

Strategic Plan 2020 -2025



women, youth &
persons with disabilities

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





women, youth &
persons with disabilities

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

Department of Women, Youth and Persons with Disabilities

Strategic Plan 2020/2021-2024/2025

TABLE OF CONTENTS

Executive Authority Statement.....	3
Executive Authority Statement.....	6
Accounting Officer Statement.....	7
Official Sign-Off.....	8
PART A: OUR MANDATE.....	10
1. Constitutional Mandate.....	10
2. Legislative and Policy Mandates.....	10
3. Institutional Policies and Strategies over the five year planning period.....	11
4. Relevant Court Rulings.....	12
PART B: OUR STRATEGIC FOCUS.....	14
5. Vision.....	14
6. Mission.....	14
7. Values.....	14
8. Situational Analysis.....	14
PART C: MEASURING OUR PERFORMANCE.....	40
9. Institutional Performance Information.....	40
PART D: TECHNICAL INDICATOR DESCRIPTION (TID).....	54
ANNEXUE D: DISTRICT DEVELOPMENT MODEL	64
ACRONYMS.....	69



Executive Authority Statement

Ms. Maite Nkoana-Mashabane, MP

The Department of Women, Youth and Persons with Disabilities (DWYPD) is uniquely poised at the centre of government to co-ordinate and provide oversight in ensuring that government implements inclusive programmes, which are geared towards closing gaps in the representation of women, youth and persons with disabilities. Our role is to ensure that implementation takes place.

Our focus is on intersectionality because women, youth and persons with disabilities are often disadvantaged by multiple sources of oppression – race, class, gender, sexual identity and other identity markers, and these markers intersect to create complicated layers of oppression.

At the heart of government's transformation agenda is the mandate to address oppression, sexism, intolerance and structural oppression with the aim of creating an environment within which equal participation by all citizens is assured, for the benefit of our country. To speed up the transformation agenda, President Cyril Ramaphosa announced a reconfiguration of government which saw the formation of the DWYPD in June 2019. When the Department of Women was formed in May 2014, its goal was to champion the achievement of women's socio-economic empowerment and rights. With the experience gained, the DWYPD aims to provide strategic leadership, coordination and oversight to government departments and the country in mainstreaming empowerment programmes, on women, youth and persons with disabilities.

Our vision is to see South Africa as a transformed, inclusive society free from all forms of discrimination

and one in which individuals can reach their full potential, without being held back by structural barriers to self-actualisation.

Our focus on empowerment and equality is outward looking, positive in its approach, and has been taken with the belief that true empowerment comes through creating an enabling environment within which women, youth and persons with disabilities can chart their own destiny, supported by government and civil society.

As the department strategizes on how to achieve maximum impact through collaborations, partnership and policy influence, the National Development Plan (NDP): Vision 2030 is firmly within its sights. The NDP speaks of a transformed, unified and equitable society, not divided along class, race or gender lines. It speaks of shifting patterns of ownership and ensuring equal participation in the economy to bring about transformation that is inclusive, and leaves no one behind. In order to achieve this, this department will foster partnerships, develop collaborations, and build social compacts with various sectors, to dovetail efforts in transforming into the South Africa we want for our children.

This is not an easily achieved target. South Africa's political and socio-economic terrain continues to be shaped by patriarchal and exclusionary policies that marginalise women, youth and persons with disabilities from participation. To respond to this, the department will continue to strengthen structural mechanisms established for the advancement of rights of at-risk groups. The department will

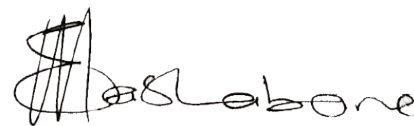
continue to advocate for the insertion of equality principles into legislation. We will ensure we meet international commitments and strengthen accountability mechanisms and consequence management across government, where equality targets are not being met.

Improving participation, and strengthening legislation compelling equality, is a prerequisite for achieving the central goals of government - increasing employment, skills and access to education, healthcare, safety and security and the general well-being of the population. Against this, youth development has been declared an apex priority of government. Youth training, and incubation programmes targeting entrepreneurs has been accelerated and scaled up through the National Youth Development Agency (NYDA). The Agency has established a value chain of entrepreneurship which includes skills development training, development finance, mentorship, support and market linkages. More than 6 000 start-up companies have been provided with funding, creating more than 18 000 jobs in the economy through the Youth Employment Service. Thus, our strategy to build social compacts through partnering with citizens will pay off as we reach a critical mass of job providers, rather than job seekers.

The seven priorities identified by the sixth Administration, namely, economic transformation and jobs, education, skills revolution and health,

social wage, spatial development, human settlements and local government, social cohesion and safe communities, a better Africa and a better world and a capable developmental State cannot be achieved without the inclusion and full participation of women, youth and persons with disabilities. For this reason the department remains committed to fast-tracking the advancement, empowerment and development of women, youth and persons with disabilities by remaining a strategic pillar of government in guiding policy and legislation to be inclusive.

With commitment to our vision and mission, I am confident that we will achieve our goal of a South Africa in which women, youth and persons with disabilities are equal in all senses of the word, leading to a society that is tolerant and diverse, and a living testament to our Constitution.



Ms. Maite Nkoana-Mashabane, MP

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



Executive Authority Statement

Prof. Hlengiwe Mkhize, MP

By sharing the Strategic Plan 2020/21-2024/25 of the DWYPD with you, it is my hope that you better understand the department's strategy in moving towards a country that is wholly inclusive by providing leadership and coordination in the implementation of programmes across government. This plan not only outlines targets of the department, but provides a roadmap for other government departments, and civil society to emulate in their own institutions and organisations.

The idea of an equal society, inclusive economies, or representative ownership should not be relegated to that of a charity cause, or retired to the category of a 'nice-to-have'. In fact, the strategy of this department is innately linked to South Africa's growth trajectory. South Africa will never unleash its true potential if the majority of women, youth and persons with disabilities are confined to the informal economy, or held back by not being able to access services, and the mainstream economy.

The department's work in strengthening social empowerment for at-risk groups focuses on education, skills and healthcare. Women, youth and persons with disabilities face enormous challenges in accessing education, opportunities for upskilling, training and access and affordability of healthcare. The department's interventions are to de-masculinise Science, Technology, Engineering and Mathematics (STEM) courses in school and at tertiary institutions. By engaging with places of higher learning, National Student Financial Aid Scheme (NSFAS), we work to ensure more young women are accepted into tertiary institutions, and are able to pay for their studies. The National Youth Development Agency

(NYDA) as the implementation arm of the DWYPD is responsible for youth programmes in the areas of economy, skills development and national youth service among others.

The department is involved in the advancement of policies and programmes and provides support in order to attain the Sustainable Development Goal 5 (SDG 5) target 5.6 in ensuring universal access to sexual and reproductive health and reproductive rights.

The department constantly engages with the Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual (LGBTQIA+) community to ensure policies and frameworks are inclusive of this community. In 2017 the South African National AIDS Council (SANAC) launched South Africa's national Lesbian, Gay, Bisexual, Trans and/or Intersex (LGBTI) HIV Plan making South Africa the first country in the world to produce an LGBTI national framework. This is to ensure an inclusive healthcare approach for minority groups. Our work is to track implementation of this framework.

Our work in lobbying other departments and organisations to be more conscious to the needs of at-risk groups is what accelerates service delivery and provision of opportunities for participation by women, youth, persons with disabilities and LGBTQIA+ communities.

Our position at the centre of government provides us with the unique opportunity to coordinate programmes which allow for the involvement of risk groups throughout the value chain of the project's rollout.

Economic empowerment is a key component of our work. We advocate for all government departments and civil society organisations to focus on economic development, and rural development as key sectors in empowering women, youth and persons with disabilities. The rollout of plans and programmes in these areas must clearly demonstrate the benefits for women, youth and persons with disabilities. Economic development must also extend to village and township economies. Women and youth make up the majority of enterprises in the informal sector. Infrastructure support, enabling grants, and incubator programmes must respond to the needs of women, youth and persons with disabilities in these areas. To unlock the full growth potential to maximise the participation of women, youth and persons with disabilities in the mainstream economy, preferential procurement policies should serve as a catalyst. We will continue to lobby for set asides in all sectors of our economy in both government and private sector.

The NYDA has established training programmes to upskill thousands of youth across South Africa. The NYDA has set its sights on expanding the National Youth Service to take on 50,000 young people a year. This means that existing youth programmes and initiatives such as the National Rural Youth Service Corps, the National Youth service programme, and the Youth Employment Service will need to be supported and expanded to further reach the majority of young people across the country.

The department will continue to strengthen the national disability rights agenda through more effective oversight, coordination and strategic partnerships. In this regard, we will, among others,

finalise guidelines to strengthen disability inclusion in government-wide institutional arrangements. We will also continue our work with Statistics South Africa (StatsSA) to strengthen disaggregation of all statistics and administrative data by disability, age and gender. The finalisation of strategic frameworks for Universal Access and Design and Reasonable Accommodation for Persons with Disabilities with institutional capacities to coordinate and implement innovation, standards setting and capacity building will be put in place by 2024.

This Strategic Plan sets out ambitious targets that require all hands-on-deck, full participation by partner departments, and the realisation that the targets set out here are critical if South Africa is to realise the NDP: Vision 2030. Our work is often undermined due to its soft delivery methods, i.e. through programmatic interventions, policy analysis, research and report writing, and auditing. However, the gains of our work are felt from boardrooms to bus stops, and this plan will guide us in leaving behind a legacy of equality.



Prof. Hlengiwe Mkhize, MP

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



Accounting Officer Statement

Ms. Welhemina Reshoketswe Tshabalala

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

The strategic focus of the DWYPD 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 Medium Term Strategic Framework (MTSF).

In this Strategic Plan, the DWYPD has come up with a more focused approach on promotion of gender-responsive knowledge and research, policy development, international relations, planning, monitoring and evaluation, stakeholder engagement, advocacy and outreach campaigns with respect to socio-economic empowerment and gender equality of women, youth and persons with disabilities.

The DWYPD will be collaborating with its key strategic partner the Department of Planning Monitoring and Evaluation (DPME) and National Treasury to implement the Framework for Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing (GRPBME&A). The aim of the GRPBME&A framework which was approved by Cabinet in 2019, is to ensure a more sustainable, comprehensive and multi-sectoral approach to gender mainstreaming within the country's planning, monitoring and evaluation and public financing systems.

Government renders youth development in partnership with private and civil society sectors. The Department provides technical support to the political principals in overseeing youth development

in the country, by coordinating country-wide youth development efforts; developing and reviewing policy and legislation; monitoring, evaluating and reporting on implementation; undertaking research that is cross-cutting as well as engaging and supporting stakeholders nationally and internationally.

In the 2020/21 financial year, the Disability Rights Unit will focus, among others, on strengthening consistency in implementation of the White Paper on the Rights of Persons with Disabilities through the finalisation of National Strategic Frameworks on Universal Access and Design; Reasonable Accommodation Support; Disability Rights Awareness Campaigns and Self Representation by Persons with Disabilities; and the Guidelines for Disability inclusive Public Participation, as well as embedding disability inclusion in government-wide institutional arrangements. The plan is to have the Rights of Persons with Disabilities Act by 2023.

The Department is committed to implementing the 2020-2024 Strategic Plan and envisage to achieve a transformed, inclusive society free from all forms of discrimination and capable of self-actualisation.

Ms. Welhemina Reshoketswe Tshabalala

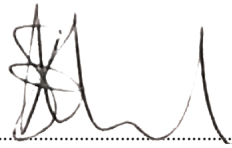
Acting Director-General

OFFICIAL SIGN-OFF

It is hereby certified that this Strategic Plan:

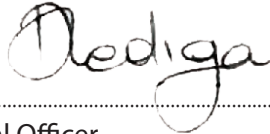
- Was developed by the management of the DWYPD, under the guidance of the Minister in the Presidency: Women, Youth and Persons with Disabilities, Ms. Maite Nkoana-Mashabane, MP.
- Takes into account all the relevant policies, legislation and other mandates for which the DWYPD is responsible.
- Accurately reflects the impact, outcomes and outputs which the DWYPD will achieve over the period of 2020/21-2024/25.

Ms Valerie Mathobela



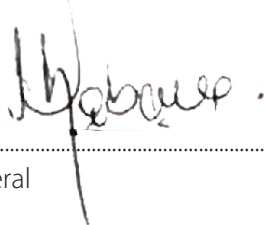
Signature:
Chief Director: Office of the Director General

Ms Desree Legwale



Signature:
Chief Financial Officer

Ms. Welhemina Reshoketswe Tshabalala



Signature:
Acting Director-General

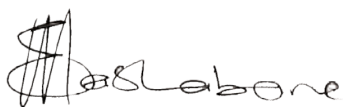
Prof. Hlengiwe Mkhize



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

Approved by:

Ms. Maite Nkoana-Mashabane, MP



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

PART A

**OUR
MANDATE**



PART A: Our Mandate

1. Constitutional Mandate

The department derives its mandate from the Constitution of the Republic of South Africa (Act No. 100 Of 1996), in particular, section 9 (3) which states that “the State may not unfairly discriminate directly or indirectly against anyone on one or more grounds, including race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth; and section 10 states that “Everyone has inherent dignity and the right to have their dignity respected and protected.”

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

2. Legislative and Policy Mandates

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

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

Section 9 of the Constitution creates the basis for the obligation of the public sector, the private sector and civil society to eliminate and remedy gender and race inequalities. Section 9(2) of the Constitution guarantees the full and equal enjoyment of all rights and freedoms by people of all genders. Section 9(2) of the Constitution furthermore provides that legislative and other measures designed to protect or advance persons or categories of persons disadvantaged by unfair discrimination, may be taken to promote the achievement of equality.

Section 9(3) and (4) of the Constitution prohibit unfair discrimination by the state or another person against anyone on the ground of gender, race and other factors. Based on section 9(3) and (4) of the Constitution, legislation such as the Promotion of Equality and Prevention of Unfair Discrimination

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

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

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

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

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

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

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

3. Institutional Policies and Strategies over the Five-year Planning Period

The department will be attending to the following revisions to legislative and other mandates:

Women Empowerment and Gender Equality (WEGE) Bill

The draft Women Empowerment and Gender Equality Bill ("the draft WEGE Bill) is not a new initiative by the DWYPD to ensure integration of gender equality measures into government's programmes of action to ensure that women, youth and people with disabilities can access developmental opportunities. On 6 November 2013, the draft WEGE Bill was table in Parliament. Subsequent to the tabling of the Bill as a section 76 Bill on 14 November 2013, it was submitted to different structures of Parliament for consideration, including the House of Traditional Leaders, National Council of Provinces (NCOP) and the Select Committee on Women, Children and People with Disabilities.

Upon adoption by the National Assembly on 4 March 2014, the Bill was referred to the NCOP and published for provincial public hearings in the nine provinces. The NCOP adopted the Bill with amendments and referred it to the Portfolio Committee on Women, Children and People with Disabilities to consider the amendments that were proposed by the Select Committee on 28 March 2014. It must be noted that parliament went on a recess to prepare for the 2014 elections before passing the WEGE Bill. On 2 June 2014, Parliament wrote to inform the Minister in the Presidency Responsible for Women that Bill has lapsed.

The proposed WEGE Bill does not aim to create new anti-gender discrimination legislation, or additional mechanisms to enforce existing legislation and policies. However, based on the mandate proclaimed by the President for the DWYPD, the proposed legislation seeks to enable the Minister of Women, Youth and Persons with Disabilities (the "Minister), to support and strengthen the implementation of the applicable legislation and to hold those persons obligated under the Constitution and existing legislation, accountable for the elimination of discrimination on the basis of gender and for empowerment measures to advance women.

This will ensure a focus on women and girl children, including those with disabilities, as categories of persons envisaged in section 9(2) of the Constitution, which is currently lacking in existing legislation and the enforcement thereof. The proposed Bill carries forward the constitutional vision of equality by redressing gender imbalances, in particular.

Disability Rights Bill

The objective is to translate the Implementation Matrix of the White Paper on the Rights of Persons with Disabilities into a Bill. This will enable the domestication of international treaties.

