

Strategic Plan 2025-2030



**women, youth &
persons with disabilities**

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





Contents

Executive Authority Statement	3
Deputy Minister Statement	7
Accounting Officer Statement	9
Official Sign-Off	11
Part A: Our Mandate	13
1. Constitutional mandate	14
2. Legislative and policy mandates	14
3. Institutional Policies and Strategies over the five-year planning period	16
4. Relevant Court Rulings	16
Part B: Our Strategic Focus	17
5. Vision	18
6. Mission	18
7. Values	18
8. Situational Analysis	18
8.1 External Environment Analysis	21
8.2 Internal Environment Analysis	35
Part C: Measuring Our Performance	39
9. Institutional Performance Information	40
9.1 Theory of Change	41
9.2 Measuring the Impact	42
9.3 Measuring Outcomes	42
9.4 Public entities	59
Part D: Technical Indicator Descriptions (TID) for Outcome Indicators	61
DWYPD Outcome Indicator	62
List of Abbreviations/Acronyms	79
Annexures to the Strategic Plan	84
Annexure A:	
District Development Model – Social Empowerment of Women	84
District Development Model – Rights of Persons with Disabilities: Governance and Regulations	90
District Development Model – Rights of Persons with Disabilities: Advocacy and Monitoring.	92
District Development Model – NSDF Rights of Youth	93



Executive Authority Statement

In accordance with our mandate to mainstream, coordinate, and provide strategic leadership towards the socio-economic empowerment, prospects, and wellbeing of women, youth, and persons with disabilities, the three groups that constitute an overwhelming majority of the marginalized, I am honoured to present the Strategic Plan of the Department of Women, Youth, and Persons with Disabilities (DWYPD) for the period 2025–2030.

At the core of our mandate is our government's commitment to transform, empower, and transition women, youth, and persons with disabilities into catalysts for socio-economic change and impact, ensuring that no one is left behind. Importantly, our department occupies a space and role shaped by the recognition of successive administrations that, despite the existence of other departments and their programmes, vulnerable groups require a dedicated catalyst to take extraordinary measures to rally all of government and all of society behind a cohesive transformation agenda.

Due to plummeting livelihoods, rising levels of poverty, and a high cost-of-living crisis, as well as on-going geo-political tensions, democracies around the world including ours, are facing a polycrisis: a complex situation where multiple interconnected crises converge and amplify each other in ways that weakens the national wellbeing and stability.

From climate change to food insecurity, from rising unemployment to Gender-Based Violence and Femicide,

the knock-on effects are being felt most acutely by the most vulnerable in our society, a constituency that looks to our department for answers.

Three decades into our democratic dispensation, there is a widespread consensus that the next five years, the final stretch before 2030, cannot be business as usual. The 7th Administration is thus dedicated to driving fundamental change that addresses the concentration of income, wealth, power, and opportunities in the hands of those already advantaged, alongside the persistent rise in chronic levels of social and economic insecurity for those on the margins of society.

Our Strategic Plan presents our department's unique value-addition and strict alignment to the vision in the National Development Plan (NDP) and the national development priorities and targets as outlined in the Medium-Term Development Plan (MTDP). In alignment with the six catalytic and priority sectors of the economy identified in the MTDP, and the priority areas of transformation which include Women, Youth, and Person with Disabilities-owned enterprise growth; SMME Growth; Black Industrialists; Youth Fund as well as Skills Revolution; our strategic plan articulates, in clear terms, the nature and scale of our projected contribution to the three overarching strategic priorities of the 7th Administration, as advanced by His Excellency President Cyril Ramaphosa: Inclusive Economic Growth and Job Creation; Reducing Poverty and Tackling the High Cost of Living; and Building a Capable, Ethical, and Developmental State.

As President Ramaphosa emphasized during the State of the Nation Address, 2025 that, I quote; “For many decades, our economy has been held back by the exclusion of the vast majority of the South African people. Black South Africans were deprived of land, capital, skills, and opportunities. That is why we need to transform our economy and make it more inclusive. That is why our focus is on empowering black people, women, and persons with disabilities—because they were deliberately excluded from playing a key role in the economy of their own country. We will set up a transformation fund worth R20 billion a year over the next five years to fund black-owned and small business enterprises.” close quote. In other words, despite the remarkable progress achieved over the past three decades, much more still needs to be done. The 7th Administration recognizes that there can be no inclusive economic growth when women, both young and old, continue to be the face of poverty—unskilled, unemployed, and living under the constant threat of Gender-Based Violence and Femicide. There can be no capable state when young people remain largely idle, unemployed, and economically inactive. Similarly, there can be no ethical developmental state when persons with disabilities are persistently excluded and pushed to the margins of society.

Our Departmental policy and legislative programme are aligned to government's overarching objectives as outlined in the National Development Plan 2030 and Medium-Term Development Plan (MTDP) that of promoting initiatives that enhance economic opportunities, safeguard social justice and create safe environments for vulnerable populations and those who continue to face social and economic exclusion. Institutional Policies and Strategies over the five-year planning period. We will strengthen integrated and intersectional approaches for advancing women's empowerment and gender equality, while ensuring that we intensify our transformation efforts on women, youth and persons with disabilities rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and the world.

To this end, the Department has initiated the development of the Promotion of Women's Rights, Empowerment and Gender Equality Bill. The purpose of the Bill is to give effect to Section 9 of the Constitution of the Republic of South Africa, 1996, in so far as the empowerment of women and gender equality is concerned; to establish a legislative framework for the empowerment of women; to align all aspects of laws and implementation of laws

relating to women's empowerment and representation of women in decision-making positions and structures.

To effectively Institutionalize and implement economic empowerment for women, youth and persons with disabilities; working with the National Treasury, we will fast-track the regulations of the Public Procurement Act 28 of 2028. This is to ensure that businesses owned by women, youth, and persons with disabilities receive equitable opportunities in both public and private sectors. In this 7th Administration we have further partnered with the South African Law Reform Commission to develop a Disability Rights Bill. We must all commit to become a disability-responsive state that ensures equitable inclusion, access, and participation through ethical governance, accountability, and enhanced institutional capacity. As a progressive nation we have made an 18th amendment to Sect 6 of the Constitution to declare South African Sign Language as the 12th Official Language of South Africa awaiting proclamation.

We will further develop and mainstream the following strategies; in response to the scourge of teenage and underage pregnancy, we will advocate for and mainstream a comprehensive multispectral strategy to promote prevention through education and awareness.

Strengthening the coordination and implementation of the GBVF National Strategic Plan is amongst the apex priorities of the department in this Seventh Administration.

The WYPD International Relations Strategy and Draft Disability Advocacy and Mainstreaming Strategy, as we mainstream and streamline it is imperative that we understand that disability must be integrated into all facets of planning, while recognizing that it is not a one-size fits-all approach.

In declaring youth unemployment as “a national crisis that demands urgent, innovative, and coordinated solutions,” the President has called on us to go above and beyond our usual approaches and begin reimagining more structural responses that do not rely solely on existing jobs. To this end, over the next five years, we will implement targeted, catalytic, and sustainable interventions with clearly defined exit opportunities.

We will prioritize all youth, particularly the over 3.6 million who are Not in Education, Employment, or Training (NEET), as well as address the disheartening reality

of a rising wave of unemployed and underemployed graduates, which demands both innovative and aggressive solutions. Addressing youth unemployment requires targeted, sustainable interventions with clearly articulated exit opportunities. Our recently launched South African National Service Institute (SANSI) will cultivate the productive capabilities of NEET youth into thousands of AI, coding, and robotics instructors (at schools); cyber-security start-ups; market-oriented smallholder producers; and industrial drone pilots, to mention a few. Five SANSI Pilots have been developed and are ready for implementation once funds are made available.

We have conceptualized a series of Emerging Industrialists Apprenticeships Programmes, wherein participating emerging industrialists, particularly young women, will work alongside experienced industry associations, receiving support from ideation through to product development, financing, market access, and commercialization pathways.

In order to transform young people's ideas into productive economic activities, we will implement capacity-building programmes aimed at ensuring that the three constituencies benefit from the R20 billion-a-year Transformation Fund announced by the President. Additionally, we will reimagine, restructure, and adequately resource the National Youth Development Agency (NYDA) and its programmes, transforming it into a national agency that is not only fit for purpose but also inclusive, responsive, and representative of all youth.

With regard to the empowerment of women, we have partnered with the CSIR to create a value-chain-driven Agricultural Cooperatives Model that leverages CSIR's IP and advanced technologies, including precision agriculture, to equip and prepare women farmers for market success. We will leverage the recently signed Public Procurement Act, the Land Expropriation Act, and other key legislative instruments to empower these three constituencies, transforming them into catalysts for beneficiation, infant industry development, the transformative transfer of land and other productive assets, and the growth of emerging farmers, agro-processors, and more. In order to leverage the recently signed Public Procurement Act to empower women-owned businesses, we will rally organized women under WECONA, SAWID, and other organized formations to participate in shaping the regulations of the Public Procurement Act.

With regard to persons with disabilities, we will closely monitor adherence to employment equity targets in both the public and private sectors. We will explore the potential of Artificial Intelligence (AI) and emerging digital technologies to improve the well-being and prospects of persons living with disabilities. Additionally, we will conceptualize and advocate for the establishment of a centralized national disability data repository to standardize data collection methodologies across all levels of government.

Over the next five years, we will reinforce and recalibrate our ongoing efforts in the fight against gender-based violence and femicide (GBVF). In our effort to fight the scourge of GBVF, we will be launching the National End GBVF Dashboard which will also be augmented by a National GBVF Prevention Strategy Monitoring and Evaluation Framework. We have developed a plan to actualize the recommendations of the HSRC study and the President's State of the Nation Address (SONA) commitment on GBVF, where he stated that:

"We have promulgated the National Council on Gender-Based Violence and Femicide Act, establishing a national structure to oversee a coordinated response to this crisis. We will ensure that the Council is fully functional and properly resourced. We continue to strengthen support to victims of gender-based violence." close quote.

We will also launch an all-year back-to-school campaign for those young women who have been forced out of school due to stigma—perpetrated by educators, family members, and fellow learners. We will work with the Department of Basic Education (DBE), School Governing Bodies (SGBs), civil society, and related stakeholders in this regard. In accordance with the recommendations of the Commission for Gender Equality, our campaigns will pay even more attention to the drivers of transactional relationships—where older men, sometimes teachers, prey on schoolgirls from vulnerable communities.

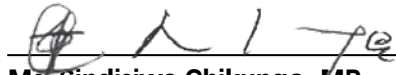
Our Chairship of the G20 working group on the empowerment of women will elevate the care economy, particularly paid and unpaid work, financial inclusion, and the fight against gender-based violence and femicide.

This Strategic Plan is not merely a policy document; it is a roadmap to guide action and drive transformation.

We are committed to leading the full implementation of the Plan, ensuring it remains aligned with our mandate and national priorities. Together, we will continue to foster an environment that enables women, youth, and persons with disabilities to thrive, contributing to a South Africa that is inclusive, resilient, and equitable for all.

The Strategic Plan of the Department of Women, Youth, and Persons with Disabilities (DWYPD) stands as a testament to our unwavering commitment to building a more just and inclusive South Africa.

I am confident that with concerted effort, strong partnerships, and our collective determination, the Department will make significant strides in empowering the communities we have been mandated to serve.



Ms. Sindisiwe Chikunga, MP
Minister in the Presidency for Women,
Youth and Persons with Disabilities



Deputy Minister Statement

I am filled with a sense of duty and purpose as I join Minister Sindisiwe Chikunga, MP to introduce our social contract with South Africans through this Strategic Plan which outlines the 2025/30 strategic outcomes for the Department of Women, Youth and Persons with Disabilities.

This iteration of our strategic outcomes for the medium term draws epistemological relevance from the 1955 Freedom Charter of the African National Congress (ANC) at the Congress of the People in Kliptown, Soweto which says: "All shall enjoy equal Human Rights! The law shall guarantee to all their right to speak, to organize, to meet together, to publish, to preach, to worship and to educate their children".

These progressive outcomes translate into action the apex priorities announced by the His Excellency President Cyril Ramaphosa in his Opening of Parliament Address (OPA) ushering in the 7th Administration under the Government of National Unity (GNU), the African Union Commission (AUC) Agenda 2063: The Africa We Want, the SADC Protocol on Gender and Development, the Beijing Platform for Action, the National Development Plan: Vision 2030, and the Medium-Term Development Plan 2024-2029, among other progressive policy and legislated prescripts.

We remain committed to unpacking, translating into action and advocating for the aspirations and needs of the designated groups we serve, as empowered by the preambulatory clauses in the Constitution of the Republic to entrench "...the foundations for a

democratic and open society in which government is based on the will of the people and every citizen is equally protected by law".

Consequently, our strategic thrust is also borne from our continuous engagements with society through its social formations as facilitated in tandem with our gender, youth and disability machineries, among other platforms, to coalesce stakeholders around empowering women, engaging the youth and advancing access to fundamental rights by persons with disabilities and LGBTQIA+ individuals.

Our task to enact positive social impact on the most vulnerable in society is urgent, and this Strategic Plan is designed to drive meaningful progress toward a more inclusive South Africa, where the patriarchal iterations of sexism, misogyny, homophobia, ableism, ageism, transphobia, hate crimes and all forms of intolerance and discrimination find no expression in the social fabric of our beautiful nation.

We will amplify the voices of women, youth, and persons with disabilities toward realizing their full potential to participate meaningfully in all areas of human endeavor, weaving the inherent strengths and competitive advantage of these designated groups to align with our nation's development path. This plan is rooted in our unrelenting endorsement of dignity for every person and the potential of every individual to contribute positively to our society's development. As we implement this plan, we will facilitate access to resources, programs, and opportunities that bridge

existing gaps and accelerate the proliferation of genuine and impactful inclusion. Our nation's rich diversity requires continuous engagement with communities and partnerships with both private and public sectors to achieve inclusivity. This Strategic Plan is the blueprint guiding our course of action in this regard.

Economic empowerment remains the cornerstone of our vision for social transformation. This plan commits the DWYPD to play a leadership role so that government prioritizes programmes that hasten equitable access to public and private sector employment, support for enterprises and public procurement opportunities for women, youth, and persons with disabilities. We understand the importance of creating opportunities that do not just meet immediate needs but build long-term resilience. Our partnerships with both small and large businesses are crucial to making workplaces inclusive and broadening access to economic opportunities. This strategy envisions an economy that is truly accessible and welcoming to everyone.

The persistence of gender-based violence and femicide does not only threaten individual civil liberties, but it is also a stain on the essence of our moral fiber as a Republic. This Strategic Plan calls for an intensive, intersectional approach, establishing programs that educate communities on gender equality, support survivors, and work to change harmful societal norms and behaviour.

In collaboration with other government entities, civil society, the private sector and communities themselves, we will implement initiatives that prioritize survivor safety, justice, and support. Ending inequality and violence is essential to building a society where everyone can live without fear, with equal opportunities to thrive.

Building a capable state demands accountability, innovation, and commitment to excellence at every level. This plan recognizes that for DWYPD to serve the public effectively, we must enhance our internal capacity and find new ways to build strategic partnerships to deliver on the country's constitutional vision of a society free from unfair discrimination, a society which upholds the democratic values of human dignity, equality and freedom.

We are implementing systems for continuous monitoring, evaluation, and reporting, which ensure that our efforts are not only well-coordinated but also responsive to the evolving needs of our stakeholders.

Our role is to be both a facilitator and a guardian of progress, working diligently to turn policy into impactful change.

This Strategic Plan sets out clear and actionable steps toward our vision of a South Africa that uplifts and empowers its women, youth, and persons with disabilities and which leaves no-one behind. This document is a contract with the public, a pledge that DWYPD is committed to action, accountability, and measurable outcomes. Our journey forward will require collaboration, resilience, and a shared dedication to equality. I am personally committed to supporting this plan's implementation and ensuring that it remains rooted in the needs and voices of our communities.

We continue to be driven by the sentiments expressed by former President Thabo Mbeki when he reminded us that "Those who complete the course will do so only because they do not, as fatigue sets in, convince themselves that the road ahead is still too long, the incline too steep, the loneliness impossible to bear and the prize itself of doubtful value".

This Strategic Plan is not solely a roadmap for the DWYPD but serves as an open invitation for all South Africans to join our efforts toward transforming our nation's moral, legal and policy character to progressively champion human dignity, inclusivity and justice in the lived experience of all citizens, with a particular focus on women, youth, persons with disabilities and the LGBTQIA+ community.

In the words penned by renowned rapper and poet Tupac Shakur in his triple platinum hit, Better Dayz, we are confident that working together with all-of-society, our interventions as articulated by this Strategic Plan will advance meaningful socio-economic transformation, and all South Africans must be assured that "Better days is comin', homeboy, keep your head up!".



Ms. Mmapaseka Steve Letsike, MP
Deputy Minister in the Presidency for Women,
Youth and Persons with Disabilities



Accounting Officer Statement

The Department of Women, Youth and Persons with Disabilities is mandated to lead on socio-economic transformation and implementation of the empowerment and participation of women youth and persons with disabilities through mainstreaming, advocacy, monitoring and evaluation.

In formulating the department's strategy and priorities for the period 2025-2030, we have been mindful of the strategic approach adopted in the MTDP, which has emphasized the need to prioritize and focus on the most impactful interventions that will take our country closer to the achievement of our development goals as outlined in the NDP and the MTDP. Critical in this regard is the emphasis of the GNU on driving inclusive growth. As emphasized by the President in his Opening of Parliament Address in July 2024, inclusive growth requires the full participation of women, youth and persons with disabilities.

As a department, we have been deliberating in adopting an evidence-based approach, drawing from evaluative reviews and other knowledge sources. There is clear evidence, in South Africa and internationally, that the inclusion of women, youth and persons with disabilities requires explicit and deliberate interventions and targets. Gender-blind or gender-neutral plans result in reinforcing the status quo and even regression in outcomes, as we have seen in our own country. The same can be said of youth and persons with disabilities.

We are cognizant of our role as a center of government Ministry and department located in the Presidency,

with a clear mandate to serve as an engine for socio-economic transformation and to ensure that the entire state machinery takes responsibility for the inclusion and empowerment of women, youth and persons with disabilities, as envisaged in our democratic constitution.

The department's strategy focuses on moving towards a country that is wholly inclusive by providing strategic leadership and coordination in the implementation of programmes across government. This plan not only outlines the targets of the department but provides a roadmap for other government departments and civil society to emulate in their own institutions and organizations.

The department's five-year strategic plan is innately linked to the 7th Administration's statement of intent and the MTDP to realise South Africa's growth trajectory. South Africa will unleash its true potential if most women, youth and persons with disabilities are included in the economic growth, have equitable access to services and participate fully in their households, communities and institutions.

We will collaborate with other government departments and spheres of government to ensure improved levels of entrepreneurship and employment of women, youth and persons with disabilities in priority sectors of the economy, including agriculture, manufacturing, mining, energy and tourism. We will also focus on improving equitable access to public procurement opportunities and support for SMMEs owned by women, youth and persons with disabilities.

Currently South Africa is well below the AU Agenda 2063 target of at least 25% of public procurement for women-owned businesses. Preferential procurement can enable market access opportunities and has a direct multiplier effect on economic growth and increased access to income. After thirty years of democracy, we have a duty to drive inclusive growth and achieve more equitable ownership patterns.

The priorities of the MTDP have emphasized the need for poverty eradication to be at the forefront of all government programmes. To respond to this, the department will continue to strengthen mechanisms and programmes to strengthen social empowerment and participation of disadvantaged groups. We will also draw on our convening power to bring together stakeholders from government and the non-state sector to join hands in addressing the prevalence of social ills and vulnerability in our communities and finding solutions to problems such as GBVF, teenage pregnancy, substance abuse and health risks. We will endeavor to expand support for girls in quintile 1-3 schools by addressing period poverty by providing free sanitary dignity products.

In South Africa, mainstreaming the rights of WYPD is inherent in and integral to our conceptualization of a capable, ethical and developmental state. DWYPD will therefore continue to prioritize efforts to ensure that all departments adopt and implement mainstreaming policies and that they ensure that their plans, budgets and programmes are responsive to the rights of WYPD. We will develop knowledge products to support evidence-based decision-making and course correction towards the achievement of the country's development goals, including those relating to WYPD.

In South Africa, femicide was included in the Gender-Based Violence (GBV) abbreviation to put a spotlight on the extreme manifestation of the problem, the killing of women by men. Over the past two decades, the South African Medical Research Council (SAMRC) has investigated femicide in the country. Their findings reveal that on average three women are killed each day by intimate partners. Given its severity and magnitude, GBVF should be treated as a disaster. In the context of the COVID-19 pandemic, the President on several occasions pronounced publicly that GBVF is a Second Pandemic. The chronic and persistent nature of GBVF over the years warrants the positioning of GBVF at the level of a national pandemic. Building on the advances made during the previous term of office, we will prioritize the implementation of the National

Strategic Plan on GBVF, working with stakeholders at national, provincial, district and local levels. In addition to operationalizing the GBVF National Council, we will pursue advances in the legal framework through the SA Youth Development Act and the Promotion of Women's Rights, Empowerment and Gender Equality Act. The proclamation and enforcement of this legislation will further strengthen the drive towards the realization of the rights of women and young people.

We will contribute to strengthening the agenda on the rights of women, youth and persons with disabilities on international platforms and endeavor to ensure that we meet our international commitments and obligations.

The priorities of the 7th Administration, namely, driving inclusive growth and job creation; reducing poverty and tackling the high cost of living; and building a capable, ethical and developmental state cannot be achieved without the inclusion and full participation of women, youth and persons with disabilities. The department therefore remains committed to fast-tracking the advancement, empowerment and development of women, youth and persons with disabilities by remaining a strategic pillar of government in guiding policy and legislation that is inclusive and leaves no-one behind.

As a caring government, we must harness the power we have to actively empower marginalised groups. As a center of the government department, our position as a centre of government department providing strategic leadership and coordination must be strengthened. Stronger partnerships and civil society activities are needed to ensure all of government meets the country's targets on the socio-economic empowerment of women, youth and persons with disabilities.

This Strategic Plan outlines our key outcomes and priorities for the period to 2030. We are committed to the achievement of these goals, working in collaboration with national, provincial and local government as well as the private sector and civil society.



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

Official Sign-Off

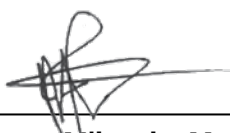
It is hereby certified that this Strategic Plan:

- Was developed by the management of the Department of Women, Youth and Persons with Disabilities, under the guidance of the Minister in the Presidency for Women, Youth and Persons with Disabilities, Ms Sindisiwe Chikunga, MP.
- Takes into account all the relevant policies, legislation and other mandates for which the Department of Women, Youth and Persons with Disabilities is responsible.
- Accurately reflects the Impact and Outcomes which the Department of Women, Youth and Persons with Disability will seek to achieve and contribute to over the period of 2025-2030.



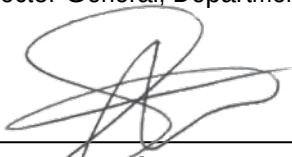
Ms. Valerie Mathobela,

Chief Director, Office of the Director General (official responsible for planning)



Adv Joyce Mikateko Maluleke,

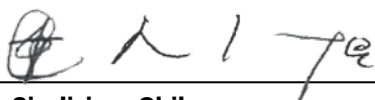
Director General, Department of Women, Youth and Persons with Disabilities



Ms Mmapaseka Steve Letsike,

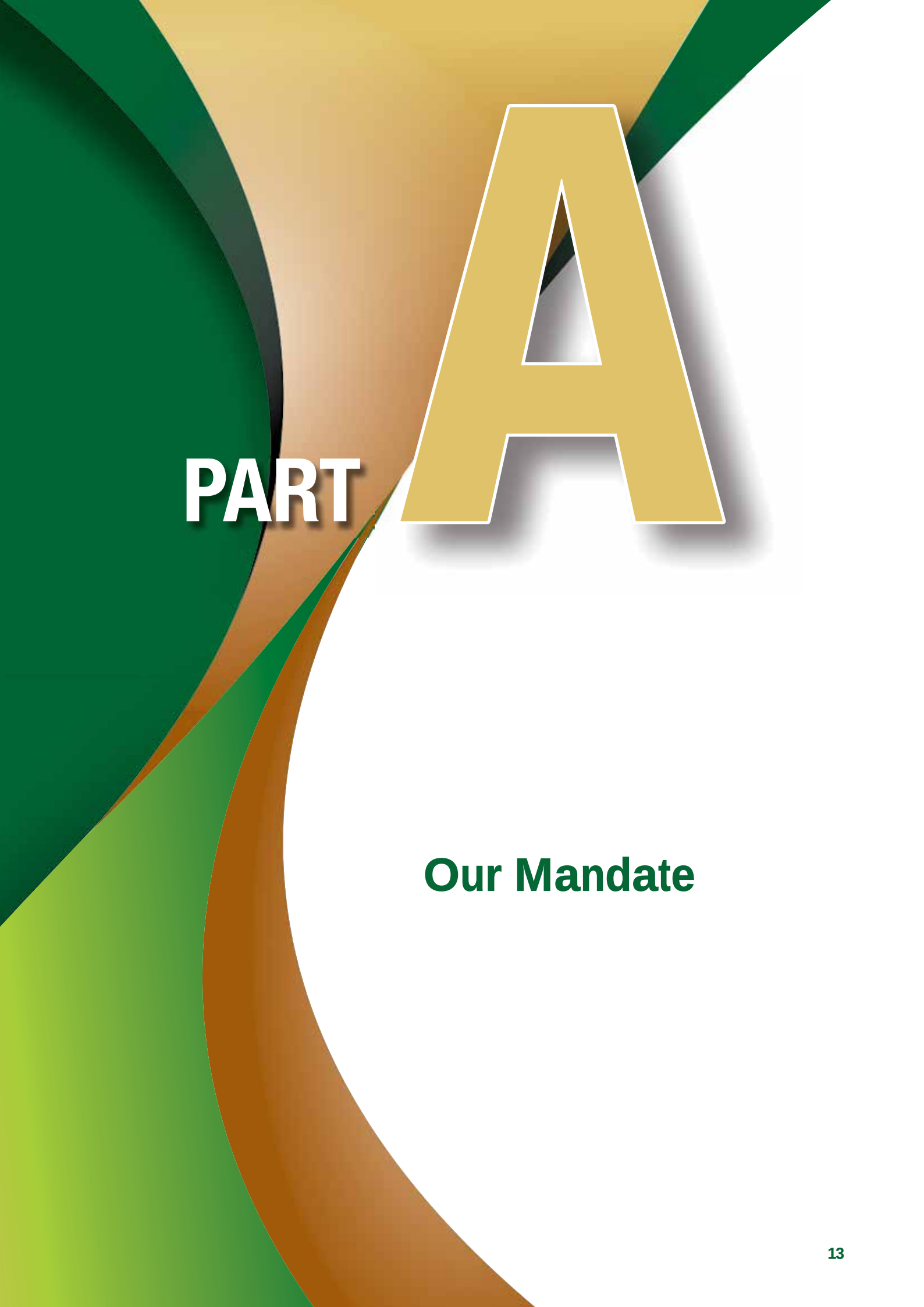
Deputy Minister in the Presidency for Women, Youth and Persons with Disabilities

Approved by:



Ms Sindisiwe Chikunga,

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



PART

A

Our Mandate

1. Constitutional mandate

The DWYPD derives its mandate from Chapters 1 and 2 of the Constitution of the Republic of South Africa, which upholds human dignity, equality, life and security of persons, freedom and the advancement of human rights as well as non-racialism and non-sexism as its founding principles. Section 9 (2) of the Constitution provides that, “Equality includes the full and equal enjoyment of all rights and freedoms. To promote the achievement of equality, legislative and other measures designed to protect or advance persons or categories of persons, disadvantaged by unfair discrimination may be taken.”

