



women, youth &  
persons with disabilities

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



# Annual Performance Plan

2021/2022

DWYPD







women, youth &  
persons with disabilities

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



# Annual Performance Plan 2021/22

# Foreword by the Minister



It gives me pleasure to table the Annual Performance Plan of the Department of Women, Youth and Persons with Disabilities (DWYPD) for the 2021/22 period.

We table this annual performance plan during a time when South Africa's self-imposed lockdown is finally beginning to reveal its necessity. We have managed to curb the spread of the COVID-19 virus, and South Africa is forging ahead with its vaccination rollout plan. We continue to remain vigilant as the threat of further waves of the COVID-19 virus and its variants remain ever-present.

Our annual performance plan is underpinned by a budget that reflects our collective responsibility towards contributing to government and civil society's efforts to stop the devastation of COVID-19. The reprioritisation of government budgets to support the country's healthcare response to COVID-19 and then bolster economic support packages for businesses, as well as social relief of distress packages

for its disadvantaged citizens is evidence that we are still a government that cares. As we move to scale up procurement of vaccinations for all our citizens, we are reminded that investment in our healthcare systems to strengthen our COVID-19 response is critical in saving the lives of South Africans.

Spurred on by the President's State of the Nation Address (SONA), our focus must be on rebuilding the economy, and in many ways, learning to live with COVID-19. Already existing inequalities have been exacerbated by this virus, revealing structural inequalities that continue to put women, youth and persons with disabilities on the back foot. In responding to this, I have directed the Department of Women, Youth and Persons with Disabilities to move from facilitation to that of being a regulator of government programmes that must empower marginalised groups and prioritise each of the three sectors.

At SONA, President Ramaphosa committed to prioritising the economic empowerment of women. Government's decision to ensure 40% of public procurement goes to women-owned business is a welcomed step forward, but must be met by equal commitment by the private sector. President Ramaphosa also committed to providing greater opportunities for persons with disabilities to participate in the economy and in society in general.

In responding to the triple threat of poverty, unemployment and inequality our role must be to regulate the socio-economic transformation and implementation of the empowerment and participation of women, youth and persons with disabilities. Exposure to poverty, unemployment and inequality has resulting in disadvantaged groups being disproportionately exposed to violence, insecurity and reduced agency in navigating the COVID-19 virus.

We constantly speak of multi-dimensional poverty vectors that impact the lives of women, youth and persons with disabilities. A constant concern for our interest groups is the slow pace of socio-economic transformation. Skewed ownership and benefit patterns exclude the majority of South Africans from the economy. The department will ensure the development of a regulatory framework that mainstreams socio-economic empowerment of women, youth and persons with disabilities. One of our strategic outcomes in the 2020-2025 period is the development of the National Gender Policy on Socio-Economic Empowerment and Gender Equality.

While we work to respond to a multitude of barriers impacting women, youth and persons with disabilities, we also seek to respond to Priority 1: A Capable, Ethical and Developmental State, by working with government departments in realising our strategic outcomes over the medium term. Internally, we have ensured that our Programme 1: Administration received unqualified audit opinion on our annual financial statements. Good governance is critical in ensuring that we deliver on our mandate. Performance is linked to good governance and so ensuring a capable and ethical state remains a priority for the department.

With 2030 just eight years away, the outcomes of the National Development Plan are only possible with the full integration of groups placed at the periphery. Women, youth and persons with disabilities make up the majority of the country's population, and unless this diverse group is harnessed to realise the country's development, we are bound to fall short of our targets.

Increasingly, our work reveals that lack of social cohesion and adverse attitudes and behaviours are responsible for microcosms of exclusion every day. We also find that these attitudes manifest violently resulting in gender-based violence and femicide. Young women, and women with disabilities are often at higher risk of encountering violence, sexual harassment, and abuse. We continue to monitor

the performance of national departments in the implementation of the National Strategic Plan (NSP) on Gender-Based Violence and Femicide. We are encouraged by the launch of the private sector-led, multi-sectoral Gender-Based Violence and Femicide (GBVF) Response Fund aimed at supporting implementation of the National Strategic Plan, and the wider GBVF response in the country. This fund has already raised over R128 Million to resource the NSP.

Government has committed approximately R12 Billion to implementing various components of the National Strategic Plan. We are working on legislation for the establishment of the National Council on GBVF.

Youth development in the country requires our collective efforts. South Africa adopted a two-pronged approach to youth development. Firstly, youth development is mainstreamed across different sectors where youth issues are made an integral dimension of other interventions. Secondly, there are dedicated institutions and interventions that primarily focus on youth issues. Youth development institutions formulated and implemented policies, programmes and plans dedicated and focused at responding to challenges faced by young people, as an investment in youth for the future of the country.

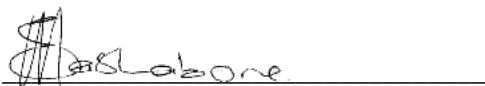
The refinement of the National Youth Development Agency (NYDA) Act seeks to improve efficiency and effectiveness of the NYDA. The amendments will ensure better oversight for the Cabinet Member responsible for youth; allow for impactful services; and seek to deal with governance challenges that have impacted service delivery by the NYDA.

In our role as a regulator, implementation of the White Paper on the Rights of Persons with Disabilities remains an ongoing concern. Development of frameworks for disability awareness, self-representation, reasonable accommodation and universal design and access have been developed. We continue to monitor compliance with national and international obligations for the rights of persons with disabilities.

As we restructure our budget to contribute to the COVID-19 response efforts, we always keep sight of the 2019-2024 MTSF, and ensure alignment with my Performance Agreement with the President, to ensure maximum impact of our work is felt in the lived experiences of women, youth and persons with disabilities.

As we continue to realise the long-term socio-economic impact of the COVID-19 pandemic we must ensure that our response and contribution to the rebuilding of South Africa's economy, holds at its centre, a satisfactory response to past inequalities. Our responsibility is to ensure a future where past inequalities are eradicated through structural reforms, and behavioural change interventions.

I present to you The Department of Women, Youth and Persons with Disabilities' Annual Performance Plan for the period 2021-2022.



**Ms. Maite Nkoana-Mashabane, MP**

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

# Foreword by the Deputy Minister



**Professor Hlengiwe Mkhize, MP**  
Deputy Minister in the Presidency: Women,  
Youth and Persons with Disabilities

I take pleasure in joining Minister in the Presidency: Women, Youth and Persons with Disabilities to present to you the Annual Performance Plan of The Department of Women, Youth and Persons with Disabilities.

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

I must begin this correspondence by recognising the devastating toll COVID-19 has globally and in South Africa in particular. We have lost thousands of our friends, family members, husbands, wives, children and colleagues. We continue to mourn as we continue to lose South Africans to this devastating virus. Our respite, in the form of a vaccine rollout, does not guarantee us immunity but gives us comfort that

we will be able to overcome this virus.

As we remember the height of this virus in future years, as the Deputy Minister in the Presidency: Women, Youth and Persons with Disabilities I will recall the increased challenges burdened on women, youth and persons with disabilities. Intersecting vectors of inequality continue to be experienced by women, youth and persons with disabilities.

The COVID-19 pandemic has resulted in many women losing their jobs during the lockdown, or many women in informal businesses facing increasing poverty and hunger placing their families and households at risk. Temporary increases in the child-support and disability grants and the creation of a special relief of distress grant has had an enormous impact on the lives of mainly poor and unemployed women, youth and persons with disabilities, and together with the distribution of food parcels, helped in ameliorating the growing hunger and food scarcity in households.

There was also the issue of the lack of access to free sanitary products for poor and indigent women and girls during this period, which was to a limited extent addressed through adding the products into food parcels so that it could reach the most deserving.

Gender-based violence, and in particular the issue of femicide, was exacerbated by the lockdown due to the COVID-19 pandemic. While the South African Police Service reported a decrease in its reported cases of GBV during the lockdown, reports across society decried an increase incidence of gender-based violence. We have learnt that the lockdown has forced victims to remain under the constant eye of their abusers.

In addition to the myriad of challenges youth face, the lockdown has impacted on youth seeking employment, completing their studies and associated financial pressures, completing processes to start their own businesses etc. The lockdown has placed an immense amount of pressure on youth. Youth are becoming more depressed, experiencing anxiety and difficulty associated with social isolation, and new

challenges in accessing opportunities due to unequal access to technology.

All these scenarios can lead to poor physical and mental well-being, emanating from social problems such as the search for employment; lack of social interactions owing to lockdown restrictions; high prevalence of gender-based violence and femicide; poor unhealthy eating habits due to stress. Other health related challenges such as lack of access to sexual and reproductive services may also be encountered.

Persons with disabilities have also experienced increased trauma as a result of the lockdown. They have not been able to access support services, therapy, medical services, and personal support aids during the hardest parts of the lockdown.

So, the pandemic has impacted the lives of women, youth and persons with disabilities in particular ways that the department, government and civil society, must be more responsive to.

Access to the economy, access to education and healthcare, reserve wealth, food and job security, safety, access to information, and mental health resilience have all become harder for women, youth and persons with disabilities. As the department, our programmes in mainstreaming these sectors into programmatic interventions is key for long-term integration into mainstream economy, production value chains, and markets.

As a caring government we remain resolute in our commitment to re-directing available resources to bolster our healthcare system, the rollout of the vaccination, and to kickstart the economy as we plan for a future post COVID-19. It is our responsibility to ensure that our priorities remain women, youth and persons with disabilities. We must not forget those on the periphery: Young women, women with disabilities, youth identifying as part of the LGBTQIA+ community, especially males who are ostracised due to varying sexual identities and preferences. All these groups face compounded challenges, and are ostracised in multiple ways.

In pursuing our empowerment agenda, we continue to develop frameworks and regulatory guidelines that compel government to meet targets set out in the MTSF, and to go beyond this in addressing social anomalies that exist.

Our role in policy formation, research and monitoring allows us to inject our research into policy priorities advocating for rights and mainstreaming across government. Our Gender-Responsive Planning, Budgeting, Monitoring & Evaluation, and Auditing Framework is being expanded to be youth-responsive and disability-responsive. Our weapon is accountability. As a centre of government department, our position as a regulatory oversight department must be strengthened. However, true partnership and civil society activism is needed to ensure all of government meets its targets in socio-economic empowerment of women, youth and persons with disabilities.

We continue to seek out programmes that empower the LGBTQIA+ Community, women from rural areas, youth from diverse backgrounds because these groups face multiple layers of discrimination. Productive land for women and youth remains a priority, and to are working to ensure land appropriation benefits our stakeholders.

The National Youth Policy was launched under the theme: ***"A decade of accelerating positive youth development outcomes"***. The Policy is the culmination of over a year's work of consultations, and revisions of the policy which has received widespread attention from across society. The Policy pronounces on policy proposals to ensure that youth development imperatives are promoted across government, private sector and civil society organisations.

The work done in developing a number of disability frameworks will go a long way in regulating how government and civil society plan for inclusive environments, and inclusive policies that strike a blow at the heart of discriminatory practises.

This Annual Performance Plan outlines our goals for the next period. I invite you to engage with this document in understanding the role of the department, and ultimately your responsibility in realising our mandate.



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**Professor Hlengiwe Mkhize, MP**

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

# Accounting Officer Statement



**Adv. Joyce Mikateko Maluleke**  
**Director-General**

The Department of Women, Youth and Persons with Disabilities (DWYPD) has reviewed its strategic direction to assume its regulatory mandate on socio-economic transformation and implementation of the empowerment and participation of women, youth and persons with disabilities.

We will regulate the Country's responsibility to mainstream socio-economic transformation and implementation of the empowerment and participation of women, youth and persons with disabilities.

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

In this APP 2021-22 the Department intends to introduce Bills to Parliament that seek to promote and protect the rights of women, youth and persons with disabilities, including the Women Empowerment and Gender Equality Bill, National Youth Development Agency (NYDA) Amendment Bill and the Rights of Persons with Disabilities Bill is being developed by the South African Law Reform and the Department will continue to provide strategic support .

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

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

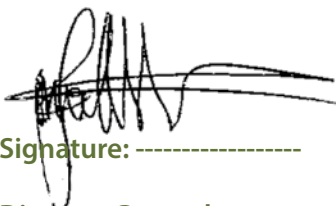
In response to the high prevalence of gender-based violence and femicide in South Africa, the department planned to focus in two areas: facilitating interventions to eradicate gender-based violence and femicide; and revitalising and strengthening the national gender machinery, a set of integrated structures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

The DWYPD will monitor the implementation of the government-wide planning, budgeting, monitoring and evaluation framework, and ensure that the framework is responsive to women, youth and persons with disabilities (WYPD) as it is integral to and a critical component of the building of a capable, ethical and developmental state and produce a performance monitoring report.

The disability rights programme within the department is expected to report progress annually and periodically to Cabinet and other relevant international treaty bodies on measures taken to implement human rights instruments and ensure progressive realization for the rights of persons with disabilities. These instruments emphasises that all government institutions must put measures in place to ensure inclusive planning, equitable budget and resources allocation towards addressing disability specific programmes and services. In partnership with DPME, the disability programme will embark on analysing draft APP's for national departments to assess the level of compliance on disability inclusion into Government-Wide planning, monitoring and evaluation. Furthermore, the programme will be finalising the development of frameworks on Disability inclusion.

The Department is committed to implementing the 2021-2022 Annual Performance Plan and work towards achieving a transformed, inclusive society free from all forms of discrimination and capable of self-actualization.

**Adv. Joyce Mikateko Maluleke**



**Signature:** -----

**Director-General**

# Official Sign-Off

It is hereby certified that;

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

**Ms Valerie Mathobela**

**Chief Director: Office of the Director General**



Signature

**Ms Desree Legwale**


**Chief Financial Officer**



Signature

**Mr: Mbhazima Shiviti**

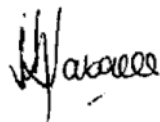
**Chief Director: Corporate Management**



Signature

**Ms. Welhemina Reshoketswe Tshabalala**

**Deputy Director-General: Social Transformation and Economic Empowerment**



Signature

**Ms Ranji Reddy**

**Acting Deputy Director-General: Policy, Stakeholder Coordination and Knowledge Management**



Signature

**Dr Bernice Hlagala**

**Chief Director: Youth Development**



Signature

**Ms Phuti Mabelebele**

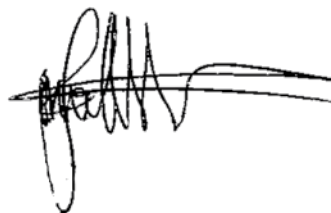
**Chief Director: Advocacy and Mainstreaming**



Signature

**Adv. Joyce Mikateko Maluleke**

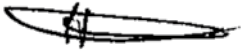
**Director-General**



Signature

**Prof. Hlengiwe Mkhize**

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



Signature

**Approved by:**

**Ms. Maite Nkoana-Mashabane, MP**

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



Signature



# Part A: Our Mandate



## 1. Update to the Mandate

The mandate of the department is to regulate the socio-economic transformation and implementation of the empowerment and participation of women, youth and persons with disabilities.

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

During 2020/21 financial year, the Department submitted to the leader of Government Business in Parliament a list with two draft Bills intended for tabling in parliament; namely the draft Women Empowerment and Gender Equality Bill ("WEGE BILL") and the draft National Youth Development Agency Amendment Bill ("NYDA Amendment Bill"). However, due to the outbreak of Covid 19 and the lockdown restrictions parliament requested the Minister to revise the legislative drafting programme of the department and prioritize the draft Bills that would assist the government to deal Covid 19.

Considering that none of the Bills that were proposed by the department for introduction to parliament met the new criteria of submission, the department opted to withdraw its submission. However, due to the fact that the NYDA Bill was already at an advanced stage of development it was retained and resubmitted for tabling in parliament.

Noting that the 2020/2021 Financial Year legislative programme of the department was not implemented for the reason mentioned above, the department intends to resuscitate the plans in the 2021/2022 financial year and finalise the draft Bills for introduction to parliament. In addition to the draft WEGE Bill and the draft NYDA Bill, the department intends to develop another bill, the South African Youth Empowerment Bill in the current financial year. The Disability Rights bill is in its advanced stage and the Department will provide support and monitor progress made by the South African Law Reform Commission in the development process.

## 3. Relevant Court Ruling

None



# Part B: Our Strategic Focus

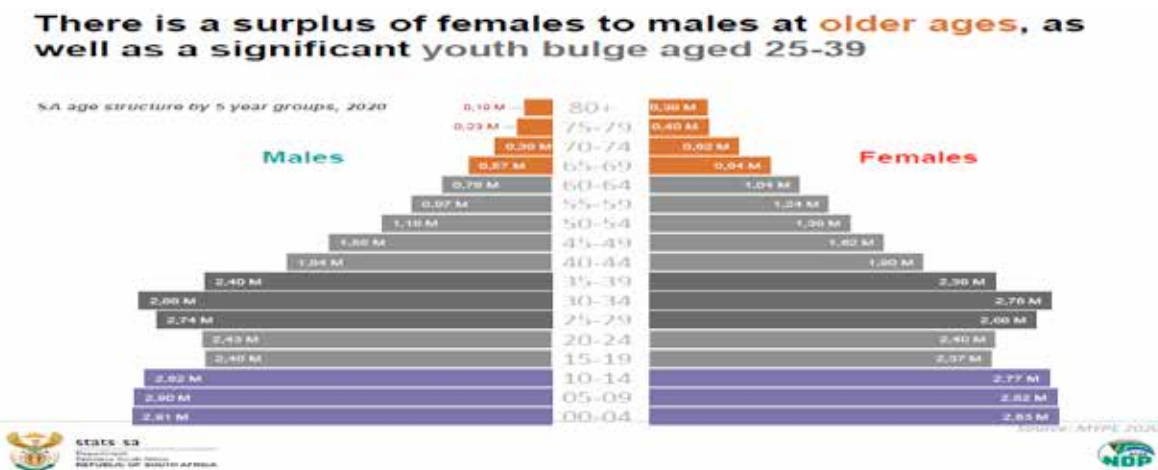
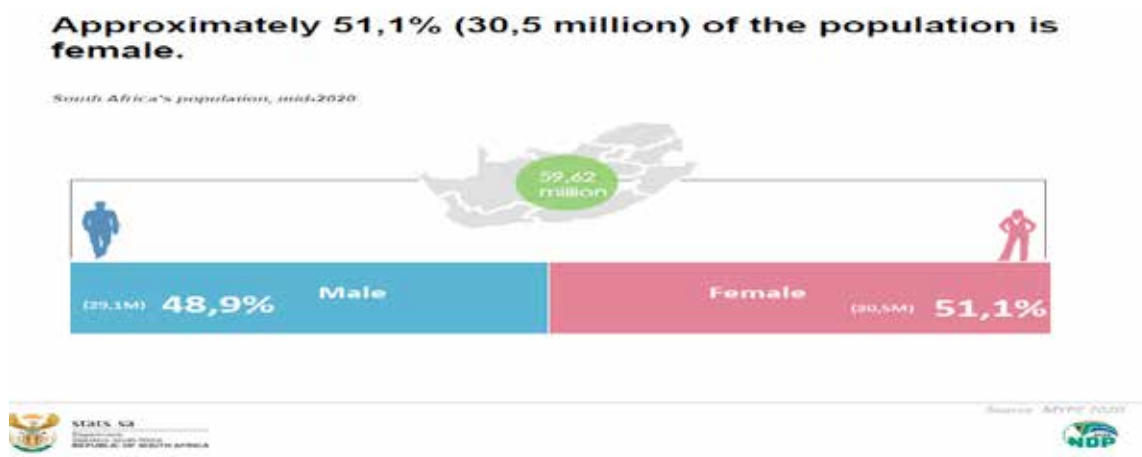


#### 4. Updated Situational Analysis

The National Development Plan (NDP) Vision 2030 aims to eliminate poverty, create jobs and reduce inequality by 2030. The Medium-Term Strategic Framework 2019-2024 identified a number of key challenges faced by South Africa in completing the work of government's transformative programmes. This include the challenges of poverty, inequality and unemployment which impact women, youth and persons with disabilities to a large extent. The NDP is aligned to a number of regional, continental and global instruments to which South Africa is signatory and/or ratified as a State Party.

In looking at the situational analysis, the DWYPD needs to reflect on the current development which has a bearing on how services are delivered and accessed primarily by the core sectors in line with its mandate.

The demographic breakdown of the population by sex and age is illustrated in the graphs below. There is a 51.1% representation of women in the population<sup>1</sup>, with more females to males in the older age group. There is a significant youth bulge in the country, i.e. youth makes up more than 60% of the population.<sup>2</sup>

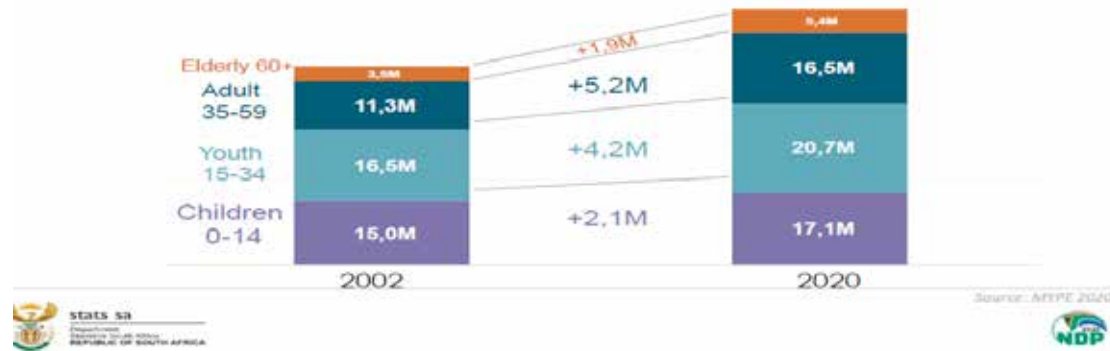


1 Stats SA  
2 Ibid

## Youth 15 – 34 has increased by 4,2m between 2002 & 2020

Children age 0-14 and adults age 15-34 make up more than 60% of the population.

Population growth by age groups over time, 2002–2020



In addition to this contextual demographic factor in the country which lends the mandate to the department, the work of the department is impacted on by external factors. At this point in time the global Corona virus pandemic has also impacted lives and livelihoods in South Africa, with detrimental impact on particularly women, youth and persons with disabilities.

COVID-19 caused by the coronavirus has rapidly spread around the world since it was discovered late last year. In March 2020 the World Health Organization declared that “this is the first pandemic caused by a coronavirus.” The Worldometer COVID-19 data shows that by 10 February 2021, about 107 million cases of infections globally and more than 2.3 million deaths have been reported<sup>3</sup>.

The global pandemic of COVID-19 has global implications, not least for women and girls and other vulnerable sectors, and the impact of this pandemic will be felt for years to come. Women, girls, youth and persons with disabilities are particularly disproportionately impacted and affected by pandemics in general. The Ebola and Zika outbreaks of the past have shown that a pandemic magnifies all existing inequalities, including economic status, ability, age and gender.

Global data shows that COVID-19 appears to infect women less severely than men, the older more than younger people, and the frail and those with comorbidities such as cancer patients, diabetics, HIV positive persons, persons suffering from high blood pressure more than the healthier population. The socio-economic impacts will have far reaching gendered, age and disability implications. Of particular concern is the impact on already high levels of violence against women, to stunting the vulnerable sectors’ engagement in the labour market.

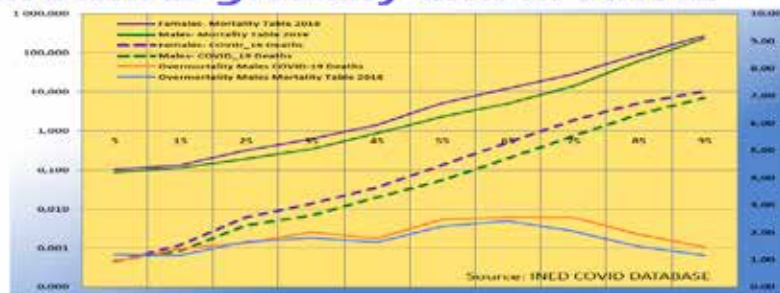
<sup>3</sup> <https://www.worldometers.info/coronavirus/>

The illustration below graphically represents this<sup>4</sup>.

## COVID-19: A demographic view of the Pandemics globally and in Africa

### FACTS:

- Mortality is also higher in each sex among older people and it is higher in males

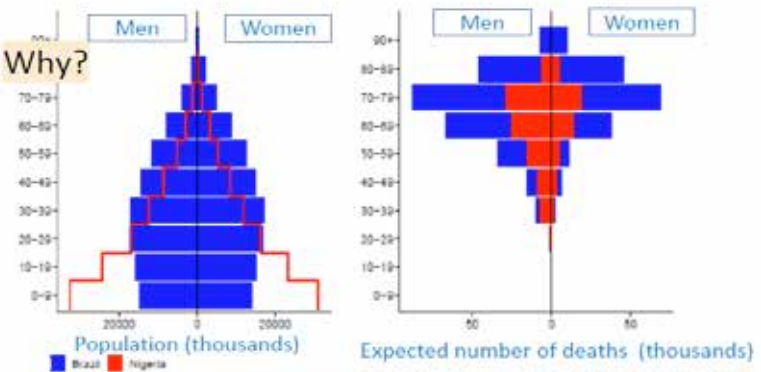


## COVID-19: A demographic view of the Pandemics globally and in Africa

### Facts:

- Lower impact in Africa: Why?

### AGE COMPOSITION



Source: <https://www.pnas.org/content/117/19/9696>

10/21/2020

Jose Miguel Guzman No BrainerData Com

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### Stats SA<sup>5</sup>

These global patterns and trends of the COVID-19 pandemic are replicated in South Africa. Never before in the history of South Africa's democracy has the country been confronted by such a severe situation; to which the Government has responded to very rapidly through putting in place special measures and locking down the country.

Despite progress made in improving the socio-economic and political rights of women in South Africa since 1994, the majority of women remain disadvantaged and are most affected by poverty, inequality and unemployment. The COVID-19

pandemic has deepened this inequality and deprivation and government and non-state actors have put in place a variety of interventions to mitigate the worst impacts of the pandemic on South Africans.

On 15 March 2020, the President declared a National State of Disaster and later a countrywide lockdown (Level 5), which came into effect on 27 March 2020. A slight easing in the restrictions (Level 4) came into effect from 1 May 2020. Further easing of the lockdown to level 3 came into effect from 01 June 2020, with a risk-adjusted gradual re-opening of the economy as well as educational institutions for basic and higher education. However, in November 2020, the country experienced its second wave of infections. This had devastating impact on both the lives and livelihoods of people in the country, particularly deaths of frontline workers who are mainly women.