Youth Development

The Youth Development Branch in the DWYPD is in the process of developing and/or amending two key legislative and mandate documents to help improve the delivery of youth development services, programmes and how all societal stakeholders meet the needs and aspirations of South Africa's youth. These processes mentioned above are:

- i. Reviewing the National Youth Policy and its monitoring and evaluation framework.
- ii. Amending the NYDA Act (No. 54 of 2008).

Below is a concise purpose statement of the revisions and their impact:

Reviewing the National Youth Policy (NYP) and updating the M&E Framework will articulate the youth development policy imperatives and their related indicators in line with 7 priorities outlined by the President during the State of the Nation Address (SONA) 2019. The Youth Policy provides guidance to all stakeholders in the youth development space by guiding them on interventions that need

to be in place to address the challenges facing young people. The new Youth Policy will take into cognisance the fact that it is no longer business as usual, and impress the urgency and means to deal with the pressing challenges that beset young people in all areas of their lives, key among which is unemployment, health, and lack of sufficient skills.

Amending the NYDA Act, Act No. 54 of 2008, which is the founding legislation for the NYDA, would help to streamline and focus the agency's mandate so as to ensure that the agency is better focused and optimised, as well as to increase its reach, visibility and impact to youth at local levels, particularly in deep rural areas. It will also close the gaps that exist in the original legislation, thus making the agency to

be more focused and responsive to young people's needs; outlining the procedure of replacement of board members where vacancies arise midterm; and prioritising for the Minister of DWYPD as the Executive Authority and the administrator of the NYDA Act (2008). The impact of all these provisions will be better delivery of services to the youth and an improved access to youth who need the services, information and programmes offered by the Agency.

4. Relevant Court Rulings

None.



PART B

**OUR
STRATEGIC
FOCUS**



Part B: Our Strategic Focus

5. Vision

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

6. Mission

To provide strategic leadership, coordination and oversight to government departments and the country in mainstreaming empowerment programmes on women, youth and persons with disabilities.

7. Values

Informed by the Batho Pele Principles of the Public Service:

- Tolerance and respect in the work place
- Professionalism
- Continuous learning
- Integrity
- Caring
- Accountability
- Inclusivity
- Empowerment

8. Situational Analysis

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

It was during the election campaigning in 2019

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

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

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

Equality refers to the equal enjoyment of rights and access to opportunities and outcomes, including resources, by women, men, girls, boys, and people with disabilities. It implies a fair distribution of resources between men and women, the redistribution of power and care responsibilities, and freedom from violence. It entails that the underlying causes of discrimination are systematically identified and removed in order to give women, men, girls, boys and persons with disabilities equal as well as equitable opportunities, and where barriers are

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

removed. It takes into account people's existing subordinate positions, especially women, young women, the LGBTQIA+ communities and persons with disabilities, within social relations, and aims at the restructuring of society so as to eradicate unfair gender, race, age, disability and sexually-oriented domination.

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

Government inherited an apartheid system that had institutionalised racial oppression, discriminatory laws and policies. Women in general, and African women in particular, were marginalised from national and local political and decision-making positions and denied equitable health care, social services, educational opportunities and opportunities for economic participation. So too were persons with disabilities, especially Blacks, who were rendered most vulnerable to humiliating, degrading and undignified treatment, marginalised from opportunities, proper health care, lack of access to facilities, denied opportunities for education, including at tertiary levels and remained the poorest of the poor. Youth, particularly black Africans, and especially young women, persons with disabilities especially women with disabilities suffered similar indignities, discrimination, marginalisation, and experienced severe forms of violence, including sexual violence and murder.

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

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

government, the public service, the private sector and society at large.

In 2014, the Government's Twenty Year Review Report³ stated that at the end of the fourth administration (2009-2014), South Africa was a better place in which to live than it was in 1994, where political and social rights of people were protected, and the lives of millions of people have been improved through new laws, better public services, expansion of economic opportunities and improved living conditions. Despite this, the challenges that faced the country in 2014 were still immense: poverty, inequality, unemployment, and violence against women and girls continued to impact negatively on the lives of millions - especially Black African women, and in particular those living in rural areas and in informal settlements.

It is against this background that bold and decisive steps had to be taken on a qualitatively different path that sought to eliminate poverty, create jobs and sustain livelihoods, and substantially reduce inequality. Thus government's MTSF: 2014-2019 considered it important that there must be focused attention on the creation of a competitive economy, decent work opportunities for all, key social development initiatives such as social security, retirement reform, food security for all, land and agricultural reform, national health insurance, improvements in basic education, expansion of technical and vocational education, and reducing violent crimes against society. In its focus on these priorities, government elaborated them into 14 key outcomes and associated activities and targets.

The key priorities for accelerating progress for women, youth and persons with disabilities in the country over the past five years through laws, policies and/or programmes included job creation and sustainable growth; improving access to education for girls especially in the STEM field; addressing women's health in particular maternal mortality, the high levels of Human Immunodeficiency Virus (HIV) and Acquired Immune Deficiency Syndrome (AIDS) in young women, addressing violence against women and gender based violence in particular issues of rape and sexual offences, femicide and intimate partner violence, killings and rape of lesbian and gay women and addressing trafficking in women and girls; economic empowerment of

³ Republic of South Africa, The Presidency; 2014; Medium-Term Strategic Framework (MTSF), Pretoria

women in particular women owned businesses, Small, Medium and Micro Enterprises (SMMEs), women cooperatives, women vendors, hawkers and village and township enterprises; development of rural women and women with disabilities; and efforts on putting in place principles of reasonable accommodation and universal design among others. In this regard the country focused on ensuring equality and non-discrimination under the law and access to justice for women and persons with disabilities; poverty reduction, job creation and increasing employment, agricultural productivity and food security; right to work and rights at work (for example, the gender pay gap, occupational segregation, career progression) entrepreneurship and enterprises development.

However the country also focused on other issues critical to women, youth and persons with disabilities, such as: (i) political participation and representation; (ii) unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services); (iii) gender, youth and disability responsive social protection (e.g. universal health coverage, cash transfers, pensions); (iv) basic services and infrastructure; (v) strengthening participation in ensuring environmental sustainability; (vi) gender-responsive planning, budgeting, monitoring, evaluation and auditing; (vii) digital and financial inclusion; (viii) disaster risk reduction and resilience building; (ix) changing negative social norms and gender stereotypes; and (x) ensuring menstrual health and hygiene through the sanitary dignity programme; and (xi) increasing affordability of sanitary towels through zero-vat rating.

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

In the first ten years after 1994 South Africa was at the forefront of some of the most progressive gender,

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

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

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

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

Young people have been at the centre of every decisive historical moment in the struggle against colonialism and apartheid, and remain the catalysts of social change and at the forefront of social

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

Unfortunately, the South African political and socio-economic terrain continues to be shaped by patriarchal, segregationist and exclusionary policies that persist in marginalising women, youth and persons with disabilities from meaningful economic participation. A major legacy of apartheid has been the feminisation of poverty and gendered inequalities that continue to impact on the lives of many South African women, including young women. The youth continue to bear the brunt of unemployment, poverty and inequality, and remain the hardest hit by disease, violent crime, drug abuse and underdevelopment. Young women remain vulnerable to ruthlessly high levels of gender based violence, femicide, sexual harassment and susceptibility to rape and murder based on their sexual orientations and sexual choices.

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

The nature of vulnerability that women, youth and persons with disabilities face in 2019 is markedly different to the vulnerability these sectors faced in 1994. It is, therefore, safe to say that the journey travelled for emancipation, empowerment, human dignity and equality in South Africa has been a promising, but difficult one. However, it remains evident that when one compares the trends in progress over the years, where women, youth and

persons with disabilities, especially Blacks in general and Africans in particular, had little choice about the kinds of lives they wanted to lead, there is still much to be proud of in the strides that have been made in realising the achievements for these three sectors of society, post-democracy.

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

South Africa has ratified international, continental, regional and sub-regional commitments aimed at promoting gender equality, persons with disabilities and the youth. These include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW); the Beijing Platform for Action; the SADC protocol on Gender and Development; the Sustainable Development Goals (SDGs); the United Nations (UN) Convention on the Rights of Persons with Disabilities; the White Paper on the Rights of Persons with Disabilities and its Implementation Matrix, the Protocol to the African Charter on Human and People's Rights on the Rights of Persons with Disabilities in Africa and the disability-inclusive SDGs; and the African Union (AU) Youth Charter, among others. However, there are challenges with enforcement of legislation and policies, often due to weak accountability mechanisms. This applies across sectors, as well as across all three spheres of government.

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

Therefore the topmost priority for the next five years remains that of addressing the issue of high youth unemployment; employability; lack of appropriate job related skills; and provision of job opportunities to grow the economy.

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

Important to note is that, unemployment coupled with other related persistent challenges such as high rate of substance abuse; crime and violence; GBV and intimate partner violence / femicide; mental health problems; suicide; risky behaviours and increasing HIV infection rates especially among young women aged 15-24 years, are a growing concern. This has negative impacts on the future of young South Africans as contributors to the development of society. Reducing South Africa's high level of youth unemployment requires the economy to be on a labour-absorbing growth path. This depends on a successful reorientation of the economy to raise labour demand in parallel with improving labour supply.

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

The NYDA has established a value chain of entrepreneurship which includes skills development training, development finance, mentorship, support and market linkages. More than 6 000 start-up companies have been provided with funding, creating more than 18 000 jobs in the economy through the Youth Employment Service. This is an initiative led by the private sector and supported by government and labour, launched in 2018 to bridge the gap between school and work. Beyond this, more than 25 000 young people have been placed in permanent job opportunities over the past three financial years. The NYDA has trained almost 400 000 young people on job preparedness and life skills.

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

From 2018, students from poor backgrounds entering universities and colleges for the first time are receiving free education. This has been hailed as a great victory for young people, and a vindication of struggles that have been fought over many years for quality education that is free, accessible and relevant. It will have a far-reaching effect on the lives of millions of youth, enabling them to acquire skills, find employment, build careers and enjoy an improving quality of life. The empowerment of women, especially young women, is a key priority to build an inclusive society. Thus young women must have the same educational opportunities as their male counterparts, and that they are equally able to compete for jobs and receive equal pay for equal work.

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

The drivers of poverty and inequality have changed over time. The role of skills and labour market factors has grown in importance in explaining poverty and inequality.

High unemployment rates together with low educational attainment are some of the key drivers of poverty in SA (*SA Poverty and Inequality Assessment Report, 2018: World Bank, DPME and StatsSA*). Poverty continues to be a disproportionately female phenomenon, and in 2019 it bears the face of a young African woman.

Individuals living in households headed by females remain more vulnerable, with these households continuing to experience higher levels of poverty than male-headed households regardless of the poverty line used.

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

There is a strong link between food security, nutrition

and gender.

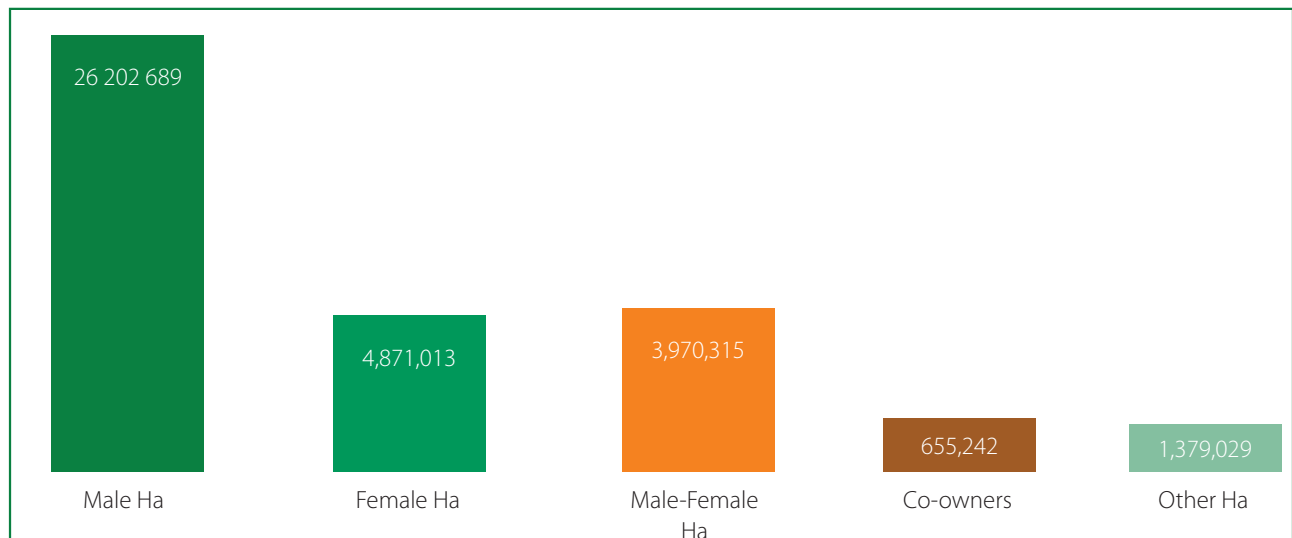
Therefore the land issue becomes critical in ensuring a gendered approach to food security. Female headed households and persons with disabilities have a higher vulnerability to food insecurity as a result of poverty, which can be exacerbated by lack of access to land ownership, means of production and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

In 2016, about two and half million households (2 456 000) of which the majority (51.3%) were female headed were involved in one or more agricultural production activities in South Africa.

However, data on individual land ownership indicates that only 34% of individual land owners are female and that males own the largest size of farms and agricultural landholdings.

Data indicates that males and females own a total of 37 078 289 hectare (ha) farms and agricultural holdings land in the country, with 26 202 689 ha or 71% owned by males; followed by females at 4 871 013 ha or 13%.

Figure 1: Individual Land Owners - Gender by Ha



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

Women, young girls, the LGBTQIA+ community and persons with disabilities are subjected to persistent patriarchal practices that impact negatively on their lives.

These practices include harmful, cultural and traditional practices; early and forced marriage; violence against women and girls; and poor or inadequate health including sexual and reproductive health and rights.

Over the last five years, South Africa prioritised addressing all forms of violence against women and girls with particular focus on rape and sexual offences; femicide and intimate partner violence especially of young women and sexual harassment especially in schools.

In the past weeks of late August-early September 2019, the scourge of GBV and violence against women and children has reared its ugly head again, to the extent that the President of the Republic had to declare it “more than a national crisis”⁴.

The President gave his assurance to the country that government will intensify action against men who kill women and commit various forms of violence against women and girls, amid a spate of fatal attacks on women and girls in various parts of the country.

Some of the actions the country prioritised in the last five years to address violence against women and girls focused on enforcement and implementation

⁴ Address to the Nation by President Cyril Ramaphosa: 5 September 2019, Issued by The Presidency of the Republic of South Africa: www.thepresidency.gov.za

of legislation and policies to address violence against women and girls, hosted a Presidential National Summit on Ending Gender Based Violence and Femicide; initiating a National Strategic Plan to address gender based violence and femicide as well as reviewing the National Action Plan 2013-2018 on Addressing Gender Based Violence. Government also established an Inter-Ministerial Task Team on Addressing the Root Causes of Violence against Women and Children; and measures specifically tailored to address violence against specific groups of women facing multiple forms of discrimination such as gay and lesbian women experiencing rape and brutal killings as “corrective” measures by men.

Some of the strategies that the country used in the last five years to prevent violence against women and girls centred on public awareness raising, changing attitudes and behaviours, undertaking national dialogues across the country, community level mobilisation, working with men and boys especially in the religious and traditional leadership sectors and increasing media attention on the atrocities committed by gender based violence. The country has also focused on actions to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images).

