



Annual Performance Plan 2025/26



women, youth &
persons with disabilities

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



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EXECUTIVE AUTHORITY STATEMENT

I am deeply honoured to present the Annual Performance Plan of the Department of Women, Youth and Persons with Disabilities (DWYPD) for the 2025/26 financial year.

Central to the mandate bestowed on us by our Constitution, which is the supreme law of the land, is the determination to build a sovereign and democratic South African state that is anchored on the values of human dignity, the achievement of equality, and collective prosperity and wellbeing. Our Constitution foregrounds the Bill of Rights as the cornerstone of what will eventually become a just, equitable, and more humane society.

At the core of our department's mandate is our government's commitment to transform, empower, and transition women, youth, and persons with disabilities into catalysts for socio-economic change and impact, through advocacy, mainstreaming, monitoring and evaluation. Importantly, our department occupies a space and role shaped by the recognition of successive administrations that, despite the existence of other departments and their programmes, vulnerable groups require a dedicated catalyst to take extraordinary measures to rally all of government and all of society behind a cohesive transformation agenda.

As the President stated during the State of the Nation Address:

"For many decades, our economy has been held back by the exclusion of the vast majority of the South African people. Black South Africans were deprived of land, capital, skills, and opportunities. That is why we need to transform our economy and make it more inclusive. That is why our focus is on empowering black people, women, and persons with disabilities—because they were deliberately excluded from playing a key role in the economy of their own country. We will set up a transformation fund worth R20 billion a year over the next five years to fund black-owned and small business enterprises."

Pursuant to our mandate, our APP presents our department's projected contribution to the vision as articulated in our strategic plan (2025-2030), and a range of strategic documents and guidelines as they relate to the current and future wellbeing of the three constituencies whose interests we have been mandated to catalyze: the Sustainable Development Goals (SDGs) 2030; the AU Agenda 2063; the Beijing Declaration and Platform for Action; the Constitution of the Republic of South Africa; the National Development Plan 2030; the Medium Term Development Plan (2025-2030); the 7th Administration Priorities as announced in the statement of intent and the opening of parliament in 2024; the State of the Nation Address (particularly all the announced plans that have a bearing on our three constituencies); the Minister's priority and catalytic projects.

Our work can be grouped our priorities into 4 broad pillars:

- Pillar 1 has to do with Research, Advocacy and Knowledge Management
- Pillar 2 has to do with Mainstreaming, Accountability and M&E
- Pillar 3 has to do with Catalytic and Strategic Projects and
- Pillar 4 has to do with a bold Legislative Programme.

With regard to **Research, Advocacy and Knowledge Management**, during this financial year we have elevated the following priorities:

We will initiate partnerships with development partners, research and academic institutions to produce an updated and detailed South African State of the Youth Report. This report will help us to model youth pathways and possible destinations in South Africa, including possible trends and future projections or forecasting. We will commence with a qualitative and quantitative profiling of South African youth in the NEET category by province and district municipality [who they are, where they are, and what they are currently doing]. This will be inclusive of profiling unemployed TVET College and university graduates across South Africa. Through the NYDA, we will commence building a database of organised youth formations across the country as pillars of elevating and mainstreaming the youth voice in structures of power and decision making. In order to ensure that no community is left behind, we will also develop and finalize the terms of reference and scope of work for a collaborative nationwide study and campaign around the Rural-urban Digital Divide in South Africa—mapping both barriers and opportunities for interventions. We will also continue to partner with academia and civil society organizations to study the underlying drivers of Gender-Based Violence and Femicide (GBVF) in South Africa—taking the findings of the HSRC study further by zooming into hotspots and high-risk communities

This financial year, we will initiate two major research studies on mainstreaming the Rights of Persons with Disabilities: a study that examines the potential of Artificial Intelligence (AI) and emerging digital technologies in improving the wellbeing and prospects of persons living with disabilities, and another study on the impact of climate change on persons with disabilities. Each of these studies will produce policy briefs aimed

at improving our understanding of the realities faced by women, youth and persons with disabilities.

With regard to **Mainstreaming, Accountability and M&E**, we have elevated the following priorities:

We will continue to advocate for the re-establishment of the Presidential Youth Working Group as a platform for: (a) ideation, project planning, accountability and impact assessment; (b) the development of structural and catalytic projects in response to the youth unemployment crisis; and (c) elevating the voice of organised and professional youth at the highest level of power and decision making.

In order to ensure that we are fit for purpose and truly representative of the needs of our three constituencies, we will commence a human capital needs analysis, business process and organisational redesign for both the department and the NYDA. We will also continue to advocate for an increase in the department's baseline through costed long-term projects and a revised business case.

We will also advocate and oversee the expansion of the Women's Economic Assembly (WECONA) to ensure that it reaches women from all walks of life in every corner of the country.

The National Council on Gender-Based Violence and Femicide, as a statutory body, will act through its Board and be responsible for providing strategic leadership in the elimination of gender-based violence and femicide in South Africa. It will adopt a multi-sectoral and inter-sectoral approach to implementing the National Strategic Plan at national, provincial, and local levels, as well as in community and other forums. The Council will give effect to Chapters 1 and 2 of the Constitution, which uphold human dignity, equality, life, security of persons, freedom, and the advancement of human rights, as well as non-racialism and non-sexism, as its founding principles. It will affirm a national commitment to building a society free from all forms of gender-based violence and femicide. Once the GBVF Council Bill is enacted into law, Parliament will undertake the nomination of board members and recommend them to the President.

Some of our **Catalytic and Strategic Projects** will include the following areas:

We will continue to support work towards the establishment of the Cooperative Finance Institution

(CFI). Our department, as the custodian of economic inclusion of women, through their mandate, commissioned the Cooperative Banks Development Agency (CBDA) to develop a concept paper that will provide information on how to register a women owned Cooperative Banking Institution (CBI) for a holistic empowerment of women.

We will take forward and implement our partnership with the CSIR to create a value-chain-driven Agricultural Cooperatives Model that leverages CSIR's IP and advanced technologies, including precision agriculture, to equip and prepare women farmers for market success. We will finalize our MoU with Transnet properties and other State entities to give effect to the leasing of land, properties, workshops, factories and other facilities to support the socio-economic prospects of our three constituencies

Once funding is made available, from both public, private and development partners, our recently launched South African National Service Institute (SANS) will cultivate the productive capabilities of NEET youth into thousands of AI, coding, and robotics instructors (at schools); Cyber-Security start-ups; market-oriented smallholder producers; and Industrial Drones Pilots, to mention a few. Five SANSI Pilots have been developed and are ready for implementation once funds are made available.

Our Sola Mamas initiative will be scaled up and strengthened to reach more women, particularly unemployed graduates. The Department will also continue to coordinate implementation of the 4IR (4th Industrial Revolution) Youth Digital Skills and Employment initiatives, aimed at assisting the youth to acquire the much needed 21st century digital skills for employment and entrepreneurship.

We will continue to rally organised women, such as Women's Economic Assembly, and research institutions, to support our efforts to leverage the recently signed public procurement act to empower women-owned businesses. We welcome the President's announcement on the R20 Billion a Year Transformation Fund, we will make sure that a just share of this empowerment funds goes to WYPD.

We also intend to Re-imagine, Restructure and Resource the NYDA and its Programming into a National Youth Development Agency that is not only fit for purpose, but truly representative and capable of responding to the National Youth Question.

In accordance with our National Strategic Plan on Gender-Based Violence and Femicide, we will implement an all of government and all of society response to the scourge of GBVF. The department will continue working with Provincial Offices of the Premier, Local Government and Civil Society Organisations, SALGA and COGTA to ensure the effective functioning of GBVF Community Rapid Response Teams/Structures (RRTs) that coordinate and monitor implementation of GBVF initiatives at local levels aligned to the District Development Model (DDM).

With regard to teenage and underage pregnancies, our priority will remain prevention. We will be mainstreaming a Comprehensive Multi Sectoral Strategy to promote prevention in consultation with our sister departments (BDE, Health, Social Development). We will also launch a collaborative all-year back-to-school campaign for those young women who have been forced out of school due to stigma—perpetrated by educators, family members, and fellow learners. We will work with the Department of Basic Education (DBE), School Governing Bodies (SGBs), civil society, and related stakeholders in this regard.

In accordance with the recommendations of the Commission for Gender Equality, our campaigns will pay even more attention to the drivers of transactional relationships—where older men, sometimes teachers, prey on schoolgirls from vulnerable communities.

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



Ms. Sindisiwe Chikunga, MP

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



DEPUTY MINISTER STATEMENT

I am enthused to join Minister Sindisiwe Chikunga, MP in tabling the Annual Performance Plan (APP) for the 2025/26 financial year to be implemented by the Department of Women, Youth and Persons with Disabilities (DWYPD), toward curating a united, gender affirming, non-sexist and democratic society by the Government of National Unity (GNU) for the benefit of women, youth, persons with disabilities and the LGBTQIA+ community.

His Excellency President Cyril Ramaphosa in his 2025 State of the Nation Address affirmed the importance of the broader vision for equality and inclusion when he reiterated that “We stand for equal rights for women, for persons with disabilities and for members of the LGBTQIA+ community. We want a nation where prosperity and opportunity is shared by all.”

This first year plan for the medium term in the 7th Administration recognises the need for the DWYPD to serve all South Africans in their diversity effectively, through the progressive strengthening of our internal capacity, to build a responsive, capable and developmental state hinged on accountability, innovation, and commitment to excellence at every level.

We must declare upfront that entrenching strategic partnerships remains a fundamental pillar bolstering our ability to deliver on our mandate as derived from the Constitution’s Bill of Rights for equality, human dignity, life, freedom and security of the person,

freedom of religion, belief and opinion, expression, access to information, freedom of association and just administrative action by all South Africans.

In this financial year, the DWYPD will implement systems for continuous mainstreaming, monitoring, evaluation, and reporting, to ensure that our efforts are not only well-coordinated, but also responsive to the evolving needs of our designated groups in the population. Our role is to be both a facilitator and a guardian of progress, working diligently to turn policy into impactful and meaningful social transformation.

All government departments must implement the Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework (GRPBMEAF). This is a tool that is critical in fast-tracking women’s social empowerment and participation in the economy by ensuring that government programmes are gender responsive.

The National Development Plan: Vision 2030 demands that South Africa needs an economy that is more inclusive, more dynamic and in which the fruits of growth are shared equitably. The ownership of production must be more diverse, be able to grow rapidly and provide the resources to pay for investment in human and physical capital. It therefore follows that when we characterise the transformation of the economy, we should have the ability to demonstrate the active participation and empowerment of the vulnerable in society.

There is a need to target the inequalities and gaps related to the labour force participation, entrepreneurship, equal pay for work of equal value, working conditions, social protection and unpaid domestic and care work, which will be undertaken through the development of progressive policy and legislative prescripts. This will be facilitated through the active elimination of structural barriers, discriminatory laws, policies, practices and social norms.

Through our targeted interventions, we will, in collaboration with stakeholders, advance access to education, skills development, economic resources such as credit, and thus foster active participation in the economy, transforming the world of work for the designated groups and ensure their inclusion in mainstream economic opportunities and employment.

The location of the department at the Presidency is vital and provides an opportunity for us to advocate for and enforce the development of gender-responsive, youth-inclusive, and disability-friendly policies through the provision of specialised knowledge and skills for mainstreaming of the three sectors throughout all the spheres of government.

We will continue to analyse the draft APPs of national government departments in conjunction with Department of Planning, Monitoring and Evaluation mainstream the interests of our target groups.

I am confident that the mandate of DWYPD is in great hands as our employees conduct themselves with utmost integrity, accountability and professionalism.

As we present this APP for the 2025/26 financial year, we are committing ourselves to the realisation of the rights of women, youth, persons with disabilities and the LGBTQIA+ community in the lived experience of all South Africans in their diversity.

As we forge ahead with the implementation of this first year APP of the 7th Administration, the clarion call by President OR Tambo at the 1990 consultative conference of the African National Congress rings true:

“We however, should remain vigilant and ready to confront new challenges with the same tenacity as before. Whatever form of struggle we have employed in the past, and may still have to employ in future, the golden link is always our absolute determination to regain our freedom. On this we should never be found wanting.”



Ms Mmapaseka Steve Letsike, MP

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



ACCOUNTING OFFICER STATEMENT

By presenting the Annual Performance Plan 2025/26 of the Department of Women, Youth and Persons with Disabilities with you, I hope that you better understand the department's strategy in moving towards a country that is wholly inclusive by providing leadership and coordination in the implementation of programmes across government. This plan not only outlines targets of the department but provides a roadmap for other government departments and civil society to emulate in their own institutions and organisations. The idea of an equal society, inclusive economies, or representative ownership should not be relegated to that of a charity cause or retired to the category of a 'nice-to-have'. The plan of this department is innately linked to South Africa's growth trajectory. South Africa will never unleash its true potential if most women, youth and persons with disabilities are confined to the informal economy or held back by not being able to access services and the mainstream economy.

As the department strategizes on how to achieve maximum impact through collaborations, partnerships and policy influence, Vision 2030 is firmly within its sights. The GNU statement of intent informed the revisions of the strategic direction and reprioritisation of programmes that will contribute towards economic empowerment and participation of women youth and persons with disabilities. The National Development Plan speaks of a transformed, unified and equitable society, not divided along class, race or gender lines. It speaks of shifting patterns of ownership and ensuring equal participation in the economy to bring about

transformation that is inclusive and leaves no one behind. To achieve this, this department will foster partnerships, develop collaborations, and build social compacts with various sectors, to dovetail efforts into weaving South Africa's economy be fully inclusive. This is not an easily achieved goal to calls for poverty eradication to be at a forefront of all government programmes. South Africa's political and socio-economic terrain continues to be shaped by patriarchal and exclusionary policies that marginalize women, youth and persons with disabilities from participation and inclusion. To respond to this, the department will continue to strengthen structural mechanisms established for the advancement of the rights of the risk groups. The department will continue to advocate for the insertion of equality principles into legislation. We will ensure we meet international commitments and strengthen accountability mechanisms and consequence management across government, where equality targets are not being met.

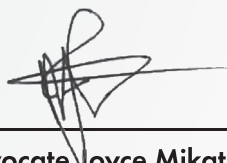
Improving participation and strengthening legislation compelling equality is a prerequisite for achieving the central goals of government - increasing employment, skills and access to education, healthcare, safety and security and general well-being of the population. Against this, women, youth and persons with disabilities economic empowerment and employment has been declared an apex priority of government. The priorities identified for the 7th Administration, namely, Inclusive growth and job creation, reduce poverty and tackle the high cost of living, build a capable, ethical and developmental state cannot be achieved without the

inclusion and full participation of women, youth and persons with disabilities. For this reason, the department remains committed to fast-tracking the advancement, empowerment and development of women, youth and persons with disabilities by remaining a strategic pillar of government in guiding policy and legislation to be inclusive.

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

Women's Economic Assembly sets out to contribute substantially to easing the plight of vulnerable sectors of our economy. Preferential procurement can enable market access opportunities and has a direct multiplier effect on economic growth and increased access to income and has been included in this plan as a vehicle of the department's contribution towards achieving inclusive growth and job creation for women youth and person with disabilities. The department through its monitoring mandate will ensure that government reports and achieves minimum targets for women youth and persons with disabilities socio-economic empowerment.

I invite you to engage with the department's annual performance plan in understanding our role, and ultimately your responsibility in realising our mandate.



Advocate Joyce Mikateko Maluleke

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

OFFICIAL SIGN-OFF

It is hereby certified that:

- This Annual Performance Plan (APP) was developed by the management of the Department of Women, Youth and Persons with Disabilities, under the guidance of the Minister in the Presidency: Women, Youth and Persons with Disabilities, Ms Sindisiwe Chikunga MP;
- Takes into account all the relevant policies, legislation and other mandates for which the Department of Women, Youth and Persons with Disabilities is responsible for; and
- Accurately reflects the Impact, Outcomes and Outputs which the Department of Women, Youth and Persons with Disabilities will endeavor to achieve over the 2025-2026 period.



Ms Val Mathobela:

Chief Director: Office of the Director General (official responsible for Planning)



Adv. Joyce Mikateko Maluleke:

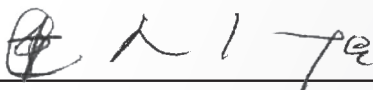
Director-General



Ms Mmapaseka Steve Letsike, MP

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

Approved by:



Ms Sindisiwe Chikunga, MP

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





PART

A

**OUR
MANDATE**

1. Updates to the relevant legislative and policy mandates

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

The NYDA Amendment Bill seeks to, among other things, amend the National Youth Development Agency Act, 2008, to insert new definitions; to amend certain sections that provide for the administration of the Act; to amend the provisions relating to the objects of the Agency; to amend provisions relating to reporting by the Agency; to amend provisions relating to the roles of organs of state in supporting the Agency; to provide for additional board members and for board members to have relevant qualifications, knowledge, expertise and/or experience.

South Africa ratified the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and AU Protocol on disabilities respectively; and to domesticate it, Cabinet approved the White Paper on the Rights of persons with Disabilities and its implementation Matrix (WPRPD). The Department of Women, Youth and Persons with Disabilities works with the South African Law reform Commission to develop the Disability Promotion and Protection of Persons with disabilities bill. To date, the Issue paper was consulted which resulted in the discussion paper, which has since been published for consultation. On the basis of the discussion Paper, the Bill is envisaged to be in place within the period of the 7th Administration.

2. Updates to institutional policies and strategies

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

3. Updates to relevant court rulings

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

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

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



PART

B

**OUR STRATEGIC
FOCUS**

1. Updated situational analysis

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

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

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

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

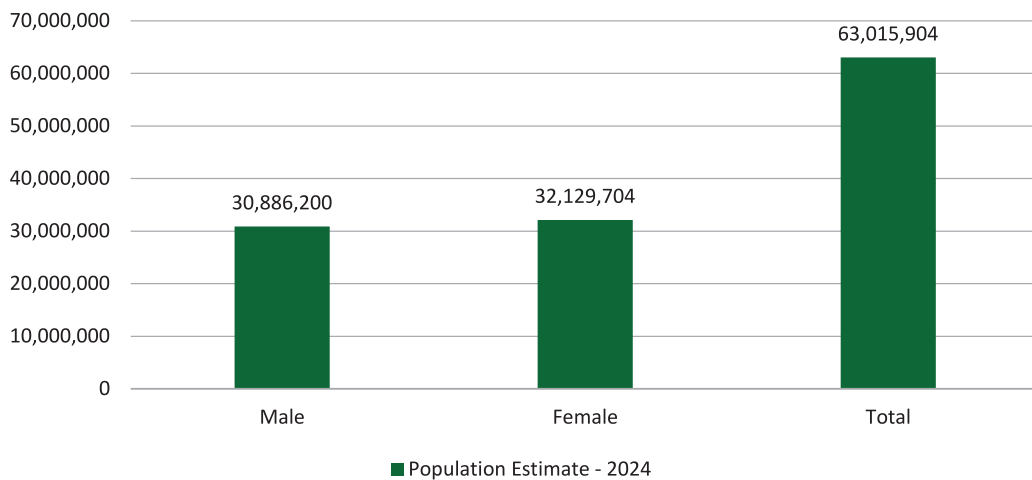
UNDERSTANDING THE SECTORS: WOMEN, YOUTH AND PERSONS WITH DISABILITIES

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

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

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

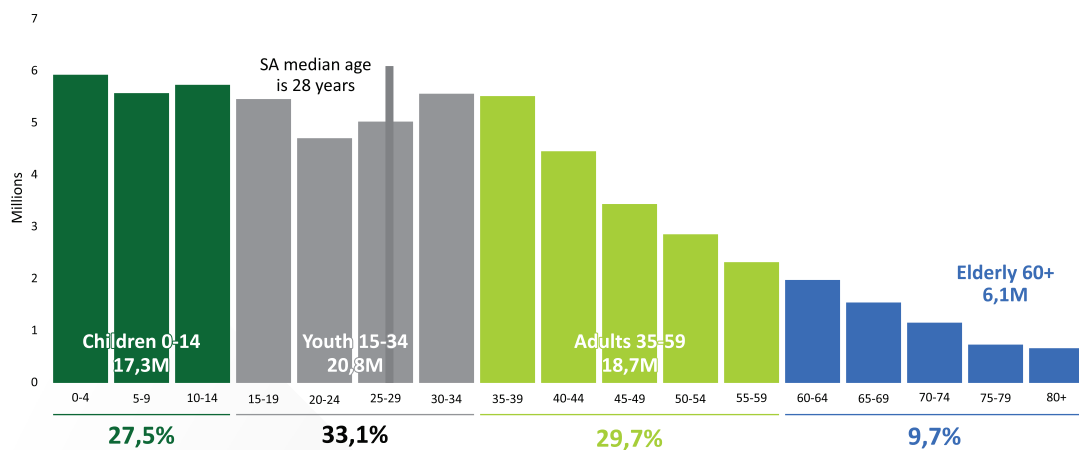
Population Estimate - 2024



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

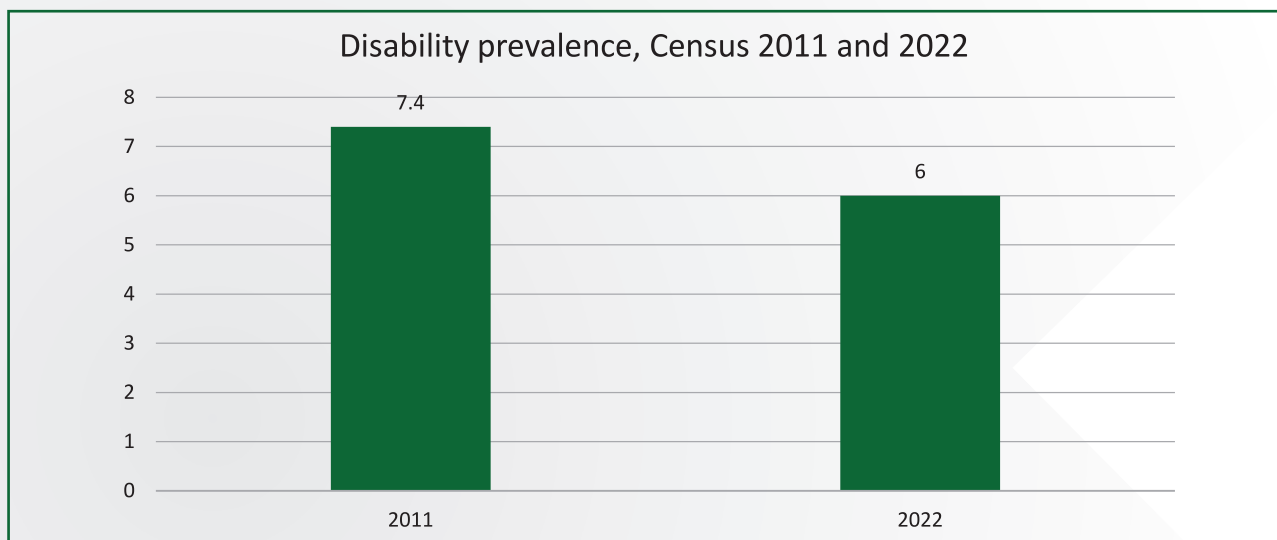
Children and youth amounts to just over 38 million in SA

Population age structure 5-years groups, 2024



Disability status

According to Statistics South Africa (2023) disability prevalence among persons aged 5 years and older was 6,0% in 2022, a slight decrease of about 1% when compared with Census 2011. The slight decrease in disability prevalence may be attributed to improved understanding of the Washington set of questions.



The results of the 2022 census show higher disability prevalence amongst females (7.0%) compared to males (4.6%).

8.1.2 Current trends

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

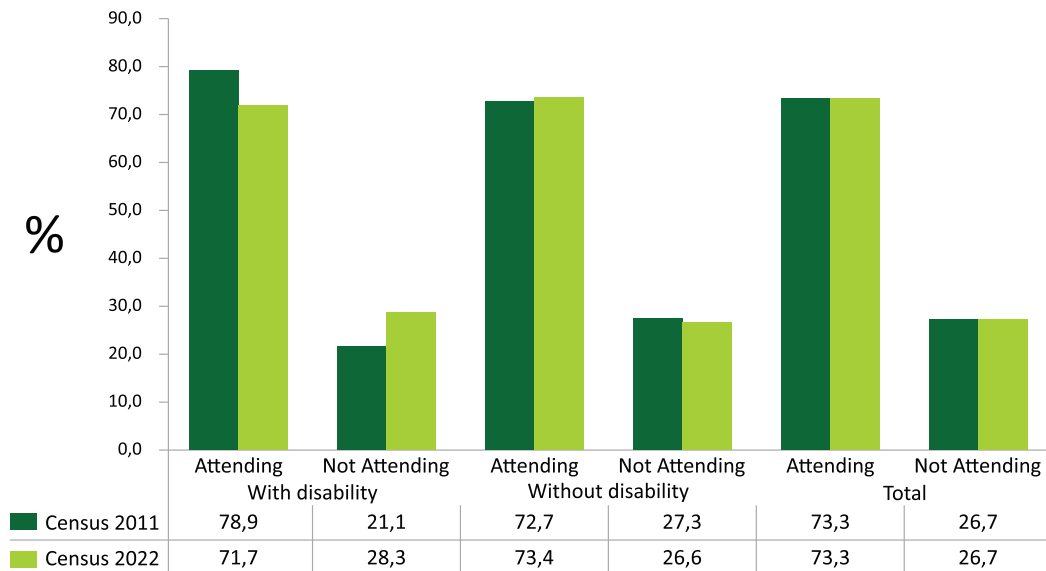
The draft Medium Term Development Plan (2024-29) proposes three strategic priorities which are: Inclusive growth & job creation; Reduce poverty and tackle the high cost of living; Build a capable, ethical & developmental state. The 7th administration will dedicate the next five years (2024 - 2029) to actions that will advance these three strategic priorities. These are: to drive inclusive growth and job creation; to reduce poverty and tackle the high cost of living; and to build a capable, ethical and developmental state. Government of National Unity has decided to place inclusive economic growth at the centre of the national agenda.

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

Access to Education

Section 29 (1) of the Bill of Rights in the South African Constitution states that everyone has the right (a) to a basic education, including adult basic education, which the state, through reasonable measure, must make progressively available and accessible. Education empowers people and everyone has the right to education, including children and young people with disabilities. Through education individuals advance the level of their skills and knowledge and can be independent adults. The graph below provides information on school attendance for persons aged 5-24 years with and without disability for both censuses 2011 and 2022 using the broad definition of disability. The results of the 2022 census demonstrate that higher percentage of persons with disability (28.3%) not attending educational institution compared to

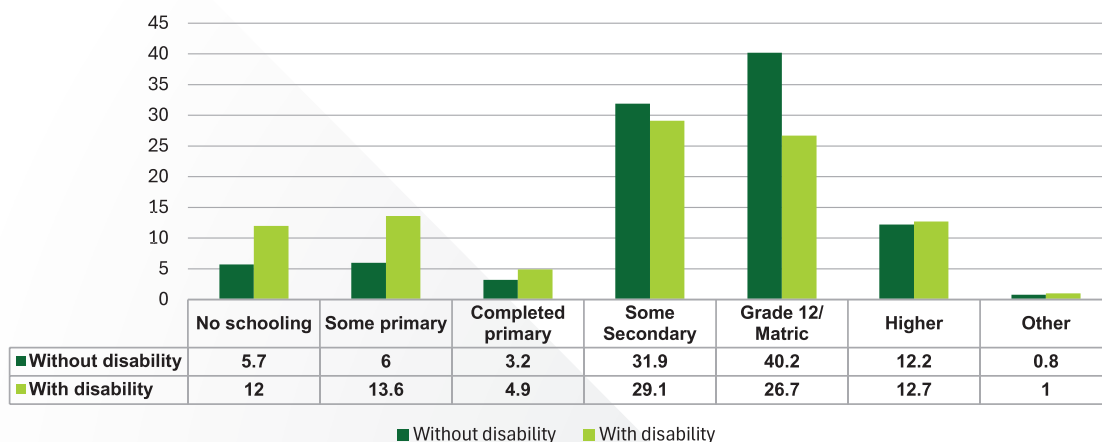
those without disability (26.6%). While the Census data has limitations, the results show challenge on access to education by persons with disabilities. According to World Report on Disability (WHO & The World Bank, 2011) generally, children with disabilities are less likely to start school and have lower rates of staying and being promoted in school.



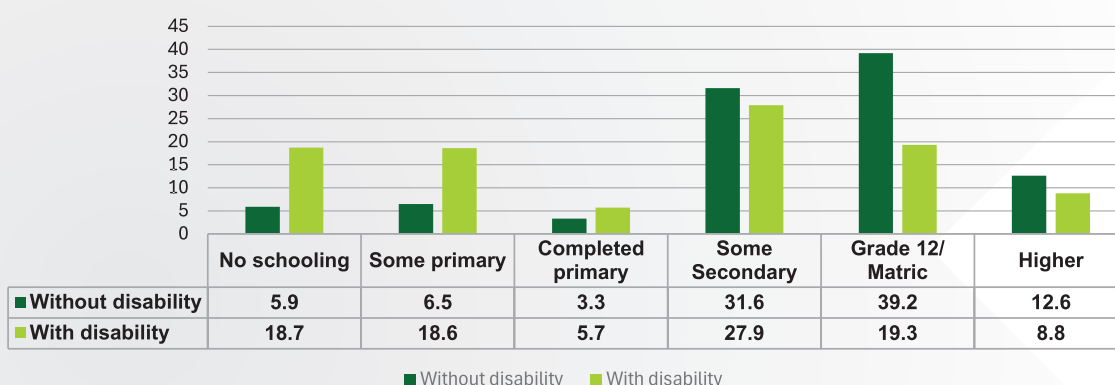
Educational attainment

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

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



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



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

8.1.3 Inclusive growth and job creation

The country's National Development Plan: Vision 2030 provides a long-term vision towards dealing with the challenges of unemployment, inequality and creating a more inclusive society. Equal opportunity and equal treatment in the labour market are at the core of decent work. Studies have shown that women in South Africa still face additional challenges that hinder them from accessing employment. Once they are in employment, appointments to decision-making positions and jobs in certain sectors, or of certain characteristics, remain elusive. The slow pace in the advancement of women into strategic decision-making positions of our South African labour market in the four upper echelons is reflected in the 2023-2024 Employment Equity Annual Report (24th Commission for Employment Equity (CEE) Report) released on 24th June 2024. The Employment Equity (EE) data in this 24th CEE Annual Report indicates that women account for 26.9% of positions in top management; 37.7% in senior management; and 48.1% in Professionally Qualified/ Middle management levels.