In particular, section 9 (3) provides 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. Section 10 further states that, “Everyone has inherent dignity and the right to have their dignity respected and protected.” The Constitution further places an obligation on the state to promote fundamental rights, and states that, “The State must respect, protect, promote and fulfil the rights in the Bill of Rights”.

The mandate of the DWYPD is therefore to ensure the realization of the rights enshrined in the Constitution, particularly as they pertain to women, youth and persons with disabilities. It does so through a range of mechanisms, including providing strategic leadership and coordinating government-wide and country efforts to achieve socio-economic transformation towards the empowerment and equitable participation of women, youth and persons with disabilities.

2. Legislative and policy mandates

During the 2024/25 financial year, the President signed the National Council on Gender Based Violence and Femicide Act, 2024 (Act No.9 of 2024) and the National Youth Development Agency Amendment Act, 2024 (Act No.11 of 2024). The purpose of the National Council on Gender Based Violence Bill is to establish a statutory body to be known as the National Council on Gender Based Violence and Femicide (the Council). The main objective of the Council is to provide strategic leadership and political guidance towards the elimination of gender-based violence and femicide in South Africa.

The NYDA Amendment Bill seeks to, among other things, amend the National Youth Development Agency Act, 2008, to insert new definitions; to amend certain sections that provide for the administration of the Act; to amend the provisions relating to the objects of the Agency; to amend provisions relating to reporting by the Agency; to amend provisions relating to the roles of organs of state in supporting the Agency; to provide for additional board members and for board members to have relevant qualifications, knowledge, expertise and/or experience. The DWYPD has a variety of policy frameworks which will continue to guide the strategic priorities and work of the Department and government in the next five years. These are listed below.

The Women’s Socio-Economic Empowerment Index

The Socio-economic Empowerment Index (SEEI) aims to measure and track progress towards the socio-economic empowerment of women. The objective is to address the marginalisation of women, young women and women with disabilities. It will measure the extent of marginalisation across a range of social and economic indicators. This will allow policymakers to identify areas of disadvantage, inform policies aimed at addressing disadvantage, as well as monitor and intervene to ensure progress towards equality over time. DWYPD identified the lack of systematic collection of key socio-economic indicators as an important gap contributing to marginalisation. By regularly updating this index, the collection of the relevant gender-disaggregated indicators will be systematized.

Strategy for Economic Empowerment of Women Youth and Persons with Disabilities.

The aim of the WYPD Economic Empowerment Strategy is to integrate government’s approach and prioritize the removal of economic barriers while fostering innovation and inclusive growth. Key focus

areas include addressing poverty with tailored strategies aligned with specific needs; coordinating across government departments to enable scalable socio-economic impacts; facilitating access to education and market-specific skills training; removing barriers to financing and expanding credit opportunities; and enhancing entrepreneurial potential through supportive initiatives.

Sanitary Dignity Framework

The strategic objectives of the Sanitary Dignity Framework are to ensure that women and girls can manage their menstruation in a safe, knowledgeable and dignified manner, with an intention to address period poverty. This entails access to menstrual products; menstrual health and hygiene; menstrual health education; proper hygienic sanitation facilities. In implementing the framework, the DWYPD has worked with other government departments and provinces to provide access to free sanitary dignity products in Quintile 1-3 schools as well as special schools.

An important element is the fact that women and girls must have a choice of the kind of products that they want to use because that is product choice. However, the sanitary dignity implementation framework insists on product safety because government cannot roll out products that are of poor quality and have the potential of harming users. Hence the importance of regulators like the South African Bureau of Standards (SABS) and the South African Health Products Regulatory Authority (SAPHRA).

There will be an incremental approach to product choice and mix because some of the products, apart from the current disposable sanitary pads that are distributed, i.e. reusable/ re-washable and menstrual cups have recently acquired a SABS standard. Further, there are very few manufacturers that have tested their products and obtained SABS certification for safety. Therefore, the few that are compliant cannot enter the procurement process because it is important to have a fair number of service providers to constitute a tender process as it is an open, fair and competitive bidding process. The government does not frivolously award contracts to individual companies without following the procurement regulations because that would be unlawful. The Sanitary Dignity Implementation Framework (SDIF) puts emphasis on the empowerment of women, youth and persons with disabilities in the value chain of manufacturing, distribution, storage and waste collection including disposal.

In monitoring the implementation of the Sanitary Dignity Implementation Framework, the department will ensure that provinces report quarterly on progress regarding their mechanisms on the distribution of sanitary products to girl learners. This intervention will ensure that the products reach the girl learner as intended in terms of the right quantity, quality and time.

National Strategic Plan on GBVF

In March 2020, Cabinet adopted the National Strategic Plan on Gender-Based Violence and Femicide (NSP on GBVF) strategic framework 2020-2030. The framework provides a multi-sectoral, coherent strategic policy and programming framework to ensure a coordinated national response to the crisis of GBVF by the government of South Africa and the country. The NSP has six pillars, namely Accountability, Coordination and Leadership; Prevention and Rebuilding Social Cohesion; Justice, Safety and Protection; Response, Care, Support and Healing; Economic Power; and Research and Information Management. Central principles guiding the priorities of the NSP on GBVF are a multisectoral approach; active and meaningful participation; mutual accountability; inclusiveness and intersectionality; and a gender responsive and transformative approach.

The National Strategic Frameworks on Disability

South Africa ratified the United Nations Convention on the rights of persons with Disabilities. The domestication thereof resulted in the White Paper on the rights of persons with Disabilities and its implementation matrix. Subsequently, the African Union Protocol on Rights of persons with Disabilities was ratified. The Department developed Four Strategic Frameworks on Disability, namely, the Reasonable Accommodation Framework, Universal Design and Access framework, The Self-Representation Framework and the Awareness Raising

Framework. Processes towards the development of the Disability Rights Bill are underway with the recent phase on the Consultations of the published Discussion Paper and the Draft Bill.

3. Institutional Policies and Strategies over the five-year planning period

The Department has initiated the development of the Promotion of Women's Rights, Empowerment and Gender Equality Bill. The purpose of the Bill is to give effect to Section 9 of the Constitution of the Republic of South Africa, 1996, in so far as the empowerment of women and gender equality is concerned; to establish a legislative framework for the empowerment of women; to align all aspects of laws and implementation of laws relating to women's empowerment and representation of women in decision-making positions and structures; to provide for an obligation to adopt and implement gender mainstreaming; to provide for an obligation to adopt and implement gender-responsive planning and budgeting; to provide for the prohibition of discrimination on gender in respect of pay or remuneration for equal work or substantially the same work or work of equal value; to provide for an offence and penalties for contravening the provisions in this Act; to provide for an obligation to generate regular and periodic gender statistics including periodic conducting of a gender-based violence and femicide prevalence study; to provide for the time use study; to provide for matters to be regulated by the Minister; and to provide for matters connected therewith.

The Department in partnership with the South African Law Reform Commission developing a Disability Rights Bill. The Minister of Justice instituted a Panel of experts, and the department is duly represented. Consultations were held with the Disability sector and citizenry on the Issue paper that led to the initiation and publishing of the Discussion Paper 163 under project 148.

South Africa has made an 18th amendment to Section 6 of the Constitution to declare South African Sign Language as the 12th Official Language of South Africa awaiting proclamation.

4. Relevant Court Rulings

Center for Applied Studies, the Embrace Project NPC, IH vs Minister of Justice and Correctional Services, Minister in the Presidency responsible for Women, Youth and Persons with Disabilities and the President of the Republic of South Africa, 2024.

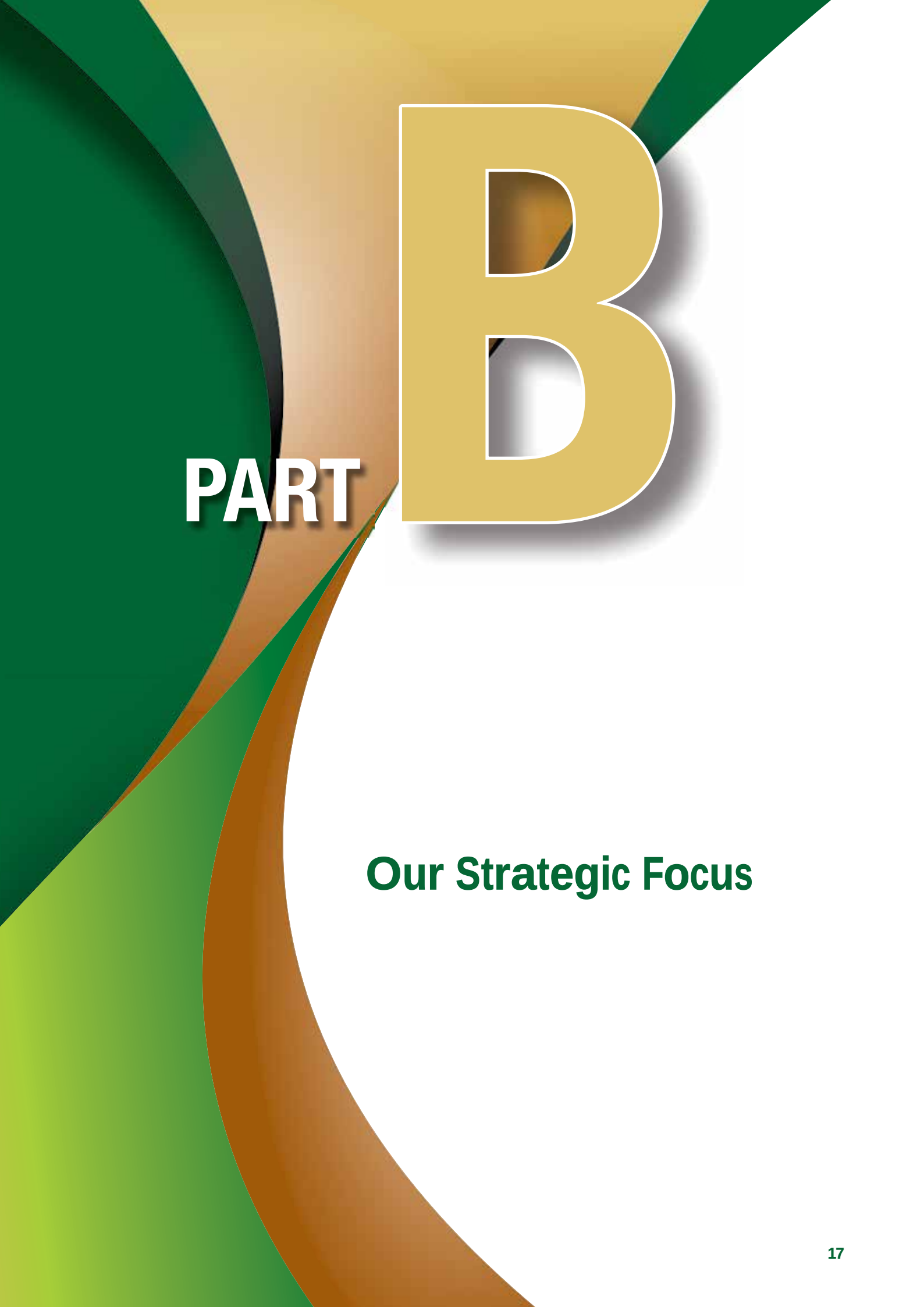
The court declared sections 3,4,5,6,7,8,9 and 11A read with section 1 (2) of the Criminal Law (Sexual Offence and Related Matters) Amendment Act 32 of 2007, unconstitutional, invalid and inconsistent with the Constitution to an extent that these provisions do not criminalize sexual violence where the perpetrator wrongly and unreasonably believed that the complainant was consenting to the conduct in question, alternatively to an extent that these provisions permit a defense against a charge of sexual violence where there is no reasonable believe in consent. The court ordered the provisions to be amended as follows:

“56 (1A) whenever an accused person is charged with an offence under 3,4,5,6,7,8,9 or 11A, it is not a valid defense for that accused person to rely on a subjective relief that the complainant was consenting to the conduct in question, unless the accused took reasonable steps to ascertain that the complainant consented to sexual conduct in question.”

Through Blind SA initiative that the Constitutional Court instructed the President to put the amendment of Section 6 and 7 (23) of the Copyright act of 1978, further amending section 19D of the Copyright Amendment Act 19 into force and effect.

Section 33 and 34 of the Mental Health Act, in a case between SAFMH vs Minister of Health have been declared unconstitutional and the Court has instructed amendment thereof.

The Equality Court instructed the Human Rights Commission to investigate the availability of Transport for Persons with Disabilities in Gauteng i.e. transport user group vs Minister of Transport.



PART

B

Our Strategic Focus

5. Vision

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

6. Mission

To provide strategic leadership, advocacy and coordination with government departments and the country on mainstreaming socioeconomic empowerment of women, youth and persons with disabilities.

7. Values

The department will place society at the centre of its work and will always endeavor to adhere to the following values:

- Tolerance and respect in the workplace
- Professionalism
- Continuous learning
- Integrity
- Caring
- Accountability
- Inclusivity
- Empowerment.

In interacting with stakeholders, we will act with fairness, respect and demonstrate teamwork and commitment to the cause. In delivering our mandate, we will honour the faith that is placed in us as the Ministry and department responsible for advancing the cause of women, youth and persons with disabilities.

8. Situational Analysis

Context and Background

The Department of Women, Youth, and Persons with Disabilities (DWYPD) in South Africa is dedicated to promoting and safeguarding the rights, well-being, and socioeconomic empowerment of women, youth, and persons with disabilities. In the face of persistent social and economic inequality, the department operates under a mandate to develop and coordinate the implementation of policies that foster inclusive growth and equal opportunities for women, youth and persons with disabilities. The 2025-2030 strategic plan aims to address persisting and emerging challenges while leveraging opportunities to strengthen DWYPD's impact, aligning with national goals and international commitments.

Current Policy Landscape

The DWYPD's 2025-2030 Strategic Plan is aligned with critical national policy documents, including the National Development Plan (NDP) 2030, the Medium-Term Development Plan (MTDP) 2024-2029, and the National Strategic Plan on Gender-Based Violence and Femicide, and the White Paper on the Rights of Persons with Disabilities (2015). Additionally, the department's policies are informed by South Africa's international commitments such as the UN Convention on the Rights of Persons with Disabilities (2007), AU Protocol on the Rights of Persons with Disabilities (2024) and under the United Nations' Sustainable Development Goals (SDGs), particularly SDG 5 on gender equality, SDG 8 on decent work, and SDG 10 on reducing inequalities. These policies create a supportive structure for DWYPD's mandate but also necessitate focused actions to ensure alignment and implementation efficacy at all levels.

The Strategic Plan is aligned to the strategic priorities of the seventh administration announced by the President in his Opening of Parliament Address in July 2024. Given the emphasis on driving economic inclusion, a key strategic focus of the Department will be to facilitate the economic inclusion of women, youth and persons with disabilities, working with a range of government and non-state stakeholders.

Economic and Social Context

Women, youth, and persons with disabilities continue to face higher-than-average levels of poverty, inequality and unemployment. and a lack of equitable access to economic opportunities, quality education, healthcare and other social services. The economic downturn, exacerbated by the COVID-19 pandemic, has intensified disparities, particularly in marginalized communities. Youth unemployment remains a critical challenge, contributing to rising economic strain and the threat of social instability. Women continue to face wage disparities and limited representation in high-ranking positions across sectors. Persons with disabilities experience persistent barriers to overall equity, employment socio-economic and environmental inclusion due to a lack of accessible infrastructure and pervasive stigma. Research on the Impact of COVID19 on persons with disabilities was conducted and concluded with recommendations.

In this context, DWYPD's strategic priorities must focus on creating targeted programs that offer sustainable economic opportunities, accessible healthcare, inclusive education, and support structures for women, youth, and persons with disabilities.

Challenges and Barriers

Despite advances over the past 30 years of democracy, women, youth and persons with disabilities continued to face significant challenges and barriers which prevent them from accessing socio-economic rights and realizing their full potential. Some of these are outlined below.

- **Gender-Based Violence and Femicide (GBVF):** South Africa faces one of the highest rates of GBVF worldwide, with women and girls frequently at risk, with the emphasis on women and girls with disabilities. Although significant strides have been made in policy and advocacy, limited resources, implementation gaps, and societal stigma impede effective prevention, behaviour change and support for survivors.
- **Youth Unemployment and Marginalization:** Youth unemployment remains above 60% in some areas, posing a substantial economic and social challenge. Programmes must be geared towards employable skills, entrepreneurship, and digital literacy to facilitate youth entry into the job market.
- **Inaccessibility and Inequality for Persons with Disabilities:** Many public spaces, employment opportunities and services remain inaccessible, reflecting societal barriers and inadequate infrastructure. Empowering persons with disabilities requires structural changes, enhanced support services, provision of reasonable accommodation measures and universal access and design and comprehensive anti-discrimination measures.
- **Limited Institutional Resources and Capacity:** The DWYPD faces budgetary constraints and capacity limitations that affect the execution and monitoring of programs. Strengthening institutional capacity and resourcing is essential for ensuring accountability and scalability of impact.
- **Social Norms and Stigmatization:** Cultural beliefs and attitudes continue to marginalize women, youth, and persons with disabilities, limiting social acceptance, integration and empowerment. Programs addressing mindset shifts and promoting inclusive practices are necessary to foster a supportive social environment.

Strengths and Opportunities

Despite the challenges and opportunities, there are considerable strengths and opportunities which can be utilized towards the achievement of the department's goals. The location of the coordination mechanism for Women, Youth and Persons with Disabilities within the Presidency for the second term provides a platform to mainstream at the highest level of the state.

Policy and Legislative Support: Strong policy backing and legislative frameworks create an enabling environment for DWYPD. Legislation on the GBVF Council and the NYDA Amendment has strengthened the legislative framework. However, further work is required to enhance the legislative framework, including finalization of the disability rights bill.

International Partnerships and Funding: South Africa's role in international bodies, such as the United Nations and the African Union, positions DWYPD for funding and technical support, enhancing programme reach. Partnerships with organizations focusing on gender equality, youth development, and disability rights can provide greater strategic leverage.

Rising Awareness and Advocacy: Public awareness and advocacy on issues affecting women, youth, and persons with disabilities have increased, creating a conducive atmosphere for policy implementation. This increased awareness can help drive societal change and mobilize resources toward strategic goals.

Strategic Priorities Moving Forward

Arising from the analysis of challenges, strengths and opportunities, and taking into account the Department's mandate and the national policy priorities, the following strategic priorities have been identified:

- **Universal design and access and reasonable accommodation:** Promoting, advocating and monitoring the implementation of universal design and design framework to remove barriers to access and participation for persons with disabilities.
- **Empowerment and Economic Inclusion:** Implement programs for economic empowerment, with a focus on financial and non-financial entrepreneurship support and training, vocational skills and mentorship for women, youth and persons with disabilities. Further work will be undertaken to expand access to economic opportunities for persons with disabilities, including fair employment practices.
- **Integrated Health and Support Services:** Work with other relevant government departments to improve access to equitable healthcare and psycho-social support for marginalized groups, addressing mental health, reproductive health, and disability-specific services.
- **Enhanced Safety and GBVF Response:** Strengthen GBVF prevention and response initiatives, emphasizing community-driven interventions, survivor support, and data collection for evidence-based decision-making and policy refinement.
- **To effectively address the findings** and recommendations of the HSRC prevalence study, the department will integrate these insights with the National Strategic Plan on Gender-Based Violence and Femicide (NSP on GBVF). This integration will ensure a cohesive approach to tackling the issues identified. The department will also rigorously monitor the implementation of these strategies by various government departments, ensuring that each department adheres to its mandate and is held accountable for delivering essential services. Furthermore, the department will champion, implement, and finance the 365 Days Campaign, placing a strong emphasis on evidence-based prevention programs. These programs will specifically target gender stereotypes, toxic masculinity, and harmful traditional practices. To bolster these efforts, the department will collaborate closely with traditional leaders and queens, leveraging their influence to support initiatives led by the Department of Cooperative Governance and Traditional Affairs (COGTA). This collaborative approach aims to create a comprehensive and culturally sensitive response to gender-based violence and femicide.
- **Education and Skills Development:** Support the promotion of accessible education and skill development programs, prioritizing STEM fields, digital skills, and professional training to prepare youth for emerging sectors.
- **Institutional Capacity Building:** Focus on internal capacity building, emphasizing effective resource management, staff training, and monitoring and evaluation frameworks to enhance DWYPD's operational efficiency.

8.1 External Environment Analysis

The Constitution of the Republic provides the foundation for an inclusive society, founded on the values of human dignity, human rights, freedom, non-racialism, non-sexism, the rule of law, respect for national sovereignty, media freedom, and others. The rights and socio-economic empowerment of women, youth and persons with disability is derived from the Bill of Rights, which states that “Everyone is equal before the law and has the right to equal protection” (Republic of South Africa, 1996, Chapter 2 section 9 (1)).

The Constitution affords all people in South Africa certain economic and social rights that are expanded upon through equal rights to human dignity, access to healthcare, social security, education, opportunities, and safe and fair labour practices. The Bill of Rights prohibits any form of unfair discrimination of individuals based on their race, gender, sexual orientation, disability, etc. It further puts in place corrective measures to realise equality in South Africa. The constitution provides specifically for gender equality, affirmative action, freedom and security of the person and socioeconomic rights.

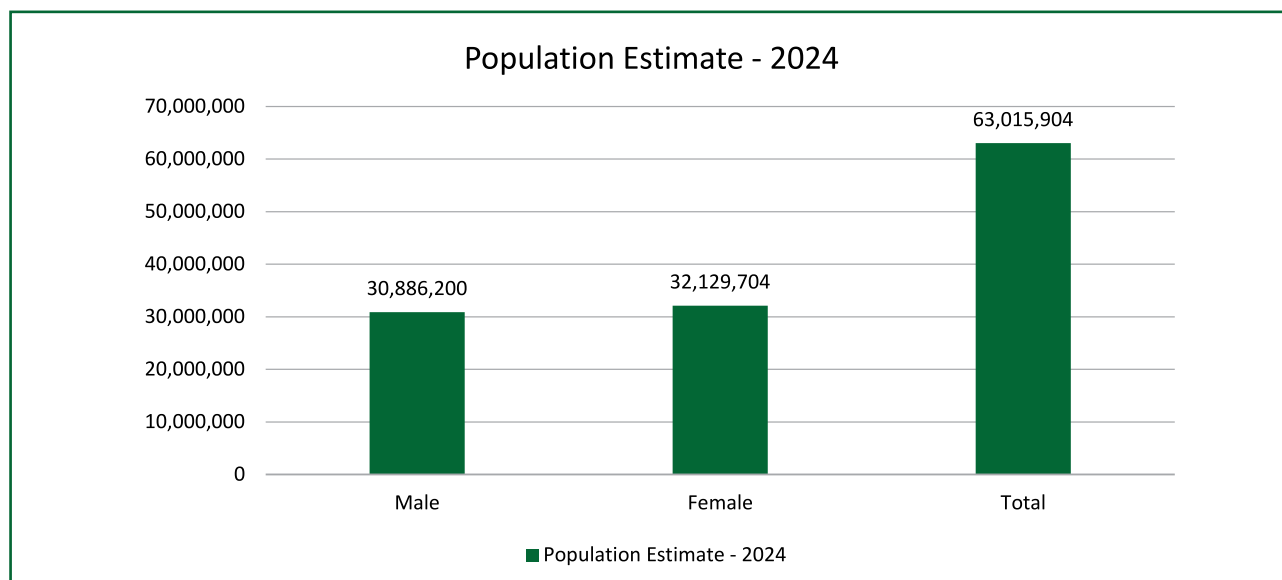
8.1.1 Understanding the sectors: Women, Youth and Persons with Disabilities

Demographic trends

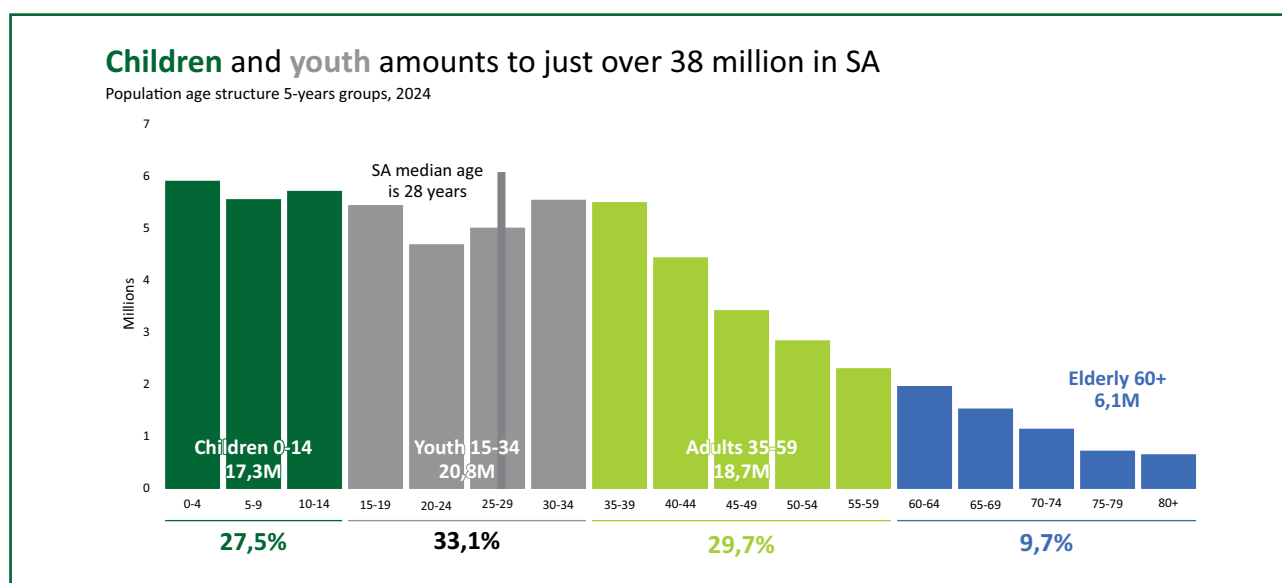
The National Development Plan (NDP) highlights that good planning is highly dependent on data on demographic trends, to understand trends and changes over time. The government of South Africa has also adopted evidence-based policy development to enable policymakers to make informed decisions. Reliable estimates of the population allow policymakers to ensure that programmes are appropriately budgeted for and that services reach people.