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

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

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

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

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

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

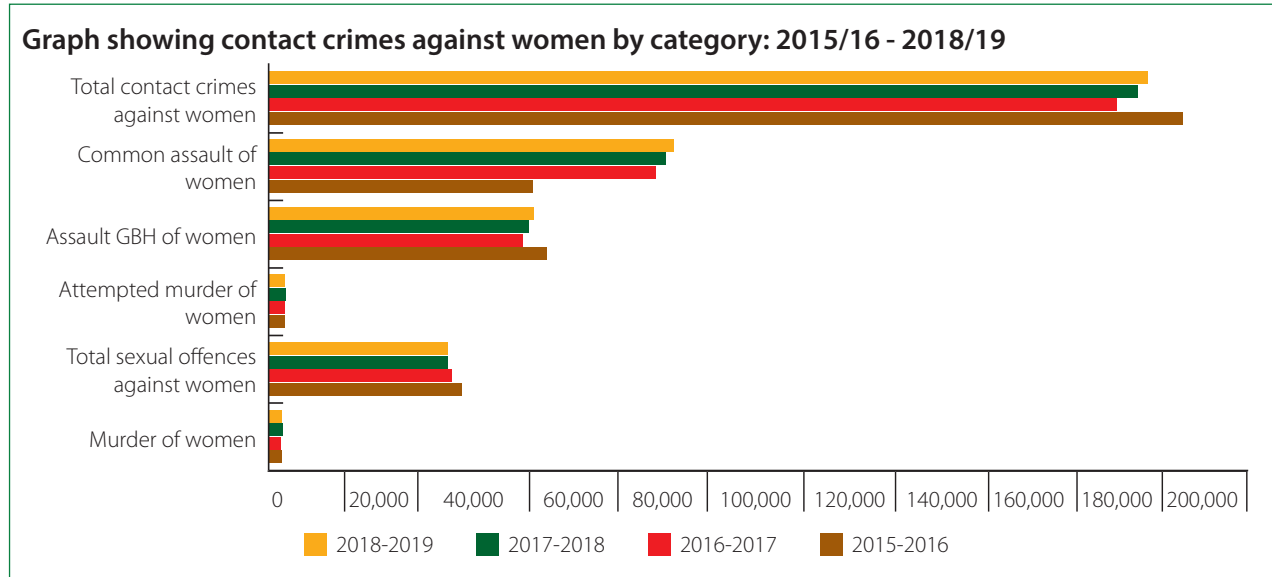
Attempted murder of women decreased by 3.1% from 2017/18.

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

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

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

Contact crimes against women by year and category of crime.

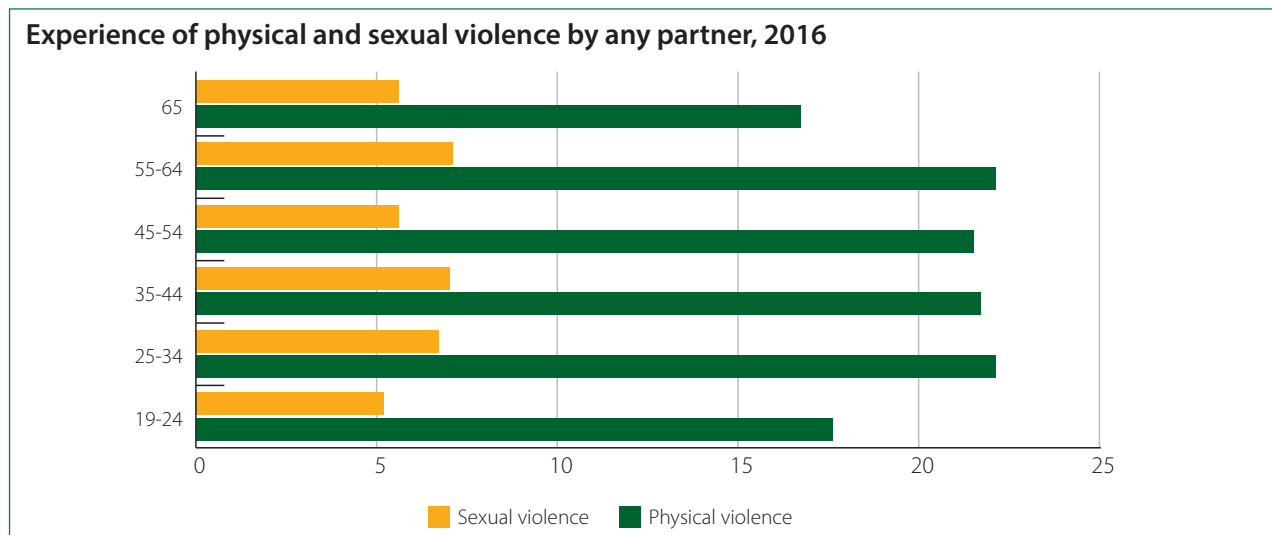


Source: *Police Crime Statistics, SAPS, as released on 12th September 2019*

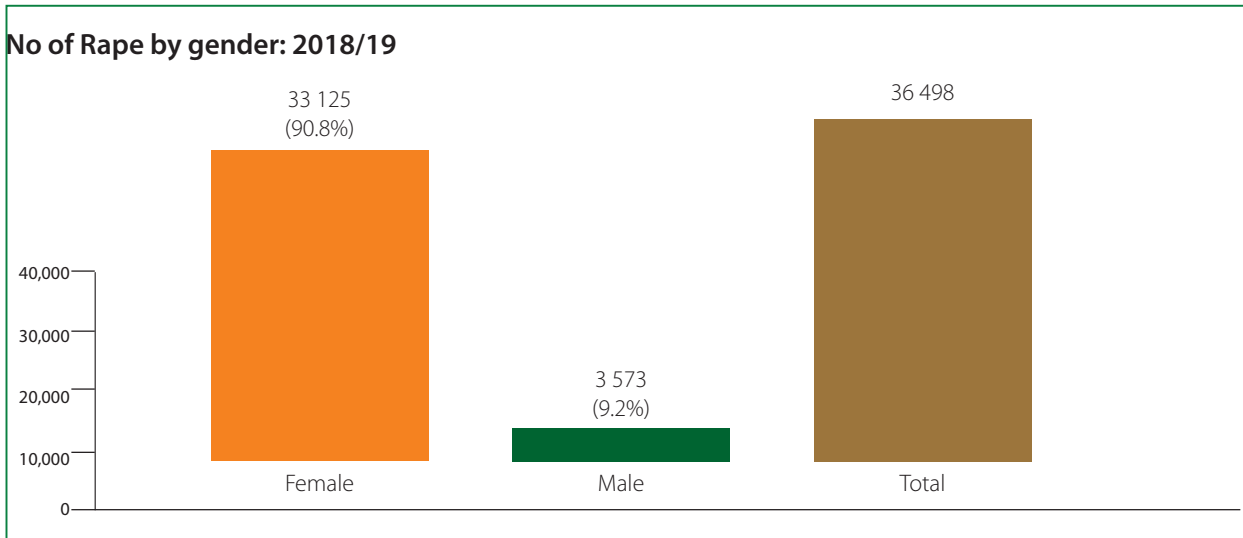
The graphic illustration above shows that for the period under review, total contact crimes against women decreased from 2015/16 to 2016/17, but has been on the increase over the past three reporting periods. However, the figure for 2018/19 is still lower than it was in 2015/16. The trend is similar in almost all the categories of contact crimes against women. The illustration also demonstrates that of all the contact crimes against women, common assault of

women is the most year-on-year, followed by assault GBH of women. It is within these two categories that domestic violence data is classified.

The trend illustrates that physical bodily harm, by extension domestic violence in the main, is the leading contact crime perpetrated against women, followed by total sexual offences against women (rape, attempted rape and sexual assault).



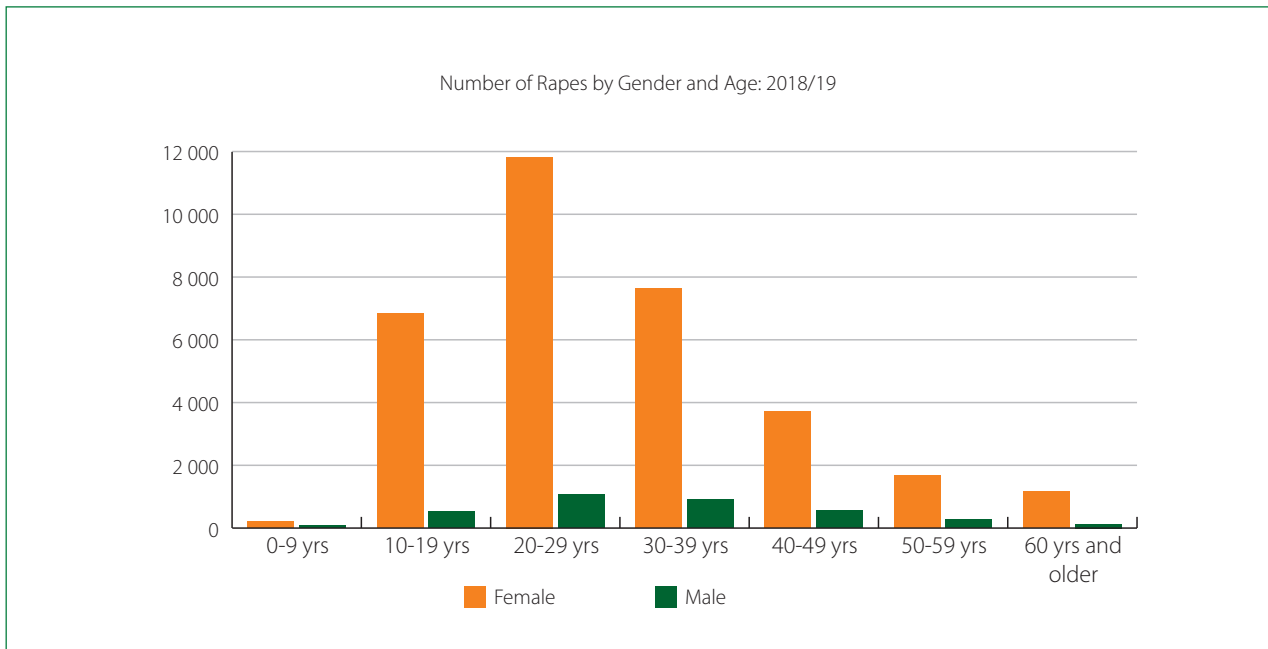
The graph below shows the number of rapes of women versus that perpetrated on males. In 2018/19 there were 33 125 (90.8%) reported cases of rapes on women while in the same period, 3 573 (9.2%) cases were reported as perpetrated on men. For every one reported rape of a male, there are 10 reported rapes of females.



Source: *Crime Statistics:SAPS, released 12 September 2019*

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

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



Source: *Crime Statistics:SAPS, released 12th September 2019*

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

The exact prevalence of sexual violence in South Africa is unknown. Many acts of sexual violence go unreported, not only to state or private institutions, but often also to the victim's family or friends⁵.

Rape in South Africa is therefore significantly under-reported⁶. In 2014/15, sexual offences had a 37% under-reporting rate to the SAPS, while assault had a 44.9% under-reporting rate⁷. With so many sexual violations going unrecorded, and together with the recorded violations being broadly categorized as 'sexual offences', it is difficult to ascertain the true nature and extent of sexual violence in South Africa⁸.

Women's health is another priority area of focus in the country. There are high levels of HIV/AIDs among females with high rates of new infections amongst young women. Lack of access to quality health care and services and issues of illegal abortions are persistent challenges to women's health. This is also reflected in high maternal mortality rates in the country. The maternal mortality rate for 2015 is 138 deaths/100,000 live births. This is a vast improvement from 2008 when the ratio was 410 deaths/100 000 live births.

In 2018, women are outliving their male counterparts. Female life expectancy increased from 64.2 years in 2014 to 67.3 years in 2016. Male life expectancy increased from 58.9 years in 2014 to 61.1 years in 2018⁹. The adult mortality rate for females has been lower than both the mortality rate for males and for the country as a whole during the period 2012 to 2016.

Female mortality rates declined from 32% in 2012 to 27% in 2016, compared to male mortality rates that declined from 44% in 2012 to 39% in 2016. The decline in adult mortality rate is as result of the extensive roll-out of Antiretroviral (ARV) treatment and due to the more responsiveness by women to accessing testing, treatment and care for HIV over the years.

South Africa has one of the most progressive abortion laws in the world with abortion on demand. However, it estimated that 50% of abortions in South Africa occur outside of designated health facilities. During the period 2014/2015 and 2016/2017 pregnancy terminations increased from 88 807 to 105 358 in South African facilities.¹⁰

By 2016, 16% of young women aged 15 -19 years in South Africa have begun child-bearing, 12% have given birth and 3% were pregnant with their first child. Early child-bearing among young women is more common in non-urban areas (19%) than in urban areas (14%)¹¹. By wealth, the percentage of teenagers who have begun child-bearing is highest in the second wealth quintile (22%) and is lowest in the highest wealth quintile (7%).

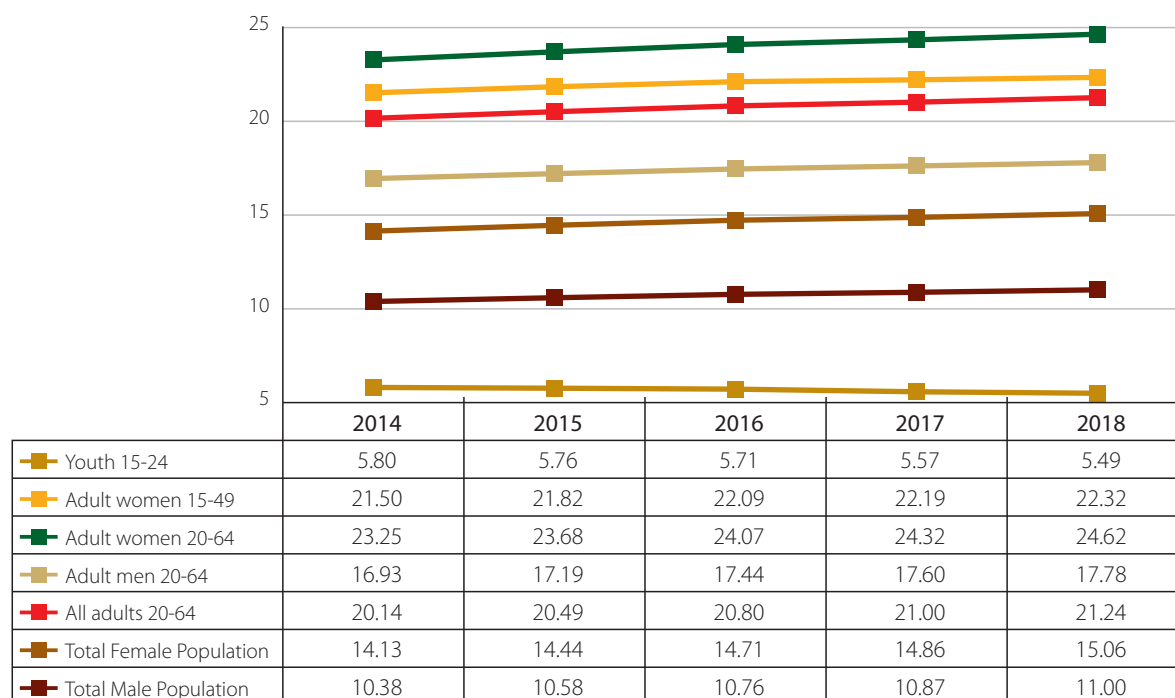
The percentage of women aged 15 -19 who have begun child-bearing is unchanged at 16% in 2016¹². The adolescent fertility rate declined to 71 births per 1000 girls aged 15 -19 years in 2016¹³.

The HIV burden varies widely by geography, age and gender, and for key and vulnerable populations. People living in urban informal areas have the highest HIV prevalence (19.9%), followed by residents in rural informal areas (13.4%). New HIV infections declined to 270 000 in 2016.¹⁴

5 Sigworth, S.: 2009: An overview of sexual violence in South Africa: CSV
 6 Commission for Gender Equality: 2017: 20 Years of Gender on the Agenda
 Report
 7 Statistics South Africa: 2016: Crime Statistics Series Volume III: 2014/15
 8 Sigworth, S.: 2009: An overview of sexual violence in South Africa: CSV
 9 Statistics South Africa

10 The Presidency, RSA: 2005: Beijing +10 Report
 11 Statistics South Africa: 2016: SADHS Data Quality Report
 12 Statistics South Africa: 2017: SADHS Indicator Report
 13 Statistics South Africa: 2016: SADHS Data Quality Report
 14 SANAC: South Africa's National Strategic Plan for HIV, TB and STIs 2017-2022.

HIV prevalence by selected age groups, 2002 -2017



Source: *StatsSA*.

