</b>	Not applicable
<b>Spatial Transformation (where applicable)</b>	National
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Achievement against targets of MITSP Action Plan
<b>Indicator Responsibility</b>	CD: Corporate Management

## Programme 2: Mainstreaming of the Rights of Women and Advocacy

Sub-programme: Economic Empowerment of Women	
Indicator Title	Progress report produced on the implementation WYPD Socio-Economic Empowerment Index
<b>Definition</b>	Annual progress report on the implementation of WYPD Socio-Economic Empowerment Index through consultation with stakeholders.
<b>Source of Data</b>	An empowerment index compliance tool to support the regulatory framework Stats SA, Academic Institutions etc.
<b>Method of calculation or assessment</b>	Simple count number of reports developed
<b>Means of verification</b>	Reports produced per quarter on the implementation of the WYPD Socio-Economic Empowerment Index
<b>Assumptions</b>	Sufficient data would be available to develop a comprehensive index
<b>Disaggregation of beneficiaries (where applicable)</b>	None
<b>Spatial transformation (where applicable)</b>	None
<b>Calculation type</b>	Non-cumulative
<b>Reporting cycle</b>	Annually
<b>Desired performance</b>	Monitor progress on the implementation of the WYPD Socio-Economic Empowerment Index in consultation with stakeholders
<b>Indicator responsibility</b>	Chief Director: Economic Empowerment and Transformation

Sub-programme: Economic Empowerment of Women	
Indicator Title	Number of interventions to support economic empowerment, participation and ownership for women, youth and persons with disabilities implemented per year
<b>Definition</b>	The forms of interventions are to the following: hosting a symposium, conferences, radio campaigns shows, workshops and consultations with stakeholders for the economic empowerment and participation of women, youth and persons with disabilities in the various economic value chains.
<b>Source of data</b>	Conferences, workshops and consultations with key national and provincial departments, key stakeholders, development partners and MTEF/MTSF Outcomes Reports,
<b>Method of Calculation / Assessment</b>	Number of interventions coordinated, facilitated and approved Minister Analysis report of the intervention's coordinated and facilitated and approved by the Minister
<b>Means of verification</b>	Reports on the interventions implemented per quarter Agendas and attendance registers.
<b>Assumptions</b>	Education, health and skills development objectives are not adequately addressed to ensure the socio empowerment of women, youth and persons with disabilities.
<b>Disaggregation of Beneficiaries (where applicable)</b>	By Women, Youth and Persons with disabilities
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative (Year-to-Date)
<b>Reporting Cycle</b>	Quarterly and Annually
<b>Desired performance</b>	Interventions to support economic empowerment and participation of Women, youth and persons with disabilities within identified key economic sectors and across value chains.
<b>Indicator Responsibility</b>	Chief Director: Economic Empowerment and Transformation



Sub-programme: Economic Empowerment of Women	
Indicator Title	Progress reports produced on the implementation of Strategy for economic empowerment of WYPD
<b>Definition</b>	Quarterly progress reports on the implementation of WYPD Strategy for economic empowerment through stakeholder consultations. It will provide guidance towards the implementation and achievement of the minimum targets of 40% for women, 30% youth and 7% for persons with disabilities in various government programmes and policies.
<b>Source of data</b>	25 Year review report, Country Gender Framework Report and EE Equity Report, Stats SA Quarterly Labour force Survey and Employment Stimulus Package Report.
<b>Method of Calculation / Assessment</b>	Simple count progress reports towards the development of the Strategy.
<b>Means of Verification</b>	Progress report produced on the implementation of the Strategy for economic empowerment of WYPD
<b>Assumptions</b>	Persistent economic marginalization and lack of participation of WYPD.
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative to year end
<b>Reporting Cycle</b>	Quarterly
<b>Desired performance</b>	Implementation of strategy developed to mainstream WYPD in the economy
<b>Indicator Responsibility</b>	Chief Director: Economic Empowerment and Transformation

Sub-Programme: Economic Empowerment Of Women	
Indicator Title	Number of progress reports on the implementation of WECONA Provincial Roll-Out developed
<b>Definition</b>	Women Economic Assembly (WECONA) focuses on promoting women owned businesses. This is to ensure sector specific value chains eco-system, enabling business women to identify entry points and opportunities for sustainable economic engagements and participation across all spheres. Quarterly Reports on the implementation of the WECONA Rollouts developed through engagements with the provincial stakeholders. Monitoring of the implementation after the rollout will be conducted.
<b>Source of Data</b>	WECONA Implementation Reports
<b>Method of Calculation/ Assessment</b>	Simple Count number of reports
<b>Means of verification</b>	Reports from WECONA Rollouts
<b>Assumptions</b>	WOB's are not adequately mainstreamed into the mainstream economy
<b>Disaggregation of beneficiaries (where applicable)</b>	WYPD mainstreamed across all sectors – both financial and non-financial support
<b>Spatial Transformation</b>	Improved spatial development through economic empowerment and participation
<b>Calculation Type</b>	Non-cumulative
<b>Reporting cycle</b>	Quarterly
<b>Desired Performance</b>	WOB's mainstreamed across all sectors within all provinces
<b>Indicator Responsibility</b>	Chief Director: Economic Empowerment and Participation

Sub-Programme: Social Empowerment of Women	
Indicator Title	Number of progress reports produced on implementation of Sanitary Dignity Implementation Framework by provinces
<b>Definition</b>	<p>Report on progress of the implementation of the Sanitary Dignity Implementation Framework (SDIF) by provinces. It will focus on monitoring and evaluating progress in the implementation of the components of the Sanitary Dignity Implementation Framework in selected schools. These will include,</p> <p>indication on number of indigent girls in quintiles 1, 2 &amp; 3, special and farm schools receiving sanitary products per province and identifying gaps.</p> <p>monitor the identification of existing gaps and mitigation with provision of girl friendly water supply, sanitation and hygiene facilities following national norms and standards in implementing schools.</p> <p>following up on recommendations from each provincial report and address challenges.</p>
<b>Source of data</b>	Progress reports from provinces on the implementation of the Sanitary Dignity Implementation Framework
<b>Method of Calculation / Assessment</b>	Simple count of progress reports on implementing the SDIF
<b>Means of Verification</b>	Consolidated quarterly progress reports from provinces
<b>Assumptions</b>	Persistent marginalisation of women, youth and persons with disabilities in benefiting from sanitary dignity amidst the existence of enabling environment and institutional support
<b>Disaggregation of Beneficiaries (where applicable)</b>	Disaggregation of beneficiaries by school quintile, age and grade. Disaggregation by mainstream, special and farm schools
<b>Spatial Transformation (where applicable)</b>	National and Provincial
<b>Calculation Type</b>	Cumulative (Year-to-Date)
<b>Reporting Cycle</b>	Quarterly and Annually
<b>Desired performance</b>	Progress report on implementation of Sanitary Dignity Implementation Framework by provinces produced
<b>Indicator Responsibility</b>	Chief Director: Social 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
<b>Definition</b>	<p>Interventions are targeted programmes, partnerships, workshops and consultations with various stakeholders targeted to address the following:</p> <ul style="list-style-type: none"> <li>• Menstrual Health (MH).</li> <li>• Sexual Reproductive Health Rights (SRHR).</li> <li>• Age Appropriate Comprehensive Sexuality Education (CSE).</li> <li>• Teenage Pregnancy.</li> </ul> <p>Water Supply Sanitation &amp; Hygiene (WASH)</p> <p>The interventions will conducted to improve educational, health and skills outcomes for the socio empowerment and participation of women, youth and persons with disabilities.</p> <p>The interventions will be implemented by provincial departments.</p> <p>A report will detail number of interventions to support social empowerment and participation of women, youth and persons with disabilities monitored per quarter..</p>
<b>Source of data</b>	Conferences, workshops and consultations with key national and provincial departments, key stakeholders, development partners and MTEF/MTSF Outcomes Reports.