The Commission for Employment Equity report notes that the pace of transformation has been slow, showing only slight improvements in the equal representation of designated groups, specifically Africans, Coloureds, women, and persons with disabilities. The absence of legislated/ regulated minimum targets for the representation of women, youth, and persons with disabilities remains a challenge for South Africa's transformation agenda. Consequently, the Employment Equity Amendment Act, No. 4 of 2022, was signed into law by the President in April 2023 to introduce sector and sub-sector targets for economic and geographical regions, marking a significant step towards compelling designated employers in specific sectors to achieve specified transformation goals.

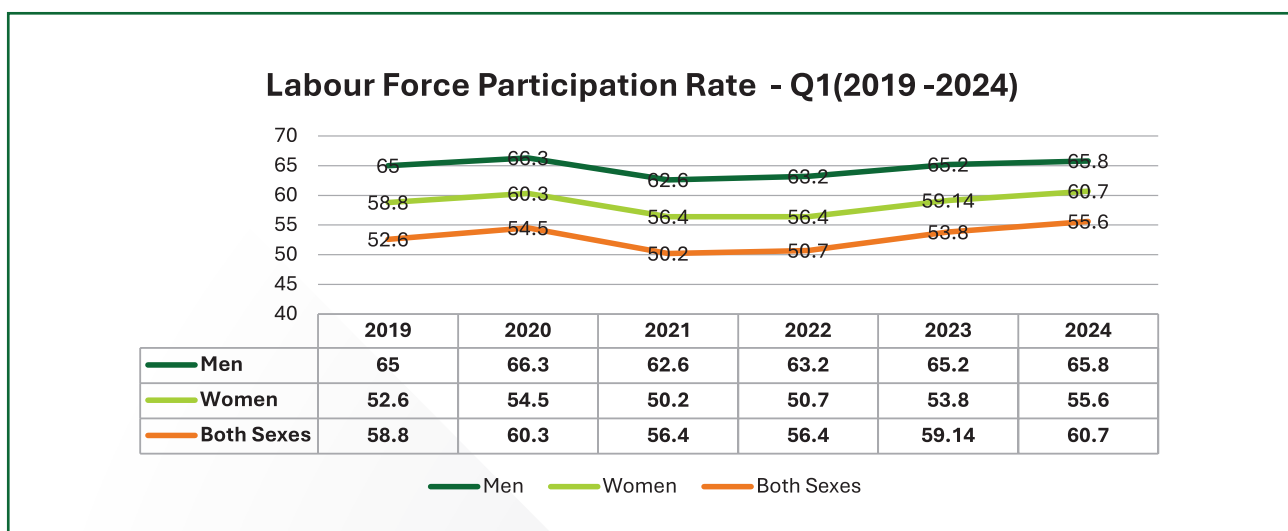
The National Development Plan (Vision 2030) posits that South Africa needs an economy that is more inclusive, more dynamic and in which the fruits of growth are shared equitably. In 2030, the economy should be close to full employment, equip people with the skills they need, ensure that ownership of production is more diverse and able to grow rapidly, and provide the resources to pay for investment in human and physical capital. The transformation of the economy should involve the active participation and empowerment of women. It is essential for the full, effective and accelerated implementation of the African Union Agenda 2063, the National Development Plan (Vision 2030) as well as the UN Agenda 2030 and the Sustainable Development Goals. Realizing women's human and labour rights constitutes a

sustainable development solution for women; and prosperity that equally benefits paid and unpaid, formal and informal workers.

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

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

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



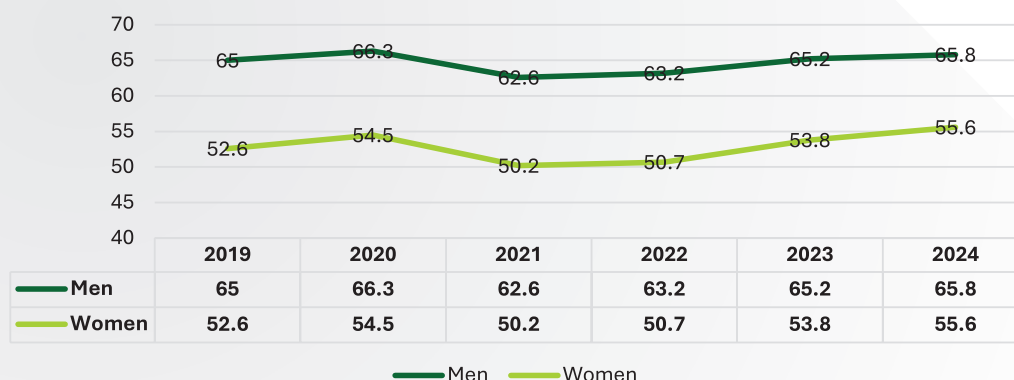
Source: Statistics SA, Quarterly Labour Force Survey, Q1:2024

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

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

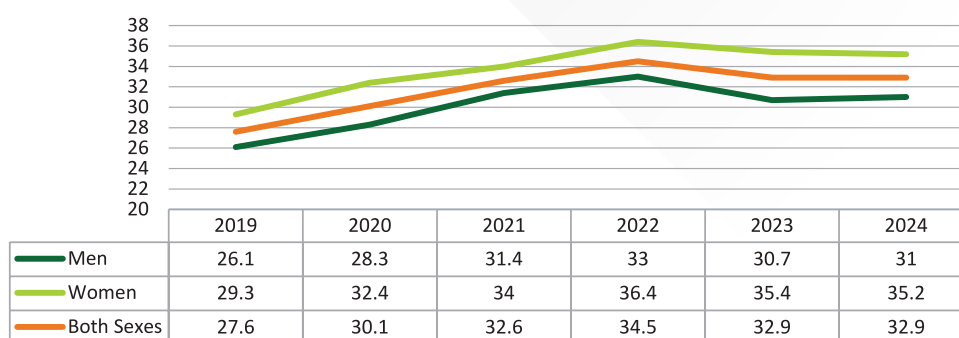
Results from the Quarterly labour force survey (Quarter 1, 2024) shows that the labour force participation rates of males have always been higher than that of females and the gap between male and female participation rates remained almost the same over the years.

Labour Force Participation Rate - Q1(2019 -2024)



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

Unemployment Rate by sex (Q1: 2019 - 2024)



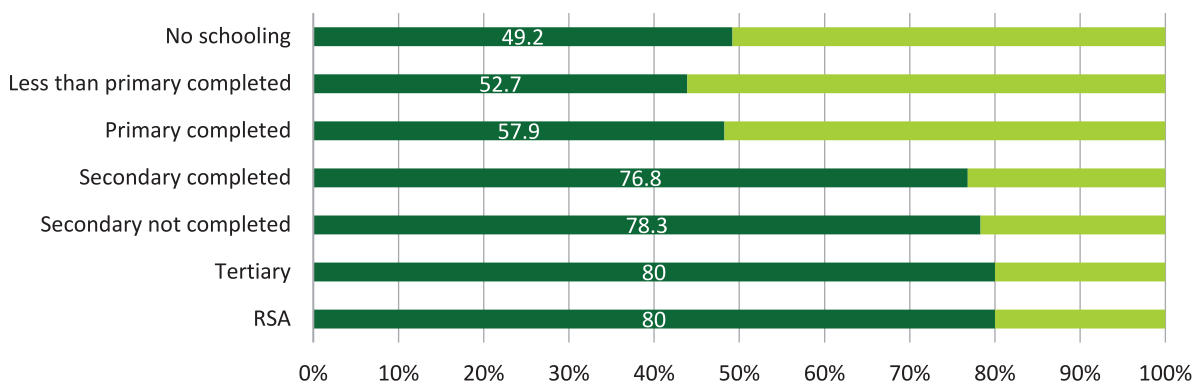
According to latest World Economic Forum's Global Gender Gap Report, South African women receive between 23% and 35% less than men for the same work¹. According to Statistics South Africa (2024), Between 2014 and 2022, the total median earnings increased from R4 000 to R5 417. Median earnings of males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

¹ World Economic Forum, Global Gender Gap Report, 2023

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

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

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

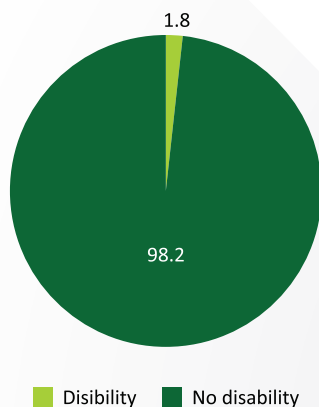


Source: Stats-SA; Gender Series Volume XI: Women Empowerment, 2014 - 2024

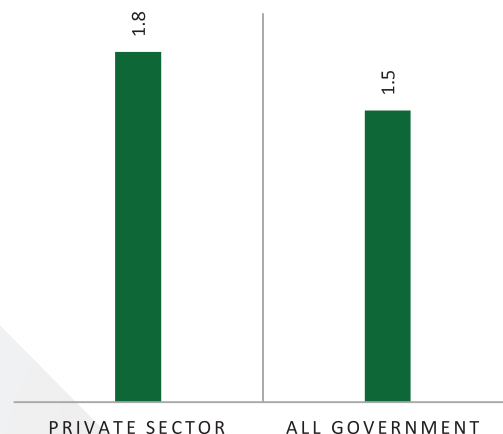
Employment of Persons with Disabilities

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

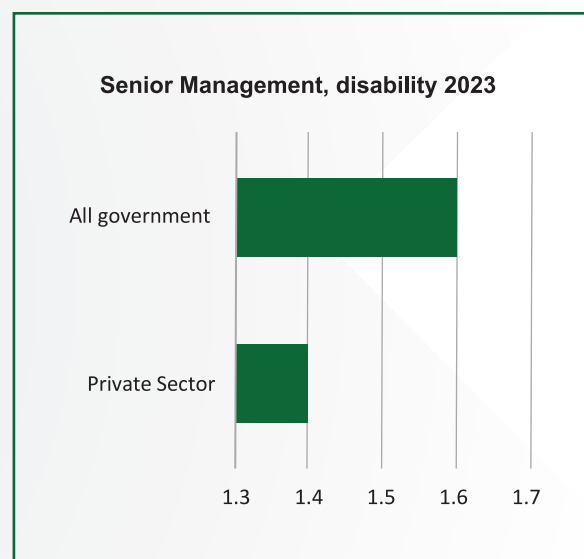
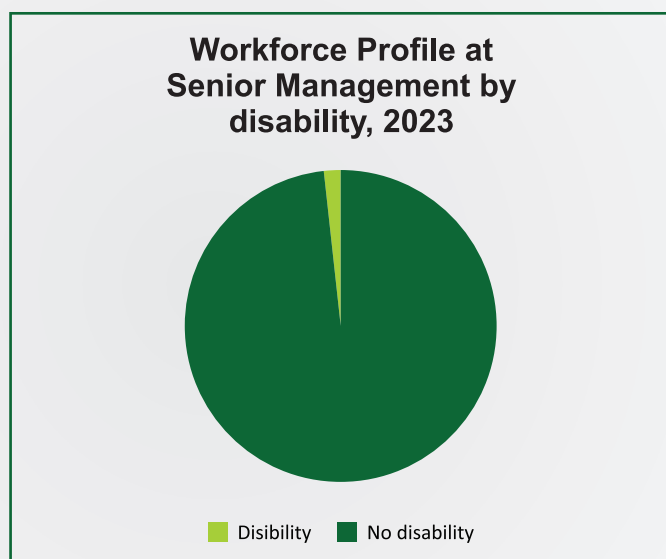
Top Management Level Disability 2023



TOP MANAGEMENT LEVEL - DISABILITY, 2023

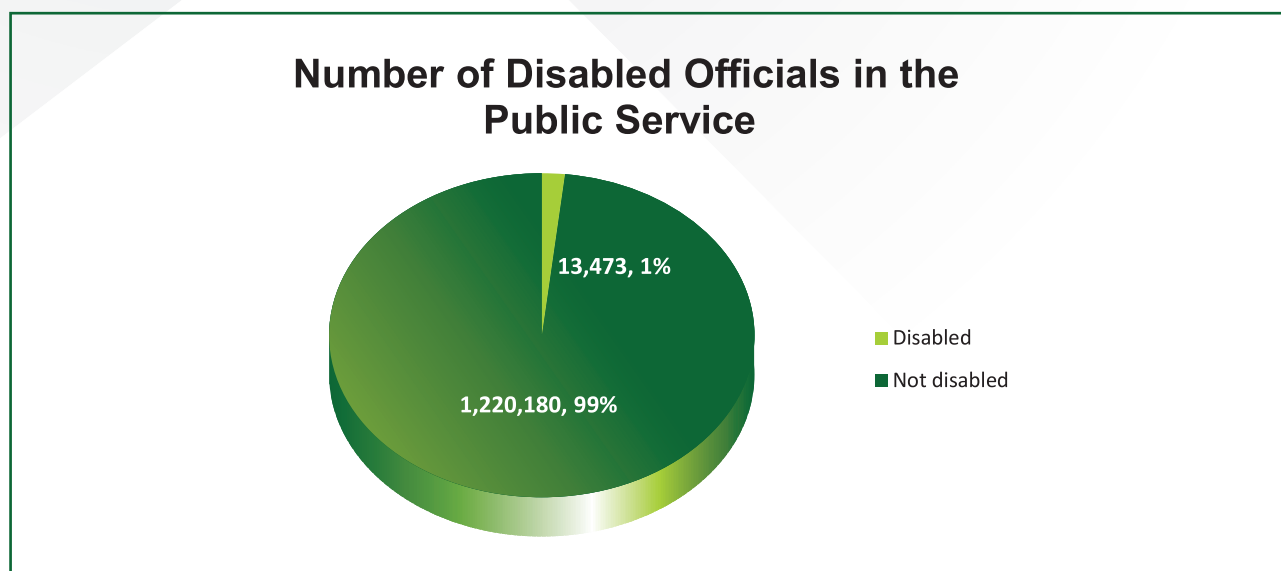


The graph below indicates that only 1.4% of the Senior Management level is made up of employees with disabilities. indicates that the representation of employees with disabilities is slightly better in Government at the Senior Management level.



Persons with Disabilities in the Public Service

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

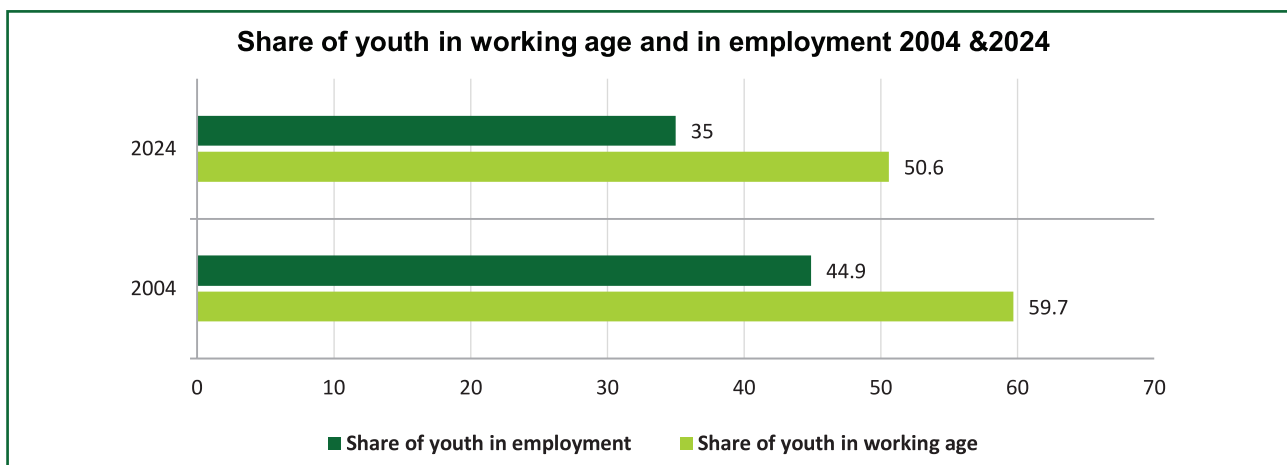


Females account for most persons with disabilities within the public service 56.6% (7 524) while males account for 43.4% (5 849). However, the table below shows that females with disabilities are concentrated in lower salary levels (1-10) compared to males who constitute the majority from level 11 to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

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

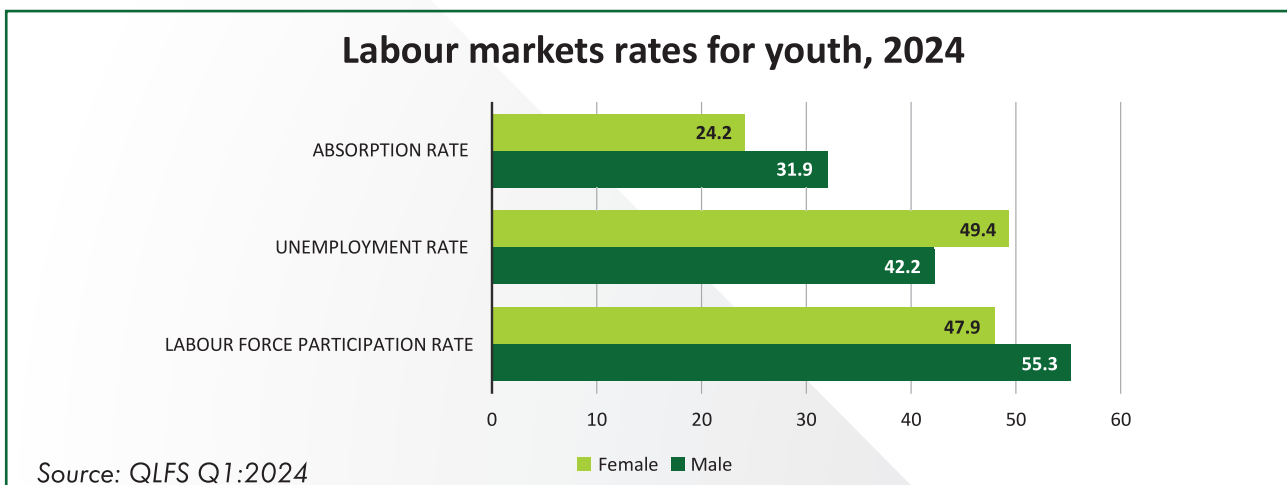
Youth labour market

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



Source: LFS March 2004 and QLFS Q1:2024

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



Source: QLFS Q1:2024

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

The poor economic outcomes for youth impacts on them which is not limited to effects on physical and mental well-being, sense of self, dignity, and other psychological effects such as increased anxiety, alcoholism, or suicide.

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

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

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

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

Some of the reasons for youth not to start and sustain businesses include lack of start-up capital; reliance on savings and the selling of own assets to start a business. 74.5% of small business owners are not aware of organisations that give support and advice to business owners. 43% of youth venture into business, because of unemployment rather than being motivated by seeing an opportunity in the market or motivated by passion for a particular business. This trend could also lead to many small businesses collapsing in the early stages of development.

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

Transition rates

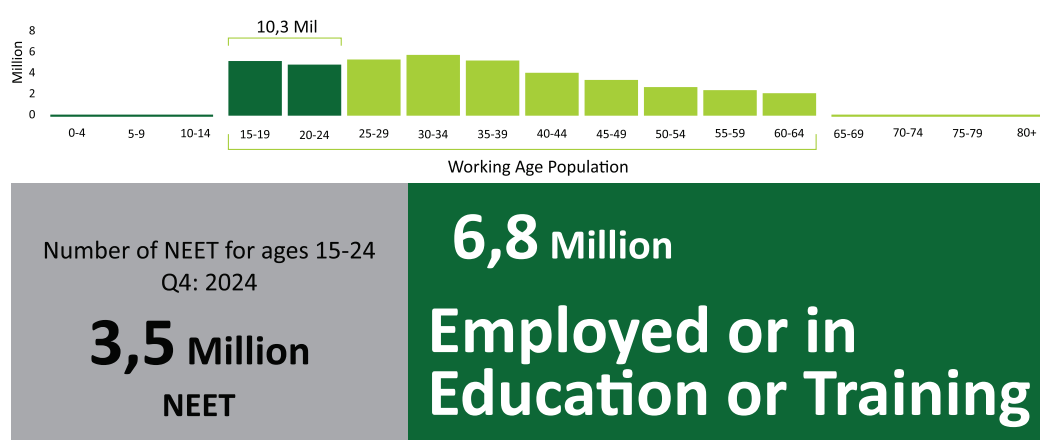
Various socio-economic characteristics hinder the process of finding a decent job in the South African labour market. Young women remain vulnerable in the labour market with a higher unemployment rate, long-term unemployment rate and they take even longer to transition into employment. Analysis shows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

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

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

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

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



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

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

8.1.4 Reduce poverty and tackle the high cost of living

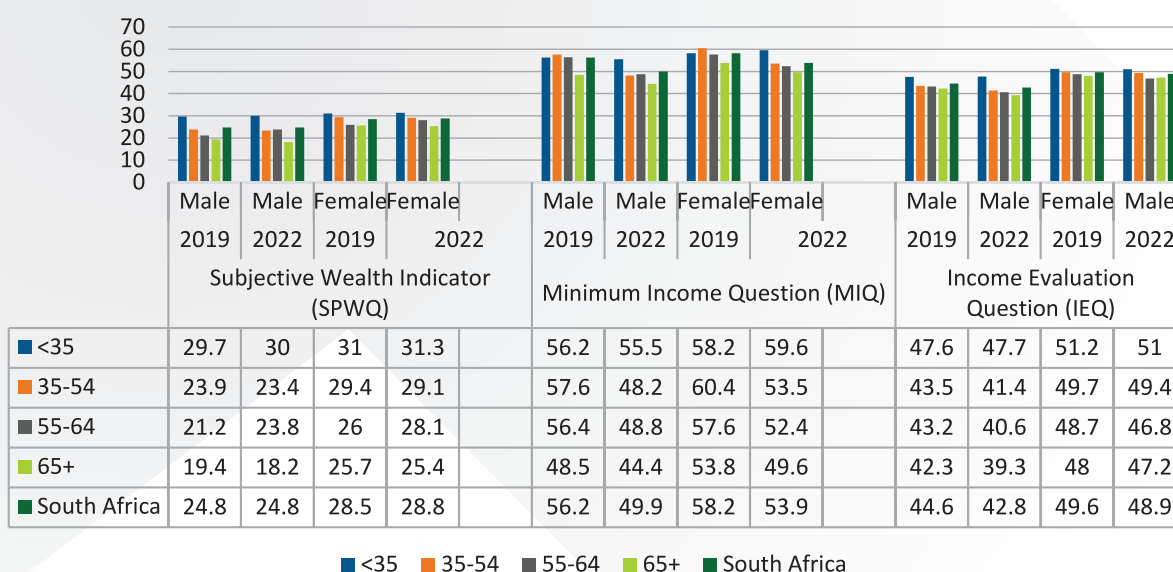
According to UN Women, more women than men are living in poverty overall. Currently, more than 10 per cent of women globally are trapped in a cycle of extreme poverty. Women's poverty is fuelled by discrimination in the world of work, limited access to resources and financial assets, and deep-rooted stereotypes that limit women's participation in education, decent employment, and decision-making, while burdening them with a larger share of unpaid care and domestic work.

Gender equality is a powerful catalyst for reducing poverty and driving sustainable development. Challenges and inequalities persist impacting the lives of women in various ways. A major challenge in realising gender equality in South Africa lies in dismantling patriarchy and its effects; addressing and eliminating the high levels of gender-based violence and femicide; and in breaking the cycle of dependency of those women and girls who continue to be marginalised and who remain vulnerable.

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

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

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



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

8.1.5 Social cohesion and safe communities: GBVF

South Africa continues to seethe under both the weight and severity of the levels of GBVF in the country. Despite concerted efforts by the state, civil society, business and the wider South African community to focus on responding to GBVF decisively, the scourge has continued relatively unabated. The challenge of Gender Based violence and femicide is still persistent in the country. The proportion of women who ever experienced physical violence by any partner were higher than those who ever experienced sexual violence by any partner. Divorced women, women living together with a partner and those widowed were more likely to experience physical violence compared to those who had never been married; and those married.

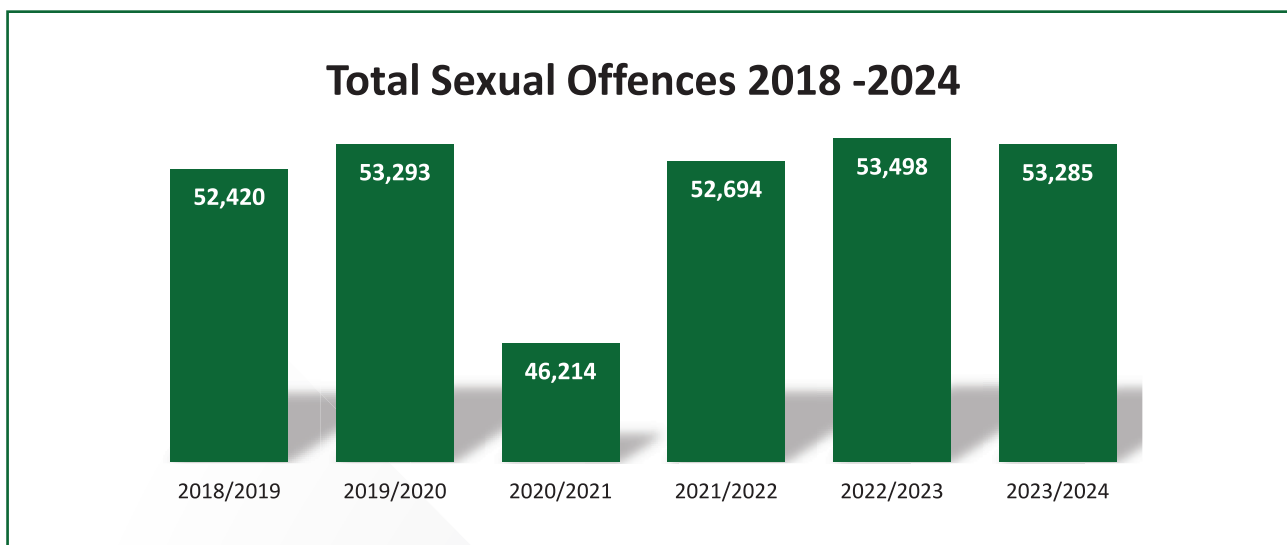
According to the World Health Organisation (WHO), South Africa has one of the highest rates of violence inflicted on women and girls worldwide. A study released by the World Bank in 2021, noted that South Africa has extremely high levels of violence in general but that GBV in the form of intimate femicide,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

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

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

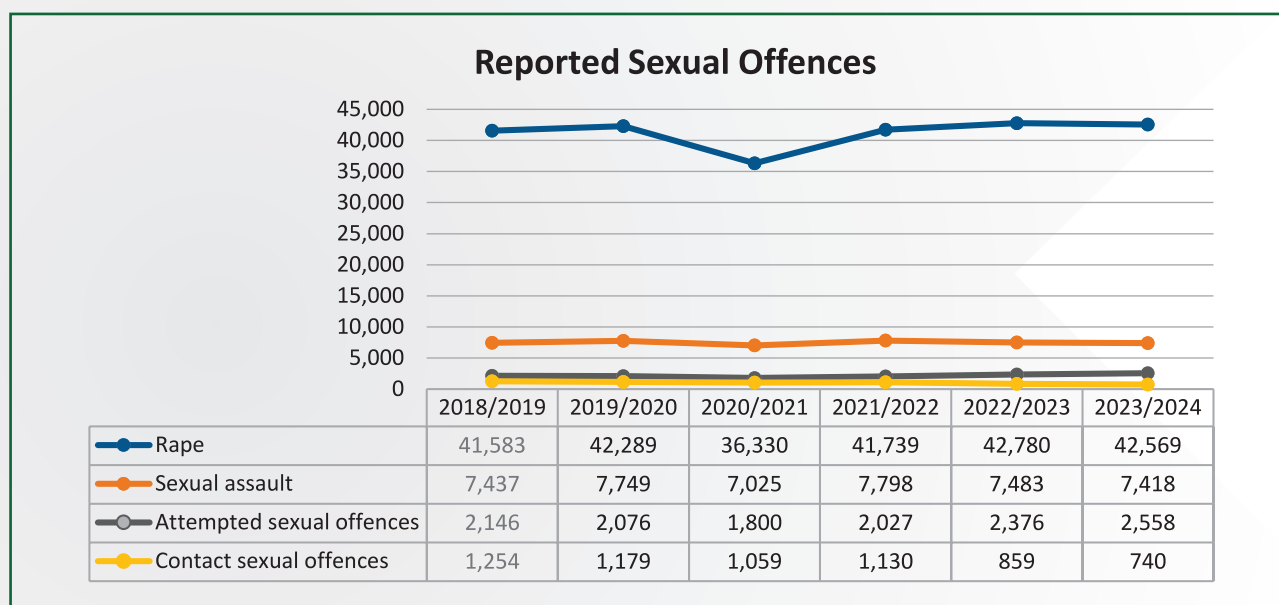
Selected contact crimes against women			
Crime category	Murder	Attempted Murder	Assault GBH
April 2021 to June 2021	558	897	7 5 85
April 2022 to June 2022	855	1 179	11 734
April 2023 to June 2023	895	1 417	12 872
Count Diff	40	238	1 138
% Change	4,7%	20,2%	9,7%

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



Source: SAPS, 2024

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



2. External environment analysis

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

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

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

Data and evidence-based information are recognised as enablers of the 2030 Agenda for Sustainable Development and are critical if we are to achieve the SDGs, especially SDG 5 on women's empowerment and gender equality. The availability and use of current and relevant research knowledge and timely data to understand the gaps, target solutions, and measure progress are key. This is imperative not only for the DWYPD but for all of the government and other external stakeholders to base interventions and programmes on scientifically credible and verifiable evidence-based knowledge and information. Not

all research conducted by various stakeholders is responsive to women, youth, and disability issues. Unfortunately, the DWYPD lacks sufficient resources to undertake WYPD-responsive research across all sectors. In this regard, it is therefore important that the DWYPD uses its power to convene various research institutions, government research units, and development partners to work together with a common purpose to adequately address the priorities and needs of these three sectors of the population.

