



**ADDITIONAL QUESTIONS RELATING TO THE BUDGET, STRATEGIC PLAN AND ANNUAL PERFORMANCE PLAN  
OF THE  
DEPARTMENT OF WOMEN, CHILDREN AND PEOPLE WITH DISABILITIES**

**4 June 2013**

**1. General questions**

	<b>Document to refer to</b>	<b>Question relating to that statement/section</b>	<b>Responses from the Department</b>
1	Strategic Plan Page 5 Foreword	No mention is made of adults with Disabilities.  Please describe some key interventions targeting this group	<ul style="list-style-type: none"><li>• The statement by Deputy Minister, in line with her delegated responsibilities, covers the promotion of the rights of people with disabilities in that it acknowledges that “South Africans with disabilities continue to experience discriminatory practices and barriers as they seek to participate as equal citizens”</li><li>• The department, through its advocacy and institutional support work conducts awareness raising campaigns to highlight these challenges and also provides educational campaigns that will contribute towards changing mindsets.</li></ul>

	Document to refer to	Question relating to that statement/section	Responses from the Department
2	Strategic Plan Page 17 “promoting responsiveness of the New Growth Path Framework and the jobs fund to women, children and people with disabilities”	To what effect?  Please give details of activities, programmes or projects that are aimed at achieving this goal.	<ul style="list-style-type: none"> <li>The DWCPD has compiled the report to engender the New Growth Path in partnership with the World Bank</li> <li>To achieve this goal the department has in the 2013/14 APP a KPI as follows: Programmes for socio-economic opportunities and development for rural women.</li> </ul>
3	Strategic Plan Page 10 In the official sign off page of the Strategic Plan many of the positions are filled with Acting representatives.	<p>a) How many of these positions have been filled by permanent staff members as of May 2013?</p> <p>b) Please give names and details of those who have filled these positions</p>	<p>(a) Two of the three posts have been filled permanently. Chief Director Strategic Management has been advertised and closed on 24<sup>th</sup> May 2013</p> <p>(b) Director-General : Ms Veliswa Baduza Chief Financial Officer : Ms Camagwini Ntshinga</p>
4	APP Page 4 & 5 The foreword	It contains a number of duplicate paragraphs and needs to be edited to provide details of activities and goals	<ul style="list-style-type: none"> <li>The department is aware of this error. The printer’s proof signed off by the department had no errors. The error was committed by the service provider at final production. They have agreed to reprint the APP to correct the mistake at no cost to the department.</li> </ul>

	Document to refer to	Question relating to that statement/section	Responses from the Department
5	APP Page 12 The document makes reference to the Performance Agreement between the Minister and the President.	Please make a copy of this agreement available	<ul style="list-style-type: none"> <li>A detail of the Minister's agreement is also included in the Strategic Plan as Annexure A, page 50.</li> </ul>
6	APP Page 12 The document notes that in the previous financial year the Department faced challenges as a result of inadequate funding and capacity	<p>A funding shortage remains a challenge.</p> <p>How will it be addressed? –through the MTEF process by identifying the budget needs for the department</p>	<ul style="list-style-type: none"> <li>Yes</li> <li>Currently the department is reprioritizing financial resources across programmes within the allocated budget.</li> <li>In addition, the department is compiling a Business Case and Service Delivery Model to impress to the National Treasury on the needed actual structure and financial resource required to deliver on our mandate.</li> <li>The funding shortage will be addressed through the MTEF process.</li> </ul>

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7	Budget R16 million is allocated in the budget to travel	This is more than the amount that is allocated to the children's rights programme  How does this Department justify this diversion of funds from its core mandate?	<ul style="list-style-type: none"> <li>• The R16 million for travel is for the whole department.</li> <li>• The country is signatory to a number of Treaties, which obligates the department to attend the national, regional and international sessions to engage and report accordingly.</li> <li>• It should be noted that a significant component of the travel budget includes subsidization to enable women, children and people with disabilities (including parents/guardians and personal assistants) to participate in the programmes of the department.</li> </ul>
8	APP Page 15 Turnaround strategy	How will the implementation of the Turnaround Strategy be affected by budgetary constraints?	<ul style="list-style-type: none"> <li>• The budget limitations will affect the delivery of all planned activities within the agreed timeframes.</li> <li>• The department is in discussions with a number of stakeholders to solicit support. Lately, we have engaged the UNDP.</li> </ul>