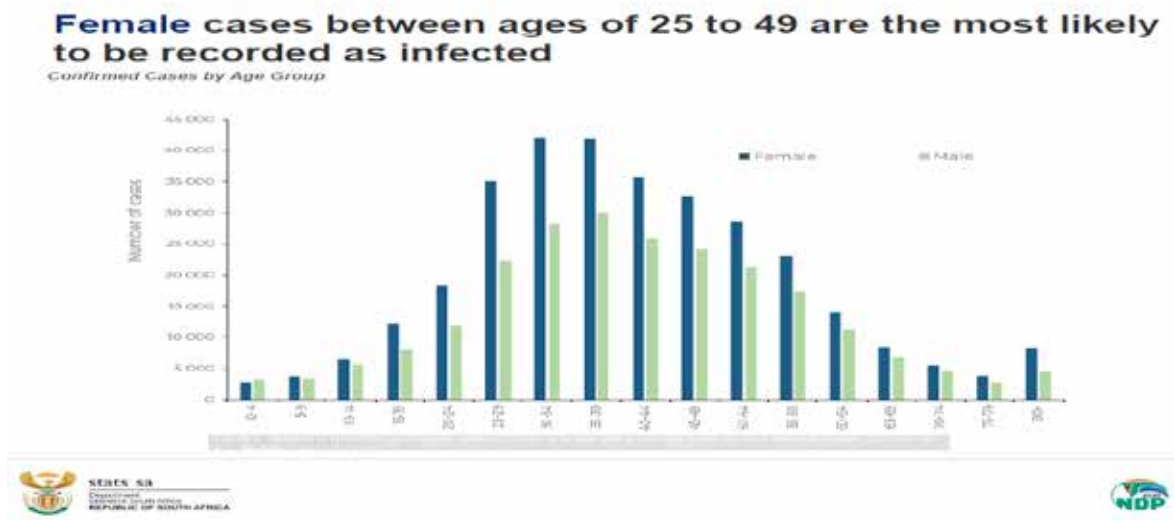
<sup>4</sup> Jose Miguel Guzman, No Brainer Data: Presentation in webinar on: Demography and COVID-19 in Africa – Evidence and Policy Responses to Safeguard the Demography Dividend, October-Nov 2020

<sup>5</sup> Maluleke R: Statistician General, Stats SA: COVID-19 Insights from SA: Presentation in webinar on: Demography and COVID-19 in Africa – Evidence and Policy Responses to Safeguard the Demography Dividend, October-Nov 2020

In their publication on “COVID Pandemic in South Africa” released in December 2020, Statistics South Africa observed that the situational analysis among women (15–49 years) suggests that they are more vulnerable to the pandemic due to a number of factors. The first four main underlying natural causes of death among females were diabetes mellitus, hypertensive diseases, cerebrovascular diseases and other forms of heart disease. These diseases are linked to Covid-19

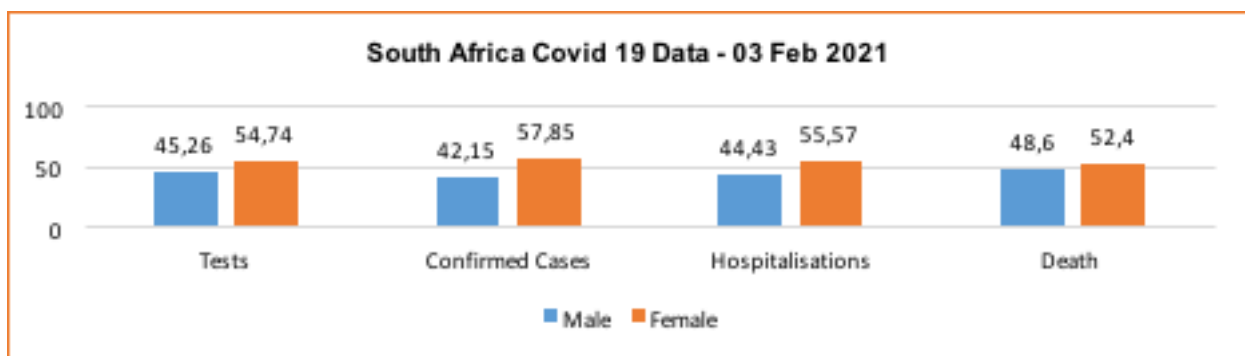
infections and deaths (WHO, 2020). However, age-sex structure of death and admission data in South Africa indicates that the rates of admission and death are highest among the elderly women compared to younger women.

The illustration below graphically shows the situation in South Africa<sup>6</sup> in October 2020.



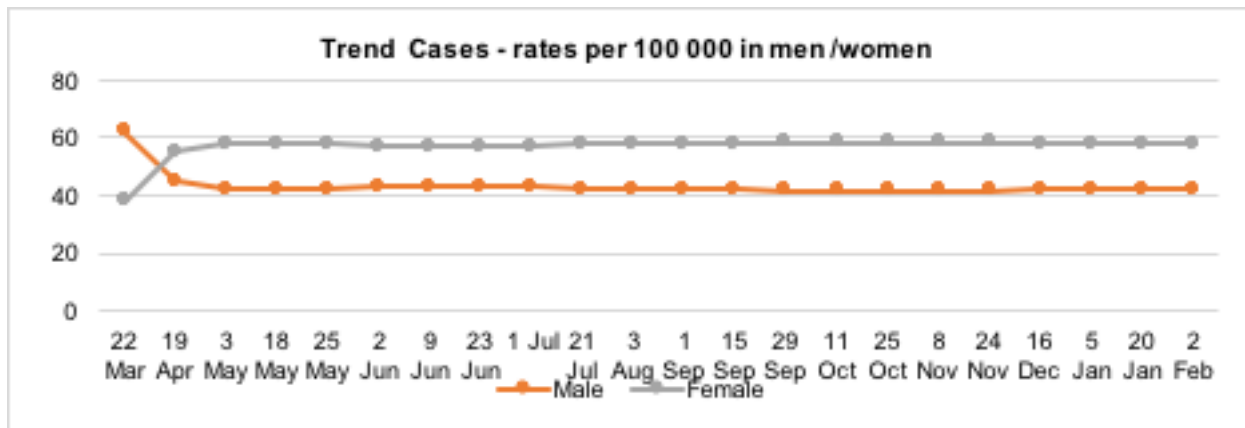
From a gender, youth and disability perspective, it is increasingly clear that the lockdown measures, while essential in saving lives and in preventing the rapid spread of the disease, impacted detrimentally on women, youth and persons with disabilities. As at 14 July 2020, the cumulated confirmed cases of infections in South Africa was at 287 796, with 4172 deaths recorded<sup>7</sup>. However in terms of the disaggregation by gender and age of the number of

dead, the data as at 29 June 2020 indicated that the cumulated number of infected cases in the country was 144 264, with 2529 (i.e. 1.8%)<sup>8</sup> deaths recorded. According to the Department of Health, by 02 February 2021, the cumulative number of COVID-19 cases identified in South Africa was 1 458 958. A total number of Covid-19 related death of 44 946 was reported<sup>9</sup>.



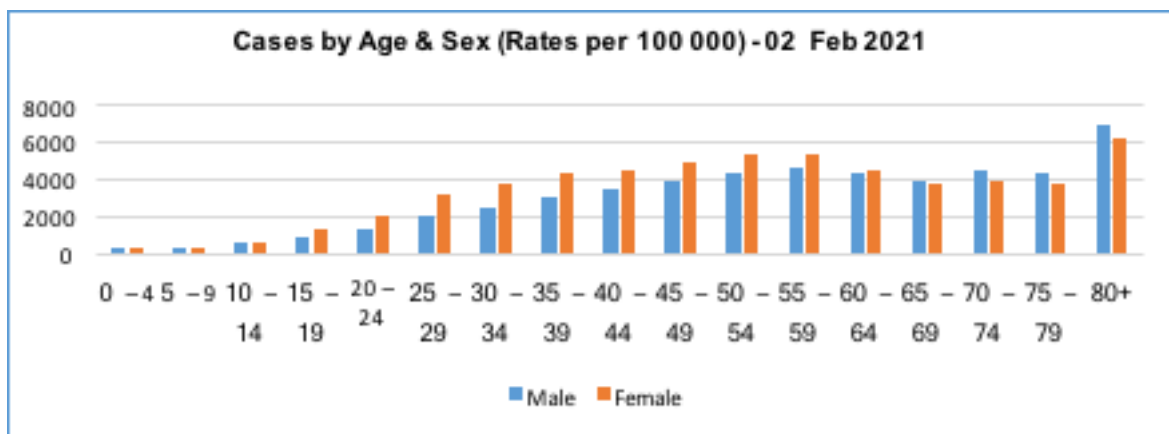
6 Ibid  
7 Figures as released by Department of Health, 14 July 2020  
8 Figures released by the Department of Health: <https://sacoronavirus.co.za/update-on-covid>  
9 Department of Health: <https://sacoronavirus.co.za/2021/02/02/update-on-covid-19-02nd-february-2021/>

The graph above shows the infection trend cases for male and female from 22 March 2020 to 02 February 2021. The trend shows that from April 2020, there has been higher infections among females in South Africa<sup>10</sup>.



Source: Global Health 50/50

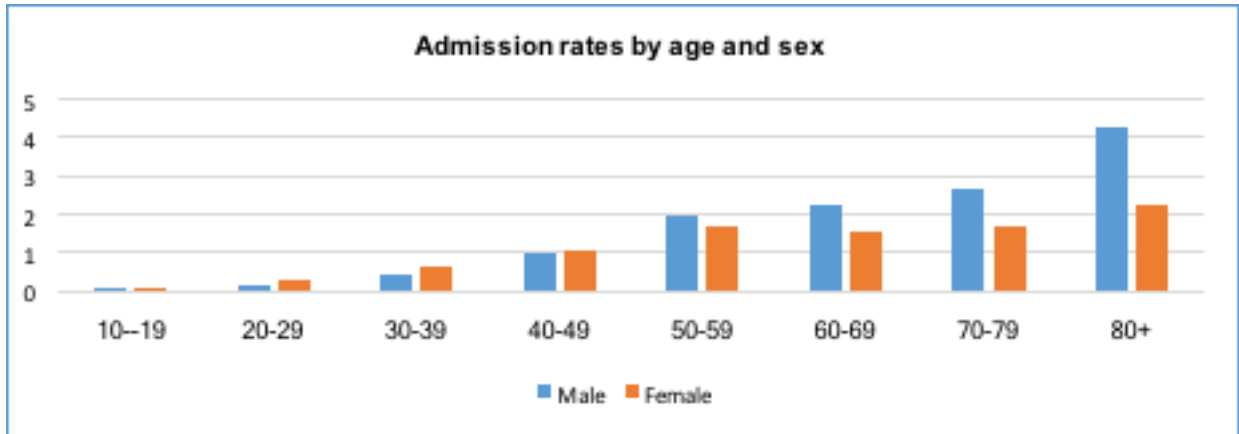
The results in the figure below indicate an increasing rate of infection among males and females from the age group 25–29 to 55–59. A closer observation reveals that the female population has a higher rate of infection across all age groups compared to their male counterparts. The rate of infection began to be evident from women aged 20–29 and gradually increased to those aged 55–59 (rate per 100 000 population).



Source: Global Health 50/50<sup>11</sup>

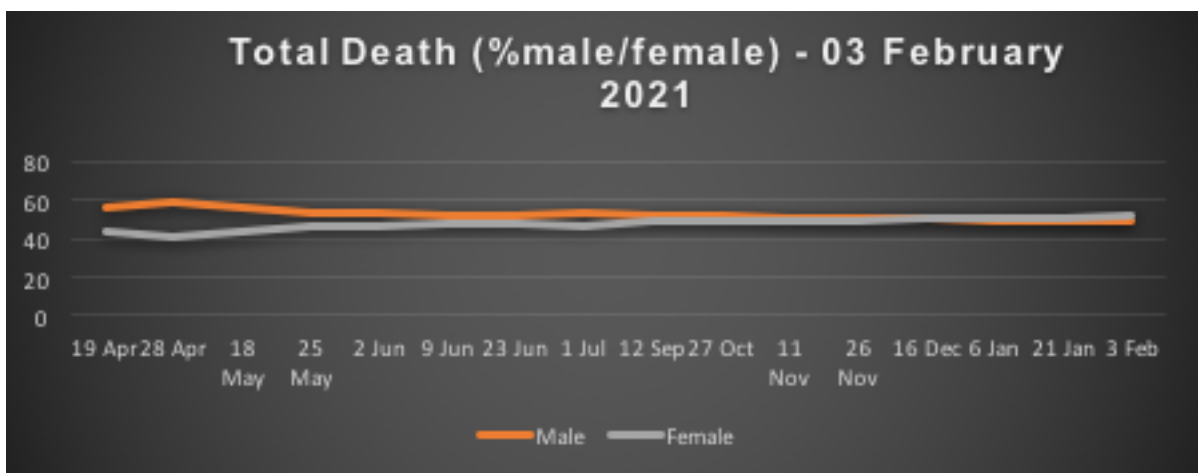
Data from Statistics South Africa shows that the female population has a slightly higher hospital admission rate among teens from age group 10–19 (0,07) to women aged 40–49 (1,05) compared to that of the male population. Male admission rates dominated female rates from elderly age group 50–59 (1,98) to 80+ (4,26) with the rate that increases as age increases (rate per 1 000 population)<sup>12</sup>.

10 <https://globalhealth5050.org/the-sex-gender-and-covid-19-project/the-data-tracker/?explore=country&country>  
 11 <https://globalhealth5050.org/the-sex-gender-and-covid-19-project/the-data-tracker/?explore=country&country>  
 12 Statistics South Africa; COVID-19 PANDEMIC IN SOUTH AFRICA. DEMOGRAPHY VOLUME 2. 14 December, 2020



Source: Statistics South Africa; COVID-19 PANDEMIC IN SOUTH AFRICA. Demography Volume 2. 14 December, 2020

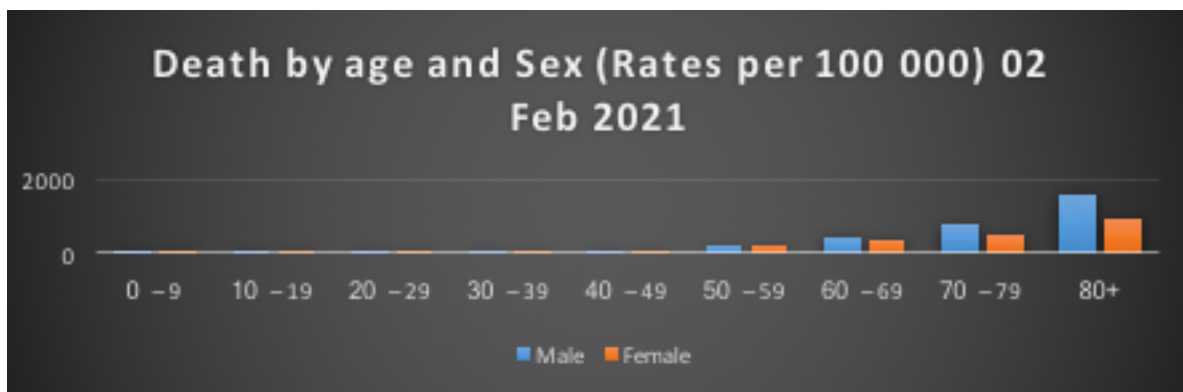
Age (Yrs)	No of Deaths	Percentage
0-9	3	0.1
10-19	7	0.3
20-29	39	1.4
30-39	148	5.9
40-49	322	12.7
50-59	601	23.8
60-69	667	26.4
70-79	452	17.9
80-89	214	8.5
90-99	58	2.3
Unknown	18	0.7
<b>TOTAL</b>	<b>2529</b>	<b>100</b>



The number of deaths of youth (20-39 years) was about 187 (i.e. 7.39%). Older persons are primarily fatally impacted by COVID-19, with number of deaths in the older population (40-99 years) at 2314 (i.e. 91.5%).

The gender distribution of deaths below shows a comparison between that of 22nd June 2020<sup>13</sup> and 29th June 2020<sup>14</sup>:

Date	Male	Female	Unknown	Total
29 June 2020	1327 (52.5%)	1199 (47.4%)	3 (.1%)	2529
22 June 2020	1033 (51.9%)	956 (48%)	2 (0.1%)	1991

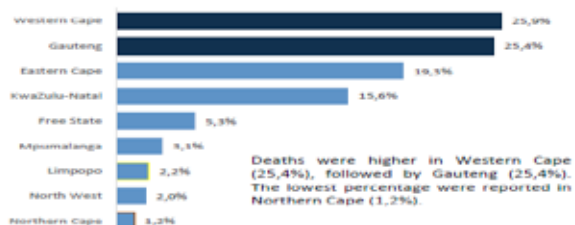


The trend in deaths for males and females in South Africa replicates global trends, where deaths among males is higher than for females. In South Africa, the death rate for women infected with COVID-19 is around 47-48 percent as compared to males which is around 51-53 percent.

**By age group, COVID-19 deaths were high amongst persons aged 60–69 (26,9%), followed by persons aged 50–59 (22,4%).**

COVID-19 deaths by Age Group

Age group	Male	Female	Total
0–9	0,2	0,2	0,2
10–19	0,2	0,4	0,3
20–29	1,5	0,9	1,1
30–39	5,7	4,3	4,9
40–39	10,5	11,5	11,0
50–59	21,6	23,1	22,4
60–69	25,4	28,3	26,9
70–79	19,7	19,8	19,7
80+	15,1	11,5	13,2
Unknown	0,2	0,2	0,2
Total	100,0	100,0	100,0



Deaths were higher in Western Cape (25,4%), followed by Gauteng (25,4%). The lowest percentage were reported in Northern Cape (1,2%).

Source:<sup>1</sup> Maluleke R: Statistician General, Stats SA: COVID-19 Insights from SA: Presentation in webinar on: Demography and COVID-19 in Africa – Evidence and Policy Responses to Safeguard the Demography Dividend, October-Nov 2020

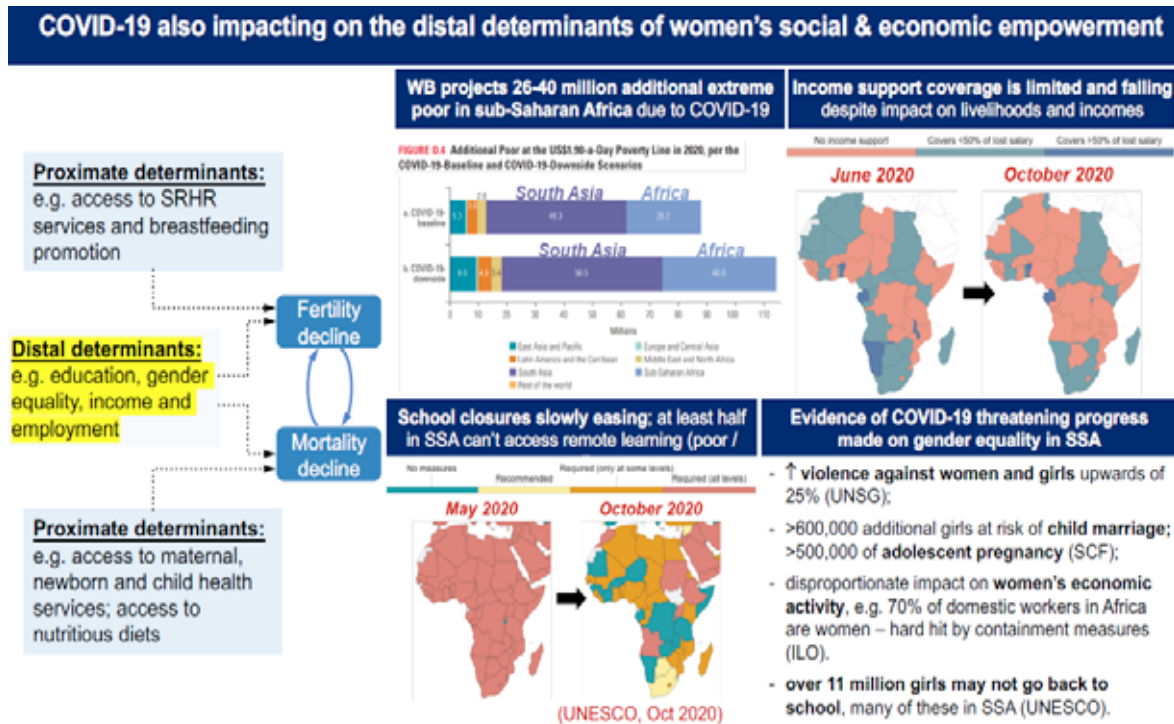
Many of the poor in the country are actually women, young persons and persons with disabilities, and majority of poor households in the country are headed by single women. The response to COVID-19 by the country has resulted in increasing unemployment especially among women, youth and persons with disabilities. This has exacerbated the poverty among these vulnerable sectors and resulted in large-scale

food insecurity and growing numbers of those who are hungry. This was further exacerbated by the closure of schools resulting in the stoppage of the school nutrition programme and thus millions of children going without that one meal a day on which they depend.

<sup>13</sup> Ibid

<sup>14</sup> Ibid

In addition, the lockdown resulted in the closure of economic activities in the country which meant that in the immediate context informal traders, spaza shops, small and medium businesses, domestic workers; casual, temporary and seasonal workers were most profoundly affected economically. The potential for job losses in both the formal and informal sector loomed large and increased virtually overnight, impacting mainly women, youth and persons with disabilities at the outset. These and other vulnerable sectors were particularly hard hit by the response to the pandemic. The result was a rapid loss and decline in household incomes, with a widespread increase in extreme poverty and food insecurity.

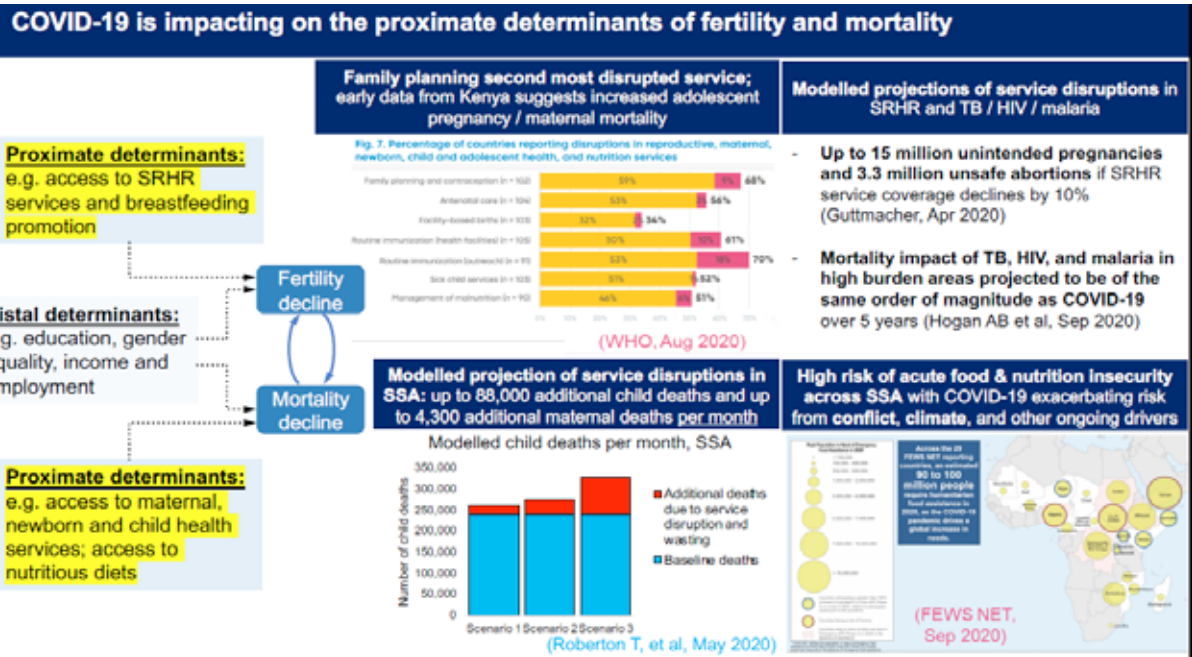


Women, young people and persons with disabilities in informal settlements and under-serviced rural areas have also been hardest hit, due to a lack of access to basic services, including water and sanitation and restrictions on mobility to access relief.

A deep-seated fear and concern during the lockdown was that of the potential for gender-based violence, in particular domestic violence and rape and sexual

assault to increase in this period, given that women and children would be locked in their homes and confined with their abusers.

There was also the concern with the lack of access to menstrual health and hygiene products by indigent women and girls, such as sanitary towels, water and soap. COVID-19 threatens women's sexual and reproductive health and rights.



This means that access to family planning and other services essential to pregnant women or in cases of legal abortions were not freely available and restricted inadvertently by lockdown regulations. This also meant access to ARVs and other medication especially by older women, rural women and women with disabilities became a challenge especially in light of the travel regulations and restrictions on public modes of transport.

Government’s response has consisted of the following components:

- Public health measures aimed at containing the spread of the disease
- A range of regulations, directions and socio-economic relief measures
- Interventions targeted at women, youth and persons with disabilities, for example, in areas such as gender-based violence, special measures on disability and providing covid-19 economic relief for the unemployed in which youth makes a large proportion.

Apart from those relating to gender-based violence, most of the regulations and interventions have been gender and disability blind. This does not imply that the interventions are not benefitting women or persons with disabilities, since it could be assumed that some of the benefits would accrue

to these sectors as part of the target population. However, in terms of gender, youth and disability specific programming and interventions, it has been established that unless interventions are explicitly and deliberately targeted at these sectors, the effect may be to reinforce existing inequalities. While advocating for gender, youth and disability mainstreaming, the Department of Women Youth and Persons with Disabilities along with other partners, including the development sector and civil society bodies, have therefore pushed for a gender, youth and disability-responsive and targeted approach across all policies, sectors, programmes and interventions.

While this approach has been adopted by government in the sixth administration, for example, in the 2019-2024 Medium Term Strategic Framework (MTSF), gender, youth and disability mainstreaming may have receded in the context of the urgency to respond to the COVID-19 crisis. Some of government’s interventions to help mitigate any negative impacts of the pandemic for women and girls includes the following:

- Ensuring that sectoral responses take into account and mitigate any potentially negative impacts of the pandemic and related interventions on women, youth and persons with disabilities particularly the most vulnerable, including the elderly, women with disabilities and those from poor households, including in informal settlements and rural areas.

- Targeted interventions aimed at addressing the specific needs of women and girls; youth and persons with disabilities.

Together with the concerns raised on a variety of negative social and economic impacts affecting women, youth and persons with disabilities, the concerns about voice, agency and participation in decision-making by these sectors within the planning and response process is critical.

Among Government's interventions to alleviate the worst social impacts included the following:

- Escalation of distribution of food parcels with an allocation of an additional R43m; it is estimated that over 480 000 food parcels from different sources have been distributed, benefitting close to 2 million people by May 2020.
- Massive social relief increases through cash transfer to poor households through existing grant beneficiaries and through the introduction of a new COVID-19 social relief of distress grant
- Establishment of 163 homeless shelters accommodating over 14 000 people
- Expansion of provision of psycho-social support services, with 276 teams at district level, reaching over 10 000 by the end of April 2020.
- Introduction of remote learning for selected school and post-school learners
- Measures to ensure support for gender based violence victims including declaration of GBV-related services as essential services and strengthening the capacity of the GBV Command Centre.
- Appointment of 580 volunteers through the National Development Agency to assist in identification of households in need of targeted interventions, working with community and faith-based organisations.

The National Income Dynamic Study (NIDS) Coronavirus Rapid Mobile Survey (CRAM) results indicate that from February to June 2020 workers who were poor, rural, female, unskilled and less educated have experienced the largest declines in employment. The Cram wave 1 survey showed that of the 3million persons who lost their jobs since the start of the lockdown level 5 in April 2020, 2 million were women.

The CRAM survey found that there was some narrowing of the unemployment gap between men and women between April and June 2020, but that women still experienced greater job losses during the pandemic than men. It also stated that childcare continued to impact women's labour market outcomes more than men's (roughly 3.4 million women versus 1.7 million men) were said to be looking after children in June 2020<sup>15</sup>. This prevented them from going to work or made work very difficult.

The Cram survey also found that there was a widening of the gender wage gap among the poor between February and June 2020. Wage inequality between men and women in the poorest 40% of the distribution had increased by a factor of up to 5 between February 2020 and June 2020. The Cram study found that the driving force behind this widening wage gap was an adjustment in working hours borne disproportionately by women compared to that by men, as a result of women being employed in jobs less amenable to working from home, and disproportionate child care responsibilities during the lockdown.

The survey also found that households did not outsource childcare as a coping strategy, where 80% respondents residing with children that did not return to ECD programmes indicated that either they or someone else in the household had looked after the child/children.

Hence women bore the brunt of additional childcare responsibilities due to the ECD closures during the lockdown, with at least 67% of the respondents who were looking after children were women.<sup>16</sup>

15 NIDS-CRAM Wave 1: June 2020

16 IBID

The payment of social grants was identified as a critical safety net for the poor during the lockdown. As an immediate and accessible additional means to provide rapid relief through massive cash transfers, government implemented the following:

- Relief measures targeted at people who were already receiving social grants in the form of a top-up to existing social grants and
- New grants for people who have no other income at all (COVID-19 grant).

Given the numbers of women, and people with disabilities who are social grant beneficiaries, the grant top-up and the new grant are expected to provide much needed relief. It is estimated that this amounts to a transfer of over R30 billion into the hands of the poorest citizens, including women. The increase in the Child Support Grant is expected to benefit over 6 million women.

The increase in existing grants is as follows:

- Additional R300 for the Child Support Grant to be paid in May 2020 only per child.
- A R500 grant paid to caregivers of children on the Child Support Grant (June to October 2020). The amount per child will revert to R440 per month from June. All existing caregivers will automatically qualify and receive this benefit along with the existing CSG monthly benefit.
- All other existing social grants (including for older persons and persons with disabilities) are increased by R250 per month from May to October 2020.
- In addition to the increases in existing social grants, the government further introduced a new grant aimed at providing immediate poverty relief to those without incomes and who were not receiving other grants or cash transfers. This new COVID-19 Social Relief of Distress Grant amounts to R350 per month for the period May to October 2020. This grant will have huge impact on unemployed youth, women and persons with disabilities who are not grant beneficiaries.