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

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

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

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

In future, DWYPD will also use data analytics and digital tools to improve collaborations and partnerships with various stakeholders, provincial focal points including community organizations, educational institutions, and private sector entities. Through digital platforms, the department will be able to gather and analyze data on participation rates, programme effectiveness, access to socio-economic opportunities and services, stakeholder and community mobilization engagements, which helps in refining strategic interventions. These insights will enable DWYPD to produce evidence-based monitoring reports that will inform the status of WYPD in society and especially their economic participation. DWYPD will foster data-informed partnerships and ensure that collaborations are aligned with shared objectives, maximizing the impact of joint initiatives.

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

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

Economic Empowerment of Women (EEW)

South Africa has a history of discrimination against marginalised groups, particularly women, youth, and persons with disabilities, although well protected by the Constitution of the Republic. This has resulted in their limited access to economic opportunities and has perpetuated the cycle of poverty in these sectors. Government recognises the need to address these inequalities and has therefore established policies and frameworks aimed at promoting inclusivity and diversity in all sectors of the economy, including procurement. Over the MTEF period, the department will continue to focus on addressing gender-based violence and supporting empowerment; promoting responsive planning, budgeting, monitoring and evaluation across government; supporting youth empowerment; and promoting the rights of people with disabilities.

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

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

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

The Cooperative Finance Institution (CFI): The Department of Women, Youth and Persons with Disabilities, as the custodian of economic inclusion of women, through their mandate, commissioned the Cooperative Banks Development Agency (CBDA) to develop a concept paper that will provide information on how to register a women owned Cooperative Banking Institution (CBI) as a means to free them from emotional, economic and physically abusive environments, which they most of the time tolerate because of not being fully included economically. The World Bank's Women, Business and the Law 2022 report, asserts that around 2, 4 billion women of working age are not afforded equal economic opportunity. Thus, the establishment of a women owned cooperative banking institution will not only ensure that women take control of their own financial destiny but will free them from gender-based violence and femicide, as the DWYPD, 2021/22 Annual Report avers, the economic inclusion of women is not an option, but an imperative.

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

The primary objective of the project is to train South African women from rural and underserved communities in the installation, maintenance, and repair of solar panels and solar lighting systems. The training will equip them with the technical expertise needed to harness solar energy for the benefit of their communities. The program focuses on the fabrication, installation, repair, and maintenance of solar equipment encompassing lanterns, home lighting systems, streetlights, mini, and microgrids. The training, tailored to meet specific activity needs, spans from 3 to 6 months for a comprehensive understanding and hands-on experience in all mentioned areas. The project will aid South African women to address energy access disparities, promote women's empowerment, improve environmental sustainability, and foster community development in South Africa. It serves as a model for sustainable development and gender equality. Selected participants will undergo a rigorous and comprehensive training program at Barefoot College's campus in Tilonia, India. The project has the potential to make a significant impact on the lives of South African women and their communities by empowering them with valuable skills, economic opportunities, and access to clean energy. Once the Solar Mamas are trained, they will implement solar electrification projects in their respective communities and take care of access disparities, contributes to environmental sustainability, empowers women economically and socially, promotes gender equality, and supports local development. It aligns with both national and global goals for sustainable development and improved quality of life for underserved communities. Furthermore, this initiative provides an opportunity for India and South Africa to strengthen its relations of sharing information and learn best practice.

Financial inclusion: Women economic empowerment is significant for sustainable development, economic growth and industrialisation. Empowered women have the potential to stimulate individual, social and economic gains conducive to gender equality, decent work, productive, which all contribute to the sustainable development goals. While women owned enterprises participate in many marketplace activities (informal markets) in South Africa and globally, female entrepreneurship remains skewed towards smaller and informal enterprises. Women tend to be more in the industries that are informal than man and they operate in less profitable parts of the value chains. South African women and other disadvantaged groups were historically marginalised in the mainstream economy, although currently South Africa is leading in policies and strategies that seeks to create a transformative economic empowerment that is gender responsive. To promote all-inclusive approach to women financial inclusion, South Africa's policy interventions include Women's Financial inclusion Framework developed by DWYPD in 2019/2020 financial year.

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

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

Social Empowerment of Women

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

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

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

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

sector and the wider South African community to focus on responding to GBVF decisively, the scourge has continued relatively unabated.

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

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

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

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

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

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

Between 2021/22 and 2022/23 financial years, the department led the establishment of Gender Based Violence and Femicide Rapid Response Teams (GBVF RRTs). GBVF RRTs are multi-stakeholder committees made up of a number of stakeholders that are key in the fight against GBVF. Their purpose is to coordinate, multi-stakeholder planning and the response to GBVF at the local level, ensure effective monitoring of GBVF initiatives and provision of immediate quality services to the victims of GBVF. The department in its

principal role of coordinating and monitoring the implementation of the NSP on GBVF embarked on this process of establishing GBVF RRTs mainly to handhold the responsible institutions that are expected to support Municipalities to establish and ensure optimal functioning of the GBVF RRTs. COGTA and SALGA are responsible for ensuring establishment of these structures. The Department worked with COGTA and SALGA, supported by the Premiers offices, and provided them with a blueprint in terms of establishing GBVF RRTs. The challenge is that the established GBVF RRTs need capacity building to bolster their effectiveness and efficiency. Accordingly, the department's strategic posture on GBVF RRTs will now focus on strengthening the capacity of the established GBVF RRTs, while the establishment is in the purview of COGTA as stipulated by the NSP on GBVF.

The challenges with the sanitary dignity programme are inadequate cooperation by some provinces, poor implementation due to internal inefficiencies, lack of commitment to empowering WYPD in provincial procurement processes, staff capacity and lack of evidence-based information with respect to implementation and actual reach to targeted beneficiaries and weak monitoring systems. This is not a dominant feature in all provinces but where it exists, it is quite profound. This will be addressed by soliciting the assistance of the DWYPD Internal Audit Team in interfacing with its counterparts in provinces to highlight the anomalies. This process is already underway through interfaces by DWYPD Internal Audit and counterparts in provinces.

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

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

Youth Development

South Africa is at a crossroads and, as witnessed in patterns of socio-political instability, the democratic dispensation faces major challenges. Contrary to initial estimates, the pandemic has not been the great equaliser. The pandemic was particularly vicious on the livelihoods and wellbeing of those who were already on the margins of society as well as those in the periphery of our cities, small towns, townships and rural villages, where the poor and marginalised are concentrated. Despite substantial and visible progress made in all spheres of development, South Africa remains one of the most dangerous unequal societies in the world, with more than half of the population living below the poverty line. Of particular concern, is the extent to which our society remains characterised by unhealthy concentration of income, wealth, power, and opportunities in the hands of those who are already well placed and a steady rise in chronic levels of social and economic insecurity for those in the margins of society. This picture worsens when we turn our attention to wealth inequality, assets inequality and the disproportionate debt burden along racial lines.

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

half of them live in poverty. In sum, the current state of our nation directly contradicts, and is inconsistent with Section 198(a) of our constitution. The South African government recognises the need to address these disparities and has therefore developed policies and frameworks aimed at promoting a just, equitable, and humane developmental state. The department continues to promote responsive planning, budgeting, monitoring and evaluation across government; support for youth development and empowerment; promote and advance the rights of people with disabilities.

Youth Unemployment as a National Crisis

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

Against this backdrop, to make the most of available resources, the department is rallying all of government and all of society to respond to unemployment in general and youth unemployment in particular, as a national crisis and an apex priority of the South African government. To this end, the Department led a process in the past financial year of Conceptualising, consulting and launching the South African National Defence Force (SANDF)-led National Youth Service (NYS) programme. The programme will ensure a healthy existential continuum of a secure state by strengthening and adding value to our population, ensuring that young people are trained to be resilient, self-reliant and self-sustaining. Individuals and their communities will not only gain a new profession but will also gain a new identity that embodies discipline, patriotism, and professionalism, and will prove to be invaluable for economic growth and inclusive development of our nation. The programme also seeks to massify sector-specific skills development, power up the nation's industrialisation aspirations, and grow local and regional economies. The programme is implemented through the South African National Service Institute (SANSI). This is a Skills Revolution programme that will be implement the priority demand led skills areas with high absorption capacity as well as the 5 strategic pillars of the MTDP. The identified priority sectors for this programme are: Agriculture value-chain; Maritime skills and Ocean Economy; Engineering, Manufacturing, Infrastructure roll out and Maintenance; Digital Technologies; and Defence Industries. Other catalytic sectors that will cultivate the productive capabilities of youth in the NEET group, unemployed TVET and university graduates, as well as youths with good Matric results sitting at home are, among others: Tourism and Hospitality, Creative Industries, Mining etc.

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

Government's Youth Employment Programmes

The Presidential Employment Stimulus (PES) creates meaningful employment and strengthens livelihoods. It was initiated as part of the economic recovery to address the effect of COVID-19. However, the PES continues to respond to the ongoing crisis of unemployment. It provides funding for several Presidential Youth Employment Initiatives (PYEI) by directly offering employment opportunities for the youth. The National Youth Service (NYS) programme has been identified as a critical programme in addressing unemployment, skills shortages, community service and issues of social cohesion. The NYDA partnered with the Presidency in co-ordinating implementation of the revitalised NYS. This programme was allocated R213 million in 2022/23, which increased to R271 million in 2024/25. Consistent with the GNU priorities, the DWYPD has conceptualised the South African National Defence Force (SANDF) led NYS programme. The programme will be implemented by coordinating and rallying all-of-government and all-of-society behind the nationwide transformative projects, working with the Department of Defence. DWYPD will be monitoring in support of the Executive Authority's oversight role over the entity.

The sub-programme: Advocacy and Mainstreaming for Rights of Youth in DWYPD will continue to advance its mandate of developing regulatory instruments for socio-economic empowerment of the youth. In this regard, the DWYPD's sub-programme developed and ensured approval of the National Youth Policy (NYP) 2020-2030 which guides stakeholders in the youth development space on key prioritised areas of interventions. In addition, the Monitoring and Evaluation (M&E) Framework for the National Youth Policy 2020-2030, was approved by Cabinet in September 2022. The framework tracks progress on implementation of youth interventions the 5 pillars of the National Youth Policy, namely: Quality Education, Skills Development and Second chances; Economic Transformation, Entrepreneurship and Job creation; Physical and Mental health promotion; Social cohesion and Nation building, as well as Effective and Responsive youth development machinery. The M&E framework is accessible to all those implementing youth programmes, including government, civil society and private sectors.

The President has signed the NYDA Amendment (Act 11 of 2024) into law. The department will continue monitoring the NYDA to ensure compliance in order to fulfil the administrative function of supporting the Minister as the NYDA's Executive Authority to discharge on her oversight role towards the NYDA in terms of the Public Finance Management Act (PFMA), which provides that *"the Executive Authority responsible for a public entity under the ownership control of the national or a provincial executive must exercise that executive's ownership control powers to ensure that the public entity complies with this Act and the financial policies of that Executive"* (section 62 (2) of the PFMA). The Department will also commence with the process to develop regulations for the Act in the medium term.

Rights of Persons with Disabilities

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

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

Draft Annual Performance Plans of national government departments are tracked in conjunction with DPME to advice on whether Departmental Annual Performance Plans include disability responsive indicators. This should assist with government wide inclusive planning where disability policies and programmes are concerned. An evaluation on the Implementation of the WPRPD is underway and an improvement action plan and management response will be finalised by the end of the 2023-2024 financial year. This will be implemented and monitored during the 2025-2026 financial year.

Furthermore, research on access to education support and services for children and young people with disabilities is currently underway with an aim to identify resource gaps in special and full-service schools so that resources can be mobilised through public-private partnerships to implement the report's proposed recommendations and improve the quality of teaching and learning outcomes. DWYPD will develop 3 best practice manuals and guidelines in partnership with related stakeholders on disabilities in areas such as mental health, epilepsy, autism, acceptable terminology on disability and deaf-blindness.

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

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

South Africa has to domesticate all international instruments to be in line with South African Law in relation to legal context and application to develop new laws, amend existing laws and develop over-arching legislation which will assist in enforcement and compliance. The country has to set new targets that will ensure disability inclusion by demographic percentage and distribution according to socio-economic status and geographical location.

3. Internal environment analysis

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

A business case has been developed for the Executive Authority to engage the Minister of Finance for an increased baseline allocation for the Department, but this prospect is being compromised by the constrained

macro-economic challenges currently facing the South African economy. In reality, the Department, as with all others in the public services, is facing severe cost containment measures with severe cuts being made to its budgetary allocations. If anything, the Department will need to plan conservatively over the MTEF, as the probability of being allocated additional funds with which to supplement available capacity, appears increasingly slim at this stage.

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

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

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

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

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

Internally, the Department has ensured that the Rights of People with Disabilities are taken-care of. This includes the lifts with voice that informs personnel on which level they are, the wide enough corridors for wheel chairs, each employee having a personal Aid to assist them with their work. The Department has also ensured that all the corridors and public areas have tiles in order to allow free movement of the wheel chairs. For evacuation purposes, three Evac-Chairs are placed at strategic points to allow Persons with Disabilities to be taken down the stairs without using the lifts. Working tools such as Brail have been provided to staff members that require such equipment. In addition, all personnel that assist Persons with Disabilities have been included in the Occupational Health and Safety Committee in order to be trained and fully participate in the evacuation drills held annually.

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

Digitisation and Technological Innovation: The growing global interest in digital transformation presents a unique opportunity for DWYPD to modernise its services. Expanding digital platforms and technologies will enable the Department to reach wider audiences, improve access to cultural and sporting resources, and engage younger generations. Investing in digital infrastructure will also enhance the SRACH sector's resilience to future disruptions.

Information and Communications Technology

To align with Strategic Priority 3 of the MTDP, Building a Capable, Ethical, and Developmental State, the Department must take a structured and strategic approach to identifying interventions that will drive the digital transformation of public services over the next five years. This will require prioritising digital solutions that enhance service accessibility, promote transparency, and streamline operations. Key interventions should focus on building citizen-centric online services, automating routine processes to free up resources, and implementing digital tools that enable seamless interaction with the public and stakeholders, ensuring equitable service delivery across the Department's functions.

Additionally, identifying common functions across various Department programmes and assessing how technology can be leveraged for standardisation and improved efficiency is essential. By centralising functions such as financial management, human resources, and administrative tasks, the Department can implement digital tools that reduce redundancy, automate repetitive tasks, and create consistency across programmes. Standardising these service capabilities not only increases operational efficiency but also enables better resource allocation and cost savings, providing a more streamlined experience for citizens interacting with the Department.

To effectively support these digitalisation goals, the Department must conduct a thorough assessment of its current ICT portfolio. This involves evaluating ICT infrastructure to identify necessary upgrades or expansions, assessing the ICT human resource capacity to ensure that there is skilled talent to manage and maintain digital initiatives, and reviewing governance and policy frameworks to promote best practices in digital transformation. Analysing the state of current systems and processes will provide insight into potential integration opportunities or areas for improvement. Additionally, a strong focus on cybersecurity will be crucial to protect citizen data and maintain public trust. Finally, aligning the ICT budget to match the scale of digital interventions will be necessary to achieve sustainable and impactful transformation over the five-year period. Through these assessments and interventions, the Department can build a robust digital foundation that supports an ethical, capable, and developmental state.

DWYPD acknowledges that ICT infrastructure is indispensable for efficient operations, particularly in a modern government context. The Department's ability to store, manage, and analyse data impacts decision-making, transparency, and responsiveness. Advanced ICT systems can also enhance communication within the Department and with external stakeholders, such as civil society organisations, National GBVF coordination structures, participants of the presidential working group on disability, machineries, all stakeholders of the department and its beneficiaries -WYPD. As poor ICT infrastructure or outdated systems can severely limit the Department's operational capacity and its ability to stay competitive in a digitally driven world, DWYPD invests strategically in this area. Unfortunately, SITA have not been able to adequately support the Department, and alternative solutions are being sought.

The Department takes note of the Decadal Plan (Science, Technology & Innovation priorities) 2022-2032, and recognises that it is an opportunity for all concerned with science, technology, and innovation in South Africa, to achieve greater impact through enhanced partnerships enabled by improved governance and coordination; strategic and focused policy direction; increased and more efficient funding. It forms part of the last phase of the National Development Plan, and responds to the Economic Reconstruction and Recovery Plan and the Sustainable Development Goals

To create a consensus vision of a business-aligned Information and Communication Technology (ICT) that identifies opportunities to improve service efficiencies, reduce costs and maximise investments made in ICT, the Department of Women, Youth and Persons with Disabilities has developed a 5 Year Master Information Technology Strategy and Plan (MITSP). The recent budget reductions effected by the National Treasury has significantly affected the effective implementation of the MITSP. The MITSP initiatives were also incorporated into the business case that the department has developed to request for the increased MTEF allocation.

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

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

The Department received a non-compliant BBBEE level contributor for the year 2022/23. Currently the process of BBBEE assessment for the 2023/24 is underway taking into consideration the changes and impact of the Preferential Procurement Regulations of 2022 (PPR 2022).

Overview of 2025/26 Budget And MTEF Estimates

Expenditure Estimates							
Programmes	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates		
	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27
	R` 000	R` 000	R` 000	R` 000	R` 000	R` 000	R` 000
Administration	99 252	103 486	105 554	101 525	114 381	118 402	124 207
Advocacy and Mainstreaming for the Rights of Women	94 632	113 311	131 506	117 683	124 308	130 123	128 183
Monitoring, Evaluation, Research and Coordination	25 139	26 059	45 114	43 424	38 646	36 766	42 477
Rights of Person with Disabilities	8 196	10 887	14 514	16 208	14 509	13 636	18 121
Rights of Youth	375 182	910 680	692 026	715 104	715 868	486 479	508 700
Total Programmes	602 401	1 164 423	991 714	993 944	1 007 712	785 406	821 688
Economic classification							
Current payments	153 554	166 010	201 763	194 784	202 711	206 851	216 968
Compensation of employees	110 311	115 077	120 534	130 060	132 478	138 290	144 627
Salaries and wages	98 956	103 308	107 847	118 452	120 365	125 659	131 417
Social contributions	11 355	11 769	12 687	11 608	12 113	12 631	13 210
Goods and services	43 243	50 933	81 229	64 724	70 233	68 561	72 341
Administrative fees	227	224	677	215	225	225	219
Advertising	995	5112	1003	393	740	750	565
Minor Assets	185	129	293	11	58	53	33
Audit costs: External	3 235	3 802	4 330	4 430	4 627	4 637	4 849
Bursaries: Employees	43	179	188	189	197	206	215
Catering: Departmental activities	385	164	2598	697	692	714	713
Communication	4 323	4 008	3 691	1 746	1 865	1 874	1 960
Computer services	2 870	4 224	3 083	8 466	4 896	5 988	6 262
Consultants: Business and advisory services	2 525	1 848	12 429	11 142	21 051	17 998	16 814
Legal services	372	-	308	309	323	337	352

Programmes	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates		
	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27
	R` 000	R` 000	R` 000	R` 000	R` 000	R` 000	R` 000
Contractors	35	267	1426	69	91	101	93
Entertainment	-	-	7	-	-	-	-
Fleet services	294	123	285	228	238	249	260
Consumable supplies	269	451	673	363	454	369	368
Consumables: Stationery, printing and office supplies	396	1 198	2 240	1 990	1 961	1 991	1 602
Operating leases	-	-	58	-	-	-	-
Property payments	19 147	21 649	17 713	8 573	8 939	10 434	10 795
Transport provided: Departmental activity	-	-	1993	-	-	-	-
Travel and subsistence	6 078	4 450	15 832	14 831	6 511	5 957	9 074
Training and development	220	678	994	755	789	824	862
Operating payments	1 240	1 211	4 840	2 478	3 793	3 708	3 951
Venues and facilities	401	1 110	5 721	7 619	12 783	12 126	13 134
Rental and hiring	3	108	847	220	0	20	200
Transfers and subsidies	446 818	993 671	783 999	795 352	799 981	574 398	600 372
Provinces and municipalities	1	2	17	17	18	19	20
Municipalities	1	2	17	17	18	19	20
Municipal bank accounts	1	2	17	17	18	19	20
Departmental agencies and accounts	446 435	993 669	783 777	793 339	797 878	572 200	598 073
Departmental agencies (non- business entities)	446 435	992 338	781 987	793 339	797 878	572 200	598 073
Foreign governments and international organisations	0	1 331	1 790	1 790	1 870	1 954	2 044
Households	382	0	205	206	215	225	235
Social benefits	382	0	205	206	215	225	235
Payments for capital assets	2 029	4 549	5 952	3 808	5 020	4 157	4 348
Machinery and equipment	1 955	3 757	4 437	2 696	3 858	2 943	3 078
Transport equipment	0	2 278	0	0	0	0	0

Programmes	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates		
	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27
	R` 000	R` 000	R` 000	R` 000	R` 000	R` 000	R` 000
Other machinery and equipment	1 955	1 479	4 437	2 696	3 858	2 943	3 078
Software and other intangible assets	74	792	1515	1 112	1 162	1 214	1 270
Payments for financial assets	-	193	0	0	0	0	0
Total economic classification	602 401	1164 423	991 714	993 944	1 007 712	785 406	821 688





PART

C

**MEASURING OUR
PERFORMANCE**

1. Institutional programme performance information

Programme 1: Administration

Purpose:

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

Sub-Programmes:

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

Outcomes, Outputs, Output Indicators and Targets

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Sub-Programme: Departmental Management									
Improved governance processes and systems for DWYPD	Unqualified audit opinion on predetermined objectives and compliance matters	Unqualified audit opinion on predetermined objectives and compliance matters	The department developed Annual Performance Report (APR) 2019/20 and received a qualified audit opinion on predetermined objectives with matters of emphases	The department received an unqualified opinion on predetermined objectives	Unqualified audit opinion on Predetermined Objectives	Unqualified audit opinion on predetermined objectives and compliance matters	Unqualified audit opinion on predetermined objectives and compliance matters	Unqualified audit opinion on predetermined objectives and compliance matters	Unqualified audit opinion on predetermined objectives and compliance matters
	Business Continuity Management Risk Monitoring reports	Number of Business Continuity Risk Monitoring reports produced	New	New	Business Continuity Plan Approved	4 Business Continuity Risk Monitoring reports produced	4 Business Continuity Risk Monitoring reports produced	4 Business Continuity Risk Monitoring reports produced	4 Business Continuity Risk Monitoring reports produced
Improved governance processes and systems for DWYPD	Payment of Suppliers with valid invoices	Percentage of all valid invoices paid within 30 days	97.6% (out of 4 434 invoices received, 4 329 OR 97.6% were paid within 30 days	99.9 % (Out of 3 321 Invoices received, 3 320 invoices or 99.97% were paid within 30 days)	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Sub-Programme: Financial Management									
Improved governance processes and systems for DWYPD	Unqualified audit opinion on Annual Financial Statements	Unqualified audit opinion on Annual Financial Statements	Unqualified audit opinion on Annual Financial Statements	Unqualified Audit opinion on Annual financial statements	Unqualified audit opinion on Annual Financial Statements	Unqualified audit opinion on Annual Financial Statements	Unqualified audit opinion on Annual Financial Statements	Unqualified audit opinion on Annual Financial Statements	
Equitable economic empowerment, participation and ownership for women, youth and persons with disabilities being at the centre of the national economic agenda	Controllable Procurement spend on women owned businesses	Percentage Controllable procurement spend on women owned businesses	New	New	55% procurement spend on the entities owned by women	40% procurement spend on entities owned by women	40% Controllable procurement spend on entities owned by women 30% Controllable procurement spend on entities owned by youth 7% Controllable procurement spend on entities owned by persons with disabilities	40% Controllable procurement spend on entities owned by women 30% Controllable procurement spend on entities owned by youth 7% Controllable procurement spend on entities owned by persons with disabilities	
Improved governance processes and systems for DWYPD	Filling of funded vacancies within 8 months of becoming vacant	Percentage vacancy rate	Maintained a vacancy rate of less than 10% annually	Vacancy rate on 31 March 2022 was 5,6%	Vacancy rate of less than 10% annually not maintained	Maintain a vacancy rate of less than 10% annually	Maintain a vacancy rate of less than 10% annually	Maintain a vacancy rate of less than 10% annually	

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Sub-Programme: Corporate Management									
Improved governance processes and systems for DWYPD	Implementation of Human Resource Plan	Number of progress reports on implementation of the Human Resource Plan produced	Draft Human Resource Plan	Q2, Q3 and Q4 Human Resource Plan year 1 implementation reports developed	4 Reports on the Human Resource plan implemented	2 progress reports on implementation of the Human Resource Plan produced	3 progress reports on implementation of the Human Resource Plan produced	3 progress reports on implementation of the Human Resource Plan produced	3 progress reports on implementation of the Human Resource Plan produced
Improved governance processes and systems for DWYPD	Increased representativity of employees with disabilities	% representation of employees with disabilities increased	New	New	New	5.3% representation of employees with disabilities	5.5% representation of employees with disabilities	5.6% representation of employees with disabilities	5.8% representation of employees with disabilities
Improved governance processes and systems for DWYPD	Systems developed	Number of systems developed to automate manual functions	-	-	1	1	1	1	1

Output Indicators: Annual and Quarterly Targets

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Sub-Programme: Departmental Management					
1.1 Unqualified audit opinion on predetermined objectives and compliance matters	Unqualified audit opinion on predetermined objectives and compliance matters	-	Unqualified audit opinion on predetermined objectives and compliance matters	-	-
1.2 Number of Business Continuity Risk Monitoring reports produced	4 Business Continuity Risk Monitoring reports produced	Q1 Business Continuity Risk Monitoring report produced	Q2 Business Continuity Risk Monitoring report produced	Q3 Business Continuity Risk Monitoring report produced	Q4 Business Continuity Risk Monitoring report produced
Sub-Programme: Financial Management					
1.3 Percentage of all valid invoices paid within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days	100% payment of all valid invoices within 30 days
1.4 Unqualified audit opinion on Annual Financial Statements	Unqualified audit opinion on Annual Financial Statements	-	Unqualified audit opinion on Annual Financial Statements	-	-
1.5 Percentage controllable procurement spend on entities owned by women	40% Controllable procurement spend on entities owned by women 30% Controllable procurement spend on entities owned by youth 7% Controllable procurement spend on entities owned by persons with disabilities	40% Controllable procurement spend on entities owned by women 30% Controllable procurement spend on entities owned by youth 7% Controllable procurement spend on entities owned by persons with disabilities	40% Controllable procurement spend on entities owned by women 30% Controllable procurement spend on entities owned by youth 7% Controllable procurement spend on entities owned by persons with disabilities	40% Controllable procurement spend on entities owned by women 30% Controllable procurement spend on entities owned by youth 7% Controllable procurement spend on entities owned by persons with disabilities	40% Controllable procurement spend on entities owned by women 30% Controllable procurement spend on entities owned by youth 7% Controllable procurement spend on entities owned by persons with disabilities

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Sub-Programme: Corporate Management					
1.6 Percentage vacancy rate	Maintain a vacancy rate of less than 10% annually	Maintain a vacancy rate of less than 10% annually	Maintain a vacancy rate of less than 10% annually	Maintain a vacancy rate of less than 10% annually	Maintain a vacancy rate of less than 10% annually
1.7 Number of reports produced on implementation of the Human Resource Plan	3 progress reports on implementation of the Human Resource Plan produced	-	Q1 HR Plan Implementation Y1 progress report produced	Q2 HR Plan Implementation Y1 progress report produced	Q3 HR Plan Implementation Y1 progress report produced
1.8 % representation of employees with disabilities increased	5.3% representation of employees with disabilities	-	-	5.2% representation of employees with disabilities	5.3% representation of employees with disabilities
1.9 Number of systems developed to automate manual functions	1 system to automate manual functions	-	-	-	1

Explanation of planned performance over the medium-term period

Departmental Management

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

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

Financial Management

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

Corporate Management

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

- Human Resource Management undertakes all human resource policy, planning and organisational development; HR administration, including recruitment and selection, conditions of service and service benefits; performance management and capacity building; labour relations and employee health and wellness services.

By including the vacancy rate and implementation of the MTEF HR Plan as annual targets, a comprehensive focus on integrated planning and execution is ensured to the extent that many of these processes are linear in nature and dependent on each other for their successful implementation.