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
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 monitored 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	Cumulative (Year-to-Date)
Reporting Cycle	Quarterly and Annually
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 monitored on the implementation of NSP on GBVF
Definition	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.  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.
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
<b>Definition</b>	<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>
<b>Source of data</b>	Provincial Department Annual Plans / Strategic Plans, municipalities integrated development plans and district municipality district development plans
<b>Method of Calculation / Assessment</b>	Simple Count
<b>Means of Verification</b>	Approved NSP on GBVF progress reports, approved reports on the integration by provincial departments and Municipalities
<b>Assumptions</b>	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
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative Year End
<b>Reporting Cycle</b>	Quarterly
<b>Desired performance</b>	NSP on GBVF priorities integrated and mainstreamed to plans of Provincial Departments, District and Local Municipalities
<b>Indicator Responsibility</b>	Chief Director: Social Empowerment of Women

Sub-Programme: Social Empowerment of Women	
Indicator Title	Number of GBVF Rapid Response Teams (RRTs) established
<b>Definition</b>	<p>GBVF Rapid Response Teams established at district municipalities to lead and coordinate implementation of the NSP on GBVF priorities at the local levels.</p> <p>At District level - The Rapid Response Teams is made of stakeholders who are at district level, led by the District Municipality and co-led by the Civil Society Organisations. Their main role is to ensure that GBVF-RRTs are established in their respective Local Municipalities. District GBVF Rapid Response Forums (RRTs) is established to lead and coordinate implementation of the NSP on GBVF priorities at the district level(s).</p> <p>At Local/Municipality - GBVF Rapid Response Teams established to lead and coordinate implementation of the NSP on GBVF priorities at the local level(s). These structures are located at the Local Municipality level – up to the Municipality wards. GBVF Stakeholders who are key in the fight against GBVF in the local municipality are represented in the team. The Local Municipality representative lead the structure and civil society organisation co lead the structure, in line with the requirement of the NSP on GBVF.</p>
<b>Source of data</b>	The National Gender Based Violence Hotspots list, Provincial Gender Based Violence Hotspot list, identification of priority GBVF areas by the Provincial Office on Status of Women COGTA, SALGA, and Respective District Municipalities
<b>Method of Calculation / Assessment</b>	Simple Count
<b>Means of Verification</b>	Reports on establishment meetings from the Department of Women, Youth and Persons with Disabilities, with attendance registers, Terms of Reference by the GBVF Rapid Response Teams
<b>Assumptions</b>	All stakeholders who are supposed to be represented in the Rapid Response Teams will cooperate, be official members of the rapid response teams and take up their responsibilities.
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative Year End
<b>Reporting Cycle</b>	Quarterly
<b>Desired performance</b>	GBVF Rapid Response Team established
<b>Indicator Responsibility</b>	Chief Director: Social Empowerment of Women



Sub-Programme: Social Empowerment of Women	
Indicator Title	Number of reports produced on implementation of Comprehensive National GBVF Prevention Strategy
<b>Definition</b>	Reports on the implementation of the Comprehensive National GBVF Prevention Strategy at National and Provincial levels approved. 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.
<b>Source of data</b>	National and Provincial Department reports, reports on the gender based violence prevention programme implemented by the GBVF Rapid Response Teams
<b>Method of Calculation / Assessment</b>	Simple Count
<b>Means of Verification</b>	Bi-Annual reports on the implementation of the Comprehensive National GBVF Prevention Strategy
<b>Assumptions</b>	Stakeholders, including the CSOs, National and Provincial Departments, Private Sector will participate in the implementation of the Comprehensive National GBVF Prevention Strategy
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative Year End
<b>Reporting Cycle</b>	Bi-annually
<b>Desired performance</b>	Provincial GBVF Prevention Implementations plans in place
<b>Indicator Responsibility</b>	Chief Director: Social Empowerment of Women

Sub-Programme: Social Empowerment of Women	
Indicator Title	Number of National Gender Machinery meetings convened
<b>Definition</b>	Reports on National Gender (Women) Machinery engagements. Two National Gender (Women) Machinery consultations will be held with the stakeholders that make up the Machinery. The purpose of these sessions will be to discuss progress and challenges that are experienced as the country pursues the objective of gender equality and women empowerment, 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
<b>Source of data</b>	Consultation sessions with the National Gender Machinery stakeholders and structures
<b>Method of Calculation / Assessment</b>	Simple Count
<b>Means of Verification</b>	Bi-Annual reports on the National Gender Machinery consultation meetings
<b>Assumptions</b>	All National Gender Machinery stakeholders and structures will attend the sessions and participate during the sessions
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-Cumulative
<b>Reporting Cycle</b>	Bi-Annually
<b>Desired Performance</b>	A coordinated approach to mainstreaming National Gender Machinery priorities
<b>Indicator Responsibility</b>	Chief Director: Chief Director: Social Empowerment of Women

## Programme 3: Monitoring, Evaluation, Research and Coordination

Sub Programme: Research and Knowledge Management	
Indicator Title	Number of Progress Reports produced on the piloting (phase 2) of the Integrated Knowledge Hub
<b>Definition</b>	<p>The Integrated Knowledge Hub is piloted to test its efficacy and relevance for the DWYPD. This entail research, information gathering, synthesis and uploading of evidence in line with the MTSF outcomes. During this period, the knowledge hub will be accessible for internal use only at this stage.</p> <p>The development of the technical design will be incremental focusing on one or two sectors in the beginning and will ensure centralised, accessible and readily available evidence based data, knowledge and information to inform planners, decision-makers, policy-makers and implementers across government and in society at large on matters related to gender, age, disability and LGBTQIA+ sectors</p>
<b>Source of Data</b>	Official, credible and validated statistical data from surveys, census and research findings as related to women, youth and disability such as Time Use studies and social profiles; departmental reports (such as Annual Reports and Gender, Youth and Disability Mainstreaming reports) and research findings; MTSF outcome reports; national evaluation reports as relating to specific programmes impacting women, youth and persons with disabilities, Gender, youth and disability responsive research reports; individual and focus group interviews / discussions (key departments; beneficiaries; research institutes; and relevant stakeholders); colloquiums; seminars; conferences and round table discussions.
<b>Method of Calculation/ Assessments</b>	Simple count
<b>Means of Verification</b>	2 Progress Reports on the piloting of the Integrated Knowledge Hub
<b>Assumptions</b>	Required skills, IT infrastructure and Stakeholder buy-in.
<b>Disaggregation of Beneficiaries (where applicable)</b>	Disaggregation by gender, age, disability; geographic location, race, etc.
<b>Spatial Transformation (where applicable)</b>	Not Applicable
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Bi-Annual
<b>Desired Performance</b>	2 Progress Reports on the piloting of the Integrated Knowledge Hub
<b>Indicator Responsibility</b>	Chief Director – Research and Knowledge Management