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9	APP Page 15 In 2012/13 there was a 12% vacancy of funded posts, and 29% of the establishment was unfunded	<p>a) Which key posts remain vacant but funded?</p> <p>b) Which key posts remain vacant and unfunded? What value of funding is required to fill key positions? (please provide details per position)</p>	<p>Chief Director: Legal Services (Level 14) Chief Director: Resource Management (Level 14) Chief Director; Advocacy and Mainstreaming RPD (Level 14) Chief Director: Strategic Management (Level 14)</p> <p>Chief Director: Institutional Support and Capacity Building RPD ( Level 14) Chief Director: Institutional Support and Capacity Building CRR ( Level 14) Director: Advocacy and Mainstreaming (CRR and WEGE) x 2 (Level 13) Director: Monitoring and Evaluation WEGE (Level 13)</p>
10	APP Page 15 “subsequent to the approval of the redesigned organisational structure, an establishment expansion plan shall be developed to make provision for the progressive growth of the Department within the MTEF”	<p>a) Who still has to approve the structure?</p> <p>b) b) What is the deadline for approval?</p>	<p>(a) Minister for Women, Children and People with Disabilities and to be concurred with by the Minister for Public Service and Administration.</p> <p>(b) The process should be finalised by September 2013.</p>

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11	<p>APP Page 20 4.3. The organisational structure is stated here as being approved, but on Page 15 it says it is not approved at all.</p> <p>The document states that the discrepancy is being addressed with the Department of Public Service and Administration.</p>	<p>a) Please clarify what the status of the approval is for the organizational structure</p> <p>b) What dates and deadlines have been set to resolve this issue?</p>	<p>a) The department currently has an approved structure, being the one that we refer to on page 20 of the APP.</p> <p>b) As part of the turnaround strategy and in line with the budget structure, the department has four branches and intends to adopt this in its revised structure, referred to on page 15. The set deadline is September 2013</p>

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12	APP Page 17 Strategic outcomes and orientated goals	What are the deadlines for each of these outcomes?	<ul style="list-style-type: none"> <li>All the outcomes stated in this strategic plan are for delivery by the end of the 2013/2014 financial year.</li> </ul>
13	APP Page 17 Strategic outcome and orientated goal 4	<p>The focus on reducing reports of rape and sexual offences can have negative effects at SAPS level with police becoming unwilling to open new dockets as it will make their performance look bad.</p> <p>A more effective target would be the increase in arrests of offenders, or an increased conviction rate. Another option is to increase the number of women who remain in the justice system to the end of their trial.</p>	<ul style="list-style-type: none"> <li>The input is accepted and this strategic outcome and oriented goal 4 will be revised.</li> </ul>

	Document to refer To	Question relating to that statement/section	Responses from the Department
14	APP Page 17 "gender differences"	<p>a) Please could the Department include a note around their definition of gender.</p> <p>b) With this definition in mind how will the Department ensure that the National Council on Gender Based Violence focuses only on those incidents of violence that are perpetrated based on gender?</p>	<p>a) Yes</p> <p>b) The department uses the United Nations definition which is relations between men and women, socially and culturally constructed differences between men and women, or used to describe the characteristics, roles and responsibilities of women and men, boys and girls. The definition will also cover the LGBTI sector in the work of the Council</p>



	Document to refer to	Question relating to that statement/section	Responses from the Department
15	<p>APP, Page 19</p> <p>Budget Page 136, Strategic Plan 2012/13 – 2016/17 Page 25</p> <p>80.3 million has been allocated to the compensation of employees for the Department.</p>	<p>It seems that the Departmental structure is incredibly top heavy, causing a gap in the middle salary ranges where the actual work of the Department should be done.</p> <p>In addition, this leaves 101 staff at a ratio of 2 staff members to be managed per high level staff member.</p>	<ul style="list-style-type: none"> <li>• The nature of the work of the department requires that officials are appointed with analytic, research and decision making skills.</li> <li>• In addition the department requires work force at senior management level to be able to formulate policies and strategies in relation to our mandate.</li> </ul>