- Information Communication Technology is responsible for the full spectrum of information communication technology services, including the ICT Governance Framework, policies, standards and procedures; information communications and security technologies, infrastructure and systems; email, internet, web and office automation services; and ICT maintenance and support to the DWYPD.
- Legal Services facilitate legislative drafting and review; provide contract drafting, vetting and litigation services; provide legal opinion and advisory services; and provide support in drafting and finalising MOUs, agreements, draft Protocols and Conventions in relation to national and international legal instruments. Currently leading on the approval of NCGBVF Bill and development of the WEGE Bill.
- Security and Work Environment Management is responsible for physical, personnel and information security; facilities and the work environment; security policies, procedures and programmes; cleaning, repair and maintenance of facilities; and receptionist services. However, no dedicated capacity exists for security and fleet services.

Programme Resource Consideration

Expenditure Estimates							
Administration	Expenditure Outcome			Adjusted Appropriation	Medium-Term Expenditure Estimates		
	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
	R`000	R`000	R`000	R`000	R`000	R`000	R`000
1.Ministry	25 111	18 470	21 819	20 886	27 067	28 440	30 167
2.Departmental Management	17 795	20 183	18 568	20 254	20 140	18 945	19 958
3.Corporate Services	23 342	26 945	25 199	29 788	34 272	36 948	38 835
4.Financial Management	14 078	16 267	22 488	22 024	23 984	23 657	24 475
5.Office Accommodation	18 926	21 622	17 480	8 573	8 918	10 412	10 772
Total	99 252	103 486	105 554	101 525	114 381	118 402	124 207
Economic Classification							
Compensation of employees	61 021	60 140	59 959	65 009	72 286	74 450	79 006
Goods and services	35 895	38 768	39 965	32 674	37 039	39 757	40 813
Transfers and subsidies	317	2	34	34	36	38	40
Payments for capital assets	2 019	4 383	5 596	3 808	5 020	4 157	4 348
Payments for financial assets	0	193	0	0	0	0	0
Total economic classification	99 252	103 486	105 554	101 525	114 381	118 402	124 207

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

Updated Key Risks and mitigation from Strategic Plan

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

Programme 2: Advocacy and Mainstreaming for the Rights of Women

Purpose:

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

Sub-Programmes:

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

Outcomes, Outputs, Output Indicators and Targets

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance				Estimated Performance	MTEF Period	
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Sub-programme: Economic Empowerment of Women									
Equitable economic empowerment, participation and ownership for WYPD at the centre of the national economic agenda institutionalized	Interventions to support WYPD participating within key identified economic sectors (agriculture, sanitary dignity programme, women in trade & green industries.	Number of interventions to support WYPD participating within key identified economic sectors (agriculture, sanitary dignity programme, women in trade & green industries.	4 interventions to support economic empowerment, participation & ownership for WYPD implemented.	4 interventions to support economic empowerment, participation & ownership for WYPD implemented.	4 interventions to support economic empowerment, participation & ownership for WYPD implemented.	4 interventions to support economic empowerment, participation & ownership for WYPD within key identified economic sectors monitored	4 interventions to support economic empowerment, participation & ownership for WYPD within key identified economic sectors monitored	4 interventions to support economic empowerment, participation & ownership for WYPD within key identified economic sectors monitored	4 interventions to support economic empowerment, participation & ownership for WYPD within key identified economic sectors monitored
	Progress reports on the institutionalization of the strategy for economic empowerment of WYPD	Strategy for Economic Empower of women, youth and persons with disabilities institutionalized	1 progress report produced on the development of the Strategy for Economic Empowerment of WYPD	WYPD Strategy for economic empowerment developed	1 Progress report on the implementation of Strategy for WYPD produced	1 Progress reports on the implementation/ institutionalization of the economic empowerment strategy for WYPD produced	1 Progress reports on the implementation/ institutionalization of the economic empowerment strategy for WYPD produced	1 Progress report on the institutionalization of the strategy for economic empowerment of WYPD produced	1 Progress report on the institutionalization of the strategy for economic empowerment of WYPD produced
	Annual report on women socio-economic empowerment index	Annual scorecard on women's socio-economic empowerment published	1 research report on the development of the SEEI developed	1 report produced on the development of the WYPD SEEI	SEEI for WYPD developed	1 report produced on women socio-economic empowerment index	1 annual scorecard on women's socio-economic empowerment	1 annual scorecard on women's socio-economic empowerment	1 annual scorecard on women's socio-economic empowerment

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Sub-programme: Social Empowerment of Women									
Increase in level of intervention contributing to poverty alleviation, equitable social empowerment and participation for WYPD	Interventions to support social empowerment and participation of women, youth and persons with disabilities	Number of Interventions to support social empowerment and participation of women, youth and persons with disabilities monitored	New	-	-	4 interventions to support social empowerment and participation of women, youth and persons with disabilities monitored	4 interventions to support social empowerment and participation of women, youth and persons with disabilities monitored	4 interventions to support social empowerment and participation of women, youth and persons with disabilities monitored	4 interventions to support social empowerment and participation of women, youth and persons with disabilities monitored
	Interventions addressing social ills and vulnerability of WYPD	Number of interventions addressing social ills and vulnerability of WYPD implemented	-	-	-	Intervention addressing social ills and vulnerability of WYPD	Intervention addressing social ills and vulnerability of WYPD	Intervention addressing social ills and vulnerability of WYPD	Intervention addressing social ills and vulnerability of WYPD

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Sub-programme: Social Empowerment of Women									
Expanded access to free sanitary dignity products for girl learners in Quintiles 1, 2 & 3 schools, special and farm schools (period poverty)	Expanded access to free sanitary dignity products for girl learners in Quintiles 1, 2 & 3 schools, special and farm schools	Implementation of the sanitary dignity framework on number of girl learners accessing free sanitary dignity products in Quintile 1, 2 & 3 schools, special and farm schools monitored	New	-	-	-	Annual report on the implementation of the sanitary dignity framework on number of girl learners accessing free sanitary dignity products in Quintile 1, 2 & 3 schools, special and farm schools	Annual report on the implementation of the sanitary dignity framework on number of girl learners accessing free sanitary dignity products in Quintile 1, 2 & 3 schools, special and farm schools	Annual report on the implementation of the sanitary dignity framework on number of girl learners accessing free sanitary dignity products in Quintile 1, 2 & 3 schools, special and farm schools
Strengthened integrated and intersectional approach for advancing women's empowerment and gender equality	National departments on the implementation of the NSP on GBVF monitored	Number of government departments institutionalizing the NSP on GBVF Percentage increase in departments institutionalizing NSP on GBVF	12 national departments monitored on the implementation of NSP on GBVF	12 national departments monitored on the implementation of NSP on GBVF	12 national departments monitored on the implementation of NSP on GBVF	12 national departments monitored on the implementation of NSP on GBVF	25 national departments monitored on the implementation of NSP on GBVF	25 national departments monitored on the implementation of NSP on GBVF	25 national departments monitored on the implementation of NSP on GBVF

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Sub-programme: Social Empowerment of Women									
Strengthened integrated and intersectional approach for advancing women’s empowerment and gender equality	Monitoring of provincial departments and municipalities for integration of the NSP on GBVF	Number of provincial departments and municipalities monitored for integration of the NSP on GBVF	9 provincial departments and 9 municipalities plans monitored for integration of NSP on GBVF	9 provincial departments and 9 municipalities plans monitored for integration of NSP on GBVF	9 provincial departments and 9 municipalities plans monitored for integration of NSP on GBVF	9 provincial departments and 9 municipalities plans monitored for integration of NSP on GBVF	7 provincial departments and 06 municipalities monitored for implementation of NSP on GBVF	7 provincial departments and 06 municipalities monitored for implementation of NSP on GBVF	7 provincial departments and 06 municipalities monitored for implementation of NSP on GBVF
	Training and capacity building for the GBVF RRTs	Number of capacity building, and training to established GBVF Rapid Response Teams in provinces training convened	17 Rapid Response Teams (RRTs) established	1 consolidated report produced on capacity building training and mentorship support provided to GBVF Rapid Response Teams in 06 provinces	6 capacity building and training support provided to established GBVF Rapid Response Teams in provinces	9 GBVF RRTs training convened	9 GBVF RRTs training convened	9 GBVF RRTs training convened	9 GBVF RRTs training convened

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Sub-programme: Social Empowerment of Women									
	Reports on implementation of Comprehensive National GBVF prevention Strategy Developed	Number of reports on implementation of Comprehensive National GBVF prevention Strategy Developed	2 reports on implementation of Comprehensive National GBVF Prevention Strategy developed	2 reports produced on implementation of Comprehensive National GBVF Prevention Strategy	2 monitoring reports on implementation of Comprehensive National GBVF Prevention Strategy produced	1 GBVF Prevention Programme implemented	1 GBVF Prevention Programme implemented	1 GBVF Prevention Programme implemented	1 GBVF Prevention Programme implemented
	National Gender Machinery meetings convening	Number of national gender machineries convened	2 GEYODI machineries convened	2 National Gender Machinery meetings convened	2 National Gender Machinery meetings convened	2 National gender machinery sessions held	2 National gender machinery sessions held.	2 National gender machinery sessions held.	2 National gender machinery sessions held.

Output Indicators: Annual and Quarterly Targets

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Sub-programme: Economic Empowerment of Women					
2.1 Number of interventions to support WYPD participating within key identified economic sectors (agriculture, sanitary dignity programme, women in trade & green industries)	4 interventions to support economic empowerment, participation & ownership for WYPD within key identified economic sectors implemented	1 intervention of WYPD participating within key identified economic sectors (Agricultural sector)	1 intervention of WYPD participating within key identified economic sectors (Sanitary Dignity Programme)	1 intervention of WYPD participating within key identified economic sectors (Women in Trade)	1 intervention of WYPD participating within key identified economic sectors (Green economy)
2.2 Strategy for Economic Empower of women, youth and persons with disabilities institutionalized	1 Progress report on the institutionalization of the strategy for economic empowerment of WYPD produced	-	-	-	1 Progress report on the institutionalization of the strategy for economic empowerment of WYPD
2.3 Annual scorecards on socio-economic empowerment published	1 annual scorecard on women's socio-economic empowerment	-	-	-	1 annual scorecard on women's socio-economic empowerment
Sub-programme: Social Empowerment of Women					
2.4 Number of interventions for social empowerment and participation of WYPD monitored	4 interventions to support social empowerment and participation of women, youth and persons with disabilities monitored	1 intervention to support social empowerment and participation of WYPD	1 intervention to support social empowerment and participation of WYPD	1 intervention to support social empowerment and participation of WYPD	1 intervention to support social empowerment and participation of WYPD
2.5 Number of interventions addressing social ills and vulnerability of WYPD	4 Interventions addressing social ills and vulnerability of WYPD implemented	1 Intervention addressing social ills and vulnerability of WYPD	1 Intervention addressing social ills and vulnerability of WYPD	1 Intervention addressing social ills and vulnerability of WYPD	1 Intervention addressing social ills and vulnerability of WYPD
2.6 Implementation of the sanitary dignity framework on girl learners accessing free sanitary dignity products in Quintile 1, 2 & 3 schools, special and farm schools monitored	Annual report on the implementation of the sanitary dignity framework on number of girl learners accessing free sanitary dignity products in Quintile 1, 2 & 3 schools, special and farm schools	Quarterly report on the implementation of the sanitary dignity framework on number of girl learners accessing free sanitary dignity products in Quintile 1, 2 & 3 schools, special and farm schools	Quarterly report on the implementation of the sanitary dignity framework on number of girl learners accessing free sanitary dignity products in Quintile 1, 2 & 3 schools, special and farm schools	Quarterly report on the implementation of the sanitary dignity framework on number of girl learners accessing free sanitary dignity products in Quintile 1, 2 & 3 schools, special and farm schools	Quarterly report on the implementation of the sanitary dignity framework on number of girl learners accessing free sanitary dignity products in Quintile 1, 2 & 3 schools, special and farm schools

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Sub-programme: Social Empowerment of Women					
2.7 Number of national departmental monitored on implementation of the NSP on GBVF	25 national departments monitored on the implementation of the NSP on GBVF	25 national departments monitored on implementation of the NSP on GBVF	25 national departments monitored on implementation of the NSP on GBVF	25 national departments monitored on implementation of the NSP on GBVF	25 national departments monitored on implementation of the NSP on GBVF
2.8 Number of provincial departments and municipalities monitored for integration of the NSP on GBVF	7 provincials departments and 06 municipalities monitored for implementation of NSP on GBVF	-	3 provincial departments monitored for implementation of the NSP on GBVF	3 provincial departments monitored for implementation of the NSP on GBVF	1 provincial department monitored for implementation of the NSP on GBVF
2.9 Number of capacity building, and training to established GBVF Rapid Response Teams in provinces training convened	9 GBVF RRTs trainings convened	2 municipalities monitored for implementation of the NSP on GBVF	2 municipalities monitored for implementation of the NSP on GBVF	2 municipalities monitored for implementation of the NSP on GBVF	-
2.10 Number of reports on implementation of Comprehensive National GBVF prevention Strategy Developed	3 progress reports on GBVF Evidence-Based Prevention Programmes implemented	4 GBVF RRT trainings convened	4GBVF RRT trainings convened	1 GBVF RRT trainings convened	-
2.11 Number of national gender machineries convened	2 National gender machinery sessions convened	-	1 progress report on GBVF Evidence-Based Prevention Programme implemented	1 progress report on GBVF Evidence-Based Prevention Programme implemented	1 progress report on GBVF Evidence-Based Prevention Programme implemented
2.12 Number of provincial gender machineries revitalised	2 provincial gender machineries revitalised	1 provincial gender machinery revitalised	1 national gender machinery convened	-	1 national gender machinery convened

Explanation of planned performance over the medium-term period

Economic Empowerment of Women

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

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

These action plans, along with their timelines, will be reflected in our Annual Performance Plan.

The achievement of the outcome will further contribute significantly to the DWYPD impact, which is Inclusive socio-economic transformation and improved Quality of Life for Women, Youth and Persons with Disabilities. The achievement of the rights of WYPD and improving their quality of life has limited meaning without economic inclusion.

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

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

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

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

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

- Agriculture intervention:** The DWYPD and the Department of Agriculture, Land Reform and Rural Development (DALRRD) entered into a Memorandum of Understanding (MoU). The MoU fundamentally sought to gauge DALRRD's performance pertaining to inclusivity and mainstreaming of women, youth, and persons with disability in the agricultural sector and rural development initiatives. It further intended to draw the two departments' resources to accomplish their mutual desire in their contribution towards addressing the plight of women, youth, and persons with disabilities in the land and agricultural space. There are six focus areas in the MoU which are as follows: Access/Acquisition of land, Post settlement support, Rural enterprise and cooperatives support, Skills development, Access to markets and public procurement. The agriculture intervention is implemented in partnership with DALRRD and local municipality to coordinate business skills training programme to benefit SMMEs/Co-operatives owned/led by WYPD's. The intervention has a significant positive impact by increasing women farmers' knowledge and skills, leading to improved agricultural practices, higher crop yields, increased income, enhanced food security, and potentially positive environmental effects through the adoption of sustainable farming. Essentially, it empowers women farmers to make informed decisions and adapt to new ways of farming and challenges within their agricultural operations. Economically, the intervention increases agricultural productivity and contribute to improved livelihoods for women farmers, potentially leading to better access to markets and improved financial stability. The identified six focus areas are designed to remove barriers, grow the agri-business sector in SA and optimise the numbers of B-BBEE- accredited enterprises, community ownership schemes, cooperatives and SMME's owned by women participating in the agricultural sector and its value-chains. Slow growth, high unemployment and widening inequalities have placed inclusive Growth and the heart of the policy debate in South Africa. The niche areas from SONA 2024 are as follows:

SDG 1 (No Poverty)

SDG 8 (Decent Work and Economic Growth)

SDG 10 (Reduced Inequalities)

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

- Sanitary Dignity Programme intervention:** DWYPD coordinate a market access program in partnership with the Department of Small Business Development (DSBD) and a women owned enterprise in this industry to benefit SMME's/Co-operatives owned by WYPD's. A sanitary dignity program significantly impacts women's lives by improving their menstrual hygiene, allowing them to participate more fully in economic, social and education activities, boosting self-esteem, and potentially improving overall health by reducing the risk of infections, particularly when it provides access to affordable and readily available sanitary products, especially for those experiencing period poverty; this leads to

increased school attendance, better academic performance, and greater economic empowerment for women and girls. Economic empowerment: When women are not hindered by period poverty, they are more likely to participate in the workforce and contribute to the economy. Through DSBD, a business case has been developed using a clustering approach as follows: Individual manufacturing firms built by SMMEs/Coops themselves, Set up a Seda Incubator or Coastal College. The aim of the research for this Business Case has been to examine economic opportunities – especially for the participation of women SMMEs in the manufacturing, storage, packaging, distribution and waste management industry within the sanitary value chain. Thus far, one women enterprise (Lindiwe pads) has been supported by government to open a manufacturing factory of sanitary pads. DWYPD has partnered with Lindiwe Sanitary Pads, a black owned and run facility to extend exchange knowledge with upcoming small scale business owners in the sector through enterprise development initiatives, business seminars, training and technical support.

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

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

- Target support for the survivalist informal economy across identified key economic sectors to support the active ownership and participation of Women, Youth and Persons with Disabilities (WYPD).
- Identification of sectoral interventions; including Agriculture, Manufacturing, Tourism, Trade, Green Industries and Energy sectors.
- Collaboration and leveraging off sector agreements to increase investment and lending credit loans and business grant support to benefit local economies in both rural, peri-urban and township settings.

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

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

The DWYPD in 2023-2024 financial year developed the Strategy for economic empowerment of women, youth and persons with disabilities and will continue facilitating the effective implementation thereof. To contribute to the identified outcome and make an impact, the strategy needs to be institutionalized by the Economic Sector, Investment, Employment and Infrastructure Development (ESIED) government departments. Private sector and organs of states will be encouraged to contribute. The department will collaborate with government departments and other stakeholders to implement the Economic Empowerment Strategy, including through stakeholder consultations quarterly. The Department will further assess the performance of departments in institutionalizing and implementing the strategy and produce progress reports in this regard. The performance assessments and recommendations for improvement will be shared with departments and presented to cabinet to note the progress made in the empowerment of WYPD in the country.

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

The DWYPD is mandated with leading socioeconomic transformation and supporting the empowerment and participation of women, youth and persons with disabilities. Each of these groups' experiences marginalisation across various aspects of daily life, including social, economic, political, educational, and health outcomes, amongst others. Addressing these disadvantages is also compounded by overlapping patterns of disadvantage in terms of gender, age and disability, as well as ethnicity, location and socioeconomic status, for example. The aim of the scorecard is to measure progress towards socio economic empowerment of women in various indicators. Critical for efforts aimed at addressing the marginalisation of women, youth and persons with disabilities is the ability to measure the extent of marginalisation across a range of social and economic indicators. The DWYPD has, for example, proposed domains through which women's socioeconomic empowerment is to be measured, namely socioeconomic, leadership, resources, labour market outcomes, political participation, and ownership etc.

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

Social Empowerment of Women

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

Noting that DWYPD is not an implementing department but a centre of government department in the Presidency, it must play a role in providing strategic leadership and using its convening power to drive inter-governmental and civil society collaboration to ensure that WYPD are at the centre of the anti-poverty strategy as well as initiatives to address social ills that particularly affect WYPD, including GBVF, teenage pregnancy, substance abuse, food security and nutrition and poor health. These phenomena are most damaging in households affected by poverty and further contribute to individuals and households being caught in the poverty trap.

Contribution to NDP, MTDP and DWYPD impacts

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

Increase in level of intervention contributing to poverty alleviation, equitable social empowerment and participation for WYPD: Poverty and other social ills are intimately intertwined in many households and communities and require cross-cutting interventions by different spheres of government and non-state stakeholders in order to make a difference in the lives of those most affected. While DWYPD is not primarily an implementing department, it has considerable convening power and positional authority to bring together the necessary stakeholders to develop and implement localized and targeted solutions. These solutions are aimed at the most vulnerable and should contribute to advancing the social empowerment and participation of WYPD. The key indicators of the outcome are the number of interventions for social empowerment and participation of WYPD implemented and the number of interventions aimed at addressing social ills and vulnerability and alleviating poverty in targeted areas. Among the areas of focus would be teenage pregnancy, alcohol and substance abuse, water supply sanitation and hygiene, sexual and reproductive health and all cancers affecting WYPD.

Teenage pregnancy remains a significant social and public health issue globally, with severe implications for the health, well-being, and future prospects of adolescent mothers and their children. South Africa has a Gender Inequality Index value of 0.421, ranking it 94th out of 162 countries. Youth unemployment is a significant issue, with 63.9% of young people aged 15-24 years being unemployed as of 2022. This disproportionately affects young women, who face an unemployment rate of 68.9% compared to 59.3% for young men. The provinces with the highest levels of multidimensional poverty, female-headed households, and gender inequality also tend to have poorer SRHR outcomes. For example, the Eastern Cape and Limpopo provinces have the highest rates of teenage pregnancy, with 12.5% and 11.6% of girls aged 15-19 years giving birth, respectively, compared to the national average of 7.7%.

Despite numerous efforts to address this problem, teenage pregnancy prevalence remains high in various regions, particularly in low and middle-income countries. The DWYPD will develop the Teenage Pregnancy National Strategic Plan to investigate and address the underlying factors contributing to teenage pregnancy, focusing on understanding the magnitude of the problem, and develop detailed insights into the relationship between teenage pregnancy, child marriage, lack of contraception, and gender-based violence. The outcome will be the development of an integrated national plan of action which will provide a multi-sectoral, coherent strategic national response to the crisis of teenage pregnancy. The programme of action will adopt a multi-sectoral approach, promoting collaboration between relevant provincial and national departments and relevant stakeholders.

Expanded access to free sanitary dignity products for girl learners in Quintile 1, 2 & 3 schools, special and farm schools (period poverty): Period poverty is a significant constraint affecting women and girls. At a school level, it undermines the dignity of girls and impacts negatively on their health and education performance. DWYPD introduced the Sanitary Dignity Programme in order to address this gap, working closely with other government departments and provinces. The provision of free sanitary dignity products through schools contributes to alleviating period poverty; it is also directly linked to the MTDP priority on reducing the cost of living, since it alleviates the burden of paying for these products from poor households.

Reduction in women's unpaid domestic and care work by sex (time poverty): Women's burden of unpaid domestic and care work (UDCW) is a key source of women's inequality and barriers to entry into the economy and other opportunities in health, education and participation in the public sphere. In addition, the ILO points out that the effects of UDCW are worst for the poorest sections of the population, as they cannot afford to outsource UDCW or afford labour-saving devices (LFS modular time use measurement project: Closing the gender data gap on unpaid domestic and care work, ILO 2021). While the issue is highlighted in the NSP on GBVF as well as international instruments such as the SDGs, South Africa has limited policy on the matter. DWYPD has therefore prioritized this and will work with other government departments to develop a policy and approach for South Africa on how to recognize and reduce unpaid work through multiple interventions. In addition to sharing of responsibilities in the household, other interventions include accessible and affordable childcare; paid family and parental leave; accessible elderly and disability care services; flexible work arrangements; improved access to infrastructure, public services, technology and labour-saving devices; social protection for caregivers and public and community support services. Statistics SA will also be requested to undertake a Time Use Survey, since the last one was done in 2010. This will provide essential data to inform strategies going forward.

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

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

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

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

- An efficient and effective department characterised by good corporate governance and ethical leadership: Given the role of DWYPD as the engine of WYPD empowerment across the state machinery and the country as a whole, it is essential that the department itself should be efficient and effective, with good governance, ethical leadership and sound financial management. This requires the adequate resourcing of the Department. An important indicator of good governance is the achievement of unqualified audit opinions, arising from the independent audit by the AGSA.
- National Strategic Plan on Gender-Based Violence and Femicide (GBVF) institutionalized: The NSP on GBVF was adopted during the previous term of office following extensive consultation processes within

government and the non-state sector. The DWYPD and the JCPS cluster further included the implementation of the NSP on GBVF as one of the priority areas in the MTDP Strategic Priority 3, particularly in relation to the outcome on reducing crime and corruption. Driving the implementation, institutionalization and mainstreaming of the NSP remains a top priority area for DWYPD and further contributes to the implementation of the MTDP and the NDP priorities. DWYPD will continue to play a lead role in coordinating the national response to GBVF as part of ensuring a reduction in levels of marginalisation, stigmatisation, discriminations and violence against women across age, sexual orientation and gender identities; disability and other relevant intersectional diversities. The monitoring will centre on ensuring institutionalisation and implementation of the six pillars of the NSP on GBVF, namely, Pillar 1 on accountability, coordination and leadership; Pillar 2 on prevention and rebuilding social cohesion, Pillar 3 on justice, safety and protection; Pillar 4 on response, care, support and healing, Pillar 5 on economic power; and Pillar 6 on research and information management. The department will continue to lobby and advocate for the integration of the NSP across all spheres of government, including in planning and budgeting instruments, as well as strengthened accountability, coordination and leadership in the response to the GBVF pandemic. Over the next five years, Strategic Plans and Annual Performance Plans of national departments will be assessed for the integration of NSP GBVF priorities and will further monitor the actual implementation of the priorities. Training efforts and implementation monitoring of the GBVF prevention strategy are central to turning the GBVF tide and ensuring appropriate mechanisms are put in place to drive a coordinated national response to GBVF. The implementation of the NSP will contribute to reduced marginalization, stigmatisation, discrimination and violence against women, girls and persons with disabilities.

- Strengthened integrated and intersectional approach for advancing women's empowerment and gender equality: The advancement of women's empowerment and gender equality is inherent in South Africa's conceptualisation of a capable and developmental state as per the MTDP and NDP priorities. In addition, South Africa's approach to development places a strong emphasis on the involvement of government and non-state sector stakeholders, social partnerships and social compacts in the achievement of development outcomes. Similarly, the advancement of women's empowerment requires strong partnerships, strong institutional and organisational foundations and an integrated, intersectional approach to policy development and implementation, at national, provincial and local levels. This in turn requires the revitalisation and establishment of multi-stakeholder GBVF and gender structures. This will build on the progress made in ensuring the enactment of the GBVF National Council Act, the NGM Coordination Framework and the establishment and capacitation of District Rapid Response Teams in six provinces. Priorities in the five-year period will be the operationalisation of the GBVF Council, the expansion of provincial, district and local structures across the nine provinces and the coordination of the NGM. These structures are not an end in themselves but will make an important contribution to ending GBVF, empowering women and achieving the country's development objectives. Key in this regard will be the coordination of integrated and intersectional prevention and response programmes addressing GBVF as a pandemic.

Programme Resource Consideration

Expenditure Estimates							
2. Advocacy and Mainstreaming of the Rights of Women	Expenditure Outcome			Adjusted Appropriation	Medium-term Expenditure Estimates		
	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
	R` 000	R` 000	R` 000	R` 000	R` 000	R` 000	R` 000
Management: Advocacy and Mainstreaming for the Rights of Women	3 533	3 526	4 467	3 701	3 955	4 175	2 377
Social Empowerment of Women	8 123	11 253	21 810	16 122	18 381	18 900	17 046
Economic Empowerment of Women	4 361	7 156	4 507	7 587	8 404	9 573	7 076
Commission for Gender Equality	78 615	91 376	100 722	90 273	93 568	97 475	101 684
Total	94 632	113 311	131 506	117 683	124 308	130 123	128 183
Economic Classification							
Compensation of employees	14 199	17 247	18 958	19 844	16 716	17 730	16 772
Goods and services	1 779	4 598	11 737	7 566	14 024	14 918	9 727
Transfers and subsidies	78 654	91 376	100 722	90 273	93 568	97 475	101 684
Payments for capital assets	0	90	89	0	0	0	0
Payments for financial assets	0	0	0	0	0	0	0
Total Economic classification	94 632	113 311	131 506	117 683	124 308	130 123	128 183

Economic Empowerment of Women

The sub programme Economic Empowerment of Women has a total budget allocation of R 8 404 million for the 2025/26 financial year, to support the programme outputs and planned performance as well as allocation for compensation of employees. The sub programme would implement four interventions to support economic empowerment, participation and ownership of women youth and persons with disabilities on an annual basis. The interventions will be implemented in a form of capacity development workshops in collaboration with other government stakeholders.

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

In support of Economic Transformation and Job Creation MTSF Priority 2, the department will embark on capacity development on mainstreaming opportunities and implementation of the Economic Empowerment Strategy for WYPD.

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

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

Social Empowerment of Women

The sub programme will implement four output indicators to proactively respond to and transform the structural drivers of GBVF and leverage on multi-stakeholders in mainstreaming gender priorities. In 2025/26 capacity building workshops will be convened to provide support to GBVF RRTs, and costs incurred will mainly relate to venues and facilities. However, in terms of cost containment where possible these will be conducted virtually.

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

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

District Development Model (DDM)

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

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

The equitable allocation for the sanitary dignity programme has incrementally expanded since the inception of the programme in 2019/20 financial year, as per the promise of Cabinet. In 2019/20 FY the allocation was R157 million rand and by 2023/24 FY it had increased to R235 million rand, showing government's commitment to the programme. It is expected that the 2025/26 FY allocation will increase and into the outer years. It is true that the budget is not enough to cover all deserving beneficiaries but the fact that there is a financial mandate is a profound statement by government. DWYPD has also engaged partners to assist in this programme, like UNFPA, UNICEF, WaterAid, UN Women, etc to beef up the programme.