Sub Programme: Research and Knowledge Management	
Indicator Title	Research report on government priorities focusing on women, youth and persons with disabilities produced
<b>Definition</b>	Research report on government priorities focusing on women, youth and disability 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.
<b>Source of Data</b>	Statistics South Africa, National Departments, HSRC, CSIR, MRC, and other Research and academic institutions locally, regionally, and globally, as well as independent researchers.
<b>Method of Calculation/ Assessments</b>	Simple count
<b>Means of Verification</b>	1 research report on government priorities focusing women, youth and persons with disabilities
<b>Assumptions</b>	Buy-in and consultation with relevant stakeholders; Procurement of a service provider with the appropriate experience.
<b>Disaggregation of Beneficiaries (where applicable)</b>	Disaggregation by gender, age, disability; geographic location, race, etc.
<b>Spatial Transformation (where applicable)</b>	Not applicable
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	1 research report on government priorities focusing women, youth and persons with disabilities
<b>Indicator Responsibility</b>	Chief Director – Research and Knowledge Management

Sub Programme: Research and Knowledge Management	
Indicator Title	Number of reports produced on compliance with international and regional instruments on women
<b>Definition</b>	Two reports on compliance of government with international and regional commitments focusing on women will be produced in 2022/2023 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.
<b>Source of Data</b>	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;
<b>Method of Calculation/ Assessment</b>	Simple count
<b>Means of Verification</b>	2 reports on compliance of government commitments with international and regional instruments

Sub Programme: Research and Knowledge Management	
Indicator Title	Number of reports produced on compliance with international and regional instruments on women
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	Non-cumulative
Reporting Cycle	Quarterly
Desired Performance	2 reports on compliance of government commitments with international and regional instruments
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 GRPBMEA Framework
Definition	Two reports documenting the number of national departments implementing the GRPBMEA Framework. This will be based on the number departments implementing 50% of the pillars in self-monitoring tool within their departments.
Source of data	Self-assessment reports by government departments on the implementation of the GRPBMEAF.
Method of Calculation / Assessment	Simple count number of national departments that have submitted self-monitoring reports and have implemented 50% of the GRPBMEAF pillars.
Means of verification	2 reports showing number of national departments implementing the GRPBMEA Framework.
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-to-date)
Reporting Cycle	Bi-annually
Desired Performance	2 reports on the number of national departments implementing the GRPBMEA Framework. This will be based on the implementation of the 50% of the pillars of the GRPBMEAF, in line with the self-assessment monitoring tool.
Indicator Responsibility	Chief Director: Monitoring and Evaluation

Sub-Programme: Monitoring and Evaluation: Women, Youth and Persons with Disabilities	
Indicator Title	Monitoring report produced on the status of the empowerment of women, youth and persons with disabilities
<b>Definition</b>	One monitoring report on the status of the empowerment of women, youth and persons with disabilities produced monitoring progress made on implementation of selected indicators in the Country Gender Indicator Framework. The report will provide government's performance on the empowerment of Women, Youth and Persons with Disabilities (WYPD). A collection of selected indicators for Women, Youth and Persons with disabilities is directly linked to the deliverable in the Mid Term Strategic Framework priorities for WYPD and related instruments. It is important for DWYPD to monitor the status of empowerment of WYPD using the indicator as implemented across government as a monitoring the direct benefit to women, youth and persons with disabilities.
<b>Source of data</b>	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
<b>Method of Calculation / Assessment</b>	Simple count
<b>Means of verification</b>	1 monitoring report on the status of the empowerment of women, youth and persons with disabilities produced
<b>Assumptions</b>	Data and information for the selected indicators is accessible and available and that it is disaggregated by sex, age and disabilities.
<b>Disaggregation of Beneficiaries (where applicable)</b>	Report to contain data/information disaggregated by sex, age and disability.
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	1 monitoring report on the status of the empowerment of women, youth and persons with disabilities produced
<b>Indicator Responsibility</b>	Chief Director: Monitoring and Evaluation

Sub Programme: Monitoring and Evaluation	
Indicator Title	Report produced on evaluations conducted on empowerment of WYPD
<b>Definition</b>	One report on the evaluation conducted on the empowerment of women, youth and persons with disabilities produced. The evaluation will be based on an identified policy/ programme from the priorities of WYPD within the MTSF. The evaluation is conducted to assess the efficiencies and effectiveness of policy/ interventions/ programmes by government and how the identified policy/ intervention/ programme are benefiting WYPD.
<b>Source/Collection of Data</b>	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.
<b>Means of Verification</b>	Simple count
<b>Method of Calculation/ Assessment</b>	1 Evaluation report on the empowerment of WYPD conducted.
<b>Assumption</b>	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 receive sufficient responses from the selected sample.



Sub Programme: Monitoring and Evaluation	
Indicator Title	Report produced on evaluations conducted on empowerment of WYPD
<b>Disaggregation of Beneficiaries (where applicable)</b>	Report to contain data disaggregated by gender, age and disability.
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	1 Evaluation report on the empowerment of WYPD conducted.
<b>Indicator Responsibility</b>	Chief Director: Monitoring and Evaluation

Sub-Programme: International Relations, Stakeholder Management and Capacity Building	
Indicator Title	Number of status reports developed on implementation of the departmental WYPD International Relations Strategy
<b>Definition</b>	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.
<b>Source of Data</b>	Delegations reports; Declarations, Outcome Documents; Bilateral Agreements/ MOUs; Meeting minutes; briefing notes; submissions; Note Verbales etc.
<b>Method of calculation</b>	Simple count number of reports
<b>Means of Verification</b>	4 status of reports on implementation of (departmental) WYPD international Relations Strategy
<b>Assumptions</b>	Departmental WYPD International Relations Strategy will be approved by the Minister with its proposed pillars covering multilateral relations, bilateral cooperation, international treaty obligation and Official Development Assistance (ODA).
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	4 status of reports on implementation of departmental WYPD international Relations Strategy
<b>Indicator Responsibility</b>	Director(s) International Relations

Sub Programme: International Relations, Stakeholder Management and Capacity Building	
Indicator Title	Number of stakeholder engagements conducted on the empowerment of women, youth and persons with disability
<b>Definition</b>	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.
<b>Source of Data</b>	Research findings and statistics
<b>Method of Calculation/ Assessments</b>	Number of stakeholder engagements conducted quarterly
<b>Means of Verification</b>	Report, attendance registers and Agendas
<b>Assumptions</b>	People will avail themselves (virtual or physical) for the stakeholder engagement
<b>Disaggregation of Beneficiaries (where applicable)</b>	Disaggregation by gender, age, disability, geographic location, race, etc.
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	12 Stakeholder engagements on the empowerment of women, youth and persons with disabilities conducted
<b>Indicator Responsibility</b>	Chief Director: IR, Stakeholder Management and Capacity Building

Sub Programme: International Relations, Stakeholder Management and Capacity Building	
Indicator Title	Number of community mobilisation initiatives coordinated on the rights of women, youth and persons with disabilities
<b>Definition</b>	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.
<b>Source of Data</b>	Research findings and statistics
<b>Method of Calculation/ Assessments</b>	Number of community mobilisation initiatives
<b>Means of Verification</b>	Report, attendance register and agendas
<b>Assumptions</b>	People will avail themselves (virtual or physical) for the community mobilisation initiative
<b>Disaggregation of Beneficiaries (where applicable)</b>	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.
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	4 community mobilisation initiatives on the rights of WYPD coordinated
<b>Indicator Responsibility</b>	Chief Director: IR, Stakeholder Management and Capacity Building