The NIDS-CRAM Wave 1 Survey indicated that the special COVID-19 Social Relief of Distress (SRD) Grant brought millions of previously unreached individuals into the social grant system. Of those who received this grant, the majority were in low-income households. Only 34% of the SRD grant recipients were women, and 41% of UIF-TERS beneficiaries were women, although more women lost their jobs during this period. This was most likely due to the fact more women are holders of the Child Support Grants, and could not concurrently access the SRD grants.

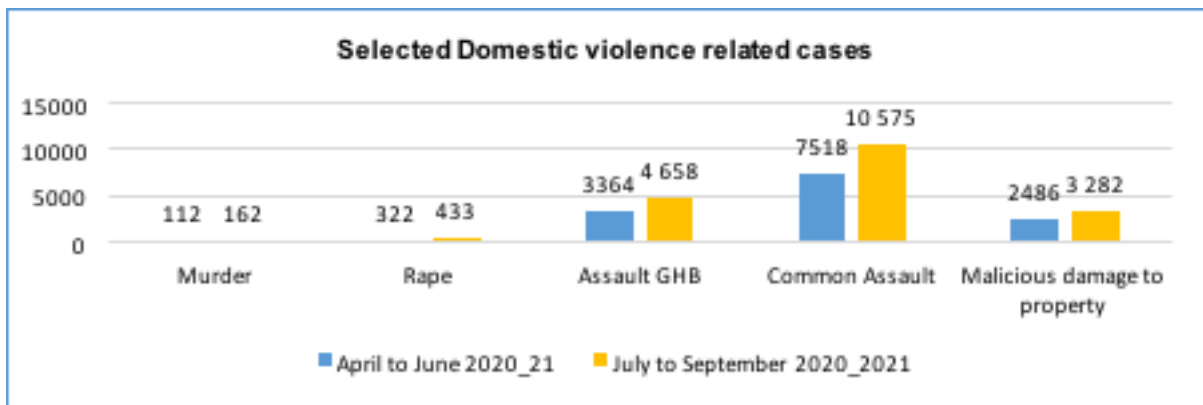
There is limited quantitative data available on the incidence and prevalence of GBV, access to services and other indicators in the lockdown period. For example, while there were reports of significant increases in the number of calls to the GBV Command Centre, the vast majority of these were reported to be not specifically related to GBV. The increase in calls was further attributed to the public communication campaign to raise awareness on GBV. A number of interventions were underway at the time of the lockdown, including the GBVF Emergency Response Action Plan (ERAP), the cabinet-approved National Strategic Plan (NSP) on GBVF and the establishment of the Inter-Ministerial Committee on GBVF. Implementation of many of the interventions continued and in some cases adjusted as necessary. SAPS further reported that by March 2020, over 14 000 incidents of domestic violence had been reported to the police. This included all incidents, irrespective of the remedy for the victim, including laying a criminal charge, obtaining a protection order or both. However, not all incidents result in the laying of charges. There were 1090 Victim Friendly Rooms at SAPS facilities for use by GBV victims to access a standardised and sensitive care and support package.

However, SAPS, in its presentation to the Portfolio Committee on Police on 29 April 2020, pointed to a sharp decline in cases of reported domestic violence crimes being pursued by SAPS when comparing the post-lockdown period in March/April 2020 to the same period in 2019. In 2020 there was a 64.9% drop in cases compared to the same period in 2019 – 8391 in 2019 compared to 2946 in 2020 – a drop of 5445. SAPS pointed out that the lower number of DV crime cases compared to the total number of reported DV incidents is due to the fact that some victims chose not to pursue criminal cases. These data need to be

further analysed as this does not mean that there was a drop in actual cases of GBV. It may point to reduced reporting due to the lockdown.

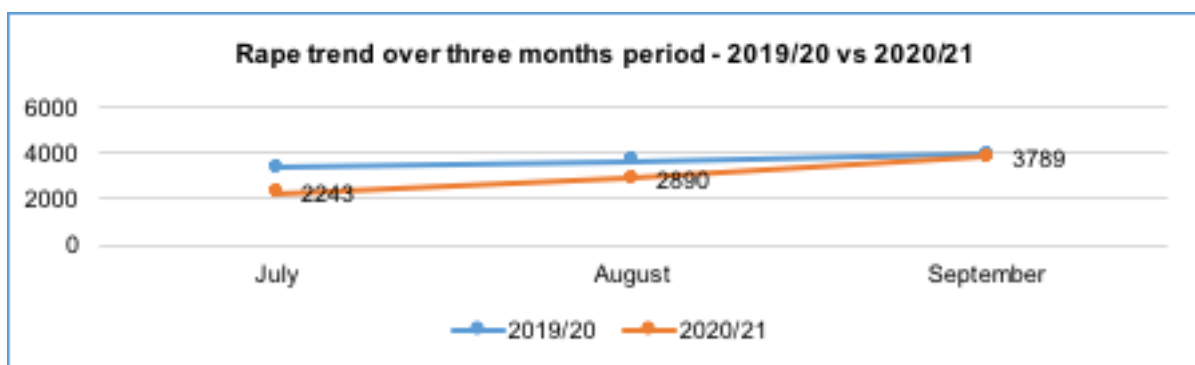
The data for July to September 2020/21 shows an increase in the number of domestic related crimes compared to the April to June 2020/21 data as depicted in the table below:

Offence	Female	Male	Total	Male	Female	Total
	April to June 2020_21			July to September 2020_2021		
Murder	65	47	112	86	76	162
Rape	312	10	322	401	32	433
Assault GHB	2413	951	3364	3 302	1 356	4 658
Common Assault	6 214	1304	7518	8 728	1 847	10 575
Malicious damage to property	1607	879	2486	2 156	1 126	3 282



Source: SAPS Second Quarter Presentation (July – September 2020\_2021)

In September 2020, SAPS report comparing the data for July – September 2019 with the July to September 2020 data shows a decline by 2 307 reported cases from 13 730 cases in July – September 2019 to 11 423 reported cases. Comparison of monthly rape trends for July, August and September 2019 to 2020 rape shows the following picture:



In April 2019 Government initiated the national roll out of the sanitary dignity programme in quintiles 1-3 schools. By mid-March 2020, five provinces had started with their programmes, distributing products through schools, where girls were receiving products at school. COVID-19 resulted in the closing down of schools and access to free sanitary dignity products as well as nutrition. Given the number of poor households and the exacerbation of poverty

as a result of the lockdown, alternative strategies had to be developed, such as the inclusion of sanitary dignity products in food parcels by government and other stakeholders, including through the social relief of distress system; partnerships between the DWYPD, DSD, UNFPA and WaterAid to ensure MHM is accessible to vulnerable women and girls, including those in treatment centres, Child and Youth Care Centres, GBV and homeless shelters, CNDCs, Thuthuzela Care Centres and other relevant institutions; Direct distribution of menstrual health products to girls in poor communities through Footprints Foundation, MIET and government; Procurement and installation of water and hand-washing facilities to ensure women and girls have access to water and soap for hand washing, and the Rollout of water tanks to over 3000 schools which currently lack access to water.

According to UNESCO, in the wake of school closures, girls and women may be more exposed to the virus as health care workers and caregivers. At home, they may be overburdened by unpaid work, unable to continue their learning at a distance and facing growing domestic violence. These risks jeopardize their return to education. During crises, both girls and young learners with disabilities education is likely to be disrupted with school closures. Often, when schools are closed, girls take on additional caregiving responsibilities and domestic labour instead of continuing their learning. In areas where social norms lead to greater disparities between girls and boys in enrolment and retention in school, temporary disruption as a result of a crisis such as COVID-19 can lead to permanent removal from school. Other impacts include families being unable to pay school fees resulting from loss of income during the crisis, negative coping mechanisms such as child marriage, and the loss of educational infrastructure. This has long-term negative impacts on girls' access to opportunities and resources to improve their lives and ultimately, on their educational, economic, and health outcomes. Interim interventions were introduced to improve access to remote learning during the lockdown period. However, given the digital divide and unequal access to connectivity and technology, this reinforced existing inequalities which disadvantage the poor and those in rural areas.

With ECD and schools shut down, many women have experienced an increased burden of care for children, often in the context of confined spaces and little or no income and in the absence of the normal family and other support networks. Unfortunately there were no targeted interventions aimed at alleviating women's unpaid care work or raising awareness on the need to share unpaid care work.

The COVID-19 pandemic is expected to further compound women's economic exclusion and already disadvantaged position in relation to economic activity and participation, employment and entrepreneurship when compared to men. Women in employment are generally predominant in poorly paid and vulnerable employment. For example, women constitute 96.3% of domestic workers, clerks (72.2%), technicians (55.0%), professional occupations (50.8%) and sales and service (49.7%).

Domestic workers have not only lost their jobs, but also access to other benefits.

Women, youth and persons with disabilities remain under-represented in the category of business owners and people who run their businesses on their own, the majority of which are in the informal sector or as small and micro businesses. Given the low or no savings and the abrupt nature of closure, the entrepreneurs could not generate the limited cash flow that ordinarily comes from daily operations, and which provides the only means of livelihood for most families.

A wide range of different economic relief measures have been introduced in different sectors. A number of relief measures are available through the internet. However, only 10.4% of households have access to the internet at home, while another 64.7% had internet access through other sources, including through their mobile devices (60.1%). Close to 7 million women-headed households owned a cell phone in 2018. However, the lockdown has resulted in restricted access for those who were dependent on work and educational institutions to access the internet and the related relief measures. In addition, the loss of incomes has made data unaffordable for many poorer households.

For example, domestic workers have benefitted from special UIF measures relating to COVID-19, where by May 2020, an amount of R55 million was reportedly paid out to domestic workers who had lost their jobs.

Women seem to be bearing the biggest brunt of contracting COVID-19 at work. On 9 July 2020, data shows that more than 80% of Covid-19 Compensation Fund claims were from women. The Compensation Fund received a total of 941 applications and approximately 774 (82.25%) of the claimants were women.

Disability prevalence in South Africa is conservatively estimated at 7.5% of the population. Inequalities and discriminatory practices experienced by the disability sector have been exacerbated by the multifaceted impact of the COVID-19 crisis. Persons with disabilities, both visible and invisible, face obstacles and discrimination in accessing health care and other essential services, social protection and income security, mental health services, and communication technologies. In addition, women and girls with disabilities are subject to intersecting forms of discrimination related to sexual and reproductive health, gender-based violence, legal protection, unpaid care and domestic work. Lack of gender and disability disaggregated data makes it difficult to carry out evidence-based analysis of the socioeconomic impact of the COVID-19 crisis and to facilitate targeted and mainstreamed policies for persons with disabilities. Concerns were raised about persons with disabilities who were / are living alone during the lockdown period and without home care, experiencing heightened mental stress, fear, anxiety about safety, health and food security.

Some interventions made during the lockdown included the use of sign language interpreters in all COVID-19 Media briefings, and the mainstreaming of disability rights into the amended regulations to provide for safety and protection of persons with disabilities.

Of serious concern is the issue of persons with disabilities being at greater risk of contracting COVID-19, as they may experience barriers to implement basic protection measures such as hand-washing and maintaining physical distancing for several reasons: lack of accessibility to water, sanitation and hygiene facilities; a reliance on physical

contact to get support; inaccessibility of public health information; or being placed in institutional settings. These barriers are exacerbated for those living in informal settlements.

Youth in the 15-34 age cohort comprise a third of the population in South Africa. This group is largely vulnerable as it faces a myriad of persistent socio-economic problems such as poor educational outcomes; high unemployment rates; risky health behaviours including but not limited to abuse of dependency creating substances, involvement in accidents, crime, gender based violence and femicide, and poor mental health; and an ever widening gap between rich and poor students at tertiary level of education. This is as a result of structural inequalities that exist, and have now been exacerbated by COVID-19 and the resultant lockdown measures. The high rate of youth unemployment, which now stands at 41.7%<sup>17</sup>, as reflected in about 8.5 million youth without jobs in the 1st Quarter of this year, may further worsen with black Africans, women (particularly black women), and young people between the ages of 15 and 34 being the most affected groups.

A matter of serious concern during this COVID-19 pandemic is the poor access to formal psychosocial support across many parts of the country. This affects the vulnerable sectors, and especially young people. Those who really need these services are unable to access the help they need. Furthermore given the infection and deaths due to the virus, families are experiencing trauma, and many do not know how to access effective support.

Due to historical and current psychosocial and socio-economic factors affecting majority of families in South Africa, many youth face a myriad of challenges which can be traced to Apartheid-linked intergenerational trauma, persistent systemic inequalities, poverty, sexism and discrimination. These inequalities have a domino effect because each factor leads to the other. For example, parental poverty and stress lead to inadequate nutrition and poor access to early childhood development and care at home, resulting in poor cognitive and behavioural outcomes in children it affects performance at school and can lead to high rates of school drop-out. School dropouts cannot enrol in tertiary institutions and many lack

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17 Stats SA: 2021: LFS – Q1

the motivation to enrol in Community Education and Training (CET) colleges leading to low prospects of employment. Youth with disabilities face more institutional barriers to education and employment opportunities across the lifespan.

The major contributor to poverty, inequality and unemployment amongst the youth in South Africa is the low levels of educational attainment and skills. Official government statistics show that dropout rates of learners increased from Grade 9 upwards, reaching almost 12% in both grades 10 and 11 (NYP2030). The percentage of individuals aged 20 years and older who did not have any education decreased from 11,4% in 2002 to 4,5% in 2018, while those with at least a grade 12 qualification increased from 30,5% to 45,2% over the same period (NYP2030).

Improved rates of participation in schooling are often offset by the poor quality of education and a mismatch between labour market demand and supply. The skills pipeline is riddled with obstacles that undermine equitable access to opportunities in the labour market. Literacy and numeracy skills at primary school level are well below the international average. Low uptake and pass rates for mathematics and science at Grade 12 level inhibit growth in higher education, particularly in engineering, science and innovation. Most young people are discouraged with the labour market and are also not building on their skills base through education and training – they are not in employment, education or training (NEET).

Youth with disabilities compete for the same jobs with youth without disabilities and there is no enforceable mechanism to support implementation of the quota system in relation to designated groups as envisaged by the Employment Equity Act No 55 of 1998. Employment opportunities are usually advertised in the mainstream media and do not take into consideration those having hearing or visual impairments. Since disability is not mainstreamed in workplaces including in the public sector, some young people with visual, hearing and physical impairments cannot compete for available employment opportunity.

The COVID-19 crisis has also exacerbated the youth unemployment situation in South Africa. The economy was already in negative growth trajectory, and the lockdown, coupled with credit ratings

downgrades, were likely to constrain the creation of jobs and the sustainability of especially small and micro businesses.

Healthy young people are likely to be productive and contribute to economic growth of the country. In South Africa, it is crucial to address the persistent youth health and wellbeing challenges including communicable diseases; sexually transmitted infections (STIs) and negative sexual and reproductive health (SRH) outcomes; mental health problems and functional impairment due to substance and drug abuse, poverty, deprivation and abuse; and also violence and injuries.

What is often true is that substance and drug abuse can be the consequence of mental ill health or trauma. One of the key health concerns that is often ignored is pulmonary tuberculosis (TB), despite it being the one of the leading communicable diseases that cause death among the youth. According to Statistics South Africa (2018:40), in 2016, tuberculosis was the leading cause of death in the 15-24 years age group, accounting for 7,0% of the deaths. It was followed by the human immunodeficiency virus (HIV) disease (responsible for 5.7% of deaths). Even though there are decreasing levels of teenage pregnancies alongside high HIV prevalence among teenagers in South Africa, teenage pregnancy rates remain undesirably high. According to the United Nations Aids Agency, in 2018, new HIV infections among young women aged 15–24 years were more than double those among young men (69 000 new infections among young women, compared to 25 000 among young men). Generally, females had higher rates of HIV prevalence than males. HIV prevalence among adults aged 15 to 49 years in South Africa was at 20.6%, 26.3% among females and 14.8% among males in 2018 (NYP2030). The disparity in HIV prevalence by sex was more pronounced among young adults aged 20 to 24 years and was three times higher among females than males. The breakout of the Covid-19 pandemic exposes young people living with HIV to unprecedented burden of morbidity.

Adolescent girls and young women are among the most economically vulnerable groups, as these typically lack access to financial capital and have more limited opportunities to gain the education, knowledge, and skills that can lead to economic

advancement. Empowerment is a critical lever for change in adolescent girls and young women's lives, helping them to gain financial independence, establish good saving habits, and improve their future prospects for participation in the labour force. It can also provide girls and young women with more mobility, promote their confidence, strengthen their social networks, and improve their health outcomes. In addition, promoting women's economic empowerment facilitates the achievement of other important public policy goals such as economic growth, improved human development, and reduced violence.

While there have been significant improvements across a number of economic indicators over the past several decades, especially in girls' enrolment in school, access to healthcare and the introduction of laws penalising violence against women and girls, girls and young women still face disproportionate barriers to economic empowerment in South Africa. In South Africa, 60 per cent of young women are unemployed compared to 48.6 per cent of young men.<sup>18</sup> The employment landscape for South Africa, is as follows:

**Table: Employment Status<sup>19</sup>**

Years	Employment population ratio 15-24 years		Employment to population ratio 15 years and over		Labour force participation rate 15-24 years		Labour force participation rate 15 years and over		Female share of employment in middle and senior management
	Male	Female	Male	Female	Male	Female	Male	Female	Female
2013	14.7	10.7	46.6	33.9	28.2	23.6	60.5	46.2	30.0
2014	14.5	10.3	46.7	33.9	27.8	22.9	60.8	46.4	31.1
2015	15.8	10.7	47.7	34.5	29.5	23.8	62.0	47.6	30.8
2016	14.9	9.5	47	33.8	29.1	28.6	62.3	47.7	31.5
2017	14.6	9.1	47.9	34.4	28.8	24.4	63.	48.8	32.1
2018	14.4	9.4							

The proportion of Girls/Young women (20-24 years) completing higher secondary education was 62.8% when compared to males that was 84% of the same age group.

**Table: Educational Level<sup>1</sup>**

Years	Expected Years of School		Completed Primary Level		Completed lower secondary		Completed upper secondary		Completed post-secondary		Educational attainment at least bachelors or equivalent	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
2013		9.3										
2014	13.1		83.1	80.6	78.2	75.2	83.1	62.8	14.8	14.4		
2015			84.0	80.9	79.1	75.4	84.0	62.8	15.5	15.0	6.5	5.7
2016	13.3											

<sup>18</sup> World Bank Data, 2016. Unemployment: Youth total (Modelled ILO estimate). Similar gender gaps are evident in other African countries like South Africa and The Gambia

<sup>19</sup> World Bank Statistics, 2018

A recent national survey conducted with more than ten thousand young people aged 18 to 35-years, through UNICEF's U-Report SMS platform, showed how COVID-19 and the related lockdown led to multiple and abrupt shocks in young people's lives, whilst highlighting inequalities in access to digital learning and skills opportunities. It found that only 11% of young people reported access to a laptop and Internet; 41% of respondents reported access to a smartphone but only 17% with a data bundle to connect; and 41% highlighted the need for information to skills and training opportunities. The inequalities in digital access highlight the urgent need to invest in connectivity and remote learning to ensure every student, particularly the most vulnerable, has access to a wide range of educational opportunities. Many young people are disconnected from digital solutions that could dramatically improve their lives.

Over the past three decades, young women and adolescent girls have remained at a much higher risk of HIV infection than their male peers. As a result, young women and adolescent girls account for a disproportionate number of the new infections among young people and the number of young people living with HIV. There are about 380 000 [340 000–440 000] new HIV infections among young women aged 15–24 every year. In 2013, almost 60% of all new HIV infections among young people aged 15–24 occurred among adolescent girls and young women. Globally, 15% of women living with HIV are aged 15–24, of whom 80% live in sub-Saharan Africa.

Gender inequalities and gender-based violence prevent adolescent girls and young women from being able to protect themselves against HIV. Equally, adolescent girls and young women are often not able to access treatment. In some settings, up to 45% of adolescent girls report that their first sexual experience was forced. Numerous studies demonstrate that partner violence increases the risk of HIV infection and unwanted pregnancies.

Increased vulnerability to HIV infection has been linked to intimate partner violence, which is more common among younger women and women who are economically dependent on their male partners. Violence or the fear of violence can make it very difficult for young women to insist on safer sex and to

use and benefit from HIV and sexual and reproductive health services.

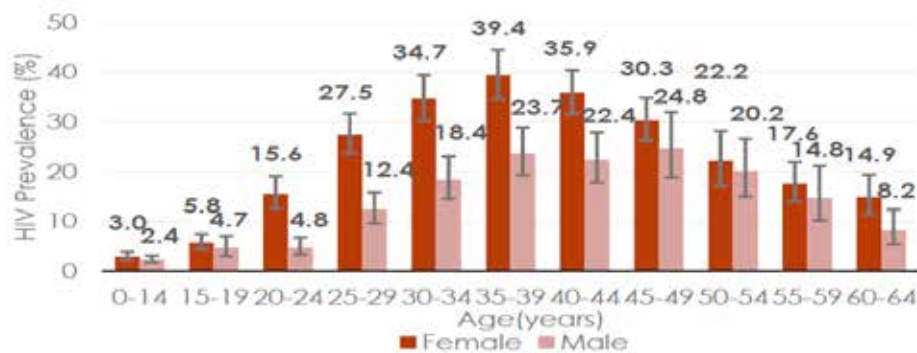
Adolescent girls and young women are less able to negotiate condom use, have limited access to HIV testing, modern contraception and family planning and are less able to adhere to HIV treatment. In sub-Saharan Africa, only 26% of adolescent girls possess comprehensive and correct knowledge about HIV, compared with 36% of adolescent boys. In this context, according to UNICEF, among girls aged 15–19 who reported having multiple sexual partners in the past 12 months, only 36% reported that they used a condom the last time they had sex.

HIV prevalence among adults aged 15 to 49 years in South Africa is 20.6 percent; 26.3 percent among females and 14.8 percent among males. HIV prevalence among Black Africans is 16.6 percent; followed by Coloureds (5.3 percent); Whites (1.1 percent); and Indian/Asian (0.8 percent). HIV annual incidence among adults aged 15 to 49 years in South Africa is 0.79 percent; 0.93 percent among females and 0.69 percent among males. This corresponds to approximately 199,700 people newly infected with HIV aged 15 to 49 years in 2017. Annual incidence in children aged 2 to 14 years is 0.13 (95% CI: 0.03–0.23).

Based on point estimates, overall HIV peak prevalence occurs in 35 to 39-year olds at 31.5 percent (females at 39.4 percent and males at 23.7 percent) but differs by sex, peaking at an older age among males (45 to 49 years) at 24.8 percent compared to females (35 to 39 years). This disparity in HIV prevalence by sex is most pronounced among young adults: HIV prevalence among 20 to 24-year-olds is three times higher among females (15.6 percent) than males (4.8 percent).

HIV disproportionately affects young women and girls because of their unequal social, cultural and economic status in society. The burden of HIV continues to disproportionately affect different geographical regions and high-risk groups, especially Black Africans, adolescent girls and young women HIV incidence has decreased from the 2012 estimates, yet remains high, particularly among female youth aged 15–24 years.

FIG: HIV PREVALENCE, BY AGE AND SEX<sup>1</sup>



Women have demonstrated considerable leadership in community and informal organizations, as well as in public office. However, women in general, and specifically girls and young women, are seriously underrepresented in key in all levels of decision making. The current scenario has its roots in the patriarchal society as well as unequal access to resources for the personal development of girls and young women. Although women constitute 50.91% of the total population in South Africa, their participation in the economy, political and public life is significantly lower than their male counterparts.

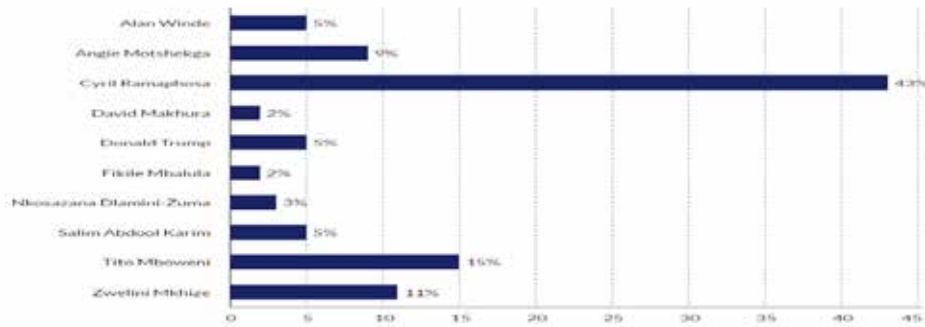
Young women and adolescent girls face unique challenges in asserting and developing a leadership style and capability. Young women at university level lead a watershed for youth politics in South Africa during the fees must fall protest whereby the rights of women as student and young women in society took a human rights position to articulate their rights and demands.

Women, and young women, persons with disabilities and many youth in general also played different leadership and participation roles in governance during the COVID-19 pandemic responses. The National Corona virus Command Centre and the lead Executive of Government’s response was executed by a female Minister. Other female ministers played leading roles in accordance with sectoral responses. Women researchers and scientists also played leading roles in the National Advisory Committee, some of whom head institutions such as SAMRC, SAPHRA, etc. The Solidarity Fund was headed by a female as well. However at the civil society and NGO level, women continued to play leadership roles.

The voice of women in media coverage, albeit that it was limited at the start of the pandemic gradually found that women researchers and scientists were more frequently aired on national media platforms. In order to establish trends in this regard, the Media Monitoring Africa undertook an analysis of who was interviewed the most in line with a number of variables such as gender, race, among others. Their findings are illustrated below:<sup>20</sup>

<sup>20</sup> Media Monitoring Africa: Azola Dayile et al, 2020: Analysis of COVID-19 Media coverage

## Whose voice do we hear in the media?



Looking at the sources breakdown in the graph above (fig.1), what can be gleaned from the data is that the people who have been interviewed and/or quoted by the media are high-ranking government officials. The President of South Africa, Cyril Ramaphosa was the most interviewed personality, having been mentioned 43% of the time. He is followed by three of his colleagues who include Finance Minister, Tito Mboweni (15%), Health Minister, Zweli Mkhize (11%) and Basic Education Minister, Angie Motshekga (9%). A notable feature is also the President of the United States of America, Donald Trump (5%), who is in fifth position on the graph. Very little voice was given to independent experts (doctors, medical researchers, scientists etc), members of the public or other relevant entities.

## Gender Breakdown

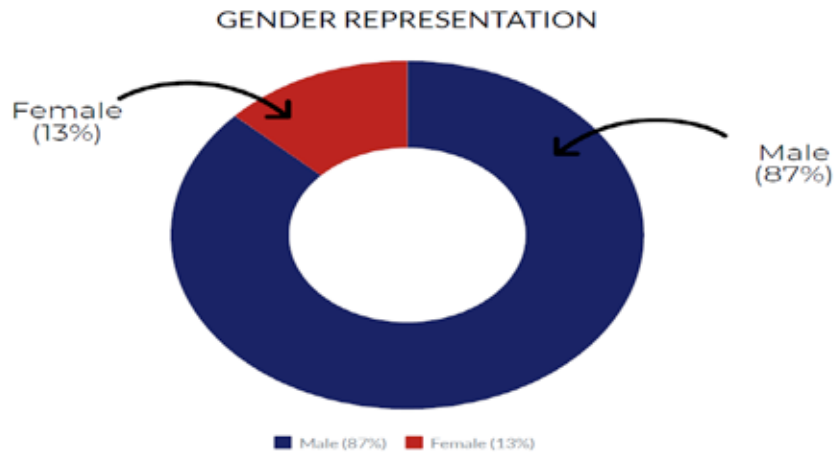


Fig.2 above presents the gender dynamic of those mostly accessed/interviewed/quoted in the media. The graph shows a heavy concentration of male voices, taking up 87% of the share of voices and the rest of the 13% being women. This is totally disproportionate to the gender spread in South Africa where the female population (50.5%) eclipses the male population by (1%) according to official statistics.[3] The previous graph, fig.1, corroborates this finding where most of the sources were male.