Updated Key Risk and Mitigation from Strategic Plan

Outcome	Key Risk	Risk Mitigation
Equitable economic empowerment, participation and ownership for WYPD at the Centre of the national economic agenda institutionalized	Inadequate intervention and monitoring of social empowerment and participation of women, youth and persons with disabilities	Request intervention from the Office of the Premiers (OTP) when there are Delays/Non responsiveness
National Strategic Plan on Gender-Based Violence and Femicide (GBVF) Strategic Framework institutionalized	1. Inadequate monitoring of the Implementation of NSP on GBVF	Monitoring the implementation of NSP on GBVF
Equitable economic empowerment, participation and ownership for women youth and persons with disabilities at the centre of the national economic agenda institutionalized	Inadequate implementation of mainstreaming policies and legislations which promote the economic empowerment and participation of women, youth and persons with disabilities in their diversity	DG to DG letters for non-implementation and encouraging accountability and compliance for institutionalizing the Strategy for the Economic Empowerment within identified lead departments
Strengthened integrated and intersectional approach for advancing women's empowerment and gender equality	Inadequate mechanisms to Fastrack the gender equality and women empowerment programmes	Convene national gender machinery in hybrid format

Programme 3: Monitoring, Evaluation, Research and Coordination

Purpose:

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

Sub-Programmes:

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

Outcomes, Outputs, Output Indicators and Targets

Outcomes	Outputs	Output Indicator	Annual Targets					
			Audited / Actual Performance			Estimated Performance	MTEF Period	
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27
Sub-programme: Economic Empowerment of Women								
Number of previous findings implemented	10 knowledge products generated (5 research products, 5 policy briefs.	Number of research undertakings on W/Y/PD priorities conducted	1 Research report On government priorities produced.	1 research report on government priorities focusing on women, youth and persons with disabilities produced	1 research report on government priorities focusing on women, youth and persons with disabilities produced	1 research report on government priorities focusing on women, youth and persons with disabilities produced	1 Research undertaking on W/Y/PD priorities conducted	1 Research undertaking on W/Y/PD priorities conducted
	Number of policy briefs produced	Number of policy briefs produced	New	New	New	New	1 Policy brief on priority and topical issues for women or youth, or disability produced	1 Policy brief on priority and topical issues for women or youth, or disability produced
Sub-programme: Monitoring and Evaluation: Women, Youth and Persons with Disabilities								
Government wide planning, budgeting, M&E addresses priorities relating to women’s empowerment, youth development and the rights of persons with disabilities	WYPD Responsive, Planning, Budgeting, Monitoring, Evaluation and Auditing Framework work monitored	Percentage of government departments addressing WYPD priorities in their 2025-2030 strategic plans analysed	10 national government Strategic Plans analysed	40 national government Strategic Plans analysed	-	-	20% of government departments addressing WYPD priorities in their 2025-2030 strategic plans analysed	20% of government departments addressing WYPD priorities in their 2025-2030 strategic plans analysed

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Sub-programme: Monitoring and Evaluation: Women, Youth and Persons with Disabilities									
	WYPD Responsive, Planning, Budgeting, Monitoring, Evaluation and Auditing Framework work monitored	Number of departments implementing the GRPBMEA Framework	2 Progress reports on the implementation of the GRPBMEA Framework	93.75 % of national departments implementing the GRPBMEAF	22 national departments Implementing the GRPBMEAF	10 national departments implementing the GRPBMEAF	10 departments implementing the GRPBMEAF	10 departments implementing the GRPBMEAF	10 departments implementing the GRPBMEAF
	Monitoring report on the status of the empowerment of women, youth and persons with disabilities	Number of monitoring reports produced on the status of the empowerment of women, youth and persons with disabilities	1 annual performance monitoring report on government progress towards women's empowerment and gender equality, youth development and promotion of the rights of persons with disabilities produced	1 monitoring report on the empowerment of women, youth and persons with disabilities produced	1 Monitoring report on the empowerment of women, youth and persons with disabilities produced	1 Monitoring report produced on the status of the empowerment of women, youth and persons with disabilities	1 Monitoring report produced on the status of the empowerment of women, youth and persons with disabilities	1 Monitoring report produced on the status of the empowerment of women, youth and persons with disabilities	1 Monitoring report produced on the status of the empowerment of women, youth and persons with disabilities
	WYPD responsive evaluation	Number of Evaluation studies conducted on empowerment of WYPD produced	1 evaluation report on the empowerment of WYPD produced	1 evaluation conducted on empowerment of women, youth & persons with disabilities	Inception report produced on the evaluation conducted on empowerment of WYPD	Inception report produced on the evaluation conducted on empowerment of WYPD	1 Evaluation study conducted on empowerment of WYPD produced	1 Evaluation study conducted on empowerment of WYPD produced	1 Evaluation study conducted on empowerment of WYPD produced

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Sub-programme: International Relations, Stakeholder Management and Capacity Building									
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and the world	Implementation of the WYPD International Relations Strategy	Number of status reports developed on implementation of departmental WYPD International Relations Strategy	WYPD International Relations Strategy developed	4 status reports on implementation of WYPD International Relations Strategy developed	4 status reports developed on the implementation of the departmental WYPD International Relations Strategy	4 status reports developed on the implementation of the departmental WYPD International Relations Strategy	4 status reports developed on the implementation of the departmental WYPD International Relations Strategy	4 status reports developed on the implementation of the departmental WYPD International Relations Strategy	4 status reports developed on the implementation of the departmental WYPD International Relations Strategy
Strengthened stakeholder relations and community mobilisation towards the realisation of women's empowerment, youth development and disability rights	Stakeholder engagements coordinated on the empowerment of women, youth and disability rights	Number of stakeholder engagements on the empowerment of women, youth and persons with disability conducted	12 public participation/ outreach initiatives on women's empowerment conducted (including young women)	12 stakeholder engagements on the empowerment of women, youth and persons with disability conducted	12 stakeholder engagements on the empowerment of women, youth and persons with disability conducted	12 stakeholder engagements conducted on the empowerment of women, youth and persons with disability	12 stakeholder engagements conducted on the empowerment of women, youth and persons with disability	12 stakeholder engagements conducted on the empowerment of women, youth and persons with disability	12 stakeholder engagements conducted on the empowerment of women, youth and persons with disability

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Sub-programme: International Relations, Stakeholder Management and Capacity Building									
	Community mobilisations coordinated on the empowerment of women, youth and disability rights	Number of community mobilizations on the empowerment of women, youth and persons with disability coordinated	4 community mobilizations conducted on the empowerment of women, youth and persons with disability	4 community mobilizations conducted on the empowerment of women, youth and persons with disability	4 community mobilizations conducted on the empowerment of women, youth and persons with disability	4 community mobilizations conducted on the empowerment of women, youth and persons with disability	4 community mobilizations conducted on the empowerment of women, youth and persons with disability	4 community mobilizations conducted on the empowerment of women, youth and persons with disability	4 community mobilizations conducted on the empowerment of women, youth and persons with disability

Output Indicators: Annual and Quarterly Targets

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Sub-programme: Research and Knowledge Management					
3.1 Number of research undertakings on W/Y/PD priorities conducted	1 Research undertaking on W/Y/PD priorities conducted	TORS developed	Inception Report	1	Research undertaking on W/Y/PD priorities conducted
3.2 Number of Policy briefs on priority and topical issues for women or youth, or disability produced	1 Policy brief on priority and topical issues for women or youth, or disability produced	-	-	-	1 Policy brief on priority and topical issues for women or youth, or disability produced
Sub-programme: Monitoring and Evaluation: Women, Youth and Persons with Disabilities					
3.3 Percentage of Government departments addressing WYPD priorities in their 2025-2030 strategic plans analysed	20% of Government departments addressing WYPD priorities in their 2025-2030 strategic plans analysed	-	-	-	20% of Government departments addressing WYPD priorities in their 2025-2030 strategic plans analysed

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Sub-programme: International Relations, Stakeholder Management and Capacity Building					
3.4 Number of departments implementing the GRPBMEA Framework	10 departments implementing the GRPBMEAF	-	5 departments implementing the GRPBMEAF	-	5 departments implementing the GRPBMEAF
3.5 Number of monitoring report produced on the status of the empowerment of women, youth and persons with disabilities	1 monitoring report produced on the status of the empowerment of women, youth and persons with disabilities	Concept paper for the development of the monitoring report on the status of the empowerment of women, youth and persons with disabilities	-	1 monitoring report produced on the status of the empowerment of women, youth and persons with disabilities	-
1.6 Number of Evaluation Study conducted report on empowerment of WYPD	1 Evaluation study conducted on empowerment of WYPD	-	Inception report	-	1 Evaluation study conducted on empowerment of WYPD
3.7 Number of status reports developed on implementation of the departmental WYPD International Relations Strategy	4 status reports developed on implementation of the departmental WYPD International Relations Strategy	1 status report developed on implementation of the departmental WYPD International Relations Strategy	1 status report developed on implementation of the departmental WYPD International Relations Strategy	1 status report developed on implementation of the departmental WYPD International Relations Strategy	1 status report developed on implementation of the departmental WYPD International Relations Strategy
3.8 Number of stakeholder engagements on the empowerment of women, youth and persons with disabilities conducted	12 stakeholder engagements on the empowerment of women, youth and persons with disabilities conducted	3 stakeholder engagements on the empowerment of women, youth and persons with disabilities conducted	3 stakeholder engagements on the empowerment of women, youth and persons with disabilities conducted	3 stakeholder engagements on the empowerment of women, youth and persons with disabilities conducted	3 stakeholder engagements on the empowerment of women, youth and persons with disabilities conducted
3.9 Number of community mobilisation initiatives on the rights of women, youth and persons with disabilities coordinated	4 community mobilisation initiatives on the rights of women, youth and persons with disabilities coordinated	1 community mobilisation initiatives on the rights of women, youth and persons with disabilities coordinated	1 community mobilisation initiatives on the rights of women, youth and persons with disabilities coordinated	1 community mobilisation initiatives on the rights of women, youth and persons with disabilities coordinated	1 community mobilisation initiatives on the rights of women, youth and persons with disabilities coordinated

Explanation of planned performance over the medium-term period

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

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

The department's strategic approach emphasises engagement with a wide range of stakeholders, including government entities, the private sector, civil society, NGOs, CBOs, religious and traditional bodies, development partners, donors, and international and regional organisations. To enhance stakeholder engagement, in the 2025/26 financial year, the department will coordinate a minimum of 4 departmental priorities focusing on one broad priority of women's empowerment; one broad priority of youth development and one broad priority on promoting the rights of persons with disabilities through a programmatic approach. The intention is to advocate and engage stakeholders in promoting women's empowerment and gender equality, advance the development of youth and advocate and lobby for the rights and dignity of persons with disabilities across society.

The department's core responsibility involves monitoring and evaluating efforts related to women's empowerment, gender equality, youth development, and disability rights. The Monitoring and Evaluation sub-programme will continue to use the Country Gender Indicator Framework, the National Youth Policy and the White paper on the Rights of Persons with Disabilities as well as and international and regional commitments on WYPD indicators to track the empowerment and development of women, youth and persons with disabilities. Furthermore, to align with WYPD indicators in the MTDP 2025-2029, the indicator on the preferential procurement for 40% women owned businesses, 30% youth owned businesses and disability owned businesses, will be tracked and included in the 2025/26 annual monitoring report on the empowerment of WYPD. This report responds to the outcome/priority "Government-wide planning, budgeting, M&E addresses priorities relating to women's empowerment, youth development and the rights of persons with disabilities"

Efforts to institutionalise the Gender Responsive Planning, Budgeting, Monitoring, and Evaluation Framework will continue, with the aim of having 10 national departments implementing the framework. Collaborative work on gender-responsive budgeting with the National Treasury will continue, including the piloting of the GRB strategy across selected departments and the development of a capacity-building plan on GRB for the selected departments for piloting. For the first time the mini gender budget statement was developed in 2024-2025. The department will analyse the draft annual performance plans of national departments to assess the level of WYPD mainstreaming.

This output responds to the outcome "Government-wide planning, budgeting, M&E addresses priorities relating to women's empowerment, youth development and the rights of persons with disabilities". In line with this priority on Government-wide planning, budgeting, M&E addresses priorities relating to women's empowerment, youth development and the rights of persons with disabilities, DWYPD will in 2025/26 work closely with SALGA and DCOG to implement the findings and recommendations from the analysis of the 205 Integrated Development Plans and 52 District Development Plan that were analysed for WYPD responsiveness in 2024-2025. The analysis of the provincial plans and local governments plans as stated in the MTDP (Percentage of PGDS, IDPs and One Plans that

are WYPD responsive including integration of NSP GBVF) will be led by both Office of the Premier and the DCOG with the full support of the DWYPD.

The department also conducts evaluations and research on government priorities related to WYPD. Collaboration with research institutions and Institutions of Higher Learning will continue in 2025/26, including a minimum of one research initiative and one policy brief with findings and recommendations. This output, and any other research work undertaken at an operational level by the unit, seeks to contribute to the achievement of the outcome on “Accessible and available evidence-based knowledge and information on access to services, empowerment and participation for women, youth and persons with disabilities”. The intention is to make available data, statistics and information to inform planning and programme design, not only by the department but by government departments at large. The intention of this is that planning and resource allocations must be directed at addressing the persisting and emerging issues that research findings and recommendations are pointing to make any impact on the well-being, lives and livelihoods of women, youth and persons with disabilities. In addition, the research undertaking must also emerge with an implementation / action plan that the DWYPD should coordinate across various role-players so that the research ultimately impacts the lives of the intended targets.

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

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

Programme Resource Consideration

Expenditure Estimates							
3. Monitoring, Evaluation, Research and Coordination	Expenditure Outcome			Adjusted Appropriation	Medium-term Expenditure Estimates		
	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
	R` 000	R` 000	R` 000	R` 000	R` 000	R` 000	R` 000
Management: Monitoring, Evaluation, Research and Coordination	3 158	1 485	5 077	3 194	3 528	3 734	4 023
Research and Knowledge Management	6 110	6 769	7 728	8 281	8 050	7 184	8 603
International Relations, Stakeholder Management and Capacity Building	9 868	11 431	23 918	21 283	18 805	19 384	20 816
Monitoring and Evaluation: Women, Youth and Person with Disabilities	6 003	6 374	8 391	10 666	8 263	6 464	9 035
Total	25 139	26 059	45 114	43 424	38 646	36 766	42 477
Economic Classification							
Compensation of employees	22 380	21 539	25 493	26 998	24 783	26 285	27 847
Goods and services	2 722	4 471	17 742	14 636	11 993	8 527	12 586
Transfers and subsidies	27	0	1 790	1 790	1 870	1 954	2 044
Payments for capital assets	10	49	89	0	0	0	0
Payments for financial assets	0	0	0	0	0	0	0
Total Economic classification	25 139	26 059	45 114	43 424	38 646	36 766	42 477

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

Research and Knowledge Management

Research and Knowledge Management function is pivotal to the core mission of the department, which revolves around regulating the socio-economic empowerment of women, youth, and persons with disabilities. The RKM unit play a central role in conducting research assignments aimed at generating evidence-based knowledge and information. This valuable research informs the department's interventions and programs, ensuring they are well-informed and effective.

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

Monitoring and Evaluation: Women, Youth and Persons with Disabilities

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

International Relations, Stakeholder Management and Capacity Building

The budget allocation will be utilized to implement the departmental WYPD International Relations Strategy in relation to its four pillars: Multilateral Engagements, Bilateral Relations, Treaty Obligations and International Commitments, Official Development Assistance, and Media Liaison. In the financial year, the Department will undertake Multilateral Engagements at the United Nations, African Union, SADC, G20, BRICS, IBSA, Commonwealth, and IORA engagements among others. The Department will use the allocated budget to manage South Africa's compliance with global, continental, and regional treaty obligations on women, youth, and persons with disabilities. In this regard, the Department will conduct virtual sessions to popularize the treaties. The Department will allocate resources towards the coordination, negotiation, and conclusion of new bilateral relations.

The role of Stakeholder Management is to ensure the building, maintenance, and strengthening of stakeholder relations towards the socio-economic empowerment of women, youth, and persons with disabilities. Resources, in this case, will be used for advocacy on the departmental priorities of women's empowerment youth development and rights of persons with disabilities with various stakeholders and role players in society.

Updated Key Risks and mitigation from Strategic Plan

Outcome	Key Risk	Risk Mitigation
Accessible and available evidence-based knowledge and information on access to services, empowerment and participation for women, youth and persons with disabilities.	Research Reports do not adequately respond to the problem statement	Development of clear TORs Adequate briefing to service provider on the research report
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and the world	Ineffective implementation of the pillars of the International Relations Strategy	Collaborative planning with all sectors within the DWYPD on international work
Strengthened stakeholder relations and community mobilisation towards the realisation of women's empowerment, youth development and disability rights	Inadequate awareness amongst external stakeholders on socio-economic empowerment of women, youth including the rights of persons with disabilities.	Hold regular stakeholder engagements and community mobilizations on specific issues
Government-wide planning, budgeting, M&E addresses priorities relating to women's empowerment, youth development and the rights of persons with disabilities	Weak institutionalization of the GRPBMEA Framework within government departments	Issue DG to DG letters to follow up on submission of information

Programme 4: Rights of Persons with Disabilities

Purpose:

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

Sub-programmes:

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

Outcomes, Outputs, Output Indicator and Targets

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Sub-programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities									
Strengthened WYPD mainstreaming in departments	Effective gender, youth and disability rights machineries	Number of RPD machinery meetings convened	Concept document developed in quarter 1	2 RPD MAN-CO and Plenary machinery meetings convened	2 RPD MAN-CO and Plenary machinery meetings convened	2 RPD MAN-CO and Plenary machinery meetings convened	2 RPD MAN-CO and Plenary machinery meetings convened	2 RPD MAN-CO and Plenary machinery meetings convened	2 RPD MAN-CO and Plenary machinery meetings convened
		Number of Presidential Working Group on Disability Meetings with the President Convened	-	-	-	New	1 Annual Presidential Working Group on Disability Meetings with the President Convened	1 Annual Presidential Working Group on Disability Meetings with the President Convened	1 Annual Presidential Working Group on Disability Meetings with the President Convened
		Number of capacity-building interventions for Disability focal points facilitated	-	-	-	New	9 capacity-building interventions for Disability focal points facilitated	9 capacity-building interventions for Disability focal points facilitated	9 capacity-building interventions for Disability focal points facilitated
		Disability Advocacy and Mainstreaming Strategy produced	Disability Advocacy and Mainstreaming Strategy approved	New	New	New	Draft Disability Advocacy and Mainstreaming Strategy submitted to Minister /DG for approval	Disability Advocacy and Mainstreaming Strategy approved	Disability Advocacy and Mainstreaming strategy implementation monitored

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Sub-programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities									
Social Cohesion and Nation Building	Awareness Raising Campaigns on WYPD	Number of implementation plans, disability forums established, and disability policies amended aligned to the WPRPD	-	-	National Strategic Frameworks on Universal Design and Access, Reasonable Accommodation, and Awareness Raising published and gazetted	National Strategic Framework work on Self Representation published and gazetted	1 Report on Implementation plans, disability forums, and disability policy amended approved	1 Report on Implementation plans, disability forums, and disability policy amended approved	1 Report on Implementation plans, disability forums, and disability policy amended approved
		Number of Disability Rights Awareness Month Campaign Calendar Implemented	Achieved Disability Rights Awareness Month Campaign Calendar Implemented	Achieved Disability Rights Awareness Month Campaign Calendar Implemented	1 Disability Rights Awareness Month Campaign Calendar Implemented	1 Disability Rights Awareness Month Campaign Calendar Implemented	1 Disability Rights Awareness Month Campaign Calendar Implemented	1 Disability Rights Awareness Month Campaign Calendar Implemented	1 Disability Rights Awareness Month Campaign Calendar Implemented
		Number of International Day of Persons with Disabilities Commemorations held	-	-	-	New	1 International Day of Persons with Disabilities Commemoration held	1 International Day of Persons with Disabilities Commemoration held	1 International Day of Persons with Disabilities Commemoration held
		Number of Advocacy Manuals on Disabilities developed	-	-	-	6 Advocacy Manuals on Disabilities developed	3 Advocacy Manuals on Disabilities developed	3 Advocacy Manuals on Disabilities developed	3 Advocacy Manuals on Disabilities developed
		365 Days Awareness Raising Campaign on Disability and Disabilities	-	-	-	New	11 Awareness Raising Articles Compiled and Issued	11 Awareness Raising Articles Compiled and Issued	11 Awareness Raising Articles Compiled and Issued

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Sub-programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities									
		Number of Universal Accessibility Action Plans on Disabilities Round Tables and Summits Implemented	-	-	-	New	1 Universal Accessibility Action Plans on Disabilities Round Tables and Summits Implemented	1 Universal Accessibility Action Plans on Disabilities Round Tables and Summits Implemented	1 Universal Accessibility Action Plans on Disabilities Round Tables and Summits Implemented
Law reform to promote and protect the rights of women, youth and persons with disabilities	Draft Disability Promotion and Protection Bill	Disability Promotion and Protection bill developed	-	-	-	New	1st Draft Disability Promotion and Protection of Persons with disabilities bill consulted	2nd Draft Disability Promotion and Protection of Persons with disabilities bill consulted	Disability Promotion and Protection Act Final Draft Bill developed
Strengthened integrated and intersectional approach for advancing women’s empowerment and gender equality	Intervention on Sexual Reproductive Health and Gender Based Violence and Femicide for women and girls with disabilities	Number of Interventions on Sexual Reproductive Health and Gender Based Violence and Femicide for women and girls with disabilities	-	-	-	New	1 Programme on Sexual Reproductive Health and Gender Based Violence and Femicide for women and girls with disabilities	1 Programme on Sexual Reproductive Health and Gender Based Violence and Femicide for women and girls with disabilities	1 Programme on Sexual Reproductive Health and Gender Based Violence and Femicide for women and girls with disabilities

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Sub-programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities									
Strengthened WYPD rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and the world	Level of participation by RSA on international platforms promoting WYPD rights agenda	Number of Concept Note proposing the establishment of Disability Working Groups, MOUs, Bilateral Commissions advocated for and mainstreamed.	-	-	-	New	1 Concept Note proposing the establishment of Disability Working Groups, MOUs, Bilateral Commissions advocated for and mainstreamed.	1 Concept Note proposing the establishment of Disability Working Groups, MOUs, Bilateral Commissions advocated for and mainstreamed.	1 Concept Note proposing the establishment of Disability Working Groups, MOUs, Bilateral Commissions advocated for and mainstreamed.
Equitable economic empowerment, participation and ownership for WYPD at the centre of the national economic agenda institutionalized	Partnerships for Entrepreneurship Workshops for Persons with Disabilities	Number of Partnerships for Entrepreneurs with disabilities	-	-	-	New	5 Partnerships for Entrepreneurs with disabilities	5 Partnerships for Entrepreneurs with disabilities	5 Partnerships for Entrepreneurs with disabilities
Interventions to increase economic inclusion of persons with disabilities strengthened	Monitoring and evaluation report on employment of persons with disabilities produced	Number of interventions to increase economic empowerment and inclusion of persons with disabilities	-	-	-	New	2 interventions to increase economic empowerment and inclusion of persons with disabilities	Monitoring reports on implementation of employment equity of persons with disabilities	-

Outcomes	Outputs	Output Indicator	Annual Targets					
			Audited / Actual Performance			Estimated Performance	MTEF Period	
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27
Sub-programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities								
A disability responsive state that ensures equitable inclusion access and participation through ethical governance, accountability and enhanced institutional capacity	Reports of analysed policies developed to determine alignment with the WPRPD	Number of policies of government departments to determine alignment with the WPRPD analysed	-	-	-	New	8 policies analysed to determine alignment with the WPRPD	8 policies analysed to determine alignment with the WPRPD
	Disability rights inclusion and access monitoring reports	Number of service delivery sites monitored for disability inclusion and access.	-	-	-	New	10 service delivery sites monitored for disability inclusion and access	10 service delivery sites monitored for disability inclusion and access
	Annual progress reports on compliance with WPRPD produced	Number of annual progress reports on the Implementation of the WPRPD developed	One status report on compliance with national/international obligations for the rights of persons with disability developed	One status report on compliance with national/international obligations for the rights of persons with disability developed	One status report on compliance with national/international obligations for the rights of persons with disability developed	Status report Produced on compliance with national and international obligations for the rights of persons with disabilities	1 annual progress report on the Implementation of the WPRPD developed	1 annual progress report on the Implementation of the WPRPD developed
	Analysis reports on strategies developed	Number of strategies analysed for disability inclusion and responsiveness	-	-	-	New	3 climate change strategies analysed for disability responsiveness	3 strategies analysed for disability responsiveness

Output Indicators: Annual and Quarterly Targets

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Sub-programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities					
4.1 Number of RPD machinery meetings convened	2 RPD MANCO and Plenary machinery meetings convened	-	1 RPD MANCO and Plenary machinery meeting		1 RPD MANCO and Plenary machinery meeting
4.2 Number of Presidential Working Group on Disability engagement Convened	1 Annual Presidential Working Group on Disability engagement Convened	-	-	1 Preparatory Workstream meeting of PWGD	1 Annual Presidential Working Group on Disability engagement convened
4.3 Number of capacity-building interventions for Disability focal points implemented	9 capacity-building interventions for Disability focal points implemented	2 capacity-building interventions for Disability focal points implemented	2 capacity-building interventions for Disability focal points implemented	2 capacity-building interventions for Disability focal points implemented	3 capacity-building interventions for Disability focal points implemented
4.4 Disability Advocacy and Mainstreaming Strategy produced	Disability Advocacy and Mainstreaming Strategy submitted to Minister /DG for approval	-	-	-	1 Disability Advocacy and Mainstreaming Strategy submitted to Minister /DG for approval
4.5 Number of Disability Rights Awareness Month Campaign Calendar Implemented	1 Disability Rights Awareness Month Campaign Calendar Implemented	-	-	Disability Rights Awareness Month Campaign Calendar Implemented	-
4.6 Number of International Day of Persons with Disabilities Commemorations held	1 International Day of Persons with Disabilities Commemoration held	-	-	1 International Day of Persons with Disabilities Commemoration held	
4.7 Number of Advocacy Manuals on Disabilities developed	3 Advocacy Manuals on Disabilities developed		Draft Advocacy Manuals on Disabilities Developed		3 Advocacy Manuals on Disabilities developed
4.8 365 Days Awareness Raising Campaign on Disability and Disabilities	11 Awareness Raising Articles Compiled and Issued	3 Awareness Raising Articles Compiled and Issued	3 Awareness Raising Articles Compiled and Issued	3 Awareness Raising Articles Compiled and Issued	2 Awareness Raising Articles Compiled and Issued

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Sub-programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities					
4.9 Number of Universal Accessibility Action Plans on Disabilities Round Tables and Summits Implemented	1 Universal Accessibility Action Plans on Disabilities Round Tables and Summits Implemented	-	-	-	1 Universal Accessibility Action Plans on Disabilities Round Tables and Summits Implemented
4.10 Draft Disability Promotion and Protection bill developed	1st Draft Disability Promotion and Protection bill consulted	Discussion paper on disability promotion and protection bill	1st Draft disability promotion and protection bill consulted	SEIAS on Draft disability promotion and protection bill	1st Draft disability promotion and protection bill consulted
4.11 Number of Interventions on Sexual Reproductive Health and Gender Based Violence and Femicide for women and girls with disabilities Implemented	1 Programme on Sexual Reproductive Health and Gender Based Violence and Femicide for women and girls with disabilities	-	-	1 Programme on Sexual Reproductive Health and Gender Based Violence and Femicide for women and girls with disabilities	-
4.12 Number of Concept Note proposing the establishment of Disability Working Groups, MOUs, Bilateral Commissions advocated for and mainstreamed.	1 Concept Note proposing the establishment of Disability Working Groups, MOUs, Bilateral Commissions advocated for and mainstreamed.	1 Concept Note proposing the establishment of Disability Working Groups, MOUs, Bilateral Commissions advocated for and mainstreamed.	-	-	-
4.13 Number of Partnerships for Entrepreneurs with disabilities	5 Partnerships for Entrepreneurs with disabilities		2 Partnerships for Entrepreneurs with disabilities	2 Partnerships for Entrepreneurs with disabilities	1 Partnerships for Entrepreneurs with disabilities
4.14 Number of interventions to increase economic empowerment and inclusion of persons with disabilities	2 interventions to increase economic empowerment and inclusion of persons with disabilities	1 intervention to increase economic empowerment and inclusion of persons with disabilities	Consultative session to identify challenges experienced by government departments to increase employment of persons with disabilities	Draft practice note for employment of persons with disabilities developed	1 intervention to increase economic empowerment and inclusion of persons with disabilities
4.15 Number of policies of government departments to determine alignment with the WPRPD analysed	8 policies analysed to determine alignment with the WPRPD	Consolidated List of policies for analysis developed	4 policies analysed to determine alignment with the WPRPD	2 policies analysed to determine alignment with the WPRPD	2 policies analysed to determine alignment with the WPRPD

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Sub-programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities					
4.16 Number of service delivery site monitored for disability inclusion and access.	10 service delivery sites monitored for disability inclusion and access	Monitoring tool developed	4 service delivery sites monitored	4 service delivery sites monitored	2 service delivery sites monitored
4.17 Number of annual progress reports on the Implementation of the WPRPD developed	1 annual progress reports on the Implementation of the WPRPD developed	-	First draft 9th annual progress report on the implementation of the WPRPD developed	Second draft 9th annual progress report on the implementation of the WPRPD developed	9th annual progress report on implementation of the WPRPD developed
4.18 Number of strategies analysed for disability inclusion and responsiveness	3 climate change strategies analysed for disability responsiveness	-	1 climate change strategies analysed for disability responsiveness	1 climate change strategies analysed for disability responsiveness	1 climate change strategies analysed for disability responsiveness

Explanation of planned performance over the medium-term period

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

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

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

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

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

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

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

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

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

The Sub-Programme Governance and Regulations for the Rights of Persons with Disabilities will develop interventions to increase the percentage of persons with disabilities employed in the public sector by developing a guidance note to assist government departments to select, recruit and retain persons with disabilities in the public service effectively and equitably.