## Programme 4: Mainstreaming Youth and Persons with Disabilities Rights and Advocacy

Sub Programme: Advocacy and Mainstreaming for the Rights of Youth	
Indicator Title	Number of NYP implementation monitoring reports produced
<b>Definition</b>	<p>Monitoring progress report on implementation of the NYP using among others the high level indicators contained in the Monitoring and Evaluation (M&amp;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.</p> <p>Report with recommendations is process to the Minister for her approval. Measures to ensure follow up on the recommendations include processing the report to the National Youth Machinery Forum for action by stakeholders.</p>
<b>Source of Data</b>	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
<b>Method of Calculation/ Assessment</b>	Simple count
<b>Means of Verification</b>	NYP Implementation monitoring report
<b>Assumptions</b>	N/A
<b>Disaggregation of Beneficiaries (where applicable)</b>	Reporting on youth development indicators, disaggregated by age, gender, location, race and disability status where applicable
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	NYP implementation monitoring reports produced and processed to the Minister
<b>Indicator Responsibility</b>	Chief Director: National Youth Development

Sub Programme: Advocacy and Mainstreaming for the Rights of Youth	
Indicator Title	South African Youth Development Bill processed to Cabinet
<b>Definition</b>	South African Youth Development Bill is a framework legislation that regulates youth development in the country. The legislation provides for development and empowerment of young people in the country, through amongst others, the: (i) setting of youth development priorities; (ii) regulating youth development equity targets; (iii) institutionalisation and mainstreaming of youth development; (iii) streamlining of the youth development efforts into an integrated coordinated package of services; (iv) professionalisation of youth work; and (vi) providing for youth development coordination mechanisms at national, provincial, and local levels.
<b>Source of Data</b>	National Youth Policy 2020-2030; South African Youth Development Bill
<b>Method of Calculation/ Assessments</b>	South African Youth Development Bill; Submission approved by the Minister for processing the Cabinet Memorandum
<b>Means of Verification</b>	Draft Bill; Memorandum of Objects; Socio Economic Impact Assessment Study certificate; OCSLA certificate; Approved submission
<b>Assumptions</b>	Draft Legislation is consulted, refined, and thereafter submitted to Cabinet for approval to be tabled in Parliament
<b>Disaggregation of Beneficiaries (where applicable)</b>	Youth across ages, male and females, from different racial groups and locations, as well as those with disabilities
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Annually
<b>Desired Performance</b>	SAYD Bill consulted, refined, processed to Cabinet and ultimately tabled in Parliament.
<b>Indicator Responsibility</b>	Chief Director: National Youth Development Programme

Sub Programme: Advocacy and Mainstreaming for the Rights of Youth	
Indicator Title	Number of NYDA monitoring reports produced
<b>Definition</b>	<p>The extent to which the DWYPD oversees the NYDA, identifies bottlenecks and make recommendations. 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.</p> <p>To ensure implementation of the report recommendations, the Department holds quarterly assessment meetings with the NYDA as a mechanism to track the implementation of the recommendations made in the quarterly NYDA monitoring reports. The unit also participates in the NYDA Management Forums.</p>
<b>Source of Data</b>	NYDA Act; Shareholder Performance Agreement; NYDA quarterly performance reports; APP and Strategic plan
<b>Method of Calculation/ Assessments</b>	Simple count of the number of Quarterly monitoring reports
<b>Means of Verification</b>	Quarterly NYDA monitoring reports
<b>Assumptions</b>	Performance Monitoring meetings have taken place as scheduled; reports are compiled; and submitted reports are assessed
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Reports are analysed, quality assured and feedback is provided; areas that require performance improvement are recommended for effective and efficient operation of the agency
<b>Indicator Responsibility</b>	Chief Director: National Youth Development Programme

Sub Programme: Advocacy and Mainstreaming for the Rights of Youth	
Indicator Title	Number of National Youth Machinery meetings convened
<b>Definition</b>	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.
<b>Source of Data</b>	National Youth Policy 2020-2030; NYM forum quarterly reports: APP and Strategic plan
<b>Method of Calculation/ Assessments</b>	Simple count of the number of Quarterly NYM forum reports
<b>Means of Verification</b>	Quarterly NYM reports
<b>Assumptions</b>	NYM forum meetings have taken place as scheduled and report is compiled
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	National Youth Machinery Forum meetings convened
<b>Indicator Responsibility</b>	Chief Director: National Youth Development Programme

Sub Programme: Regulation, Advocacy and mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	Number of reports produced on awareness raising campaigns on disabilities
<b>Definition</b>	The comprehensive report on the 5 visible campaigns implemented in line with the 365 days awareness campaign on disabilities and the report on the Disability Rights Awareness month to maximise and create awareness and assess the impact of the awareness campaigns in changing behaviours therefore breaking barriers to access by persons with Disabilities.
<b>Source of Data</b>	Approved 365 days calendar on disabilities and Disability Rights Awareness Month 2023/24
<b>Method of Calculation/ Assessments</b>	Simple Count
<b>Means of Verification</b>	Programs, invitations and report
<b>Assumptions</b>	That the stakeholder will avail themselves
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Annually
<b>Desired Performance</b>	Awareness raised on disabilities and maximum participation of departments during DRAM and 365 days awareness campaign on disabilities
<b>Indicator Responsibility</b>	Chief Directorate: Advocacy and Mainstreaming



Sub Programme: Regulation, Advocacy and mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	Progress report produced on government department that have developed implementation plans in line with the four frameworks
<b>Definition</b>	<p>The Departments have been work shopped on the Disability Frameworks and therefore are expected in line with the compliance to develop implementation plans for their respective departments.</p> <p>The Purpose of the indicator is to monitor that departments are developing implementation plans on Disability in line with any of the four frameworks which are Awareness Raising, Self -Representation, Universal Design and Access and the Reasonable Accommodation.</p>
<b>Source of Data</b>	Implementation plans and draft implementations plans from departments
<b>Method of Calculation/ Assessments</b>	Simple Count
<b>Means of Verification</b>	Reports on government department that have developed implementation plan
<b>Assumptions</b>	Departments do not have disability inclusive implementation plans on the frameworks
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Increase in development of implementation plans by departments based on the frameworks
<b>Indicator Responsibility</b>	Chief Directorate: Advocacy and Mainstreaming

Sub Programme: Regulation, Advocacy and mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	Number of advocacy manuals on disabilities developed
<b>Definition</b>	To increase the levels of awareness and knowledge on different disabilities to deal with Stigma, discrimination, the development of Manuals about different disabilities for information will greatly dismantle barriers.
<b>Source of Data</b>	Raw data collated from persons with disabilities organisations advocating for different disabilities
<b>Method of Calculation/ Assessments</b>	Simple Count
<b>Means of Verification</b>	Advocacy manuals on disabilities developed
<b>Assumptions</b>	That the material will be available to compile the manuals
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Bi-annually
<b>Desired Performance</b>	Manuals developed for knowledge on different disabilities
<b>Indicator Responsibility</b>	Chief Directorate: Advocacy and Mainstreaming

Sub Programme: Regulation, Advocacy and mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	Advocacy and Mainstreaming Strategy produced
<b>Definition</b>	The Department is expected to coordinate Disability Inclusion in plans of departments. In order to align the mainstreaming for disability Inclusion, the department has to develop a mainstreaming strategy to guide departments.
<b>Source of Data</b>	Some government departments that have developed their 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.
<b>Method of Calculation/ Assessments</b>	Simple Count
<b>Means of Verification</b>	Advocacy and Mainstreaming Strategy developed
<b>Assumptions</b>	That departments are willing to embrace disability inclusion in their plans
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	To develop a draft mainstreaming strategy that will serve as a guideline for departments to mainstream disability in their projects and plans for disability inclusion.
<b>Indicator Responsibility</b>	Chief Directorate: Advocacy and Mainstreaming