According to Statistics South Africa (Stats-SA), the population is estimated at 63,02 million people for 2024. The female population accounts for 51,0% (approximately 32,13 million) of the population. The Mid-year population estimates and projections determines the demographic profile of the country to better assist with planning as it relates to health, economics and welfare.

group Population	Male		Female		Total	
	Number	% distribution of males	Number	% distribution of females	Number	% distribution of total
Black African	25 266 984	81,8	26 242 328	81,7	51 509 312	81,7
Coloured	2 600 412	8,4	2 738 174	8,5	5 338 586	8,5
Indian/Asian	829 316	2,7	799 478	2,5	1 628 794	2,6
White	2 189 488	7,1	2 349 724	7,3	4 539 212	7,2
Total	30 886 200	100,0	32 129 704	100,0	63 015 904	100,0
%	49%	51%	100			

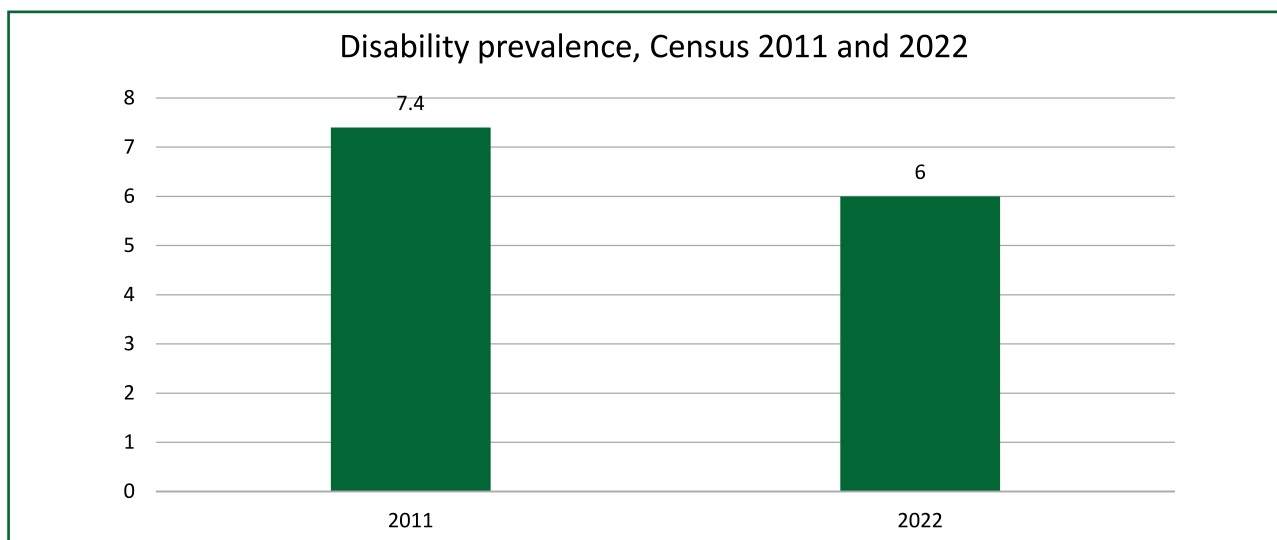


The results of the population distribution by age shows a higher distribution among the younger and youthful age cohorts compared to the elderly age cohorts. The age distribution depicts South Africa as having a youthful population with children and youth accounting for over 38 million in SA. Children aged between 0 and 14 account for 17.3 million (27,5%). Those aged 15-34 year constitute 20.8 million (33.1%) of the country's population. This country's population is skewed towards a youthful population as reflected in the graph below:



Disability status

According to Statistics South Africa (2023) disability prevalence among persons aged 5 years and older was 6,0% in 2022, a slight decrease of about 1% when compared with Census 2011. Stats-SA reported a 30% under count due to COVID 19 conditions and other challenges. The results of the 2022 census show higher disability prevalence amongst females (7.0%) compared to males (4.6%). However, this data is still to be strengthened through disability specific survey.



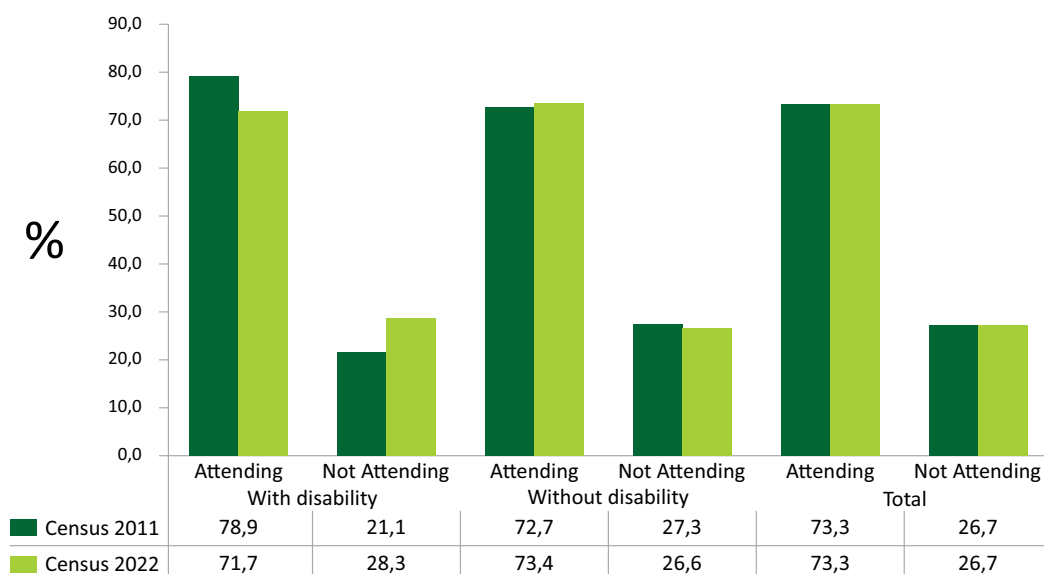
8.1.2 Current trends

The NDP responds to three overarching challenges that continue to confront South Africa – inequality, unemployment, and poverty. The NDP envisions a South Africa where everyone feels free yet bounded to others; where everyone embraces their full potential, a country where opportunity is determined not by birth, but by ability, education and hard work. Realising such a society will require transformation of the economy and focused efforts to build the country's capabilities.

The Medium-Term Development Plan (2024-29) proposes three strategic priorities which are: Driving inclusive growth and job creation; Reducing poverty and tackling the high cost of living; and building a capable, ethical and developmental state. The 7th administration will dedicate the next five years (2024 – 2029) to actions that will advance these three strategic priorities. The Government of National Unity has decided to place inclusive economic growth at the centre of the national agenda. The NDP acknowledges that disability and poverty operate in a vicious circle. Disability often leads to poverty and poverty, in turn, often results in disability. Persons with disabilities face multiple discriminatory and attitudinal barriers. Disability must be integrated into all facets of planning, recognising that there are no one-size fits-all approach. In line with the priorities of the plan, persons with disabilities must have enhanced access to quality education and employment with emphasis on universal design and reasonable accommodation. Efforts to ensure relevant and accessible skills development programmes for people with disabilities, coupled with equal opportunities for their productive and gainful employment, must be prioritised.

Access to Education

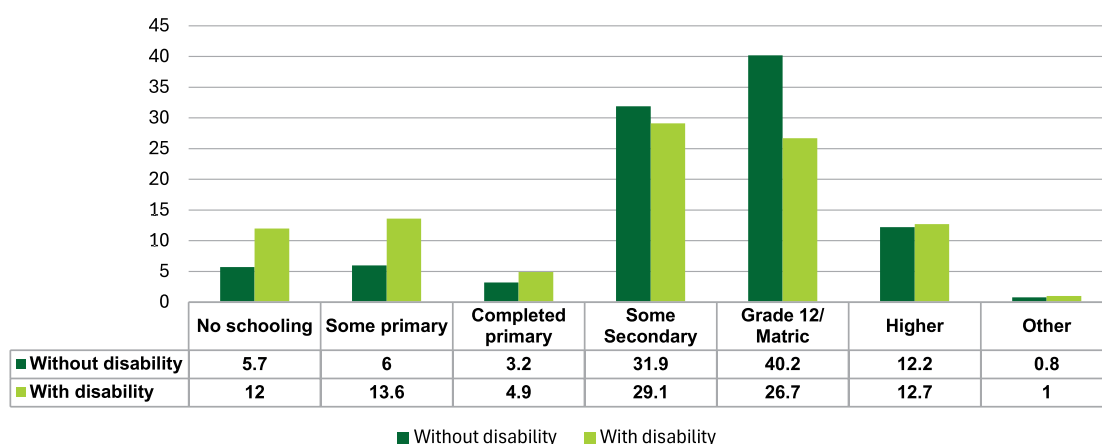
Section 29 (1) of the Bill of Rights in the South African Constitution states that everyone has the right (a) to a basic education, including adult basic education, which the state, through reasonable measure, must make progressively available and accessible. Education empowers people and everyone has the right to education, including children and young people with disabilities. Through education individuals advance the level of their skills and knowledge and can be independent adults. The graph below provides information on school attendance for persons aged 5-24 years with and without disability for both censuses 2011 and 2022 using the broad definition of disability. The results of the 2022 census demonstrate that higher percentage of persons with disability (28.3%) not attending educational institution compared to those without disability (26.6%). While the Census data has limitations, the results show challenge on access to education by persons with disabilities. According to World Report on Disability (WHO & The World Bank, 2011) generally, children with disabilities are less likely to start school and have lower rates of staying and being promoted in school.



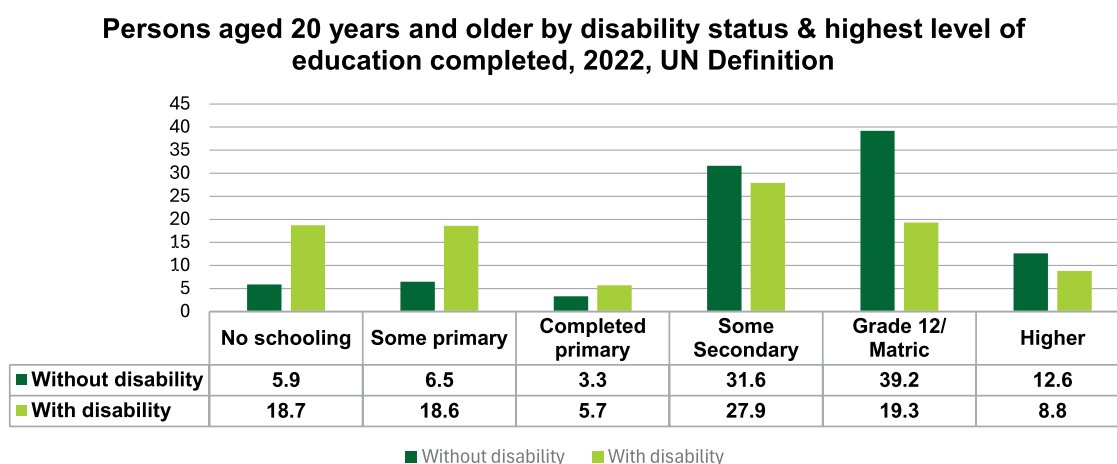
Educational attainment

There are still existing gaps between persons with and without disability regarding educational attainment. Many schools in the country lack good facilities to accommodate persons with disabilities, particularly schools which are in less developed areas. Unlike those without disabilities, large numbers of persons with disability end-up dropping out of school as well as failing to reach their full potential (Statistics South Africa, 2024).

Persons aged 20 years and older by disability status & highest level of education completed, 2022- Broad Definition



Regarding educational attainment, the graphs above show higher proportion of persons with disability with either no schooling or some primary compared to those without disability using both the broad definition as well as the UN definition. The graph above also demonstrates that there is a bigger gap on the percentage of those who attained Grade 12/ matric in favour of persons without disability.



8.1.3 Inclusive growth and job creation

The NDP provides a long-term vision towards dealing with the challenges of unemployment, inequality and creating a more inclusive society. Equal opportunity and equal treatment in the labour market are at the core of decent work. Studies have shown that women in South Africa still face additional challenges that hinder them from accessing employment. Once they are in employment, appointments to decision-making positions and jobs in certain sectors, or of certain characteristics, remain elusive. The slow pace in the advancement of women into strategic decision-making positions of our South African labour market in the four upper echelons is reflected in the 2023-2024 Employment Equity Annual Report (24th Commission for Employment Equity (CEE) Report) released in June 2024. The Employment Equity (EE) data in this report indicates that women account for 26.9% of positions in top management; 37.7% in senior management; and 48.1% in Professionally Qualified/ Middle management levels.

The CEE report notes that the pace of transformation has been slow, showing only slight improvements in the equal representation of designated groups, specifically Africans, Coloureds, women, and persons with disabilities. Persons with disabilities remain relegated to lower ranks and although a 7% Employment Equity target was set through the white paper on the rights of persons with disabilities in (2015) South Africa remains at 1% even below the 2% target it set the year 2000. The absence of legislated/ regulated minimum targets for the representation of women, youth, and persons with disabilities remains a challenge for South Africa's transformation agenda. Despite cabinet decision to increase employment equity target this has still not yielded results. With particular emphasis to the prejudices and discrimination faced by persons with disabilities due to stigmatised misunderstanding of reasonable accommodation. Consequently, the Employment Equity Amendment Act, No. 4 of 2022, was signed into law by the President in April 2023 to introduce sector and sub-sector targets for economic and geographical regions, marking a significant step towards compelling designated employers in specific sectors to achieve specified transformation goals.

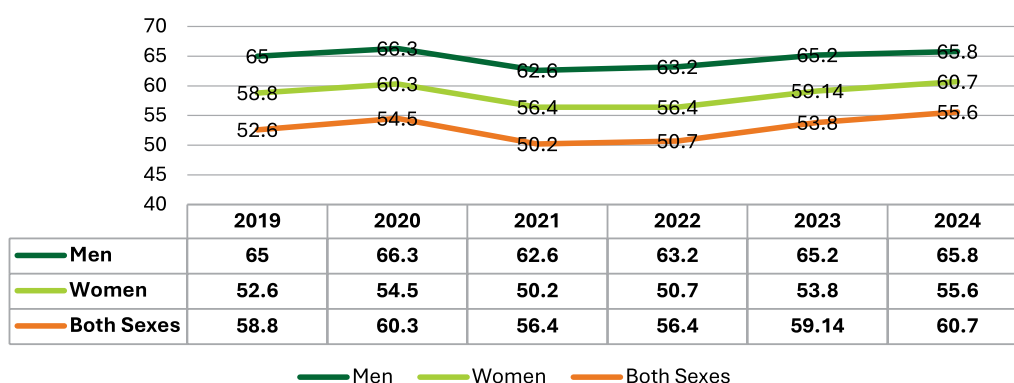
The NDP posits that South Africa needs an economy that is more inclusive, more dynamic and in which the fruits of growth are shared equitably. In 2030, the economy should be close to full employment, equip people with the skills they need, ensure that ownership of production is more diverse and able to grow rapidly, and provide the resources to pay for investment in human and physical capital. The transformation of the economy should involve the active participation and empowerment of women and women with disabilities. This is essential for the full, effective and accelerated implementation of the African Union Agenda 2063, the NDP as well as the UN Agenda 2030 and the Sustainable Development Goals. Realizing women's human and labour rights constitutes a sustainable development solution for women and achieving prosperity that equally benefits paid and unpaid, formal and informal workers.

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

Since becoming a democratic nation, South Africa has put in place policies designed to ensure that women and men have equal rights and opportunities. With all these mechanisms developed to try and close the gender gap, the country still experiences gender disparities in employment and in the economy. Women continue to be on the margins of mainstream economy, and remain entrenched in small, medium, micro and informal sectors. This is acutely demonstrated in the labour force participation rates between women and men in the South African economy.

Measuring labour force participation is therefore essential for several reasons, for example, the participation of females in the economy is positively associated with earning income, better access to and control over resources, providing for their households and reducing poverty. The graph below provides the labour force participation trend by women in South Africa over the past five years.

Labour Force Participation Rate - Q1(2019 -2024)



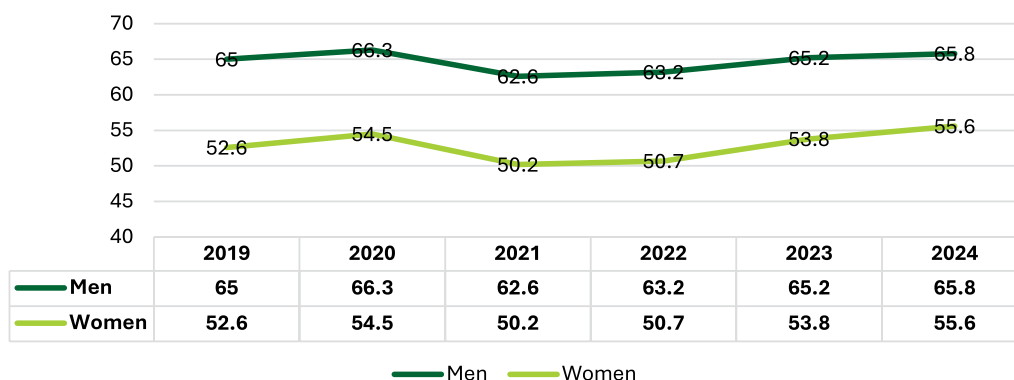
Source: Statistics SA, Quarterly Labour Force Survey, Q1:2024

It can be discerned from the above graph that, despite the labour force participation rates of both males and females having slightly increased over the past five years, the labour force participation rate of males has been consistently higher than that of females throughout the period. The challenge is that the gender gap between male and female participation rates have remained stable over the years – meaning that although more women have entered the labour market in South Africa, the inequality between men and women participating in the economy is not narrowing.

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

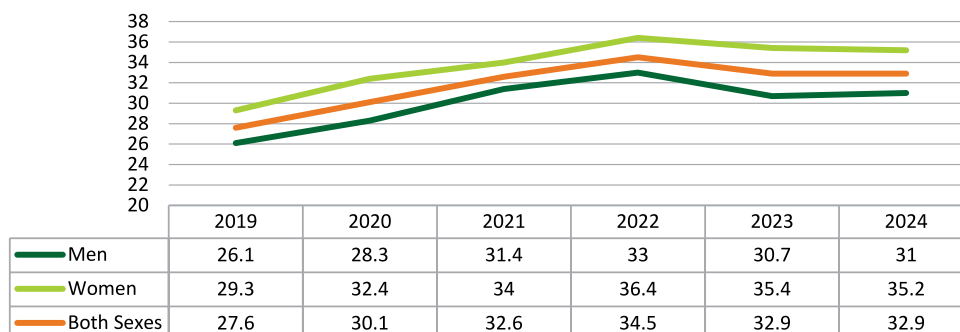
Results from the Quarterly labour force survey (Quarter 1, 2024) shows that the labour force participation rates of males have always been higher than that of females and the gap between male and female participation rates remained almost the same over the years.

Labour Force Participation Rate - Q1(2019 -2024)



Women constitute most of the working population in the country, yet there are fewer women participating in the labour force and therefore there is a high unemployment rate of women, especially young Black and African women.

Unemployment Rate by sex (Q1: 2019 - 2024)



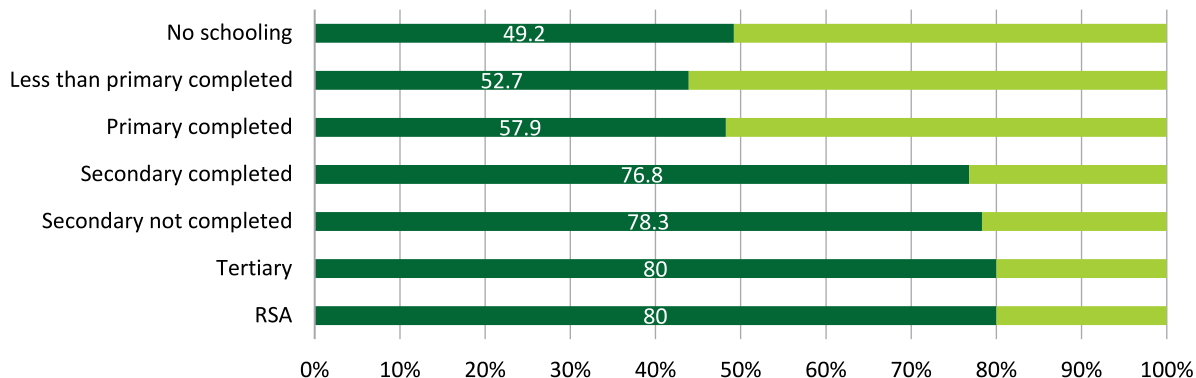
According to latest World Economic Forum's Global Gender Gap Report, South African women receive between 23% and 35% less than men for the same work¹. According to Statistics South Africa (2024), Between 2014 and 2022, the total median earnings increased from R4 000 to R5 417. Median earnings of males were continually higher than the earnings for females, with a gap of R1 250 in 2014 to R1 200 in 2022 between the sexes. Female median earnings increased from R3 250 in 2014 to R4 800 in 2022, while the male earnings increased from R4 500 to R6 000 in 2020 and has remained constant till 2022².

The table below illustrates the female illustrates the female median earnings as a percentage of male median earnings by level of education in 2022. An analysis shows that a gender gap exists in earnings, irrespective of the level of education obtained. The female median earnings with a tertiary education were 80,0% of the male median monthly earnings, while the monthly earnings for secondary education not completed were 78,3%. Females with no schooling earned less than half of the male median earnings. Median earnings increased with the highest level of education obtained.

¹ World Economic Forum, Global Gender Gap Report, 2023

² StatsSA, 2024; Gender Series Volume XI: Women Empowerment, 2014 -2024

Female median earning as % of male median earning by level of education, 2022

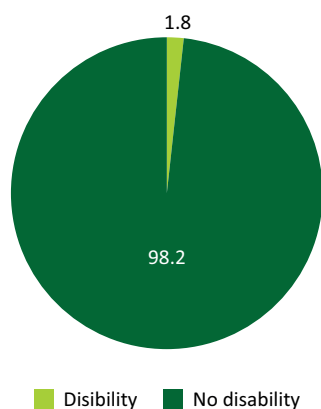


Source: Stats-SA; Gender Series Volume XI: Women Empowerment, 2014 - 2022.

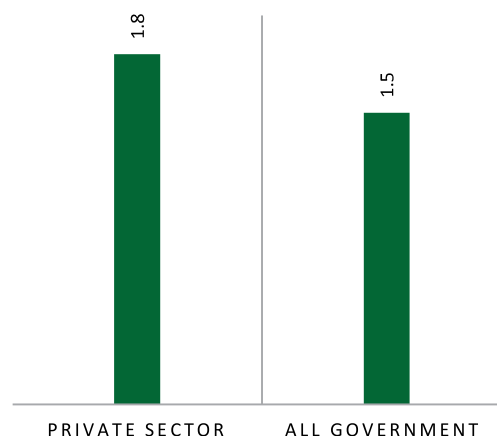
Employment of Persons with Disabilities

According to the Commission for Employment Equity (2023/24) Annual Report, employees with disabilities have a very low representation at the Top Management level. Employees with disabilities constitute only 1.8% of Top management level in 2023. The CEE report indicates that the Private Sector is doing better than Government in terms of the representation of employees with disabilities at the Top Management level. However, much more effort is required to increase the representation of persons with disabilities both in Government and in the Private Sector at this occupational level.

Top Management Level Disability 2023

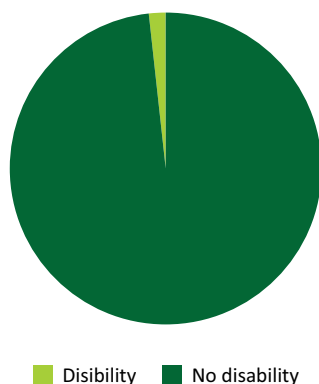


TOP MANAGEMENT LEVEL - DISABILITY, 2023

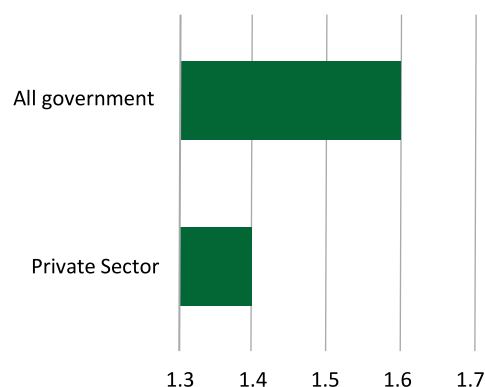


The graph below indicates that only 1.4% of the Senior Management level is made up of employees with disabilities. indicates that the representation of employees with disabilities is slightly better in Government at the Senior Management level.

Workforce Profile at Senior Management by disability, 2023



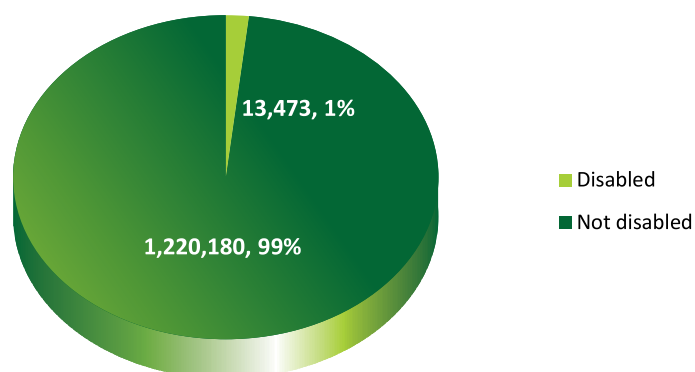
Senior Management, disability 2023



Persons with Disabilities in the Public Service

As of June 2024, the public service was constituted by 1 233 653 employees. Statistics from the Department of Public Service and Administration shows that the public service has not reached the 2% employment equity target. The representation of persons with disability in the public service stood at 1.09% or 13 473 employees with disability in the public service as of 31 June 2024.