The sub programme will also have an intervention to increase public procurement spend of businesses owned by persons with disabilities by developing a guidance note to assist government departments with responsive procurement policies and supply chain systems. In order to ensure compliance with national and international disability rights obligations, the sub programme will track and monitor progress of government departments and Offices of the premier in terms of their implementation of the White Paper on the Rights of Persons with disabilities. To this end, annual progress reports will be developed. The mechanisms to ensure monitoring and tracking will include an analysis of government departments policies to determine if they are aligned with the pillars and policy directives of the WPRPD.

To capacitate national disability rights focal points and coordinators, in terms of their monitoring and disability rights coordination functions, a monitoring toolkit including a data collection checklist with guidelines will be developed. Site visits will be planned to demonstrate how the toolkit is to be implemented.

The sub programme will analyse climate change strategies of selected government departments to ensure that the rights of persons with disabilities are protected and that all the climate action strategies are responsive and disability inclusive.

Programme Resource Consideration

Expenditure Estimates							
4. Rights of Persons with Disabilities and Advocacy	Expenditure Outcome			Adjusted Appropriation	Medium-term Expenditure Estimates		
	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
	R`000	R`000	R`000	R`000	R`000	R`000	R`000
1.Management: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	0	0	1 101	477	545	575	606
2.Governance and Regulations for the Rights of Persons with Disabilities	8 196	10 887	16 413	15 731	13 964	13 061	17 515
Total	8 196	10 887	17 514	16 208	14 509	13 636	18 121
Economic Classification							
Compensation of employees	7 236	8 904	8 902	10 611	10 240	10 860	11 504
Goods and services	960	1 956	8 292	5 408	4 072	2 570	6 402
Transfers and subsidies	0	0	188	189	197	206	215
Payments for capital assets	0	27	132	0	0	0	0
Payments for financial assets	0	0	0	0	0	0	0
Total Economic classification	8 196	10 887	17 514	16 208	14 509	13 636	18 121

The Sub Programme Advocacy and Mainstreaming allocated budget will go towards the implementation of the APP Targets on the Development and printing of the Disability Advocacy Manuals , the Gazetting, publishing and printing of the Strategic framework on Self-Representation of persons with Disabilities, The Launch of the Disability Rights Awareness Month and the hosting of the International Day of and for persons with Disabilities, host Presidential Working Group meeting with the President as secretariat of the Presidential Working Group on Disability, Host two Disability Rights machinery meetings and develop a Disability Advocacy and Mainstreaming Strategy. The goods and services budget will further be utilised towards the provision of South African Sign Language Interpreters for the sub program programmes. Where we engage with stakeholders and sector.

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

The Sub-Programme Governance and Regulations for the Rights of Persons with Disabilities is allocated a total of R10 240 for compensation of employees in the 2025-26 financial year, with an amount of R4 072 allocated for goods and services to support the output indicators and planned performance targets. The sub-programme will implement 6 output indicators in the planned performance targets. In 2025-26 the sub-programme will develop two guidance notes to assist government departments to increase employment equity and procurement spend for persons with disabilities. 10 policies of government departments will be analysed to determine alignment with the policy directives and pillars of the WPRPD. The 9th annual progress report on the implementation of the WPRPD will also be developed. A monitoring tool kit will be developed with an aim to capacitate disability rights focal points in term of their monitoring and coordination functions. Four climate change strategies of government departments/entities will be analysed to determine disability responsiveness and inclusion.

The goods and services budget will be used to hold consultative and validation workshops with stakeholders, gazetting of reports on the WPRPD and developing the guidance notes and monitoring toolkit.

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

Updated Key Risk and Mitigation from Strategic Plan

Outcome	Key Risk	Risk Mitigation
Interventions to increase economic inclusion of persons with disabilities strengthened	Lack of responsive planning and budgeting within the public service.	Monitor compliance with employment equity targets relating to persons with disabilities for all government departments
A disability-responsive state that ensures equitable inclusion, access, and participation through ethical governance, accountability, and enhanced institutional capacity.	Non-compliance to the white paper on the rights of persons with disabilities by government departments	Monitor departments policies on compliance to the white paper.
	Inadequate information and knowledge on different disabilities	publish and upload manuals on communication platforms
	Non-compliance to white paper on RPD machinery	Lobby sectoral groups to get participation in the work of the machinery

Programme 5: Rights of Youth

Purpose:

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

Sub-programme:

- **Management: Advocacy and Mainstreaming for the Rights of Youth:** The purpose of the sub-programme is to manage the unit that advocate and mainstream for transformation and empowerment of youth.
- **Advocacy and Mainstreaming for the Rights of Youth:** The purpose of the sub-programme is to advocate and mainstream for the Rights of Youth through policy and legislation development.
- **Governance and Compliance for the Rights of Youth:** The purpose of the sub-programme is to facilitate national and international stakeholder engagements and promote governance and compliance for the rights of youth.

Outcomes, Outputs, Performance Indicator and Targets

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Sub-programme: Advocacy and Mainstreaming for the Rights of Youth									
Equitable economic empowerment, participation and ownership for WYPD at the center of the national economic agenda institutionalized	SANDF led National Youth Service (NYS) monitoring report	Number of SANDF-led NYS monitoring report produced	New	New	New	New	4 SANDF-led NYS monitoring report produced	4 SANDF-led NYS monitoring report produced	4 SANDF-led NYS monitoring report produced
	SANDF led National Youth Service (NYS) Indaba	Number of SANDF-led NYS Indaba convened	New	New	New	New	2 SANDF led National Youth Service (NYS) Indaba convened	2 SANDF led National Youth Service (NYS) Indaba convened	2 SANDF led National Youth Service (NYS) Indaba convened
Increase in level of intervention contributing to poverty alleviation, equitable social empowerment, and participation for WYPD	Interventions addressing social ills and vulnerability of Youth	Number of interventions addressing social ills and vulnerability of Youth	New	New	New	New	2 Interventions addressing social ills and vulnerability of Youth implemented	2 Interventions addressing social ills and vulnerability of Youth implemented	2 Interventions addressing social ills and vulnerability of Youth implemented
	Capacity-building interventions for Youth focal points	Number of Capacity-building interventions for Youth focal points conducted	New	New	New	New	2 Capacity-building interventions for Youth focal points conducted	2 Capacity-building interventions for Youth focal points conducted	2 Capacity-building interventions for Youth focal points conducted
Strengthened WYPD mainstreaming in departments	Effective National youth machinery	Number of National youth machineries Convened	4 National Youth machineries convened	4 National Youth machineries convened	4 National Youth machineries convened	4 National Youth machineries convened	4 National Youth machineries convened	4 National Youth machineries convened	4 National Youth machineries convened

Outcomes	Outputs	Output Indicator	Annual Targets						
			Audited / Actual Performance			Estimated Performance	MTEF Period		
			2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Sub-programme: Advocacy and Mainstreaming for the Rights of Youth									
Law reform to promote and protect the rights of youths	NYP implementation monitoring reports	Number of NYP implementation monitoring reports produced	4 NYP Implementation monitoring reports produced	2 NYP Implementation monitoring reports produced	4 NYP Implementation Monitoring reports produced	4 NYP Implementation Monitoring reports produced	4 NYP implementation monitoring reports produced	4 NYP implementation monitoring reports produced	4 NYP implementation monitoring reports produced
	NYDA monitoring reports	Number of NYDA monitoring reports produced	4 NYDA monitoring reports produced	4 NYDA monitoring reports produced	4 NYDA Monitoring reports produced	4 NYDA Monitoring reports produced	4 NYDA monitoring reports produced	4 NYDA Monitoring reports produced	4 NYDA monitoring reports produced
	Level of development and enactment of South African Youth Development Act	South African Youth Development Bill consulted	New	New	South African Youth Development Bill refined	South African Youth Development Bill processed to Cabinet for approval as discussion document	South African Youth Development Bill consulted	South African Youth Development Bill processed to Cabinet for tabling in Parliament	-

Indicators, Annual and Quarterly Targets

Output Indicators	Annual Targets	Q1	Q2	Q3	Q4
Sub-programme: Advocacy and Mainstreaming for the Rights of Youth					
5.1 Number of SANDF-led NYS monitoring report produced	4 SANDF-led NYS monitoring report produced	1 SANDF-led NYS monitoring report produced	1 SANDF-led NYS monitoring report produced	1 SANDF-led NYS monitoring report produced	1 SANDF-led NYS monitoring report produced
5.2 SANDF led National Youth Service (NYS) Indaba convened	2 SANDF led National Youth Service (NYS) Indaba convened	1 SANDF led National Youth Service (NYS) Indaba convened	1 SANDF led National Youth Service (NYS) Indaba convened	-	-
5.3 Number of interventions addressing social ills and vulnerability of Youth	2 Interventions addressing social ills and vulnerability of Youth	1 Interventions addressing social ills and vulnerability of Youth	1 Interventions addressing social ills and vulnerability of Youth	-	-
5.4 Number of Capacity-building interventions for Youth focal points conducted	2 Capacity-building interventions for Youth focal points conducted	1 Capacity-building interventions for Youth focal points conducted	-	1 Capacity-building interventions for Youth focal points conducted	-
5.5 Number of National youth machineries convened	4 National Youth machineries meetings convened	4 National Youth machineries meetings convened	4 National Youth machineries meetings convened	4 National Youth machineries meetings convened	4 National Youth machineries meetings convened
5.6 Number of NYP implementation monitoring reports produced	4 NYP implementation monitoring reports produced	1 NYP implementation monitoring reports produced	1 NYP implementation monitoring reports produced	1 NYP implementation monitoring reports produced	1 NYP implementation monitoring reports produced
5.7 Number of NYDA monitoring reports produced	4 NYDA monitoring reports produced	1 NYDA monitoring reports produced	1 NYDA monitoring reports produced	1 NYDA monitoring reports produced	1 NYDA monitoring reports produced
5.8 South African Youth Development Bill consulted	South African Youth Development Bill processed to Cabinet for tabling in Parliament	South African Youth Development Bill processed to Cabinet for approval as a discussion document	South African Youth Development Bill consulted	South African Youth Development Bill refined	South African Youth Development Bill processed to Cabinet for tabling in Parliament

Explanation of planned performance over the medium-term period

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

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

In 2024/2025, the DWYPD, in partnership with the Department of Defence and various partners and stakeholders launched the South Africa National Service Institute (SANSI), which is a delivery mechanism for the SANDF-led National Youth Service (NYS) programme, which bring stakeholders on board, in addressing the pressing challenge of youth unemployment. Against this backdrop, in the 2025/2026 financial year, the Department will ensure that the SANSI is strengthened, and resources are mobilised to ensure implementation of this programmes. The evaluation of the programme will also be done in the outer years to ensure evidence-based improvements.

An SANDF-led National Youth Service seeks to:

- Train and capacitate our communities to be resilient and self-sustaining, massify sector-specific skills development, power up our nation's industrialisation aspirations and grow local economies.
- It will kick-start a deliberate skills revolution which is open to every South African son and daughter, preparing them to meet the country's current and future professional needs, and for a future free of want and basic insecurity.
- Armed with military capital, the National Service will give our communities an invaluable identity that embodies discipline, patriotism and professionalism of the highest order. It will mobilise and organise our communities into force multipliers and first respondents to some of the nation's most immediate challenges, such as crime, poor infrastructure, low levels of literacy, inadequate access to primary healthcare, etc.
- Overall, we are putting forward an SANDF-led National Service as the mainstay of efforts aimed at ensuring the existential continuum and attainment of a secure state by adding value to our population, our territorial integrity, the functioning of our government (particularly its ability to deliver services), and the ability of our nation enter into relationships that advance our national interests and national wellbeing.
- DWYPD will also process the South African Youth Development (SAYD) Act – a framework legislation for youth development, to Parliament through Cabinet. The Bill is an overarching legislation for youth development, intended to facilitate institutionalisation and mainstreaming of youth development and thus providing for youth development coordination mechanisms at national, provincial, and local levels. It will also provide for the setting of youth development norms and standards for service delivery as well as professionalization of youth work for all youth development practitioners. The Bill was set to be presented to Cabinet for approval as a discussion document, thereafter gazetted, published, and then consulted with the public. After these consultations, the Bill would be refined and processed to Cabinet for approval, so that it can be tabled in Parliament.

The NYDA Act (No. 54 of 2008), which is the founding legislation for the National Youth Development Agency, has been amended in 2024/2026. The NYDA Amendment Act (Act 11 of 2024) is focused on refining the NYDA's mandate to ensure that it is focused. The amendment Act aims to strengthen the NYDA in terms of governance, visibility and reach. The Department will continue to monitor the NYDA to assess its responsiveness to young people's needs and the implementation of the new Amendment Act.

Number of National Youth machinery meetings

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

NYDA monitoring reports produced

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

Programme Resource Consideration

Expenditure Estimates							
5. Rights of Youth	Expenditure Outcome			Adjusted Appropriation	Medium-term Expenditure Estimates		
	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
	R` 000	R` 000	R` 000	R` 000	R` 000	R` 000	R` 000
1.Management: Advocacy and Mainstreaming for the Rights of Youth	0	0	0	0	619	1 603	1 667
2.Advocacy and Mainstreaming for the Rights of Youth	7 362	9 718	10 761	12 038	10 939	10 151	10 644
3.National Youth Development Agency	367 820	900 962	681 265	703 066	704 310	474 725	496 389
Total	375 182	910 680	692 026	715 104	715 868	486 479	508 700
Economic Classification							

The Youth programme is one of the smallest programmes in the Department. Directorates have a maximum of 3 people. It also has one of the smallest goods and services budgets in the Department, with a bulk of its budget transferred to the National Youth Development Agency. In order to maximize on both human and financial resources the department will coordinate engagements, partnerships and collaborations with key role-players from government, its agencies and parastatals, private, civil society, research institutions and intergovernmental organisations to achieve its objective of a country where youth development is prioritised.

Key Risks and Mitigation

Outcome	Key Risk	Risk Mitigation
Increase in level of intervention towards poverty alleviation, equitable social empowerment and participation for WYPD	Delays in finalizing the South African Youth Development Bill	5. Consult stakeholders and produce consultation report on draft bill
	Inadequate implementation of SANDF led National Youth Service Programme	implementation of SANDF led National Youth Service Programme
	Inadequate Monitoring & Evaluation of NYP	6. Email reminders to departments for the submission of information
	Inadequate oversight of the NYDA	7. Quality assure NYDA APP and quarterly performance
	Inadequate mainstreaming of Youth development	8. Issue DG to DG letters for non-attending departments

PUBLIC ENTITIES

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

Commission for Gender Equality

The Commission for Gender Equality (CGE) is a state institution established by Chapter 9 of the Constitution to strengthen constitutional democracy. Similar to the Public Protector (PP), the South African Human Rights Commission (SAHRC), the Commission for the Promotion and Protection of the Rights of Cultural (CRL), Religious and Linguistic Communities, the Auditor-General (AG), and the Independent Electoral Commission (IEC) the CGE is an independent body subject only to the Constitution and the law. The obligation of the CGE to strengthen constitutional democracy is focussed on the attainment of gender equality. Section 187(2) of the Constitution grants the CGE "the power, as regulated by national legislation, necessary to perform its functions, including the power to monitor, investigate, research, educate, lobby, advise and report on issues concerning gender equality." The CGE also has the power to institute proceedings in terms of the Promotion of Equality and Prevention of Unfair Discrimination Act No.4 of 2000 (PEPUDA). The CGE is entrusted to be impartial and to exercise its powers

and perform its functions without fear, favour or prejudice. Other organs of state, through legislative and other measures, must assist and protect the CGE to ensure its independence, impartiality, dignity and effectiveness. It is an integral part of the National Gender Machinery (NGM).

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

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

INFRASTRUCTURE PROJECTS

None

PUBLIC-PRIVATE PARTENERSHIPS (PPPs)

None

TECHNICAL INDICATOR DESCRIPTION

Programme 1: Administration

Sub-Programme: Departmental Management	
Indicator Title	1.1 Unqualified audit opinion on predetermined objectives and compliance matters
Definition	<p>This refers to an audit opinion expressed by AGSA on predetermined objectives performed to determine whether the reported performance against predetermined objectives in the annual performance report is useful and reliable in all material respects, based on predetermined criteria. This means that the reported performance information must be valid, accurate and complete.</p> <p>The purpose of the indicator is to improve the department's compliance with governance prescripts and performance management and reporting framework.</p>
Source of Data	Management or Audit Report by the AGSA on the Predetermined Objectives
Method of Calculation/ Assessment	Audit opinion on predetermined objectives
Means of verification	<p>Audit Report by AGSA on Strategic Plan and APP.</p> <p>Review of the annual performance information report.</p>
Assumptions	The AGSA will perform an audit on Strategic Plan and APP and that there are no material findings on the Annual Performance Report
Disaggregation of Beneficiaries (where applicable)	Not applicable
Spatial Transformation (where applicable)	Not applicable
Calculation Type	Non-Cumulative
Reporting Cycle	Annual
Desired Performance	An unqualified audit opinion without audit findings
Indicator Responsibility	Chief Director: Office of the Director-General

Sub-Programme: Corporate Management	
Indicator Title	1.2 Number of Business Continuity Risk Monitoring reports produced
Definition	Business Continuity Risk Monitoring reports will be developed based on the risk assessment conducted to identify risk that may hamper the continuation of critical services in the case of an occurrence of a disaster. The purpose is to track and monitor the implementation of the risk mitigation actions on a quarterly basis that will ensure the success of the Business Continuity, Departmental Management will submit quarterly monitoring reports on the status of implementation of the risk mitigation actions
Source of Data	Risk & Integrity Management Operational Plan, Business Continuity risk register
Method of Calculation / Assessment	Qualitative – achievements against Business Continuity Risk Register's risk mitigation actions
Means of Verification	Quarterly Business Continuity Risk Monitoring reports
Assumptions	Adequate funding and availability of resources for implementation
Disaggregation of Beneficiaries (where applicable)	Not applicable
Spatial Transformation (where applicable)	National
Calculation Type	Cumulative (year to end)
Reporting Cycle	Quarterly
Desired Performance	Achievement against targets of Business Continuity risk register
Indicator Responsibility	CD: Office of the Director-General

Sub-Programme: Financial Management	
Indicator Title	1.3 Percentage of all valid invoices paid within 30 days
Definition	Ensure that payments are affected within 30 days from receipt of a valid invoice by the DWYPD. To ensure compliance with Instruction Note 34 from National Treasury and to ensure that suppliers are paid on time.
Source of Data	Internal Invoice payment tracking system and BAS payments reports
Method of Calculation/ Assessment	Mathematical calculation as a percentage. Total number of valid invoices received and paid within 30 days divided by total number of valid invoices received expressed as a percentage.
Means of verification	Instruction note 34 monthly reports and/or the IYM reports.
Assumption	Not applicable
Disaggregation of Beneficiaries (where applicable)	Not applicable
Spatial Transformation (where applicable)	Not applicable
Calculation Type	Non-cumulative for quarterly and cumulative for annual reporting
Reporting Cycle	Quarterly and Annually
Desired Performance	100% of service providers with valid invoices paid within 30 days
Indicator Responsibility	Chief Financial Officer

Sub-Programme: Financial Management	
Indicator Title	1.4 Unqualified audit opinion on Annual Financial Statements
Definition	This refers to an opinion expressed by Auditor General of South Africa (AGSA) ON THE Annual Financial Statements at the end of the financial year
Source of Data	Management and Audit Report from AGSA on the annual financial statements
Method of Calculation/ Assessment	The audit opinion expressed by AGSA on the Annual Financial Statements
Means of verification	Annual Financial Statements
Assumptions	The AGSA will perform an audit on the Annual Financial Statements
Disaggregation of Beneficiaries (where applicable)	Not applicable
Spatial Transformation (where applicable)	Not applicable
Calculation Type	Non-cumulative
Reporting Cycle	Annually
Desired Performance	Unqualified audit opinion
Indicator Responsibility	Chief Financial Officer

Sub-Programme: Financial Management	
Indicator Title	1.5 Percentage Controllable procurement spend on women owned businesses
Definition	Ensure 40%, 30% and 7% of the procurement spend of the department directed to women youth and persons with disabilities owned companies as per government priorities in the National Strategic Plan 2022-23. The purpose is to contribute towards the economic empowerment of women, youth and persons with disabilities.
Source of Data	Central Supplier Database dump from National Treasury
Method of Calculation/ Assessment	Mathematical calculation as a percentage. 40% of women entities participated in the procurement spend of the department.
Means of verification	Excel spreadsheet outlining the level of performance
Assumptions	The women owned entities responsiveness to the procurement requests. All commodities are developed and accommodate women owned entities
Disaggregation of Beneficiaries (where applicable)	Women
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative for quarterly and Cumulative for annually
Reporting Cycle	Quarterly and Annually
Desired Performance	40%, 30% and 7% procurement spend on entities owned by women, youth and persons with disabilities
Indicator Responsibility	Chief Financial Officer

Sub-Programme: Corporate Management	
Indicator Title	1.6 Percentage vacancy rate
Definition	The vacancy rate monitors the resourcing of the Department in terms of its vacant posts and the period that it takes to fill such posts
Source of Data	PERSAL reports
Method of Calculation/ Assessment	Quantitative - mathematical calculation as a percentage of funded vacancies against total funded posts
Means of Verification	Monthly Establishment reports
Assumptions	Confirmation of continued funding of vacancies by the Budget Committee
Disaggregation of Beneficiaries (where applicable)	Not applicable
Spatial Transformation (where applicable)	National
Calculation Type	Non-cumulative
Reporting Cycle	Quarterly
Desired Performance	Maintain a vacancy rate within public service norms Funded vacancies filled within 8 months of becoming vacant
Indicator Responsibility	CD: Corporate Management

Sub-Programme: Corporate Management	
Indicator Title	1.7 Number of progress reports on implementation of the Human Resource Plan produced
Definition	Progress reports on the implementation of human resource planning priorities to optimise the Department's resource capability to achieve its strategic outcomes and outputs.
Source of Data	PERSAL; Human Resource Oversight, Training and management reports
Method of Calculation/ Assessments	Qualitative – achievements of activities and targets for each year of the Plan as measured against the MTEF actions
Means of Verification	Quarterly Human Resource Planning Implementation Reports
Assumptions	Adequate allocation of resources to the respective priority interventions
Disaggregation of Beneficiaries (where applicable)	Not applicable
Spatial Transformation (where applicable)	National
Calculation Type	Cumulative (year-end)
Reporting Cycle	Quarterly
Desired Performance	Achievement against targets of the HR Implementation Action Plan
Indicator Responsibility	CD: Corporate Management

Sub-Programme: Corporate Management	
Indicator Title	1.8 Percentage Representation of Employees with Disabilities Increased
Definition	Increased percentage of representation of employees with disability in the Department.
Source of Data	PERSAL; Human Resource Oversight reports
Method of Calculation/ Assessments	Quantitative - mathematical calculation as a percentage of employees with disabilities against total headcount
Means of Verification	Monthly Establishment reports, Persal reports
Assumptions	Voluntary declaration by employees with disabilities Allocate resources to improve reasonable accommodation
Disaggregation of Beneficiaries (where applicable)	Employees with disabilities
Spatial Transformation (where applicable)	National
Calculation Type	Cumulative
Reporting Cycle	Quarterly
Desired Performance	Increase the target of representativity of employees with disabilities in the department
Indicator Responsibility	CD: Corporate Management/D: HRM

Sub-Programme: Corporate Management	
Indicator Title	1.9 Number of systems developed to automize manual functions
Definition	Digital solutions that enhance service accessibility, promote transparency, and streamline operations of the DWYPD
Source of Data	Business processes of DWYPD and the ICT Plan
Method of Calculation/ Assessments	Quantitative - mathematical calculation as a percentage of employees with disabilities against total headcount
Means of Verification	systems developed
Assumptions	Businesses identify and submit their needs to ICT
Disaggregation of Beneficiaries (where applicable)	DWYPD and Its clients
Spatial Transformation (where applicable)	National
Calculation Type	Cumulative
Reporting Cycle	Quarterly
Desired Performance	DWYPD business digitalized
Indicator Responsibility	Chief Directorate: Corporate Management

Programme 2: Advocacy and Mainstreaming for the Rights of Women

Sub-programme: Economic Empowerment of Women	
Indicator Title	2.1 Number of interventions to support WYPD participating within key identified economic sectors
Definition	<p>The forms of interventions are in the following sectors: agriculture, sanitary dignity programme, trade and green economy by coordinating business skills training and mentorship programs in partnership with key stakeholders for the economic empowerment and participation of women, youth and persons with disabilities in various economic value chains as follows:</p> <ol style="list-style-type: none"> 1. Agriculture – 2. Sanitary Dignity Programme 3. Women in Trade 4. Green Economy <p>Interventions to support WYPD across key sectors of the Economy focusing on national, provincial and other key stakeholders are outlined below:</p> <p>Agriculture</p> <ul style="list-style-type: none"> • Agriculture is one of the key priorities of the South African Government. It has the potential to increase women farmers' knowledge and skills, leading to improved agricultural practices, enhanced food security, and potentially positive environmental effects through the adoption of sustainable farming. This sector will empower women farmers to make informed decisions and adapt to new ways of farming and challenges within their agricultural operations. • DWYPD will coordinate business skills training programme to benefit SMMEs/Co-operatives in partnership with DALRRD to benefit WYPD's, by facilitating access of land, market access and other productive assets for WYPD. This will result in increased agricultural productivity and contribute to improved livelihoods for women farmers, potentially leading to better access to markets and improved financial stability. <p>Sanity Dignity Programme</p> <ul style="list-style-type: none"> • A sanitary dignity program empowers women to participate in the workforce and contribute to the mainstream economy. The program will enable women to enter into the markets that were previously dominated by man. • DWYPD will coordinate market access opportunities in partnership with DSBD and women owned enterprise in the sanitary dignity program to benefit SMME's/Co-operatives owned by WYPD's. DWYPD will stimulate the participation of women owned enterprises in the manufacturing, storage, packaging, distribution and waste management industry within the sanitary value chain. • DWYPD will further extend exchange knowledge with upcoming small scale business owners in the sector through enterprise development initiatives, business seminars, training and technical support.