Sub Programme: Regulation, Advocacy and mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	Number of RPD machinery meetings convened
<b>Definition</b>	To strengthen, maximize and ensure accountability on the Disability Rights Agenda, A national disability Rights machinery is convened.
<b>Source of Data</b>	Terms of reference of the National Disability Rights Machinery, DWYPD APP and Strategic Plan
<b>Method of Calculation/ Assessments</b>	Simple Count
<b>Means of Verification</b>	Minutes of Machinery meetings, attendance register and agendas, Report
<b>Assumptions</b>	All RPD Machinery stakeholders and structures will attend the sessions and participate during the sessions
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Bi-annually
<b>Desired Performance</b>	A coordinated approach to mainstream RPD machinery priorities
<b>Indicator Responsibility</b>	Chief Directorate: Advocacy and Mainstreaming

Sub Programme: Regulation, Advocacy and mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	Status report produced on compliance with national and international obligations for the rights of persons with disabilities
<b>Definition</b>	This indicator refers to the annual performance monitoring report on the implementation of the white paper on the rights of persons with disabilities and United Nation Convention on the Rights of Persons with Disabilities. The report will include progress on implementation of its various pillars and will also outline compliance with minimum targets on equity targets on job creation, ownership and representation of persons with disabilities. The sub-programme will collect performance information through analysis of departmental annual reports and stakeholder consultative meetings.
<b>Source of Data</b>	White Paper on the Rights of Persons with Disabilities United Nations Convention on the Rights of Persons with Disabilities Disability Inclusive Sustainable Development Goals Medium Term Strategic Framework Annual reports for all National and Provincial Government Departments National Disability Rights Machinery and stakeholders
<b>Method of Calculation/ Assessments</b>	Simple count
<b>Means of Verification</b>	One status report on compliance with national and international obligations for the inclusion of persons with disabilities produced
<b>Assumptions</b>	All reporting institutions will provide status reports on disability inclusion that are relevant to their mandates
<b>Disaggregation of Beneficiaries (where applicable)</b>	Disability
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Develop annual report on compliance with national and international obligations for the inclusion of persons with disabilities
<b>Indicator Responsibility</b>	Chief Director: Governance and Compliance

Sub Programme: Regulation, Advocacy and mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	Analysis reports produced on draft Annual Performance Plans for national government departments
<b>Definition</b>	<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 gender, youth and disability inclusive guidelines and framework for development of APPs and is based on the fact that the departments are expected to submit their draft APPs to DPME by Q3. 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>Feedback sessions with government departments will be held to advise them on how incorporate disability inclusive targets in their final APPs. This is to ensure that recommendations in the draft APP analysis can be incorporated in the finalised APPs of Departments.</p>
<b>Source of Data</b>	National government department's draft APPs provided by DPME
<b>Method of Calculation/ Assessments</b>	Simple count
<b>Means of Verification</b>	One analysis report on draft Annual Performance Plans for all national government departments developed
<b>Assumptions</b>	That DPME will provide the DWYPD with draft APPs for all national government departments for analysis and feedback
<b>Disaggregation of Beneficiaries (where applicable)</b>	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
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Bi-annually
<b>Desired Performance</b>	Analysis report on draft Annual Performance Plans for all national government departments
<b>Indicator Responsibility</b>	Chief Director: Governance and Compliance

Sub Programme: Regulation, Advocacy and mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	Evaluation report produced on the implementation of the White Paper on the Rights of Persons with Disabilities
<b>Definition</b>	<p>This indicator refers to the status of the evaluation report on the implementation of the white paper on the rights of persons with disabilities. The sub-programme will work in partnership with DPME to initiate and implement the project. The evaluation report will seek to reflect the achievements and challenges on the implementation of the White Paper on the Rights of Persons with Disabilities.</p> <p>A workshop will be held with stakeholders to validate the evaluation report.</p> <p>A theory of change will be developed with an aim to assist with improving of the objectives of the WPRPD. The Department will provide technical expertise and guidance to government departments on how to implement recommendations in the evaluation report.</p>
<b>Source of Data</b>	<p>White Paper on the Rights of Persons with Disabilities</p> <p>United Nations Convention on the Rights of Persons with Disabilities</p> <p>Disability Inclusive Sustainable Development Goals</p> <p>National Development Plan</p> <p>Medium Term Strategic Framework</p> <p>Annual reports for all National Departments</p> <p>Stakeholder consultations</p>
<b>Method of Calculation/ Assessments</b>	Simple count
<b>Means of Verification</b>	One evaluation report on the implementation of the White Paper on the Rights of Persons with Disabilities developed
<b>Assumptions</b>	All reporting institutions and relevant stakeholders will provide status required information and serve as respondents for the evaluation project
<b>Disaggregation of Beneficiaries (where applicable)</b>	The evaluation report must reflect disaggregated data according to gender, age and disability
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	One evaluation report on the implementation of the White Paper on the Rights of Persons with Disabilities developed
<b>Indicator Responsibility</b>	Chief Director: Governance and Compliance



Sub Programme: Regulation, Advocacy and mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	Research report produced on the evaluation of access to education support and services for children and young people with disabilities
<b>Definition</b>	<p>This indicator is research on the evaluation of access to education support and services for children and young people with disabilities. The DWYPD in collaboration together with DBE utilising the services of HSRC to execute the project. The research report will evaluate the achievements and challenges experienced by children and young people with disabilities accessing education and will include a theory of change, intervention strategy and an action plan.</p> <p>A workshop will be held with stakeholders to validate the research report.</p> <p>The report will be shared with DBE as a means to assist with the review of education white paper 6 and propose a way forward on how to improve education and support services for children and young people with disabilities.</p>
<b>Source of Data</b>	<p>Education White Paper 6</p> <p>The Schools Act of 1996</p> <p>SIAS guidelines</p>
<b>Method of Calculation/ Assessments</b>	Simple Count
<b>Means of Verification</b>	One research report on evaluation of access to education support and services for children and young people with disabilities developed
<b>Assumptions</b>	All reporting institutions and relevant stakeholders will provide status required information and serve as respondents for the evaluation project
<b>Disaggregation of Beneficiaries (where applicable)</b>	The evaluation report must reflect disaggregated data according to gender, age and disability
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	One research report on evaluation of access to education support and services for children and young people with disabilities developed
<b>Indicator Responsibility</b>	Chief Director: Governance and Compliance

## 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:

- 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 coordination 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"> <li>• Tolerance and respect in the work place</li> <li>• Professionalism</li> <li>• Continuous learning</li> <li>• Integrity</li> <li>• Caring</li> <li>• Accountability</li> <li>• Inclusivity</li> <li>• Empowerment</li> </ul>	<ul style="list-style-type: none"> <li>• Integrity</li> <li>• Accountability</li> <li>• Professionalism</li> </ul>	<ul style="list-style-type: none"> <li>• Tolerance and respect in the work place</li> <li>• Professionalism</li> <li>• Continuous learning</li> <li>• Integrity</li> <li>• Caring</li> <li>• Accountability</li> <li>• Inclusivity</li> <li>• Empowerment</li> </ul>

## 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
<b>Socio Economic Empowerment -WYPD</b>	Regulatory framework for WYPD mainstreaming developed and implemented	nil	Regulatory framework for WYPD mainstreaming developed and implemented
<b>Rights of WYPD realised</b>	Number of legislations developed	None	5 legislations developed
<b>Stakeholder</b>	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
<b>Socio Economic Empowerment -WYPD</b>	WYPD Socio-Economic Empowerment Index developed and monitored	25%	WYPD Socio-Economic Empowerment Index developed and monitored