## 4.1 External Organisational Environment

The overall mandate of the Department is to regulate transformation and empowerment of women youth and persons with disabilities. However, the COVID-19 pandemic and government's response to it has placed additional demands on the Department, particularly in relation to forming an integral component of the development of government's overall response and interventions to mitigate the negative impacts of COVID-19 on women, youth and persons with disabilities. It has prevented or constrained certain activities, and provision of core services by government which are vital in the ongoing empowerment and protection and promotion of the rights of women, youth and persons with disabilities. However, the pandemic has also provided potential new vantage points and opened up opportunities for innovative approaches to advance women's empowerment, youth development and promote disability rights.

The response of the country to the COVID-19 pandemic through the national lockdown is often described as one of the "harshest" in the world. This meant that the impact of the pandemic exposed and exacerbated existing fault lines of poverty, inequality and unemployment which are most detrimentally experienced by women, youth and persons with disabilities. During the COVID-19 response, planning and decision-making in the country, governance structures were put in place. Notwithstanding the participation of the department within these processes, the responses were felt to be largely gender, youth and disability blind, except in some specific areas. This impacted the programmes on empowerment and promotion of rights in the country, and in many cases, actually retarded the progress that was being made pre-COVID context by the imposition of policy responses to the pandemic and the lockdown.

To ameliorate the impact on the lives and livelihoods felt by women, youth and persons with disabilities, special measures were implemented for these sectors. However given the context in which these measures were put in place, it was very critical to monitor to what extent women, youth and persons were beneficiaries to the response, recovery and post recovery measures. The development of a gender, youth and disability responsive tracking system was

undertaken to which government departments needed to respond. Unfortunately this has proven very challenging as the data generated by departments on the response measures was hardly disaggregated by sex, age or disability. Furthermore it was extremely difficult to get government departments to actually report against the Tracker.

In addition the response to COVID-19 entailed the disbursement of a national fiscal package of R500 billion to be used for procurement of personal protective equipment (PPE) essential in the fight against the virus, and addressing emergency livelihood needs, was embroiled in much corruption. To a large extent women, youth and persons with disabilities – owned businesses largely did not benefit from these procurement opportunities.

Given this prevailing context in the country, the President announced a minimum 40% set aside for women in procurement and there was to be a weekly reporting on how women were benefitting from this policy pronouncement. However this still did not make much difference in ensuring that women and persons with disabilities were beneficiaries in the process, including small and medium businesses owned by women, youth or persons with disabilities.

The COVID-19 pandemic resulted in many women losing their jobs during the lockdown, or many women in informal businesses facing increasing poverty and hunger in the family and households. Temporary increases in the child-support and disability grants and the creation of a special relief of distress grant had an enormous impact on the lives of mainly poor and unemployed women, youth and persons with disabilities, and together with the distribution of food parcels, helped in ameliorating the growing hunger and food scarcity in households. There was also the issue of the lack of access to free sanitary products for poor and indigent women and girls during this period, which was to a limited extent addressed through adding the products into food parcels so that it could reach the deserving.

Domestic workers, who are majority women, either lost their jobs and/or their monthly incomes for this period. The challenge was that not many of them are actually registered with the Unemployment Insurance Fund and thus were unable to access this. Government did create the UIF-TERS measure to

assist domestic workers registered but a High Court ruling ensured that all domestic workers who were facing lack of income had to be assisted through the UIF-TERS process. This means that the Department must ensure that the law and regulations relating to domestic workers be fully implemented and monitored by the Department of Employment and Labour.

Gender based violence, and in particular the issue of femicide, was exacerbated by the lockdown due to the COVID-19 pandemic. The challenge was that while the South African Police reported a decrease in its reported cases during the lockdown, reports across society decried an increased incidence of gender based violence. In addition, there were reports of women not being able to access services as victims and survivors of such violence. This was as a consequence of limited transportation; women being confined in close proximity with abusive partners and spouses or family members; women not being able to access police stations because of curfews, among others.

During this period the issue was declared as a second pandemic or a shadow pandemic in South Africa. The country launched the National Strategic Plan to address gender based violence and femicide and there were efforts to put in place GBVF referral pathways and safety plans; inclusion of GBV prevention, response, treatment and care as a permitted essential services in the lockdown regulations; and increased awareness raising measures. However as the lockdown eased to level three the brutal murders of women, especially young women, by partners came to the fore in the country. This resulted in more concerted efforts towards raising awareness particularly addressing men and boys, and the fast tracking of three pieces of legislation into Parliament which is aimed at putting in place greater measures to address the scourge. Unfortunately these bills are yet to be adopted and enacted. The banning of alcohol during the lockdown played a significant role in the context of gender based violence given the relationship between alcohol consumption and increased violence against women and girls. A decrease particularly in incidences of domestic violence was noted in the country. In February 2021, the President launched a GBVF Fund in partnership with the private sector. The country is currently also embarking on drawing up legislation

that will provide for the establishment of the National Council of Gender Based Violence and Femicide in the near future.

There were some positive efforts in government's response for the disability sector in the country with the development of Directives on persons with disabilities in terms of the Disaster Management Act regulations. There was also a concerted effort in ensuring that all media briefings by government also included sign language interpretation. This provided for the rights and dignity for persons challenged by hearing disabilities.

Given the global nature of the COVID-19 pandemic there were efforts by international partners such as the United Nations in particular UN Women, UN CEDAW Committee, UNDP, UNAIDS, UNFPA and the African Union, in particular the Women and Gender Directorate to bring women together through virtual dialogues and forums to engage on issues of COVID-19 and women, youth and persons with disabilities and how to mitigate as much as possible the detrimental impacts being felt by these sectors as a result of the pandemic and lockdowns being imposed. There were several dialogues on how to ensure that livelihoods of women and persons with disabilities can be brought into the COVID-19 response and post-COVID recovery and economic measures. In addition, international donor partners came on board to assist with financial aid and technical assistance in particular on the issues of gender based violence in the country as well as women's economic empowerment efforts especially women in informal and small and medium enterprises.

Given that the entire world was experiencing a pandemic of this proportion for the first time, much information, sharing of experiences and data and statistics were not readily available; and working in partnership with international and regional bodies and donor partners, several research undertakings and surveys have been embarked on in the country. Over the past year, there is a growing body of knowledge and evidence generated. In this regard comprehensive research studies on the impact assessment of COVID-19 on women, youth and persons with disabilities have been embarked on between the department and international and donor partners and national government departments.

This will provide a body of evidence which will be available to assist in assessing not only the impact of the COVID-19 pandemic but to assist in future pandemics of this nature and other humanitarian situations, especially on the lives and livelihoods of women, youth and persons with disabilities.

It is envisaged that this will ensure us to be more readily prepared to mitigate against exacerbations of continuing inequalities, poverty, unemployment, levels of gender based violence and femicide; increased burden of unpaid care work and responsibilities especially on women, as well as ensure the ongoing access to services by women, youth and persons with disabilities; ICT and access to 4IR technology, ability to work remotely especially rural based women, children, youth and persons with disabilities. The intention is to always maintain and / or promote the human dignity and uphold human rights of women, youth and persons with disabilities, despite the ferocity of any future pandemics or humanitarian crises.

Persons with disabilities experience barriers to implement basic protection measures such as hand-washing and maintaining physical distancing for several reasons including the lack of accessibility of water, sanitation and hygiene (WASH) facilities; a reliance on physical contact of caregivers to get support; the availability of caregivers / personal assistants, inaccessibility of public health information in respect of sign language interpretation as well as closed captioning; or placement in institutional settings that are often overcrowded and unsanitary. These barriers are exacerbated for those living in informal settlements. Access to disability grants and access to online education for children with disabilities were also highlighted as key challenges during the State of National Disaster.

Emerging global evidence indicate that people in institutional settings (residential facilities, old age homes, psychiatric facilities, prisons) experience the highest rates of infection and mortality from COVID-19. The percentage of COVID-19 related deaths in care homes—where older persons with disabilities are overrepresented—ranges from 19% to 72% in countries in which official data is available. However, disability-disaggregated data related to these local settings have not yet been made available by lead institutions.

Reasonable accommodation and universal design are the central pillar to meaningful access and participation. Disability inclusion will result in a COVID- 19 response and recovery that better serves everyone, more fully suppressing the virus, as well as building back better.

## 4.2 Internal Environment

With the announcement of the 6th Administration in 2019, the Minister and Deputy Minister in The Presidency: Women, Youth and Persons with Disabilities were appointed and the Department of Women, Youth and Persons with Disabilities was established. The National Macro Organisation of Government (NMOG) 2019 process ensured the transfer of the function of youth development and NYDA from the Department of Planning, Monitoring and Evaluation and persons with disabilities from the Department of Social Development with effect from 01 April 2020.

Through the NMOG process, a start-up organisational structure was approved that reflected the reorganisation of the new department through the integration of the additional functions. However, this did not provide for the organisational redesign and restructuring of the Department as these transformational processes were to be directed by the strategic objectives of the Department that had not yet been articulated and defined at that stage.

Accordingly and following the approval of the Strategic Plan for 2020/2021 to 2024/2025 FY, a process has been undertaken to redefine the Department's services and functions in support of its strategic objectives and redesign of the service delivery model to define the manner in which such services are to be delivered. On this basis, an organisational redesign processes has been established to ensure that the structure is more appropriately aligned to the new mandate, strategic intentions and service delivery model of the Department with the ultimate aim of improving its efficiency and effectiveness.

Until this evolving process has been finalised and a revised Budget Programme structure has been approved by National Treasury, the architectural design of the Department remains that of the approved start-up organisational structure and the arrangement of its four core Programmes as Social

Transformation and Economic Empowerment; Policy, Stakeholder Coordination and Knowledge Management; Rights of Persons with Disabilities; and National Youth Development Programme.

Once the redesigned organisational structure has been approved by the Executive Authority, a comprehensive change management process shall be undertaken to manage the restructuring of the Department and migrate its workforce into new structure. A HR Plan shall also be implemented to address human resource priorities that have been identified in relation to the Department's objectives, challenges and changes over the MTEF.

However, flexibility and creativity in the design, development and implementation of these processes will be constrained by substantial reductions that have been made to baseline allocations of the Compensation of Employees Budget over the MTEF due to macro-economic challenges facing the South African economy. As a result thereof, reductions have had to be made to the headcount of the Department to ensure that compensation-related expenditure will remain within the allocated MTEF ceilings, particularly in the outer year of the medium-term

Accordingly, no funds are available over the MTEF for the progressive growth of the Department to meet the increased demands of its extended mandate and sector requirements. The only additional allocation that has been made to the Department has been earmarked for the establishment of a Gender Based Violence and Femicide (GBVF) Secretariat to provide technical and administrative support to the Interim GBVF Committee.

Through the MTEF baseline allocations, the Department has funded 141 posts, of which 133 are filled and 8 vacant. The current proportionate allocation of funded positions among the respective Programmes and Sub Programmes are-

- Ministry, 22 positions, including Minister, Deputy Minister and Special Advisers (15.6% of total);
- Departmental Management, 15 positions (10.6%);
- Corporate Management, 23 positions (16.3%);

- Financial Management; 16 positions (11.3%);
- Social Transformation and Economic Empowerment, 18 positions (12.8%);
- Policy, Stakeholder Coordination and Knowledge Management, 27 positions (19.1%);
- Rights of Persons with Disabilities, 11 positions (7.8%); and
- National Youth Development Programme, 9 positions (6.4%).

Regarding the COVID-19 pandemic, mandatory restrictions have had a debilitating effect on the productivity of the Department, particularly during lockdown levels 5, 4 and 3. The situation is gradually returning to a semblance of normality with the implementation of measures to get employees back to the office and to manage remote working arrangements. Ultimately, the Department is committed to ensure a working environment that is safe and without risks to the health of its employees. Nonetheless, the restrictions continue to have an impact on the utilisation, performance and development of the workforce and its ability to engage with respective sectors and communities.

On the 21st of April 2020 the President announced a R500 billion fiscal support package that includes spending towards COVID-19 priorities. On 30 April National Treasury published on the "Economic Measures for COVID-19", outlining an R500bn response, as well as identifying the funding sources for the package. Part of the funding sources for this package is a R130 billion baseline reprioritisation in the 2020/21 financial year.

The announcement by the President and the National Treasury's Economic Measures for COVID-19 necessitated a need for the department to engage in the process of identify savings from the baseline allocation of the 2020/21 financial year as part of its contribution to the COVID-19 response packages. It is through this process the department identified an amount of R107.2 million or 14% from its baseline allocation of R778.5 million as a saving due to activities that cannot be implemented fully due to COVID-19 restrictions and other reductions. This excludes the earmarked allocation for CGE and NYDA. The reduced

budget includes an amount of R97.4 million identified as a saving by the NYDA. The reduction mainly affected the goods and services budget.

The activities that were affected by the budget reduction are those that required physical interactions with stakeholders, travel and subsistence, venues and facilities, provision of catering and consultancy services. These activities were conducted through the virtual platforms at a cost lower than the initially planned. The announcement of the Lockdowns at various stages during the current financial year continued to have an adverse impact on the spending patterns of the department. The department anticipate a possible underspending by the end of the financial year mainly on the goods and service as a result of the impact of COVID-19 in implementation of some its activities.

OVERVIEW OF 2021/22 BUDGET AND MTEF ESTIMATES

Programmes	Expenditure Estimates							
	Expenditure Outcome				Adjusted Appropriation	Medium-Term Expenditure Estimates		
	2017/18	2018/19	2019/20	2020/21		2021/22	2022/23	2023/24
	R`000	R`000	R`000	R`000	R`000	R`000	R`000	
Administration	84 298	90 031	103 689	92 566	98 017	95 317	95 507	
Social Transformation and Economic Empowerment	94 215	102 355	108 436	104 503	124 241	127 998	128 698	
Policy, Stakeholder Coordination and Knowledge Management	27 933	31 934	33 731	34 070	40 632	42 955	43 449	
Rights of Persons with Disabilities	15 785	15 315	16 575	13 025	17 358	17 933	18 129	
National Youth Development	437 565	484 288	467 538	376 812	483 291	494 138	496 133	
<b>Total Programmes</b>	<b>659 796</b>	<b>723 923</b>	<b>729 969</b>	<b>620 976</b>	<b>763 539</b>	<b>778 341</b>	<b>781 916</b>	
Current payments	145 956	161 908	179 969	170 642	197 091	198 992	200 177	
Compensation of employees	86 608	93 934	107 709	111 753	111 284	111 084	111 943	
Goods and services	59 348	67 974	72 260	58 889	85 807	87 908	88 234	
Administrative fees	872	1 072	857	635	755	679	682	
Advertising	2 309	1 412	1 845	982	849	1 022	1 026	
Minor Assets	386	210	77	263	308	292	289	
Audit costs: External	3 820	4 041	3 112	4 260	4 356	4 430	4 448	
Bursaries: Employees	62	86	62	200	181	188	189	
Catering: Departmental activities	3 212	4 356	2 434	1 784	2 146	2 607	2 617	
Communication (G&S)	3 471	2 588	3 318	3 533	4 274	3 692	3 706	
Computer services	2 522	3 837	3 059	1 047	3 696	984	988	
Consultants: Business and advisory services	6 434	2 997	1 008	8 419	16 460	15 608	15 667	
Infrastructure and planning services	-	-	-	-	-	-	-	
Laboratory services	-	-	-	-	-	-	-	
Legal services (G&S)	968	2 584	332	328	296	308	309	
Science and technological services	-	-	-	-	-	-	-	

Programmes	Expenditure Estimates							
	Expenditure Outcome				Adjusted Appropriation	Medium-Term Expenditure Estimates		
	2017/18	2018/19	2019/20	2020/21		2021/22	2022/23	2023/24
	R`000	R`000	R`000	R`000	R`000	R`000	R`000	
Contractors	742	1 123	611	1 038	688	1 094	1 098	
Agency and support/outsourced services	117	-	36	-	-	-	-	
Entertainment	2	21	2	60	7	65	65	
Fleet services (including government motor transport)	668	776	368	242	235	227	228	
Housing	-	-	-	-	-	-	-	
Inventory: Clothing material and accessories	-	-	-	-	-	-	-	
Inventory: Farming supplies	-	-	-	-	-	-	-	
Inventory: Food and food supplies	-	-	-	-	-	-	-	
Inventory: Fuel, oil and gas	-	-	-	-	-	-	-	
Inventory: Learner and teacher support material	-	-	-	-	-	-	-	
Inventory: Materials and supplies	-	-	-	-	-	-	-	
Inventory: Medical supplies	-	-	-	-	-	-	-	
Inventory: Medicine	-	-	-	-	-	-	-	
Medsas inventory interface	-	-	-	-	-	-	-	
Inventory: Other supplies	-	-	-	-	-	-	-	
Consumable supplies	195	226	509	680	724	698	701	
Consumables: Stationery, printing and office supplies	631	808	722	1 680	1 838	1 736	1 742	
Operating leases	36	41	16	53	-	58	58	
Rental and hiring	157	686	50	815	746	847	850	
Property payments	11 563	13 282	13 491	13 763	18 520	19 592	19 667	
Transport provided: Departmental activity	873	1 597	10 345	1 080	1 506	1 993	2 000	
Travel and subsistence	15 888	20 071	23 489	9 874	18 628	20 635	20 707	
Training and development	523	145	961	1 007	1 140	979	985	
Operating payments	2 503	2 458	3 455	3 404	4 222	4 457	4 475	

Expenditure Estimates									
Programmes	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates				
	2017/18	2018/19	2019/20		2021/22	2022/23	2023/24		
	R`000	R`000	R`000		R`000	R`000	R`000		
Venues and facilities	1 394	3 557	2 101	3 742	4 232	5 717	5 737	-	-
Interest and rent on land	-	-	-	-	-	-	-	-	-
Interest (Incl. interest on unitary payments (PPP))	-	-	-	-	-	-	-	-	-
Rent on land	-	-	-	-	-	-	-	-	-
Transfers and subsidies	511 365	559 341	546 897	446 653	562 561	575 267	577 477	-	-
Provinces and municipalities	6	5	2	16	16	17	17	-	-
Provinces	-	-	-	-	-	-	-	-	-
Provincial Revenue Funds	-	-	-	-	-	-	-	-	-
Provincial agencies and funds	-	-	-	-	-	-	-	-	-
Municipalities	6	5	2	16	16	17	17	-	-
Municipal bank accounts	6	5	2	16	16	17	17	-	-
Municipal agencies and funds	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	511 072	557 880	544 754	446 435	562 338	575 045	577 254	-	-
Social security funds	-	-	-	-	-	-	-	-	-
Departmental agencies (non-business entities)	511 072	557 880	544 754	446 435	562 338	575 045	577 254	-	-
Higher education institutions	-	-	-	-	-	-	-	-	-
Foreign governments and international organisations	-	-	-	-	-	-	-	-	-
Public corporations and private enterprises	-	-	-	-	-	-	-	-	-
Public corporations	-	-	-	-	-	-	-	-	-
Subsidies on products and production (pc)	-	-	-	-	-	-	-	-	-
Other transfers to public corporations	-	-	-	-	-	-	-	-	-
Private enterprises	-	-	-	-	-	-	-	-	-
Subsidies on products and production (pe)	-	-	-	-	-	-	-	-	-
Other transfers to private enterprises	-	-	-	-	-	-	-	-	-

Programmes	Expenditure Estimates							
	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates			2023/24 R`000
	2017/18 R`000	2018/19 R`000	2019/20 R`000		2021/22 R`000	2022/23 R`000	2021/22 R`000	
				2020/21 R`000				
Non-profit institutions	-	-	-	-	-	-	-	-
Households	287	1 456	2 141	202	207	205	206	206
Social benefits	187	410	2 141	202	207	205	206	206
Other transfers to households	100	1 046	-	-	-	-	-	-
Payments for capital assets	2 475	2 451	2 722	3 681	3 887	4 082	4 262	4 262
Buildings and other fixed structures	-	-	-	-	-	-	-	-
Buildings	-	-	-	-	-	-	-	-
Other fixed structures	-	-	-	-	-	-	-	-
Machinery and equipment	2 475	1 936	2 722	2 708	2 860	3 017	3 150	3 150
Transport equipment	268	202	1 380	-	-	-	-	-
Other machinery and equipment	2 207	1 734	1 342	2 708	2 860	3 017	3 150	3 150
Heritage assets	-	-	-	-	-	-	-	-
Specialised military assets	-	-	-	-	-	-	-	-
Biological assets	-	-	-	-	-	-	-	-
Land and sub-soil assets	-	-	-	-	-	-	-	-
Software and other intangible assets	-	515	-	973	1 027	1 065	1 112	1 112
Payments for financial assets	-	223	381	-	-	-	-	-
<b>Total economic classification</b>	<b>659 796</b>	<b>723 923</b>	<b>729 969</b>	<b>620 976</b>	<b>763 539</b>	<b>778 341</b>	<b>781 916</b>	<b>781 916</b>



# Part C: Measuring Performance



## 5. Institutional Performance

### Programme 1: Administration

#### **Purpose:**

To provide institutional overarching support to the DWYPD

#### **Sub-Programmes:**

- **Departmental Management:** The purpose of the sub-programme is to provide executive support, strategic leadership and management of the DWYPD.
- **Financial Management:** The purpose is to provide and ensure effective, efficient financial management and supply chain services. This includes budget planning and expenditure monitoring; and the management of procurement, acquisition, logistics, asset, and financial transactions.
- **Corporate Management:** The purpose of this programme is to provide effective human capital management, facilities and auxiliary management and ICT systems enablers for the DoW.

## Outcomes, Outputs, Performance Indicator and Targets

Outcomes	Outputs	Output Indicator	Audited / Actual Performance					Annual Targets					
			Audited / Actual Performance					Estimated Performance			MTEF Period		
			2017/18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24				
Improved governance processes and systems for DWYPD	Unqualified audit opinion on Predetermined Objectives and compliance matters	Unqualified audit opinion on Predetermined Objectives	New	New	Unqualified Audit opinion	Unqualified Audit opinion on Predetermined Objectives and compliance matters	Unqualified Audit opinion on Predetermined Objectives	Unqualified Audit opinion on Predetermined Objectives and compliance matters	Unqualified Audit opinion on Predetermined Objectives and compliance matters	Unqualified Audit opinion on Predetermined Objectives and compliance matters	Unqualified Audit opinion on Predetermined Objectives and compliance matters	Unqualified Audit opinion on Predetermined Objectives and compliance matters	
	Timeous payment of suppliers	Percentage of invoices paid within 30 days	Not Achieved The vacancy rate as at 31 March 2018 was 5.6%	Not Achieved 98.47% invoices were paid within 30 days	99.03% (Out of 8 673 invoices received, 8 589 invoices or 99.03% were paid within 30 days).	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	
	Unqualified audit opinion on Annual financial statements	Unqualified Audit opinion on Annual Financial Statements	New	New	Unqualified Audit Opinion with matters of emphasis	Unqualified Audit opinion on Annual financial statements	Unqualified Audit opinion on Annual Financial Statements	Unqualified Audit opinion on Annual Financial Statements	Unqualified Audit opinion on Annual Financial Statements	Unqualified Audit opinion on Annual Financial Statements	Unqualified Audit opinion on Annual Financial Statements	Unqualified Audit opinion on Annual Financial Statements	
	Timeous filling of funded vacancies	Percentage of Vacancy Rate	Achieved Maintain a vacancy rate of less than 10% annually	Spending percentage as at 31 March 2019 is 96.5% of the total allocation of the department	Maintain a vacancy rate of less than 10% annually	Maintain a vacancy rate of less than 10% annually	Maintain a vacancy rate of less than 10% annually	Maintain a vacancy rate of less than 10% annually	Maintain a vacancy rate of less than 10% annually	Maintain a vacancy rate of less than 10% annually	Maintain a vacancy rate of less than 10% annually	Maintain a vacancy rate of less than 10% annually	
	Human Resource Plan	Human Resource Plan developed and implemented	New	New	New	Draft Human Resource Plan developed	Human Resource Plan developed and implemented	Human Resource Plan developed and implemented	Human Resource Plan developed and implemented	Human Resource Plan developed and implemented	Human Resource Plan developed and implemented	Human Resource Plan implemented	
Approved Master Information Technology Strategy and Plan (MITSP)	Modernised, secure and integrated Information Communications and Security Technologies, infrastructure and Systems	Approved Master Information Technology Strategy and Plan (MITSP)	New	New	New	Draft Master Information Technology Strategy and Plan (MITSP)	Approved Master Information Technology Strategy and Plan (MITSP)	Approved Master Information Technology Strategy and Plan (MITSP)	Approved Master Information Technology Strategy and Plan (MITSP)	Approved Master Information Technology Strategy and Plan (MITSP)	Approved Master Information Technology Strategy and Plan (MITSP)	-	

## Indicators, Annual and Quarterly Targets

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Unqualified audit opinion on Predetermined Objectives	Unqualified Audit opinion on predetermined objectives	-	Unqualified Audit opinion on predetermined objectives	-	-
Percentage of invoices paid within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days
Unqualified Audit opinion on Annual Financial Statements	Unqualified Audit opinion on Annual Financial Statements		Unqualified Audit opinion on Annual Financial Statements	-	-
Percentage of Vacancy Rate	Maintain a vacancy rate of less than 10% annually	<10%	<10%	<10%	<10%
Human Resource Plan developed and implemented	Human Resource Plan developed and implemented	Draft HR Plan consulted	HR Plan approved	HR Plan implemented against Action Plan	HR Plan implemented against Action Plan
Approved Master Information Technology Strategy and Plan (MITSP)	Approved Master Information Technology Strategy and Plan (MITSP)	Draft MITSP developed	Consultation with stakeholders on the draft MITSP	Consolidation of inputs to the draft MITSP	Approved MITSP

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

Over the next three years the department will develop a business leadership strategy and instrument to measure the leadership competence of the office of the accounting officer and the institutional support thereof. Business Leadership provides not only for the leadership and the organisation but equally positions the department to the outside world which will include amongst others the entire international cohort and peer organisations of women youth and persons with disabilities, international communities and relevant stakeholders that the department is to engage with.

Business Excellence will ensure that the department has an internal effective and efficient programme management capability which provides for the mainstreaming of all departmental projects, Presidential projects and ministerial special projects. The programme management capability will make sure that the department provides sufficient support across all cross functions. It also ensures that there is no overlap, repetition and duplication of services to be rendered and work to be performed.

Overarching business excellence is the epitome and pulse if not the heart of the organisation, hence it is imperative that a good corporate governance practice should be meticulously practiced at all time. With care and relative ease, the department must forcibly adhere to all risk management standards and regulations to govern itself effectively and efficiently. At all times the department must conduct empirical and scientific based research to develop new and innovative concepts, principles and ideologies to support the organisation to grow colossally in ensuring the rights of women youth and persons with disabilities. In order for the department to expand its horizons it should have a knowledge and an Information System that not only captures implicit and tacit information in the organisation, but can archive and register the importance of knowledge acquired through experience in time and in innovation. Advanced technologies like cloud and other competing information storage systems will be deployed to keep information.