Number of Disabled Officials in the Public Service

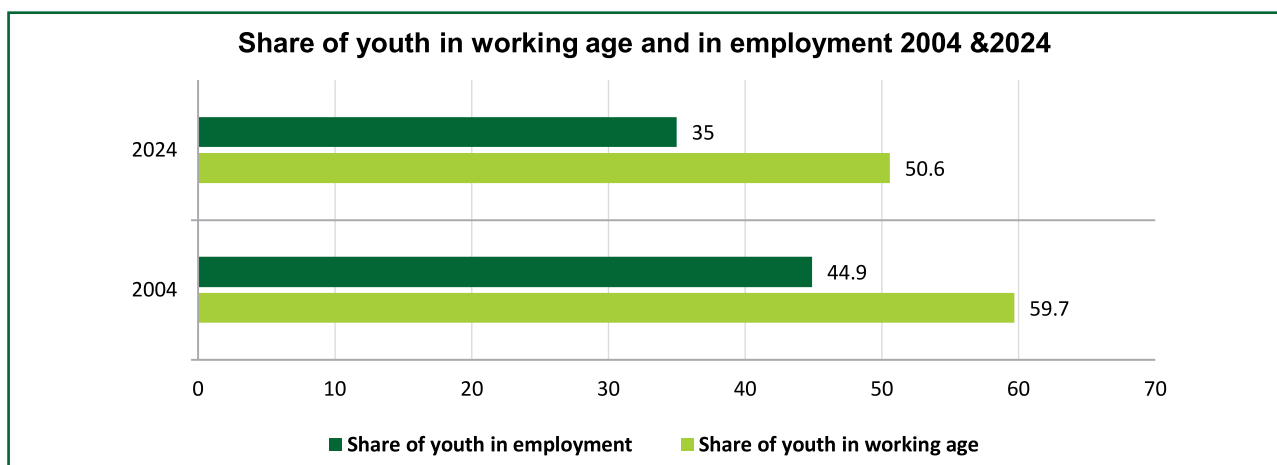


Females account for most persons with disabilities within the public service 56.6% (7 524) while males account for 43.4% (5 849). However, the table below shows that females with disabilities are concentrated in lower salary levels (1-10) compared to males who constitute the majority from level 11 to level 16. The issue of poor representation of women in Senior Management is also observed under employees with disabilities within the public service.

DISABILITY		
Salary Level by Gender	Female	Male
Not Linked to a salary Scale	37	31
1 -10	7 218	5 354
11- 12	295	367
13-16	74	97
Total	7 624	5 849

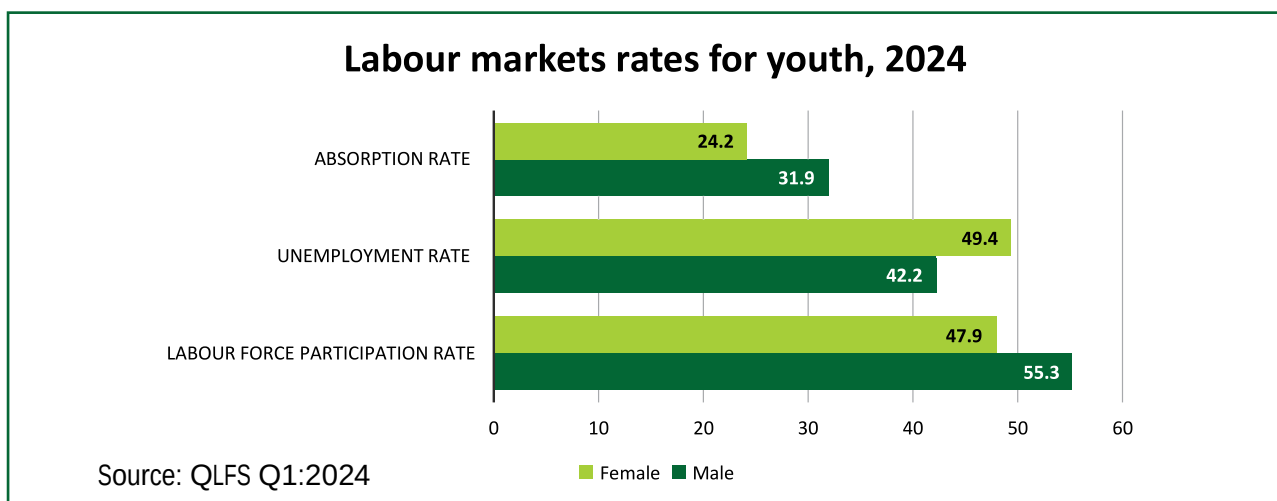
Youth labour market

South Africa, like many countries globally, grapples with the challenge of youth unemployment. This is supported by statistics indicating a 45,5% unemployment rate among young individuals (aged 15–34), in contrast to the national average of 32,9% in the first quarter of 2024. However, when looking at the Labour Market Dynamics in South Africa report for 2022, which tracks individuals over multiple quarters using annual panel data released by Statistics South Africa, youth with some form of experience far surpass adults in transitioning from unemployment or inactivity into employment between quarters, with rates of 12,3% and 7,4% respectively. The following analysis is based on data collected through the labour force surveys.



Source: LFS March 2004 and QLFS Q1:2024

The share of youth in employment declined by percentage points between 2004 and 2024. Low levels of education and social and economic deprivation contribute the most to the high levels of unemployment, the NEET rate and the absence or lack of access to opportunities available in the country for the youth.



Source: QLFS Q1:2024

Generally, young females have more difficulties in finding decent jobs in the labour market compared to males, due to various factors. Education is the main contributing factor in improving access to better employment opportunities. It is evident from the graph above that young women are more vulnerable in the labour market compared to young men. In 2024, young men had recorded an absorption rate of 31,9% compared to 24,2% for young women. The high unemployment rate in the country may be attributable to problems of absorption and mismatch of skills between the employer and job seeker. In addition to that, females are more likely to be engaged in family responsibilities which may hinder their progress in the South African labour market. Females' unemployment rate was estimated at 49,4% in 2024. Females are generally characterised by high levels of unemployment, low levels of absorption and low levels of labour force participation.

The poor economic outcomes for youth impacts on them which is not limited to effects on physical and mental well-being, sense of self, dignity, and other psychological effects such as increased anxiety, alcoholism, or suicide. The impact on the economy and society includes losses related to economic and community growth, output/productivity potential, human relations, freedom of decision-making, and opportunities.

Other adverse effects include increased crime rates, poor economic performance, extreme joblessness and poverty, and increased potential for political instability. Due to all these issues, there is an urgent need to address youth unemployment through strategies and interventions which increase youth participation in the workforce and society.

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

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

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

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

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

Transition rates

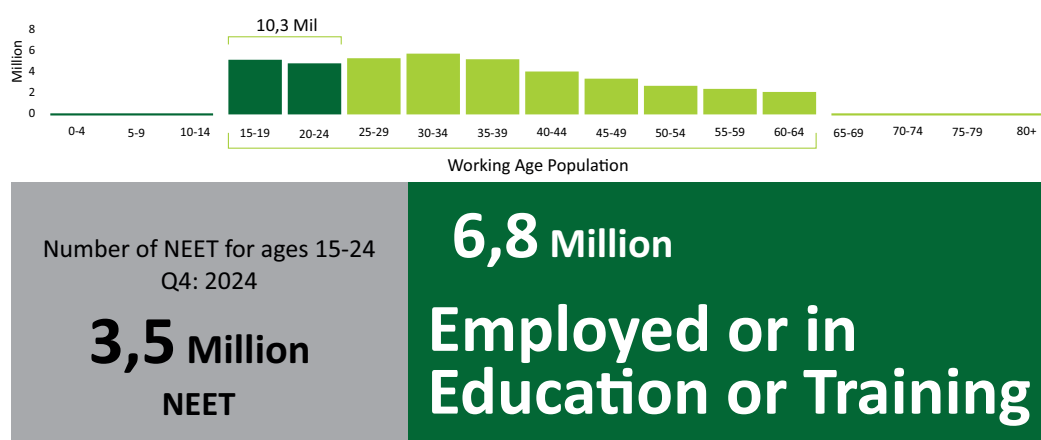
Various socio-economic characteristics hinder the process of finding a decent job in the South African labour market. Young women remain vulnerable in the labour market with a higher unemployment rate, long-term unemployment rate and they take even longer to transition into employment. Analysis shows that there is a stark difference in transition rates between youth without experience and those with experience. The experience "dividend" reveals that youth with experience outperform youth without experience by a margin of four to one. Youth with experience (12,3%) were more likely to transition into employment than youth without prior work experience (2,9%).

A person's chances of landing and keeping a job are also greatly influenced by their level of education and experience. Initiatives such as experiential learning, apprenticeships, or other forms of exposure to the workplace have far-reaching implications in addressing the scourge of youth unemployment.

Young people Not in Employment, Education or Training (NEET) aged 15-24 years

South Africa is faced with a challenge of high rate of young people who are not in employment, education or training (NEET), which has exceeded 30% for the past ten years, despite various private and public interventions aimed at addressing this situation. This translates to more than 3 million young people aged 15 to 24 who are NEET.

Approximately **3,5 million out of 10,3 million (or 33,5%)** young people aged 15-24 years were not in employment, education or training (NEET)



Source: Statistics South Africa; QLFS Survey, Q4:2024

It is important to ensure that deliberate actions are prioritised to ensure that the challenge the youth who are not in employed, in education or training are addressed. Young people who are NEET are highly vulnerable in the labour market and are at risk of continued social exclusion, particularly when they have been NEET for a longer period. Studies have shown that that prolonged disconnection from the labour market and education or training opportunities significantly increases the risks of enduring income poverty and mental health issues.

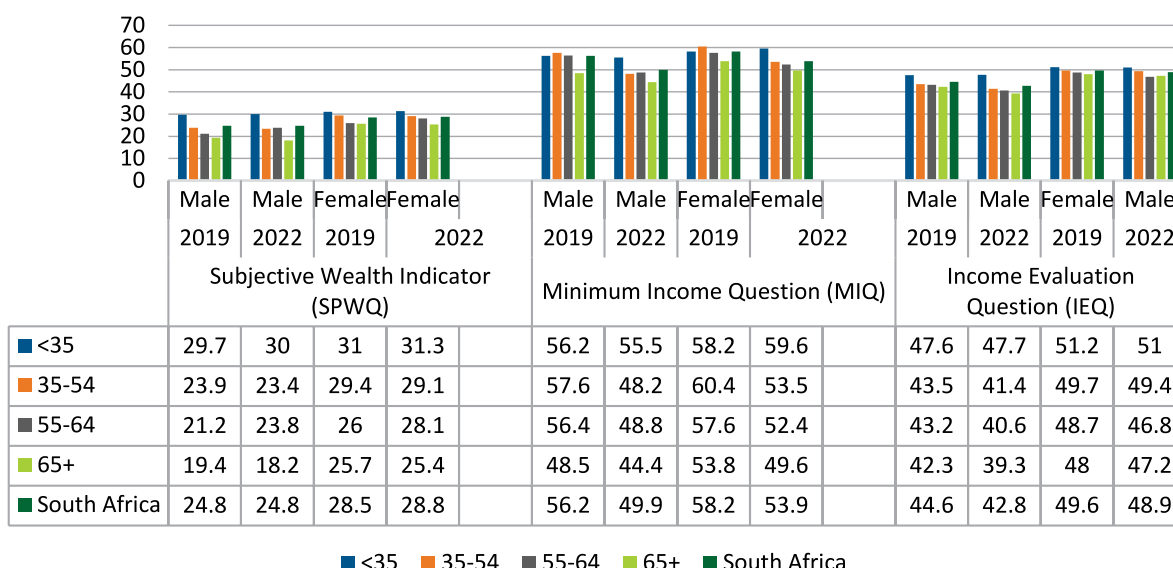
8.1.4 Reduce poverty and tackle the high cost of living.

According to UN Women, more women than men are living in poverty overall. Currently, more than 10 per cent of women globally are trapped in a cycle of extreme poverty. Women's poverty is fuelled by discrimination in the world of work, limited access to resources and financial assets, and deep-rooted stereotypes that limit women's participation in education, decent employment, and decision-making, while burdening them with a larger share of unpaid care and domestic work. Gender equality is a powerful catalyst for reducing poverty and driving sustainable development. Challenges and inequalities persist impacting the lives of women in various ways. A major challenge in realising gender equality in South Africa lies in dismantling patriarchy and its effects; addressing and eliminating the high levels of gender-based violence and femicide; and in breaking the cycle of dependency of those women and girls who continue to be marginalised and who remain vulnerable.

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

Findings from the General Household Survey on subjective poverty in South Africa (Stats Sa, 2024) shows that across all the poverty measures and age groups, female-headed households consistently reported the highest incidence of poverty compared to their male counterparts. Across households headed by both sexes, the prevalence of poverty shows a declining pattern as you move up the age cohort hierarchy.

Poverty incidence by subjective poverty indicator, age and sex of household head (2019 & 2022)



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

8.1.5 Social cohesion and safe communities: GBVF

South Africa continues to seethe under both the weight and severity of the levels of GBVF in the country. Despite concerted efforts by the state, civil society, business and the wider South African community to focus on responding to GBVF decisively, the scourge has continued relatively unabated.

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

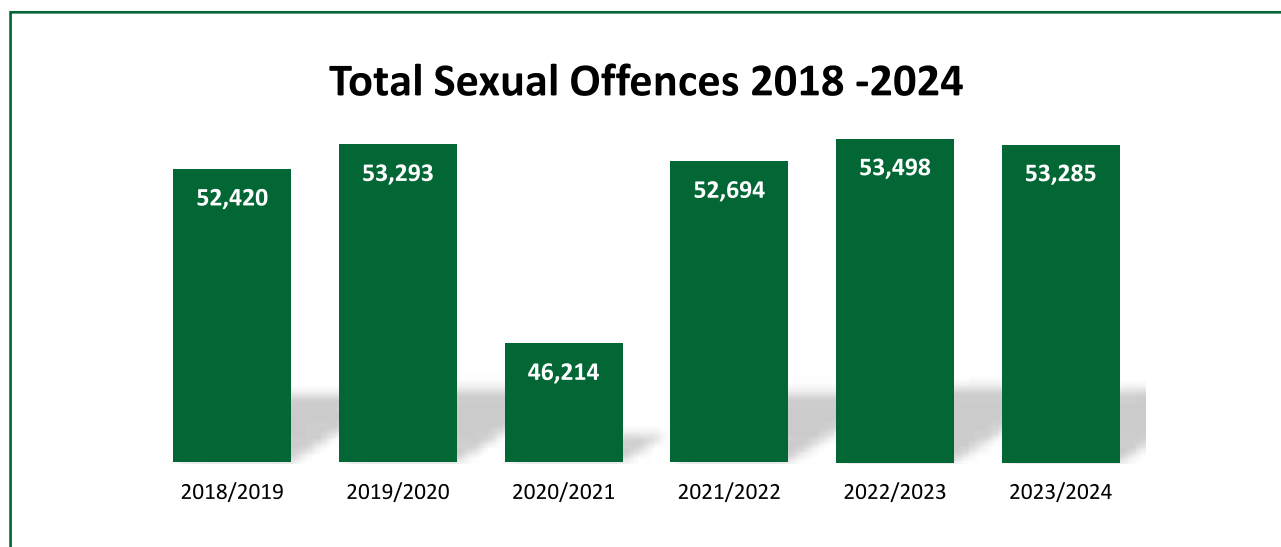
According to the World Health Organisation (WHO), South Africa has one of the highest rates of violence inflicted on women and girls worldwide. A study released by the World Bank in 2021, noted that South Africa has extremely high levels of violence in general but that GBV in the form of intimate femicide, sexual offences, and rape, point to a need to consider GBV, its drivers and effects, as separate and distinct from the broader culture of violence. Estimates cited suggest that between 25 and 40 % of South African women have experienced sexual or physical intimate partner violence, while between 12 and 28% of women report having been raped.

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

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

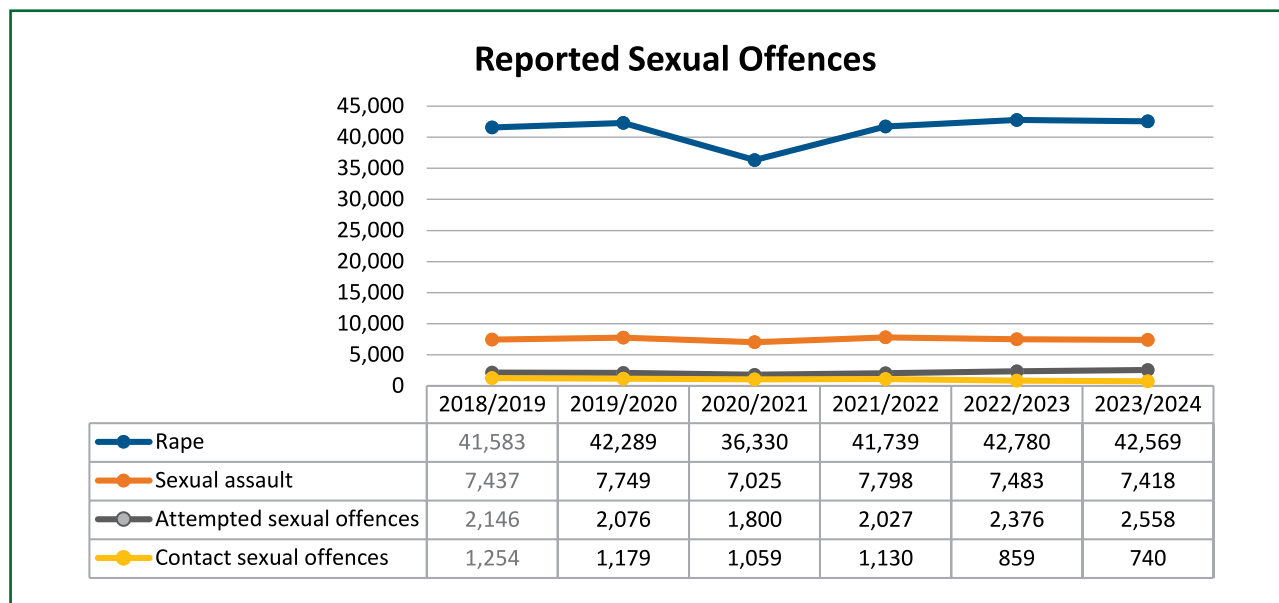
Selected contact crimes against women			
Crime category	Murder	Attempted Murder	Assault GBH
April 2021 to June 2021	558	897	7 5 85
April 2022 to June 2022	855	1 179	11 734
April 2023 to June 2023	895	1 417	12 872
Count Diff	40	238	1 138
% Change	4,7%	20,2%	9,7%

The graph below depicts a five-year trend on reported sexual offences cases. During the 2023/2024 reporting period, a total of 53 285 sexual offences were registered, representing a decrease by 213 counts compared to the preceding financial year. While there is a decrease in the number of reported sexual offences cases during the 2020/2021 reporting period, data from the current reporting period depicts an increasing trend of reported cases over the past five years from 52 420 cases in 2018/2019 reporting period to 53 285 in 2023/2024 reporting period. This represents an increase by 865 cases.



Source: SAPS, 2024

The graph below demonstrates that rape constitute almost 80% of the reported sexual offences cases for the 2023/2024 financial year.



8.2 Internal Environment Analysis

The DWYPD has a considerable mandate and scope to promote the empowerment and participation of women, youth and persons with disabilities. However, this has historically not translated into adequate and suitable financial appropriations to enable the Department to capacitate its structures and deliver the requisite government-wide and societal services. The Department continues to scrape the bottom of the financial pot, compared to other departments in the public service.

Through successive Administrations, the Department has been subjected to macro-organisation of government processes that failed to enable the Department to deliver on the evolving priorities of Government. This tendency may again be continued following the formation of the Government of National Unity (GNU), which has introduced the Medium-Term Development Plan (MTDP) 2024-2029 to serve as the 5-year medium-term plan for the 7th Administration of Government. Insofar as the Department has been identified to be directly responsible for various priorities, outcomes and interventions, these additional mandates remain largely unfunded. Likewise, with the implementation of the Promotion of Women's Rights, Empowerment and Gender Equality Act and the National Strategic Plan on Gender-Based Violence and Femicide, no additional resources have been made available to the Department to support such programmes. This situation will be further exacerbated once legislation related to persons with disabilities and youth are enacted.

Ultimately, the inability of the Department to increase the impact of Government delivery towards the most vulnerable sectors of South African society and to challenge gender-based violence and femicide, can be directly linked to the inadequate funding of the Department.

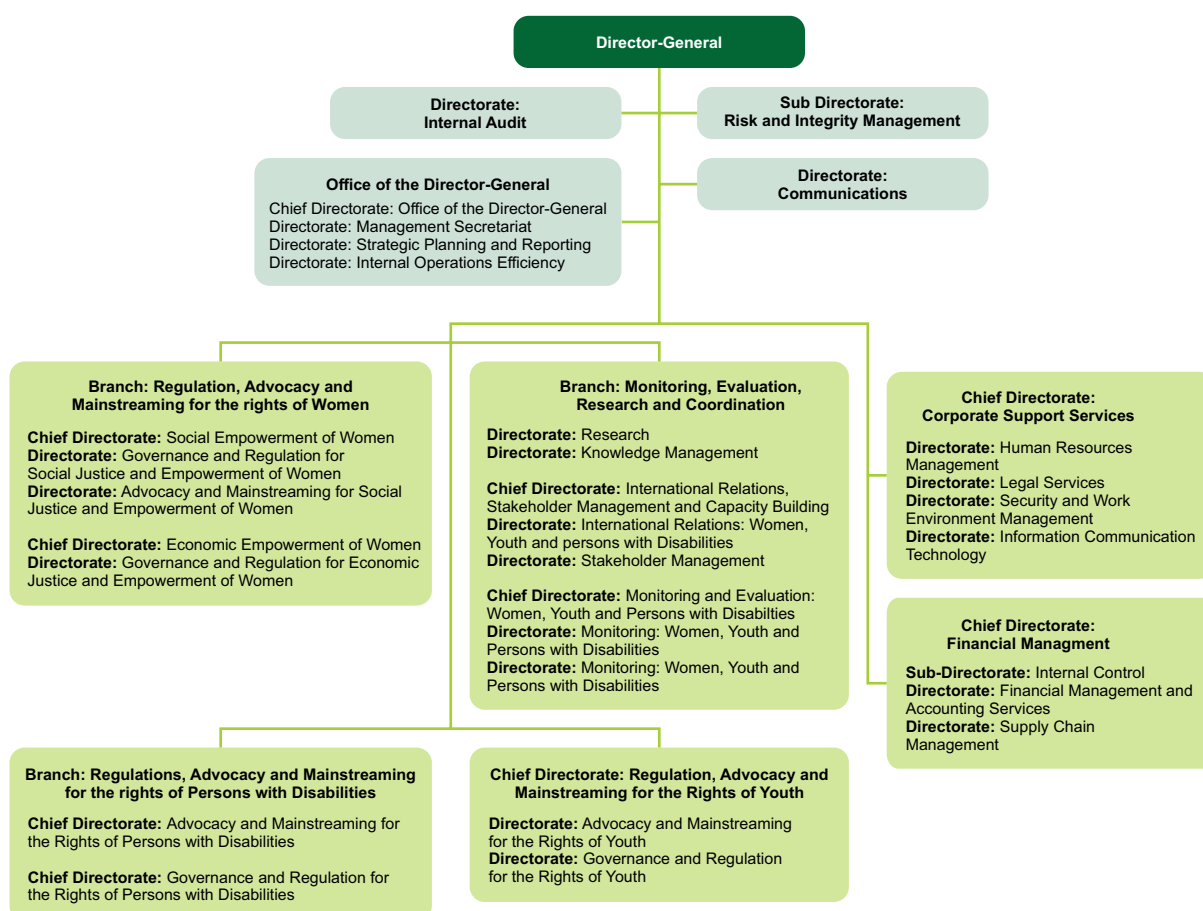
The current organizational structure and post establishment were approved by the Executive Authority in April 2023 following concurrence with the redesigned architecture by the Minister for the Public Service and Administration. This included 18 additional posts that had been created to supplement capacity across all programmes following the reprioritization of expenditure by relocating the Department to new official premises. However, these posts had to be abolished due to the unfunded 2023/2024 wage agreement. The prognosis for the rest of the MTEF is likely to further deteriorate should further unfunded cost-of-living adjustments and increases to allowances be approved and passed onto departments by the National Treasury and DPSA.

The Budget Programme Structure for the Department, reflecting the organizational architecture, comprises five Programmes, namely:

- Programme 1: Administration,
- Programme 2: Advocacy and Mainstreaming for the Rights of Women,
- Programme 3: Monitoring, Evaluation, Research and Coordination.
- Programme 4: Rights of Persons with Disabilities, and
- Programme 5: Rights of Youth.

The organizational structure of the Department is depicted in the figure below.

Figure 1: Organizational structure of DWYPD



Based on the 2024 MTEF allocation, the Department has only been able to fund 143 posts on the establishment. Of these, 11.9% was allocated to Programme 2, 18.2% to Programme 3, 7.7% to Programme 4, and 6.3% to Programme 5.

Due to the regulatory and compliance requirements imposed on the Department as with others in the public service, 55.9% of posts have been allocated to Programme 1.

Insofar as the Compensation of Employees allocation has not materially increased the baseline ceiling (other than cost-of-living adjustments), no funds are available for the funding of additional posts in the Department due to the carry-through effect over the MTEF period. Accordingly, several core and support functions remain unfunded or inadequately resourced – resulting in employees being pressurized to deliver even more on their performance targets. Without the requisite capacity, Programmes are expected to deliver more with less.