## Technical Indicator Description

Indicator Title	Regulatory framework for WYPD mainstreaming developed and implemented
Definition	To ensure an effective and efficient regulatory and mainstreaming for WYPD
<b>Source of Data</b>	Internal auditing on regulatory framework on new, reviewed and amended policies – legislation
<b>Method of calculation or assessment</b>	Quarterly mill of internal processes towards the attainment of the framework – compliance and status monitoring
<b>Assumptions</b>	That there are quarterly follow up on all policies, and other instruments to be measured quarterly
<b>Disaggregation of beneficiaries (where applicable)</b>	None
<b>Spatial transformation (where applicable)</b>	None
<b>Desired performance</b>	Regulatory framework for WYPD mainstreaming developed
<b>Indicator responsibility</b>	Chief Director: Policy, Research and Knowledge Management

Indicator Title	Number of legislations developed
<b>Definition</b>	Revised and reviewed legislation are responsive to the rights and prioritise of women, youth and persons with disabilities
<b>Source of data</b>	Government Department, Cluster systems
<b>Method of Calculation / Assessment</b>	Simple Count
<b>Assumptions</b>	That legislations are revised and reviewed to be responsive to the rights and priorities of women, youth and persons with disabilities
<b>Disaggregation of Beneficiaries (where applicable)</b>	Legislations are responsive to the rights and priorities of women, youth and persons with disabilities
<b>Spatial Transformation (where applicable)</b>	Not applicable
<b>Reporting Cycle</b>	Annually
<b>Desired performance</b>	Reviewed and revised legislations are responsive to the rights and priorities of women, youth and persons with disabilities
<b>Indicator Responsibility</b>	Directorate Legal Services

Indicator Title	WYPD stakeholder framework developed and implemented
<b>Definition</b>	Framework to ensure an effective and efficient stakeholder management. It is a framework to ensure an effective and sufficient consultation and advice of WYPD beneficiaries
<b>Source of data</b>	Quarterly stakeholder directory
<b>Method of Calculation / Assessment</b>	Quarterly stakeholder directory update report - Annual stakeholder directory update
<b>Means of verification</b>	Approved Stakeholder Framework
<b>Assumptions</b>	That there are stakeholder engagements already
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative (Year-to-Date)
<b>Reporting Cycle</b>	Quarterly and Annually
<b>Desired performance</b>	Interact with the sector through a single-centered WYPD stakeholder management plan
<b>Indicator Responsibility</b>	Chief Director: Stakeholder Coordination and Outreach

Indicator Title	WYPD Socio-Economic Empowerment Index developed and monitored
Definition	To ensure an effective and efficient socio-economic empowerment index
Source of data	A wide range research of key specific socio-economic indices for the sector.
Method of Calculation / Assessment	Research report on the index portfolio and implementation guidelines
Assumptions	That there is sufficient body of knowledge on the sector to develop an index
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative (Year-to-Date)
Reporting Cycle	Quarterly and Annually
Desired performance	WYPD Socio-Economic Empowerment Index developed and monitored
Indicator Responsibility	Chief Director: EEP

### Revision to the Strategic Plan 2020-2025 on Indicators and Targets

#### Outcomes 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 19th ranking for South Africa in global parity (WEF Global Gender Gap Report 2018)	South Africa ranked 18 <sup>th</sup> in global parity	The achievement of this target 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 legislations developed	Due to the process of developing legislation, the department will only be able to develop and process them to Cabinet during the 6 <sup>th</sup> 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

Areas of intervention	Medium Term (3 Years-MTEF)	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	Allocated Budget
<b>Social Empowerment of Women</b>							
Implementation of NSP on GBVF <ul style="list-style-type: none"> <li>Capacity building Mpumalanga Province Districts (Nkangala District and its local Municipalities); Free State Province Municipalities (Thabo Mofutsanyane, Lejweleputswa, Xhariep, Fezile Dabi and Mangaung Metropolitan Municipality); KZN Province Municipalities (Zululand District, Amajuba, Harry Gwala, Ilembe, King Cetshwayo and Ugu Districts); Eastern Cape Province Municipalities (Amatole District, Nelson Mandela Metro Municipalities)</li> </ul>	Nkangala Institutionalization Programme – NSP on GBVF (focus District Development Plans and Integrated Development Focus): To strengthen the capacity of the district to effectively implement the NSP on GBVF, through a capacity building programme that involves training and provision of mentorship support  To ensure that the District Municipality and all sector departments are provided with on the job support in integrating NSP on GBVF priorities into their District Development Plans, through provision of mentorship support	Mpumalanga Province Districts (Nkangala District and its local Municipalities); Free State Province Municipalities (Thabo Mofutsanyane, Lejweleputswa, Xhariep, Fezile Dabi and Mangaung Metropolitan Municipality); KZN Province Municipalities (Zululand District, Amajuba, Harry Gwala, Ilembe, King Cetshwayo and Ugu Districts); Eastern Cape Province Municipalities (Amatole District, Nelson Mandela Metro Municipalities)	Mpumalanga Province Districts (Nkangala District and its local Municipalities); Free State Province Municipalities (Thabo Mofutsanyane, Lejweleputswa, Xhariep, Fezile Dabi and Mangaung Metropolitan Municipality); KZN Province Municipalities (Zululand District, Amajuba, Harry Gwala, Ilembe, King Cetshwayo and Ugu Districts); Eastern Cape Province Municipalities (Amatole District, Nelson Mandela Metro Municipalities)	DDG: MWRA	COGTA SALGA  Gender Focal Points  IDP Forum DDM Forum  Mayoral Committee Members	COGTA and SALGA to organise  Municipality to organise  DWYPD to review the IDPs and One Plan and provide feedback to Municipalities  DWYPD to prepare materials & presentation  DWYPD to attend sessions  DWYPD to pay for catering where necessary  Mayoral Committee member to provide political direction and lead at Political level as Political Champions	R20 000

Areas of intervention		Medium Term (3 Years-MTEF)		Location: GPS Coordinates		Project Leader		Social Partners		Roles and Responsibilities		Allocated Budget	
		Project Description		District Municipality									
Social Empowerment of Women (Continues)													
Implementation of NSP on GBVF	Nkangala District Capacity Building Programme that is made up of , capacity assessment, capacity building, coaching through the revival of existing forums like the Provincial NGM): To improve the capacity of the District , Local Municipalities and Sector Departments to mainstream gender in decision making, policy development, and planning and apply GRPBMEA in planning (all plans and policies of the districts and Local Municipality and Sector Departments should be gender-responsive)	Mpumalanga Province Districts (Nkangala District and its local Municipalities); Free State Province Municipalities (Thabo Mofutsanyane, Lejweleputswa, Xhariep, Fezile Dabi and Mangaung Metropolitan Municipality); KZN Province Municipalities (Zululand District, Amajuba, Harry Gwala, Ilembe, King Cetshwayo and Ugu Districts); Eastern Cape Province Municipalities (Amatole District, Nelson Mandela Metro Municipalities		DDG: MWRA		COGTA and SALGA		COGTA and SALGA to organise DWYPD to assess functioning of provincial and district national gender machinery DWYPD to develop internet based capacity assessment tool for GFPs and members of the Provincial and District Gender Machinery Member of the Provincial and District Gender Machinery to complete the capacity assessment survey DWYPD develop and report on recommendations for capacity building required DWYPD hold quarterly consultation meetings with the GFPs and members of the provincial and district gender machinery		R50 000.			