## Programme Resources Considerations

Sub-programmes	Expenditure Estimates						
	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates		
	2017/18	2018/19	2019/20		2021/22	2022/23	2023/24
R'000	R'000	R'000	R'000	R'000	R'000	R'000	
1. Ministry	20 240	20 989	33 053	21 356	22 579	21 701	24 595
2. Departmental Management	17 974	16 395	22 848	17 780	17 038	17 027	15 733
3. Corporate Services	21 268	24 428	20 384	24 521	24 269	21 745	21 838
4. Financial Management	13 349	14 973	14 599	15 752	15 835	15 944	14 368
5. Office Accommodation	11 467	13 246	12 805	13 157	18 296	18 900	18 973
<b>Total</b>	<b>84 298</b>	<b>90 031</b>	<b>103 689</b>	<b>92 566</b>	<b>98 017</b>	<b>95 317</b>	<b>95 507</b>
<b>Economic Classification</b>							
Compensation of employees	49 851	47 758	58 826	58 961	57 414	56 313	56 265
Goods and services	31 976	38 499	40 048	30 241	38 397	36 696	36 833
Transfers and subsidies	109	1 256	1 778	33	33	34	34
Payments for capital assets	2 362	2 295	2 656	3 331	2 173	2 274	2 375
Payments for financial assets	-	223	381	-	-	-	-
<b>Total economic classification</b>	<b>84 298</b>	<b>90 031</b>	<b>103 689</b>	<b>92 566</b>	<b>98 017</b>	<b>95 317</b>	<b>95 507</b>

## Updated Key Risks and mitigation

Outcome	Key Risks	Risk Mitigation
Improved governance processes and systems for DWYPD	Occurrence of irregular, fruitless and wasteful expenditure	Implement and monitor governance legislation Implementation of the unauthorised, irregular, fruitless and wasteful expenditure (UIF) policy
Improved governance processes and systems for DWYPD	Non-compliance to 30 days payment of invoices	Enforce compliance to Supply Chain Management Policies and Procedures
Improved governance processes and systems for DWYPD	Implementation of technology that is not informed by the business objectives of the department.	Ensure that ICT governance structures meet regularly to develop and implement the Master Information System and Security Technology Plan (MISSTP)

## Programme 2: Social and Economic Participation and Empowerment

### Purpose:

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

### Sub-Programmes:

- **Management STEE:** Strategic leadership and management
- **Economic Empowerment and Participation:** To provide intervention mechanisms on policies and program implementation for mainstreaming the economic empowerment and participation of women towards economic transformation and development.
- **Social Empowerment and Transformation:** To provide intervention mechanisms on policies and program implementation for mainstreaming the social empowerment and participation of women towards social transformation.
- **Governance Transformation, Justice and Security:** To provide guidance for enhancing existing systems and procedures, addresses barriers to the equal participation of women in the public and private sectors, and contributes to the elimination of gender based violence.

## Outcomes, Outputs, Performance Indicator and Targets

Outcome	Outputs	Output Indicator	Audited / Actual Performance					Annual Targets		
			Performance					MTEF Period		
			2017/18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	
<b>Sub-programme: Economic Empowerment and Participation</b>										
Equitable economic empowerment, participation and ownership for women youth and persons with disabilities being at the centre of the national economic agenda	Socio economic empowerment index developed	Number of research reports on the development of the Socio economic empowerment index developed	New	New	New	New	1 research report on the development of a socio-economic index developed	Socio economic empowerment index developed	Socio economic empowerment index implemented	Socio economic empowerment index monitored
	Coordinate and facilitate interventions to support economic empowerment, participation and ownership for women youth and persons with disabilities	Number of interventions to support economic empowerment, participation and ownership for women, youth and persons with disabilities implemented per year	New	Analysis report on progress and impact on empowerment of women done on Women's Access to Credit, Land and Property of Nine Point Plan approved	4 reports on facilitation of interventions and economic opportunities for women produced	4 interventions to support economic empowerment and participation of women, youth and persons with disabilities implemented	4 interventions to support economic empowerment and participation of women, youth and persons with disabilities implemented	4 interventions to support economic empowerment and participation of women, youth and persons with disabilities implemented	4 interventions to support economic empowerment and participation of women, youth and persons with disabilities implemented	4 interventions to support economic empowerment and participation of women, youth and persons with disabilities implemented
<b>Sub-programme: Social Empowerment and Transformation</b>										

Outcome	Outputs	Output Indicator	Annual Targets								
			Audited / Actual Performance		MTEF Period						
			2017/18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24		
Improved rate of educational attendance and retention of young women and women with disabilities in public sector institutions	Coordinate and facilitate interventions to support education, health and skills development for women youth and persons with disabilities	Number of progress report on implementation of Sanitary Dignity Implementation Framework by provinces produced	Policy Framework for sanitary dignity developed and submitted to Cabinet	Revised Draft Framework for Sanitary Dignity and Implementation plan was produced however due to the advice from National Treasury that department should go on a National Rollout and not pilot as initially planned	4 progress reports on the national roll out of the Sanitary Dignity Implementation Framework in quintiles 1-3 schools produced	4 progress reports from provinces implementing the Sanitary Dignity Implementation Framework by provinces produced	4 progress reports from provinces implementing the Sanitary Dignity Implementation Framework by provinces produced	4 progress reports from provinces implementing the Sanitary Dignity Implementation Framework by provinces produced	4 progress reports from provinces implementing the Sanitary Dignity Implementation Framework by provinces produced	4 progress reports from provinces implementing the Sanitary Dignity Implementation Framework by provinces produced	4 progress reports from provinces implementing the Sanitary Dignity Implementation Framework by provinces produced
		Number of interventions to support socio empowerment and participation of women, youth and persons with disabilities implemented per year	New	New	New	New	4 interventions to support socio empowerment and participation of women, youth and persons with disabilities implemented.	4 interventions to support socio empowerment and participation of women, youth and persons with disabilities implemented.	4 interventions to support socio empowerment and participation of women, youth and persons with disabilities implemented.	4 interventions to support socio empowerment and participation of women, youth and persons with disabilities implemented.	4 interventions to support socio empowerment and participation of women, youth and persons with disabilities implemented.
<b>Sub-programme: Governance Transformation, Justice and Security</b>											

Outcome	Outputs	Output Indicator	Annual Targets					MTEF Period			
			Audited / Actual Performance		Estimated Performance	MTEF Period					
			2017/18	2018-19		2019-20	2020-21		2021-22	2022-23	2023-24
Levels of marginalisation, stigmatisation and discrimination and violence against women, girls and persons with disabilities reduced	Produce and coordinate implementation of a national strategic plan (NSP) to end gender-based violence and femicide	Number of departments monitored on the implementation of NSP GBVF	New	New	New	NSP on GBVF approved	12 national departments monitored on implementation of NSP GBVF 9 provincial departments and 4 municipalities plans monitored on the implementation of NSP GBVF	Monitor implementation of the NSP GBVF	Monitor implementation of the NSP GBVF	Monitor implementation of the NSP GBVF	
			New	New	New	New	9 Rapid Response Teams (RRTs) established	Build capacity of the RRTs to enable them to implement the NSP	Build capacity of the RRTs to enable them to implement the NSP	Build capacity of the RRTs to enable them to implement the NSP	
						Comprehensive National GBVF Prevention Strategy approved	Comprehensive National GBVF Prevention Strategy approved	Comprehensive National GBVF Prevention Strategy implemented	Comprehensive National GBVF Prevention Strategy implemented	4 Quarterly reports on the implementation of the monitoring framework approved	4 Quarterly reports on the implementation of the monitoring framework approved
		Integrated Gender, Youth & Persons with Disabilities (GEYOD) Framework approved	New	New	New	Integrated Gender, Youth & Persons with Disabilities Framework approved	Integrated Gender, Youth & Persons with Disabilities Framework approved	Framework on Gender Youth and Disability Rights Mechanies implemented	Framework on Gender Youth and Disability Rights Mechanies implemented	Framework on Gender Youth and Disability Rights Mechanies implemented	

## Indicators, Annual and Quarterly Targets

Output Indicators	Annual Targets			Q1	Q2	Q3	Q4
<b>Sub-programme: Economic Empowerment and Participation</b>							
Number of research reports on the development of the Socio economic empowerment index developed	1 research report on the development of a socio-economic index developed	Concept document on the development of the socio-economic empowerment index developed	Inception report on the development of the socio-economic empowerment index developed	Consultations on the draft research report on the development of a socio-economic index developed	1 research report on the development of a socio-economic index developed		
Number of interventions to support economic empowerment and participation of WYPD and ownership for women, youth and persons with disabilities implemented per year	4 interventions to support economic empowerment and participation of WYPD implemented	1 intervention to support economic empowerment and participation of WYPD implemented	1 intervention to support economic empowerment and participation of WYPD implemented	1 intervention to support economic empowerment and participation of WYPD implemented	1 intervention to support economic empowerment and participation of WYPD implemented		
<b>Sub-programme: Social Empowerment and Transformation</b>							
Number of progress report on implementation of Sanitary Dignity Implementation Framework by provinces produced	4 progress report on implementation of Sanitary Dignity Implementation Framework by provinces produced	1 progress report on implementation of Sanitary Dignity Implementation Framework by provinces produced	1 progress report on implementation of Sanitary Dignity Implementation Framework by provinces produced	1 progress report on implementation of Sanitary Dignity Implementation Framework by provinces produced	1 progress report on implementation of Sanitary Dignity Implementation Framework by provinces produced		
Number of interventions to support social empowerment and , participation of women, youth and persons with disabilities implemented per year	4 interventions to support social empowerment and participation of women, youth and persons with disabilities implemented	1 intervention to support social empowerment and participation of women, youth and persons with disabilities implemented	1 intervention to support social empowerment and participation of women, youth and persons with disabilities implemented	1 intervention to support social empowerment and participation of women, youth and persons with disabilities implemented	1 intervention to support social empowerment and participation of women, youth and persons with disabilities implemented		
<b>Sub-programme: Governance Transformation, Justice and Security</b>							
Number of departments monitored on the implementation of NSP GBVF	12 national departments monitored on implementation of NSP GBVF	3 national departments monitored on implementation of the NSP GBVF	3 national departments monitored on implementation of the NSP GBVF	3 national departments monitored on implementation of the NSP GBVF	3 national departments monitored on implementation of the NSP GBVF		
	9 provincial departments and 4 municipalities plans monitored on the implementation of NSP GBVF	-	3 provincial departments monitored on the implementation of NSP GBVF	3 provincial departments and 2 municipalities monitored on the implementation of NSP GBVF	3 provincial departments and 2 municipalities monitored on the implementation of NSP GBVF		
Number of Rapid Response Teams established	9 Rapid Response Teams established	2 Rapid Response Teams Established	2 Rapid Response Teams Established	2 Rapid Response Teams Established	2 Rapid Response Teams Established		

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Comprehensive National GBVF Prevention Strategy approved	Comprehensive National GBVF Prevention Strategy approved	Draft Comprehensive National GBVF Prevention Strategy developed	Consultation on the Draft Comprehensive National GBVF Prevention Strategy	SEIAS on the Comprehensive National GBVF Prevention Strategy	Comprehensive National GBVF Prevention Strategy approved
NSP GBVF Monitoring and Evaluation Framework approved	NSP GBVF Monitoring and Evaluation Framework approved	National Consultation on draft NSP GBVF Monitoring and Evaluation Framework	Provincial Consultation on the draft NSP GBVF Monitoring and Evaluation Framework	NSP GBVF Monitoring and Evaluation Framework SEIAS	NSP GBVF Monitoring and Evaluation Framework approved
Integrated Gender, Youth & Persons with Disabilities (GEYODI) Framework approved	Integrated Gender, Youth & Persons with Disabilities Framework approved	Draft Integrated Gender, Youth & Persons with Disabilities Framework developed	Consultation on the Draft Integrated Gender, Youth & Persons with Disabilities Framework	SEIAS on Integrated Gender, Youth & Persons with Disabilities Framework	Integrated Gender, Youth & Persons with Disabilities Framework approved

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

### Economic Empowerment Programmes

The previous Department's mandate of facilitating, coordinating and playing an advocacy role in the sector has taken a new strategic posture, to a paradigm shift of being a regulator. In ensuring that the sector is fully empowered the department will embark on a monumental exercise to research and conduct international wide and local bench marks and best practice exercises so as to measure all-encompassing indices and matrices that measure the empowerment of women, youth and persons with disabilities.

The Sub-programme: Economic Empowerment and Participation has as its outcome; an equitable economic empowerment, participation and ownership for women youth and persons with disabilities being at the epi-centre of the national economic agenda. In its operation within a regulatory environment, the sub programme will embark on research towards the development of a Socio economic empowerment index in year one. This will ensure an effective and efficient empowerment index compliance toolkit that is developed thorough research and it would be undertaken to identify the socio as well as economic indicators to be used in the index.

Furthermore sub programme will coordinate and facilitate interventions to support economic empowerment, participation and ownership for women youth and persons with disabilities by ensuring that 4 interventions to support economic empowerment and participation of women, youth and persons with disabilities are implemented in line with the flagship projects that relate to inclusion, ownership and control.

### Social Empowerment & Participation

When learners receive menstrual products, it allows them to attend school uninterrupted by the uncontrolled natural phenomenon of menstruation. That leads to restoration of dignity and in the long run it contributes to women empowerment and gender equality.

In addressing the improved rate of educational attendance and retention of young women and those with disabilities in public sector institutions, the production of qualitative quarterly submissions of progress reports from provinces as they will be implementing the Sanitary Dignity Implementation Framework (SDIF) becomes a key deliverable in monitoring the programme.

The Department has developed an M&E framework in ensuring the application and the implementation of the SDIF which will ultimately be used as a toolkit to monitor compliance by provinces to the framework. This is a form of regulating against provincial performance on women youth and persons with disabilities, in relation to this programme. Furthermore, the Department monitors the roll out process and the usage of the equitable share allocation. In addition the Department monitors issues related to availability of water supply, sanitation and hygiene (WASH) at schools to address school infrastructure. This is alignment with priority – 4 and the minister's performance agreement

One of the key deliverables in this sub programme seeks to address the adolescent Sexual Reproductive Health and Rights (SRHR), including addressing comprehensive sexuality education and ensuring that the syllabus is aligned SRHR and addresses issues of risky behaviours among learners, i.e. HIV/AIDS and teenage pregnancies. This is in alignment with priority – 3.

The Social Empowerment and Participation (SEP) programme supports and advocates for interventions and policies for the mainstreaming of empowerment and participation of women. R4, 397 million is allocated to support work in monitoring the roll out of sanitary products in quintiles 1- 3 schools, farm and special schools; implementation of menstrual health, sexual reproductive health rights, and access to water supply, sanitation and hygiene (WASH) programmes in schools.

Further, the economic benefit that shall accrue from the programme led by provinces will ensure that women, youth and disability owned enterprises benefit from the manufacturing and procurement process of menstrual products for learners at schools in order to ensure the empowerment of those three sectors. That means that the tender specifications

must be designed deliberately by provinces in such a manner that the sectors mentioned above benefit, as per the stipulations of the sanitary dignity programme.

In strengthening GBVF response, the department has drafted a Bill on the establishment of a National Council on Gender-Based Violence (NCGBVF) and Femicide and it will be tabled in Parliament for further processing. The establishment of the NCGBVF is pending finalisation and promulgation of the Legislative Framework that regulates and governs its operations. Whilst working on the legislative framework, the Department will supplement the current capacity within the Governance Transformation, Justice and Security (GTJS) Unit to assist in implementation of the NSP on GBVF. An amount of R5 million has been allocated in supporting this programme.

The department will focus on monitoring the implementation of the national strategic plan (NSP) on gender based violence and femicide (GBVF), at National and Provincial levels. This will be done through monitoring the plans that are developed by Departments, assessing the extent to which they integrate NSP GBVF priorities and providing feedback. Integration of NSP GBVF priorities into Departmental plans is critical because the outcomes of the NSP on GBVF can only be achieved if all relevant Departments execute their responsibilities as indicated on the NSP on GBVF.

The finalisation of the Monitoring and Evaluation Framework and Log frame will further assist towards ensuring effective monitoring because the Departmental and Municipal plans will be assessed in line with the indicators that are identified on the NSP GBVF Monitoring and Evaluation Log frame. The department will also work with SALGA and COGTA to ensure the establishment of Community Rapid Response Structures that will monitor implementation of GBVF initiatives at local levels; also aligned to the District Development Model (DDM). The establishment of these local based structures is critical towards ensuring a coordinated response to GBVF because the structures will include all relevant stakeholders that are necessary in the fight against gender based violence and femicide.

The prevention strategy on GBVF is prioritised for

this financial year because its main objective is to strengthen the delivery capacity of South Africa to roll out evidence based prevention programmes that will transform the structural foundations of GBVF across national, provincial and local spheres.

Rolling out of evidence based prevention programmes will contribute towards reduction in the incidences of GBVF. This would then contribute towards reduction in resources that are invested in dealing with incidences of GBVF and significantly reduce levels of trauma in communities.

Mainstreaming and alignment of Women, Youth and Persons with Disabilities (WYPD) all government policies and programmes is the core mandate of the department. The DWYPD as the centre of government has a mandate to co-ordinate and regulate accelerated delivery of a quality, cohesive and integrated national gender, youth and persons with disabilities (GEYODI) programmes. In the next financial year 2021/22 the department will mainly focus on development of the Gender, Youth and Persons with Disabilities (GEYODI) Coordination Framework. The purpose of the GEYODI Coordination Framework is to: (1) to serve as the government's nerve centre for effective coordination and accountability of the National GEYODI Programme; and (2) to broaden sectoral participation in the National GEYODI Programme by engaging on an equal footing all stakeholders and structures of the machineries.

## Programme Resources Considerations

Sub-programmes	Expenditure Estimates							
	Expenditure Outcome				Adjusted Appropriation	Medium-term Expenditure Estimates		
	2017/18	2018/19	2019/20	2020/21		2021/22	2022/23	2023/24
R'000	R'000	R'000	R'000	R'000	R'000	R'000	R'000	
1. Management: Social Transformation and Economic Empowerment	3 536	3 950	4 347	4 609	6 367	6 423	6 450	
2. Social Empowerment and Transformation	3 789	7 824	7 552	7 307	7 630	9 297	9 317	
3. Governance Transformation, Justice and Security	6 511	6 851	7 609	9 534	13 701	13 696	13 735	
4. Economic Empowerment and Participation	2 113	2 995	3 751	4 438	5 167	4 802	5 056	
5. Commission for Gender Equality	78 266	80 735	85 177	78 615	91 376	93 780	94 140	
<b>Total</b>	<b>94 215</b>	<b>102 355</b>	<b>108 436</b>	<b>104 503</b>	<b>124 241</b>	<b>127 998</b>	<b>128 698</b>	
<b>Economic Classification</b>								
Compensation of employees	9 005	15 803	16 205	14 152	14 603	14 850	15 097	
Goods and services	6 944	5 770	6 886	11 659	17 804	18 886	18 958	
Transfers and subsidies	78 266	80 735	85 321	78 615	91 376	93 780	94 140	
Payments for capital assets	-	47	24	77	458	482	503	
<b>Total economic classification</b>	<b>94 215</b>	<b>102 355</b>	<b>108 436</b>	<b>104 503</b>	<b>124 241</b>	<b>127 998</b>	<b>128 698</b>	

## Updated Key Risk and Mitigation

Outcome	Key Risk	Risk Mitigation
Equitable economic empowerment, participation and ownership for women youth and persons with disabilities being at the centre of the national economic agenda	Inadequate implementation of policies and legislations which promote the economic empowerment and participation of women, youth and persons with disabilities.	Develop and implement Socio economic empowerment index (%)
Equitable economic empowerment, participation and ownership for women youth and persons with disabilities being at the centre of the national economic agenda	Failure to implement interventions to support economic empowerment, participation and ownership for women, youth and persons with disabilities	Forge partnerships with Economic cluster departments, agencies and business to establish collaborative support to maximise the benefit for women, youth and persons with disabilities
Improved rate of educational attendance and retention of young women and women with disabilities in public sector institutions	Failure to monitor the implementation of the Sanitary Dignity Framework	<ul style="list-style-type: none"> <li>• South Africa Menstrual Health Coalitions</li> <li>• Interdepartmental Committee on Population and development National Task Team</li> </ul>
Improved rate of educational attendance and retention of young women and women with disabilities in public sector institutions.	Failure to implement interventions to support social empowerment and participation of women, youth and persons with disabilities.	Forge partnerships with social cluster departments, non-profit organisation to establish collaborative support to maximise the benefit for women, youth and persons with disabilities

## Programme 3: Policy, Stakeholder Coordination and Knowledge Management

### Purpose:

To ensure policy and stakeholder coordination and knowledge management for the social transformation of women in South Africa.

### Sub-programmes:

- **Research, Policy Analysis and Knowledge Management:** To promote the development of gender-sensitive research and knowledge, and conducts policy analysis to effect transformation for the empowerment of women and gender equality
- **International Relations:** Promotes international engagements on women, youth and persons with disabilities and South Africa's compliance with international treaties on women.
- **Monitoring and Evaluation:** To monitor and evaluates progress on the social-economic empowerment of women in line with national laws, regional, continental and international treaties and commitments
- **Stakeholder Coordination and Outreach:** To conduct public participation and outreach initiatives to promote the empowerment of women and gender equality.

## Outcomes, Outputs, Performance Indicator and Targets

Outcomes	Outputs	Output Indicator	Annual Targets							
			Audited / Actual Performance		Estimated Performance	MTEF Period				
			2017/18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	
<b>Sub-programme: Policy, Research and Knowledge Management</b>										
Socio Economic Empowerment –WYPD	National Gender Policy Framework	National gender policy framework reviewed	New	New	New	New	National gender policy framework reviewed	National gender policy framework implemented	National gender policy framework implemented	National gender policy framework implemented
	Regulations on the socio-economic rights of Women –Youth and Persons with Disabilities	Regulatory framework for WYPD mainstreaming developed	New	New	New	New	Regulatory framework for WYPD mainstreaming developed	Regulatory framework for WYPD mainstreaming implemented	Regulatory framework for WYPD mainstreaming implemented	Regulatory framework for WYPD mainstreaming implemented
Accessible and available evidenced based knowledge and information on access to services, empowerment and participation for women, youth and persons with disabilities.	Integrated knowledge hub	Integrated Knowledge Hub technically design developed	New	New	Report on the establishment of Gender Knowledge Hub produced		Integrated Knowledge hub technical design developed	Integrated Knowledge-Hub piloted	Integrated Knowledge Hub implemented	
	Research reports on government priorities	Number of research reports produced on government priorities per year	1 End-of-Term Review Report on Socio-Economic Empowerment of women produced	Report on gender policy priorities for 2019-2024 produced	1 Research Report on government priorities produced	1 Research Report on government priorities produced	1 Research Report on government priorities produced	1 Research Report on government priorities produced	1 Research Report on government priorities produced	

Outcomes	Outputs	Output Indicator	Annual Targets					MTEF Period		
			Audited / Actual Performance		Estimated Performance	MTEF Period				
			2017/18	2018-19		2019-20	2020-21		2021-22	2022-23
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and world	Reports on the implementation of international and regional commitments on women's empowerment and gender equality	Number of reports on compliance of government commitments with international and regional instruments produced	1 report in fulfilment of international treaty obligations women produced	2 reports in fulfilment of international treaty obligations on women produced	1 report produced	2 periodic reports on international commitments produced	2 reports on compliance of government commitments with international and regional instruments produced	3 reports on compliance of government commitments with international and regional instruments produced	3 reports on compliance of government commitments with international and regional instruments produced	3 reports on compliance of government commitments with international and regional instruments produced
<b>Sub-programme: Monitoring and Evaluation</b>										
Government-wide planning, budgeting, M&E address priorities relating to women's empowerment, youth development and the rights of persons with disabilities	Gender Responsive, Planning, Budgeting, Monitoring, Evaluation and Auditing Framework Implemented	Number of progress reports on the implementation of the GRPBMEA Framework	New	New	New	New	2 Progress reports on the implementation of the GRPBMEA Framework	2 Progress reports on the implementation of the GRPBMEA Framework	2 Progress reports on the implementation of the GRPBMEA Framework	2 Progress reports on the implementation of the GRPBMEA Framework

Outcomes	Outputs	Output Indicator	Annual Targets					MTEF Period				
			Audited / Actual Performance		Estimated Performance	MTEF Period						
			2017/18	2018-19		2019-20	2020-21		2021-22	2022-23	2023-24	
Annual monitoring report on government performance in realising the rights of women, youth and persons with disabilities	Annual monitoring report on government performance in realising the rights of women, youth and persons with disabilities	Number of annual performance monitoring reports on government progress towards women's empowerment and gender equality, youth development and promotion of the rights of persons with disabilities produced	4 quarterly monitoring reports on progress against Outcome 14		2 performance review reports on women's empowerment and gender equality produced	1 annual performance monitoring report produced	1 annual performance monitoring report produced	1 annual performance monitoring report produced	1 annual performance monitoring report produced	1 annual performance monitoring report produced	1 annual performance monitoring report produced	
Gender-responsive evaluation undertaken	Gender-responsive evaluation undertaken	Number of reports for the evaluation on empowerment of WYPD produced	One Medium-term evaluation report produced	1 evaluation report produced	1 evaluation report produced	1 inception report for the evaluation on the empowerment of WYPD produced	1 evaluation report on empowerment of WYPD produced	1 evaluation report on empowerment of WYPD produced	1 evaluation report on empowerment of WYPD produced	1 evaluation report on empowerment of WYPD produced	1 evaluation report on empowerment of WYPD produced	
<b>Sub-programme: International Relations</b>												
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and world	Bilateral partnerships, collaborations, coalitions and alliances established and strengthened	WYPD International Relations Strategy developed		New	New	International Relations Strategy on GEWE developed	WYPD International Relations Strategy developed	WYPD International Relations Strategy implemented	WYPD International Relations Strategy implemented	WYPD International Relations Strategy implemented	WYPD International Relations Strategy implemented	

Outcomes	Outputs	Output Indicator	Annual Targets					MTEF Period				
			Audited / Actual Performance		Estimated Performance							
			2017/18	2018-19	2019-20	2020-21			2021-22	2022-23	2023-24	
	Representation and participation at global, continental and regional multi-lateral and bilateral engagements on women, youth and persons with disabilities coordinated	Number of international engagements on women, youth and persons with disabilities coordinated	New	New	New	5	5	5	International engagements on women, youth and persons with disabilities coordinated	International engagements on women, youth and persons with disabilities coordinated	International engagements on women, youth and persons with disabilities coordinated	
<b>Sub-programme: Stakeholder Coordination and Outreach</b>												
Stakeholder Management	WYPD Stakeholder Management Framework	Stakeholder Management Framework developed	New	New	New	New	New	New	Stakeholder Management Framework developed	Stakeholder Management Framework implemented	Stakeholder Management Framework implemented	
Strengthened stakeholder relations and community mobilisation towards the realisation of women empowerment, youth and persons with disabilities	Stakeholder engagements on the empowerment of women, youth and persons with disability	Number of stakeholder engagements on the empowerment of women, youth and persons with disability conducted	10 public participation / outreach initiatives on women's empowerment conducted (including young women)	10 public participation / outreach on women's empowerment conducted (including young women)	10 public participation / outreach initiatives on women's empowerment conducted (including young women)	12 stakeholder mobilisation conducted	12 stakeholder engagements on the empowerment of women, youth and persons with disability conducted	12 stakeholder engagements on the empowerment of women, youth and persons with disability conducted	12 stakeholder engagements on the empowerment of women, youth and persons with disability conducted	12 stakeholder engagements on the empowerment of women, youth and persons with disability conducted	12 stakeholder engagements on the empowerment of women, youth and persons with disability conducted	

Outcomes	Outputs	Output Indicator	Annual Targets											
			Audited / Actual Performance				Estimated Performance				MTEF Period			
			2017/18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2020-21	2021-22	2022-23	2023-24	
Hybrid Community mobilisation initiatives on the rights of women, youth and person with disabilities coordinated	Number of hybrid community mobilization initiatives on the rights of women, youth and person with disabilities coordinated	4 hybrid community mobilisation initiatives coordinated	4 hybrid community mobilisation initiatives coordinated	4 hybrid community mobilisation initiatives coordinated	4 hybrid community mobilisation initiatives coordinated	4 hybrid community mobilisation initiatives coordinated	4 hybrid community mobilisation initiatives coordinated	4 hybrid community mobilisation initiatives coordinated	4 hybrid community mobilisation initiatives coordinated	4 hybrid community mobilisation initiatives coordinated	4 hybrid community mobilisation initiatives coordinated	4 hybrid community mobilisation initiatives coordinated		

### Indicators, Annual and Quarterly Targets

Output Indicators	Annual Targets				Q1	Q2	Q3	Q4
	Sub-programme: Policy Research and Knowledge Management							
National gender policy framework reviewed	National gender policy framework reviewed	Inception report on the revised national gender policy framework developed	Development of SEIAS report	draft Policy framework developed and consulted	Revised national gender policy framework developed			
Regulatory framework for WYPD mainstreaming developed	Regulatory framework for WYPD mainstreaming developed	Report on Literature review produced	Draft WYPD mainstreaming framework developed	consultations on draft WYPD mainstreaming framework developed	Regulatory framework for WYPD mainstreaming developed			
Integrated Knowledge hub technical design developed	Integrated Knowledge hub technical design developed	-	Progress report on alignment of draft Hub model with government priorities	-	Integrated Knowledge hub Technical design developed			
Number of research reports produced on government priorities per year	1 research report on government priorities produced	Concept document for the research on government priorities developed	Inception report for the research on government priorities produced	Progress report on the research undertaking on government priorities produced	1 Research Report on government priorities produced			
Number of reports on compliance of government commitments with international and regional instruments produced	2 reports on compliance of government commitments with international and regional instruments produced	1 report on compliance of government commitments with international and regional commitments produced	1 report on compliance of government commitments with international and regional commitments produced	1 report on compliance of government commitments with international and regional commitments produced	1 report on compliance of government commitments with international and regional commitments produced			

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
<b>Sub-programme: Monitoring and Evaluation</b>					
Number of Progress reports on the implementation of the GRPBMEA Framework	2 Progress reports on the implementation of the GRPBMEA Framework	1 Progress report on the implementation of the GRPBMEA Framework	-	1 Progress report on the implementation of the GRPBMEA Framework	
Number of annual performance monitoring reports on government progress towards women's empowerment and gender equality, youth development and promotion of the rights of persons with disabilities produced	1 annual performance monitoring reports on government progress towards women's empowerment and gender equality, youth development and promotion of the rights of persons with disabilities produced	-	- One annual performance monitoring report produced		
Number of reports for the evaluation on empowerment of WYPD produced	1 evaluation report on empowerment of women produced	Departmental evaluation plan produced	-	-	1 evaluation report on empowerment of women produced
<b>Sub-programme: International Relations</b>					
WYPD International Relations Strategy developed	WYPD International Relations Strategy developed	Draft WYPD IR Strategy developed	Draft WYPD IR Strategy consultation	Draft WYPD IR Strategy consultation	WYPD International Relations Strategy developed
Number of international engagements on women, youth and persons with disabilities coordinated	5 International engagements on women, youth and persons with disabilities coordinated	One International engagements on women, youth and persons with disabilities coordinated	One International engagements on women, youth and persons with disabilities coordinated	One International engagements on women, youth and persons with disabilities coordinated	Two International engagements on women, youth and persons with disabilities coordinated
<b>Sub-programme: Stakeholder Coordination and Outreach</b>					
Stakeholder Management Framework developed	Stakeholder Management Framework developed	Draft Stakeholder Management Framework developed	Internal consultation on draft Stakeholder Management Framework conducted	External consultation on the Stakeholder Management Framework conducted	Stakeholder Management framework developed
Number of stakeholder engagements on the empowerment of women, youth and persons with disability conducted	12 stakeholder engagements conducted	3 stakeholder engagements conducted	3 stakeholder engagements conducted	3 stakeholder engagements conducted	3 stakeholder engagements conducted
Number of hybrid community mobilization initiatives on the rights of women, youth and person with disabilities coordinated	4 hybrid community mobilisation initiative coordinated	1 hybrid community mobilisation initiative coordinated	1 hybrid community mobilisation initiative coordinated	1 hybrid community mobilisation initiative coordinated	1 hybrid community mobilisation initiative coordinated

## Explanation of planned performance over the medium term period

The Department in its strategic session indicated that it scores low on visibility, intent and purpose to society. In this regard it is vital that the Department develops a strategic approach in engaging stakeholders in meeting objectives of the empowerment and rights of women, youth and persons with disabilities. The Department will be developing a stakeholder management framework in the fiscal year and undertaking broader stakeholder consultations on the document for consensus and collective ownership on the manner and cohesiveness of future engagements. As part of stakeholder engagements, the department will undertake awareness campaigns and programmes on WYPD. In measuring the Department's performance on stakeholder relations and management, it is imperative to measure its awareness to broader stakeholders. The department will in the future: (i) develop a metric formula with indices that speak to what consultations should happen, how many times, the repetition and equally the total number of all awareness campaigns; (ii) measure the impact of messages conveyed to its stakeholders; (iii) develop awareness indicators to beef up and boost its presence as one of the key and leading departments in ensuring the rights of women, youth and persons with disabilities; and (iv) conduct regular surveys on public perception, satisfaction perception and service perceptions to measure the impact of its stakeholder relations and management.