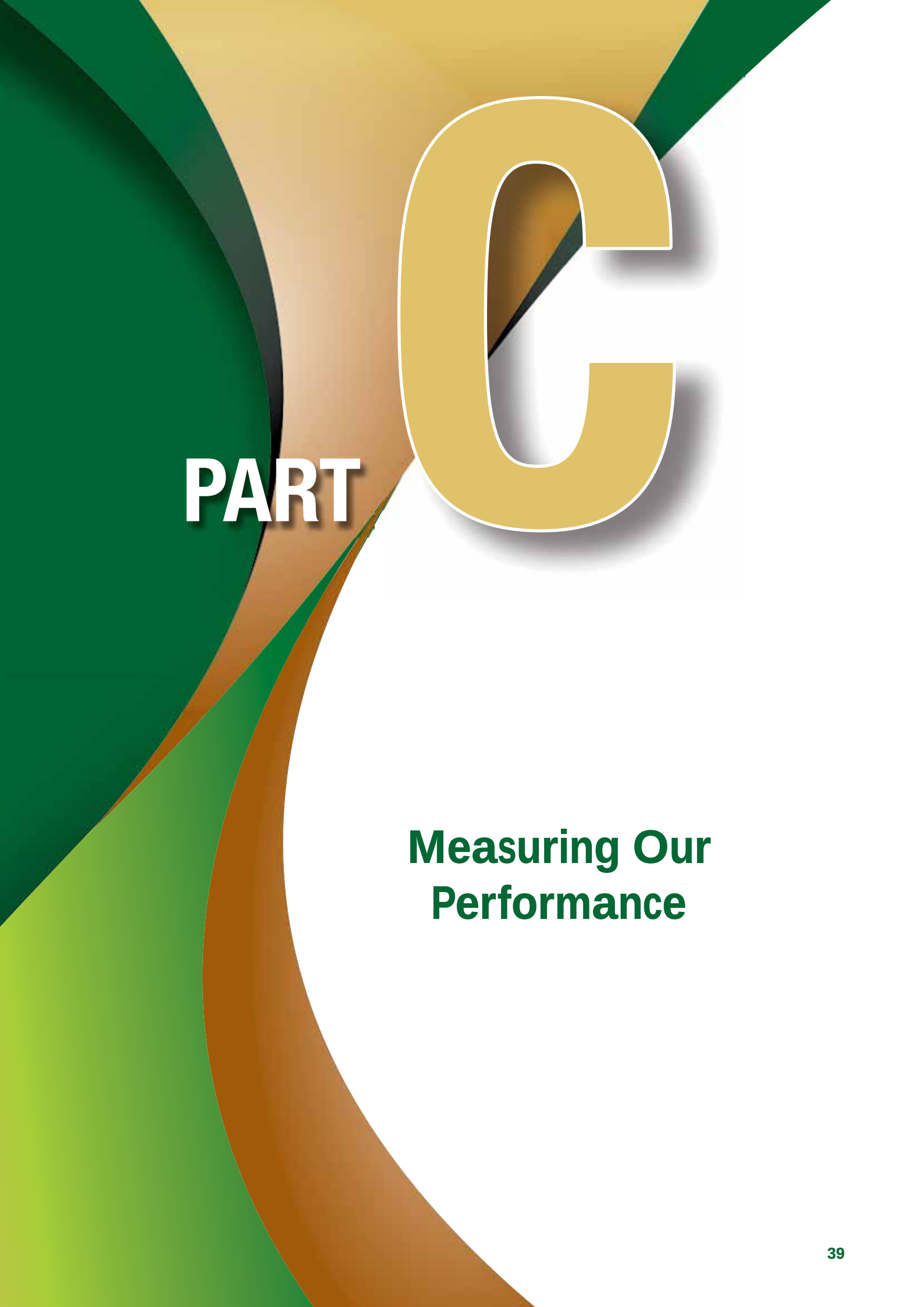
To compound matters, the DPSA issued Circular 20 of 2024, applicable till 31 March 2025, regarding the Implementation of Control Measures Aimed at Assisting Executive Authorities in Managing Fiscal Sustainability during the Process of Creating and Filling Vacant Posts in Departments. In terms thereof, all vacant posts have been blocked on PERSAL. The creation of new posts and the upgrading of existing posts is prohibited. Before creating or filling any vacant post on the approved structure of the Department (all units and posts, particularly in Administration), consultation must be undertaken and concurrence obtained by the Executive Authority from the Minister for the Public Service and Administration. Departments may only seek concurrence once funding has been confirmed by the National Treasury. These requirements have resulted in delays in the filling of posts and appointment of employees, which is having an adverse effect on the delivery of services.

Following engagements between the Executive Authority and the Minister of Finance regarding the inadequate funding of the Department, a Business Case was developed for an increased MTEF allocation and submitted for his consideration. Following an organizational redesign process, numerous gaps were identified in the organizational architecture that were considered critical for the adequate structuring of key functions in support of the mandate and strategic intentions of the Department. Accordingly, an ideal model was designed to address such gaps and allow for progressive organizational growth over the medium-term. The ideal structure was purposefully developed based on the critical minimum capacity that the Department requires to deliver on its mandate and strategic objectives. A detailed exposition of that which will constitute an adequate allocation over the MTEF was included in the Business Case. The calculations were structured according to the following categories:

- (a) creation of 342 additional posts.
- (b) tools of trade for incumbents of such additional posts.
- (c) additional allocation for Goods and Services to fund MTDP priorities; and
- (d) ICT requirements to support increased headcount.

The Department awaits the response from the Minister of Finance and the National Treasury. Depending on the outcome thereof, several organizational design processes will be undertaken to capacitate the Department according to the increased allocation and to migrate to the new organizational architecture. A comprehensive management strategy will ensure an effective transition of the Department to achieve the intentions for which the increased allocation is made. Within the first year of the increased allocation, the Department must have an approved structure and following a skills audit process, employees will be placed against the new organizational structure. Vacancies and newly created posts will be filled within six months of being advertised, and retention strategies will be developed to create a conducive working environment to retain the services of employees. With the focus on professionalizing the public sector, one of the elements is to ensure a healthy and happy human capital which will maximize productivity and address poor performance. Considering this, a well-resourced labour relations unit and employee health and wellness unit will be imperative for the Department in achieving its mandate.

Performance management processes define the deliverables of affected employees, and where necessary, training and development programmes shall complement the skills and competencies of employees against the requirements of their new jobs. Employees shall be trained in Gender Mainstreaming; the Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework; Disability Rights Frameworks, report writing and policy development, among others. These are essential for the implementation of departmental programmes and are aligned to the Department's mandate. A further aspect that will also have to be taken into consideration, and which is dependent on the extent of the progressive growth of the Department, is the associated and concomitant expenditure related to an increased headcount, such as stationery, telecommunications, training and skills development, security, work environment, office accommodation, cleaning services, etc. Such expenditure shall only be able to be calculated once the extent of the increased headcount can be quantified. Should the response from the Minister of Finance and National Treasury not be as favourable as anticipated, the Department may be obliged to review the number and extent of performance targets for which it has committed.



PART

C

Measuring Our Performance

9. Institutional Performance Information

In developing the performance information, indicators and targets for the Strategic Plan, the department employed the planning methodology outlined in the Revised Framework for Strategic Plans and APPs (DPME, 2019). This included a situational analysis, including a diagnostic and SWOT analysis drawing from multiple sources such as the 30-year review, publications by Statistics South Africa and the Department's own research, monitoring and evaluation products and progress reports.

Attention was paid to the alignment of the Department's priorities with the identified vision and mission as well as alignment with key policy pronouncements and plans. These include the National Development Plan 2030, the Constitution of the Republic of South Africa, the priorities of the 7th administration as agreed during the July 2024 cabinet lekgotla and the commitments in the 2024 Opening of Parliament Address.

The development of the plan further took into consideration the role and mandate of DWYPD as a centre of government department in the Presidency. The Department's contribution to the identified outcomes and impacts is achieved primarily through influencing the work of other government departments and spheres of government, social partners and the non-state sector and the country. Key mechanisms in this regard include strategic leadership, coordination and mainstreaming; development of policy and legislation; planning, monitoring and evaluation; advocacy and social mobilization and building machineries which promote the rights of women, youth and persons with disabilities.

The approach to planning was based on tools such as Theory of Change, a results-based approach, prioritization and evidence-based analysis to identify the most impactful areas of focus for the Strategic Plan. Building an inclusive economy will receive particular attention. The development of the strategy and priorities also considered the available resources, particularly given the constraints facing the Department in relation to financial and human resources.

Consideration was also given while the 7th administration has identified three main strategic priority areas with multiple outcomes, DWYPD has prioritized these at both an outcome and intervention level to optimize impact. The interventions will be outlined in the Annual Performance Plans.

The Department needs to identify and analyze the role of technology within its sector by focusing on both the internal capabilities and external impacts that digital tools and innovations offer to achieve its strategic outcomes. This process will involve continuous monitoring of technological trends, stakeholder engagement, and targeted investment in digital solutions that enhance service delivery, increase accessibility, and support data-driven decision-making.

To begin, DWYPD will evaluate how technology can streamline operations and support core objectives, such as facilitating and advocating for inclusion and participation of women, youth and persons with disabilities in the economy and job creation initiatives in the country, promoting social cohesion, and fostering economic growth for WYPD in various sectors.

This will involve assessing digital platforms that facilitate capacity building, outreach, virtual engagements, and interactive learning experiences for economic participation and access to resources, making advocacy, monitoring and evaluation resources and programs more accessible to a broader audience, especially in district municipalities where the department is running programmes aimed at GBV&F prevention, reduction of teenage pregnancy and poverty alleviation.

In future, DWYPD will also use data analytics and digital tools to improve collaborations and partnerships with various stakeholders, provincial focal points including community organizations, educational institutions, and private sector entities. Through digital platforms, the department will be able to gather and analyze data on participation rates, programme effectiveness, access to socio-economic opportunities and services, stakeholder and community mobilization engagements, which helps in refining strategic

interventions. These insights will enable DWYPD to produce evidence-based monitoring reports that will inform the status of WYPD in society and especially their economic participation. DWYPD will foster data-informed partnerships and ensure that collaborations are aligned with shared objectives, maximizing the impact of joint initiatives.

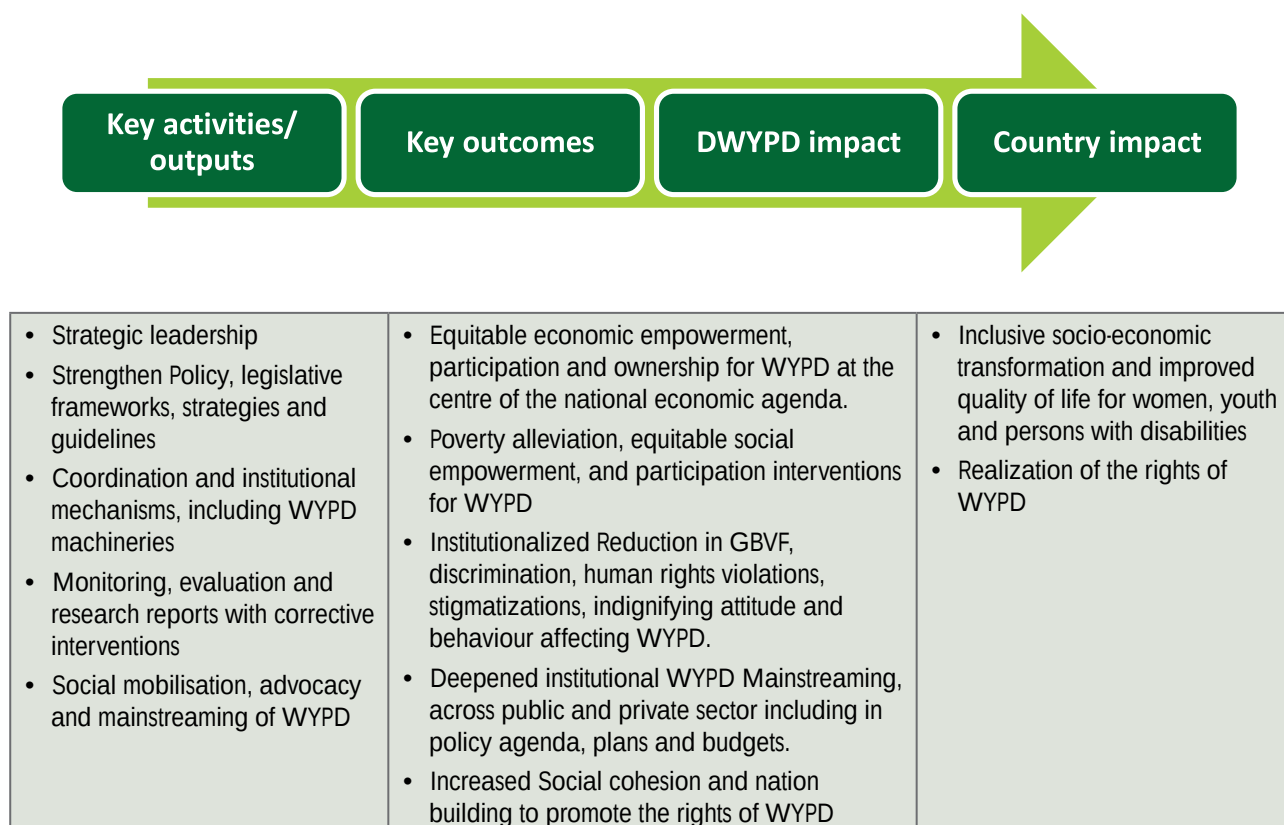
Moreover, DWYPD actively seeks to leverage technology for more effective communication and interaction with stakeholders. Social media channels, mobile applications, and online forums are utilized to facilitate real-time communication and feedback loops, ensuring that voices of WYPD are heard, and stakeholders are kept informed about key initiatives, policies, and events. Through such technology-enabled interactions, DWYPD builds a transparent and responsive relationship with the public and its partners to realize the rights of WYPD.

DWYPD's approach to leveraging technology is multifaceted, integrating digital innovations to optimize internal processes, enable data-driven collaborations, and facilitate meaningful engagement with stakeholders. This proactive adoption of technology is pivotal for DWYPD in adapting to changing needs of WYPD in realizing their rights and gender equality in society, achieving organizational outcomes, and ensuring that its programs remain relevant and impactful in a digital age.

9.1 Theory of Change

The diagram below (Figure 2) provides a high-level outline of the Department's Theory of Change (TOC), demonstrating the way the department intends to contribute to the achievement of the impact statement and identified outcomes as well as the DWYPD contribution to the country's impacts. It should be noted that the TOC is merely a depiction. Change is rarely linear. A more detailed TOC would also include an explanation of causal mechanisms and theories and the data that would be required to test these, with a view towards continuous improvement.

Figure 2: High-level depiction of DWYPD Theory of Change



9.2 Measuring the Impact

The DWYPD seeks to contribute to the achievement of the country's development impacts as outlined in the National Development Plan (NDP) 2030 and the Medium-Term Development Plan (MTDP) 2024-2029. Given the Department's mandate, the specific focus will be on women, youth and persons with disabilities. Impact statement Inclusive socio-economic transformation and improved Quality of Life for Women, Youth and Persons with Disabilities.

Impact statement	Inclusive socio-economic transformation and improved Quality of Life for Women, Youth and Persons with Disabilities.
-------------------------	--

9.3 Measuring Outcomes

The following section of the Strategic Plan outlines strategic outcomes aligned to each of the three MTDP strategic priority areas. The Department is committed to contribute to the achievement of these outcomes, working in collaboration with other government departments, spheres of government and non-state stakeholders.

9.3.1 Contribution to MTDP Priority 1: Inclusive growth and job creation

The table below outlines the DWYPD outcomes, outcome indicators, baselines and five-year targets which contribute to MTDP Priority 1 on driving inclusive growth and job creation.

MTDP Priority	Inclusive economic growth and job creation		
Outcome	Outcome indicator	Baseline	Five-year target
1. Equitable economic empowerment, participation and ownership for WYPD at the center of the national economic agenda institutionalized	1.1 Level of participation of Women, youth and persons with disabilities participating within key identified economic sectors (agriculture, sanitary dignity programme, women in trade and green economy)	2024/25 Interventions Implementation reports	20 Interventions 50% Women 30% Youth 5% PWD of active registered enterprises owned by WYPD 40% (women) 30%(Youth) 3%(PWD) of procurement spend to enterprises owned by women youth and persons with disabilities
	1.2 Level of institutionalization of Strategy for Economic Empowerment of women, youth and persons with disabilities	2024/25 Implementation reports	17 ESIEID national departments institutionalizing the strategy for economic empowerment of women
	1.3 Annual scorecards on socio-economic empowerment published	Progress Report	5 annual scorecards on women's socio-economic empowerment
	1.4 Level of economic inclusion of WYPD	- Employment Equity Act of 1998 - WPRPD implementation Matrix - Cabinet decision of 1 November 2023	20 interventions to increase economic empowerment and inclusion of persons with disabilities to reach the target of 7% by 2030.

MTDP Priority	Inclusive economic growth and job creation		
Outcome	Outcome indicator	Baseline	Five-year target
		- National Youth Policy 2020-2030 - SANDF-led NYS concept document - DWYP-DoD MoU	20 SANDF-led NYS Implementation Monitoring reports
		- National Youth Policy 2020-2030 - SANDF-led NYS concept document - DWYP-DoD MoU	10 SANDF-led NYS Indaba's convened

9.3.1.1 Explanation of Planned Performance over the Five-Year Planning Period

Driving inclusive growth is a central priority of the Government of National Unity, as emphasized in the President's Opening of Parliament Address and as reflected in the MTDP. It is also a top priority of the NDP 2030. The economic empowerment of women, youth and persons with disabilities is a significant component in achieving inclusive growth and transformation. Efforts to achieve inclusive growth would be weakened without explicit attention and investment by government and the private sector to the economic inclusion of WYPD. The DWYPD's contribution to equitable economic empowerment, participation and ownership for WYPD is therefore central to the achievement of the MTDP priorities and targets on inclusive economic growth and job creation. Every single one of our programs will demonstrate how it advances one or all of these three priorities which are mentioned below:

- To drive inclusive growth and job creation.
- To reduce poverty and tackle the high cost of living.
- To build a capable, ethical, and developmental state.

These action plans, along with their timelines, will be reflected in our Annual Performance Plan. The achievement of the outcome will further contribute significantly to the DWYPD impact, which is Inclusive socio-economic transformation and improved Quality of Life for Women, Youth and Persons with Disabilities. The achievement of the rights of WYPD and improving their quality of life has limited meaning without economic inclusion.

As a centre of government department in the Presidency, the DWYPD has a key role to play in contributing to this outcome through multiple mechanisms, including through the provision of strategic leadership, positioning WYPD at the center of the economic agenda, coordination across government and with the non-state sector, policy development, research, planning, monitoring and evaluation, advocacy and interventions to ensure that the state machinery as a whole contributes to economic inclusion of WYPD. The department is pivotal in holding organs of state accountable for removing barriers to entry and mainstreaming WYPD economic inclusion. The DWYPD expect from the rest of government between now and 2030, to strengthen the mainstreaming of women, youth and persons with disabilities, for example, the Department of Trade, Industry and Competition (DTIC) has announced a R20 billion per year Transformation Fund (R100 billion by 2030). While this amount is modest compared to the scale of the challenge before us, we need a dedicated team in our department to ensure that 40% of this fund goes to women-owned businesses, 30% to youth, and 3% to persons with disabilities. The DWYPD will develop a clear plan on how its constituencies, women, youth, and persons with disabilities will benefit from this fund. The DWYPD will fast-track the regulations of the Public Procurement Act to ensure businesses owned by women, youth, and persons with disabilities receive equitable opportunities in government contracts. Through collaboration with relevant departments, the DWYPD will continue to provide training to women entrepreneurs to enable them to compete for government tenders.

Amongst the key priorities of government, the DWYPD has identified agriculture as a low hanging fruit. Through Department of Agriculture Land Reform and Rural Development (DALRRD), the DWYPD will be facilitating the transfer of land and other productive assets to organized women through establishment and scaling of MSME and cooperatives to minimize poverty. Over and above, other key sectors where women, youth and persons with disabilities are to be mainstreamed are as follows: tourism, mining, digital services, green industries, and energy.

The outcome on Institutionalizing equitable WYPD economic empowerment at the center of the national economic agenda institutionalized can be measured in several ways, with various indicators. The Department has prioritized the following outcome indicators:

WYPD participating in key identified economic sectors: The priority sectors (agriculture, sanitary dignity programme, women in trade and green industries) identified in the MTDP will be prioritized. In addition, the DWYPD will be collaborating with Statistics SA, and attention will be paid to mainstreaming WYPD within the Master Plans sector, in collaboration with the lead departments. Attention will be paid to ensure the participation of women, youth and persons with disabilities in the township and rural economy, through enterprise development. Demand-led interventions will focus on industries with high absorption capacity, such as agriculture and the agro-processing value chain, green economy, and manufacturing. Corrective interventions will be informed by quarterly performance reports on the implementation of the strategy for economic empowerment of WYPD, which includes eradicating poverty and reducing barriers to economic participation which will contribute to employment creation.

High level impact analysis of the interventions is described as follows:

Agriculture intervention: The DWYPD and the Department of Agriculture, Land Reform and Rural Development (DALRRD) entered into a Memorandum of Understanding (MoU). The MoU fundamentally sought to gauge DALRRD's performance pertaining to inclusivity and mainstreaming of women, youth, and persons with disability in the agricultural sector and rural development initiatives. It further intended to draw the two departments' resources to accomplish their mutual desire in their contribution towards addressing the plight of women, youth, and persons with disabilities in the land and agricultural space. There are six focus areas in the MoU which are as follows: Access/Acquisition of land, Post settlement support, Rural enterprise and cooperatives support, Skills development, Access to markets and public procurement. The agriculture intervention is implemented in partnership with DALRRD and local municipality to coordinate business skills training programme to benefit SMMEs/Co-operatives owned/led by WYPD's. The intervention has a significant positive impact by increasing women farmers' knowledge and skills, leading to improved agricultural practices, higher crop yields, increased income, enhanced food security, and potentially positive environmental effects through the adoption of sustainable farming. Essentially, it empowers women farmers to make informed decisions and adapt to new ways of farming and challenges within their agricultural operations.

Economically, the intervention increases agricultural productivity and contribute to improved livelihoods for women farmers, potentially leading to better access to markets and improved financial stability. The identified six focus areas are designed to remove barriers, grow the agri-business sector in SA and optimize the numbers of B-BBEE- accredited enterprises, community ownership schemes, cooperatives and SMME's owned by women participating in the agricultural sector and its value-chains. Slow growth, high unemployment and widening inequalities have placed inclusive Growth and the heart of the policy debate in South Africa. The niche areas from SONA 2024 are as follows:

SDG 1 (No Poverty)

SDG 8 (Decent Work and Economic Growth)

SDG 10 (Reduced Inequalities)

To this extent, the identified intervention in agriculture affirms that DWYPD will strengthen collaboration with DALRRD in ensuring that SA Government policies are leveraged to achieve transformation in the sector that opens a path to inclusive growth and development. Growth without transformation would only reinforce the inequitable patterns of wealth inherited from the past. Economic Growth without transformation would be narrow and unsustainable.

Sanitary Dignity Programme intervention: DWYPD coordinate a market access program in partnership with the Department of Small Business Development (DSBD) and a women owned enterprise in this industry to benefit SMME's/Co-operatives owned by WYPD's. A sanitary dignity program significantly impacts women's lives by improving their menstrual hygiene, allowing them to participate more fully in economic, social and education activities, boosting self-esteem, and potentially improving overall health by reducing the risk of infections, particularly when it provides access to affordable and readily available sanitary products, especially for those experiencing period poverty; this leads to increased school attendance, better academic performance, and greater economic empowerment for women and girls. Economic empowerment: When women are not hindered by period poverty, they are more likely to participate in the workforce and contribute to the economy. Through DSBD, a business case has been developed using a clustering approach as follows: Individual manufacturing firms built by SMMEs/Coops themselves, Set up a Seda Incubator or Coastal College. The aim of the research for this Business Case has been to examine economic opportunities – especially for the participation of women SMMEs in the manufacturing, storage, packaging, distribution and waste management industry within the sanitary value chain. Thus far, one women enterprise (Lindiwe pads) has been supported by government to open a manufacturing factory of sanitary pads. DWYPD has partnered with Lindiwe Sanitary Pads, a black owned and run facility to extend exchange knowledge with upcoming small scale business owners in the sector through enterprise development initiatives; business seminars, training and technical support.

Women in Trade intervention is coordinated with DSBD, the Presidency and Department of Trade Industry and Competition (DTIC). The women in trade intervention highlights and address the significant role women play in trade, by providing them with the knowledge to overcome barriers and actively participate in local and global markets, ultimately contributing to economic growth, gender equality, and broader economic development; this includes empowering women entrepreneurs, improving access to finance and the promotion of financial inclusion, and raising awareness about trade policies that may disproportionately affect women.

Active registered enterprises owned by WYPD: digitized database of women owned/led businesses/enterprises:

DWYPD will be implementing local economic development programmes in partnership with National Treasury, Stats SA, The Presidency, DSBD, local authorities (SALGA) UN Women, WECONA and other identified women associations aimed at promoting economic development in under-resourced areas. Women (228 008/29%), Youth (226 533/29%) and PWD (5437/1%). DWYPD will facilitate and co-ordinate the design and development a comprehensive digitized database of Women Owned Businesses and increase it gradually from the above baseline target achieved by the end of the 6th Administration. The database design and delivery will include amongst others the following:

Target support for the survivalist informal economy across identified key economic sectors to support the active ownership and participation of Women, Youth and Persons with Disabilities (WYPD).

Identification of sectoral interventions; including Agriculture, Manufacturing, Tourism, Trade, Green Industries and Energy sectors. Collaboration and leveraging off sector agreements to increase investment and lending credit loans and business grant support to benefit local economies in both rural, peri-urban and township settings.

SheTradesZA is a national hub anchored resource centre for women entrepreneurs to access trainings on key topics, market and investment opportunities, more women owned enterprises are registering and participating in this platform. The African Continental Free Trade Area (AfCFTA) aim to increase trade and cooperation between African countries. Women are equipped with business skills, market knowledge, and access to networks, workshops encourage more women to start and run their businesses, thereby boosting economic activity. Furthermore, DWYPD also collaborates with women structures such as Women Economic Assembly and other to promote access to information and unlock economic opportunities for women owned enterprises. As part of promoting financial inclusion, DWYPD is coordinating the establishment of the women Cooperative Financial Institution (CFI) in collaboration with the Cooperative Banks Development Agency (CBDA), now under the Small Enterprise Development Finance Agency (SEDFA). The aim of the CFI is to free women from emotional, economic & physically abusive environments, which they most of the time tolerate because of not being fully mainstreamed economically. The establishment of a women owned CFI will not only ensure that women take control of their own financial destiny but will free them from GBVF. The CFI is in the process of registration with the Prudential Authority. This is the journey towards the economic emancipation of women.

Green economy intervention: DWYPD collaborates with the Department of Forestry Fisheries and Environment (DFFE) to coordinate business skills training program to benefit SMMEs/ Co-operatives in Waste, Energy, Recycling and Cleaning services owned by WYPD's. This intervention is linked to Solar mama training programme where 22 young learners were trained in India to install solar in the communities. The program encourages women to incorporate solar into their communities and aimed at addressing the skills gap in the renewable energy industry, also to increase women's participation in the energy transition. The next phase will be undertaken with South African National Energy Development Institute (SANEDI), the agency of the Department of Science and Innovation, also working with the Department of Energy, and Water Sector Education and Training Authority (EWSETA), the Department of Electricity, as well as participating provinces to rollout phase 2 of training to upskill the learners. Furthermore, the department will design and host a financial inclusion conference in the MTEF period that focuses on identifying opportunities in the infrastructure, transport and construction sector in partnership with the Department of Human Settlements, Construction Industry Development Board (CIDB) and women structures in the construction sector.

The DWYPD will focus on facilitating the effective implementation of the strategy for economic empowerment of women, youth and persons with disabilities. To contribute to the identified outcome and make an impact, the strategy needs to be institutionalized by the Economic Sector, Investment, Employment and Infrastructure Development (ESIEID) government departments. Private sector and organs of states will be encouraged to contribute. The department will collaborate with government departments and other stakeholders to implement the Economic Empowerment Strategy, including through stakeholder consultations quarterly. The Department will further assess the performance of departments in institutionalizing and implementing the strategy and produce progress reports in this regard. The performance assessments and recommendations for improvement will be shared with departments and presented to cabinet to note the progress made in the empowerment of WYPD in the country.