Areas of intervention		Medium Term (3 Years-MTEF)				Allocated Budget	
	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	
<b>Social Empowerment of Women (Continues)</b>							
Implementation of NSP on GBVF	Nkangala District effective functioning of GBVF Rapid Response Teams: To strengthen effective, coordinated and collaborative response to GBVF at a district/local level.	Free State Province Municipalities (Thabo Mofutsanyane, Lejweleputswa, Xhariep, Fezile Dabi and Mangaung Metropolitan Municipality);	Free State Province Municipalities (Thabo Mofutsanyane, Lejweleputswa, Xhariep, Fezile Dabi and Mangaung Metropolitan Municipality);	DDG: MWRA	Municipality Civil Society Organisations Sector Departments	Office of the Mayor to organise Municipality GBVF Stakeholders that include the CSOs and the sector departments that are key in the fight against GBVF DWYPD facilitate the sessions DWYPD provide templates for the development of the Terms of Reference for the GBVF RRT and the GBVF implementation plan	R300 000
Implementation of NSP on GBVF	Monitor progress on implementation of NSP on GBVF priorities	Nkangala District Municipality	Nkangala District Municipality	DDG: MWRA	Local Municipalities under Nkangala District Nkangala District Municipality Civil Society Organisation who are members of the GBVF RRT Sector Departments who are key in the fight against GBVF	DWYPD to develop the template for the Monitoring and Evaluation Plan Municipalities to organise the information sharing sessions DWYPD to capacitate the Municipalities on the Monitoring and Evaluation Tool Municipalities and the GBVF RRTs to report on progress against the Monitoring and Evaluation Plan	

Areas of intervention		Medium Term (3 Years-MTEF)					Allocated Budget	
		Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	
<b>Social Empowerment of Women (Continues)</b>								
Restore the dignity of indigent girls		Verify the distribution process of the sanitary pads to schools: Verify that the distribution process of the sanitary pads to deserving learners in schools at the right time and the right quantity. Verify aspects of anti-stigmatization to ensure dignity in the distribution plan. (Q1-2023/24)	Nkangala District Municipality	Nkangala District Municipality	DDG: MWRA	MP-DSD MP-DoE Quintile 1 schools	MP DoE to identify the schools MP DSD & DWYPD to verify the distribution process at schools Q1 school authorities to provide information on the distribution process	R3000.00 (car hire)
Menstrual health & hygiene management		Conduct Water Supply Sanitation & Hygiene (WASH) assessments in schools: Conduct Water, Supply, Sanitation & Hygiene (WASH) assessments in different schools to establish the baseline, gaps and develop solutions with the Province. Observe toilet infrastructure and determine the girl friendliness of toilets and hygiene aspects, from a menstrual health perspective. (Q1-2023/24)	Nkangala District Municipality	Nkangala District Municipality	DDG: MWRA	MP-DSD MP-DoE Quintile 1 schools	MP DoE to identify the schools MP DSD & DWYPD to conduct the WASH assessments Q1 school authorities to identify WASH facilities to be assessed	R3000.00 (car hire)

Areas of intervention		Medium Term (3 Years-MTEF)			Allocated Budget		
	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	
Social Empowerment of Women (Continues)							
Advocacy & awareness on sanitary products safety & SABS compliance	Monitor sanitary products safety: Verify whether the pads distributed to learners are SABS certified, in collaboration with SABS and dtic.	Nkangala District Municipality	Nkangala District Municipality	DDG: MWRA	MP-DSD MP-DoE SABS DTIC Quintile 1 schools	MP-DSD to confirm service providers'  MP-DoE to confirm the distribution of sanitary pads to schools by identified service provider  DTIC to assist with local content verification of sanitary pads  SABS status to confirm the safety of products distributed to learners	R 00
	Monitor the safety of sanitary pads that are distributed to learners, i.e. in collaboration with SABS, verify whether the brands in use are truly compatible with the South African National Standard (SANS 1043:2021) with regard to the use of the product by users. This is an imperative according to the injunctions of the Sanitary Dignity Implementation Framework. (Q2-2023/24)						
Economic Empowerment of WYPD owned businesses & enterprises	Obtain a database of possible WYPD entrepreneurs in the sanitary dignity economic value chain within the district:  To determine whether there are manufactures or distributors of sanitary pads in the district.  Further, establish whether they are part of the current service providers that have been appointed by the Province to distribute sanitary pads to schools. This is for the purpose of establishing whether there is real impact on the district. (Q2-2023/24)	Nkangala District Municipality	Nkangala District Municipality	DDG: MWRA	MP-DSD	MP DSD to develop & forward to DWYPD a list of possible WYPD entrepreneurs (manufacturers & distributors) in the district.	R 00



Areas of intervention	Medium Term (3 Years-MTEF) Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	Allocated Budget
<b>Social Empowerment of Women (Continues)</b>							
Teenage Pregnancy	Obtain reliable data on teenage pregnancy: Obtain reliable data and monitor teenage pregnancy as it has been identified as a scourge affecting teenage learners and seek appropriate interventions. This would be in collaboration with DBE & Mpumalanga Province. (Q3-2023/24)	Nkangala District Municipality	Nkangala District Municipality	DDG: MWRA	MP-DSD MP-DoE Quintile 1 schools	MP DoE & school authorities to provide data on teenage pregnancy MP-DSD to assist in seeking appropriate interventions to curb teenage pregnancy	R 00
<b>Economic Empowerment of Women</b>							
Agriculture	Skills and Entrepreneurship Development of WYPD in the Agriculture Value Chain: Capacity building and imparting information and knowledge that is imperative for economic participation in the Agriculture value chain and linkage to economic opportunities. (Q1 2023)	GP, LM, NW & MP	GP, LM, NW & MP	DDG: MWRA Department of Agriculture LED SEDA SEFA	N/A	Department of Agriculture to provide information on agricultural support. LED to provide LED related project information. SEDA provide non-financial support. SEFA provide financial support	R400 000 Wenona budget rollout

Areas of intervention		Medium Term (3 Years-MTEF)				Allocated Budget	
	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	
<b>Monitoring and Evaluation (M&amp;E), Research and Coordination</b>							
WYPD responsive Research (the Green economy and waste management)	Undertake a research study to identify opportunities for women, youth and persons with disabilities in the Green economy – in particular waste management projects (The study will be undertaken across all district municipalities and metros focusing on companies and enterprises operating in the waste management)	All District Municipalities and metros	All District Municipalities and metros	CD: RKM	Local Economic Development (LED); SCOs, NGOs and WYPD Owned Businesses, SEDA, SEFA; DSBD	The DWYPD will be responsible for the research coordination and submission of quarterly reports.  LED SCO, NGO and WYPD owned businesses SEDA, SEFA; DSBD to provide information in their respective areas on opportunities for women, youth and persons with disabilities in the Green economy	R1 000 000
WYPD responsive International Relations	Advocacy sessions to popularize WYPD international instruments at metro and district level	All Districts Municipalities and metros	All Districts Municipalities and metros	Di:R	UNWomen Civil Society Organisations Government Departments	DWYPD to host the meetings and lead on popularization of instruments  UNWomen to provide support as the custodian of international instruments.  Civil Society Organisations to coordinate at grass-root level.  Government Departments to integrate international instruments in their internal policies	R 0
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	M&E to lead the project management of the analysis of local government plans for WYPD responsiveness	R1 000 000