In the fiscal year 2021/22, the department will develop a stakeholder directory (database) which will ensure that the department knows the stakeholders they engage with on a daily basis. The directory will be updated on a quarterly basis, this due to the fact that the department in its awareness campaign endeavours always meets new and critical stakeholders. The stakeholder management function to be performed will also have a stakeholder enrolment strategy which speaks to regulating the relationship between international partners, alliances and associates. Equally the department will regulate the relationships with all intergovernmental partners, nationally, provisionally and local government wide. Together with non-governmental organisations, civil society and all and sundry, infected and affected parties, through memorandums of associations and service levels thereof.

In measuring the regulatory nature of its work, through the development of regulatory frameworks and /or guidelines, norms and standards, the department will seek to guide the implementation and achievement of empowerment interventions and protection and promotion of rights of WYPD.

The department's core work rests on mainstreaming of WYPD issues across the work of all spheres of government as well as the private sector and civil society. In this regard the regulatory framework for mainstreaming WYPD will be developed in this fiscal year and consulted broadly with relevant stakeholders. The regulatory framework will seek to provide a comprehensive strategy for mainstreaming WYPD together with guidelines, norms and standards to assist stakeholders to implement the strategic approach. The framework will also comprise an implementation plan and a monitoring and evaluation framework comprising indicators and targets, vested within the broader country MTSF 2019-2014 targets and indicators.

At a policy level, the empowerment of women and the achievement of gender equality was guided by the South African National Policy Framework for Women's Empowerment and Gender Equality (2000). Given that a policy is a central instrument to guide the implementation of any regulatory frameworks the department develops and / or implements, the existing National Policy Framework has not been reviewed and aligned with the evolutionary changes that have taken place over the years since the policy was adopted in 2000. This has grave implications for the effectiveness of the women's empowerment and gender equality agenda in the country. In this regard the department will be undertaking a review of this policy framework in this fiscal year and hold stakeholder consultations to reach consensus for a policy that will serve as an umbrella and overarching instrument to guide the country in its endeavours towards women's empowerment and gender equality. It will also provide a basis for the regulatory framework the department is seeking to put in place as well as guidelines, norms and standards.

In order to institutionalise all efforts towards, and interventions for empowerment and promoting and protecting the rights of WYPD, across all sectors of the society as well as to make sure that other social partners and state institutions are enforcing these

rights, the department will monitor and evaluate through a comprehensive framework of indicators and targets. It will execute this endeavour through develop guidelines, norms and standards to capacitate and guide all key stakeholders and end users. In addition the department will continue to work in partnership with the DPME in analysing Strategic and Annual Performance Plans across government to ensure that issues of WYPD are institutionalised and centralised within planning and budgeting processes and documents and do not therefore fall off by the way-side. On an annual basis the department will also develop performance monitoring reports that will seek to highlight achievements, gains, and trends or backsliding on the commitments made in the Strategic and Annual Performance Plans as well as in terms of the MTSF 2019-2024.

The department will also forge ahead with the development of a Knowledge Hub that is aligned with the key priorities of the current Administration. The Hub will improve the knowledge management in the Department by promoting access to knowledge products, data and analysis for women, youth and persons with disabilities. The knowledge hub will increase the efficiency and improve the interventions and reporting obligations by the department. The department will also undertake research on a specific determined government priority to determine the extent of WYPD responsiveness of government's core programmes and will produce a research report containing findings and recommendations to be taken forward.

At the international and regional level, the country plays a significant role in advancing women, youth and persons with disabilities. It does this through multilateral engagements and bilateral relations. In this fiscal year the department will continue to engage at both the multilateral and bilateral level. The country is also signatory to several international and regional instruments and in compliance with its commitments in these instruments, the country will continue to report on the progress made in implementing these instruments at the national level. In this fiscal year, the department will develop two reports in this regard.

## Programme Resources Considerations

Sub-programmes	Expenditure Estimates						
	Expenditure Outcome		Adjusted Appropriation	Medium-term Expenditure estimates			
	2017/18 R'000	2018/19 R'000		2019/20 R'000	2020/21 R'000	2021/22 R'000	2022/23 R'000
Management: Policy Coordination and Knowledge Management	3 934	3 950	4 071	4 582	4 561	4 814	4 818
Research, Policy Analysis and Knowledge Management	5 515	5 350	6 253	6 243	7 884	7 417	7 438
Stakeholder Coordination and Outreach	14 488	18 380	19 198	17 036	18 385	20 498	20 942
Monitoring and Evaluation	3 996	4 254	4 209	6 209	9 802	10 226	10 251
<b>Total</b>	<b>27 933</b>	<b>31 934</b>	<b>33 731</b>	<b>34 070</b>	<b>40 632</b>	<b>42 955</b>	<b>43 449</b>
<b>Economic Classification</b>							
Compensation of employees	15 448	16 621	18 450	24 565	23 463	23 849	24 242
Goods and services	12 345	15 116	15 210	9 351	16 300	18 187	18 248
Transfers and subsidies	100	163	47	-	-	-	-
Payments for capital assets	40	34	24	154	869	919	959
<b>Total economic classification</b>	<b>27 933</b>	<b>31 934</b>	<b>33 731</b>	<b>34 070</b>	<b>40 632</b>	<b>42 955</b>	<b>43 449</b>

The PSCKM branch in the department is carrying a significant part of the core mandate of the department and is seriously under-capacitated both in fiscal resources and in human capacity or warm bodies to undertake the work. Given that the nature of the work with these sub-programmes is also very technically skilled work, there are additional constraints with the lack of such technical expertise as needed.

There is need for personnel with technical skills to design and operationalise the integrated knowledge hub in the department. Given the number of research areas that urgently need focusing on there are inadequate researchers in the department to carry out the work. More warm bodies are needed for the monitoring and evaluation functions given that this work spans across the South African society. This includes data capturers as well as data analysts. There is also need for personnel with skills for the data base development and maintenance on stakeholders that the department works with. Currently this skill is totally lacking in the branch.

More financial resources are needed particularly for the research needs of the department which are extensive. Research is generally a very expensive undertaking. This also applies to the evaluation function of the department. The branch is unable to undertake any evaluation of government programme effectively given the enormous resources required for such a venture. In addition, awareness raising campaigns to effectively meet its targeted group requires a well-resourced process and the current financial allocation is insufficient to make inroads in this regard, and will not ameliorate the poor reputation the department experiences in society and in the media.

## Updated Key Risk and mitigation

Outcome	Key Risk	Risk Mitigation
<p>Accessible and available evidenced based knowledge and information on access to services, empowerment and participation for women, youth and persons with disabilities.</p>	<p>Lack of easily accessible evidence based information and knowledge to inform evidence based planning, Programmes Policy and decision making in a single platform.</p>	<p>Development of a central integrated knowledge hub/ repository containing WYPD responsive research data.</p>
<p>Government-wide planning, budgeting, M&amp;E address priorities relating to women's empowerment, youth development and the rights of persons with disabilities.</p>	<p>Lack of system wide and institutionalization across state machinery resulting in unsustainable mainstreaming of the rights and priorities of women, youth and persons with disabilities</p>	<p>Coordinate implementation of GRPBMEA Framework to ensure inclusion of women, youth and disability in rights and priorities in the short and medium planning of government departments.</p>
<p>Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and world.</p>	<p>Limitation to establish partnerships, collaborations, coalitions and alliances to strengthen the women, youth and persons with disabilities agenda.</p>	<p>Forging bilateral partnerships with strategic countries, development partners, international organisation , philanthropies and NGOs</p>
<p>Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and world.</p>	<p>Late or delayed reporting on progress made on international or regional commitments results in noncompliance by SA</p>	<p>Increase planning and interdepartmental collective reporting to ensure that reports are well consulted, able to be approved by Cabinet and or Parliament and still submitted timeously to avoid non-compliance.</p>
<p>Strengthened stakeholder relations towards the realisation of empowerment, of women, youth and persons with disabilities.</p>	<p>Inadequate awareness amongst external stakeholders on socio-economic empowerment of women and youth including the rights of persons with disabilities</p>	<p>Increase collaboration with various stakeholders including developmental partners as well as other units within the department.</p>

## Programme 4: Rights of Persons with Disabilities

### Purpose:

To oversee the implementation of programmes pertaining to the rights of persons with disabilities

### Sub-programme:

- **Management of RPD:** Management of the Branch
- **Advocacy and Mainstreaming RPD:** To develop, maintain and implement advocacy and mainstreaming guidelines and frameworks for the rights of persons with disabilities
- **Governance and Compliance RPD:** To promote good governance regarding the rights of persons with disabilities

## Outcomes, Outputs, Performance Indicator and Targets

Outcomes	Outputs	Output	Annual Targets					MTEF Period	
			Audited / Actual Performance		Estimated Performance	2021-22	2022-23		2023-24
			2017/18	2018-19					
<b>Sub-programme: Rights of Persons with Disabilities</b>									
Revised legislative framework to respond to and enforce rights of women, youth and persons with disabilities	Revised framework on Persons with disability produced, implemented, monitored and evaluated	Frameworks on Disability Rights Awareness raising on rights of Persons with Disabilities developed	New	New	New	Frameworks on Disability Rights Awareness raising on rights of Persons with Disabilities developed	Frameworks on Disability Rights Awareness raising framework monitored	Implementation of Disability Rights Awareness raising framework monitored	
		Framework on Self representation for persons with disabilities developed	New	New	New	Framework on self representation for persons with disabilities developed	Framework on Self representation for persons with disabilities conducted	Implementation of Awareness and Capacity building on Framework on Self representation for persons with disabilities monitored	
		Reasonable accommodation framework developed	New	New	New	Reasonable accommodation framework developed	Reasonable accommodation framework implemented and monitored and evaluated	Reasonable accommodation framework implemented	

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

## Indicators, Annual and Quarterly Targets

Output Indicators		Annual Targets			
		Q1	Q2	Q3	Q4
<b>Sub-programme: Rights of Persons with Disabilities</b>					
Framework on Disability Rights Awareness Campaigns for Persons with Disabilities developed	Framework on Disability Rights Awareness Campaigns for Persons with Disabilities developed	Framework on Disability Rights Awareness Campaigns for Persons with Disabilities consulted with committees at Nedlac.	Submission on the draft frameworks processed through DG clusters and cabinet	Framework on Disability Rights Awareness Campaigns for Persons with Disabilities developed	-
Framework on Self representation for persons with disabilities developed	Framework on Self representation for persons with disabilities developed	Framework on Self representation for persons with disabilities consulted with Committees at Nedlac	Submission on the draft Framework on Self representation for persons with disabilities processed through DG Clusters and Cabinet	Framework on Self representation for persons with disabilities developed	
Reasonable accommodation framework developed	Reasonable accommodation framework developed	Draft Reasonable accommodation framework processed through DG Clusters and Cabinet	Reasonable accommodation framework developed	-	-
Universal design and access framework developed	Universal design and access framework developed	Draft Universal design and access framework processed through DG Clusters and Cabinet	Universal design and access framework developed	-	-
Number of reports on compliance with national/international obligations for rights of persons with disabilities developed	One status report on national/international obligations on the rights of persons with disability produced		Draft status report on national/international obligations on the rights of persons with disability produced	-	One status report on national/international obligations on the rights of persons with disability produced
Number of analysis reports on draft Annual Performance Plans for national government departments analysed	One status report on Disability Inclusion in Departmental draft APPs for 2021-2022 developed	-	-	Draft status report on Disability Inclusion in Departmental draft APPs for 2021-2024 developed	One status report on Disability Inclusion in Departmental draft APPs for 2021-2024 developed
Number of research reports on the inclusion of persons with disabilities produced	One research report on the inclusion of persons with disabilities produced	Research work plan and activity implementation plan developed	Research methodology and literature review and policy analysis conducted	Validation workshop with stakeholders convened	One research report on the inclusion of persons with disabilities produced

## Explanation of planned performance over the medium term period

For the medium-term, the Rights of Persons with Disabilities Programme will be strengthened through full staff complement to fast track set deliverables. A total amount of R8334 is allocated for goods and services to the programme over the MTEF period of 2021/22 financial year to implement disability output indicators and planned performance. The allocated budget is projected to increase by R8746 for the financial year 2022/23 and also increase by R10 166 by 2023/24 financial year. For the sub-programme Advocacy and Mainstreaming, a total amount of R4945 is allocated for goods and services in financial year 2021/22, projected to increase by amount of R5190 in financial year 2022/23 and also increase by for amount of R6032 in financial year 2022/24. The objective is to enable the Domestication of the UN Convention on The Rights of Persons with Disabilities including the development of National Disability Rights Bill, Finalisation of Frameworks on Disability Rights Awareness Campaigns, self-Representation, Professionalization of Disability Rights Coordination in the Public Sector, and Universal Access and Design; Reasonable Accommodation Support. The disability Rights Machinery will too be strengthened to embed Disability inclusion in government-wide Institutional Arrangements.

For the sub-programme Governance and Compliance, a total amount of R2627 is allocated for goods and services in financial year 2021/22, projected to increase by amount of R2757 in financial year 2022/23 and also increase by for amount of R3204 in financial year 2022/24. The objective is to enable the sub-programme to deliver on planned output indicators such as the development of the annual performance report on the inclusion of persons with disabilities in service delivery, development of report on analysis of draft APPs for national government departments and development of research report on the inclusion of persons with disabilities in service delivery.

The allocated budget for the office of the Deputy Director-General, RPD amounts to R762 in financial year 2021/22, projected to increase by R800 in financial year 2022/23 and also increase by R930 in financial year 2023/24. The purpose of DDG RPD is to provide strategic leadership, governance and administration

of the rights of persons with disabilities programme.

The disability rights programme is responsible for the National Disability Rights Coordination Mechanisms which set an agenda to all spheres of Government on disability priorities. The programme is also responsible to coordinate performance reports from all sectors of the society in compliance with national and international treaty obligations such as the White Paper on the Rights of Persons with Disabilities (WPRPD), the Protocol to the African Charter on Human and People's Rights on the Rights of Persons with Disabilities and United Nations Convention on the Rights of Persons with Disabilities (UN CRPD).

The disability rights programme within the department is expected to report progress annual and periodically to Cabinet and other relevant international treaty bodies on measures taken to implement human rights instruments and ensure progressive realization for the rights of persons with disabilities. The above-mentioned instruments emphasises that all government institutions must put measures in place to ensure inclusive planning, equitable budget and resources allocation towards addressing disability specific programmes and services. In partnership with DPME, the disability programme will embark on analysing draft APPs for national departments to assess the level of compliance on disability inclusion into Government-Wide planning, monitoring and evaluation.

The Disability Rights Bill is developed by the State Law reform Commission and in line with processes for the development of Bills in Government. The Department serves on the panel of experts and has nominated an official to serve in the Committee. The Department is responsible for the coordination and facilitation of consultations with the disability machinery, Presidential Working Group on Disability and the sector in general working with the State Law reform Commission.

Four Disability Frameworks, namely, The Disability Rights Awareness, Self-Representation, Universal Access and Design and the Reasonable Accommodation are in the process of been developed and finalised. The Frameworks are in the last phases of consultation and approvals.

The research study on Economic vulnerability of persons with disabilities reduced through disability responsive budgeting (Cost of Disability Research Study, Part 2) must be completed in order to reach saturation points for two participating groups, namely; children with disabilities and persons with physical disabilities as a continuation from Part 1 research report. A number of interventions have been instituted by government and other stakeholders to address the many challenges faced by persons with disabilities. These are often inadequate to improve the lives of persons with disabilities, including children with disabilities, as the actual cost and quantity of the reasonable accommodation measures needed by persons with disabilities has not been exhaustively estimated or measured.

The research study will provide evidence for, among others, the determination of social security benefits, subsidisation of, among others, special schools and other services targeting persons with disabilities, as well as reasonable accommodation support. In that regard, the study will provide distinct costing of reasonable accommodation measures support intended to remove barriers to participation for persons with disabilities, including children with disabilities, and a model thereof.

## Programme Resources Considerations

Sub-programmes	Expenditure Estimates						
	Expenditure Outcome			Adjusted Appropriation	Medium-term Expenditure estimates		
	2017/18	2018/19	2019/20		2021/22	2022/23	2023/24
R'000	R'000	R'000	R'000	R'000	R'000	R'000	
1. Rights of Persons with Disabilities	15 785	15 315	16 575	13 025	17 358	17 933	18 129
<b>Total</b>	<b>15 785</b>	<b>15 315</b>	<b>16 575</b>	<b>13 025</b>	<b>17 358</b>	<b>17 933</b>	<b>18 129</b>
<b>Economic Classification</b>							
Compensation of employees	9 693	9 392	8 728	8 262	8 491	8 637	8 782
Goods and services	5 968	5 869	7 655	4 501	8 334	8 747	8 781
Transfers and subsidies	84	42	174	185	190	188	189
Payments for capital assets	40	12	18	77	343	361	377
<b>Total economic classification</b>	<b>15 785</b>	<b>15 315</b>	<b>16 575</b>	<b>13 025</b>	<b>17 358</b>	<b>17 933</b>	<b>18 129</b>

## Key Risks and Mitigation

Outcome	Key Risk	Risk Mitigation
Revised legislative framework to respond to and enforce rights of women, youth and persons with disabilities.	Lack of mainstreaming of issues related to persons with disabilities in services, programmes, infrastructure design and implementation	Conduct capacity building on disability mainstreaming programmes (Government Officials and Sector Partners)  Ratification and Domestication of International Instruments on Disability Rights
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and world.	Poor quality of the submissions from Government spheres.  Lack of institutionalisation of disability rights planning and reporting.  Lack of availability of disability disaggregated performance data.	Strengthen technical planning support to reporting institutions.  DG to DG letters on disability -MTSF Performance in institutions.  DG to DG letters on implementation of the WPRPD in institutions.  Escalate status of institutional reporting to DG, Minister and Portfolio Committee on Women, Youth and Persons with Disabilities for intervention.  Support STATS SA in establishing standard of disability measure in administrative data.

## Programme 5: National Youth Development

### **Purpose:**

To promote the development and empowerment of young people by reviewing the legislative framework and other interventions to advance youth rights

### **Sub-programmes:**

- **National Youth Development Programme:** To facilitate the development and implementation of national youth strategies and policies and provide aimed at young people
- **National Development Agency:** Oversees the transfer of funds to the National Youth Development Agency

## Outcomes, Outputs, Performance Indicator and Targets

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance			MTEF Period
			2017/18	2018-19	2019-20	2020-21	2021-22	2022-23	
<b>Sub-programme: Youth Development</b>									
Revised legislative framework to respond to and enforce rights of women, youth and persons with disabilities	Policies and legislation on Youth Development implemented	Number of NYP implementation monitoring reports produced	New	National Youth Policy reviewed, monitored and implemented	4 NYP Implementation reports produced	4 NYP Implementation monitoring reports produced	4 NYP Implementation monitoring reports produced	4 NYP Implementation monitoring reports produced	4 NYP Implementation monitoring reports produced
		NYDA Amendment Bill refined	New	New	New	NYDA Act amended	NYDA Amendment Bill submitted to Cabinet	No target	No target
		South African Youth Development Act developed	New	New	New	New	South African Youth Development Bill developed and consulted	South African Youth Development Bill submitted to Cabinet	Implementation of the South African Youth Development Act monitored
	Monitoring of the NYDA conducted	Number of NYDA monitoring reports produced	NYDA reports quality assured and assessment reports produced	NYDA quarterly assessments reports produced	4 NYDA quarterly monitoring reports produced	4 NYDA quarterly monitoring reports produced	4 NYDA quarterly monitoring reports produced	4 NYDA quarterly monitoring reports produced	4 NYDA quarterly monitoring reports produced
		Number of youth machineries meetings convened	New	New	New	4 National Youth machineries meetings convened	4 National Youth machineries meetings convened	4 National Youth machineries meetings convened	4 National Youth machineries meetings convened

## Indicators, Annual and Quarterly Targets

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
<b>Sub-programme: Youth Development</b>					
Number of NYP implementation monitoring reports produced	2 NYP implementation monitoring reports produced	-	-	1 NYP implementation monitoring report produced	1 NYP implementation monitoring report produced
NYDA Amendment Bill refined	NYDA Amendment Bill submitted to Cabinet	NYDA Amendment Bill processed to Cabinet	NYDA Amendment Bill processed to Parliament	-	-
South African Youth Development Bill developed	South African Youth Development Bill developed and consulted	South African Youth Development Bill developed	South African Youth Development Bill consulted	South African Youth Development Bill submitted for SEIAS and precertification	South African Youth Development Bill refined
Number of NYDA monitoring reports produced	4 NYDA quarterly monitoring reports produced	1 NYDA quarterly monitoring reports produced	1 NYDA quarterly monitoring report produced	1 NYDA quarterly monitoring report produced	1 NYDA quarterly monitoring report produced
Number of youth machineries meetings convened	4 National Youth machinery meetings convened	1 National Youth machinery meeting convened	1 National Youth machinery meeting convened	1 National Youth machinery meeting convened	1 National Youth machinery meeting convened

## Explanation of planned performance over the medium term period

To advance socio-economic empowerment of the youth, the department will develop policies, legislation, plans, strategies, frameworks, guidelines and tools to support youth development. Collectively, all these are intended to deepen the attainment of constitutional rights of young people to equity; economic participation (inclusive of employment and equitable income distribution); access to youth services; social integration; and inclusion in communities and society at large.

It is on the basis of the foregoing that the National Youth Development Programme embarked on the process of reviewing the NYP, with the aim of producing a new policy for the period 2020 to 2030. This Cabinet approved NYP2030, is a multi-sectoral, multi-stakeholder policy which advocates for the need to accelerate implementation of youth development priorities in the country. The five NYP imperatives, are: Quality Education, Skills Development and Second chances; Economic Transformation, Entrepreneurship and Job creation; Physical and Mental health promotion; Social cohesion and Nation building, as well as Effective and Responsive youth development machinery. These pillars are aligned to the pillars of the NDP, the MTSF, and the seven identified priorities of government. To give effect to implementation of the NYP2030, the Department is developing an M&E framework to enable adequate reporting and accountability against the revised high level key indicators. Furthermore, the department would collect data periodically, to track progress on the NYP's implementation.

Furthermore, the DWYPD will develop the South African Youth Development (SAYD) Act – a framework or overarching legislation for youth development in the country. The proposed SAYD legislation is intended to facilitate mobilization and mainstreaming of youth development and thus providing for youth development coordination mechanisms at national, provincial, and local levels. It will also provide for the setting of youth development norms and standards for service delivery as well as professionalization of youth work for all youth development practitioners. The latter is in line with the Resolutions of the 54th National Conference of the Mandating Party.

Additionally, the branch is amending the NYDA Act, Act No. 54 of 2008 – the founding legislation for the NYDA. The purpose is to narrow down the NYDA's mandate to ensure that it is focused and to increase its reach to youth at local levels, particularly in deep rural areas. The amendment of the legislation would further strengthen the NYDA in terms of governance, visibility and reach. This will also close the gaps that exist in the original legislation (NYDA Act, Act no. 54 of 2008), thus making the agency to be responsive to young people's needs.

To support the Minister in the Presidency responsible for Women, Youth and Persons with Disabilities, as the Executive Authority (EA) and the political champion for youth development in overseeing implementation of youth interventions, the National Youth Machinery (NYM) meetings will be convened quarterly. The NYM is established for the purpose of: ensuring joint planning for the youth sector; setting national youth development priorities; making recommendations on strategic decisions and reporting progress on implementation of youth development programmes and projects; and conducting evaluation for the purpose of assessing impact and making recommendations on service improvement for decision taking. Furthermore, a National Youth Machinery Framework/ Guideline document as well as Young Women's Socio-Economic Framework will be developed. These documents will serve to facilitate effective mainstreaming of youth development and advocacy. Just as gender mainstreaming was built around lobbying for equal male–female relations, youth mainstreaming and advocacy is built around equitable intergenerational relationships and the need to foster of mutual respect between adults and young people.

Finally, the National Youth Development Programme continue to fulfil the administrative function of monitoring the NYDA in support of the Minister as the political principal. Overall, the monitoring of the NYDA involves monitoring financial and non-financial performance, including the transfer of its funds.