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

While much has been achieved over the past years, South Africa still has high rates of HIV and unintended pregnancies, with one in three young women aged 15-24 years experiencing an unintended pregnancy before age 20. Among females aged 15-24, HIV incidence is four times higher than the incidence of males in the same group. The total number of persons living with HIV in South Africa increased to 7.52 million by 2018, with an estimated 13.1% of the total population being HIV positive. Approximately one-fifth of South African women in their reproductive ages (15-49 years) are HIV positive. HIV prevalence among the youth aged 15-24 has declined over time from 5.80% in 2014 to 5.5% in 2018¹⁵.

In 2015, the point estimate for HIV prevalence amongst women who attended antenatal care was 30.8%.¹⁶ HIV prevalence within the 15-24-year age

group of antenatal women has shown a steady decline to 19.2% in 2015¹⁷. In 2016/2017, 95.1% antenatal clients were initiated on antiretroviral (ART) treatment and 96% of pregnant women tested for HIV at public health facilities¹⁸. In 2017, 84% of pregnant women accessed ante-natal clinic-based HIV testing¹⁹. By 2017, 95% of pregnant women living with HIV received most effective ARV's for prevention of mother-to-child transmissions (PMTCT)²⁰. The Mother-to-Child HIV transmission rate decreased to 1.8% in 2014²¹, and the rate decreased to 1.5% at 6 weeks in 2016²².

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

Menstruation is a defining moment in the sexual and reproductive health life of every young woman. This healthy rite-of-passage has been linked to various unhealthy menstrual hygiene behaviours and has exposed millions of girls and women within

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

17 Ibid
18 National Department of Health: 2018: Input into 25 Year Review
19 <https://data.unicef.org/topic/hivaids/emtct/>
20 <https://data.unicef.org/topic/hivaids/emtct/>
21 National Department of Health: 2018: Input into 25 Year Review
22 SANAC: South Africa's National Strategic Plan for HIV, TB and STIs 2017-2022.

South Africa to menstrual indignities such as cultural taboos, stigmatisation and unhygienic menstrual practices²³. Sanitary dignity in South Africa means that every girl child and women in the country can manage their menstruation in a dignified manner.

The government has dedicated resources to respond to society's gender imbalance in all sectors. Sanitary dignity is one area in which the girl-child is prejudiced against, resulting in an unequal access to education, water supply, sanitation and hygiene and emotional trauma linked to stigmatisation.

Civil society and Parliamentarians have over the years embarked on activism and campaigns for tax free sanitary pads as well as embarked on distribution of free sanitary pads to indigent and needy girls and women.

Some provinces have taken the lead in rolling out free sanitary dignity products in schools. The Gauteng Provincial Government provided sanitary towels to indigent girls.

The Dignity Pack was launched by the Department of Social Development in 2011, and the distribution prioritizes orphaned and vulnerable girl children within fee paying / disadvantaged schools across the 15 Education Districts in Gauteng. This programme was launched in response to the President's call (2011 State of the Nation Address) for government to provide sanitary towels to indigent women.

Based on the increasing demands in schools, the annual targets for the Department had increased in subsequent years. In the 2018/2019 financial year, the Gauteng Department of Social Development planned to deliver 1 226 496 Dignity Packs prioritising orphaned and vulnerable girl children within no fee paying / disadvantaged schools across the 15 Education Districts in Gauteng.

This would have ensured that 102 208 girl learners receive dignity packs by the end of the financial year.

In 2014/15 the former Department of Women embarked upon the development of a National Policy on Sanitary Dignity for indigent girls and women in collaboration with key stakeholders, including National Treasury.

The Draft Policy was tabled in Cabinet in late 2017 and Cabinet endorsed the need for such a programme

²³ Minister Bathabile Dlamini: Address on International Women's Day: Sanitary Dignity Programme. Free Sanitary Pads to Poor Girl Learners – The First Step to Achieving Equitable and Sustainable Sanitary Dignity in South Africa.

in the country but recommended that a costed Implementation Framework be developed.

The Sanitary Dignity Implementation Framework was launched in February 2019 to sensitise provinces on the national roll out which kick started in April 2019.

In September 2019, the Sanitary Dignity Implementation Framework was approved by Cabinet

Recognising the relevance of menstrual management to the health, wellbeing and educational achievements of girls and women and the disparity in sanitary dignity in the country, the Minister of Finance in October 2018 announced in his Medium Term Budget Policy Statement (MTBS) the provision of free sanitary products to school-girls in non-fee-paying schools, as well as there will be no Value Added Tax (VAT) on sanitary pads with effect of 1 April 2019 (i.e. zero-rating on sanitary pads). In the 2019/2020 National Budget Vote Speech, National Treasury has made available R157 million to provide free sanitary pads to quintile 1-3 schools across the provinces of the country. Accordingly, the DWYPD will coordinate with provinces on the implementation²⁴.

In 2017 the South African National AIDS Council (SANAC) launched South Africa's national LGBTI HIV Plan making South Africa the first country in the world to produce a LGBTI national framework.

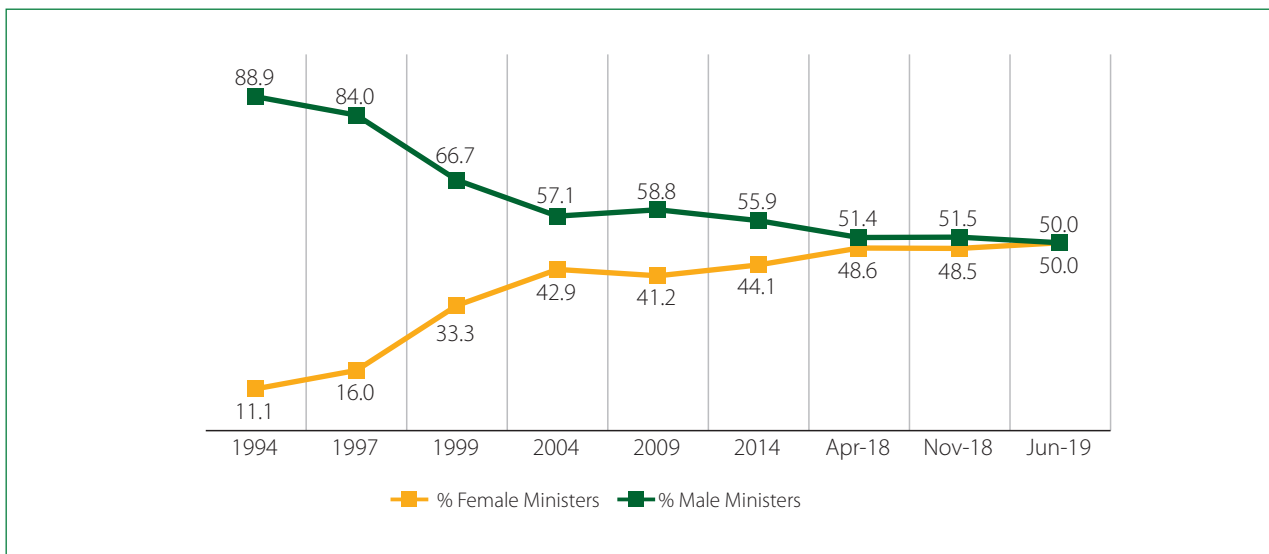
This is to ensure an inclusive healthcare approach for minority groups. The plan forms part of the South African National Strategic Plan (NSP) on HIV, TB and STI's for 2017 to 2022.

At the political and decision-making level, women have increasingly played a significant and important role in not only advancing women's rights and empowerment, but in general governance and transformation. Women are participating in political parties, in the legislature, in the Cabinet; in the judiciary, in private sector and in the public sector in increasingly significant numbers and holding senior positions.

The trend from the first democratic elections in 1994 shows that the number of women ministers in Cabinet grew from 11% in May 1994 to 50% in May 2019.

²⁴ Ibid.

Trends on Representation of Female Ministers in South Africa



Around the world, women are closing the gender gap in areas such as health and education, but significant gender inequality persists in politics.

On average, women constitute only 23.5% of representatives in parliament around the world.

Impressively South Africa ranks second place out of the G20 members, with a huge 42% of seats in Parliament going to women.

In June 2019 this figure stood at 46.1% following the national elections. In 2014 there was a 43% representation of women in National Parliament increasing to 46.1% following the May 2019 national elections.

The Speaker of the National Assembly has been a woman from 2014 to 2019, with a female elected again after the 2019 elections. In 2019 there is a 38.9% representation of women in the National Council of Provinces in the National Parliament. In 2019, of the NINE provincial premiers, only 2 (i.e. 22.2%) are women.

There is progress in the representation and participation of women at the local government level since the first local government elections in 1995 from overall 19% of women to 41% overall following the 2016 Local Government Elections. In 2016, 276 of South Africa's 278 municipalities had a sitting mayor²⁵.

There was a slight increase in the number of women mayors with 107 (or 39%) being female.

Following the 2016 Local Government Elections, overall in the country there is a 39% representation of women as municipal mayors.

Women have steadily increased in the Public Service and are outnumbering men.

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

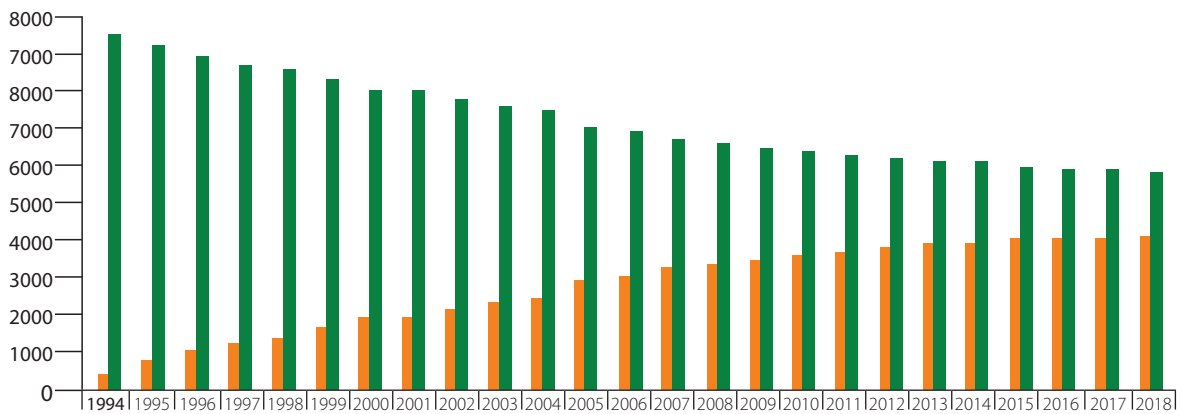
South Africa has ensured that women are represented not only in global leadership positions such as in the UN, AU, and other such forums, but that women are representing the country as ambassadors, high commissioners and consul-generals. Diplomatic appointments of women in South Africa's diplomatic service have increased steadily.

In 2014, women accounted for 29.3% of appointed ambassadors, high commissioners and consul-generals. In December 2018, women held 41 (or 33.88%) diplomatic positions while men held 80 (66.1%) of these positions.

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

²⁵ Stats SA. 2017. Non-financial census of municipalities for the year ended 30 June 2017

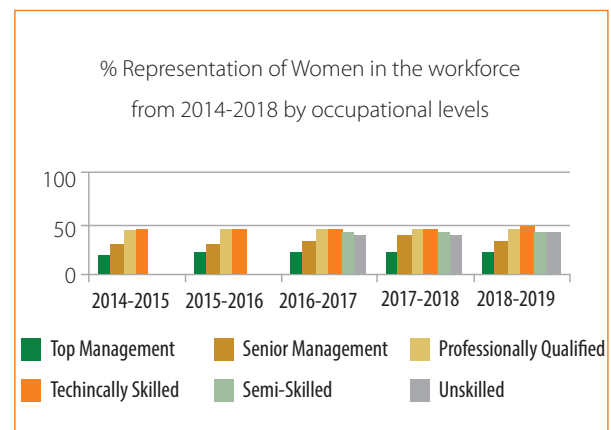
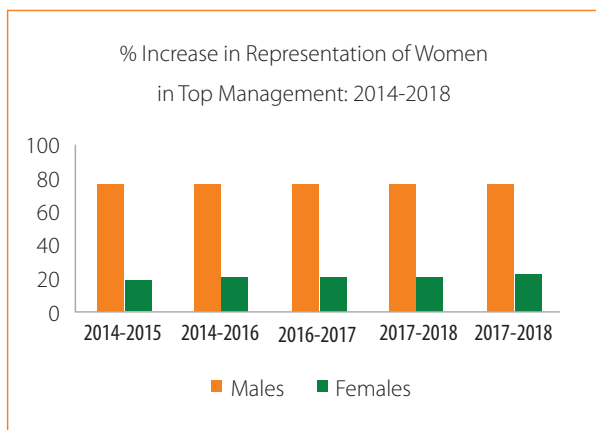
Representation of Women at SMS Level in Public Service: 1994 - 2018



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

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

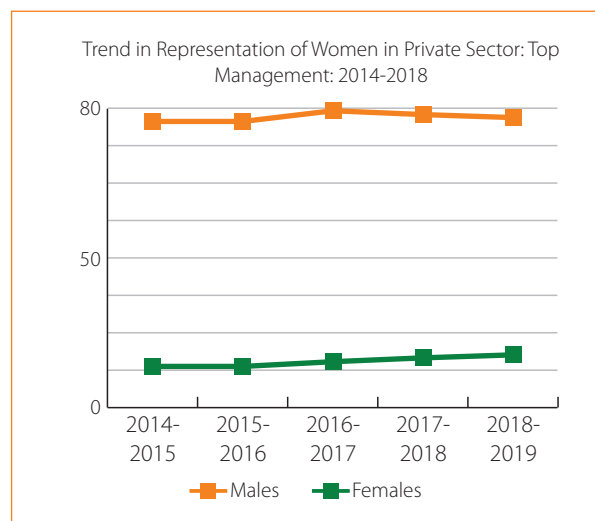
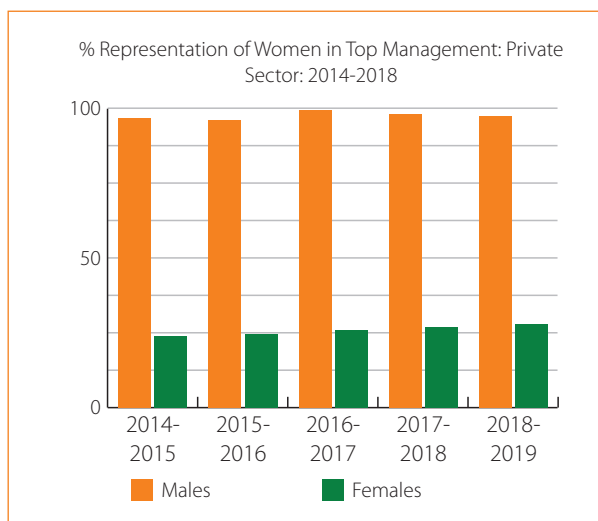
Graph: Women Representation in Top management & Workforce by occupational levels



It clearly illustrates that over the review period women continued to dominate at the lowest levels of the workforce, chiefly within the technically skilled levels and remain in the semi-skilled and unskilled work force labour. Within State Owned Enterprises (SOEs) women are mostly found at the professionally

qualified level. The trend patterns illustrate that while there is gradual increase in the appointment of women within the different occupational levels, the gap between men and women continues to remain wide.

Women Representation in Top Management



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

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

According to the 2017 Women Leadership Census Survey conducted by the Business Women's Association of South Africa (BWASA), only 29.4% of directors and 20.7% of executive managers are women. At the top leadership level of organisations, women account for only 11.8% of CEOs or chairpersons of Boards.