DWYPD will publish annual scorecards on women's socio-economic empowerment. The scorecards aim at addressing the marginalization of WYPDs' ability to measure the extent of marginalization across a range of social and economic indicators. This will allow policymakers to identify areas of disadvantage, inform policies aimed at addressing disadvantages, and monitor progress towards equality over time. The scorecard will measure and track progress towards the socioeconomic empowerment of women over time. By regularly updating the scorecards, the collection of the relevant gender-disaggregated indicators will be systematized.

The DWYPD is mandated with leading socioeconomic transformation and supporting the empowerment and participation of women, youth and persons with disabilities. Each of these groups' experiences marginalization across various aspects of daily life, including social, economic, political, educational, and health outcomes, amongst others. Addressing these disadvantages is also compounded by overlapping

patterns of disadvantage in terms of gender, age and disability, as well as ethnicity, location and socio-economic status, for example. The aim of the scorecard is to measure progress towards socio economic empowerment of women in various indicators. Critical for efforts aimed at addressing the marginalization of women, youth and persons with disabilities is the ability to measure the extent of marginalization across a range of social and economic indicators. The DWYPD has, for example, proposed domains through which women's socioeconomic empowerment is to be measured, namely socioeconomic, leadership, resources, labour market outcomes, political participation, and ownership etc.

This will allow policymakers to identify areas of disadvantage, inform policies aimed at addressing disadvantages. Policy makers will be able to design relevant programmes that will address the socio-economic challenges of women. The DWYPD will regularly update the scorecards.

The SANDF-led National Youth Service (NYS) - a Skills Revolution programme was conceptualized with the Department of Defence. The South African National Service Institute (SANSI) was launched by the Deputy President and will be utilized as a vehicle to implement the priority demand led skills areas with high absorption capacity as well as the 5 strategic pillars of the MTDP. The identified priority sectors for this programme are Agriculture value-chain; Maritime skills and Ocean Economy; Engineering, Manufacturing, Infrastructure roll out and Maintenance; Digital Technologies; and Defence Industries. Other catalytic sectors that will cultivate the productive capabilities of youth in the NEET group, unemployed TVET and university graduates, as well as youths with good Matric results sitting at home are, among others: Tourism and Hospitality, Creative Industries, Mining etc. Some of the key illustrative projects have been identified and costed and include Goat and Sheep commercialization (Agricultural value chain); Industrial Hemp Smallholder Producers, Bio-Fibre Processing and Automotive Composites (Manufacturing); Graduate Cyber Security Training and New Venture Creation Programme (Digital Technologies).

SANDF led National Youth Service (NYS) Indaba will be organized as a platform to rally all of government and all of society to support and commit to implementation of the SANDF led NYS. Advocate for resourcing of the SANDF led NYS. The indabas will target and solicit resources for programme implementation from government, public entities, private sectors, development partners, and SOEs. The department will then monitor and produce a monitoring report on the SANDF led NYS.

9.3.1.2 Key Risks

The key risks in achieving the outcome as well as risk mitigation measures are outlined in the table below.

Outcome	Key risks	Risk mitigation
1. Equitable economic empowerment, participation and ownership for WYPD at the centre of the national economic agenda institutionalized	Inadequate mainstreaming for women youth and persons with disabilities by stakeholders in the private and public sector	Implement the economic empowerment strategy for women, youth and persons with disabilities

9.3.2 Contribution to MTDP Priority 2: Reduce poverty and tackle the high cost of living.

The table below outlines the DWYPD outcomes, outcome indicators, baselines and five-year targets which contribute to MTDP Priority 2 on reducing poverty and tackling the high cost of living.

MTDP Priority	Reduce poverty and tackle high cost of living		
Outcome	Outcome indicator	Baseline	Five-year target
1 Increase in level of intervention contributing to poverty alleviation, equitable social empowerment, and participation for WYPD	1.5 Social empowerment and participation of WYPD interventions	New indicator	20 interventions
	1.6 Interventions addressing adolescent and teenage pregnancy and their vulnerability	New indicator	20 interventions Teenage Pregnancy National Strategic Plan
2 Expanded access to free sanitary dignity products for girl learners in Quintiles 1, 2 & 3 schools, special and farm schools (period poverty)	2.3. Girl learners' access to free sanitary dignity products in Quintile 1, 2 & 3 schools, special and farm schools	2 766 241 (Draft MTDP)	5 Annual monitoring reports on the implementation of the sanitary dignity framework on number of girl learners accessing free sanitary dignity products in Quintile 1, 2 & 3 schools, special and farm schools
3 Strengthened stakeholder, relations and community mobilization towards the realization of women's empowerment, youth development and disability rights	2.4 WYPD Awareness raising campaigns	United Nations Convention on Rights of Persons with Disabilities White paper on the rights of persons with disabilities Cabinet decision 05 April 2013	60 Stakeholder engagements conducted. 20 Community mobilization initiatives on rights of women youth and persons with disabilities convened Advocacy and Awareness Manuals on Disability and Disabilities 2 Universal Accessibility plans Round Table Summits 365 days Calendar on Disability and Disabilities

9.3.2.1 Explanation of Planned Performance

Women, youth and persons with disabilities are among the sections of the population that are worst affected by poverty and inequality. Their deliberate and explicit inclusion in the MTDP priority areas relating to reduced poverty and tackling the high cost of living is imperative if government is to make a meaningful impact in reducing multi-dimensional poverty. As indicated in the 2024 Opening of Parliament Address, the implementation of an integrated and comprehensive anti-poverty strategy is required to provide protection and support the most vulnerable in society and to provide pathways out of poverty for the poor. This must target income poverty and asset poverty as well as other forms of poverty such as period poverty and time poverty, which particularly affect women and young women.

Noting that DWYPD is not an implementing department but a centre of government department in the Presidency, it must play a role in providing strategic leadership and using its convening power to drive inter-governmental and civil society collaboration to ensure that WYPD are at the centre of the anti-poverty strategy as well as initiatives to address social ills that particularly affect WYPD, including GBVF, teenage pregnancy, substance abuse, crime, poor mental health, instability, food security and nutrition and poor

health. These phenomena are most damaging in households affected by poverty and further contribute to individuals and households being caught in the poverty trap.

The interventions would include having workshops, seminars, outreach and awareness programmes, dialogues, indaba's, meetings with the relevant stakeholders etc.

Contribution to NDP, MTDP and DWYPD impacts

The outcomes identified above contribute to the NDP goals to eradicate poverty and reduce inequality as well as to the MTDP Strategic Priority 2 on reducing poverty and tackling the high cost of living. The following outcomes have been identified as priorities for DWYPD in the period 2025-2030:

- Increase in level of intervention contributing to poverty alleviation, equitable social empowerment and participation for WYPD: Poverty and other social ills are intimately intertwined in many households and communities and require cross-cutting interventions by different spheres of government and non-state stakeholders to make a difference in the lives of those most affected. While DWYPD is not primarily an implementing department, it has considerable convening power and positional authority to bring together the necessary stakeholders to develop and implement localized and targeted solutions. These solutions are aimed at the most vulnerable and should contribute to advancing the social empowerment and participation of WYPD. The key indicators of the outcome are the number of interventions for social empowerment and participation of WYPD implemented and the number of interventions aimed at addressing social ills and vulnerability and alleviating poverty in targeted areas. Among the areas of focus would be teenage pregnancy, alcohol and substance abuse, water supply sanitation and hygiene, sexual and reproductive health and all cancers affecting WYPD.
- Expanded access to free sanitary dignity products for girl learners in Quintile 1, 2 & 3 schools, special and farm schools (period poverty): Period poverty is a significant constraint affecting women and girls. At a school level, it undermines the dignity of girls and impacts negatively on their health and education performance. DWYPD introduced the Sanitary Dignity Programme to address this gap, working closely with other government departments and provinces. The provision of free sanitary products through schools contributes to alleviating period poverty; it is also directly linked to the MTDP priority on reducing the cost of living, since it alleviates the burden of paying for these products from poor households.

9.3.2.2 Key Risks

The key risks in achieving the outcome as well as risk mitigation measures are outlined in the table below.

Outcome	Key risks	Risk mitigation
2. Increase in level of intervention contributing to poverty alleviation, equitable social empowerment, and participation for WYPD	Inadequate intervention contributing to poverty alleviation, equitable social empowerment, and participation for WYPD	Coordinate intervention programmes which promote the economic and social empowerment, participation, ownership and representation of women, youth and persons with disabilities.
3. Expanded access to free sanitary dignity products for girl learners in Quintiles 1, 2 & 3 schools, special and farm schools	Inadequate implementation of the sanitary dignity framework by provinces	Monitor the implementation of the sanitary dignity framework by provinces Coordinate interventions to strengthen accountability in the implementation of the sanitary dignity framework

Outcome	Key risks	Risk mitigation
4. Strengthened stakeholder, relations and community mobilization towards the realization of women's empowerment, youth development and disability rights	Insufficient collective stakeholder engagements on women youth and disability socio-economic issues	Coordinate and Facilitate advocacy stakeholder engagements in collaboration with other role players on various WYPD socio-economic issues

9.3.3 Contribution to MTDP Priority 3: Capable, ethical, developmental state

The table below outlines the DWYPD outcomes, outcome indicators, baselines and five-year targets which contribute to MTDP Priority 3 on building a capable, ethical and developmental state.

MTDP Priority	Building a capable, ethical and developmental state		
Outcome	Outcome indicator	Baseline	Five-year target
4 An efficient and effective department characterized by good corporate governance and ethical leadership	3.1 Unqualified audit opinions 3.2 Systems to automate manual functions	Clean audit New	5 unqualified audit opinions over the five-year period 3 systems to automate manual functions
6 Strengthened integrated and intersectional approach for advancing women's empowerment and gender equality	3.3 Level of revitalisation and establishment of multi-stakeholder GBVF and gender structures 3.4 Incidences of GBVF reduced	Approved National Gender Machinery (NGM) Coordination Framework 6 NGM Consultative sessions NSP on GBVF NCGBVF Act Comprehensive National GBVF Prevention Strategy RRTs established RRTs training Bi- Annual Reports on the implementation of the GBVF Prevention Strategy	10 NGM Consultative Sessions convened National Council on Gender Based Violence and Femicide established 54 provincial, district and local GBVF structures capacitated in nine provinces. 10 integrated and intersectional prevention and response programmes that address GBVF coordinated 5 GBVF prevention programmes monitored 25 National departments monitored the implementation of the NSP on GBVF 35 Provincial Departments monitored on implementation of the NSP on GBVF 18 Municipalities monitored on implementation of the NSP on GBVF 45 GBVF RRTs trained 5 GBVF Prevention interventions

MTDP Priority		Building a capable, ethical and developmental state		
Outcome		Outcome indicator	Baseline	Five-year target
7	Strengthened evidence-based decision-making for socio-economic transformation and empowerment of WYPD	3.5 Knowledge products for effective evidence-based decision-making	5 research reports produced. 5 policy briefs produced	10 knowledge products generated (5 research products, 5 policy briefs)
8	Government-wide planning, budgeting, M&E addresses priorities relating to women's empowerment, youth development and the rights of persons with disabilities	3.6 Government departments addressing WYPD priorities in their 2025-2030 strategic plans	40 national government 2025-2030 Strategic Plans	100% government departments 2025-2030 Strategic Plans
9	Strengthened WYPD rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and the world	3.7 Level of participation by RSA on international platforms promoting WYPD rights agenda	Participated at United Nations CSW, Commonwealth, Commonwealth Youth Forum, BRICS, BRICS Youth Summit, G20, Y20, AU, Pan African Youth Forum, and SADC to promote the WYPD rights agenda.	Participation in 90% of platforms (UN, BRICS, Commonwealth, Commonwealth Youth Forum, BRICS Youth Summit, G20, Y20, AU, Pan African Youth Forum, SADC, etc.) to promote WYPD rights agenda
10	A disability-responsive state that ensures equitable inclusion, access, and participation through ethical governance, accountability, and enhanced institutional capacity.	3.8 Disability inclusive policies aligned with the WPRPD	WPRPD UN CRPD AU disability rights protocol National development plan	40 policies analyzed to determine disability inclusiveness and alignment with the WPRPD
		3.9 Service delivery sites disability inclusive and accessible	-	50 service delivery sites monitored for disability inclusion and access
		3.10 WPRPD annual progress reports	8th annual progress report on the implementation of the WPRPD	5 annual progress reports on the implementation of the WPRPD produced
		3.11 Strategies for disability inclusion and responsiveness	- Research report on impact of climate change on PWDs - National Development Plan	15 strategies on disability inclusion and responsiveness analyzed.
11	Strengthened WYPD mainstreaming in departments	3.12 Capacity-building interventions for WYPD focal points	-	40 WYPD capacity-building interventions for WYPD focal points
		3.13 Effective gender, youth and disability rights machineries	30 WYPD Machineries	WYPD machineries (50)
		3.14 Disability Advocacy and Mainstreaming Strategy	-	Disability Advocacy and Mainstreaming Strategy produced

MTDP Priority	Building a capable, ethical and developmental state		
	Outcome indicator	Baseline	Five-year target
	3.15 NYP Implementation Monitoring reports produced	National Youth Policy 2020-2030 M&E Framework	20 NYP Implementation Monitoring reports
	3.16 NYDA Monitoring reports produced	NYDA Act No. 54 of 2008 NYDA Amendment Act No.11 of 2024	20 NYDA Monitoring reports
12 Law reform to promote and protect the rights of women, youth and persons with disabilities	3.15 Level of development and enactment of South African Youth Development Act	South African Youth Development Bill	South African Youth Development Act
	3.16 Level of development and enactment of Promotion of Women's Rights, Empowerment and Gender Equality Bill	Draft Promotion of Women's Rights, Empowerment and Gender Equality Bill	Promotion of Women's Rights, Empowerment and Gender Equality Act
	3.17. Level of development Disability Rights Bill	Issue Paper, Discussion paper and Draft Bill underway	Promotion and Protection of Persons with Disabilities Act

9.3.3.1 Explanation of Planned Performance

Women, youth and persons with disabilities together constitute most of the population of South Africa. The integration of priority outcomes, interventions and targets geared towards improving the rights of women, youth and persons with disabilities is therefore central to the conceptualization and actualization of a capable, ethical and developmental state. This is in line with the priorities of the NDP, the MTDP and the impact statement of DWYPD.

The prevention of unfair discrimination, the realization of the constitutional rights of WYPD and improving the quality of life of WYPD requires mainstreaming of their rights across the state machinery and its multiple systems and processes. It also requires equitable access to services and opportunities by WYPD. Failure to achieve this would arguably amount to unfair discrimination.

Among the key areas of emphasis in contributing to the DWYPD impact statement to improve the quality of life of WYPD through inclusive socio-economic transformation are to mainstream WYPD across the state machinery; to implement government-wide programmes to integrate WYPD deliverables in planning, budgeting, monitoring, evaluation and auditing systems; to institutionalize the WYPD rights machineries; and to develop a legislative framework which responds to and contributes to WYPD rights. While important progress has been made, a sustained effort to further drive these priorities is required to contribute to the building of a capable, ethical and developmental state.

Key priority outcomes identified by DWYPD in contributing towards the building of a capable, ethical and developmental state are outlined below.

- An efficient and effective department characterized by good corporate governance and ethical leadership: Given the role of DWYPD as the engine of WYPD empowerment across the state machinery and the country, it is essential that the department itself should be efficient and effective, with good governance, ethical leadership and sound financial management. This requires adequate resourcing of the Department. An important indicator of good governance is the achievement of unqualified audit opinions, arising from the independent audit by the AGSA.

- National Strategic Plan on Gender-Based Violence and Femicide (GBVF) institutionalized: The NSP on GBVF was adopted during the previous term of office following extensive consultation processes within government and the non-state sector. The DWYPD and the JCPS cluster further included the implementation of the NSP on GBVF as one of the priority areas in the MTDP Strategic Priority 3, particularly in relation to the outcome on reducing crime and corruption. Driving the implementation, institutionalization and mainstreaming of the NSP on GBVF remains a top priority area for DWYPD and further contributes to the implementation of the MTDP and the NDP priorities. DWYPD will continue to play a lead role in coordinating the national response to GBVF as part of ensuring a reduction in levels of marginalisation, stigmatisation, discriminations and violence against women across age, sexual orientation and gender identities, disability and other relevant intersectional diversities. The monitoring will centre on ensuring institutionalisation and implementation of the six pillars of the NSP on GBVF by National, Provincial Departments and Municipalities. The monitoring will be done through receiving of reports from the departments and through monitoring the Gender Based Violence and Femicide Dashboard. The department will continue to lobby and advocate for the integration of the NSP across all spheres of government, including in planning and budgeting instruments, as well as strengthened accountability, coordination and leadership in the response to the GBVF pandemic. Over the next five years Strategic Plans and Annual Performance Plans of national departments will be assessed for the integration of NSP GBVF priorities and will further monitor the actual implementation of the priorities.

In the next five years, the department will focus on monitoring and coordinating the implementation of the Gender Based Violence and Femicide Prevention Strategy that is will be implemented by the various sector departments like the Department of Social Development, Department of Basic Education etc. Success of prevention intervention is key in turning the tide against GBVF. Investing more time in preventing gender-based violence and femicide (GBVF) is crucial because it addresses the root causes of violence, reducing the overall incidence and long-term societal costs, including trauma, economic burdens, and intergenerational cycles of abuse. While supporting victims remains essential, prevention efforts create safer communities and lessen the need for crisis interventions, ultimately fostering a more sustainable and just society.

- Strengthened integrated and intersectional approach for advancing women's empowerment and gender equality: The advancement of women's empowerment and gender equality is inherent in South Africa's conceptualisation of a capable and developmental state as per the MTDP and NDP priorities. In addition, South Africa's approach to development places a strong emphasis on the involvement of government and non-state sector stakeholders, social partnerships and social compacts in the achievement of development outcomes. Similarly, the advancement of women's empowerment requires strong partnerships, strong institutional and organisational foundations and an integrated, intersectional approach to policy development and implementation, at national, provincial and local levels. This in turn requires the revitalisation and establishment of multi-stakeholder GBVF and gender structures. This will build on the progress made in ensuring the enactment of the GBVF National Council Act, the NGM Coordination Framework and the establishment and capacitation of District Rapid Response Teams in six provinces. Priorities in the five-year period will be the operationalisation of the GBVF Council, the expansion of provincial, district and local structures across the nine provinces and the coordination of the NGM. These structures are not an end in themselves but will make an important contribution to ending GBVF, empowering women and achieving the country's development objectives. Key in this regard will be the coordination of integrated and intersectional prevention and response programmes addressing GBVF as a pandemic. The department will support Parliament in the recruitment and the processes of ensuring that the GBVF Council is operational.
- Strengthened evidence-based decision-making for socio-economic transformation and empowerment of WYPD: As highlighted in the MTDP, evidence-based policy and decision-making is essential in achieving the intended policy outcomes and shifts to contribute to socio-economic transformation and the empowerment of WYPD. The MTDP refers to the economic inclusion of WYPD as central to the achievement of transformation towards an inclusive society and inclusive growth. In this regard, it is critical to be mindful of the strategic approach to the MTDP and the need to prioritise and focus

on the most impactful interventions towards the achievement of our development goals as per the NDP and the GNU priorities, as well as the SDGs and Agenda 2063. Hence it is important to be mindful of the need to utilise an evidence-based approach in this regard and to ensure that data, statistics and information points out whether there is progress or regression when it comes to the WYPD-responsiveness and results.

- The outcome is targeted at undertaking research to inform policy- and decision-making, especially in making choices on how programmes being implemented need to shift to have the desired impact for socio-economic transformation. Such effective and appropriate research to inform evidence-based decisions must be vested in a well thought out medium- to long-term research agenda which guides WYPD responsiveness of research in the country as well. Research indabas provide spaces where researchers can share their work and findings so that there is good direction in the R&D space in the country.
- The outcome will further contribute positively to the DWYPD impact through bringing together experts the field in a think tank forum that guides the strategic nature of the work to address gaps, identify existing relevant research and to consider positive policy options so that the quality of lives of WYPD are improved for the better.
- Knowledge products such as research reports and policy briefs utilise and generate data, statistics and analyses which can be used to make decisions, including on the shifts needed in implementation programmes. These evidence-based decisions would therefore result in progress in socio-economic transformation for the realization of rights and empowerment of WYPD
- Strengthening evidence-based decision-making also rests on engaging through dialogues on policy areas and producing policy briefs with different options based on evidence to be considered for making the desired shifts towards transformation.
- Government-wide planning, budgeting, M&E addresses priorities relating to women's empowerment, youth development and the rights of persons with disabilities:
- The DWYPD introduced the Gender-Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework (GRPBMEAF) as a critical system-wide intervention across the state machinery during the previous term of office. Similar frameworks were also introduced to ensure the mainstreaming of priorities relating to youth development and the rights of persons with disabilities. While some progress has been made and assessments and evaluations undertaken, the realization of WYPD rights continues to be curtailed by inadequate gender, youth and disability rights responsiveness in government-wide planning, budgeting, monitoring, evaluation and auditing systems. This has in turn limited the achievement of a better quality of life for WYPD and the development objectives of the NDP and the MTDP.
- To address this, and in line with its mandate and impact statement, the DWYPD identified the mainstreaming of WYPD within the government-wide planning, budgeting, monitoring, evaluation and auditing systems as a key priority area, particularly given its potential to have a catalytic impact in empowering WYPD.
- Efforts to institutionalise gender, youth and disability responsive planning, budgeting, monitoring, evaluation and auditing will continue, with the aim to increase the number of departments which have integrated the framework across their systems. Collaborative work on gender-responsive budgeting with the National Treasury will continue, including the piloting of the GRB strategy across selected departments and the development of a capacity-building plan on GRB for the selected departments for piloting.
- While there are multiple indicators of the outcome relating to WYPD responsiveness, a critical outcome indicator which predicts intermediate and ultimate outcomes, is the number of government departments which address WYPD priorities in their 2020-2025 strategic plans. Once these priorities are in departments' strategic plans, they will be carried through to the APPs and budgets and will also be reported on, monitored and audited internally and externally, including by the Auditor General and parliamentary oversight committees. A choice was made to focus on national

government departments, since provincial departments are primarily coordinated by Offices of the Premier.

- As part of the department's monitoring and evaluation efforts, the department will continue to use the Country Gender Indicator Framework (CGIF) youth development indicators in the National Youth Policy and Disability indicators outlined in the White Paper on the Rights of Persons with Disabilities, as well as aligned with WYPD indicators in the 2024-2029 MTDP, as well as international and regional commitments and undertake evaluations in priority areas. More effort will be made to effectively communicate the findings of M&E reports and recommendations for improvement to the public as well as following up on the implementation of recommendations.
- Strengthened WYPD rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and the world: Within the context of South Africa's international relations framework, DWYPD has developed a WYPD International Relations Strategic Framework which focuses on the following pillars: (a) multilateral engagements; (ii) bilateral relations; (iii) compliance to treaty obligations and international and regional commitments; and (iv) development and donor assistance and aid. The DWYPD is committed to strengthening the WYPD rights agenda within the international platforms in which it participates as well as ensuring that the collective commitments on WYPD rights made in these international platforms are effectively domesticated within South Africa's policies, plans and other instruments. Among the indicators to measure the extent to which the outcome is being achieved are the level of participation and promotion of the WYPD rights agenda by South Africa in international platforms such as the UN Commission on the Status of Women, the Commonwealth, BRICS, G20, the AU and SADC, among others.
- The outcome is in line with the priorities of the NDP, MTDP and DWYPD's impact statements. Its realisation will contribute to promoting and protecting South Africa's national interests; addressing domestic challenges; and fulfilling international commitments and obligations in relation to women, youth and persons with disabilities.
- South Africa does not exist in isolation but within a global space with systems of rules, processes, institutions, strategies and frameworks that drive the agenda for women, youth and persons with disabilities. Therefore, South Africa as an international actor and a signatory to global, continental and regional treaty obligations has a responsibility to mainstream, align and integrates its legislation and policies with the international frameworks and strategies. It is also obliged to promote the representation and participation of women, youth and persons with disabilities in world's interactions and platforms.
- Strengthened WYPD mainstreaming in departments: While there are multiple indicators to measure the outcome on strengthening mainstreaming, DWYPD has prioritized three. The first indicator is the number of policies analyzed to determine disability inclusiveness and alignment with the White Paper on the Rights of Persons with Disabilities (WPRPD). This has been prioritized in order to ensure that government departments take the rights of persons with disabilities more seriously and that policies are more responsive to disability rights. The second indicator is the number of capacity-building interventions for WYPD focal points. Focal points are meant to play a central role in driving WYPD interventions and mainstreaming in Departments. However, many lack capacity and interventions to improve their capacitation is an important measure of the outcome on mainstreaming.
- Capacity Building interventions for youth focal points/ youth workers will be conducted to ensure that they are skilled to advocate for and mainstream youth development within their respective sectoral policies and programmes as well as to equip them with skills to enable them to deliver quality services. The youth workers/ youth focal points at national, provincial, and local spheres across sectors will be targeted. These capacity building interventions may take place in the form of training, workshops, mentorship where knowledge and skills are imparted and best practices are shared. The reports highlighting the nature of interventions and recommendations for improved delivery service will be written.

- Critical to improving country development outcomes relating to women, youth and persons with disabilities and the capable, ethical and developmental state is the formalisation and institutionalisation of the gender, youth and disability rights machineries across the public sector and incorporating civil society stakeholders and Chapter 9 institutions. The third indicator is effective WYPD machineries, which are central to mainstreaming and an appropriate measure of the outcome.
- Law reform to promote and protect the rights of women, youth and persons with disabilities: Over 30-years since the inception of democracy, the enforcement and achievement of equitable rights for women, youth and persons with disabilities remains elusive. While voluntary systems can achieve some progress, legislative enforcement can provide the necessary teeth to improve results. Law reform is therefore required to more effectively promote, protect and enforce WYPD rights. The level of development of this legislative framework is therefore an appropriate indicator in this regard. Key indicators of the achievement of this outcome include level of development and enactment of three key pieces of new legislation: The South African Youth Development Act, the Promotion of Women's Rights, Empowerment and Gender Equality Act and Promotion and Protection of Persons with Disabilities Act.

9.3.3.2 Key Risks

The key risks in achieving the outcome as well as risk mitigation measures are outlined in the table below.