## Programme Resources Considerations

Sub-programmes	Expenditure Estimates						
	Expenditure Outcome			Adjusted Appropriation	Medium-term Expenditure estimates		
	2017/18 R'000	2018/19 R'000	2019/20 R'000		2020/21 R'000	2021/22 R'000	2022/23 R'000
Management: National Youth Development	4 759	7 143	7 961	8 992	12 329	12 873	13 019
Youth Development Programmes	432 806	477 145	459 577	367 820	470 962	481 265	483 114
<b>Total</b>	<b>437 565</b>	<b>484 288</b>	<b>467 538</b>	<b>376 812</b>	<b>483 291</b>	<b>494 138</b>	<b>496 133</b>
<b>Economic Classification</b>							
Compensation of Employees	2 611	4 360	5 500	5 813	7 313	7 435	7 557
Goods and Services	2 115	2 720	2 461	3 137	4 972	5 392	5 414
Transfers and Subsidies	432 806	477 145	459 577	367 820	470 962	481 265	483 114
Payments for Capital Assets	33	63	-	42	44	46	48
<b>Total Budget</b>	<b>437 565</b>	<b>484 288</b>	<b>467 538</b>	<b>376 812</b>	<b>483 291</b>	<b>494 138</b>	<b>496 133</b>

Resources are needed to support the Parliamentary Public Participation. The NYDA Bill directly affects the youth sector and therefore, youth participation is of utmost importance. Given the fact that the youth sector is one of the most vulnerable and less organised, a process is required to facilitate youth participation in amending this legislation. This process requires a lot of resources to ensure broader reach to the youth, including those residing in deep rural areas and townships, to have their voices heard. These consultations can be taken to the most inaccessible areas through technology – social media and other means. This will require that data allocation to be made to strategic organisations and to individual youth, the majority of whom are unemployed and vulnerable. It is on this basis that the DWYPD ought to support the Parliament in its Public Participation process to ensure that the youth fully participate in this legislation.

Furthermore, given approval of the National Youth Policy 2030, an M&E framework which would help in tracking implementation of the policy, by monitoring implementation of high impact prioritized interventions across the five key policy priorities, is being developed by the department. It is envisaged that data gathered through the monitoring and evaluation process, will help identify good practices that can be shared among role players in the youth development space and enable decision-makers to identify and learn from areas of success through pinpointing priority areas for investment over time. The key stakeholders who are responsible for reporting on high impact indicators need to be capacitated to familiarise them with the provisions of the framework.

In addition, there is a need for an online reporting system to improve efficiency in collecting accurate data. Many of the challenges with the manual system is late reports that prevent proper analysis and tracking of trends. The advantage of online reporting is that most it aligns with the Fourth Industrial Revolution, by creating ease of reporting while improving analysis, data storage and reporting. Financial and technical resources will be required to build and customise such a system, which will also be linked to other systems of key stakeholders that are responsible for selected indicators. Finally, the youth machineries responsible for coordinating and integrating youth development

initiatives, so that the youth can receive a coordinated package of services, require to be strengthened. It is through this platform where support and guidance would be provided to stakeholders to ensure responsiveness.

## Updated Key Risk and Mitigation

Outcome	Key Risk	Risk Mitigation
Revised legislative framework to respond to and enforce rights of women, youth and persons with disabilities.	Inadequate implementation of the NYP	Conduct capacity building for the Youth Focal Points on monitoring implementation of NYP. Develop and implement an online system to enable efficient and wider reporting on progress on the revised NYP.
Revised legislative framework to respond to and enforce rights of women, youth and persons with disabilities.	Inadequate oversight of the NYDA	Conduct quarterly assessment meetings with NYDA and submit quarterly assessment reports to the Executive Authority.

## PUBLIC ENTITIES

Name of Public Entity	Mandate	Outcomes	Current Annual Budget (R thousand)
<b>National Youth Development Agency (NYDA)</b>	The National Youth Development Agency was established in 2009 through the merger of the National Youth Commission and the Umsobomvu Youth Fund. The National Youth Development Agency Act (2008) is the founding legislation of the National Youth Development Agency. The agency's role is to initiate, implement, facilitate and monitor youth development interventions aimed to facilitate participation and empowerment of young people and promote social cohesion.	The National Youth Development Agency's MTEF plans are focused on providing a comprehensive suite of interventions to support decent employment, skills development, and entrepreneurship for all young people. Amongst the interventions planned are partnerships with different sector to provide training in technical and vocational skills; and facilitating access unlocking opportunities for access SETA learnerships (the NYDA currently have an agreement with Services SETA on the training and on the job coaching for boiler makers and tradesmen), provision of grants to young people for enterprise development (grant programme aligned to specific sectors), and co-ordination NYS programmes with key stakeholders.	564,100

### Commission for Gender Equality

The Commission for Gender Equality was established in terms of section 181 of the Constitution. The commission is mandated to strengthen and deepen constitutional democracy with a focus on the attainment of gender equality. Its powers and functions are stated under section 187 of the Constitution and prescribed further in the Commission for Gender Equality Act (1996), as amended, which requires the commission to promote respect for gender equality, and the protection, development and attainment of gender equality.

Over the medium term, the commission will continue to advance legislation, policies and advocacy initiatives that contribute to the eradication of gender inequality. This is expected to be achieved by influencing laws and government policies through written submissions to Parliament; and monitoring compliance with domestic and international conventions. In addition, through the provision of education, awareness, outreach and advocacy interventions; and the provision of legal clinics for resolving disputes on cases of gender-related complaints.

The commission's work is largely driven by research, which is labour intensive. As such, spending on compensation of employees is expected to account for 78% (R216.6 million) of the commission's total budget over the medium term. The commission derives all its revenue through transfers from the department, which are set to amount to R279.3 million over the MTEF period.

### INFRASTRUCTURE PROJECTS

None

# TECHNICAL INDICATOR DESCRIPTION

## Programme 1: Key Performance Indicator Descriptors

Sub-Programme: Departmental Management	
Indicator Title	Unqualified audit opinion on Predetermined Objectives
<b>Definition</b>	The purpose of the indicator is improve the department's performance planning and reporting to ensure compliance with governance prescripts and the usefulness and reliability of the department's performance information.
<b>Source of Data</b>	Management or Audit Report by the AGSA on the Predetermined Objectives
<b>Method of Calculation/ Assessment</b>	Audit opinion on predetermined objectives.
<b>Means of verification</b>	AGSA Audit Report on Predetermined objectives
<b>Assumptions</b>	The AGSA will perform an audit on Strategic Plan, APP and Annual Performance Report
<b>Disaggregation of Beneficiaries (where applicable)</b>	Not applicable
<b>Spatial Transformation (where applicable)</b>	Not applicable
<b>Calculation Type</b>	Non-Cumulative
<b>Reporting Cycle</b>	Annual
<b>Desired Performance</b>	An unqualified audit opinion
<b>Indicator Responsibility</b>	Chief Director- Office of the Director-General

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

Sub-Programme: Financial Management	
Indicator Title	Unqualified Audit opinion on Annual Financial Statements
<b>Definition</b>	The indicator seeks to improve financial management and ensure that the financial statements of the Department are fairly presented.
<b>Source of Data</b>	Management and Audit Report from AGSA on financial statements
<b>Method of Calculation/ Assessment</b>	AGSA Audit Report on Financial Statements
<b>Means of verification</b>	Annual Financial Statements
<b>Assumptions</b>	The AGSA will perform an audit on financial statements
<b>Disaggregation of Beneficiaries (where applicable)</b>	Not applicable
<b>Spatial Transformation (where applicable)</b>	Not Applicable
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Annual
<b>Desired Performance</b>	Unqualified audit opinion on financial statements by AGSA
<b>Indicator Responsibility</b>	Chief Financial Officer

Sub-Programme: Corporate Management	
Indicator Title	Percentage of vacancy rate
<b>Definition</b>	Monitor the ratio of filled against vacant funded posts to determine trends in the advertising and filling of vacancies and the retention of current employees
<b>Source of Data</b>	PERSAL
<b>Method of Calculation/ Assessment</b>	Mathematical calculation as a percentage of funded vacancies against funded posts
<b>Means of Verification</b>	PERSAL reports
<b>Assumptions</b>	N/A
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Quarterly and Annually
<b>Desired Performance</b>	Maintain a vacancy rate of 10% or less annually
<b>Indicator Responsibility</b>	Chief Director: Corporate Management

Sub-Programme: Human Resource Management	
Indicator Title	Human Resource Plan developed and implemented
<b>Definition</b>	Identification of human resource planning priorities and the development of intervention strategies to optimise the Department's resource capability to achieve its strategic goals and objectives
<b>Source of Data</b>	Strategic Plan; PERSAL; Human Resource Oversight reports
<b>Method of Calculation/ Assessments</b>	Human Resource Planning Implementation Reports
<b>Means of Verification</b>	Approved MTEF Human Resource Plan
<b>Assumptions</b>	Monitoring by Human Resource Planning Committee
<b>Disaggregation of Beneficiaries (where applicable)</b>	All Branches and Components
<b>Spatial Transformation (where applicable)</b>	n/a
<b>Calculation Type</b>	n/a
<b>Reporting Cycle</b>	Biannual and annual
<b>Desired Performance</b>	Development and the implementation of the HRP
<b>Indicator Responsibility</b>	Chief Director: Corporate Management

Sub-Programme: Corporate Management	
Indicator Title	Approved Master Information Technology Strategy and Plan (MITSP)
<b>Definition</b>	Measure the approval of the Master Information Technology Strategy and Plan (MITSP). This is to ensure that the Department has an approved plan to improve the ICT and Security technology implementation through the provision of reliable integrated and secured ICT infrastructure, security technology and business application systems. Table the draft Master Information Technology Strategy and Plan (MITSP) with the ICT Strategic Committee and obtain approval from the Director-General.
<b>Source of Data</b>	The information will be based on the analysis of ICT needs of the department
<b>Method of Calculation / Assessment</b>	Approved MITSP
<b>Means of Verification</b>	Qualitative – Simple assessment of the approved plan
<b>Assumptions</b>	Key stakeholders will engage with the plan and it gets approved
<b>Disaggregation of Beneficiaries (where applicable)</b>	Not applicable
<b>Spatial Transformation (where applicable)</b>	Not applicable
<b>Calculation Type</b>	Simple Count
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Approved Master Information Technology Strategy and Plan (MITSP) that is responding to the ICT needs of the department
<b>Indicator Responsibility</b>	Director: ICT

## Programme 2: Social Transformation and Economic Empowerment

### Programme 2: Key Performance Indicator Descriptors

Sub-Programme: Economic Empowerment and Participation	
Indicator Title	Number of research reports on the development of the Socio economic empowerment index developed
<b>Definition</b>	To ensure an effective and efficient empowerment index compliance toolkit is developed, thorough research would be undertaken to identify the socio as well as economic indicators to be used in the index
<b>Source of Data</b>	A empowerment index compliance tool to support the regulatory framework  Stats SA, academic institutions, etc.
<b>Method of calculation or assessment</b>	Research report on the index development
<b>Assumptions</b>	Sufficient data would be available to develop a comprehensive index  That there are quarterly follow up on toolkit development, and quarterly measurement of progress thereof
<b>Disaggregation of beneficiaries (where applicable)</b>	None
<b>Spatial transformation (where applicable)</b>	None
<b>Reporting cycle</b>	Quarterly, annually
<b>Desired performance</b>	Research report on the development of the Socio economic empowerment index developed
<b>Indicator responsibility</b>	Chief Director: Economic Empowerment and Transformation

Sub-Programme: Economic Empowerment and Participation	
Indicator Title	Number of interventions to support economic empowerment, participation and ownership for women, youth and persons with disabilities implemented per year
<b>Definition</b>	The forms of interventions are to the following: hosting a symposium, conferences, radio campaigns shows, workshops and consultations with stakeholders for the economic empowerment and participation of women, youth and persons with disabilities in the various economic value chains.
<b>Source of data</b>	Symposium, conferences, workshops and consultations with Departments and MTEF/MTSF Outcomes Reports.
<b>Method of Calculation / Assessment</b>	Number of interventions coordinated, facilitated and approved Minister  Analysis report of the intervention's coordinated and facilitated and approved by the Minister
<b>Means of verification</b>	Reports on the interventions implemented per quarter
<b>Assumptions</b>	Persistent marginalisation of women, youth and persons with disabilities in the mainstream economy amidst the existence of enabling legislative and policy environment and institutional support, there has been inadequate progress in the economic inclusion of women, youth and persons with disabilities in the mainstream economy.
<b>Disaggregation of Beneficiaries (where applicable)</b>	The target is group is women, youth and persons with disabilities
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative (Year-to-Date)
<b>Reporting Cycle</b>	Quarterly and Annually

<b>Desired performance</b>	Interventions to support economic empowerment and participation of Women, youth and persons with disabilities within identified key economic sectors and across value chains.
<b>Indicator Responsibility</b>	Chief Director: Economic Empowerment and Transformation

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

<b>Sub-Programme: Social Empowerment and Transformation</b>	
<b>Indicator Title</b>	<b>Number of interventions to support social empowerment and , participation of women, youth and persons with disabilities implemented per year</b>
<b>Definition</b>	The forms of interventions would include but not limited to, targeted programmes and partnerships with various stakeholders which would include conferences, workshops and consultations to improve educational and health outcomes and skills development for the socio empowerment and participation of women, youth and persons with disabilities
<b>Source of data</b>	Conferences, workshops and consultations with key national and provincial departments, key stakeholders, development partners and MTEF/MTSF Outcomes Reports.
<b>Method of Calculation / Assessment</b>	Number of interventions coordinated, facilitated and approved Analysis report of intervention/s co-ordinated and facilitated developed and approved
<b>Means of Verification</b>	Reports on the interventions implemented per quarter
<b>Assumptions</b>	Education, health and skills development objectives are not adequately addressed to ensure the socio empowerment of women, youth and persons with disabilities.
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A

<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative (Year-to-Date)
<b>Reporting Cycle</b>	Quarterly and Annually
<b>Desired performance</b>	Improved educational and health outcomes and skills development for all women, girls, youth and persons with disabilities towards social transformation
<b>Indicator Responsibility</b>	Director: Social Empowerment and Transformation

<b>Sub-Programme: Governance Transformation, Justice and Security</b>	
<b>Indicator Title</b>	<b>Number of departments monitored on the implementation of the NSP GBVF</b>
<b>Definition</b>	12 national departments and 9 provincial and municipality plans monitored on implementation and integration of NSP GBVF priorities in strategic plans of prevention and economic pillar departments. The monitoring will focus on the six pillars of the NSP GBVF: Pillar 1 – Accountability, Leadership and coordination; Pillar 2 – Prevention, Rebuilding and Social Cohesion; Pillar 3 – Justice, Safety and Protection; Pillar 4 – Response, Care Support, and Healing; Pillar 5 – Economic Power and Pillar 6 – Research and Information Management.
<b>Source of data</b>	APPs and Strategic plans of National and Provincial Departments, NSP GBVF engagements, Monthly progress reports on the implementation of the NSP GBVF by National and Provincial Departments
<b>Method of Calculation / Assessment</b>	Simple Count
<b>Means of Verification</b>	Approved NSP GBVF progress reports
<b>Assumptions</b>	National, provincial and local government will integrate NSP GBVF priorities into strategic plans and report on progress in implementation
<b>Disaggregation of Beneficiaries (where applicable)</b>	Relevant indicators and targets should be disaggregated by gender, age and disabilities
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired performance</b>	Departments monitored on the implementation of the NSP GBVF. NSP GBVF priorities integrated and mainstreamed
<b>Indicator Responsibility</b>	Chief Director: Governance Transformation, Justice and Security

<b>Sub-Programme: Governance Transformation, Justice and Security</b>	
<b>Indicator Title</b>	<b>Rapid Response Teams established</b>
<b>Definition</b>	9 Rapid Response Teams established to lead and coordinate implementation and localization of the NSP GBVF Pillars in the Provinces.
<b>Source of data</b>	Reports from Provinces
<b>Method of Calculation / Assessment</b>	Simple Count
<b>Means of Verification</b>	Reports from provinces (Office of the premier and National Departments), minutes of DWPD and Provincial DGs Forum
<b>Assumptions</b>	Rapid Response Team will be established
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A

<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Bi-annually
<b>Desired performance</b>	9 Rapid Response Teams established
<b>Indicator Responsibility</b>	Chief Director: Governance Transformation, Justice and Security

<b>Sub-Programme: Governance Transformation, Justice and Security</b>	
<b>Indicator Title</b>	<b>Comprehensive National GBVF Prevention Strategy approved</b>
<b>Definition</b>	Approved Comprehensive National Prevention Strategy that outlines effective programmes, procedures and behaviour and social norm interventions that challenges patriarchy and toxic masculinities. The Strategy will be approved by the Minister
<b>Source of data</b>	Public sector literature, government data, civil society data, literature survey, private sector and civil society policies and programmes and structures
<b>Method of Calculation / Assessment</b>	Simple Count
<b>Means of Verification</b>	Approved National GBVF Prevention Strategy
<b>Assumptions</b>	Stakeholders will participate in the development of the National GBVF Prevention Strategy
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired performance</b>	Comprehensive National GBVF Prevention Strategy developed and approved
<b>Indicator Responsibility</b>	Chief Director: Governance Transformation, Justice and Security

<b>Sub-Programme: Governance Transformation, Justice and Security</b>	
<b>Indicator Title</b>	<b>NSP GBVF Monitoring and Evaluation Framework approved</b>
<b>Definition</b>	Development of a cohesive and seamless M&E systems and tools for the NSP GBVF to enable all role players to identify and monitor progress and implementation of the NSP GBVF outcomes. The framework will be approved by the Minister.
<b>Source of Data</b>	Public sector literature, government data, civil society data, literature survey, private sector and civil society policies and programmes and structures
<b>Method of Calculation/ Assessments</b>	Simple Count
<b>Means of Verification</b>	Approved M&E Framework and Tools
<b>Assumptions</b>	Stakeholders will participate in the development of the M&E Framework and Tools
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	NSP GBVF Monitoring and Evaluation Framework developed and approved
<b>Indicator Responsibility</b>	Chief Director: Governance Transformation, Justice and Security

Sub-Programme: Governance Transformation, Justice and Security	
Indicator Title	Integrated Gender, Youth & Persons with Disabilities (GEYODI) Framework approved
<b>Definition</b>	An integrated GEYODI Framework towards a coordinated approach to mainstreaming GEYODI and broadening sectoral participation in the national GEYODI programme by engaging all stakeholders and structures. The framework will be approved by the Minister.
<b>Source of data</b>	Consultation meetings on integrated framework, policy and legislative documents, public sector literature, government data, civil society data, literature survey, private sector and civil society policies and programmes and structures
<b>Method of Calculation / Assessment</b>	Simple Count
<b>Means of Verification</b>	Approved integrated GEYODI Framework
<b>Assumptions</b>	Consensus by all stakeholders on the integrated GEYODI Framework
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired performance</b>	Approved integrated GEYODI Framework
<b>Indicator Responsibility</b>	Chief Director: Governance Transformation, Justice and Security

### Programme 3: Policy, Stakeholder Coordination and Knowledge Management

Sub Programme: Policy Research and Knowledge Management	
Indicator Title	National gender policy framework reviewed
<b>Definition</b>	The National Policy Framework was adopted by Cabinet in 2000 and has since not been reviewed. However there been major evolutionary changes since then, including in the institutional arrangements for women's empowerment and gender equality in the country. In addition, the DWYPD is putting forward a WEGE Bill in 2021 and towards this process, the policy document needs to be reviewed and brought up to speed with the bill itself. The core objective of the process would be to undertake a socio-economic impact assessment of the current policy framework and to review the policy in specific areas where amendments are required.
<b>Source of Data</b>	Published frameworks, draft legislation, discussion documents, Official, credible and validated statistical data from surveys, census and research findings
<b>Method of Calculation/ Assessments</b>	Simple count
<b>Means of Verification</b>	Reviewed National Gender Policy Framework
<b>Assumptions</b>	There will be buy-in and participation by stakeholders towards the review of the National Framework
<b>Disaggregation of Beneficiaries (where applicable)</b>	Disaggregation by gender, age and disability
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	National Policy Framework that is aligned to national, regional and international advancements and developments.
<b>Indicator Responsibility</b>	Chief Director: Research, Policy Analysis and Knowledge Management

Sub Programme: Policy Research and Knowledge Management	
Indicator Title	Regulatory framework for WYPD mainstreaming developed
<b>Definition</b>	Development of regulatory frameworks to guide mainstreaming for gender, youth and persons with disabilities across different spheres of government, programmes and interventions across all spheres of government as well as the private sectors.
<b>Source of Data</b>	Published frameworks, draft legislation, discussion documents, Official, credible and validated statistical data from surveys, census and research findings.
<b>Method of Calculation/ Assessments</b>	Simple count
<b>Means of Verification</b>	Developed Regulatory framework for WYPD mainstreaming
<b>Assumptions</b>	Entities have been using the National Policy Framework on Women Empowerment and Gender Equality developed in 2000, since the policy has not been reviewed it does not align with the currents development
<b>Disaggregation of Beneficiaries (where applicable)</b>	Disaggregation by gender, age and disability
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	WYPD Regulatory Framework
<b>Indicator Responsibility</b>	Chief Director: Research, Policy Analysis and Knowledge Management

Sub Programme: Policy Research and Knowledge Management	
Indicator Title	Integrated Knowledge Hub technically design developed
<b>Definition</b>	An Integrated Knowledge Hub was conceptualised in 2020/21 financial year. The focus for 2021/211 will be on the development of the technical design of the knowledge hub using the Medium Term Strategic Framework 2019 – 2024 (MTSF) outcomes. This will entail development of evidence maps and uploading of evidence in line with the MTSF outcomes. The development of the technical design will ensure centralised, accessible and readily available evidence based data, knowledge and information to inform planners, decision-makers, policy-makers and implementers across government and in society at large on matters related to gender, age, disability and LGBTQIA+ sectors
<b>Source of Data</b>	Official, credible and validated statistical data from surveys, census and research findings as related to women, youth and disability such as Time Use studies and social profiles; departmental reports (such as Annual Reports and Gender, Youth and Disability Mainstreaming reports) and research findings; MTSF outcome reports; national evaluation reports as relating to specific programmes impacting women, youth and persons with disabilities, Gender, youth and disability responsive research reports; individual and focus group interviews / discussions (key departments; beneficiaries; research institutes; and relevant stakeholders); colloquiums; seminars; conferences and round table discussions.
<b>Method of Calculation/ Assessments</b>	Simple Count
<b>Means of Verification</b>	Integrated Knowledge Hub technically design
<b>Assumptions</b>	The knowledge hub model will be approved and implemented. Key data, researchers and knowledge producers will collaborate and provide access to data, information and reports for the knowledge hub.
<b>Disaggregation of Beneficiaries (where applicable)</b>	Disaggregation by gender, age and disability
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Integrated Knowledge Hub technical designed which is aligned to the MTSF outcomes developed over the 2020/21 financial year.
<b>Indicator Responsibility</b>	Chief Director: Research, Policy Analysis and Knowledge Management

Sub Programme: Policy Research and Knowledge Management	
Indicator Title	Number of research reports produced on government priorities per year
<b>Definition</b>	Coordinate, commission, undertake research, and collaborate with research and academic institution to produce research on government priorities with specific focus on women, youth and persons with disabilities. The purpose of the research is to enable gender, youth and disability responsive research, evidence based information, and knowledge to inform decision-making, interventions and policy coordination towards empowerment and equality. The research could be empirical or secondary in nature.
<b>Source of Data</b>	Statistics South Africa, National Departments, HSRC, CSIR, MRC, and other Research and academic institutions locally, regionally, and globally, as well as independent researchers.
<b>Method of Calculation/ Assessments</b>	Simple Count
<b>Means of Verification</b>	Research report on identified government priorities
<b>Assumptions</b>	The initiation of the research project will be approved with funding implications and that the research will be completed and validated by stakeholders.
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A

<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Research report produced on government priorities
<b>Indicator Responsibility</b>	Chief Director: Research, Policy Analysis and Knowledge Management

<b>Sub Programme: Policy Research and Knowledge Management</b>	
<b>Indicator Title</b>	<b>Number of reports on compliance of government commitments with international and regional instruments produced</b>
<b>Definition</b>	Two reports on compliance of government with international and regional commitments will be produced in 2021/2022 financial year. This will entail the 2020 Solemn Declaration on Gender Equality in Africa (SDGEA) report as well as the produced the 6th Periodic report on the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). These reports are developed to ensure that South Africa complies with its obligation to periodically provide progress reports on key commitments to international and regional treaty bodies
<b>Source/Collection of Data</b>	The DWYPD published research reports and monitoring reports; Reports from other Departments (such as Annual Reports and Gender Mainstreaming reports) and research findings relevant to women empowerment and gender equality; MTSF outcome reports; national evaluation reports as relating to specific programmes impacting women, Gender Responsive Research reports. Official statistical data from surveys, census and research findings as related to women such as Time Use studies and social profiles;
<b>Means of Verification</b>	Reports on International Commitments and regional instruments produced
<b>Method of Calculation/ Assessment</b>	Simple Count
<b>Assumption</b>	South Africa is a signatory to international instruments and treaty obligations
<b>Disaggregation of Beneficiaries (where applicable)</b>	Disaggregation by gender, age, disability and race
<b>Spatial Transformation (where applicable)</b>	Not applicable
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Periodically based on Reporting Schedules
<b>Desired Performance</b>	Production of reports on compliance of government commitments with international and regional instruments
<b>Indicator Responsibility</b>	Chief Director: Research, Policy Analysis and Knowledge Management

<b>Sub-Programme: Monitoring and Evaluation</b>	
<b>Indicator Title</b>	<b>Number of Progress reports on the implementation of the GRPBMEA Framework</b>
<b>Definition</b>	Two reports documenting the progress made in the implementation of the GRPBMEA Framework based on the 10 pillars outlined in the Framework.
<b>Source of data</b>	Government departments progress reports and progress reported in the related GRPBMEAF workshop and meeting.
<b>Method of Calculation / Assessment</b>	simple count
<b>Assumptions</b>	All national and provincial departments are implementing the GRPBMEAF
<b>Disaggregation of Beneficiaries (where applicable)</b>	Relevant indicators and targets should be disaggregated by gender, age and disabilities
<b>Spatial Transformation (where applicable)</b>	Not applicable
<b>Calculation Type</b>	Non-Cumulative

<b>Reporting Cycle</b>	Biannual
<b>Desired Performance</b>	Progress report on the implementation of the GRPBMEA Framework developed
<b>Indicator Responsibility</b>	Chief Director: Monitoring and Evaluation

<b>Sub-Programme: Monitoring and Evaluation</b>	
<b>Indicator Title</b>	<b>Number of annual performance monitoring reports on government progress towards women's empowerment and gender equality, youth development and promotion of the rights of persons with disabilities produced</b>
<b>Definition</b>	One performance monitoring report on progress made on the implementation of the WYPD related Frameworks.
<b>Source of data</b>	Electronic Quarterly Performance Reporting systems of DPME, Departmental Annual Reports, and research reports on the Women, Youth and Persons With Disabilities.
<b>Method of Calculation / Assessment</b>	Simple count
<b>Means of verification</b>	Annual performance monitoring report on government progress towards women's empowerment and gender equality, youth development and promotion of the rights of persons with disabilities
<b>Assumptions</b>	The report will indicate progress towards women's empowerment and gender equality, youth development and promotion of the rights of persons with disabilities.
<b>Disaggregation of Beneficiaries (where applicable)</b>	Report to contain data disaggregated by gender, age and disability.
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Annually
<b>Desired Performance</b>	Annual performance monitoring report on government progress towards women's empowerment and gender equality, youth development and promotion of the rights of persons with disabilities
<b>Indicator Responsibility</b>	Chief Director: Monitoring and Evaluation

<b>Sub-Programme: Monitoring and Evaluation</b>	
<b>Indicator Title</b>	<b>Number of Evaluation reports on the empowerment of WYPD produced</b>
<b>Definition</b>	The department seeks to perform evaluations and produce an evaluation report on the empowerment of WYPD programme/s implemented
<b>Source of data</b>	Departmental progress/ performance reports (quarterly and annually). Research reports and studies conducted in the area to be evaluated. Interviews for the evaluation study being undertaken
<b>Method of Calculation / Assessment</b>	Simple Count number of reports
<b>Means of verification</b>	An Evaluation report on the empowerment of WYPD
<b>Assumptions</b>	That there are progress/ performance reports (quarterly and annually) and research reports and studies conducted related to the status of women, youth and persons with disabilities
<b>Disaggregation of Beneficiaries (where applicable)</b>	Reports to contain data disaggregated by gender, age and disability
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Annually
<b>Desired Performance</b>	Evaluation report on the empowerment of WYPD produced
<b>Indicator Responsibility</b>	Chief Director: Monitoring and Evaluation