	<p>Women in trade</p> <ul style="list-style-type: none"> The women in trade highlights and address the significant role women play in trade, by providing them with the knowledge to overcome barriers and actively participate in local and global markets, ultimately contributing to economic growth, gender equality, and broader economic development; this includes empowering women entrepreneurs, improving access to finance and the promotion of financial inclusion, and raising awareness about trade policies that may disproportionately affect women. DWYPD will partner with DTIC and WECONA to mainstream WYPD through the AfCFTA to promote trade and enterprise development. Address the significant role women play in trade, by providing them with the knowledge to overcome barriers and actively participate in local and global markets, ultimately contributing to economic growth. AfCFTA: increase participation of WYPD in trade and cooperation between African countries: entrepreneurship and market access (Women and Youth protocol) Preferential Procurement Act: W40%, Y30%, PwD 3%-awareness campaigns on the act and how it can benefit women (business development etc.) <p>Green Economy</p> <ul style="list-style-type: none"> The green economy program is aimed at unlocking economic opportunities for WYPD. The programme will ensure that more women owned/led businesses are mainstreamed in this sector. DWYPD will partner with DFFE to coordinate business skills training program to benefit SMMEs/ Co-operatives in Recycling, agriculture, transport, energy, water services owned by WYPD's. business skills training program to benefit SMMEs/ Co-operatives in Waste, Energy, Recycling and Cleaning services owned by WYPD's
Source of data	Capacity building, Conferences, and consultations with key national, provincial departments and other key stakeholders, development partners and MTEF/MTSF Outcomes Reports,
Method of Calculation / Assessment	Number of interventions coordinated, facilitated and approved Minister
Means of verification	Reports on the interventions implemented per quarter. Agendas and attendance registers.
Assumptions	Education, health and skills development objectives are not adequately addressed to ensure the socio empowerment of women, youth and persons with disabilities.
Disaggregation of Beneficiaries (where applicable)	By Women, Youth and Persons with disabilities
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative (year-end)
Reporting Cycle	Quarterly
Desired performance	WYPD economically empowered.
Indicator Responsibility	Chief Directorate: Economic Empowerment of Women

Sub-programme: Economic Empowerment of Women	
Indicator Title	2.2 Progress reports on the institutionalisation of the strategy for Economic Empowerment of WYPD produced
Definition	<p>The Economic Empowerment Strategy for WYPD is a tool to mainstream economic empowerment for WYPD. It will increase the participation of WYPD in ownership, management and enterprise development. The main service will be on skills development in business development such as entrepreneurship and trade facilitation.</p> <p>Quarterly reports will be produced on the institutionalization of the Economic Empowerment Strategy for WYPD by the EISEID cluster departments.</p>
Source of data	25 Year review report, country gender framework report and EE Equity report, Stats SA, Quarterly labour force survey and employment stimulus package report
Method of Calculation / Assessment	Simple count number of reports developed
Means of verification	Progress reports produced on the institutionalization of Strategy for economic empowerment of WYPD
Assumptions	Sufficient data would be available to develop progress reports
Disaggregation of Beneficiaries (where applicable)	None
Spatial Transformation (where applicable)	None
Calculation Type	Cumulative (year-end))
Reporting Cycle	Annually
Desired performance	WYPD economically empowered.
Indicator Responsibility	Chief Directorate: Economic Empowerment of Women

Sub-programme: Economic Empowerment of Women	
Indicator Title	2.3 Annual scorecard on socio-economic empowerment published
Definition	The scorecard is aimed at addressing the marginalisation of WYPDs' ability to measure the extent of marginalisation across a range of social and economic indicators. This will allow policymakers to identify areas of disadvantage, inform policies aimed at addressing disadvantage, and monitor progress towards equality over time. The scorecard will measure and track progress towards the socioeconomic empowerment of women over time. By regularly updating the scorecard, the collection of the relevant gender-disaggregated indicators will be systematised.
Source of data	Meeting with government departments, Stats SA, Academic Institutions, private sector etc.
Method of Calculation / Assessment	Simple count number of reports developed annually.
Means of verification	Reports produced on progress of the scorecard on socio-economic empowerment
Assumptions	Sufficient data would be available to publish the scorecard
Disaggregation of Beneficiaries (where applicable)	None
Spatial Transformation (where applicable)	None
Calculation Type	Non-Cumulative
Reporting Cycle	Annually
Desired performance	Improved WYPD Socio-Economic status
Indicator Responsibility	Chief Directorate: Economic Empowerment of Women

Sub-Programme: Social Empowerment of Women	
Indicator Title	2.4 Number of interventions to support social empowerment and participation of women, youth and persons with disabilities monitored
Definition	<p>Interventions are targeted programmes and projects, in partnerships with various stakeholders, development partners, national and provincial departments targeted to address the following:</p> <ul style="list-style-type: none"> • Menstrual Health (MH). • Sexual and Reproductive Health Rights (SRHR). • Age-Appropriate Comprehensive Sexuality Education (CSE). • Water Supply, Sanitation & Hygiene (WASH) monitoring and verifications. <p>Advocacy and Information Session on Menstrual Health (MH).</p> <ul style="list-style-type: none"> • Menstrual Health Advocacy and Information Sessions will be held in provinces to improve educational, health and skills outcomes for the socio-empowerment and participation of women, youth and persons with disabilities. This will involve boy & girl learners, teachers and school governing body (SGB) members so that there is improved knowledge and better management of menstrual health. The impact of that will be a change in knowledge, attitude, behaviour and practices which will increase the number of people knowing about menstruation within both sexes. • Information, Education and Communication (IEC) material will be produced to enlighten adolescents and teenagers about various menstrual products available in the market and information on product safety. This shall also entail information on prevalent regulatory authorities. The impact will be accurate and relevant information on the correct and safe menstrual products to use and a better understanding by boy learners as well. <p>Sexual and Reproductive Health Rights (SRHR)</p> <ul style="list-style-type: none"> • Advocacy sessions will take place with boys and girls so that they are capacitated in dealing with social deviance such as bullying, which may lead to sexual violence, gender-based violence (GBV), breast and cervical cancer, birth control and stigma. The impact of that will result in reduced teenage pregnancies at schools and less incidences of substance abuse and GBV. This will tally with the teenage pregnancies' strategy. <p>Age-Appropriate Comprehensive Sexuality Education (CSE)</p> <ul style="list-style-type: none"> • Age-Appropriate Comprehensive Sexuality Education (CSE) programme dialogue will be conducted in the, inclusive of fraternal organisations in order to ensure that the programme is fully embedded in the Life Orientation subject in South African public schools. The impact will be that girl learners will gain better understanding, insight and awareness of their bodies & bodily changes and boy learners will become more aware and sensitive and sensitive of the menstrual process and give moral support to girl learners, instead of ridiculing, stigmatising or mocking them. The impact of that will be the reduction of teenage pregnancies because of the symbiotic link between menstruation and possibilities of emergence of unwanted pregnancies.

	Water Supply, Sanitation and Hygiene (WASH) Monitoring and Verifications Water Supply, Sanitation and Hygiene (WASH) verifications will be conducted in schools in one of the provinces in order to ensure that sanitation facilities are girl friendly/menstruator friendly. DWYPD receives quarterly assessment reports from provinces pertaining to WASH facilities, however, it is the duty of DWYPD to verify that information, hence the relevance of the exercise. The impact of that is that sanitation backlogs will be addressed, especially in rural areas and that girl learners will be hygienically safe due to access to clean running water, soap and disposal bins for used sanitary products. Awareness sessions will be held with female learners so that they are able to take necessary precautions with regards to their health and avoid opportunistic infections.
Source of data	Conferences, workshops and consultations with key national and provincial departments, key stakeholders, development partners and MTEF/MTSF Outcomes Reports.
Method of Calculation / Assessment	Number of interventions coordinated, facilitated and approved Analysis report of intervention/s co-ordinated and facilitated developed and approved
Means of Verification	Report on the interventions implemented per quarter, attendance registers and agendas
Assumptions	Education, health and skills development objectives are not adequately addressed to ensure the socio empowerment of women, youth and persons with disabilities.
Disaggregation of Beneficiaries (where applicable)	Disaggregate impact on beneficiaries by age and grade.
Spatial Transformation (where applicable)	National and Provincial
Calculation Type	Non-Cumulative
Reporting Cycle	Quarterly
Desired performance	Improved educational and health outcomes and skills development for all women, girls, youth and persons with disabilities towards social transformation
Indicator Responsibility	Chief Directorate: Social Empowerment of Women

Sub-Programme: Social Empowerment of Women	
Indicator Title	2.5 Number of interventions addressing social ills and vulnerability of WYPD implemented
Definition	Interventions aimed at addressing social ills and vulnerability and alleviating poverty in targeted areas. Among the areas of focus would be teenage pregnancy, alcohol and substance abuse, water supply sanitation and hygiene, sexual and reproductive health and all cancers affecting WYPD
Source of data	Conferences, workshops and consultations with key national and provincial departments, key stakeholders, development partners and MTEF/MTSF Outcomes Reports.
Method of Calculation / Assessment	Number of interventions coordinated, facilitated and approved Analysis report of intervention/s co-ordinated and facilitated developed and approved
Means of Verification	Report on the interventions implemented per quarter, attendance registers and agendas
Assumptions	Education, health and skills development objectives are not adequately addressed to ensure the socio empowerment of women, youth and persons with disabilities.
Disaggregation of Beneficiaries (where applicable)	Disaggregate impact on beneficiaries by age and grade.
Spatial Transformation (where applicable)	National and Provincial
Calculation Type	Non-Cumulative
Reporting Cycle	Quarterly
Desired performance	Improved educational and health outcomes and skills development for all women, girls, youth and persons with disabilities towards social transformation
Indicator Responsibility	Chief Directorate: Social Empowerment of Women

Sub-Programme: Social Empowerment of Women	
Indicator Title	2.6 Implementation of the sanitary dignity framework on number of girl learners accessing free sanitary dignity products in Quintile 1, 2 & 3 schools, special and farm schools monitored
Definition	This entails the department monitoring progress in the implementation of the components of the Sanitary Dignity Implementation Framework in selected schools as determined by provinces. These include amongst others indication on number of girl learners in quintiles 1, 2 & 3, special and farm schools receiving free sanitary dignity products per province. Monitor the identification of existing gaps and mitigation. The department will produce quarterly and annual reports which will be used to hold provinces accountable for the implementation of the sanitary dignity framework.
Source of data	Annual reports submitted by provinces and the outcome of the national task team meetings.
Method of Calculation / Assessment	Simple Count
Means of Verification	Consolidated quarterly progress reports from provinces
Assumptions	Persistent marginalisation of women, youth and persons with disabilities in benefiting from sanitary dignity amidst the existence of enabling environment and institutional support
Disaggregation of Beneficiaries (where applicable)	Disaggregation of beneficiaries by school quintile, age and grade. Disaggregation by mainstream, special and farm schools
Spatial Transformation (where applicable)	National and Provincial.
Calculation Type	Cumulative Year End
Reporting Cycle	Quarterly and annually
Desired performance	Expanded access to free sanitary dignity products for girl learners in Quintiles 1, 2 & 3 schools, special and farm schools
Indicator Responsibility	Chief Directorate : Social Empowerment of Women

Sub-Programme: Social Empowerment of Women	
Indicator Title	2.7 Number of National Departments Monitored on the Implementation of NSP on GBVF
Definition	This indicator measures the total count of national government departments that are being actively tracked and evaluated for their adherence to and execution of the National Strategic Plan on Gender-Based Violence and Femicide (NSP on GBVF). Monitoring involves assessing the departments' efforts in implementing policies, programs, and initiatives aimed at preventing and addressing gender-based violence and femicide, ensuring accountability, and promoting a coordinated national response.
Source of data	NSP on GBVF Quarterly Progress Reports
Method of Calculation / Assessment	Simple Count
Means of Verification	Approved NSP on GBVF progress reports
Assumptions	National Departments report progress on their implementation of the NSP on GBVF
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative Year End
Reporting Cycle	Quarterly
Desired performance	NSP on GBVF priorities implemented by National Departments
Indicator Responsibility	Chief Directorate: Social Empowerment of Women

Sub-Programme: Social Empowerment of Women	
Indicator Title	2.8 Number of Provincial Departments and Municipalities Monitored on Implementation of the NSP on GBVF priorities
Definition	This indicator measures the total count of provincial government departments and municipalities that are being actively tracked and evaluated for their adherence to and execution of the National Strategic Plan on Gender-Based Violence and Femicide (NSP on GBVF). Monitoring involves assessing the departments' efforts in implementing policies, programs, and initiatives aimed at preventing and addressing gender-based violence and femicide, ensuring accountability, and promoting a coordinated national response
Source of data	NSP on GBVF Quarterly Progress Reports
Method of Calculation / Assessment	Simple Count
Means of Verification	Approved report on progress made by the Provinces and Municipalities in implementing the NSP on GBVF
Assumptions	Provincial Departments and Municipalities report progress on their implementation of the NSP on GBVF
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative (year-end)
Reporting Cycle	Quarterly
Desired performance	Provincial Departments and Municipalities implement the NSP on GBVF Priorities
Indicator Responsibility	Chief Directorate: Governance Transformation, Justice and Security

Sub-Programme: Social Empowerment of Women	
Indicator Title	2.9 Number of capacity building, and training to established GBVF Rapid Response Teams in provinces training convened
Source of data	Capacity Building and Training Progress Reports Submitted
Method of Calculation / Assessment	Simple Count
Means of Verification	Capacity Building and Training Progress Reports Submitted
Assumptions	All designated stakeholders in the GBVF Rapid Response Teams will collaborate, attend, and actively engage in the training sessions.
Disaggregation of Beneficiaries (where applicable)	The report will detail disaggregation by location, gender, age and disability
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative Year End
Reporting Cycle	Quarterly
Desired performance	GBVF Rapid Response Teams capacitated and trained
Indicator Responsibility	Chief Directorate: Social Empowerment of Women

Sub-Programme: Social Empowerment of Women	
Indicator Title	2.10 Number of GBVF Prevention Programmes Implemented
Definition	This indicator measures the total count of Gender-Based Violence and Femicide (GBVF) prevention programs that are implemented. These programs are designed to prevent occurrences of gender-based violence and femicide through various strategies, including education, community engagement, policy advocacy, and support services. The implementation of these programs is aimed at reducing the incidence of GBVF and promoting a safer, more equitable society.
Source of data	Progress Reports on implementation of the Evidence-Based Prevention Programmes
Method of Calculation / Assessment	Simple Count
Means of Verification	Progress Reports on implementation of the Evidence-Based Prevention Programmes
Assumptions	Government Departments and key stakeholders will cooperate and collaborate with DWYPD in roll-out of the Prevention Programmes
Disaggregation of Beneficiaries (where applicable)	Women, Youth, Persons with Disabilities
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative Year End
Reporting Cycle	Bi-Annually
Desired Performance	GBVF Evidence-based Prevention programme successfully implemented
Indicator Responsibility	Chief Directorate: Social Empowerment of Women

Sub-Programme: Social Empowerment of Women	
Indicator Title	2.11 Number of National Gender Machinery Meetings Convened
Definition	This indicator measures the total count of formal meetings held by the National Gender Machinery. These meetings are organized to discuss, plan, and coordinate efforts related to gender equality and the empowerment of women. The purpose of these meetings includes reviewing progress, addressing challenges, and strategizing on the implementation of gender-related policies and programs at the national level.
Source of data	Bi-Annual Reports on the National Gender Machinery (NGM) Stakeholder Consultation Sessions
Method of Calculation / Assessment	Simple Count
Means of Verification	Bi-Annual Reports on the National Gender Machinery (NGM) Stakeholder Consultation Sessions
Assumptions	All National Gender Machinery stakeholders and structures will attend the sessions and participate during the sessions
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative Year End
Reporting Cycle	Bi-Annually
Desired Performance	A coordinated approach to mainstreaming National Gender Machinery (NGM) priorities
Indicator Responsibility	Chief Directorate: Social Empowerment of Women

Sub-Programme: Social Empowerment of Women	
Indicator Title	2.12 Number of Provincial Gender Machineries revitalised
Definition	This indicator measures the total number of provincial gender machineries that are revived into operation. In some provinces the provincial gender machineries are not operational. The department will support provinces to establish or revive the provincial gender machineries.
Source of data	Reports from provinces, workshops in provinces
Method of Calculation / Assessment	Simple Count
Means of Verification	Quarterly reports on the provincial gender machineries established or revived
Assumptions	Offices of the premier will lead the process of establishing or reviving the provincial gender machineries
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative Year End
Reporting Cycle	Annually
Desired Performance	A coordinated approach to mainstreaming Provincial Gender Machinery (NGM) priorities
Indicator Responsibility	Chief Directorate: Social Empowerment of Women

Programme 3: Monitoring, Evaluation, Research and Coordination

Sub Programme: Research and Knowledge Management	
Indicator Title	3.1 Number of research undertaking on W/Y/PD priorities conducted
Definition	Research report on government priorities focusing on women, youth and persons with disabilities empowerment, rights and participation will be based on a specific issue identified from the work of the core units in the DWYPD. The research will be coordinated, commissioned and/or undertaken in collaboration with research and academic institutions on the specific identified issue based on government priorities with specific focus on women, youth and persons with disabilities. The purpose of the research is to enable gender, youth and disability responsive research, evidence-based information, and knowledge to inform decision-making, interventions and policy coordination towards empowerment and equality. The research could be empirical or secondary in nature. The DWYPD will develop an implementation plan for research findings based on the recommendations.
Source of Data	Statistics South Africa, National Departments, HSRC, CSIR, MRC, and other Research and academic institutions locally, regionally, and globally, as well as independent researchers.
Method of Calculation/ Assessments	Simple count
Means of Verification	1 research undertaking on W/Y/PD priorities conducted
Assumptions	Buy-in and consultation with relevant stakeholders; Procurement of a service provider with the appropriate experience.
Disaggregation of Beneficiaries (where applicable)	Disaggregation by gender, age, disability; geographic location, race, etc.
Spatial Transformation (where applicable)	Not applicable
Calculation Type	Non-cumulative
Reporting Cycle	Quarterly
Desired Performance	1 research undertakings on W/Y/PD priorities conducted
Indicator Responsibility	Chief Directorate – Research and Knowledge Management

Sub Programme: Research and Knowledge Management	
Indicator Title	3.2 Number of Policy Brief on priority and topical issues for women or youth, or disability Produced
Definition	The Department will produce a minimum of 1 Policy Brief annually which is a short concise document, written for a variety of policy actors, providing information on critical topics and suggesting policy options, advice and recommendations. The Policy brief will be used as a key tool in bridging the gap between research findings and policy implementation. The policy brief could also be used for policy advocacy.
Source/Collection of Data	DWYPD initiated Studies, Statistics South Africa, National Departments, Research and academic institutions locally, regionally, and globally, as well as independent researchers.
Means of Verification	1 Policy Brief on priority and topical issues for women or youth, or disability produced
Method of Calculation/Assessment	Simple count
Assumption	Recent and relevant data and information available for analysis and interpretation towards the development of the policy brief
Disaggregation of Beneficiaries (where applicable)	Disaggregation by gender, age, disability; geographic location, race, etc.
Spatial Transformation (where applicable)	Not Applicable
Calculation Type	Cumulative and non-cumulative
Reporting Cycle	annually
Desired Performance	1 Policy Brief on priority and topical issues for women or youth, or disability produced
Indicator Responsibility	Chief Directorate – Research and Knowledge Management

Sub-Programme: Monitoring and Evaluation: Women, Youth and Persons with Disabilities	
Indicator Title	3.3 Number of national departments implementing the GRPBMEA Framework
Definition	The report seeks to measure the status of how government departments are mainstreaming WYPD priorities across departmental programmes as well as the level of institutionalising of the GRPBMEAF within and across departments. The report will be based on the number of self-monitoring reports received from departments.
Source of data	Self-assessment reports by government departments on the implementation of the GRPBMEAF.
Method of Calculation / Assessment	Simple count the number of national departments that have submitted self-monitoring reports and have implemented the GRPBMEAF pillars.
Means of verification	Reports of 10 national departments implementing the GRPBMEA Framework
Assumptions	Self-assessment monitoring tool submitted to departments by DWYPD are fully populated and submitted within the due date.
Disaggregation of Beneficiaries (where applicable)	The report will provide analyses of how the national departments are prioritising women, youth and persons with disabilities in their intervention programmes.
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative Year End
Reporting Cycle	Bi-annually
Desired Performance	Reports of 10 national departments implementing the GRPBMEA Framework
Indicator Responsibility	Chief Directorate: Monitoring and Evaluation

Sub-Programme: Monitoring and Evaluation: Women, Youth and Persons with Disabilities	
Indicator Title	3.4 Number of monitoring report produced on the status of the empowerment of women, youth and persons with disabilities
Definition	The monitoring report seeks to provide progress made on the implementation of selected indicators in the Country Gender Indicator Framework (CGIF). The report will provide government's performance on the empowerment of WYPD through monitoring the empowerment of WYPD using indicators as implemented across government.
Source of data	Annual and Mid-year Performance reports for National Departments from the Electronic Quarterly Performance Reporting systems of DPME (eQPRS), National Departments Annual Reports, and Research Reports on the Women, Youth and Persons with Disabilities and/or reports by departments submitted to DWYPD on the selected indicators
Method of Calculation / Assessment	Simple count
Means of verification	1 monitoring report produced on the status of the empowerment of women, youth and persons with disabilities
Assumptions	Data and information for the selected indicators is accessible and available and that it is disaggregated by sex, age and disabilities.
Disaggregation of Beneficiaries (where applicable)	Report to contain data/information disaggregated by sex, age and disability.
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative
Reporting Cycle	Annually option
Desired Performance	1 monitoring report produced on the status of the empowerment of women, youth and persons with disabilities
Indicator Responsibility	Chief Directorate: Monitoring and Evaluation

Sub Programme: Monitoring and Evaluation	
Indicator Title	3.5 Number of Evaluation Study conducted report on empowerment of WYPD
Definition	The evaluation will focus on assessing the impact of the GRPBMEAF on women, youth and persons with disabilities. This will further provide evidence-based information for consideration for the review of the government policy.
Source/Collection of Data	Departmental progress/ performance reports (quarterly and annually). Research reports and studies conducted in the area to be evaluated Questionnaire and interviews for the evaluation study being undertaken.
Means of Verification	1 Evaluation study conducted on empowerment of WYPD
Method of Calculation/ Assessment	Simple count
Assumption	There are progress/ performance reports (quarterly and annually) and research reports and studies conducted related to the empowerment of women, youth and persons with disabilities evaluation study and there will be sufficient responses from the selected sample of beneficiaries.
Disaggregation of Beneficiaries (where applicable)	Report to contain data disaggregated by gender, age and disability.
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative
Reporting Cycle	Annually
Desired Performance	1 Evaluation study conducted on empowerment of WYPD
Indicator Responsibility	Chief Directorate: Monitoring and Evaluation

Sub-Programme: International Relations, Stakeholder Management and Capacity Building	
Indicator Title	3.6 Number of status of reports developed on implementation of the departmental WYPD international Relations Strategy
Definition	The implementation of the departmental WYPD International Relations Strategy will be based on the four areas of: multilateral engagements; bilateral relations; ODA work and treaty obligations and other international and regional commitments on WYPD. The work undertaken on each of the four pillars will be comprehensively reported on in each quarter in one status report. Each status report will outline progress made and actions taken in pursuit of key recommendations and decisions under each quarter.
Source of Data	Delegations' reports; Declarations, Outcome Documents; Bilateral Agreements/MOUs; Meeting minutes. Briefing notes ; subissions ; Note Verbales etc.
Method of calculation	Simple count number of reports
Means of Verification	4 status of reports developed on implementation of departmental WYPD international Relations Strategy
Assumptions	The department is assuming that they be actions that fall under all four pillars of the WYPD International Relations Strategy in every quarter
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative year end
Reporting Cycle	Quarterly
Desired Performance	4 status of reports developed on implementation of the departmental WYPD international Relations Strategy
Indicator Responsibility	Chief Director: IR, Stakeholder Management and Capacity Building

Sub Programme: International Relations, Stakeholder Management and Capacity Building	
Indicator Title	3.7 Number of stakeholder engagements on the empowerment of women, youth and persons with disabilities conducted
Definition	Stakeholder advocacy initiatives will be identified within women's empowerment and gender equality; youth development and rights of persons with disabilities and conducted to advance empowerment of women, Youth and persons with disabilities. The specific engagement will be based on the initiative identified within the department and will be coordinated in partnership with the relevant unit in which the priority falls. It is envisaged that in each quarter there will different stakeholder / advocacy engagements conducted based on the three broad priorities of the department and will be cumulative towards the final target.
Source of Data	Research findings and statistics; community profiling; DDM reports for specific areas, among others
Method of Calculation/ Assessments	Number of stakeholder engagements conducted under each of the three broad priorities
Means of Verification	12 Concepts documents/project plans and reports on stakeholder engagements coordinated on the empowerment of women, youth and persons with disability rights
Assumptions	People will avail themselves (virtual or physical) for the stakeholder advocacy engagements
Disaggregation of Beneficiaries (where applicable)	Disaggregation by gender, age, disability, geographic location, race, etc.
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative year end
Reporting Cycle	Quarterly
Desired Performance	12 Concepts documents/project plans and progress reports on stakeholder engagements coordinated on the empowerment of women, youth and persons with disability rights
Indicator Responsibility	Chief Director: IR, Stakeholder Management and Capacity Building

Sub Programme: International Relations, Stakeholder Management and Capacity Building	
Indicator Title	3.8 Number of community mobilisation initiatives on the rights of women, youth and persons with disabilities coordinated
Definition	Communities will be mobilised from the different WYPD sectors to focus on matters within women's empowerment and gender equality, youth development and rights of persons with disabilities. The mobilisation of communities will be based on the initiative identified within the department and will be coordinated in partnership with the relevant unit in which the priority falls. It is envisaged that in the applicable quarter there will be a particular community mobilisation activity conducted based on the WYPD matter applicable.
Source of Data	Research findings and statistics; community profiling; DDM reports for specific areas, among others
Method of Calculation/ Assessments	Number of community mobilisations conducted under each of the three sectors of women, youth and persons with disabilities
Means of Verification	4 Concepts documents/project plans and reports on community mobilisations coordinated on the empowerment of women, youth and persons with disability rights
Assumptions	People will avail themselves (virtual or physical) for the stakeholder advocacy engagements
Disaggregation of Beneficiaries (where applicable)	Disaggregation by gender, age, disability, geographic location, race, etc.
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative year end
Reporting Cycle	Quarterly
Desired Performance	4 Concepts documents/project plans and progress reports on community mobilisations coordinated on the empowerment of women, youth and persons with disability rights
Indicator Responsibility	Chief Director: IR, Stakeholder Management and Capacity Building

Programme 4: Rights of Persons with Disabilities

Sub Programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	4.1 Number of RPD Machinery Meetings Convened
Definition	The indicator measures the extent to which National Disability machinery have been institutionalized and are functioning effectively
Source of Data	White Paper on the Rights of Persons with Disabilities
Method of Calculation/ Assessments	Reports on Disability MANCO and Plenary of the Disability Machinery
Means of Verification	Simple count (quantitative) and assessment of effectiveness (qualitative)
Assumptions	Adequate resources are available for Two meetings of the MANCO of the Disability machinery and the Two meetings of the plenary of the disability machinery including participation by representatives of the state machinery and the civil society organizations of and for persons with Disabilities .
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative
Reporting Cycle	Bi- Annually
Desired Performance	Two meetings of the Manco of the Disability machineries and Two meetings of Disability rights machinery plenary are held to achieve a total of 20 over the five-year period. Agendas are relevant to the priorities of Persons with Disabilities and participation by government and the non-state sector is adequate and representative.
Indicator Responsibility	Chief Directorate: Advocacy and Mainstreaming

Sub Programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	4.2 Number of Presidential Working Group on Disability engagement with the President/ delegate Convened
Definition	The indicator measures the extent to which Presidential Working Group on Disability have been institutionalized and are functioning effectively, supporting the President as the Chairperson of the Presidential Working Group on Disability
Source of Data	Reports on Presidential Working Group on Disability and the Annual Meeting with the President
Method of Calculation/ Assessments	Simple count (quantitative) and assessment of effectiveness (qualitative)
Means of Verification	Simple count (quantitative) and assessment of effectiveness (qualitative)
Assumptions	An Annual meeting of the President and Presidential Working Group on Disability is convened and participation by representatives of the state machinery.
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative
Reporting Cycle	Annual progress against the five-year target
Desired Performance	The Presidential Working Group on Disability establish workstreams guided by the Terms of reference and the strategic plan of the Presidential Working Group on Disability and advises the President on matters of policy to advance the rights of persons with Disabilities.
Indicator Responsibility	Chief Directorate: Advocacy and Mainstreaming

Sub Programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	4.3 Number of capacity-building interventions for Disability focal points attended and facilitated
Definition	The indicator coordinates Information, education and Capacity building interventions for government, civil society and private sector
Source of Data	NSG Capacity Building Programmes, White Paper on Rights of Persons with Disabilities Pillar 7 on Building an equitable state Machinery; Draft Disability Mainstreaming Strategy; National Strategic Frameworks on Disability;
Method of Calculation/ Assessments	Simple count
Means of Verification	Programme and report.
Assumptions	All duty bearers are familiar with the whitepaper and indicators, the strategic frameworks on disability and have set up institutional mechanisms to respond for disability inclusion
Disaggregation of Beneficiaries (where applicable)	Relevant indicators and targets are disaggregated by gender, age and disabilities
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative
Reporting Cycle	Quarterly
Desired Performance	A resourced, empowered, disability state machinery that is able to implement and service programs and services for persons with disabilities for equality and equity
Indicator Responsibility	Chief Directorate: Advocacy and Mainstreaming

Sub Programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	4.4 Disability Advocacy and Mainstreaming Strategy produced
Definition	The Department is expected to coordinate Disability Inclusion, the Department has developed a draft strategy which will be finalised as the final Advocacy and Mainstreaming Strategy to guide Departments.
Source of Data	Some government departments that have developed their mainstreaming strategies on disabilities for their services, disability organisations that have developed advocacy and mainstreaming guidelines and documents, research institutions and academia that have developed documents on mainstreaming and advocacy for disability.
Method of Calculation/ Assessments	Simple Count
Means of Verification	Draft Advocacy and Mainstreaming Strategy developed
Assumptions	That departments are willing to embrace disability inclusion in their plans
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative
Reporting Cycle	Annually
Desired Performance	Mainstreaming strategy that will serve as a guideline for departments to mainstream disability in their projects and plans for disability inclusion.
Indicator Responsibility	Chief Directorate: Advocacy and Mainstreaming

Sub Programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	4.5 Number of implementation plans, disability forums established, and disability policies amended aligned to the WPRPD
Definition	The indicator measures the extent to which national government departments implement the strategic frameworks on Disability and are responsive to the priorities of persons with Disabilities. This includes the institutionalization of Disability Forums and disability responsive policies
Source of Data	Strategic Frameworks on Disability, Report on progress of the Implementation plans, Establishment of Disability Forums and list Policies amended
Method of Calculation/ Assessments	Simple count
Means of Verification	The Departments will have developed Implementation plans and are further institutionalising disabilities forums, Report on progress of the Implementation plans, Establishment of Disability Forums and list Policies amended and amending policies for disability responsive
Assumptions	The Departments will have developed Implementation plans and are further institutionalising disability forums and amending policies for disability responsiveness.
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative
Reporting Cycle	Annual progress against the five-year target
Desired Performance	Departmental Implementation plans, policies, forums, awareness raising initiatives and programs are disability responsive.
Indicator Responsibility	Chief Directorate: Advocacy and Mainstreaming

Sub Programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	4.6 Number of Disability Rights Awareness Month Campaign Calendar Implemented
Definition	The indicator coordinates and institutes the Awareness raising initiatives through Disability Rights Awareness Month
Source of Data	Concept note on Disability Rights Awareness Month and Disability
Method of Calculation/ Assessments	Simple count
Means of Verification	Programme and report.
Assumptions	The Departments will have developed awareness raising campaigns and submit calendar of activities and events guided by the concept documents developed by Department of Women, Youth and Persons with Disabilities
Disaggregation of Beneficiaries (where applicable)	Relevant indicators and targets are disaggregated by gender, age and disabilities
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative
Reporting Cycle	Annual progress against the five-year target
Desired Performance	Awareness raised through DRAM Calendar implemented.
Indicator Responsibility	Chief Directorate: Advocacy and Mainstreaming