	Document to refer To	Question relating to that statement/section	Responses from the Department
	<p>According to the Budget this allocation covers 149 staff members broken down as follows:</p> <ul style="list-style-type: none"> <li>- 31 staff members at salary level 1 – 6 costing R5.7 million in total (or at a unit cost of R200 000)</li> <li>- 41 staff members at salary level 7 – 10 costing R12 million in total (or at a unit cost of R300 000)</li> </ul> <p>of R47.3 million in total (or at a unit cost of R1 000 000)</p> <ul style="list-style-type: none"> <li>- 29 staff members at salary level 11 – 12 costing R15.4 million in total (or at a unit cost of R500 000)</li> <li>- 48 staff members at salary level 13 – 16 at a total 48 staff members thus cost the Department nearly R48 million.</li> </ul>	<p>Please specify:</p> <ul style="list-style-type: none"> <li>a) Details of each of the posts at salary levels 13 – 16</li> <li>b) How many people each of these positions manage and at what salary level</li> <li>c) The justification for such a large number of high level staff when there are many vacant positions within the organisation</li> </ul>	<p>See Annexure 1 (The department staff complement)</p>

	Document to refer to	Question relating to that statement/section	Responses from the Department
16	APP Page 20 According to the document the spending over the MTEF increased substantially because of the Department moving into their own offices from February 2011	It is now two years later - why is spending still increased for this?	<ul style="list-style-type: none"> <li>For the 2011/12 financial year, the lease rental was not paid out for a full 12 months period as the department took occupation of the building towards the end of that financial year. In the 2012/13 financial year, rent was paid for a full 12 months period with an 8% escalation. Escalation is applicable over the term of the lease.</li> </ul>
17	APP Page 20 Paragraph 3	Please clarify where additional funding came from, and where it was spent	<ul style="list-style-type: none"> <li>Funding came from the National Treasury as part of the MTEF processes and it was used for compensation of employees and lease on office rental.</li> </ul>

	Document to refer to	Question relating to that statement/section	Responses from the Department
18	APP Page 22 R500 000 has been allocated to staff satisfaction and R300 000 for reducing the vacancy rate	Given that many positions are not yet filled could this money not be better spent on funding existing vacant positions?	<ul style="list-style-type: none"> <li>To fill the vacant posts the department budgeted R300 000 for recruitment processes.</li> <li>It is critical for the department to maintain high staff morale and provide employee wellness support to ensure stability.</li> </ul>
19	APP Page 22 The document refers to in "International Men's Day"	I think this might be International Women's Day	<ul style="list-style-type: none"> <li>International Men's day does exist. It is in November of every year. Violence against women and children will not be won without full participation of "Men"</li> </ul>
20	APP Page 22 The various reports and campaigns listed cost a total of R5 million	Please provide a cost breakdown for each activity	<p>The breakdown is as follows:</p> <ul style="list-style-type: none"> <li>Planning = R300 000.00</li> <li>Event management services = R2 million</li> <li>Mobilization = R1.9 million</li> <li>Transportation of stakeholders = R500 000.00</li> <li>Sign language interpreting = R200 000.00</li> <li>Entertainment = R100 000.00</li> </ul>
21	APP Page 22 The document notes that an annual stakeholder forum will be coordinated	<p>a) Who are the stakeholders?</p> <p>b) Please provide a cost breakdown for this meeting.</p>	<ul style="list-style-type: none"> <li>The department stakeholders include the public sector, civil society (women, children &amp; people with disabilities), academia, research sector, development funders, private sector, religious organisations and traditional leaders.</li> <li>The funding is for logistics, content preparation and branding.</li> </ul>