Outcome	Key risks	Risk mitigation
5. An efficient and effective department characterized by good corporate governance and ethical leadership	Inadequate governance processes and systems for DWYPD	Coordinate and facilitate regular governance meetings to perform oversight on DWYPD such as MANCO, RMC, ARC, etc..
6. Strengthened integrated and intersectional approach for advancing women's empowerment and gender equality	Inadequate gender mainstreaming by multi-stakeholders	Coordinate and convene National Gender Machinery
7. Strengthened evidence-based decision-making for socio-economic transformation and empowerment of WYPD	Poor evidence-based decision making due to limited data on WYPD and use of such available data.	Increased generation of evidence-based knowledge products for WYPD and Creating the spaces for engagements with role-players to advocate for uptake of data for evidence-based decision-making
8. Government-wide planning, budgeting, M&E addresses priorities relating to women's empowerment, youth development and the rights of persons with disabilities	Lack of institutionalization across the state machinery resulting in unsustainable mainstreaming of the rights and priorities of women, youth and persons with disabilities.	Monitor and evaluate government wide women, youth and persons with disabilities responsive, planning, and budgeting
9. Strengthened WYPD rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and world	Inadequate implementation, roll out and domestication of international commitments on WYPD.	Coordinate and facilitate international reporting, implementation of concluding and observation, recommendations and bilateral agreements
10. A disability-responsive state that ensures equitable inclusion, access, and participation through ethical governance, accountability, and enhanced institutional capacity.	Non-compliance to the white paper on the rights of persons with disabilities by government departments.	Monitor departments policies on compliance to the white paper
	Lack of relevant guidelines for coordination of disability rights within government departments.	Develop guidelines on disability rights coordination and monitoring for government departments

Outcome	Key risks	Risk mitigation
	Non-compliance with WPRPD policy directives by government departments.	Develop annual progress reports to monitor compliance with the white paper
	Lack of disability consideration for disability inclusion and responsiveness when developing strategies of departments.	Analyse strategies of government departments to ensure disability responsiveness and inclusion
11. Strengthened WYPD mainstreaming in departments	Inadequate coordination of youth responsive inventions	Lobby for re-establishment the Presidential Youth Working Group (PYWG) Coordinate and convene the National Youth Machinery Capacity building for youth focal points
	Non-compliance to white paper on RPD machinery	Lobby sectoral groups to get participation in the work of the machinery
	Inadequate gender mainstreaming by multi-stakeholders	Coordinate and convene National Gender Machinery
	Lack of responsive planning and budgeting within the public service.	Advocate and capacitating national treasury and all departments to ensure that they have disability responsive budgeting when planning.
	Negative attitudes, stereotypes and misunderstanding on interpretation and application of reasonable accommodation of persons with disabilities.	Monitor compliance with employment equity targets relating to persons with disabilities for all government department
	Minimal effort ensuring recruitment, selection and retention of PWDs	Implement interventions to conscientize HR programmes within various departments
12. Law reform to promote and protect the rights of women, youth and persons with disabilities	Insufficient legislative frameworks for the advancement and promotion of youth empowerment	Process the South African Youth Development Bill to parliament for approval
	Lack of action by government and private sector to promote WYPD rights due to lack of legal obligations	Process Promotion of Women's Rights, Empowerment and Gender Equality Act and Disability Act for approval

9.3.4 Key enablers to achieve five-year targets

The key enablers to achieve the identified five-year targets and outcomes across the three priority areas are similar and have therefore been grouped together in the following section. Where an enabler is specific to a particular outcome, this will be indicated.

- Given that DWYPD is a centre of government department responsible for strategic leadership and coordination on WYPD mainstreaming, the willingness of other government departments and spheres of government to work with DWYPD towards the achievement of the identified impact and outcomes will be critical. Mainstreaming efforts must be strengthened towards collaborative inter-departmental partnerships with implementing departments, their agencies and stakeholder partnerships.

- Political will and leadership from the highest office in the land, including the President, the Ministry for Women, Youth and Persons with Disabilities, the Ministry and Cabinet are essential enablers, as is support from Directors General at national and provincial levels, collaboration and support across the state machinery, parliament, provincial legislatures, Chapter 9 institutions and civil society partners.
- Strong collaboration with other centre of government departments will be an important enabler, particularly given the roles played by DPME and National Treasury in initiatives such as responsive planning and budgeting, monitoring and evaluation, data disaggregation etc.
- The empowerment and participation of WYPD requires an integrated government approach that brings all diverse sector efforts towards the center, to integrate an effective, structured and systemic approach. The effective functioning of the cluster system involving DGs and Ministers will also be a critical enabler, noting its central role in decision-making and holding government departments accountable.
- The formation of strategic partnerships, collaboration, coalitions and alliances on WYPD priorities and programmes.
- A critical enabler which cuts across all priority areas and targets, is the need to ensure that DWYPD has adequate resources, including human and financial resources to achieve its objectives. This will require a reversal of the historical underfunding of the Department, despite its growing mandates. In addition, departments should be adequately resourced to drive WYPD empowerment programmes. This will lead to higher levels of inclusive economic growth and revenue generation.
- Credible research and the development of policy briefs are costly undertakings and, if they are to be effective in contributing to strengthening evidence-based decision-making and policy-making, a critical enabler is the availability of adequate financial resources. Large and well-conducted pieces of research further require a sufficient level of human resources, and this is a critical enabler to meeting the target. More warm bodies with appropriate capacity and expertise in research as well as in the issues of WYPD is required. This skill and capacity are also required in service providers working with the department on such projects.
- A further enabler is that of effective collaboration with research institutions and Institutions of Higher Learning. This is important, including in instances where ethics clearance is needed as well as with respect to the validity and credibility of research findings.
- Important enablers in the international relations strategy include support for the domestication of and compliance with treaty obligations on WYPD and effective participation and representation in multilateral and bilateral engagements.

9.4 Public entities

The DWYPD is responsible for two public entities – the Commission for Gender Equality (CGE) and the National Youth Development Agency (NYDA). More details on the two entities are provided below.

Name of public entity	Mandate	Outcomes
Commission for Gender Equality	The CGE is a constitutional entity, relied upon to 'strengthen constitutional democracy'. The Constitution of South Africa, in creating a framework for a new society, has established a Bill of Rights in Chapter 2 of its first constitution of 1996. This is premised on the desire for a free and equal society in all fundamental and material aspects of life. The CGE is therefore an independent constitutional entity. However, its budget falls under the DWYPD.	Monitor all organs of society to ensure that gender equality is safeguarded and promoted. Assess all legislation from a gender perspective. Commission research and make recommendations to Parliament and other authorities. Educate and inform the public. Investigate complaints on gender-related issues. Monitor South Africa's progress towards gender equality in relation to international norms.
National Youth Development Agency	The agency derives its mandate from legislative frameworks such as the NYDA Act (54 of 2008), the National Youth Policy (2009-2014) and the draft Integrated Youth Development Strategy as adopted by the Youth Convention of 2006. The institution was established to be a single, unitary structure, established to address youth development issues at National, Provincial and Local government level. The existence of the NYDA should be located within the broad context of South Africa's development dynamics. Like many developing countries, South Africa has a large population of youth, those between the ages 14-35 represent 42% of the total population.	The NYDA provides services at three levels: individual (micro) level; community (metro) level and provincial and national (macro) level. Individual (Micro) level: The NYDA provides direct services to youth in the form of information provision, career guidance services, mentorship, skills development and training, entrepreneurial development and support, health awareness programmes and involvement in sport. Community (Meso) level: The NYDA encourages young people to be catalysts for change in their communities through involvement in community development activities, social cohesion initiatives, National Youth Service programmes and social dialogues. Provincial and National (Macro) level: Through its policy development, partnerships and research programmes, the NYDA facilitates the participation of youth in developing key policy inputs, which shape the socio-economic landscape



PART

D

**Technical Indicator
Descriptions (TID) for
Outcome Indicators**

DWYPD Outcome Indicator 1.1

Indicator Title	1.1 Level of participation of Women, youth and persons with disabilities participating within key identified economic sectors (agriculture, sanitary dignity programme, women in trade and green economy)
Definition	To promote mainstreaming of WYPD across the various sectors of the economy, DWYPD will implement the interventions in the following sectors: agriculture, sanitary dignity programme, trade and green economy by coordinating business skills training and mentorship programs in partnership with key stakeholders for the economic empowerment and participation of women, youth and persons with disabilities in various economic value chains as follows: 1. Agriculture – DWYPD will coordinate business skills training programme to benefit SMMEs/Co-operatives in partnership with DALRRD to benefit WYPD's 2. Sanitary Dignity Programme – DWYPD will coordinate market access opportunities in partnership with DSBD and women owned enterprise in the SDP industry to benefit SMME's/Co-operatives owned by WYPD's 3. Women in Trade Workshop – DWYPD will partner with DTIC and DSBD to mainstream WYPD through the AfCFTA to promote trade and enterprise development. 4. Green Economy – DWYPD will partner with DFFE to coordinate business skills training program to benefit SMMEs/ Co-operatives in Recycling, agriculture, transport, energy, water services owned by WYPD's 5. SANDF-led National Youth Service (NYS) – partnering with the Department of Defence and working with all sectors within society to implement Skills Revolution programme that will enable young people to be equipped with demand led skills areas with high absorption capacity such as: Agriculture value-chain; Maritime skills and Ocean Economy; Engineering, Manufacturing, Infrastructure roll out and Maintenance; Digital Technologies; Defence Industries; Tourism and Hospitality; Creative Industries, Mining etc. 6. SANDF-led National Youth Service (NYS) Indaba will be convened to mobilize resources for implementation of the programme. The Indaba will target government, private and civil society sectors, development partner, and State Owned Enterprises. The Indaba report will be compiled to highlight the outcome of the engagements.
Source of data	Conferences, workshops and consultations sessions with key national and provincial departments, key stakeholders, development partners, potential programme sponsors and MTEF/MTSF Outcomes Reports. SANDF-led National Youth Service concept document, National Youth Policy
Method of Calculation / Assessment	Simple count number of reports developed annually
Assumptions	Business enterprise development not adequately addressed, and resources are not mobilized to ensure the implementation of interventions that empower women, youth and persons with disabilities economically.
Disaggregation of Beneficiaries (where applicable)	Women, Youth and Persons with disabilities
Spatial Transformation	N/A
Reporting Cycle	Cumulative (year-end)
Desired performance	The desired performance is the achievement of the identified targets.
Indicator Responsibility	Chief Directorate: Economic Empowerment of Women and
	Chief Directorate: Advocacy and Mainstreaming for the Rights of Youth

DWYPD Outcome Indicator 1.2

Indicator Title	1.2 Level of institutionalization of Strategy for Economic Empowerment of women, youth and persons with disabilities
Definition	The Economic Empowerment Strategy for WYPD is a tool to mainstream economic empowerment for WYPD. It is aimed at increasing the participation of WYPD in ownership, management and enterprise development. The main service will be on institutionalizing the strategy for economic empowerment of WYPD withing the Economic sector departments to promote enterprise development and entrepreneurship. An annual report will be produced on the institutionalization of the strategy for Economic Empowerment of WYPD.
Source of data	25 Year review report, country gender framework report and EE Equity report, Stats SA, Quarterly labour force survey and employment stimulus package report
Method of Calculation / Assessment	Simple count number of reports developed annually
Assumptions	Sufficient data would be available to develop the annual report
Disaggregation of Beneficiaries	N/A
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Annual progress against the five-year target
Desired performance	The strategy for economic empowerment of WYPD institutionalized.
Indicator Responsibility	Chief Directorate: Economic Empowerment of Women

DWYPD Outcome Indicator 1.3

Indicator Title	1.3 Annual scorecards on women's socio-economic empowerment published
Definition	The scorecards aim at addressing the marginalization of WYPDs' ability to measure the extent of marginalization across a range of social and economic indicators. This will allow policymakers to identify areas of disadvantage, inform policies aimed at addressing disadvantages, and monitor progress towards equality over time. The scorecard will measure and track progress towards the socioeconomic empowerment of women over time. By regularly updating the scorecards, the collection of the relevant gender-disaggregated indicators will be systematized.
Source of data	Meeting with government departments, Stats SA, Academic Institutions, private sector etc.
Method of Calculation / Assessment	Simple count number of reports developed annually
Assumptions	Sufficient data would be available to publish the scorecards
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Annual progress against the five-year target
Desired performance	WYPD Socio-Economic status improved
Indicator Responsibility	Chief Directorate: Economic Empowerment of Women

DWYPD Outcome Indicator 1.4

Indicator Title	1.4 Level of economic inclusion of WYPD
Definition	Interventions to increase economic empowerment and inclusion of persons with disabilities will be facilitated to achieve economic inclusion
Source of data	National Treasury
Method of Calculation / Assessment	WYPD procurement spend as a percentage of total procurement spend
Assumptions	Credible data available
Disaggregation of Beneficiaries (where applicable)	Target for Women: 50% Target for Children: 0% Target for Youth: 30% Target for People with Disabilities: 5%
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Annual progress against the five-year target
Desired performance	The desired performance is as per the set targets
Indicator Responsibility	Chief Directorate: Economic Empowerment of Women and Advocacy and Mainstreaming RPD

DWYPD Outcome Indicator 2.1

Indicator Title	2.1 Social empowerment and participation of WYPD interventions
Definition	Social empowerment interventions entail bringing together key stakeholders from government and the non-state sector to enhance the social empowerment and participation of WYPD
Source of data	Reports on social empowerment interventions
Method of Calculation / Assessment	Simple count
Assumptions	Credible data is available and stakeholders are willing to collaborate
Disaggregation of Beneficiaries (where applicable)	All interventions are aimed at WYPD
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Annual progress against the five-year target
Desired performance	Desired performance is to implement the targeted interventions. Performance above the target is also desirable.
Indicator Responsibility	Chief Directorate: Social Empowerment of Women

DWYPD Outcome Indicator 2.2

Indicator Title	2.2 Interventions addressing social ills and vulnerability of WYPD
Definition	The WYPD vulnerability interventions entail bringing together key stakeholders from government and the non-state sector to address social ills and vulnerability and contribute to poverty alleviation. Among the areas of focus would be teenage pregnancy, alcohol and substance abuse, water supply sanitation and hygiene, sexual and reproductive health and all cancers affecting WYPD. The interventions include quarterly national task team consultation workshops, seminars, outreach and awareness programmes, dialogues and indabas.
Source of data	Reports on interventions relating to social ills, vulnerability and poverty alleviation
Method of Calculation / Assessment	Simple count
Assumptions	Credible data is available and stakeholders are willing to collaborate
Disaggregation of Beneficiaries (where applicable)	WYPD are the main beneficiaries of the interventions
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Annual progress against the five-year target
Desired performance	Desired performance is to implement the targeted interventions. Performance above the target is also desirable.
Indicator Responsibility	Chief Directorate: Social Empowerment of Women Chief Directorate: Advocacy and Mainstreaming for the Rights of Youth

DWYPD Outcome Indicator 2.3

Indicator Title	2.3 Girl learners' access to free sanitary dignity products in Quintile 1, 2 & 3 schools, special and farm schools
Definition	The indicator measures and monitor access to free sanitary dignity products in Quintile 1, 2 and 3 schools as well as special schools and farm schools by measuring the number of girls learners in the identified schools who access such products.
Source of data	Reports from stakeholders
Method of Calculation / Assessment	Simple count and aggregated
Assumptions	Credible data and reports and collaboration by key stakeholders
Disaggregation of Beneficiaries (where applicable)	100% of beneficiaries are girls
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Annual progress against the five-year target
Desired performance	Desired performance is as per the target. Performance above the target is also desirable.
Indicator Responsibility	Chief Directorate: Social Empowerment of Women

DWYPD Outcome Indicator 2.4

Indicator Title	2.4 Awareness Raising Campaigns on WYPD
Definition	Awareness raising and advocacy on WYPD rights, programmes and initiatives, celebration of National days for WYPD including Disability Rights Awareness Month, International Day on Rights of persons with Disabilities and 365 days awareness campaign on Disabilities and disability declared by the Cabinet, and the United Nations Convention on Rights of persons with Disabilities by national government departments; The Universal Accessibility Action Plans on Disabilities Roundtables and Summits.
Source of data	Concept note on Disability Rights Awareness Month, 365 Days awareness campaign on Disabilities and Disability and International Day of Persons with Disability
Method of Calculation	Simple count
Assumptions	The Departments will have developed awareness raising campaigns and submit calendar of activities and events guided by the concept documents developed by Department of Women, Youth and Persons with Disabilities
Disaggregation of Beneficiaries	Relevant indicators and targets are disaggregated by gender, age and disabilities
Spatial Transformation	N/A
Reporting Cycle	Annual progress against the five-year target
Desired performance	National days on WYPD commemoration and awareness on rights and programmes of WYPD.
Indicator Responsibility	Chief Directorates: responsible for Advocacy and Mainstreaming WYPD

DWYPD Outcome Indicator 3.1

Indicator Title	3.1 Unqualified audit opinions
Definition	The AGSA annually provides an audit opinion on the Department. The indicator measures the number of unqualified audit opinions over the five-year period.
Source of data	AGSA audit reports
Method of Calculation / Assessment	Simple count
Assumptions	AGSA provides the audit opinion on annual basis
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Annual progress against the five-year target
Desired performance	The target reflects the desired performance.
Indicator Responsibility	Heads of units in Programme 1

DWYPD Outcome Indicator 3.2

Indicator Title	3.2 Systems to automatize manual functions
Definition	The indicator measures the extent to which the DWYPD is digitalizing its business by automating its services.
Source of data	Departmental ICT systems plan
Method of Calculation / Assessment	Simple count
Assumptions	The department will have sufficient ICT budget to automatize its manual functions
Disaggregation of Beneficiaries (where applicable)	WYPD are the main beneficiaries
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Annual progress against the five-year target
Desired performance	Desired performance is as per the target. Performance above the target is also desirable.
Indicator Responsibility	Chief Directorate: Corporate Management

DWYPD Outcome Indicator 3.3

Indicator Title	3.3 Level of revitalisation and establishment of multi-stakeholder GBVF and gender structures
Definition	The indicator measures the extent to which multi-stakeholder GBVF and gender structures are being established and revitalized. This includes the operationalization of the GBVF National Council and effective GBVF structures at provincial, district and local level across all nine provinces.
Source of data	Departmental and stakeholder data and reports
Method of Calculation / Assessment	Simple count and assessment of functioning of the structures
Assumptions	Political and administrative commitment across spheres of government and the non-state sector to eradication of GBVF and participation in structures. Adequate resources for the operationalization of the GBVF National Council
Disaggregation of Beneficiaries (where applicable)	Women and girls are the main beneficiaries
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Annual progress against the five-year target
Desired performance	Desired performance is as per the target. Performance above the target is also desirable.
Indicator Responsibility	Chief Directorate: Social Empowerment of Women

DWYPD Outcome Indicator 3.4

Indicator Title	3.4 Incidences of GBVF reduced
Definition	The departments will establish interventions that seek to address gender-based violence and femicide incidences. Interventions will be as follows: • Monitoring the implementation of the National Strategic Plan on Gender Based Violence and Femicide (NSP on GBVF) priorities by the National Departments; Provincial Departments and Municipalities • Train Gender Based Violence and Femicide Rapid Response Teams to be effective structures that fulfill their mandate • Monitor the implementation of the GBVF Prevention Strategy • Supporting the establishment of the council on GBVF
Source of data	NSP on GBVF; National Comprehensive GBVF Prevention Strategy; Workshops, consultation with departments and key stakeholders MTEF/ MTSF Outcomes Reports
Method of Calculation / Assessment	Reports on the implementation of interventions aimed at reducing GBV
Assumptions	Submission of reports by the government departments and Municipalities, Persistent GBVF amidst the existence of enabling legislative and policy environment and institutional support, there has been inadequate progress in the reduction of to reduce GBVF among women, youth and persons with disabilities
Disaggregation of Beneficiaries (where applicable)	Women in their diversity and girls are the main beneficiaries
Spatial Transformation	N/A
Reporting Cycle	Quarterly and annually
Desired performance	Progress reports on intervention / s and implementation of the National Strategic Plan on GBV& F
Indicator Responsibility	Chief Directorate: Social Empowerment of Women

DWYPD Outcome Indicator 3.5

Indicator Title	3.5 Knowledge products for effective evidence-based decision-making
Definition	Knowledge products encompass a range of products which contribute to knowledge enhancement, including research reports and policy briefs. The indicator measures the number of knowledge products generated to contribute to effective evidence-based decision-making. Development indicators and administrative data generally indicate trends in progress or regression in key areas of development in socio-economic transformation and programme performance. To attain progress on these developmental indicators in socio-economic transformation it is critical to make effective evidence-based decisions on policy shifts to close gaps and address challenges. For this, credible data is necessary to inform evidence-based decisions, and such data will be generated from different knowledge products such as policy briefs and research undertakings.
Source of data	Multiple data sources are utilized. Stats SA using their officially collected data through surveys, the Census etc.; research findings, key informant interviews; focus group interviews/discussions (key departments; beneficiaries, research institutes and relevant stakeholders); colloquiums, seminars, conferences and round table discussions.
Method of Calculation / Assessment	Quantitative – simple count
Assumptions	Disaggregated data is being generated for key indicators
Disaggregation of Beneficiaries (where applicable)	Different targets based on development indicator and baselines by various role-players for women, youth and persons with disabilities
Spatial Transformation	N/A
Reporting Cycle	Annual progress against the five-year target
Desired performance	15 knowledge products generated with evidence-based information, data and statistics that would enable effective decision-making and policymaking. Performance above the target is also desirable.
Indicator Responsibility	Chief Directorate: Research and Knowledge Management

DWYPD Outcome Indicator 3.6

Indicator Title	3.6 Government departments addressing WYPD priorities in their 2025-2030 strategic plans
Definition	The indicator measures the extent to which national government departments' 2025-2030 Strategic Plans are responsive to the priorities of WYPD. This includes the integration of a WYPD perspective in different sections of the SP, including identified outcomes.
Source of data	Report on analysis of the Strategic Plans
Method of Calculation	Simple count
Assumptions	SPs are available for analysis and Departments' SPs are responsive to WYPD priorities
Disaggregation of Beneficiaries	Relevant indicators and targets are disaggregated by gender, age and disabilities
Spatial Transformation	N/A
Reporting Cycle	Annual progress against the five-year target
Desired performance	Departmental Strategic Plans have targets and indicators that are responsive to the priorities and rights of women, youth and persons with disabilities.
Indicator Responsibility	Chief Directorate: M&E

DWYPD Outcome Indicator 3.7

Indicator Title	3.7 Level of participation by RSA on international platforms promoting WYPD rights agenda 10 Level of participation by RSA on international platforms promoting WYPD rights agenda
Definition	The indicator measures the extent to which South Africa participates in multi-lateral international platforms which promote the WYPD rights agenda. This includes the relevant WYPD platforms of the UN, BRICS, BRICS Youth Summit, G20, Y20, Commonwealth, Commonwealth Youth Forum, AU, Pan African Youth Forum, SADC, bi-lateral platforms.
Source of data	Reports on participation in international platforms promoting the WYPD rights agenda
Method of Calculation / Assessment	Quantitative (simple count) and qualitative (substantive WYPD issues)
Assumptions	DWYPD participates in the relevant platforms and adequate resources are available.
Disaggregation of Beneficiaries (where applicable)	All engagements are aimed at promoting the WYPD rights agenda
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Annual progress against the five-year target
Desired performance	Effective participation by RSA in international platforms promoting WYPD rights agenda
Indicator Responsibility	Chief Directorate: IR & SMCB

DWYPD Outcome Indicator 3.8

Indicator Title	3.8 Disability inclusive policies aligned with the WPRPD
Definition	This indicator refers to policies of different government departments that will be analyzed to determine the extent to which they are inclusive of disability rights and aligned with the WPRPD. 10 policies will be identified relevant to the MTDP priorities. Guidance will be provided to government departments whose policies were found not to be aligned with the WPRPD.
Source of data	Government policies
Method of Calculation / Assessment	Simple count
Assumptions	Departments will provide us with the relevant policies
Disaggregation of Beneficiaries (where applicable)	Target for People with Disabilities: 100% of policies analyzed
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Annual progress against the five-year target
Desired performance	Ten policies analyzed to determine responsiveness to disability rights and alignment with the WPRPD
Indicator Responsibility	Chief Directorate: Governance and Regulations, RPD

DWYPD Outcome Indicator 3.9

Indicator Title	3.9 Service delivery sites disability inclusive and accessible
Definition	This indicator refers to 50 service delivery site visits that will be conducted with an aim to measure the extent to which service delivery sites have improved their accessibility and inclusivity for persons with disabilities
Source of data	Information provided by relevant government departments, offices of the premier, municipalities including disability sector
Method of Calculation / Assessment	Simple count
Assumptions	The relevant government departments, Offices of the Premier and Municipalities will provide performance information to determine improvement on service delivery sites on inclusion of persons with disabilities.
Disaggregation of Beneficiaries (where applicable)	Disability
Spatial Transformation (where applicable)	N/A
Reporting Cycle	
Desired performance	50 service delivery sites monitored for disability inclusion and access
Indicator Responsibility	Chief Directorate: Governance and Regulations, RPD

DWYPD Outcome Indicator 3.10

Indicator Title	3.10 WPRPD annual progress reports
Definition	This indicator refers to policies of different government departments that will be analyzed to determine the extent to which they are inclusive of disability rights and aligned with the WPRPD. 8 policies per year will be identified relevant to the MTDP priorities. Guidance will be provided to government departments whose policies were found not to be aligned with the WPRPD.
Source of data	Government policies
Method of Calculation / Assessment	Simple count
Assumptions	Departments will provide us with the relevant policies
Disaggregation of Beneficiaries (where applicable)	Target for People with Disabilities: 100% of policies analyzed
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Annual progress against the five-year target
Desired performance	eight policies analyzed to determine responsiveness to disability rights and alignment with the WPRPD
Indicator Responsibility	Chief Directorate: Governance and Regulations, RPD

DWYPD Outcome Indicator 3.11

Indicator Title	3.11 Strategies for disability inclusion and responsiveness
Definition	This indicator refers to the analysis of strategies developed by government departments. The aim of analyzing these strategies is to determine if they are disability inclusive and responsive. Departments will be identified with a view to analyzing their strategies for disability inclusivity and responsiveness. Strategies from government departments will be analyzed for disability inclusion and responsiveness, and guidance will be provided to these departments. Strategies will be selected according to different themes annually, in accordance with the MTDP priorities.
Source of data	Strategies from government departments
Method of Calculation / Assessment	Simple count
Assumptions	Different government departments will provide strategies
Disaggregation of Beneficiaries (where applicable)	Disability
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Annual progress against the five year target
Desired performance	15 strategies on disability inclusion and responsiveness analyzed
Indicator Responsibility	Chief Directorate: Governance and Regulations, RPD

DWYPD Outcome Indicator 3.12

Indicator Title	3.12 Capacity-building interventions for WYPD focal points
Definition	The indicator measures the extent to which capacity-building interventions are organized to strengthen the capacity of WYPD focal points. Focal points play a key role in WYPD mainstreaming in departments but often lack capacity to achieve their intended mainstreaming outcomes. Capacity building can take multiple forms including workshops, training, and mentorship.
Source of data	National Youth Policy 2020-2030; African Youth Charter; Departmental reports
Method of Calculation / Assessment	Simple count (quantitative)
Assumptions	Departments, provinces, and municipalities have appointed WYPD focal points; focal points are willing and able to participate in capacity-building interventions and sufficient human and financial resources are available.
Disaggregation of Beneficiaries (where applicable)	The capacity building interventions are aimed at WYPD focal points in all spheres across sectors
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Annual progress against the five-year target
Desired performance	40 capacity building interventions for WYPD focal points
Indicator Responsibility	Chief Directorates responsible for WYPD mainstreaming