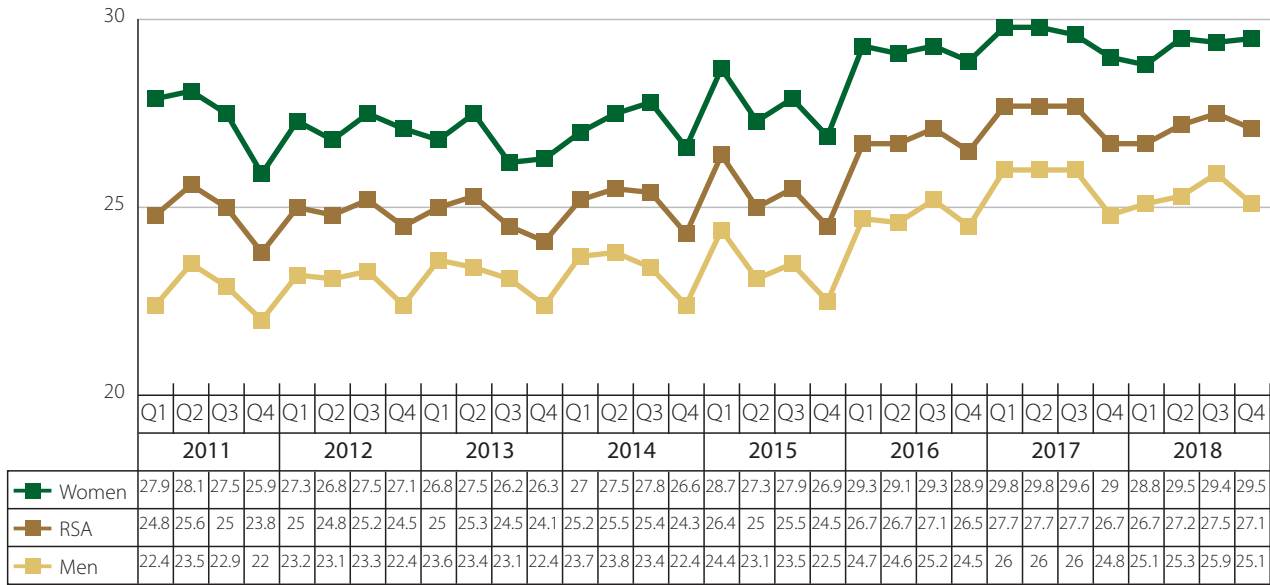
However, since the leadership census was initiated by BWASA, the share of organisations with either a female Chairperson or CEO has increased faster than the share of female directors at organisations.

In real terms the share of female chairpersons and CEOs increased by 51.3% by 2017. During the same period, the share of women-held directorships increased by 44.8%. Only 7.1% of companies had a female Chairperson, compared to 9.2% in the 2015 Census and 3.9% in 2008. Overall, there were 21 women chairpersons, 19 of which are Non-Executive Chairpersons.

The employment environment is favourable to men compared to women. Looking at the labour absorption rate or the proportion of the working-age population that is employed, fewer women (37.6%) were employed compared to men (49.2%) during the period from October to December 2018. Of the total number of women employed, 66.4% women were employed in the formal sector (non-agriculture), 15.3% in the informal sector (Non-agriculture); 3.9% in agriculture and 14.2% in private households.

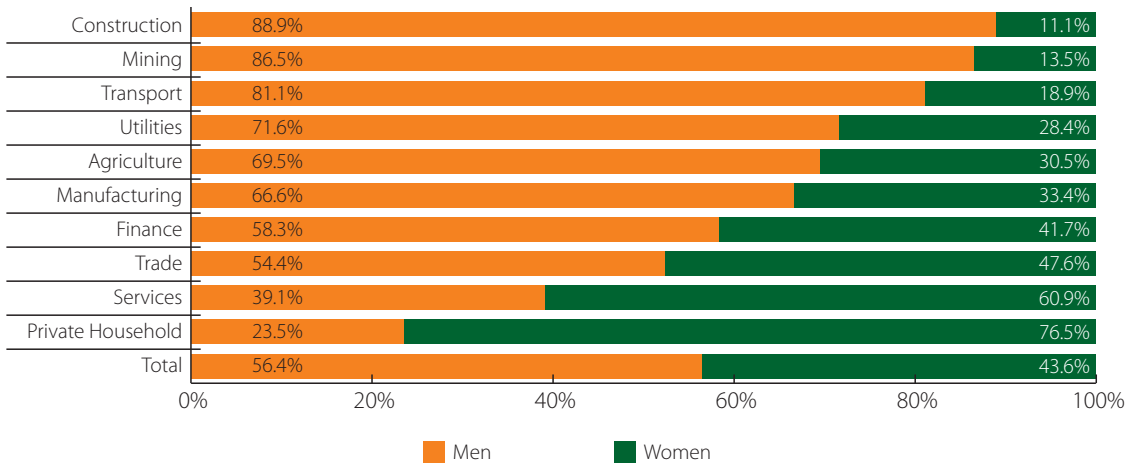
Of the total number of males employed, majority are in the formal (non-agriculture) sector (i.e. 70.3%) while only 3.2% in private households (QLFS, Q4, 2018 StatsSA).

Gendered Nature of South African Unemployment



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

Women’s Employment by Sector 2018



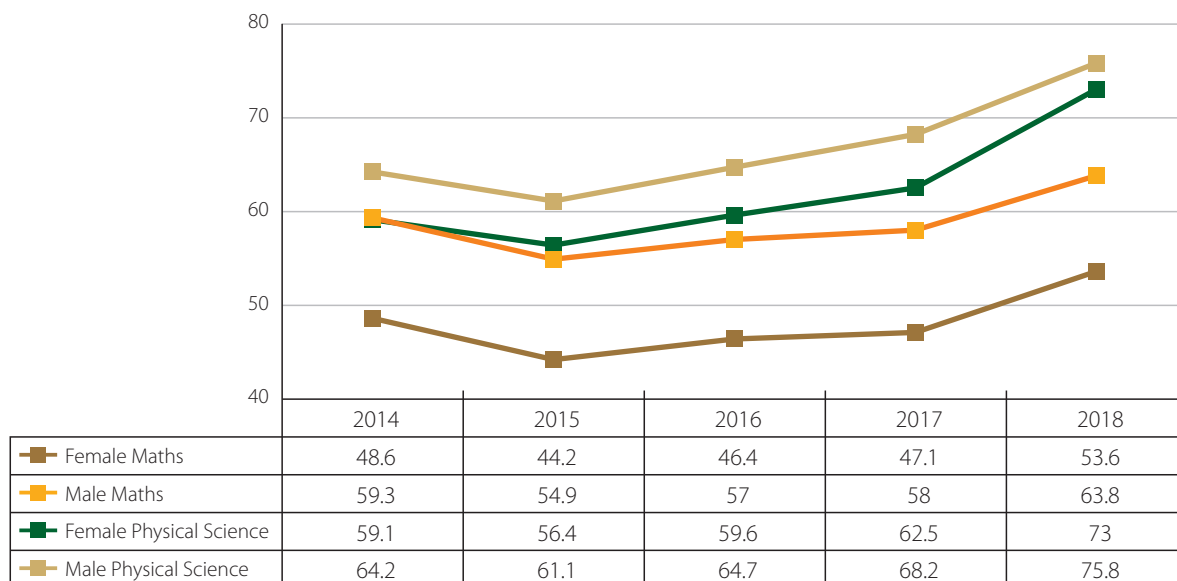
Time use is also related to gender, education and labour market outcomes. Results published by Statistics South Africa’s (Stats SA) 2010 Time Use Report point to gender inequalities in performing unpaid care or house work. This has been found to contribute significantly to the hindrance of women getting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

Despite their educational levels, females in South

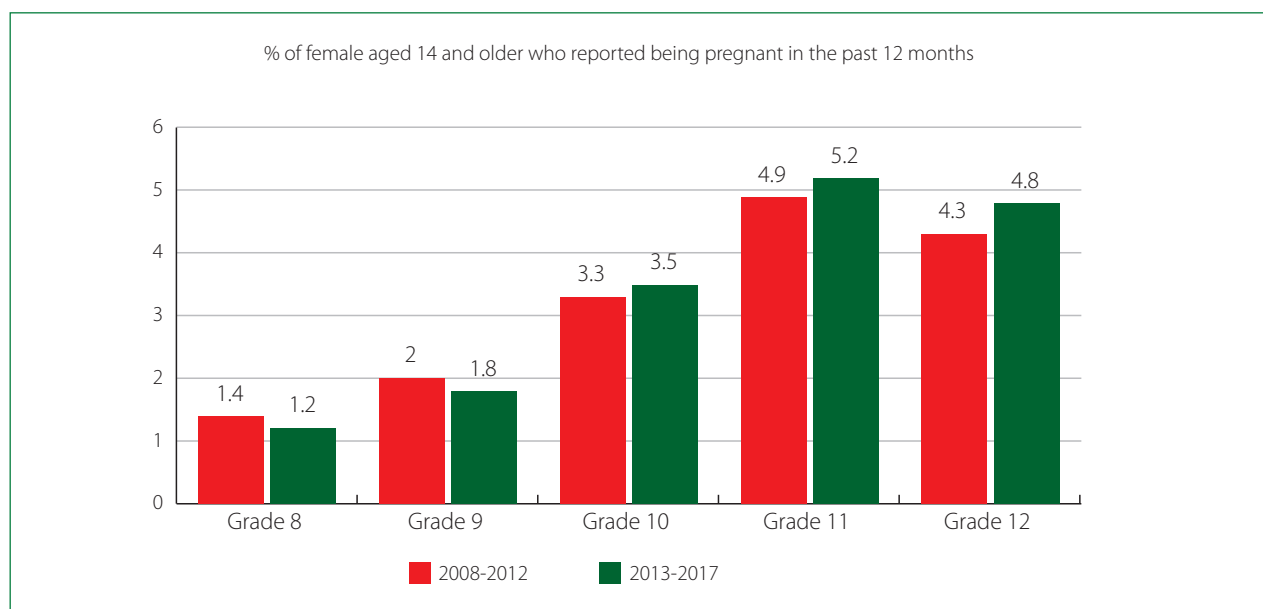
Africa remain disadvantaged in terms of pay, promotion, job stability, status, and employment benefits such as pensions (Gender Series Volume 1, 2014). This shows that the economy continues to remain skewed towards males.

The 2015 Millennium Development Goals Report (Stats SA) indicates that gender parity on all education indicators for South Africa has been reached. The report indicates that females make up a higher proportion of persons enrolled in secondary and tertiary level education. Increased levels of

National Senior Certificate Maths & Science pass rate - 30% and above



Percentage of females aged 14 and Older who Reported being Pregnant in the Past 12 Months

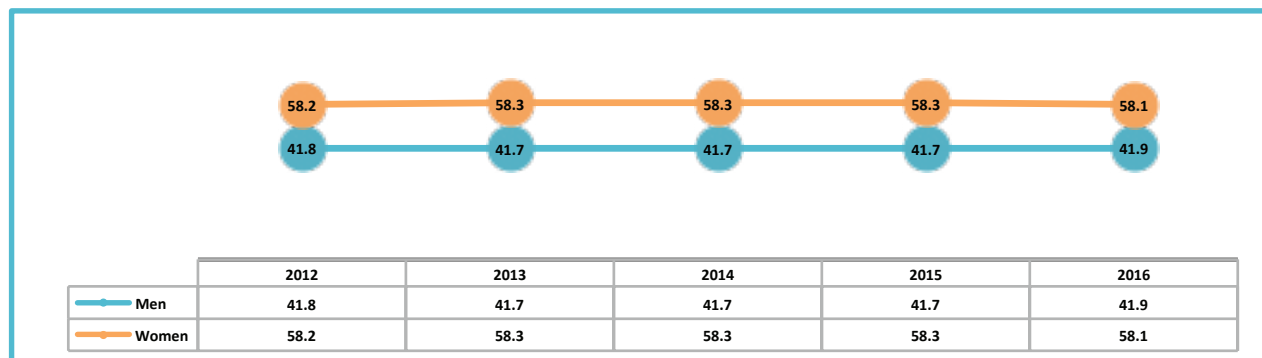


The figure above shows that while there has been an increase in learners reported being pregnant from 2013 - 2017, there has been a decline in learner pregnancy in Grade 8 and Grade 9. There has been an increase in learners reported being pregnant in Grade 10 from 3.3% to 3.5% and Grade 11 from 4.9%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

Evidence shows higher female enrolment in institutions of higher learning. More than half of

the students enrolled in public higher education institutions in 2016 were women (58.1%), while 41.9% were men. Female student enrolment was higher than that of males for both the contact as well as distance mode of learning. A larger gender disparity was observed for distance mode of learning where almost two thirds of students were females (65.9%) compared to just over a third of males (34.1%) enrolled through this mode of learning.

Percentage of head count enrolment in Public Higher Education



Source: StatsSA

Commerce and Humanities for women while higher enrolments for men were in Science, Engineering & Technology and Business & Commerce filed for both 2011 and 2016.

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

Overall, women outnumber men in the number of graduates but sex segregation in fields of study persists. This could be a reflection of persistent gender stereotypes which still remain strong. In line with the enrolment trend, majority of men who graduated in 2016 were in the field of Science, Engineering and Business and Commerce, while there was no significant difference across the different field of study on women who graduated in the same period. However, the least number of women graduates for 2016 were in the field of Science, Engineering and Technology (Vital Stats 2016- Public Higher Education; Council for Higher Education).

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

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

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

Despite these achievements that are aimed at transforming the daily lives of persons with disabilities, several challenges still exist, such as (i) the consistency in reasonable accommodation support measures across sectors; (ii) the recognition of persons with intellectual and psychosocial disabilities as equal citizens before the law; (iii) the safety and protection of girls and women

in the country, but also raised the challenges for the sector that have been identified above.

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

The Strategic Plan 2020/21-2024/25 has been developed taking into consideration the priorities of government.

8.1 External Environmental Analysis

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

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

The department plans to coordinate the implementation of the government-wide gender-responsive planning, budgeting, monitoring and evaluation systems. This will include the development of guidelines and the Country Gender Indicator (CGI) Framework to assist government departments and other relevant stakeholders to integrate gender, youth and persons with disabilities indicators and targets within planning instruments and budgets;

to collect and analyse sex disaggregated data and monitor and evaluate performance on women's, youth and persons with disabilities empowerment and the achievement of gender equality.

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

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

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

In terms of provision of strategic coordination

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

The focus on social empowerment is anchored around the priority on education, skills and health.

In October 2017/18, Cabinet directed the then Department of Women to revise the Sanitary Dignity Policy Framework from a policy to an implementation framework and to also pilot the Framework in three provinces. The Department submitted a funding request for the pilot in the 2018/19 medium term expenditure framework (MTEF) process and during the medium term budget policy statement (MTBPS) speech in October 2018, the Minister of Finance announced that a national roll would be undertaken to provide sanitary towels to poor girls in schools with effect from 1 April 2019. However, the programme is being implemented in an incremental manner, firstly focusing on quintiles 1-3 schools, special schools and farm schools. The incremental approach depends on the availability of resources and is guided by the principle of leaving no one behind and reaching the furthest first. As such, other groups that still need to be catered for include women and girls in state care (state owned mental health institutions, hospitals, orphanages, places of safety, correctional facilities, etc.); indigent women and girls not in state institutions and other vulnerable groups identified by the proposed coordinating structures.

The allocation was intended for the sanitary dignity project and as such provinces were required to align their programmes to the sanitary dignity implementation framework. This then necessitated that the Department raises awareness about the framework and as such hosted the launch on 28

February, 2019.

As a result, the DWYPD provides leadership and oversight in the implementation of the sanitary dignity implementation framework through creating an enabling environment, creating enabling infrastructure, monitoring and reporting on implementation as well as evaluation. This includes learning, Integration and coordination of intergovernmental and interdepartmental planning imperative in the implementation of the sanitary dignity framework.

The 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 value chain; manufacturing, storage, distribution and waste disposal, it is imperative to include the empowerment of women, youth and persons with disability owned and managed enterprises.

The 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, an integrated Enterprise & Entrepreneurship Development program will be designed to act as a catalyst for growing 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 will be forged with the Department of Small Business and Development (DSBD), the Department of Trade and Industry and Competition (DTIC), and government support agencies such as Small Enterprise Development Agency (SEDA), Small Enterprise Finance Agency (SEFA), Industrial Development Agency (IDC) and South African Bureau of Standards (SABS) as well as private sector 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 needed to ensure the target groups they gain direct access to financial and non-financial support, markets and this will be coupled with relevant skills needed to ensure they gain the most effective entrepreneurial applications within and

across different areas of value chain of the SDP. This sector must be considered as a nodal point, that not only bring women, youth and persons with disability into the sector to work but rather promote the agency of the target group to create their own jobs and run their own enterprises.