Sub-Programme: International Relations	
Indicator Title	WYPD International Relations Strategy developed
<b>Definition</b>	The International Relations Strategy for WYPD is a guiding document for an integrated approach to the overall international relations work of the department in relation to the multilateral, bilateral, and International human rights system (treaty obligations and commitments) and Official Development Assistance (ODA)
<b>Source of Data</b>	The constitution of the Republic of South Africa (Act No 108 of 1996), South African Foreign Policy: 1996 Discussion Document on South Africa's Foreign Policy and the 2011 draft White Paper on South Africa's Foreign Policy (The Diplomacy of Ubuntu), South African Policy Framework and procedural guidelines for the management of international relations ODA (National Treasury), The Public Management Finance Act (PFMA), Act 1 of 1999, as amended and accompanying treasury regulations Section 13(1), Chapter 7 of the National Development Plan (NDP), Measures and guidelines for the enhanced coordination of South Africa's international engagements.
<b>Means of Verification</b>	WYPD International Relations Strategy
<b>Assumptions</b>	Branches in the Department will cooperate in providing inputs and Minister will approve the WYPD International Relations Strategy
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	WYPD International Relations Strategy developed
<b>Indicator Responsibility</b>	Director: International Relations

Sub-Programme: International Relations	
Indicator Title	Number of international engagements on women, youth and persons with disabilities coordinated
<b>Definition</b>	These are international engagements conducted through participation and collaboration in and between South Africa and another country; and multilateral foras for women, youth and persons with disabilities at the United Nations, African Union, SADC, Commonwealth, IBSA, BRICS, G20.
<b>Source of Data</b>	National priorities on women, youth and persons with disabilities, National Development Plan (NDP)
<b>Method of Calculation / Assessment</b>	Simple Count
<b>Means of Verification</b>	Participation reports on international engagements
<b>Assumptions</b>	Engagements in multilateral and bilateral spheres
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Reports on international engagements on women, youth and persons with disabilities coordinated
<b>Indicator Responsibility</b>	Director: International Relations

Indicator Title	Stakeholder Management Framework developed
Definition	To ensure an effective and efficient stakeholder management approach
Source of Data	Quarterly stakeholder directory update reports
Method of calculation or assessment	Simple Count Stakeholder Management Framework
Assumptions	That there is an available stakeholder baseline directory
Disaggregation of beneficiaries (where applicable)	None
Spatial transformation (where applicable)	None
Reporting cycle	Quarterly
Desired performance	Development of the stakeholder management framework
Indicator responsibility	Chief Director: Stakeholder Coordination and Outreach

Sub Programme: Stakeholder Coordination and Outreach	
Indicator Title	Number of stakeholder engagements on the empowerment of women, youth and persons with disability conducted
Definition	Stakeholder engagements may (include) public or outreach initiatives such as (consultations) campaigns, workshops, panel discussion, focus groups, dialogues, and hearing which can be physical and/ virtual. The purpose is to ensure an empowered, fair and inclusive society that facilitates transformation for women, youth and persons with disabilities.
Source of Data	Public or outreach initiatives such as campaigns, workshop, panel discussion, focus groups, dialogues, hearing, webinars or other digital platforms
Method of Calculation/ Assessments	Simple count
Means of Verification	Concepts documents and report on the engagement held
Assumptions	People will avail themselves for the engagement
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative
Reporting Cycle	Quarterly
Desired Performance	Stakeholder engagements on the empowerment of women, youth and persons with disability conducted
Indicator Responsibility	Chief Director: Stakeholder Coordination and Outreach

Sub Programme: Stakeholder Coordination and Outreach	
Indicator Title	Number of hybrid community mobilization initiatives on the rights of women, youth and person with disabilities coordinated
<b>Definition</b>	Hybrid Community mobilization initiatives to reach out to women, youth and persons with disabilities and raising awareness of services/ information available for them. To advance, fair and inclusive society that ensure the social and economic empowerment of women, youth and persons with disabilities.
<b>Source of Data</b>	Public or outreach initiatives in communities or virtually such as campaigns, workshop, panel discussion, focus groups, dialogues, hearing etc.
<b>Method of Calculation/ Assessments</b>	Simple count
<b>Means of Verification</b>	Concepts documents and report on the dialogue initiatives held approved by the Minister
<b>Assumptions</b>	People will avail themselves for the dialogue
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Coordinate hybrid community mobilization initiatives on the rights of women, youth and person with disabilities
<b>Indicator Responsibility</b>	Chief Director: Stakeholder Coordination and Outreach

## Programme 4: Rights of Persons with Disabilities

Sub Programme: Rights of Persons with disabilities	
Indicator Title	Framework on Disability Rights Awareness Campaigns for Persons with Disabilities developed
<b>Definition</b>	Policy instruments (legislation, tools, guidelines, policy briefs, discussion papers and research reports) developed to support domestication of international treaties and implementation of WPRPD. To ensure that implementation of the White Paper on the Rights of Persons with disabilities comply with regulatory standards and the obligations contained in the UN Convention on the Rights of Persons with Disabilities
<b>Source of Data</b>	Published frameworks, draft legislation and discussion documents on persons with disabilities
<b>Method of Calculation/ Assessments</b>	Simple Count
<b>Means of Verification</b>	Frameworks on Disability Rights Awareness Campaigns
<b>Assumptions</b>	Research on the development of the Framework will be conducted
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Develop Frameworks on Disability Rights Awareness Campaigns for Persons with Disabilities
<b>Indicator Responsibility</b>	Chief Director: Advocacy and Mainstreaming

Sub Programme: Rights of Person s with disabilities	
Indicator Title	Framework on Self representation for persons with disabilities developed
<b>Definition</b>	Policy instruments (legislation, tools, guidelines, policy briefs, discussion papers and research reports) developed to support domestication of international treaties and implementation of WPRPD. To ensure that implementation of the White Paper on the Rights of Persons with disabilities comply with regulatory standards and the obligations contained in the UN Convention on the Rights of Persons with Disabilities
<b>Source of Data</b>	Published frameworks, draft legislation and discussion documents on persons with disabilities
<b>Method of Calculation/ Assessments</b>	Simple Count
<b>Means of Verification</b>	Framework on Self representation
<b>Assumptions</b>	Research on the development of the Framework will be conducted
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Develop Framework on Self representation for persons with disabilities
<b>Indicator Responsibility</b>	Chief Director: Advocacy and Mainstreaming

Sub Programme: Rights of Persons with disabilities	
Indicator Title	Reasonable accommodation framework developed
<b>Definition</b>	Policy instruments (legislation, tools, guidelines, policy briefs, discussion papers and research reports) developed to support domestication of international treaties and implementation of WPRPD. To ensure that implementation of the White Paper on the Rights of Persons with disabilities comply with regulatory standards and the obligations contained in the UN Convention on the Rights of Persons with Disabilities
<b>Source of Data</b>	Published frameworks, draft legislation and discussion documents on persons with disabilities
<b>Method of Calculation/ Assessments</b>	Framework on Reasonable Accommodation developed
<b>Means of Verification</b>	Framework on Reasonable Accommodation developed
<b>Assumptions</b>	Research on the development of the Framework will be conducted
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Develop Reasonable accommodation framework
<b>Indicator Responsibility</b>	Chief Director : Advocacy and Mainstreaming

Sub Programme: Rights of Person s with disabilities	
Indicator Title	Universal design and access framework developed
<b>Definition</b>	Policy instruments (legislation, tools, guidelines, policy briefs, discussion papers and research reports) developed to support domestication of international treaties and implementation of WPRPD. To ensure that implementation of the White Paper on the Rights of Persons with disabilities comply with regulatory standards and the obligations contained in the UN Convention on the Rights of Persons with Disabilities
<b>Source of Data</b>	Published frameworks, draft legislation on Disability rights, Discussion documents on Disability rights White Paper on the Rights of Persons with Disabilities United Nations Convention on the Rights of Persons with Disabilities
<b>Method of Calculation/ Assessments</b>	Simple count Frameworks
<b>Means of Verification</b>	Framework for Universal access and design developed
<b>Assumptions</b>	Research on the development of the Framework will be conducted
<b>Disaggregation of Beneficiaries (where applicable)</b>	n/a
<b>Spatial Transformation (where applicable)</b>	n/a
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Develop Universal design and access framework
<b>Indicator Responsibility</b>	Chief Director: Advocacy and Mainstreaming

Sub Programme: Governance and Compliance	
Indicator Title	Number of reports on compliance with national/international obligations for rights of persons with disabilities developed
<b>Definition</b>	This indicator refers to the annual performance monitoring report on the implementation of the white paper on the rights of persons with disabilities and United Nation Convention on the rights of persons with disabilities. The sub-programme will collect performance information by convening quarterly meetings and from quarterly performance reports submitted to DMPE
<b>Source of Data</b>	White Paper on the Rights of Persons with Disabilities United Nations Convention on the Rights of Persons with Disabilities Disability Inclusive Sustainable Development Goals Medium Term Strategic Framework Annual reports for all National Departments
<b>Method of Calculation/ Assessments</b>	Simple count
<b>Means of Verification</b>	Annual Performance monitoring report for rights of persons with disabilities developed
<b>Assumptions</b>	All reporting institutions will provide status reports on disability inclusion that are relevant to its mandate
<b>Disaggregation of Beneficiaries (where applicable)</b>	Reporting institutions are required to submit performance information based on the disaggregated implementation matrix of the WPRPD
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-Cumulative
<b>Reporting Cycle</b>	Annual
<b>Desired Performance</b>	Develop annual report on compliance with national/international obligations for rights of persons with disabilities
<b>Indicator Responsibility</b>	Director: Governance and Compliance

Sub Programme: Governance and Compliance	
Indicator Title	Number of analysis reports on draft Annual Performance Plans for national government departments analysed
<b>Definition</b>	This indicator seeks to assess how national departments has included disability rights in their draft APPs. This is based on guidelines framework for development of APPs and also based on the fact that the departments are expected to submit their draft APPs to DPME by the third quarter
<b>Source of Data</b>	Department's draft APPs
<b>Method of Calculation/ Assessments</b>	Simple count
<b>Means of Verification</b>	One analysis report on draft Annual Performance Plans for national government departments
<b>Assumptions</b>	That DPME will provide the DWYPD with draft APPs for national government departments
<b>Disaggregation of Beneficiaries (where applicable)</b>	Reporting institutions are required to submit disability responsive drafts APPs based on the implementation matrix of the WPRPD and MTSF
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-cumulative
<b>Reporting Cycle</b>	Annual
<b>Desired Performance</b>	Report on draft Annual Performance Plans for national government departments analysed
<b>Indicator Responsibility</b>	Director: Governance and Compliance

Sub Programme: Governance and Compliance	
Indicator Title	Number of research reports on the inclusion of persons with disabilities produced
<b>Definition</b>	This indicator seeks to assess the economic cost of inclusion of persons with disabilities
<b>Source of Data</b>	Disability sector stakeholders Government stakeholders
<b>Method of Calculation/ Assessments</b>	Simple count
<b>Means of Verification</b>	One research report on the inclusion of persons with disabilities developed
<b>Assumptions</b>	That the disability sector and government stakeholders are responsive according to timelines The UNDP administrative system provide timeous support to the research study
<b>Disaggregation of Beneficiaries (where applicable)</b>	Research report disaggregate data according to gender, age and disability
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	cumulative
<b>Reporting Cycle</b>	Annual
<b>Desired Performance</b>	Produce research reports on the inclusion of persons with disabilities
<b>Indicator Responsibility</b>	Director: Governance and Compliance

## Programme 5: Youth Development Programme

Sub Programme: Youth Development	
Indicator Title	Number of NYP implementation monitoring reports produced
<b>Definition</b>	To report progress on implementation of the NYP
<b>Source of Data</b>	National Departments, NYDA and STATS SA Quarterly statistics reports on the five pillars of the NYP
<b>Method of Calculation/ Assessment</b>	Simple count
<b>Means of Verification</b>	Existence of the NYP Implementation monitoring report
<b>Assumptions</b>	N/A
<b>Disaggregation of Beneficiaries (where applicable)</b>	Reporting on youth development indicators, disaggregated by age gender, location, race and disability status where applicable
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	Progress reports on monitoring implementation of the NYP
<b>Indicator Responsibility</b>	Chief Director: National Youth Development Programme

Sub Programme: Youth Development	
Indicator Title	NYDA Amendment Bill refined
<b>Definition</b>	This indicator refers to the amendment of the National Youth Development Agency Act, Act No. 54 of 2008
<b>Source of Data</b>	NYDA Amendment Act; Cabinet Memorandum
<b>Method of Calculation/ Assessment</b>	Refined NYDA Amendment Bill; Cabinet Memorandum
<b>Means of Verification</b>	Policy document; Memorandum of Objects; NYDA Amendment Bill; Cabinet Memorandum
<b>Assumptions</b>	Draft Legislation is consulted, refined, thereafter submitted to Cabinet for approval to be tabled in Parliament
<b>Disaggregation of Beneficiaries (where applicable)</b>	Youth across ages, male and females, from different racial groups and locations, as well as those with disabilities to be consulted
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Non-cumulative and cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	NYDA Act Amendment Bill Refined and consulted
<b>Indicator Responsibility</b>	Chief Director: National Youth Development Programme

Sub Programme: Youth Development	
Indicator Title	South African Youth Development Bill developed
Definition	South African Youth Amendment Act as an over-arching framework legislation to regulate youth development in the country
Source of Data	National Youth Policy
Method of Calculation/ Assessments	South African Youth Development Bill
Means of Verification	Policy document; South African Youth Development Bill; Memorandum of Objects; Consultation report
Assumptions	Legislation is drafted and consulted with relevant stakeholders
Disaggregation of Beneficiaries (where applicable)	Youth across ages, male and females, from different racial groups and locations, as well as those with disabilities to be consulted
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative
Reporting Cycle	Quarterly
Desired Performance	South African Youth Development Bill developed
Indicator Responsibility	Chief Director: National Youth Development Programme

Sub Programme: Youth Development	
Indicator Title	Number of NYDA monitoring reports produced
<b>Definition</b>	The extent to which the DWYPD oversees the NYDA, identifies bottlenecks and make recommendations. Oversight of the NYDA include monitoring the financial and non-financial performance of the NYDA; quality assurance of the plans and reports; monitoring compliance with applicable legislation; monitoring alignment of plans with national priorities; ensuring good governance; and developing interventions to prevent issues from getting out of control
<b>Source of Data</b>	Shareholder Performance Agreement; NYDA quarterly performance reports; APP and Strategic plan
<b>Method of Calculation/ Assessments</b>	Simple count of the number of Quarterly monitoring reports
<b>Means of Verification</b>	Quarterly NYDA monitoring reports
<b>Assumptions</b>	Monitoring meetings have taken place as scheduled and a report is compiled
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	NYDA monitoring reports produced
<b>Indicator Responsibility</b>	Chief Director: National Youth Development Programme

### Sub Programme: Youth Development

Indicator Title	Number of youth machineries meetings convened
<b>Definition</b>	The number of times on which the DWYPD convenes the National Youth Machinery meetings. The aim is to ensure coordination of youth interventions through joint planning, sharing of best practices and reporting.
<b>Source of Data</b>	NYP 2030
<b>Method of Calculation/ Assessments</b>	Simple count of the number of meetings convened
<b>Means of Verification</b>	Report of the National Youth machinery convened and documents shared.
<b>Assumptions</b>	National Youth Machinery meetings have taken placed as scheduled
<b>Disaggregation of Beneficiaries (where applicable)</b>	N/A
<b>Spatial Transformation (where applicable)</b>	N/A
<b>Calculation Type</b>	Cumulative
<b>Reporting Cycle</b>	Quarterly
<b>Desired Performance</b>	National Youth Machinery meetings convened
<b>Indicator Responsibility</b>	Chief Director: National Youth Development Programme

# Annexures

## Revision to the Strategic Plan 2020/21-2024/25

The Department during its Strategic Planning Session for the 2021 financial year and the medium term, made revisions to key elements of its Strategic Plan 2020/21-2024/24 as outlined below:

### **Revision to Part A: Our Mandate**

#### **Constitutional Mandate**

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

Therefore the mandate of the department is to regulate the socio-economic transformation and implementation of the empowerment and participation of women, youth and persons with disabilities.

## Revision to Part B: Strategic Focus

Original vision	Revised vision	Original mission	Revised mission	
A transformed, inclusive society free from all forms of discrimination and capable of self-actualisation.	Rights of Women, Youth and Persons with Disabilities realized	To provide strategic leadership, coordination and oversight to government departments and the country in mainstreaming empowerment programmes on women, youth and persons with disabilities.	By regulating the rights of Women, Youth and Persons with Disabilities	
Original values	New values	New Outcome	Outcome Indicator	
<ul style="list-style-type: none"> <li>• Tolerance and respect in the work place</li> <li>• Professionalism</li> <li>• Continuous learning</li> <li>• Integrity</li> <li>• Caring</li> <li>• Accountability</li> <li>• Inclusivity</li> <li>• Empowerment</li> </ul>	<ul style="list-style-type: none"> <li>• Integrity</li> <li>• Accountability</li> <li>• Professionalism</li> </ul>	<ul style="list-style-type: none"> <li>• Socio Economic Empowerment -WYPD</li> </ul>	Regulatory Frameworks for socio-economic empowerment of Women, Youth and Persons with Disabilities developed and implemented	
				WYPD Socio-Economic Empowerment Index developed and monitored
		<ul style="list-style-type: none"> <li>• Rights of WYPD realised</li> </ul>		Number of legislations developed and implemented
		<ul style="list-style-type: none"> <li>• Stakeholder Management</li> </ul>		WYPD stakeholder framework developed and implemented

## Revision to Part C: Measuring Performance

### Measuring Outcomes

MTSF Priority	<b>Priority 1: A Capable, Ethical and Developmental State</b> <b>Priority 5: Spatial Integration, Human Settlements and Local Government</b> <b>Priority 7- A better Africa and World</b>		
Outcome	Outcome Indicator	Baseline	Five-year target
<b>Socio Economic Empowerment -WYPD</b>	Regulatory Frameworks for socio-economic empowerment of Women, Youth and Persons with Disabilities developed and implemented	None	Regulatory framework for WYPD mainstreaming developed and implemented
	WYPD Socio-Economic Empowerment Index developed and monitored	Women Financial Inclusion Framework	WYPD Socio-Economic Empowerment Index developed and monitored
<b>Rights of WYPD realised</b>	Number of legislations developed and implemented	None	5 legislations developed and implemented
<b>Stakeholder Management</b>	WYPD stakeholder framework developed and implemented	None	WYPD stakeholder framework developed and implemented

## Explanation of Planned Performance over the Five Year Planning Period

In implementing its mandate the department will regulate the sector. In so doing the department will engage on a rigorous exercise to craft a legislative path through broader consultation and participation processes which will unravel all key issues pertaining to the stakeholder cohort.

The department will ensure that there are new and reviewed policies to regulate the rights of women youth and persons with disabilities. The department will also make sure that it monitors the application and the implementation of its regulatory policies. At all times the department will create compliance measures and also develop toolkits that are user friendly to all its relevant key stakeholders. The department will develop the status monitoring toolkit to make sure that it is regulating against its performance on women, youth and persons with disabilities.

The department plans to develop and implement the following over the five year period:

### **Policy instruments developed and implemented:**

- Socio economic empowerment index policy
- WYPD Responsive planning, budgeting, monitoring and evaluation framework
- National gender policy framework
- WYPD mainstreaming framework
- Reasonable accommodation framework
- Universal design and access framework
- Self-representation framework
- Disability Rights Awareness Campaign frameworks

### **Legislations developed and implemented:**

- Women empowerment and gender equality (WEGE) Bill
- National Council on Gender Based Violence Bill

- Disability rights Bill
- NYDA Amendment Bill
- South African Youth Empowerment Act

## Technical Indicator Description

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

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

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

<b>Desired performance</b>	Reviewed and revised legislations are responsive to the rights and priorities of women, youth and persons with disabilities
<b>Indicator Responsibility</b>	Directorate Legal Services

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

## Reasons for the Revision to the Strategic Plan 2020-2025

Following the strategic plan session which was held on October 2020, for 2021-2022 and the outer years thereof, the Department has shifted its mandate immensely from that of being a facilitation department to that of being a regulator. The department further indicated that by performing its duties it will not only regulate, but it will create and facilitate a socio-economic internal and institutional environment that will enable it to perform its function as a regulator. The shift in the mandate necessitated the department to review some section in the Strategic Plan 2020-2025.

### District Development Model

The Department of Women, Youth and Persons with Disabilities (DWYPD) has been requested by the Department of Co-operative Governance and Traditional Affairs (CoGTA) to provide plans and projects in line with the 6th administration's District Development Model. The DWYPD in the Presidency is not an implementing department; however it has a huge mandate and constitutional responsibility to advance the transformational agenda for women, youth and disability rights and empowerment

nationally and across the three spheres of government. It is uniquely poised in the centre of government to provide leadership, oversight and co-ordination to ensure that government implements inclusive interventions geared towards the empowerment of women, youth and persons with disabilities. The purpose of this note is to identify areas where the DWYPD will make a contribution towards ensuring that the District Municipality Model plans as requested by CoGTA are truly inclusive and responsive to the issues of women, youth and the rights of person with disabilities for example by providing a tool approved by Cabinet for mainstreaming gender, youth and disability rights. It should be noted that, while DWYPD is responsible for coordination and leadership in this regard, it is the duty of every government department and public entity at national provincial, local level to actively contribute towards the realisation of the constitutional mandate to eradicate unfair discrimination and realise the rights of women, youth and persons with disabilities.

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

The Framework on Gender-Responsive Planning, Budgeting, Monitoring, Evaluation and Gender Auditing (GRPBMEA) was adopted by the Cabinet on 27 March 2019, as a system to effect a paradigm shift across the state machinery towards accelerated delivery on the constitutional mandate to end gender discrimination and realise the rights of women and girls in South Africa. The approach is also applicable in relation to mainstreaming of youth and disability rights. The framework's implementation plan prioritises the interventions to ensure that gender-responsiveness of existing national planning, budgeting, M&E systems in order to achieve maximum, countrywide impacts for women and girls. Key interventions in this regard include a gendered revision of the National Development Plan 2030 and ensuring the gender-responsiveness of the Medium Term Strategic Framework (MTSF) 2020-2025 and five-year Strategic Plans and Annual Performance Plans of national and provincial government departments and public entities. In addition, work will be initiated in collaboration with COGTA to develop a gender-responsive planning, budgeting, monitoring, evaluation and auditing framework applicable to local government.

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

## 2. The Contribution of the DWYPD in District Municipality Delivery Model

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

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

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

from the MTSF;

- Baseline research and social mapping on three Districts in relation to critical gender-related indicators;

Contributions by other departments include the following:

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

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

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

## 3. Project plans

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

Priority 4: Social Cohesion and safer communities

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

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

Project Name	Project Type (Description)	Project Status	Estimated number of beneficiaries of the project	Financial Year	Sector	Local Municipality	District Municipality	Latitude (E.g.31,5487679)	Longitude (Eg28,6719052)	Total Project Cost	Actual Expenditure 2019/20
Integrated Enterprise & Entrepreneurship Development programme	An economic empowerment programme targeted at promoting entrepreneurship amongst women	Planning stage	100 per year	2019/20	In identified key economic sectors	-	-	-	-	-	0
Localisation of the GRPBME&A Framework	Develop a GRPBME&A framework applicable to local sphere of government	N/A		2021/22	Public Sector	N/A	N/A	N/A	N/A	N/A	N/A

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

Projects that are implemented and planned for implementation in the eight Metropolitan Municipalities

### **Economic Empowerment Programme**

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

# ACRONYMS

<b>APP</b>	Annual Performance Plan
<b>AIDs</b>	Acquired Immune Deficiency Syndrome
<b>ARV</b>	Antiretroviral
<b>BRICS</b>	Brazil, Russia, India, China and South Africa
<b>BWASA</b>	Business Women's Association of South Africa
<b>CEDAW</b>	Convention on the Elimination of All Forms of Discrimination Against Women
<b>CEO</b>	Chief Executive Officer
<b>CGE</b>	Commission of Gender Equality
<b>CGI</b>	Country Gender Indicator
<b>CRAM</b>	Coronavirus Rapid Mobile Survey
<b>DPME</b>	Department of Planning, Monitoring and Evaluation
<b>DTIC</b>	Department of Trade and Industry and Competition
<b>DSBD</b>	Department of Small Business and Development
<b>DSD</b>	Department of Social Development
<b>DWYPD</b>	Department of Women, Youth and Persons with Disabilities
<b>ECD</b>	Early Childhood Education
<b>ERAP</b>	Emergency Response Action Plan
<b>GBH</b>	Grievous Bodily Harm
<b>GBV</b>	Gender Based Violence
<b>GBVF</b>	Gender Based Violence Femicide
<b>GEYODI</b>	Gender, Youth & Persons with Disabilities
<b>DV</b>	Domestic Violence
<b>GRPBMEA</b>	Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing
<b>HIV</b>	human immunodeficiency virus
<b>LGBTQIA+</b>	lesbian, gay, bisexual, trans and/or intersex
<b>M&amp;E</b>	Monitoring and Evaluation
<b>MTEF</b>	Medium Term Expenditure Framework
<b>MTSF</b>	Medium Term Strategic Framework
<b>MTBPS</b>	Medium Term Budget Policy Statement
<b>MITSP</b>	Master Information Technology Strategy and Plan
<b>NDP</b>	National Development Plan
<b>NCOP</b>	National Council of Provinces
<b>NGM</b>	National Gender Machinery
<b>NGO</b>	Non-Governmental Organisation
<b>NMOG</b>	National Macro Organisation of Government
<b>NIDS</b>	National Income Dynamic Study
<b>NSP</b>	National Strategic Plan
<b>NYDA</b>	National Youth Development Agency
<b>NYP</b>	National Youth Policy
<b>PMTCT</b>	Prevention of mother-to-child transmissions
<b>PPE</b>	Personal Protective Clothing
<b>PPGIs</b>	Public, Private Growth Initiatives
<b>QLFS</b>	Quarterly Labour Force Survey

<b>IBSA</b>	India Brazil South Africa
<b>IDC</b>	Industrial Development Agency
<b>IORA</b>	Indian Ocean Rim Association
<b>IGBFVSC</b>	Interim GBV and Femicide Steering Committee
<b>ODA</b>	Official Development Assistance
<b>SABS</b>	South African Bureau of Standards
<b>SADC</b>	African Union, Southern African Development Community
<b>SAYD</b>	South African Youth Development
<b>SDP</b>	Sanitary Dignity Programme
<b>SMMEs</b>	Small, Micro and Medium Enterprises
<b>SA</b>	South Africa
<b>SAPS</b>	South African Police Services
<b>SANAC</b>	South African National AIDS Council
<b>SDGs</b>	Sustainable Development Goals
<b>SEDA</b>	Small Enterprise Development Agency
<b>SEFA</b>	Small Enterprise Finance Agency
<b>SOEs</b>	State Owned Enterprises
<b>SONA</b>	State of Nation Address
<b>SRD</b>	Social Relief of Distress
<b>SAMRC</b>	South African Medical Research Council
<b>SAPHRA</b>	South African Health Products Regulatory Authority
<b>StatsSA</b>	Statistics South Africa
<b>STEM</b>	Science, Technology, Engineering and Mathematics
<b>STI's</b>	Sexual Transmitted Infections
<b>TB</b>	Tuberculosis
<b>TVET</b>	Technical and Vocational Education and Training
<b>UN</b>	United Nations
<b>NCF</b>	National Coordination Forum
<b>UNESCO</b>	United Nations Educational, Scientific and Cultural Organisation
<b>UNCRPD</b>	United Nation Convention on the Rights of Persons with Disabilities
<b>UNICEF</b>	United Nations Children's Fund
<b>UNDP</b>	United Nations Development Programme
<b>UNFPA</b>	United Nations Population Fund
<b>VAT</b>	Value Added Tax
<b>WASH</b>	Water, Sanitation and Hygiene
<b>WEGE</b>	Women Empowerment and Gender Equality
<b>WHO</b>	World Health Organisation
<b>WYPD</b>	Women, Youth and Persons with Disabilities
<b>WPRPD</b>	White Paper on the Rights of Persons with Disabilities
<b>YM</b>	Youth Mainstreaming





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