DWYPD Outcome Indicator 3.13

Indicator Title	3.13 Effective gender, youth and disability rights machineries
Definition	The indicator measures the extent to which WYPD machineries have been institutionalized and are functioning effectively
Source of data	Reports on WYPD machineries
Method of Calculation / Assessment	Simple count (quantitative) and assessment of effectiveness (qualitative)
Assumptions	Adequate resources are available for quarterly meetings of the machineries including participation by representatives of the state machinery and the non-state sector.
Disaggregation of Beneficiaries (where applicable)	Participants represent the interests and rights of WYPD
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Annual progress against the five-year target
Desired performance	Quarterly meetings of the machineries are held to achieve a total of 60 over the five-year period. Agendas are relevant to the priorities of WYPD and participation by government and the non-state sector is adequate and representative.
Indicator Responsibility	Chief Directorate: Social Empowerment of Women Chief Directorate: advocacy and Mainstreaming for the Rights of Youth

DWYPD Outcome Indicator 3.14

Indicator Title	3.14 Disability Advocacy and Mainstreaming Strategy produced
Definition	This is a strategy on disability advocacy and mainstreaming.
Source of data	Source of Data some government departments that have developed their mainstreaming strategies on disabilities for their services, disability organizations that have developed advocacy and mainstreaming guidelines and documents, research institutions and academia that have developed documents on mainstreaming and advocacy for disability.
Method of Calculation	Simple count
Assumptions	Those departments are willing to embrace disability inclusion in their plans
Disaggregation of Beneficiaries	N/A
Spatial Transformation	N/A
Reporting Cycle	Annual progress against the five-year target
Desired performance	Mainstreaming strategy that will serve as a guideline for departments to mainstream disability in their projects and plans for disability inclusion.
Indicator Responsibility	Chief Director: Advocacy and Mainstreaming

DWYPD Outcome Indicator 3.15

Indicator Title	3.15 National Youth Policy (NYP) Implementation Monitoring Reports produced
Definition	This is a report that tracks implementation of the 5 pillars of the NYP, namely: Quality Education, Skills development and 2nd chances; Economic transformation, Entrepreneurship and Job creation; Physical and Mental Health promotion including prevention of teenage pregnancy and substance abuse; combatting pandemics; Social Cohesion and Nation Building; and Effective and responsive youth development machinery. Report with recommendations will be processed to the Director-General for approval. Measures to ensure follow up include processing the report to the National Youth Machinery meeting for the recommendations to be implemented.
Source of data	National Youth Policy 2020-2030; M&E Framework for the NYP; Data collected from government departments on national youth indicators, media articles and other reports covering topics that link to the five pillars of the NYP
Method of Calculation	Simple count
Assumptions	The departments are willing to report progress on implementation of the NYP
Reporting Cycle	Annual progress against the five-year target
Desired performance	NYP implementation monitoring reports produced
Indicator Responsibility	Chief Director: Advocacy and Mainstreaming for the Rights of Youth

DWYPD Outcome Indicator 3.16

Indicator Title	3.16 National Youth Development Agency (NYDA) Monitoring Reports produced
Definition	The NYDA monitoring reports highlights the financial and non-financial performance of the NYDA. The extent to which the DWYPD oversees the NYDA, assesses its plans and reports, identifies bottlenecks, and make recommendations for the NYDA to function more effectively. Oversight of the NYDA include monitoring the performance of the NYDA; quality assurance of the plans and reports; monitoring compliance with applicable legislation; monitoring alignment of plans with national priorities; ensuring good governance; and developing interventions to prevent issues from getting out of control. The monitoring of the NYDA will ensure accountability of the public entity to the Executive Authority.
Source of data	NYDA Act; NYDA Amendment Act, Public Financial Management Act, Shareholder Performance Agreement; NYDA quarterly performance reports; APP and Strategic plan
Method of Calculation	Simple count
Assumptions	Plans and Reports are compiled and submitted by the NYDA; DWYPD assesses and quality assure the plans and reports before submitting to the Accounting Officer and Executive Authority
Reporting Cycle	Annual progress against the five-year target
Desired performance	Plans and Reports are submitted, analyzed, quality assured, and NYDA comprehensive monitoring report is compiled with clear recommendations. Feedback is provided and areas that require performance improvement are recommended for effective and efficient operation of the agency
Indicator Responsibility	Chief Director: Advocacy and Mainstreaming for the Rights of Youth

DWYPD Outcome Indicator 3.17

Indicator Title	3.17 Level of development and enactment of South African Youth Development Act
Definition	The indicator measures the extent to which the SA Youth Development Act – a framework legislation for youth development in the country, is developed and enacted over the five-year period, with a view to enhance youth development coordination and service delivery in the country. The legislation provides for development and empowerment of young people in the country, through amongst others, the: (i) setting of youth empowerment and representation targets; (ii) regulating youth development equity targets; (ii) institutionalization and mainstreaming of youth development; (iii) streamlining of the youth development efforts into an integrated coordinated package of services; (iv) provide for establishment of a National Youth Council to consolidate the voice of young people across sectors; and (vi) provide for youth development coordination mechanisms at national, provincial, and local levels.
Source of data	Departmental reports, National Youth Policy, Departmental reports, SA Youth Development Bill
Method of Calculation / Assessment	Quantitative and qualitative (completion of the steps in the path to legislation)
Assumptions	The legislation is consulted, approved by the Cabinet for tabling in Parliament, and is passed into law by the President
Disaggregation of Beneficiaries (where applicable)	The legislation targets empowerment of youths in their diversities
Reporting Cycle	Annual progress against the five-year target
Desired performance	The SA Youth Development Act is proclaimed, promulgated into law, and gazetted
Indicator Responsibility	Chief Directorate: Advocacy and Mainstreaming for the Rights of Youth

DWYPD Outcome Indicator 3.18

Indicator Title	3.19 Level of development and enactment of Promotion of Women's Rights, Empowerment and Gender Equality Act
Definition	To Bill seeks to give effect to section 9 of the Constitution of the Republic of South Africa, 1996, in so far as the empowerment of women and gender equality is concerned; to establish a legislative framework for the empowerment of women; to align all aspects of laws and implementation of laws relating to women empowerment and representation of women in decision making positions and structures; to provide for an obligation to adopt and implement gender mainstreaming; to provide for an obligation to adopt and implement gender responsive budgeting; to provide for the prohibition of discrimination on gender in respect of pay or remuneration for equal work or substantially the same work or work of equal value; to provide for an offence and penalties for contravening the provisions in this Act; to provide for an obligation to generate regular and periodic gender statistics including periodic conducting of a gender based violence and femicide prevalence study; to provide for the time use study; to provide for matters to be regulated by the Minister; and to provide for matters connected therewith.
Source of data	South Africa's National Policy Framework for Women's Empowerment and Gender Equality, 2000
Method of Calculation / Assessment	Quantitative and qualitative (completion of the steps in the path to legislation)
Assumptions	The legislation is consulted, approved by the Cabinet for tabling in Parliament, and is passed into law by the President
Desired performance	The legislation is aimed to strengthen the implementation of the applicable legislation and to hold those persons obligated under the Constitution and existing legislation, accountable for the elimination of discrimination on the basis of gender and for empowerment measures to advance women
Indicator Responsibility	Chief Directorate: Research and Knowledge Management
Reporting Cycle	Annual progress against the five-year target

DWYPD Outcome Indicator 3.19

Indicator Title	3.19 Level of development and enactment of Promotion and Protection of Persons with Disabilities Act
Definition	The indicator measures the extent to which the Promotion and Protection of Persons with Disabilities Act is developed and enacted over the five-year period, with a view to its enforcement towards improving rights of persons with disabilities in the country.
Source of data	Issue Paper, Discussion paper on Bill and the Draft Disability Bill and SEIAS report of the Bill.
Method of Calculation / Assessment	Quantitative and qualitative (completion of the steps in the path to legislation) working with the Department of Justice and Constitutional Development and its entities South African Law Reform Commission and OCSLA.
Assumptions	The legislation is approved by the Cabinet for tabling in parliament and is passed by parliament
Disaggregation of Beneficiaries (where applicable)	The legislation is aimed at enhancing the Rights of Persons with Disabilities
Reporting Cycle	Annual progress against the five-year target
Desired performance	The Promotion and Protection of Persons with Disabilities Act is proclaimed, promulgated into law, and gazetted
Indicator Responsibility	Chief Directorate: Advocacy and Mainstreaming for the Rights of Persons with Disabilities

List of Abbreviations/ Acronyms

AG	Auditor General
AU	African Union
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
BRICS	Brazil Russia India China and South Africa
BCP	Business Continuity Plan
CA	Chartered Accountant
CEE	Commission for Employment Equity
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CGE	Commission of Gender Equality
CGIF	Country Gender Indicator Framework
CHW	Community Health Workers
CGE	Commission for Gender Equality
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
DPSA	Department of Public Service Administration
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 Person 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
EE	Employment Equity
EU	European Union
FY	Financial Year
GBV	Gender Based Violence
G20	The Group of Twenty
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
GNU	Government of National Unity
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
JCPS	Justice Crime Prevention and Security Cluster
JSE	Johannesburg Stock Exchange
KPI	Key Performance Indicator
KZN	KwaZulu Natal
MANCO	Management Committee
MCS	Modified Cash Standard
M&E	Monitoring and Evaluation

M&EWYPD	Monitoring and Evaluation: Women, Youth and Persons with Disabilities
MMFR	Maternal mortality in facility ratio
MITSP	Master Information Technology Strategy and Plan
MOU	Memorandum of Understanding
MP	Members of Parliament
MPSA	Microsoft Products and Service Agreements
MTEF	Medium Term Expenditure Framework
MTSF	Medium Term Strategic Framework
MWRA	Mainstreaming of Women's Rights and Advocacy
N/A	Not Applicable
NACH	National Anti- Corruption Hotline
NCGBVF	National Council for Gender-Based Violence & Femicide
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
SDG	Sustainable Development Goals
NPC	National Planning Commission
NSFAS	National Student Financial Aid Scheme
NSP on GBVF	National Strategic Plan on Gender-Based Violence and Femicide
NT	National Treasury
NYDA	National Youth Development Agency
NYDAO	National Youth Development Agency Oversight
NYM	National Youth Machinery
NYP	National Youth Policy
NYS	National Youth Service
OHS	Occupational Health and Safety
OWIT	Organization of Women in International Trade
PAA	Public Audit Act
PEPUDA	Promotion of Equality and Prevention of Unfair Discrimination Act
PFMA	Public Finance Management Act
POE	Portfolio of Evidence
PP	Public Protector
PSDC	Provincial Sanitary Dignity Committees
QLFS	Quarterly labour Force Survey
RKM	Research and Knowledge Management
RMC	Risk Management Committee
RPD	Rights of Persons with Disabilities

RRTs	Rapid Response Teams
SA	South Africa
SABC	South African Broadcasting Corporation
SADC	Southern African Development Community
SADC-WIB	Southern African Development Community Women in Business
SAHRC	South African Human Rights Commission
SALGA	South African Local Government Association
SAPS	South African Police Service
SAQA	The South African Qualifications Authority
SARS	South African Revenue Service
SAWLA	South African Women Lawyers Association
SAYD	South Africa Youth Development Act
SAMRC	South African Medical Research Council
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
SDGs	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
STEM	Science, Technology, Engineering, Mathematics
STATS SA	Statistics South Africa
TOC	Theory of Change
SWOT	Strength Weakness Opportunities Threats
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
WHO	World Health Organisation
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

Annexures to the Strategic Plan

Annexure A: District Development Model – Social Empowerment of Women

Five-Year Planning Period									
Area of Intervention in the NSDF and DDM (Below examples)	Project Name	Project Description	Budget Allocation	District Municipality	Specific Location	Project Leader	Social Partners	Longitude (East/West/+X)	Latitude (North/South/-Y)
Monitoring and Evaluation	Monitor implementation of the NSP on GBVF Priorities by the District Municipalities, their Local Municipalities and relevant sector departments	GBVF Services and Facilities located under each District Municipality will be monitored in line with the requirements of the NSP on GBVF	R3 000 000.00	Gert Sibande District; Ehlanzeni District (MP) Xhariep District; Thabo Mofutsanyane;; Lejweleputswa; Fezile Dabi District Municipalities (FS) Amajuba; ilembe; uGu; uMkhanyakude, uMgungundlovu, uMzinyathi, uThukela Districts (KZN) and their Local Municipality offices Kenneth Kaunda Ngaka Modiri, Dr Ruth AND Bojanala Platinum Districts (NW)	Ermelo; Mbombela and their Local Municipality Offices Trompsburg Phuthaditshaba Sasolburg Welkom and Local Municipality offices Newcastle KwaDukuza Mkuze, Dundee, Ladysmith and their Local Municipality Offices Klerksdorp Mafikeng Vryburg Rustenburg and their Local Municipality Offices Gqeberha	E. Maluleke CD: SEW	Sector Departments Civil Society COGTA SALGA Mpumalanga Office of the Premier		

Five-Year Planning Period									
Area of Intervention in the NSDF and DDM (Below examples)	Project Name	Project Description	Budget Allocation	District Municipality	Specific Location	Project Leader	Social Partners	Longitude (East/West/+X)	Latitude (North/South/-Y)
Stakeholder Mobilization and Capacity building	Gender Based Violence RRT establishment, training, GBVF Monitoring and Evaluation	Gender Based Violence and Femicide Rapid Response Team establishment, training, provision of mentorship support	500 000	Gert Sibande District; Ehlanzeni District (MP) Xhariep District; Thabo Mofutsanyane; Lejweleputswa; Fezile Dabi District Municipalities (FS) Amajuba; Ilembe; Ugu; uMkhanyakude, Umgungundlovu, Umzinyathi, Uthukela Districts (KZN) and their Local Municipality offices	Buffalo City and Nelson Mandela Metros, Amatole, OR Tambo, Alfred Nzo, Sarah Baartman, Chris Hani Districts (EC) Mopani; Capricorn, Sekhukhune, Vhembe Districts (Limpopo)	East London, Mthatha, Mt Ayliff, Komani and local Municipality offices Giyani Polokwane Globersdal Thohoyandou and their Local Municipality Offices	E. Maluleke CD: SEW	Sector Departments Civil Society COGTA SALGA Mpumalanga Office of the Premier	

Five-Year Planning Period									
Area of Intervention in the NSDF and DDM (Below examples)	Project Name	Project Description	Budget Allocation	District Municipality	Specific Location	Project Leader	Social Partners	Longitude (East/ West/ +X)	Latitude (North/ South/ - Y)
				Kenneth Kaunda Ngaka Modiri, Dr Ruth AND Bojanala Platinum Districts (NW) Buffalo City and Nelson Mandela Metros, Amatole, OR Tambo, Alfred Nzo, Sarah Baartman, Chris Hani Districts (EC) Mopani; Capricorn, Sekhukhune, Vhembe Districts (Limpopo)	Klerksdorp Mahikeng Vryburg Rustenberg and their Local Municipality Offices Gqeberha, East London, Mthatha, Mt Ayliff, Komani and local Municipality offices Giyani Polokwane Globersdal Thohoyandou and their Local Municipality Offices				

Area of Intervention in the NSDF and DDM (Belowexamples)	Five-Year Planning Period								
	Project Name	Project Description	Budget Allocation	District Municipality	Specific Location	Project Leader	Social Partners	Longitude (East/ West/ +X)	Latitude (North/ South/ - Y)
Capacity assessment of Gender Focal Points (GFPs)		Web based Assessment of the capacity of GFPs in all District Municipalities; and lobby for provision of training to GFPs	0	All Districts	Web based	Ms. E Mauleke	COGTA; SALGA. Municipalities NSG		

Annexures to the Strategic Plan

Annexure A: District Development Model – Social Empowerment of Women

Five-Year Planning Period									
Area of Intervention in the NSDF and DDM (Below examples)	Project Name	Project Description	Budget Allocation	District Municipality	Specific Location	Project Leader	Social Partners	Longitude (East/ West/+X)	Latitude (North/ South/ - Y)
Stakeholder Mobilization and awareness raising	365 days of activism against Gender Based Violence	Awareness raising on GBVF prevention initiatives	R 1 000 000	Gert Sibande District. Ehlanzeni District (MP)	Ermelo; Mbombela and their Local Municipality Offices	Ms. E Maluleke	COGTA; SALGA. Municipalities Mpumalanga Office of the Premier		

Five-Year Planning Period									
Area of Intervention in the NSDF and DDM (Below examples)	Project Name	Project Description	Budget Allocation	District Municipality	Specific Location	Project Leader	Social Partners	Longitude (East/ West/+X)	Latitude (North/ South/ - Y)
Sanitary Dignity Programme									
Stakeholder Engagements	Water Supply, Sanitation & Hygiene (WASH) Assessments.	Conduct WASH verifications of toilets in the districts to ascertain whether they are girl friendly or not.	R500 000	Xhariep Gert Sibande.	Schools. Schools.	VS Matshoba	FS DoE Mpumalanga DoE/DSD		

Five-Year Planning Period									
Area of Intervention in the NSDF and DDM (Below examples)	Project Name	Project Description	Budget Allocation	District Municipality	Specific Location	Project Leader	Social Partners	Longitude (East/West/+X)	Latitude (North/South/-Y)
	Monitor implementation of the programme	Monitor access to sanitary dignity products for girl learners in quintile 1,2 & 3 schools and special and farm schools	R 500 000	Xhariep Gert Sibande	Schools.	VS Matshoba	FS DoE Mpumalanga DoE/DSD		
	Teenage Pregnancy Prevalence Assessment	Monitor the rate of teenage pregnancies in the surrounding schools. Conduct awareness workshops and advocacy sessions	R1 000 0000	Xhariep Gert Sibande	Schools.	VS Matshoba	FS DoE Mpumalanga DoE/DSD		
	Conduct Menstrual Health and Sexual & Reproductive Health Rights (SRHR) awareness programmes	Interactive workshops with Boy and Girl learners in selected schools in the districts.	R480 000	Xhariep Gert Sibande.	Schools.	VS Matshoba	FS DoE Mpumalanga DoE/DSD		

District Development Model – Rights of Persons with Disabilities: Governance and Regulations

Five-Year Planning Period									
Area of Intervention in the NSDF and DDM (Below examples)	Project Name	Project Description	Budget Allocation	District Municipality	Specific Location	Project Leader	Social Partners	Longitude (East/West/+X)	Latitude (North/South/-Y)
Disability inclusion / mainstreaming	Pilot Service Delivery Monitoring Tool in essential services	Participatory monitoring with disability sector in service sites with an aim to measure the extent to which service delivery sites have improved their accessibility and inclusivity for persons with disabilities and implement the improvement plan. Consultation with the disability sector. Identify locations. Monitor 20 (twenty) service sites (10 (ten) service sites in Xhariep district municipality and 10 (ten) service sites in Gert Sibande district municipality).	R 500 000	Xhariep district municipality in Free State And Gert Sibande District municipality in Mpumalanga		CD: G&R	Disability sector Local government		

Area of Intervention in the NSDF and DDM (Below examples)	Five-Year Planning Period								
	Project Name	Project Description	Budget Allocation	District Municipality	Specific Location	Project Leader	Social Partners	Longitude (East/ West/ +X)	Latitude (North/ South / - Y)
		Development of intervention plans							
		Sites visit and coordination of the implementation of intervention plans and document improvement							
		A mid-term report will be developed							
		Coordination of an improvement plan							
		An impact report on the implementation of the improvement plan will be developed							

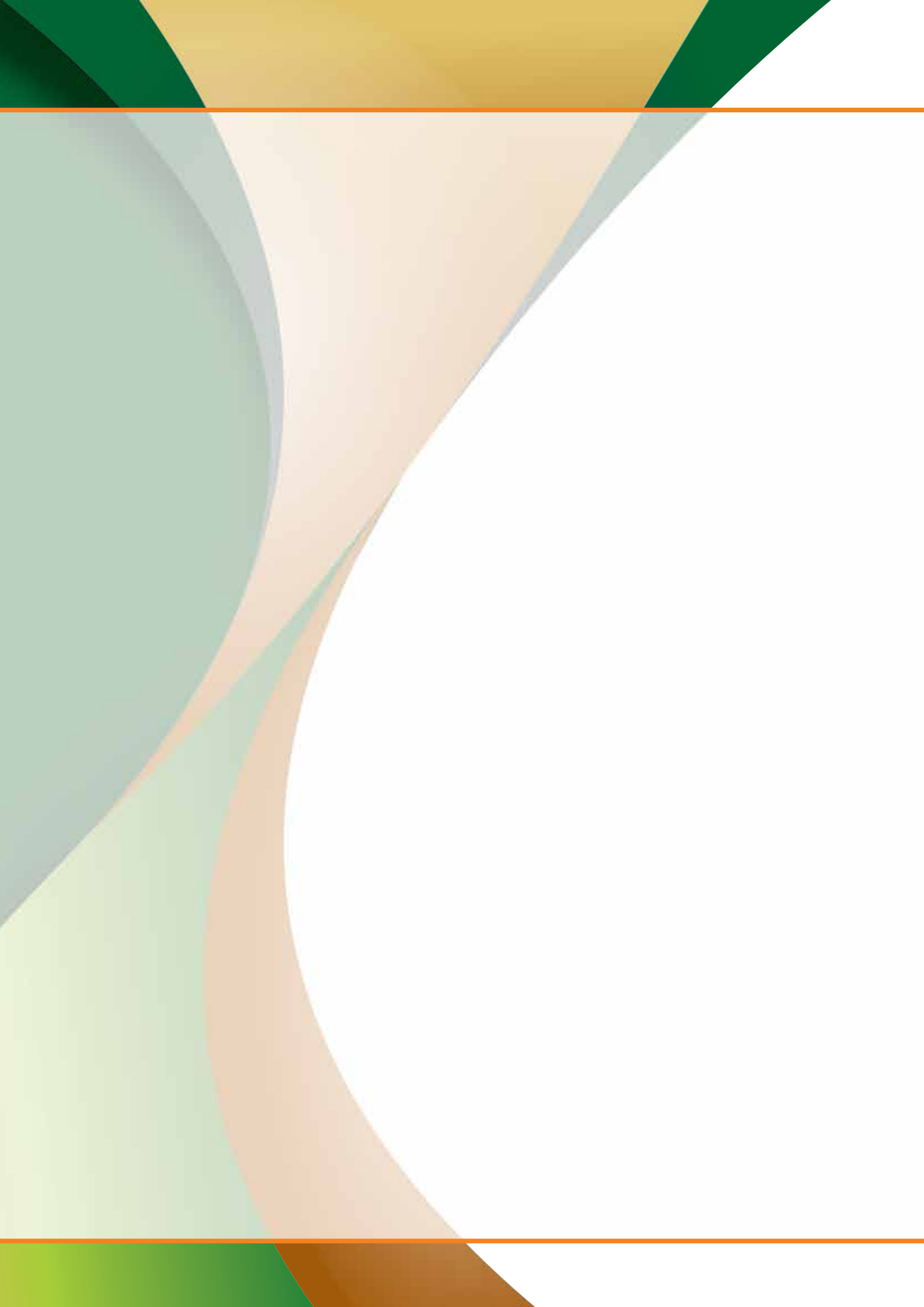
District Development Model – Rights of Persons with Disabilities: Advocacy and Monitoring.

Five-Year Planning Period									
Area of Intervention in the NSDF and DDM (Below examples)	Project Name	Project Description	Budget Allocation	District Municipality	Specific Location	Project Leader	Social Partners	Longitude (East/West/+X)	Latitude (North/South/-Y)
Inclusive growth and job creation	Interventions to increase economic empowerment and inclusion of persons with Disabilities	Initiate and Form part of economic empowerment initiatives to mainstream for Disability Inclusion	R500 000	Xhariep Municipality		Chief Director Advocacy and Mainstreaming of Rights of Persons with Disabilities	Government departments and Civil society organizations		
Reduce poverty and tackle the high cost of living	Calendar on 365 days awareness on disability and disabilities	Form part of DDM programs to create awareness on Disability and Disabilities	R500 000	Xhariep Municipality uMzinyathi District Municipality		Chief Director Advocacy and Mainstreaming of Rights of Persons with Disabilities	Government departments and Civil society organizations		
Capable, ethical, developmental state	Disability and Advocacy mainstreaming strategy implemented	Workshop stakeholders on mainstreaming strategy Attend Imbizos and capture concerns, enquiries, complaints	R 500 000	Xhariep Municipality uMzinyathi District Municipality		Chief Director Advocacy and Mainstreaming of Rights of Persons with Disabilities	Government departments and Civil society organizations		

District Development Model – NSDF Rights of Youth

Five-Year Planning Period									
Area of Intervention in the NSDF and DDM (Below examples)	Project Name	Project Description	Budget Allocation	District Municipality	Specific Location	Project Leader	Social Partners	Longitude (East/West/+X)	Latitude (North/South/-Y)
NYDA M&E	Oversight of the NYDA	Conduct M&E sessions at the NYDA branch	R75 000	Ehlanzeni District Municipality	5th Floor ABSA Square, 20 Paul Kruger Street, Mbombela	CD: Youth Development	NYDA	-25.471025	30.9739321
NYDA M&E	Oversight of the NYDA	Conduct M&E sessions at the NYDA branch	R75 000	Ehlanzeni District Municipality	Thulamahashe Municipality Office, Thulamahashe Road, Bushbuckridge	CD: Youth Development	NYDA	-24.726135	31.2039687
NYDA M&E	Oversight of the NYDA	Conduct M&E sessions at the NYDA branch	R75 000	Xhariep District Municipality	Xhariep District Municipality Office, 20 Louw Street, Trompsburg	CD: Youth Development	NYDA	-30.031913	25.7815359
4IR Training	4IR Youth Skills and Employment Initiative	4IR skills training for young people	R1 500 000	Ehlanzeni District Municipality	5th Floor ABSA Square, 20 Paul Kruger Street, Mbombela	CD: Youth Development	NYDA	-25.471025	30.9739321
4IR Training	4IR Youth Skills and Employment Initiative	4IR skills training for young people	R1 500 000	Xhariep District Municipality	Xhariep District Municipality Office, 20 Louw Street, Trompsburg	CD: Youth Development	NYDA	-30.031913	25.7815359

NOTES





women, youth & persons with disabilities

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

Fedsure Forum Building,
268 Lilian Ngoyi Street,
Pretoria Central,
Pretoria, 0001

Private Bag, X931, Pretoria, 0001

Tel: 012 359 0000
Fax: 012 326 0473

Info@dwypd.gov.za

COMMUNICATION OFFICE
Tel: 012 359 0224

RP82/2025
ISBN: 978-1-77997-683-3

 @dwypdza
 @DWYPD_ZA
 @dwypdza

www.dwypd.gov.za