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

It is envisaged that the task of generating further information and knowledge will be done in partnership with relevant stakeholders such as research institutions, academic institutions and development partners, among others.

It is envisaged that this is a project which is electronically based and therefore will require technological expertise as well and it will therefore span more than one year in its development, establishment, piloting and testing prior to its effective operational capability.

The scope of international relations work in the Department is guided by the Constitution, South African Foreign Policy objective and principles, Chapter 7 of the NDP, 2030 Sustainable Development Goals, AU Agenda 2063, international treaty obligations instruments on women, youth and persons with disabilities, the 2019-2024 MTEF Priority of the 6th Administration: A better Africa and including South African Official Development Assistance (ODA) policy Framework: Management of ODA as well as Outcome 11 (create a better South Africa, a better Africa and a better world) of government's 2014-2019 Medium Term Strategic Framework.

At international level, South Africa is an active actor, strategic partner and has signed and ratified a

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

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

Participation in multilateral engagements (Ministerial Segments and Meetings, High Level Dialogues, Debates and Panels, Specialised Technical Committees, Working Groups, Outcomes negotiations) provides the department an opportunity to learn, identify and address emerging trends. Participation in multilateral forums involves interdepartmental consultation, external stakeholder consultations, consolidation of country positions, preparation of national statements and interventions. On bilateral partnerships the department ensure that the Department establish, build and maintain beneficial bilateral partnerships and collaborations through the signing of Memorandum of Understanding/Agreements with strategic countries, development agencies and international institutions to establish collaborations and partnerships for cross-border initiatives, exchange programmes, to share and exchange expertise, knowledge, information, best practices on

identified areas of mutual interest to address areas of concerns on issues affecting women, youth and persons with disabilities so as to resolve domestic demands and cross boarder challenges and issues. It is the responsibility of the sub-directorate to ensure that reports on treaty obligations and commitments are developed and produced and that the national laws, policies, and legislation are aligned and harmonised to global, regional and sub-regional instruments to promote global integration. The department plays a significant role in ensuring that the commitments made by government through ratification of international instruments on women, youth and persons with disabilities are met.

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

Acknowledging the fact that government renders youth development in partnership with private and civil society sectors, the Youth Branch's mandate is to provide technical support to the political principals in overseeing youth development in the country. The specific functions of the branch entails coordinating country-wide youth development efforts; supporting the principals in performing oversight of the NYDA; developing and reviewing policy and legislation; monitoring, evaluating and reporting on implementation; undertaking research that is cross-cutting as well as engaging and supporting stakeholders nationally and internationally.

The NYDA as the implementation arm of the DWYPD is responsible for youth programmes in the areas of economy, skills development and national youth service among others. In the reporting period, the

Branch will focus on reviewing the NYP and updating the M&E Framework to articulate the indicators of the new identified policy imperatives. The Youth Policy provides guidance to all stakeholders in the youth development space by guiding them on interventions that need to be in place to address the challenges facing young people. To ensure adequate resourcing for youth development, the Youth Mainstreaming (YM) Guidelines for youth responsive planning, budgeting, monitoring, evaluation and auditing are being developed to close the gap between plans and budgets by facilitating adequate resourcing of youth development for implementation of interventions geared towards ensuring better outcomes and more tangible impacts for the youth. Therefore, these guidelines should be viewed as part of broader strategies for non-discrimination and equality for all.

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

In the 2020/21 financial year, the Disability Rights Unit will focus among others on Strengthening consistency in implementation of the White Paper on the Rights of Persons with Disabilities through the finalisation of National Strategic Frameworks on Universal Access and Design; Reasonable Accommodation Support; Disability Rights Awareness Campaigns and Self Representation by Persons with Disabilities; Guidelines for Disability Inclusive Public Participation, as well as embedding

disability inclusion in Government-wide institutional arrangements. Providing technical and coordination support to the Presidential Working Group on Disability, inclusive of the establishment and support to work streams focusing on the 6 priorities identified by the Working Group, i.e. development of national legislation (domestication of the UNCRPD and translating the WPRPD into law); improving socio-economic outcomes for persons with disabilities (supporting the convening of an Inclusive Education Indaba and accelerating ownership of the economy by persons with disabilities); accelerating recognition and development of South African Sign Language as an official language; reducing vulnerability of persons with disabilities at risk of compounded by marginalisation by improving access to justice; resourcing the national disability rights agenda; and location and capacitation of government-wide transversal disability rights coordination horizontally and vertically. monitoring, tracking and reporting on WPRPD implementation progress; providing technical support to government institutions as well as rights-holders to uphold the rights of all persons with disabilities, inclusive of strengthening the collective voice of under-represented groups such as persons with dyslexia and persons with albinism; and publishing a user-friendly version of the WPRPD in all official languages as well as South African Sign Language.

The DWYPD is involved in advancement of policies and programmes and provide support in order to attain the Sustainable Development Goal 5 (SDG 5) target 5.6 on ensuring universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences. This outcome forms part of the UNFPA fourth Country Programme which is coordinated through the National Coordination Forum (NCF) under the leadership of department of Social Development, with the participation of respective departments such as International Relations and Cooperation, StatsSA, Health, Basic Education, Women Youth and People with Disabilities, NYDA, including civil society organisations appointed as implementing partners. The main areas of interest

for the DWYPD are on GBV, youth empowerment and social empowerment and participation of women, youth and persons with disabilities.

8.2 Internal Environmental Analysis

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

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

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

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

The DWYPD engaged with the DPME and DSD regarding the transfer of the Compensation of Employees budget in relation to functions that will be transferred to the DWYPD. In addition thereto, a request for additional funding was made to National Treasury through the 2019 Annual Estimates of National Expenditure (AENE) process regarding unforeseeable and unavoidable expenditure that was not anticipated at the time of the budget, particularly in relation to the implementation of the 2019 Guide for Members of the Executive and the appointment of the Deputy Minister for Women, Youth and Persons with Disabilities.

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

The Department will review its organisational structure and related post establishment to ensure alignment with its developing strategic goals, objectives, service delivery model, and is capable of meeting the expanded expectations to fulfil its mandate.

A redesign is required to make the structure fit for purpose and more responsive to the demands required by the reconfigured Department.

This is particularly with regard to the equal recognition of services to promote, protect and respect the equality and empowerment of women, youth and people with disabilities within an inclusive and responsive framework.

This realignment will consider the following;

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

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

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





PART C

**MEASURING
OUR
PERFORMANCE**



Part C: Measuring Our Performance

9. Institutional Performance Information

MEASURING THE IMPACT

Impact Statement	Improved Quality of Life for Women, Youth and Persons with Disabilities
-------------------------	--

Measuring Outcomes

MTSF Priority	PRIORITY 1: A CAPABLE, ETHICAL AND DEVELOPMENTAL STATE		
Outcome	Outcome Indicator	Baseline	Five-year target
Improved governance processes and systems for DWYPD	Unqualified audit opinion	Unqualified audit opinion with matters of emphasises	DWYPD governance plans and policies implemented
Government-wide planning, budgeting, M&E addresses priorities relating to women’s empowerment, youth development and the rights of persons with disabilities	Number of national government 2020-2025 Strategic Plans which include gender, youth and disability rights priorities	New indicator	40 national government 2020-2025 Strategic Plans
Gender, youth and disability rights machineries institutionalized	Level of implementation of mainstreaming strategy to institutionalize gender, youth and disability rights machineries	New indicator	100%
Accessible and available evidence based knowledge and information on access to services, empowerment and participation for women, youth and persons with disabilities.	Number of research reports on access to services and empowerment of women, youth and persons with disabilities published.	Three research report developed on women socio-economic empowerment	Five research reports on access to services and empowerment of women, youth and persons with disabilities published.

MTSF Priority	PRIORITY 1: A CAPABLE, ETHICAL AND DEVELOPMENTAL STATE		
Outcome	Outcome Indicator	Baseline	Five-year target
Strengthened stakeholder relations and community mobilisation towards the realisation of women's empowerment, youth development and disability rights	Number of stakeholder engagements on the empowerment of women, youth development and disability rights conducted	16 outreach initiatives on women, including young women empowerment and promotion of human rights conducted	60 stakeholder engagement conducted
	Number of community mobilization initiatives on the rights of women, youth and persons with disabilities coordinated	45 community mobilizations initiatives on socio-economic issues affecting women	20 community mobilization initiatives on the rights of women, youth and persons with disabilities coordinated
Revised legislative framework to respond to and enforce rights of women, youth and persons with disabilities	Level of development of revised legislative framework	Draft WEGE Bill National Youth Policy 2015-2020 NYDA Act 54 of 2008	Draft legislation women, youth and person with disability submitted to Parliament National Youth Policy 2020-2030 NYDA amendment Act Disability Rights Bill GBVF Council Act

Explanation of Planned Performance over the Five Year Planning Period

The realisation of gender equality, women's empowerment, youth development and the rights of persons with disabilities has been curtailed by the lack of gender, youth and disability rights responsiveness in government-wide planning, budgeting, monitoring, evaluation and auditing systems. This has in turn limited the achievement of a better quality of life for women, youth and persons with disabilities (WYPD) and the development objectives of the NDP Five Year Implementation Plan.

To address this, and in line with its mandate, the DWYPD has identified three main outcomes to contribute towards the building of an efficient, capable and development-oriented public service over the MTSF period. These are aimed at mainstreaming WYPD rights and delivery across the State machinery over the MTSF period towards the achievement of women's empowerment, full gender equality, youth development and the realisation of the rights of persons with disabilities.

These will in turn contribute towards the achievement of development impacts relating to women, youth and persons with disabilities (see TOC diagram)

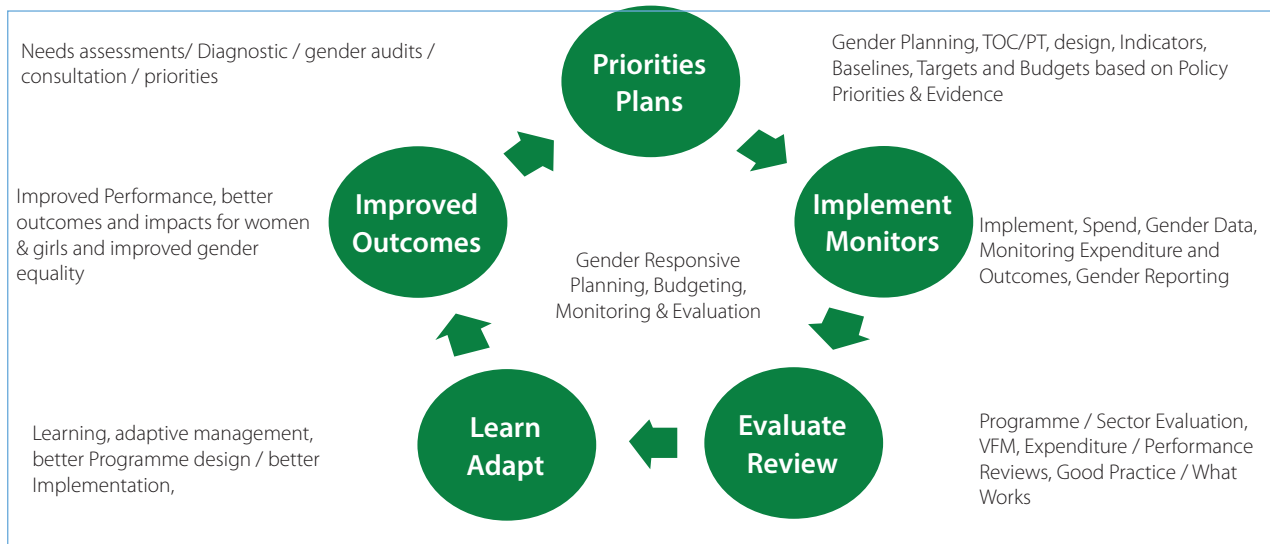
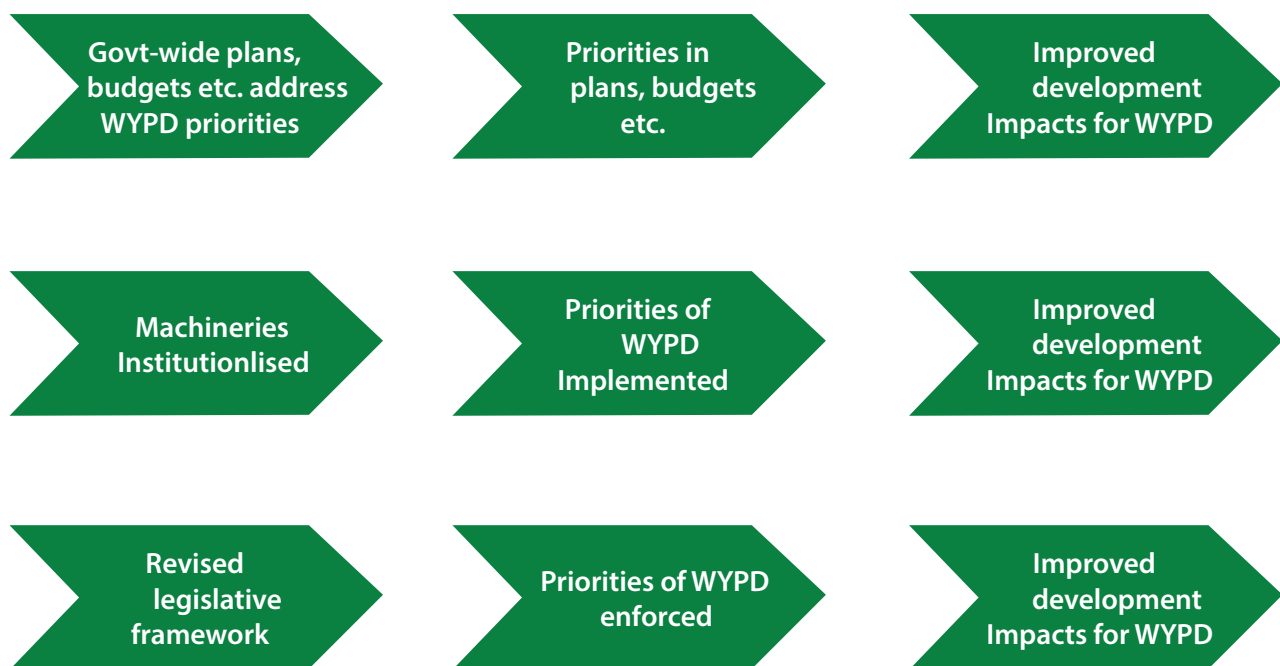


Diagram on the manner in which gender-responsive planning, budgeting, monitoring and evaluation contributes to improved outcomes for women and girls.



These outcomes relate to ensuring that government-wide planning, budgeting, monitoring, evaluation and auditing systems address WYPD priorities, institutionalising the gender, youth and disability rights machineries and a revised legislative framework which responds to WYPD rights.

Strategic Plans: While there are multiple indicators of the outcome relating to WYPD responsiveness, a critical outcome indicator which predicts intermediate and ultimate outcomes, is the number

of government departments which address WYPD priorities in their 2020-2025 strategic plans. Once these priorities are in departments' strategic plans, they will be carried through to the APPs and budgets and will also be reported on, monitored and audited internally and externally, including by the Auditor General and parliamentary oversight committees. A choice was made to focus on national government departments, since provincial departments are primarily coordinated by Offices of the Premier.

Machineries: Critical to improving country development outcomes relating to women, youth and persons with disabilities and the capable, ethical and developmental State is the formalisation and institutionalisation of the gender, youth and disability rights machineries across the public sector and incorporating civil society stakeholders and Chapter 9 institutions. The level of development and implementation of a Mainstreaming Strategy is an appropriate indicator in this regard.

Legislative framework: Over 25-years since the inception of democracy, the enforcement and achievement of equitable rights for women, youth and persons with disabilities remains elusive. A revised legislative framework is therefore required to more effectively respond to and enforce WYPD rights. The level of development of this legislative framework is therefore an appropriate indicator in this regard.