Sub Programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	4.7 Number of International Day of Persons with Disabilities Commemorations held
Definition	The indicator coordinates and institutes the Awareness raising initiatives through International and National of Persons with Disabilities
Source of Data	Concept note on International and National Day of Persons with Disability
Method of Calculation/ Assessments	Simple count
Means of Verification	Programme and report.
Assumptions	The Departments will have developed awareness raising campaigns and submit calendar of activities and events guided by the concept documents developed by Department of Women, Youth and Persons with Disabilities. Provinces will have coordinated IDPD in provinces. IDPD is not classified under the Heraldry Act as a Commemoration Day.
Disaggregation of Beneficiaries (where applicable)	Relevant indicators and targets are disaggregated by gender, age and disabilities
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative
Reporting Cycle	Annual progress against the five-year target
Desired Performance	Awareness raised through IDPD and National Day of Persons with Disabilities implemented.
Indicator Responsibility	Chief Directorate: Advocacy and Mainstreaming

Sub Programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	4.8 Number of advocacy manuals on disabilities developed
Definition	Advocacy manuals to increase the levels of awareness and knowledge on different disabilities to deal with Stigma, discrimination, the development of Manuals about different disabilities for information will greatly dismantle barrier on Etiquette on Disability Services, Basic Guidelines on Services and Facilities for Disability Inclusion, and Albinism.
Source of Data	Raw data collated from persons with disabilities organisations advocating for different Disabilities Data should not be medical.
Method of Calculation/ Assessments	Simple Count
Means of Verification	Draft and Final Manuals
Assumptions	Information on disability is sitting with various duty bears and the exercise will consolidate the information.
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative
Reporting Cycle	Quarter 2 and 4
Desired Performance	Manuals developed for knowledge, awareness raising and education on the different disabilities by duty bearers for ease of access to information on how to interact with persons with disabilities.
Indicator Responsibility	Chief Directorate: Advocacy and Mainstreaming

Sub Programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	4.9 365 Days Awareness Raising Campaign on Disability and Disabilities
Definition	The indicator coordinates, institutes the Awareness raising initiatives Disability Rights Awareness Month, International Day on Rights of persons with Disabilities and 365 days awareness campaign on Disabilities and disability declared by the Cabinet, and the United Nations Convention on Rights of persons with Disabilities by national government departments.
Source of Data	Concept note on 365 Days awareness campaign on Disabilities
Method of Calculation/ Assessments	Simple count
Means of Verification	Developed awareness raising campaigns and submit calendar of activities and events guided by the concept documents developed by Department of Women, Youth and Persons with Disabilities
Assumptions	The Departments will have developed awareness raising campaigns and submit calendar of activities and events guided by the concept documents developed by Department of Women, Youth and Persons with Disabilities
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative
Reporting Cycle	Quarterly
Desired Performance	365 DAYS implemented.
Indicator Responsibility	Chief Directorate: Advocacy and Mainstreaming

Sub Programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	4.10 Number of Universal Accessibility Action Plans on Disabilities Round Table Summits Implemented
Definition	The indicator identifies, coordinates the universal accessibility summits and round tables upon identifying gaps in the implementation of universal design and access for persons with disabilities programmes for persons with disabilities.
Source of Data	Concept note for Universal accessibility Summit Round Tables
Method of Calculation/ Assessments	Simple count
Means of Verification	Programme and report.
Assumptions	Departments are slowly progressing in implementation of universal accessible programmes for persons with disabilities and therefore fastrack UDA, Departments and civil society organisation identifies the gaps and develops concept note for departments to implement the summits for resolutions
Disaggregation of Beneficiaries (where applicable)	Relevant indicators and targets are disaggregated by gender, age and disabilities
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative
Reporting Cycle	Annual progress against the five-year target
Desired Performance	Collaboration is increased universally accessible service delivery to persons with disabilities
Indicator Responsibility	Chief Directorate: Advocacy and Mainstreaming

Sub Programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	4.11 Draft Disability Promotion and Protection bill developed
Definition	The indicator measures the extent to which the Disability Rights Bill is developed and enacted over the five-year period, with a view to its enforcement towards improving rights of persons with disabilities in the country.
Source of Data	Issue Paper, Discussion paper on Bill and the Draft Disability Bill and SEIAS report of the Bill.
Method of Calculation/ Assessments	Quantitative and qualitative (completion of the steps in the path to legislation) working with the Department of Justice and Constitutional Development and its entities South African Law Reform Commission and OCSLA.
Means of Verification	Programme and report.
Assumptions	The legislation is approved by Cabinet for tabling in parliament and is passed by parliament
Disaggregation of Beneficiaries (where applicable)	Relevant indicators and targets are disaggregated by gender, age and disabilities
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative
Reporting Cycle	Annual progress against the five-year target
Desired Performance	The Disability Bill be processed towards an Act proclaimed and gazette for implementation
Indicator Responsibility	Chief Directorate: Advocacy and Mainstreaming for the Rights of Persons with Disabilities

Sub Programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	4.12 Number of Interventions on Sexual Reproductive Health and Gender Based Violence and Femicide for women and girls with disabilities Implemented
Definition	The indicator coordinates and Interventions on Sexual Reproductive Health and Gender based Violence and Femicide for women and girls with disabilities
Source of Data	White paper on Rights of persons with Disabilities Pillar 4 on Empowerment of persons with Disabilities; National Strategic Plan on Gender Based Violence and Human Science Research council report on the prevalence of Gender Based Violence on Women and Girls with Disabilities.
Method of Calculation/ Assessments	Simple count
Means of Verification	Concept, Programme and report.
Assumptions	Departments integrate disability into their GBVF programs
Disaggregation of Beneficiaries (where applicable)	Relevant indicators and targets are disaggregated by gender, age and disabilities
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative
Reporting Cycle	Annual progress against the five-year target
Desired Performance	Empowered Women and Girls with Disabilities been able access support and services
Indicator Responsibility	Chief Directorate: Advocacy and Mainstreaming

Sub Programme: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	
Indicator Title	4.13 Number of Partnerships for Entrepreneurs with disabilities
Definition	The indicator coordinates partnerships towards Entrepreneurship Capacity building interventions for organizations of persons with disabilities
Source of Data	White paper on Rights of persons with disabilities Pillar 5 on reducing economic vulnerability and releasing human Capital and database of organizations of and for persons with disabilities
Method of Calculation/ Assessments	Simple count
Means of Verification	Programme and Report
Assumptions	Organizations of and individual persons with disabilities do not have entrepreneurship skills to participate in Central supplier Databases and therefore to increase number of entrepreneurs with disabilities , capacity and information sessions on entrepreneurship have to be conducted. Departments have no or limited databases of entrepreneurs with disabilities.
Disaggregation of Beneficiaries (where applicable)	Relevant indicators and targets are disaggregated by gender, age and disabilities
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-Cumulative
Reporting Cycle	Annual progress against the five-year target
Desired Performance	Increased number of entrepreneurs with disability
Indicator Responsibility	Chief Directorate: Advocacy and Mainstreaming

Sub Programme: Government and Regulations for the Rights of Persons with Disabilities	
Indicator Title	4.14 Number of interventions to increase economic empowerment and inclusion of persons with disabilities
Definition	<p>This indicator refers to the circular and practice note that will be developed to address challenges experienced by government departments to achieve their employment equity targets for persons with disabilities.</p> <p>There will be consultations with government departments and stakeholders towards developing an intervention to assist public sector with strategies on how to implement employment equity legislation and policies.</p>
Source of Data	<ul style="list-style-type: none"> • White paper on the Rights of persons with disabilities • The analysis report on draft APPs • DPME guidelines for disability inclusion • UNCRPD • National strategic framework on Universal design and access • National reasonable accommodation framework • SABS standards
Method of Calculation/ Assessments	Simple count
Means of Verification	
Assumptions	Departments will provide us with APPs and Annual reports
Disaggregation of Beneficiaries (where applicable)	Disability
Spatial Transformation (where applicable)	N/A
Calculation Type	
Reporting Cycle	
Desired Performance	1 circular and practice note developed to increase 7% employment equity target of persons with disabilities
Indicator Responsibility	Chief Directorate: Governance and Regulations - RPD

Sub Programme: Government and Regulations for the Rights of Persons with Disabilities	
Indicator Title	4.15 Number of policies of government departments to determine alignment with the principles and objectives of the WPRPD analyzed.
Definition	<p>This indicator refers to policies of government departments that will be analysed to determine whether Departmental policies are responsive to the rights of persons with disabilities as outlined in the WPRPD</p> <p>8 policies will be identified relevant to the MTDP priorities. Guidance will be provided to government departments whose policies were found not be aligned with the WPRPD.</p>
Source of Data	8 Policies from government departments
Method of Calculation/ Assessments	Simple count
Means of Verification	
Assumptions	Departments will provide us with the 8 policies
Disaggregation of Beneficiaries (where applicable)	Disability
Spatial Transformation (where applicable)	N/A
Calculation Type	
Reporting Cycle	
Desired Performance	8 policies analyzed to determine alignment with the WPRPD
Indicator Responsibility	Chief Directorate: Governance and Regulations

Sub Programme: Government and Regulations for the Rights of Persons with Disabilities	
Indicator Title	4.16 Number of service delivery sites monitored for disability inclusion and access.
Definition	<p>This indicator refers to site visits that will be conducted with an aim to measure the extent to which service delivery sites have improved their accessibility and inclusivity for persons with disabilities</p> <p>A monitoring tool will be developed, and focal points and monitoring officials will be capacitated on how to use the monitoring tool to strengthen monitoring across service delivery points in the country</p>
Source of Data	Information provided by relevant government departments, Offices of the premier and Municipalities including the disability sector
Method of Calculation/ Assessments	Simple count
Means of Verification	Reports on outcome of site visits and monitoring tool
Assumptions	That relevant government departments, OTPs and Municipalities will provide performance information to determine improvement on service delivery sites on inclusion of PWDs
Disaggregation of Beneficiaries (where applicable)	Disability
Spatial Transformation (where applicable)	N/A
Calculation Type	Simple count
Reporting Cycle	quarterly
Desired Performance	10 service delivery sites monitored for disability inclusion and access
Indicator Responsibility	Chief Director: Governance and Regulations-RPD

Sub Programme: Governance and Regulations for the Rights of Persons with Disabilities	
Indicator Title	4.17 Number of Annual progress reports on the implementation of the White Paper on the rights of persons with disabilities developed
Definition	This indicator refers to the annual progress report on the implementation of the white paper on the rights of persons with disabilities. The report will highlight progress made by national government departments and Offices of the Premier on implementation of the 9 pillars and policy directives of the WPRPD for the previous financial year (2024-2025 reporting period). The report will be compiled through collecting performance information from national departments and Offices of the Premier using a reporting template. Inputs and comments from other relevant stakeholders including disability sector will also be reflected in the report. This will be the 9th Annual progress report on the implementation of the white paper on the rights of persons with disabilities
Source of Data	Presentations received from government departments and Office of the premier on the performance information and inputs and comments received from other relevant stakeholders, including the disability sector.
Method of Calculation/ Assessments	Simple count
Means of Verification	
Assumptions	All reporting institutions will provide performance information on disability inclusion that are relevant to their mandates in accordance with pillars of the WPRPD
Disaggregation of Beneficiaries (where applicable)	Disability
Spatial Transformation (where applicable)	N/A
Calculation Type	Simple count
Reporting Cycle	annually
Desired Performance	1 annual Progress report on the implementation of the White Paper on the rights of persons with disabilities developed.
Indicator Responsibility	Chief Directorate: Governance and Regulations - RPD

Sub Programme: Governance and Regulations for the Rights of Persons with Disabilities	
Indicator Title	4.18 Number of strategies analyzed for disability responsiveness
Definition	This indicator refers to the climate change strategies developed by government departments to measure whether they are disability responsive. Departments will be identified in the year with a view to analyzing their climate change strategies. A minimum of 3 climate change strategies from identified departments will be analyzed and guidance will be provided.
Source of Data	Climate change strategies from government departments
Method of Calculation/ Assessments	Simple count
Means of Verification	Climate change strategies monitored
Assumptions	Different government departments will provide strategies
Disaggregation of Beneficiaries (where applicable)	Disability
Spatial Transformation (where applicable)	N/A
Calculation Type	Simple count
Reporting Cycle	Quarterly/annually
Desired Performance	3 climate change strategies analyzed for disability responsiveness
Indicator Responsibility	Chief Directorate: Governance and Regulations- RPD

Programme 5: Rights of Youth

Sub Programme: Advocacy and Mainstreaming for the Rights of Youth	
Indicator Title	5.1 Monitoring of the SANDF-led National Youth Service (NYS) Programme conducted
Definition	The department will be rallying all-of-government and all-of-society behind implementation of an SANDF-led National Youth Service (NYS) programme. The NYS will train, capacitate and tool communities to be resilient and self-sustaining, massify sector-specific skills development, power up our nation's industrialisation aspirations and grow local economies. The Department will develop monitor implementation of the programme, including funding, coordination and placement of the participants, among other critical success factors.
Source of Data	Progress/ performance reports (quarterly and annually) produced.
Method of Calculation/ Assessments	Simple count
Means of Verification	Progress reports on the SANDF led National Youth Service (NYS) Programme
Assumptions	There is enrolment of participants and performance data is correctly stored (quarterly and annually) on the NYS programme
Disaggregation of Beneficiaries (where applicable)	The programme will involve young people, young women, black youth, youth from rural and township areas, and youth with disabilities in community service.
Spatial Transformation (where applicable)	Report for the programme to contain data disaggregated by age, gender, racial group, geographic location
Calculation Type	Cumulative Year End
Reporting Cycle	Annually
Desired Performance	Women, Youth and Persons with disabilities enrolled into a National Service
Indicator Responsibility	Chief Directorate: Advocacy and Mainstreaming for the Rights of Youth

Sub Programme: Advocacy and Mainstreaming for the Rights of Youth	
Indicator Title	5.2 Number of NYP implementation monitoring reports produced
Definition	Monitoring progress report on implementation of the NYP using among others the high level indicators contained in the Monitoring and Evaluation (M&E) Framework. The report will track implementation of key indicators on Quality Education, Skills development and 2nd chances; Economic transformation, Entrepreneurship and Job creation; Physical and Mental Health promotion including prevention of teenage pregnancy and substance abuse; combatting pandemics; Social Cohesion and Nation Building; and Effective and responsive youth development machinery. Report with recommendations will be processed to the Director General for approval. Measures to ensure follow up on the recommendations include processing the report to the National Youth Machinery meeting and other stakeholders for action will be applied annually.
Source of Data	National Youth Policy 2020-2030; M&E Framework for the NYP; Data collected from government departments on national youth indicators, media articles and other reports covering topics that link to the five pillars of the NYP
Method of Calculation/ Assessment	Simple count
Means of Verification	NYP Implementation monitoring report
Assumptions	N/A
Disaggregation of Beneficiaries (where applicable)	Reporting on youth development indicators, disaggregated by age, gender, location, race and disability
Status, where applicable	
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative Year-End
Reporting Cycle	Quarterly
Desired Performance	NYP implementation monitoring reports produced
Indicator Responsibility	Chief Directorate: National Youth Development

Sub Programme: Advocacy and Mainstreaming for the Rights of Youth	
Indicator Title	5.3 South African Youth Development Bill processed to be tabled in Cabinet
Definition	South African Youth Development Bill is a framework legislation that regulates youth development in the country. The legislation provides for development and empowerment of young people in the country, through amongst others, the: (i) setting of youth development priorities; (ii) regulating youth development equity targets; (iii) institutionalisation and mainstreaming of youth development; (iv) streamlining of the youth development efforts into an integrated coordinated package of services; (v) professionalization of youth work; and (vi) providing for youth development coordination mechanisms at national, provincial, and local levels.
Source of Data	National Youth Policy 2020-2030; South African Youth Development Bill
Method of Calculation/ Assessments	South African Youth Development Bill; Submission approved by the Minister for the Cabinet Memorandum to be processed, Consultation Report.
Means of Verification	Draft Bill; Memorandum of Objects; Socio Economic Impact Assessment Study certificate; OCSLA certificate; Approved submission
Assumptions	Draft Legislation is consulted, refined, and thereafter submitted for tabling in Cabinet
Disaggregation of Beneficiaries (where applicable)	Youth across ages, male and females, from different racial groups and locations, as well as those with disabilities
Spatial Transformation (where applicable)	N/A
Calculation Type	Non-cumulative
Reporting Cycle	Annually
Desired Performance	SAYD Bill consulted, refined, processed to Cabinet for tabling in Parliament.
Indicator Responsibility	Chief Directorate: National Youth Development Programme

Sub Programme: Advocacy and Mainstreaming for the Rights of Youth	
Indicator Title	5.4 Number of NYDA monitoring reports produced
Definition	The Department will compiled quarterly NYDA monitoring reports which reflects the performance of the NYDA. The extent to which the DWYPD oversees the NYDA, identifies bottlenecks and make recommendations for the NYDA to function more effectively. Oversight of the NYDA include monitoring the financial and non-financial performance of the NYDA; quality assurance of the plans and reports; monitoring compliance with applicable legislation; monitoring alignment of plans with national priorities; ensuring good governance; and developing interventions to prevent issues from getting out of control. The monitoring of the NYDA will ensure accountability of the public entity towards the Executive Authority.
Source of Data	NYDA Act; Shareholder Performance Agreement; NYDA quarterly performance reports; APP and Strategic plan
Method of Calculation/ Assessments	Simple count of the number of Quarterly monitoring reports
Means of Verification	Quarterly NYDA monitoring reports
Assumptions	Performance Monitoring meetings have taken placed as scheduled; reports are compiled; submitted; and assessed
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative Year End
Reporting Cycle	Quarterly
Desired Performance	Reports are analysed, quality assured and feedback is provided; areas that require performance improvement are recommended for effective and efficient operation of the agency
Indicator Responsibility	Chief Directorate: National Youth Development Programme

Sub Programme: Advocacy and Mainstreaming for the Rights of Youth	
Indicator Title	5.5 Number of National Youth machineries meetings convened
Definition	The Department convenes and chairs the National Youth Machinery meetings. Stakeholders from the public sector, private sector and civil society that plays a role in the youth sector, at a national level, are invited to participate in the meetings. The National Youth Machinery (NYM) is established for the purpose of: ensuring joint planning for the youth sector; setting national youth development priorities; making recommendations on strategic decisions and reporting progress on implementation of youth development programmes and projects; and conducting evaluation for the purpose of assessing impact and making recommendations on service improvement for decision taking.
Source of Data	National Youth Policy 2020-2030; NYM meetings quarterly reports: APP and Strategic plan
Method of Calculation/ Assessments	Simple count of the number of Quarterly NYM meeting reports
Means of Verification	Quarterly NYM reports
Assumptions	NYM meetings have taken place as scheduled and a report is compiled
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative Year End
Reporting Cycle	Quarterly
Desired Performance	Number of National Youth Machinery meetings convened
Indicator Responsibility	Chief Directorate: National Youth Development Programme

Sub Programme: Advocacy and Mainstreaming for the Rights of Youth	
Indicator Title	5.6 Number of Capacity building workshops for youth workers convened
Definition	The Department convenes and chairs the Capacity building workshops. Stakeholders from the public sector, private sector and civil society that plays a role in the youth sector, at a national level, are invited to participate in the meetings. The Workshops are convened with Youth workers to capacitate them with youth development skills. This is done to effective service delivery for youth development in line with the last pillar of the National Youth Policy.
Source of Data	National Youth Policy 2020-2030; National Youth Policy M&E Framework.
Method of Calculation/ Assessments	Simple count of the number of Workshops convened
Means of Verification	Quarterly NYP Workshops
Assumptions	NYP workshops which have taken place as scheduled, and a report is compiled
Disaggregation of Beneficiaries (where applicable)	N/A
Spatial Transformation (where applicable)	N/A
Calculation Type	Cumulative Year End

ANNEXURE A: CONDITIONAL GRANTS

Not applicable for the department.

ANNEXURE B: CONSOLIDATED INDICATORS

Not applicable for the department.

ANNEXURE C: DISTRICT DEVELOPMENT MODEL

Programme 2: Advocacy and Mainstreaming for the Rights of Women

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

Areas of Intervention	Medium Term (3 year- MTEF)						
	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	Allocated Budget
	Advocacy and Mainstreaming for the Rights of Women						
	Lejweleputswa, Xhariep, Fezile Dabi and Mangaung Metropolitan Municipality); Eastern Cape Province Municipalities	(Amatole District, Nelson Mandela Metro	(Amatole District, Nelson Mandela Metro Municipalities				
	(Amatole District, Nelson Mandela Metro Municipalities						
	Provision of support to Districts and Municipalities – to integrate the priorities of the NSP on GBVF to the District Development One Plans and Integrated development plans. The support will be provided through the review of the Municipality of the Municipality plans, provision of feedback on how the Municipalities can ensure integration and provision of mentorship support	KZN Province Municipalities (Umzinyathi District, Zululand District, Amajuba, Harry Gwala, Ilembe, King Cetshwayo and Ugu Districts Mpumalanga Districts (Enhlazeni, Nkangala, Ngaka Gert Sibande Free State Province Municipalities (Thabo Mofutsanyane, Lejweleputswa,	KZN Province Municipalities (Umzinyathi District, Zululand District, Amajuba, Harry Gwala, Ilembe, King Cetshwayo and Ugu Districts Mpumalanga Districts (Enhlazeni, Nkangala, Ngaka Gert Sibande Free State Province Municipalities (Thabo Mofutsanyane, Lejweleputswa,	DDG MRWA	COGTA SALGA IDP Forum DDM Forum Office on Status of Women Mayoral Committee Members	COGTA SALGA To organise the sessions IDP and DDM Forum to invite the DWYPD Office on Status of Women to organise the sessions Mayoral Committee Members to invite DWYPD	R500 000

Areas of Intervention	Medium Term (3 year- MTEF)						
	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	Allocated Budget
	Advocacy and Mainstreaming for the Rights of Women						
		Xhariep, Fezile Dabi and Mangaung Metropolitan Municipality); Eastern Cape Province Municipalities (Amatole District, Nelson Mandela Metro Municipalities	Xhariep, Fezile Dabi and Mangaung Metropolitan Municipality); Eastern Cape Province Municipalities (Amatole District, Nelson Mandela Metro Municipalities				
	Pilot the positive masculinity programme in uMzinyathi through established rapid response teams to convert Male Decision Makers into GBVF Champions	Umzinyathi and its local Municipalities	Umzinyathi and its local Municipalities	DDG: MRWA	DSD, Office of the Premier, provincial and District Men's Forum	DSD to share information during information session Municipalities to organise the sessions DWYPD to attend the sessions and share information	R200 000

Programme 3: Monitoring, Research and Coordination

Medium Term (3 year- MTEF)							
Areas of Intervention	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	Allocated Budget
Governance and Regulations							
Research to determine the nature and extent of gender-based violence and femicide (GBVF)	Desktop research on GBVF cases in different Districts: The purpose of the study is to provide trend analysis of Sexual offences, Domestic violence, and rape cases focusing on police stations in different Districts.	selected or identified districts	Hotspot Districts identified	CD: RKM	SAPS, DoJ, Stats SA, Districts and local municipality, civil society and organisations, sectors departments	CD: RKM Q4 2024/25	DWYPD Human resources (COE)
Institutional planning	WYPD responsiveness analysis of all One Plans: To assess the Gender, Youth and Disability responsiveness of the One Plans.	District Municipality	N/A	CD: M&E	N/A	CD: M&E 2024/25	R1,5 mil, the project to be outsourced for analysis of all one plans.
WYPD responsive International Relations	Advocacy sessions to popularize WYPD international instruments at metro and district level	Districts Municipalities and Metros	Districts Municipalities and Metros	Chief Director: Stakeholder Management and International Relations	UNWomen Civil Society Organisations Government Departments	D: IR	R500 000

Programme 4: Rights of Persons with Disabilities

Medium Term (3 year- MTEF)							
Areas of Intervention	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	Allocated Budget
Governance and Regulations							
Disability Inclusion in programs for service delivery within the IDP's	Universal Access and design of service points and reasonable accommodation <ul style="list-style-type: none">To address physical environment barriers like inaccessible public buildings, facilities and transport.To improve communication with and for persons with disabilities and address Lack of accessible information in braille, or visual format for people with hearing impairments	District service points	39 Victoria Street, Princess Magogo building, Dundee 28.5152° S, 30.6200° E	CD: Advocacy and Mainstreaming	Office of the Premier Government Departments Municipality and disability sector	DWYPD's will be Responsible for awareness and monitoring. Offices of the Premier will be responsible for coordinating disability inclusion working with the municipalities	R100 000
Disability Inclusion in programs for service delivery	The piloting of the implementation disability mainstreaming / inclusion and the institutionalisation into DDM is uMzinyathi district municipality:	uMzinyathi district municipality	39 Victoria Street, Princess Magogo building, Dundee 28.5152° S, 30.6200° E	CD: Advocacy and Mainstreaming	Office of the Premier Government Departments Municipality	DWYPD's will be Responsible for awareness and monitoring.	R100 000

Medium Term (3 year- MTEF)							
Areas of Intervention	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	Allocated Budget
Governance and Regulations							
	Short-Term: 1 Year: Establish approach, identify location and structures (Design phase) Medium-Term: 2-5 Years: Consolidate programmes and activities (implementation phase) Long-Term: 5+ years:					Offices of the Premier will be responsible for coordinating disability inclusion working the municipalities	
Monitor 5 schools on the implementation of the inclusive education policy	Visit 5 schools in the district, to assess their resources and support provided to learners with disabilities	uMzinyathi district municipality	39 Victoria Street, Princess Magogo building, Dundee 28.5152° S, 30.6200° E	Chief Director: Governance and Regulations	NGO's Special school Full-service schools OTP DBE	Develop monitoring tool Arrange visits to the designated schools Assess the identified school using the monitoring tool Developing a report highlighting strength, gaps and recommendations Provide the report to the district for consideration and implementation of recommendations	R 100 000

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

Programme 5: Advocacy and Mainstreaming for the Rights of Youth

Areas of Intervention	Medium Term (3 year- MTEF)						Allocated Budget
	Project Description	District Municipality	Location: GPS Coordinates	Project Leader	Social Partners	Roles and Responsibilities	
Governance and Regulations							
NYDA M&E	Conduct M&E sessions at the NYDA branch	Ehlanzeni District Municipality	-25.471025 E 30.9739321 S	CD: Youth Development	NYDA	Develop M&E Tool Arrange site visits Compile report	R15 000
NYDA M&E	Conduct M&E sessions at the NYDA branch	Ehlanzeni District Municipality	-24.726135 E	CD: Youth Development	NYDA	Develop M&E Tool Arrange site visits Compile report	R15 000
NYDA M&E	Conduct M&E sessions at the NYDA branch	Xhariep District Municipality	-30.031913 E 25.7815359 S	CD: Youth Development	NYDA	Develop M&E Tool Arrange site visits Compile report	R15 000
4IR Training	4IR skills training for young people	Ehlanzeni District Municipality	-25.471025 E 30.9739321 S	CD: Youth Development	NYDA	Facilitate training sessions Invite trainees Develop training report	R300 000
4IR Training	4IR skills training for young people	Xhariep District Municipality	-30.031913 E 25.7815359 S	CD: Youth Development	NYDA	Facilitate training sessions Invite trainees Develop training report	R300 000
Advocay and Mainstreaming							
Educational and Vocational skills expo	Young people in high school	Ehlanzeni District Municipality	30° 35 E 25.083° S	CD: Youth Development	NYDA Private sector		R150 000
Educational and Vocational skills expo	Young people in high school	Xhariep District Municipality	25° 0' 7'' E 29° 24' 29'' S	CD: Youth Development	NYDA Private sector		R150 000
Entrepreneurship and Job creation	Office of the Premier Mpumalanga	Ehlanzeni District Municipality	30.9694163 E -25.4752984 S	CD: Youth Development	DoD CSIR NYDA		R100 000

LIST OF ABBREVIATIONS / ACRONYMS

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

EU	European Union
FY	Financial Year
GBV	Gender Based Violence
GBVF	Gender Based Violence and Femicide
GEYODI	Gender, Youth and Persons with Disabilities
GHS	General Household Survey
GP	Gauteng Province
GRB	Gender Responsive Budgeting
GRPBMEAF	Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework
GTJS	Governance Transformation, Justice and Security
HDI	Historically Disadvantaged Individuals
HIV	human immunodeficiency virus
HR	Human Resources
HSRC	Human Science Research Council
IBSA	India, Brazil, South Africa
ICT	Information, Communications and Technology
IDP	Integrated Development Plan
IEC	Independent Electoral Commission
IESBA	International Ethics Standards Board for Accountants
IGR	Intergovernmental Relations
ILO	International Labour Organisation
IORA	Indian Ocean Rim Association
IR	International Relations
IRSMCB	International Relations, Stakeholder Management and Capacity Building
ISAS	International Standards on Auditing
IYDS	Integrated Youth Development Strategic
JCC	Joint Commission for Cooperation
JSE	Johannesburg Stock Exchange
KPI	Key Performance Indicator
KZN	KwaZulu Natal
MANCO	Management Committee
MCS	Modified Cash Standard
M&E	Monitoring and Evaluation
M&EWYPD	Monitoring and Evaluation: Women, Youth and Persons with Disabilities
MMFR	Maternal mortality in facility ratio
MITSP	Master Information Technology Strategy and Plan
MOU	Memorandum of Understanding
MP	Members of Parliament
MPSA	Microsoft Products and Service Agreements
MTEF	Medium Term Expenditure Framework
MTSF	Medium Term Strategic Framework
MWRA	Mainstreaming of Women's Rights and Advocacy

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

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

NOTES

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This image shows a single sheet of white paper with horizontal blue ruling lines. A prominent diagonal crease runs from the top left towards the bottom right, dividing the page into two sections. The word "NOTES" is printed in a bold, black, sans-serif font at the top center of the page.



women, youth & persons with disabilities

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