Areas of intervention	Medium Term (3 Years-MTEF)	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	Allocated Budget
Advocacy and Mainstreaming for the Rights of Youth	Monitoring of the NYDA through Branch Site Visits	Conduct NYDA site visits in all provinces in order to monitor the quality of services delivered to young people.	Mangaung Metro, Fezile Dabi District, Nelson Mandela Bay Metro, Buffalo City Metro, Alfred Nzo District, Chris Hani District, Sarah Baartman District, OR Tambo District, Tshwane Metro, City of Joburg Metro, Ekurhuleni Metro, West Rand District, Sedibeng District, Uthukela District, Ugu District, eThekweni District, Amajuba District, uMgungundlovu District, Mkhanyakude District, Zululand District, uThungulu District, Capricorn District, Mopani District, Sekhukhune District, Waterburg District, Vhembe District, Nkangala District, Ehlanzeni District, Gert Sibande District, Bushbuckridge District, Bojanala Platinum District, Dr Ruth Segomotsi Mompati District, Ngaka Modiri Molema District, Frances Baard District, John Taolo Gaetsewe District, City of Cape Town Metro, Garden Route District, Central Karoo District	All NYDA Branches	CD: Youth Development	NYDA unit	NYDA arranges dates and provides linkage with the branch managers  National Office delegates teams to visit the branches.	R250 000

Areas of intervention		Medium Term (3 Years-MTEF)				Allocated Budget
	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities
Advocacy and Mainstreaming for the Rights of Youth (Continues)						
Teenage pregnancy and substance abuse programme	Dialogues on Teenage pregnancies and Substance abuse to raise awareness and facilitate linkages to available community resources	Mpumalanga Nkangala District Municipality	24 Smuts Avenue Emalahleni 25.8747° S, 29.2175° E	CD: Youth Development	DSD DoH Offices of the Premier	DSD and DoH makes presentations on the teenage pregnancy and substance abuse programmes for youth to access them.  DWYPD develops the concept and collaborates with provincial Offices of the Premier to implement the programme. The Provinces mobilise participants and other officials dealing with the subject matter in the provincial Departments
		KZN Province Durban Metro	Inanda			
		North West Province Bojanala District Municipality	Rustenberg			
		Northern Cape Pixley ka Seme District Municipality	De Aar			
		Gauteng Sedibeng District Municipality	Vereeniging			
		Western Cape Central Karoo district Municipality	Beaufort west			
		Eastern Cape OR Tambo District municipality	Lusikisiki			
		Free State Thabo Mofutsanyane District Municipality	Puthadiitjhaba			
		Limpopo Vhembe District				

Areas of intervention	Medium Term (3 Years-MTEF)						Allocated Budget
	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	
STEM programme for Girls	Promote STEM subjects for young girls	Nkangala District Mpumalanga	24 Smuts Avenue Emalahleni 25.8747° S, 29.2175° E	CD: Youth Development	Stakeholder unit	Stakeholder unit to partner with stakeholders in the education sector to promote participation of girls in Science, Technology, Engineering and Mathematics.	R350 000
		Gauteng Province Ekurhuleni Metro	Tembisa/Daveyton				
		Free State Fedzile Dabi	Metsimaholo				
		Limpopo Mopani	Tzaneen				



Areas of intervention	Medium Term (3 Years-MTEF) Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	Allocated Budget
Advocacy and Mainstreaming for the Rights of Youth (Continues)							
Outreach and consultation on youth development Policies and Bills	To create awareness and on National Youth Policy and consult on youth development legislation across the 9 provinces	<p>Limpopo (Youth from all 5 districts to attend)</p> <p>Eastern Cape (Youth from all 6 districts to attend)</p> <p>North West (Youth from all 4 districts to attend)</p> <p>Gauteng (Youth from all regions to attend)</p> <p>Northern Cape (Youth from all districts to attend)</p> <p>Western Cape (Youth from all districts to attend)</p> <p>Free State (Youth from all districts to attend)</p> <p>Mpumalanga (Youth from all 3 districts to attend)</p> <p>KwaZulu Natal (Youth from all districts to attend)</p>	Locations to be confirmed by the Offices of Premiers (OTPs). The correspondence to confirm the venues will go out in the beginning of the 2023/24 Financial Year.	CD: National Youth Development	OTPs NGO's in the youth sector	<p>DWYPD to partner with Offices of Premiers to consult youth and other stakeholders on the legislation and to raise awareness on the National Youth Policy</p> <p>NGO's that have reached out to the Department have committed to continue with policy advocacy and making the NYP known.</p>	R550 000

Areas of intervention		Medium Term (3 Years-MTEF)				Allocated Budget			
Project Description		District Municipality		Location: GPS Coordinates		Project Leader	Social Partners	Roles and Responsibilities	Allocated Budget
Advocacy and Mainstreaming for the Rights of Youth (Continues)									
National building and social cohesion (Peace Conversation and Awards)	Peace Conversation in 3 Provinces	King Cetshwayo District (KZN), Lejweleputswa District (FS), Cape Winelands District (WC).		Exact location to be confirmed by the Offices of Premiers (OTPs)		CD: National Youth Development	National departments: DIRCO, SALGA, Rotary & members who attended NYFM (Va Va iYouth, YSawid & LOPECO) Provincial departments: Department of Social Development and local Civil Society Organisations. Free State, Western Cape and KZN OTPs.	Stakeholder unit to lead the dialogues in collaboration with other stakeholders.  Role of social partners will be to mobilise the participation of young people and resource mobilization.	R 500 000
Dealing with challenges facing youth Intergenerational dialogues	To foster and strengthen generation to generation relationships to curb challenges facing young people in the country.	Limpopo: Capricorn District Municipality FS: Fezile Dabi NC: Pixley Ka Seme District		Moleletje Mosate Tribal Officess -23.76518 Location to be confirmed with OTP's Location to be confirmed with OTP's		CD: Youth Development Department of Social Development; Department of Health, Department of Education and Office of the Premier	Department of Social Development, Department of Health, Department of Education and Office of the Premier	Advocacy and Mainstreaming for Rights of Youth.  Department of Social Development Department of Health; and Department of Education to exhibit and partner on the programme. , Office of the Premier to partner and mobilise resources. Moleletje Tribal authority office to provide venue and mobilise stakeholders.	R500 000

Areas of intervention	Medium Term (3 Years-MTEF)	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	Allocated Budget
<b>Advocacy and Mainstreaming for the Rights of persons with disabilities</b>								
Disability Inclusion in programs for service delivery	Universal Access and design of service points and reasonable accommodation	<ul style="list-style-type: none"> <li>To address physical environment barriers like inaccessible public buildings, facilities and transport.</li> </ul> <p>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</p>	District service points	24 Smuts Avenue Emalahleni 25.8747° S, 29.2175° 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	R40 000
Disability Inclusion in programs for service delivery	<ul style="list-style-type: none"> <li>The piloting of the implementation disability mainstreaming / inclusion and the institutionalisation into DDM is National Nkangala District Municipality:</li> </ul> <p>Short-Term: 1 Year: Establish approach, identify location and structures (Design phase)</p> <ul style="list-style-type: none"> <li>Medium-Term: 2-5 Years: Consolidate programmes and activities (implementation phase)</li> <li>Long-Term: 5+ years: Sustainability</li> </ul>		Nkangala District Municipality	24 Smuts Avenue Emalahleni 25.8747° S, 29.2175° E	CD: Advocacy and Mainstreaming Governance and Compliance	Office of the Premier Departments Municipalities	DWYPD's will be responsible for awareness and monitoring Offices of the Premier will be responsible for coordinating disability inclusion working the municipalities	R40 000

## 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

Abbreviations	Descriptions
EU	European Union
FY	Financial Year
GBV	Gender Based Violence
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



Abbreviations	Descriptions
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
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	Organisation 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

Abbreviations	Descriptions
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
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
WEEP	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

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RP92/2023

ISBN: 978-0-621-51036-2



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