The following enablers are required to achieve the five-year targets:

- Political will and leadership from the highest office in the land, including the President, the Ministry for Women, Youth and Persons with Disabilities, the Ministry and Cabinet as a whole.
- Support from Directors-General at National and Provincial levels.
- Collaboration and support across the State machinery, Parliament, provincial legislatures, Chapter 9 institutions and civil society partners.
- Allocation of adequate resources, including financial and human resources for DWYPD and across government.

Key Risk

Outcome	Key Risk	Risk Mitigation
Improved governance processes and systems for DWYPD	Occurrence of irregular, fruitless and wasteful expenditure.	<ul style="list-style-type: none"> • Implementation of the unauthorised, irregular, fruitless and wasteful expenditure policy • Conduct workshop on procurement guidelines for all officials in the Department • Implement and monitor governance legislation
Government-wide planning, budgeting, M&E addresses priorities relating to women's empowerment, youth development and the rights of persons with disabilities	Lack of system wide and institutionalisation across State machinery resulting in unsustainable mainstreaming of the rights and priorities of women, youth and persons with disabilities	<ul style="list-style-type: none"> • Inclusion of women, youth and disability rights and priorities in the performance agreement of managers and Ministers • Embed capacity building on women, youth and disability rights and priorities into the induction programme of managers and all relevant officials

Outcome	Key Risk	Risk Mitigation
Gender, youth and disability rights machineries institutionalised	Lack of coordinated structures to regulate the institutionalisation of the gender, youth and disability machineries	Develop a framework to regulate the institutionalisation of the machineries
Revised legislative framework to respond to and enforce rights of women, youth and persons with disabilities	<ul style="list-style-type: none"> Delays in the process of reviewing and revising several pieces of legislation to enforce the rights of women, youth and disabilities 	Develop plans to progressively review and revise pieces of legislation over the five year period

MEASURING THE IMPACT

Impact Statement	Transformed, representative and inclusive economy which prioritises women, youth and persons with disabilities
-------------------------	--

Measuring Outcomes

MTSF Priority	PRIORITY 2- ECONOMIC TRANSFORMATION AND JOB CREATION		
Outcome	Outcome Indicator	Baseline	Five-year target
Equitable economic empowerment, participation and ownership for women youth and persons with disabilities being at the centre of the national economic agenda	Number of interventions to support empowerment of women, youth and persons with disabilities within the economic sectors	QLFS, LMD, EE Report	16 interventions to support to support empowerment of women, youth and persons with disabilities within the economic sectors.

Explanation of Planned Performance over the Five Year Planning Period

The NDP seeks to address the triple challenges of unemployment, inequality and poverty. The identified outcome of equitable economic empowerment, participation and ownership for women youth and persons with disabilities being at the centre of the national economic agenda aims to address inequalities and enable women, youth and persons with disabilities to participate meaningfully in economic activities and contribute towards growth. This will contribute towards employment,

decent work and sustainable income for all South Africans. These are central to the underlying thrust of transformation that underpins the national development agenda.

For each year the department will identify interventions linked to a specific sector across the programmes economic sector department namely, DSBD, DTIC, Agriculture and Land Reform, Tourism.

The rationale for the outcome indicators is that by focusing on representation, participation, ownership and employment equity, the department will be able to measure performance and progress towards the attainment of the outcome. The DWYPD will leverage on collaboration with social partners, business and civil society to stimulate existing,

new industries and innovative forms of economic activities.

Equitable economic empowerment, participation and ownership by women youth and persons with disabilities will contribute towards a transformed, representative and inclusive economy.

Key Risk

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 mainstreaming policies and legislations which promote the economic empowerment and participation of women, youth and persons with disabilities	Implementation of the GRPBME&A Policy Framework

MEASURING THE IMPACT

Impact Statement	All women and girls, youth and persons with disabilities enjoy good quality health care and better life opportunities and educational outcomes
------------------	--

Measuring Outcomes

MTSF Priority	PRIORITY 3- EDUCATION, SKILLS AND HEALTH		
Outcome	Outcome Indicator	Baseline	Five year target
Education			
Improved rate of educational attendance and retention of young women and women with disabilities in public sector institutions	Percentage of drop-out rate of adolescent girls young women and persons with disabilities in public sector institutions	Disability reports Youth reports Gender Gap Index Report (2017) National Examinations 2019	5 public sector institutions interventions that promote retention of young women and women with disabilities in public sector institutions
Health			
Improved health for women, youth and persons with disabilities	Percentage of women, youth and persons with disabilities with universal health coverage	Demographic Health Survey 2016	5 Interventions that promote universal health coverage among women, youth and persons with disabilities

MTSF Priority	PRIORITY 3- EDUCATION, SKILLS AND HEALTH		
Outcome	Outcome Indicator	Baseline	Five year target
Skills			
Improved skills for women, youth and persons with disabilities	Percentage of women, youth and persons with disabilities equipped with skills	Disability reports Youth reports Gender Gap Index Report (2017)	5 interventions on skills development (learnerships, internships, scholarships etc) for women, youth and persons with disabilities monitored and evaluated

Explanation of Planned Performance over the Five Year Planning Period

The Department's contribution to the NDP is the mainstreaming of gender, youth, and persons with disabilities by responding to socio-economic inequalities, and ensuring compliance to international obligations. Gender inequalities can be attributed to insufficient access to education, inadequate skills and ill health. There are many social barriers that impede the social empowerment and participation of women, youth and persons with disabilities. The Department will seek to address some of these barriers so that women, youth and persons with disabilities can effectively participate in social development. The enablers to achieving improved health, education and skills included but are not limited to funding, human resources, legislation, framework, policies and targeted intervention. In order to curb teenage pregnancies, maternal mortality and HIV Prevalence interventions

that promote quality health, access to healthcare and information are needed. There are also barriers to access to education and skills which increase the vulnerability of women, youth and persons with disabilities. Programmes and interventions that target these groups are necessary to ensure that there is equity and equitable access to education and skills development. The Department will monitor the implementation of the Sanitary Dignity Implementation framework in selected schools and Technical and Vocational Educational Training TVET colleges by 2024 and will provide support and advocate that other departments integrate the sanitary dignity programme into existing programmes through provision of sanitary towels, comprehensive sexuality education and water supply, sanitation and hygiene.

Key Risks

Outcome	Key Risk	Risk Mitigation
Education		
Improved rate of educational attendance and retention of young women and women with disabilities in public sector institutions	Lack of cooperation and support by implementing departments and social partners. Lack of accountability for programmes that do not support the mainstreaming of women, youth and persons with disabilities	Development of guidelines and monitoring tools to ensure participation of departments in the entire value chain. Facilitation to ensure Performance agreements, Key Performance Areas (KPA), MOUs are legally binding with reporting requirements by Accounting Officers to Portfolio Committees and Cabinet.

Outcome	Key Risk	Risk Mitigation
Health		
Improved health for women, youth and persons with disabilities	Lack of integration and coordination between departments and in provinces	Conduct capacity building initiatives on the Sanitary Dignity Implementation Framework and the Implementation Guidelines South African Menstrual Health and Hygiene Coalition
Education		
Improved skills for women, youth and persons with disabilities	Lack of partnerships and coordination for TECHNO girls	Advocacy and awareness raising on programme and getting buy in from partners
	Lack of resources to implement the plan	Facilitate to ensure that the costed plan is a funded mandate and has a monitoring and evaluation plan

MEASURING THE IMPACT: PRIORITY 4 - CONSOLIDATING THE SOCIAL WAGE THROUGH RELIABLE AND QUALITY BASIC SERVICES

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

The department will develop different interventions to reduce GBVF among women, youth and persons with disabilities. One of the interventions is the National Strategic Plan to end GBV which will be accompanied by a monitoring framework to ensure its implementation.

The actual deliverables are covered under Priority 6 and the details on the specific deliverables will be outlined in the APP each year.

MEASURING THE IMPACT: PRIORITY 5: SPATIAL INTEGRATION, HUMAN SETTLEMENTS AND LOCAL GOVERNMENT

The department will lobby and support other department's infrastructure and neighbourhood development grants and tax rebates and new structures to incorporated universal design norms and standards. This will include retrofitting existing buildings, transport and Information and Communication Technology (ICT) systems and

infrastructure to ensure universal design. It will also monitor compliance with the universal design, norms and standards.

Furthermore, the department, through Programme 5 on Persons with Disabilities, will develop Frameworks on Disability Rights Awareness Campaigns.

Impact Statement	All women, girls, youth and persons with disabilities are and feel safe and enjoy freedom and a better life
-------------------------	---

Measuring Outcomes

MTSF Priority	PRIORITY 6- SOCIAL COHESION AND SAFE COMMUNITIES		
Outcome	Outcome Indicator	Baseline	Five-year target
Levels of marginalisation, stigmatisation and discrimination and violence against women, girls and persons with disabilities reduced	Incidences of gender base violence reduced	Annual police crime statistics on violence against women Victims of Crime Survey (StatsSA) (DHS 2016)	20 interventions to reduce GBVF among women, young women and persons with disabilities

Explanation of Planned Performance over the Five Year Planning Period

There are opportunities that are not being taken up by the sectors lack of integration and coordination to allow access.

The NDP places emphasis on behavioural change, equal access to services, active citizenry and eradication of the feminisation of poverty which is in line with the constitutional principles of non-discrimination and segregation on the basis of ethnicity, gender, and sexual orientation as entrenched in the constitution. By reducing levels of marginalisation, stigmatisation, discrimination and violence against women, girls and persons with disabilities we will be contributing to the NDP.

The implementation of the NSP will focus on prevention, response, support and care for victims of violence, stigmatization, discrimination and marginalization.

National and international legal frameworks and policies, institutional mechanisms, partnerships, human resources, financial resources.

All women, girls, youth and persons with disabilities will feel safe and enjoy freedom and a better life when they are not marginalised, stigmatised, discriminated against and do not experience violence.

Through the Stakeholder Coordination and

Outreach, the department will conduct outreach initiatives to change behaviour in relation to gender, discrimination and xenophobia. It will conduct sustained and visible campaigns throughout the year on gender. It will further conduct an evaluations of the national campaigns on No Violence Against Women and Children in South Africa to reflect on impact and review.

Municipalities will be lobbied to establish Community Rapid Response Teams to ensure quick response to incidences of GBV. Community Rapid Response Teams seeks to ensure that every survivor of gender-based violence has access to appropriate and sensitive response, care and support that facilitate immediate containment, medium to long term healing, and agency towards reclaiming their bodies, mental and physical health, well-being and lives. It recognizes that effective response, care and support are integral to healing and comprehensively working towards eradicating GBV in South Africa; as well as to healing and comprehensively working towards eradicating gender-based violence in South Africa. It gives meaning to Articles 7-9; and 12-13 in the Declaration arising from the Presidential Summit on GBVF. All survivors should be able to access care and standardised core package of support to reduce the impact of gender-based violence twenty-four hours a day and seven days a week”.

The Monitoring and Evaluation Unit will ensure that departments and municipalities include targets to respond incidences of GBV.

Key Risk

Outcome	Key Risk	Risk Mitigation
Levels of marginalisation, stigmatisation and discrimination and violence against women, girls and persons with disabilities reduced	Undefined roles and responsibilities by key stakeholders	Monitor to ensure implementation of the adopted Terms of Reference

MEASURING THE IMPACT

Impact Statement	Africa and the world that is more responsive and inclusive to the rights of women and persons with disabilities
-------------------------	---

Measuring Outcomes

MTSF Priority	PRIORITY 7- A BETTER AFRICA AND WORLD		
Outcome	Outcome Indicator	Baseline	Five-year target
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and the world	<p>Mainstreamed and integrated national laws, policies, plans, targets and programmes with global, continental and regional frameworks and strategies.</p> <p>Increased global, continental and regional rating/ ranking of South Africa on gender issues</p>	<p>New indicator</p> <p>South Africa ranked 19th ranking for South Africa in global parity (WEF Global Gender Gap Report 2018)</p>	<p>10 reports on compliance with treaty obligations for women, youth and persons with disabilities</p> <p>South Africa ranked 18th in global parity</p>

Explanation of Planned Performance over the Five Year Planning Period

Towards a better South Africa, Africa and the World the outcome would within the framework of the NDP and trajectory, enable South Africa to (1) promote and protect national interests; (2) address domestic challenges; and (3) fulfil international commitments and obligations in relation to women, youth and persons with disabilities.

South Africa does not exist in isolation but within a global space with systems of rules, processes,

institutions, strategies and frameworks that drives the agenda for women, youth and persons with disabilities. Therefore, South Africa as an international actor and a signatory to global, continental and regional treaty obligations has a responsibility to mainstream, align and integrates its laws, legislations and policies with the international frameworks and strategies. It is also obliged to promote the representation and participation of women, youth

and persons with disabilities in world's interactions and platforms.

Enablers to achieve the five-year targets:

- Advocate for domestication of and compliance with treaty obligations for Women, Youth and Persons with disabilities
- Partnerships, collaborations, coalitions and alliances formations
- Participation and representation in multilateral and bilateral engagements

Positioning of South Africa to foster strong international ties and influence the world's agenda

on women, youth and persons with disabilities towards building a better Africa and the world as well as promoting and protecting of South Africa's interests and priorities.

The outcomes contribution to the achievement of the impact:

- Positioning of South Africa to foster strong international ties and influence the world's agenda on women, youth and persons with disabilities towards building a better Africa and the world as well as promoting and protecting of South Africa's interests and priorities.

Key Risk

Outcome	Key Risk	Risk Mitigation
Strengthened women, youth and disability agenda within global institutions platforms and forums towards a better Africa and world	<ul style="list-style-type: none"> • Poor representation and participation of women, youth and persons with disabilities to actively engage in international domains to influence the international agenda and promote South Africa's interests 	<ul style="list-style-type: none"> • Priority based budget allocation for international engagements • Collaborations, partnership and alliance for ODA to participate effectively in the forums • Development, implement and monitor of an integrated international relations strategy on women, disability and youth issues

Public Entities

Name of Public Entity	Mandate	Outcomes	Current Annual Budget (R thousand)
Commission on Gender Equality (CGE)	<p>The CGE is a constitutional entity, relied upon to 'strengthen constitutional democracy'.</p> <p>The Constitution of South Africa, in creating a framework for a new society, has established a Bill of Rights in Chapter 2 of its first constitution of 1996.</p> <p>This is premised on the desire for a free and equal society in all fundamental and material aspects of life.</p>	<p>Monitor all organs of society to ensure that gender equality is safeguarded and promoted.</p> <p>Assess all legislation from a gender perspective.</p> <p>Commission research and make recommendations to Parliament and other authorities.</p> <p>Educate and inform the public.</p> <p>Investigate complaints on gender-related issues.</p> <p>Monitor South Africa's progress towards gender equality in relation to international norms.</p>	89 861 000

Name of Public Entity	Mandate	Outcomes	Current Annual Budget (R thousand)
NYDA	<p>The agency derives its mandate from legislative frameworks such as the NYDA Act (54 of 2008), the National Youth Policy (2009-2014) and the draft Integrated Youth Development Strategy as adopted by the Youth Convention of 2006.</p> <p>The institution was established to be a single, unitary structure, established to address youth development issues at National, Provincial and Local government level. The existence of the NYDA should be located within the broad context of South Africa's development dynamics.</p> <p>Like many developing countries, South Africa has a large population of youth, those between the ages 14-35 represent 42% of the total population.</p>	<p>Individual (Micro) level: The NYDA provides direct services to youth in the form of information provision, career guidance services, mentorship, skills development and training, entrepreneurial development and support, health awareness programmes and involvement in sport.</p> <p>Community (Meso) level: The NYDA encourages young people to be catalysts for change in their communities through involvement in community development activities, social cohesion initiatives, National Youth Service programmes and social dialogues.</p> <p>Provincial and National (Macro) level: Through its policy development, partnerships and research programmes, the NYDA facilitates the participation of youth in developing key policy inputs, which shape the socio-economic landscape of South Africa.</p>	484 788 000

PART D

**TECHNICAL
INDICATOR
DESCRIPTION
(TID)**



Part D: Technical Indicator Description (TID)

PRIORITY 1: A CAPABLE, ETHICAL AND DEVELOPMENTAL STATE

Indicator Title	Unqualified Audit Opinion
Definition	The purpose of the indicator is improve the department's compliance with governance prescripts
Source of Data	Audit Reports
Method of Calculation / Assessment	Audit findings communicated
Assumptions	The audit plan will be done consistently
Disaggregation of Beneficiaries (where applicable)	None
Spatial Transformation (where applicable)	Not applicable
Reporting Cycle	Quarterly, annually
Desired performance	Reduction in audit findings on financial and performance matters
Indicator Responsibility	Heads of Unit in Programme 1

Indicator Title	Number of national government 2020-2025 Strategic Plans which include gender, youth and disability rights priorities
Definition	Strategic Plans that are responsive women, youth and persons with disabilities' rights and priorities
Source of data	Report on analysis of the Strategic Plans
Method of Calculation / Assessment	Analysis reports on Strategic Plans of government departments
Assumptions	All departments Strategic Plans are responsive to women, youth and persons with disabilities' rights and priorities
Disaggregation of Beneficiaries (where applicable)	Relevant indicators and targets are disaggregated by gender, age and disabilities
Spatial Transformation (where applicable)	Not applicable
Reporting Cycle	Quarterly, annually
Desired Performance	Strategic plans have targets and indicators that are responsive to the priorities and rights of women, youth and persons with disabilities
Indicator Responsibility	Chief Director M&E

Indicator Title	Level of implementation of mainstreaming strategy to institutionalise gender, youth and disability rights machineries
Definition	Gender, youth and disabilities are institutionalised across State machineries
Source of data	Frameworks, legislation
Method of Calculation / Assessment	Functional machineries
Assumptions	That the machinery meetings will well represent women, youth and persons with disabilities
Disaggregation of Beneficiaries (where applicable)	Participants will represent the interests and rights of women, youth and persons with disabilities
Spatial Transformation (where applicable)	Not applicable
Reporting Cycle	Annual
Desired performance	Regulatory framework on institutionalisation of the machinery developed and implemented
Indicator Responsibility	Chief Director: Governance Transformation, Justice and Security

Indicator Title	Number of Research reports on access to services and empowerment of women, youth and persons with disabilities published
Definition	An evidence based Research report will be produced on an annual basis focusing on the seven government priorities providing information on access to services, empowerment and participation of women, youth and persons with disabilities. The purpose of the reports is to inform decision-making, interventions and policy coordination towards empowerment and equality. Evidence based knowledge and information will be published through an integrated knowledge hub for accessibility.
Source of Data	Official, credible and validated statistical data from surveys, census and research findings as related to women, youth and disability; key informants interviews, and focus group interviews / discussions (key departments; beneficiaries; research institutes; and relevant stakeholders); colloquiums; seminars; conferences and round table discussions.
Method of Calculation/ Assessments	Simple Count
Assumptions	The initiation of the research project will be approved with funding implications and that the research will be completed and validated by stakeholders.
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Desired Performance	Five evidenced based reports published.
Indicator Responsibility	Chief Director: Research, Policy Analysis and Knowledge Management

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

Indicator Title	Number of community mobilization initiatives on the rights of women, youth and person with disabilities coordinated
Definition	Community mobilisation initiatives to reach out to women, youth and persons with disabilities and raising awareness of services/ information available for them. To advance, fair and inclusive society that ensure the social and economic empowerment of women, youth and persons with disabilities.
Source of Data	Public or outreach initiatives such as campaigns, workshop, panel discussion, focus groups, dialogues, hearing etc.
Method of Calculation/ Assessments	Simple count
Assumptions	People will avail themselves for the dialogue
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A

Indicator Title	Number of community mobilization initiatives on the rights of women, youth and person with disabilities coordinated
Desired Performance	Informed, inclusive and empowered women, youth and persons with disability across all sectors of society
Indicator Responsibility	Chief Director: Stakeholder Coordination and Outreach

Indicator Title	Level of development of revised legislative framework
Definition	Revised and reviewed legislation are responsive to the rights and prioritise of women, youth and persons with disabilities
Source of Data	Research findings
Method of Calculation / Assessment	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
Desired performance	Reviewed and revised legislations are responsive to the rights and priorities of women, youth and persons with disabilities
Indicator Responsibility	Directorate Legal Services

PRIORITY 2- ECONOMIC TRANSFORMATION AND JOB CREATION

Indicator Title	Number of interventions to support empowerment of women, youth and persons with disabilities within the economic sectors
Definition	Support the development and participation of women, youth and persons with disabilities in the economic sectors and across value chains
Source of Data	Workshops, consultation with Departments and MTEF/MTSF Outcomes Reports
Method of Calculation / Assessment	Number of interventions coordinated and facilitated Analysis report of intervention/s co-ordinated and facilitated
Assumptions of Beneficiaries	Persistent marginalisation of WYPD in the mainstream economy amidst the existence of enabling legislative and policy environment and institutional support, there has been inadequate progress in the economic inclusion of women, youth and persons with disabilities in the mainstream economy.
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Quarterly and annually

Indicator Title	Number of interventions to support empowerment of women, youth and persons with disabilities within the economic sectors
Desired performance	Mainstream the economic empowerment and participation of WYPD within the identified key economic sectors and across value chains.
Indicator Responsibility	Chief Director: Economic Empowerment

PRIORITY 3- EDUCATION, SKILLS AND HEALTH

Indicator Title	Percentage of drop-out rate of adolescent girls young women and persons with disabilities in public sectors schools and institutions
Definition	Absenteeism and retention among adolescent girls, young women and persons with disabilities is generally high. This indicator measures the retention of girls in schools through implementation of the Sanitary Dignity Framework and collaboration with other departments such as DSD, DSBD and DoH, which includes Pain Management Wash Facilities and Menstruation Health Management.
Source of data	Workshops, consultations with departments and key stakeholders in the private sector, civil society and development partners and programme performance reports.
Method of Calculation / Assessment	Percentage of retention of girls in schools benefiting from the implementation of the Sanitary Dignity Framework
Data Limitation	Lack of an integrated and coordinated approach to support education for WYPD.
Assumptions	Persistent marginalisation of WYPD in participation in education and health amidst the existence of enabling legislative and policy environment and institutional support, there has been inadequate progress in the participation of women, youth and persons with disabilities in education interventions
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative (Year-to-Date)
Reporting Cycle	Annually
Desired Performance	Interventions to promote participation of women, youth and persons with disabilities in education developed and implemented
Indicator Responsibility	Chief Director: Social Empowerment and Transformation

Indicator Title	Percentage of women, youth and persons with disabilities with accessing universal health coverage
Definition	The Department will establish strategic partnerships with key stakeholders to ensure access by women, youth and persons with disabilities to universal health coverage.
Source of Data	Demographic Heal Survey General Household Survey StatsSA
Method of Calculation / Assessment	Percentage of women, youth and persons with disabilities accessing universal health coverage.
Assumptions	Strategic partnerships not optimised with key stakeholders to ensure participation of women, youth and persons with disabilities in health interventions
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Quarterly and annually
Desired Performance	Progress reports on the implementation of health interventions to promote participation of women, youth and persons with disabilities developed and implemented
Indicator Responsibility	Chief Director: Social Empowerment and Transformation

Indicator Title	Percentage of women, youth and persons with disabilities equipped with skills
Definition	Stakeholders implementing skills development interventions to equip women, youth and persons with disabilities with skills identified, monitored and evaluated
Source of Data	Meetings, workshops, consultations with public sector institutions, private sector and civil society organisations and progress reports
Method of Calculation / Assessment	Number of partnerships and collaborations formed to facilitated skills development for women, youth and persons with disabilities
Assumptions	Strategic partnerships not optimised with key stakeholders to ensure participation of women, youth and persons with disabilities in skills development
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Quarterly and annually
Desired Performance	Progress reports on the implementation of interventions to promote participation of women, youth and persons with disabilities in skills development programmes
Indicator Responsibility	Chief Director: Social Empowerment and Transformation

PRIORITY 6- SOCIAL COHESION AND SAFE COMMUNITIES

Indicator Title	Incidences of gender base violence reduced
Definition	The departments will establish interventions that seeks to address gender based violence and femicide incidences. Interventions will be as follows: <ul style="list-style-type: none"> • National Strategic Plan • Establishment of the council on GBVF • National Machinery.
Source of Data	Workshops, consultation with departments and key stakeholders MTEF/ MTSF Outcomes Reports
Method of Calculation / Assessment	Reports on the implementation of interventions aimed at reducing GBV
Assumptions	Persistent GBVF amidst the existence of enabling legislative and policy environment and institutional support, there has been inadequate progress in the reduction of to reduce GBVF among women, youth and persons with disabilities
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Desired Performance	Progress report of intervention/s co-ordinated and facilitated
Indicator Responsibility	Chief Director: Governance Transformation, Justice and Security

Indicator Title	Number of public sector institutions, private sector and civil society organisations monitored and evaluated on the implementation of the NSP on GBVF
Definition	Stakeholders implementing NSP interventions for women, youth and persons with disabilities identified, monitored and evaluated
Source of data	Meetings, workshops, consultations with public sector institutions, private sector and civil society organisations and progress reports
Method of Calculation / Assessment	Progress reports on public sector institutions, private sector and civil society organisations monitored and evaluated on the implementation of the NSP on GBVF
Assumptions	Strategic partnerships not optimised with key stakeholders to ensure reduction of GBVF
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Annual
Desired performance	Number of interventions identified, monitored and evaluated
Indicator Responsibility	Chief Director: Governance Transformation, Justice and Security

PRIORITY 7- A BETTER AFRICA AND WORLD

Indicator Title	Mainstreamed and integrated national laws, policies, plans, targets and programmes with global, continental and regional frameworks and strategies.
Definition	As a member state to the United Nations, African Union and SADC and a signatory to international, continental and regional instruments for women, youth and persons with disabilities the national laws, policies and legislations should be aligned and harmonisation to frameworks and instruments of the international communities in pursuit of globalisation and regional integration.
Source of Data	Government Annual Performance Plans, Desktop research, workshops, consultations
Method of Calculation / Assessment	Reports on International Obligations
Assumptions	Recommendations, Concluding observations and resolutions at international engagements with policy implications
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Quarterly
Desired performance	Aligned and harmonised national laws, legislations and policies with global, continental and regional frameworks and strategies
Indicator Responsibility	Director: International Relations

Indicator Title	Increased global, continental and regional rating/ ranking of South Africa on gender issues
Definition	South Africa's performance in responding and addressing gender equality and women empowerment issues at national level gets rated at by international organisations and institutions.
Source of data	International and national publications
Method of Calculation / Assessment	International Obligations report
Assumptions	International organisations and Institutions will release publication on country ratings
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Quarterly
Desired Performance	Improved South African rating of gender equality and women empowerment
Indicator Responsibility	Director: International Relations

Indicator Title	Increased level of visibility of women, youth and persons with disabilities in global, continental and regional levels platform
Definition	South African women, youth and persons with disabilities are to be represented in international engagements to ensure that their views and perspectives are expressed
Source of Data	Number of meetings attended
Method of Calculation / Assessment	Simple count
Assumptions	Participation in global, continental and regional engagements
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Reporting Cycle	Quarterly
Desired Performance	South African Women, youth and persons with disabilities in international engagements
Indicator Responsibility	Director: International Relations

ANNEXURE D

**DISTRICT
DEVELOPMENT
MODEL**



Annexure D: District Development Model

The DWYPD has been requested by the Department of Co-operative Governance and Traditional Affairs (CoGTA) to provide plans and projects in line with the sixth 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 GRPBME&A 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 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 GRPBME&A, it is important that the District Development model should also be gender-responsive and inclusive.

The Contribution of the DWYPD in the 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:

- The National Treasury to provide guidelines on gender-responsive budgeting instruments for the District Development Model.
- The 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:

- GRPBME&A Framework
- Guidelines including checklist on the Implementation of the GRPBME&A). The comprehensive 25-year review of women's empowerment and gender equality that highlights policy priorities and areas that need urgent attention that should be reflected in District level plans.

2. Project plans

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

PRIORITY 4: SOCIAL COHESION AND SAFER COMMUNITIES

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

Project Name	Project Type (Description)	Project Status	Estimated number of beneficiaries of the project	Financial Year	Sector	Local Municipality	District Municipality	Latitude	Longitude	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	Longitude	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

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
Procurement Workshops For Cooperatives And Small, Medium And Micro Enterprises On The Sanitary Dignity 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. The 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 value chain. Through collaboration and partnerships with Economic sector departments and private sector, a comprehensive Integrated Enterprise and Entrepreneurship Development program is being developed to act as a catalyst for developing women, youth and persons with disability owned and managed SMMEs and Co-operatives as well as New Entrants, to unlock full economic participation.

During the 2019/2020 financial year partnerships has been forged with DSBD, DTI, NT, SEDA, SEFA, IDC and UN Women as well as private sector entities to ensure that information dissemination, female ownership and manufacturing capabilities is supported to stimulate economic activity within the SDP value chain. Greater attention is needed to ensure that the target groups gain direct access to financial and non-financial support and markets. This will be coupled with relevant skills needed to ensure they gain the most effective entrepreneurial applications within and across different areas of value chains of various industries.

The SDP must be considered as a nodal point, that not only bring women, youth and persons with disabilities into the sector to work but rather promote the urgency of the target group to create their own jobs and run their own enterprises.

ACRONYMS

APP	Annual Performance Plan
AIDs	Acquired Immune Deficiency Syndrome
ARV	Antiretroviral
BRICS	Brazil, Russia, India, China and South Africa
BWASA	Business Women's Association of South Africa
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CEO	Chief Executive Officer
CGI	Country Gender Indicator
COGTA	Co-operative Governance and Traditional Affairs
DPME	Department of Planning, Monitoring and Evaluation
DTIC	Department of Trade and Industry and Competition
DSBD	Department of Small Business and Development
DSD	Department of Social Development
DRDLR	Department of Rural Development and Land Reform
DWYPD	Department of Women, Youth and Persons with Disabilities
GBH	Grievous Bodily Harm
GBV	Gender-based Violence
GBVF	Gender-based Violence and Femicide
GRPBME&A	Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing
HIV	Human Immunodeficiency Virus
IBSA	India, Brazil, South Africa
IDC	Industrial Development Agency
IORA	Indian Ocean Rim Association
IGBVFSC	Interim GBVF Steering Committee
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual
M&E	Monitoring and Evaluation
MTEF	Medium Term Expenditure Framework
MTSF	Medium Term Strategic Framework
MTBPS	Medium Term Budget Policy Statement
NDP	National Development Plan
NCOP	National Council of Provinces
NGM	National Gender Machinery
NMOG	National Macro Organisation of Government
NSP	National Strategic Plan
NYDA	National Youth Development Agency
NYP	National Youth Policy
ODA	Official Development Assistance
PMTCT	Prevention of Mother-to-Child Transmissions
QLFS	Quarterly Labour Force Survey
SA	South Africa
SABS	South African Bureau of Standards

SADC	Southern African Development Community
SANAC	South African National AIDS Council
SAPS	South African Police Services
SAYD	South African Youth Development
SDP	Sanitary Dignity Programme
SMMEs	Small, Micro and Medium Enterprises
SDGs	Sustainable Development Goals
SEDA	Small Enterprise Development Agency
SEFA	Small Enterprise Finance Agency
SOEs	State Owned Enterprises
SONA	State of the Nation Address
StatsSA	Statistics South Africa
STEM	Science, Technology, Engineering and Mathematics
STIs	Sexual Transmitted Infections
TB	Tuberculosis
UN	United Nations
NCF	National Coordination Forum
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
UNFPA	United Nations Population Fund
VAT	Value Added Tax
WEGE	Women Empowerment and Gender Equality
WPRPD	White Paper on the Rights of Persons with Disabilities
YM	Youth Mainstreaming

CONTACT US

Email: Info@women.gov.za

Mail: Private Bag, X931, Pretoria, 0001

Address: 36 Hamilton Street, Acardia,
Pretoria

Tel: 012 359 0000

Fax: 012 326 0473

COMMUNICATION OFFICE

Tel: 012 359 0224

RP160/2020

ISBN: 978-0-621-48364-2



@dwydpza



@DWYPD_ZA



@dwydpza

www.women.gov.za