	Document to refer to	Question relating to that statement/section	Responses from the Department
22	APP Page 23 3 evidence based research reports will be produced at a cost of R950 000	<p>Please provide:</p> <p>a) Detail on the content of the reports</p> <p>b) The dates on which they will be produced</p>	<p>a) The three evidence based reports will cover the following:</p> <p>i) Study on Violence Against Women in South Africa and Production of a Government Signature Publication – the report will present evidence of manifestations of violence against women and will also assist in monitoring and enhancing State accountability for acting against violence against women and for devising effective responses</p> <p>ii) Impact of the Sanitary Dignity Campaign - will explore the impact and form of the sanitary dignity campaign. The study will examine if there is any impact in the attendance of girls in school as well as any changes in their psychological behavior.</p> <p>iii) Research Analysis Report for the Special Schools Survey - the report details information on 267 Special Schools in eight provinces who participated in the survey. It will form one of the source documents for the final Report on the Status of Learning in Special Schools to be released at the end of Quarter 2</p> <p>b) i) Study on violence against women, by end of the 2013/14 financial year</p> <p>ii) Impact on the Sanitary Dignity Campaign will be concluded at the end of the 2013/14 financial year</p> <p>iii) Report on the Analysis of the Special Schools Survey will be concluded end of June 2013</p>

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		<p>c) Clarity on how these reports differ from the reports in the "events" section of the APP</p> <p>d) Please clarify how costs will be broken down on each of these reports</p>	<p>c) Evidence based reports are reports based on studies that would have been conducted using scientific research methodologies and are not reports about events.</p> <p>d) i) The study is fully funded through the grant from the UNICEF and the UNFPA and includes fees for a service provider to conduct research, validation workshops, publication layout and design and launch of the study. The cost is estimated at R849 900.</p> <p>ii) The department has set aside about R500 000 to conduct the research, layout, design and print publication.</p> <p>iii) The department has set aside funds for capturing the research data, layout, design and print publication</p>

	Document to refer to	Question relating to that statement/section	Responses from the Department
23	APP Page 23 6 analytic reports on the status of women, children and persons with disabilities to be produced at a cost of R700 000. 2 should have been produced by the end of the first quarter of 2013/14	<p>a) Please provide the Committee with a copy of the first two reports</p> <p>b) Please provide detail on the content of the remaining reports</p> <p>c) Please clarify how costs will be broken down on each of these reports</p>	<p>a) the first two analytic reports are due by end of the second quarter of the current financial year</p> <p>b) All analytic reports are further analysis on national reports. These reports provide added exploratory discussion on issues pertaining to women, children and people with disabilities.</p> <p>c) There are no financial implications for the development of the analytic reports.</p>

	Document to refer to	Question relating to that statement/section	Responses from the Department
24	APP Page 40 The strategic and annual performance plan will be aligned to the NDP	Please clarify a) how this has been done in this financial year  b) how this will be done in 2014/15	a) The NDP refers to transformation of the economy to involve the active participation and empowerment of women. It also states that the role of women as leaders in sectors of society should be actively supported. The NDP also states that social, cultural, religious and educational barriers to women entering the job market should be addressed. The department through its research, monitoring and evaluation, and advocacy programmes, has prioritised targets that refer to women empowerment and gender representation. Advocacy initiatives on the WEGE Bill will also address the priorities of the NDP.
25	All documents  A large part of the outputs of the Departments are research reports and campaigns. Please clarify	a) How many researchers work for the Department and what are their qualifications?  b) Do the researchers have all the required equipment (files, storage, computers, journal access) to fulfill their mandate?	a) There are four (4) Researchers. Their qualifications are as follows: i) Chief Director: BSc (Hons.) Applied Social Science; Information and Communication. (UK) ii) Director 1: Med (Educational Policy & Management) iii) Director 2: MPhil (Information & Knowledge Management) iv) Director 3: MSoc Sc (Research Psychology)  b) They have most of the resources.



	Document to refer to	Question relating to that statement/section	Responses from the Department
		<p>c) How many campaign developers or other such skilled people work for the Department and what are their qualifications?</p> <p>d) Do the campaigners have all the required equipment (files, storage, computers, journal access) to fulfill their mandate?</p>	<p>b) We have 5 campaign developers and they have a minimum of a bachelor's degree.</p> <p>d) Mostly.</p>

## 2. Questions relating to the administration programme

	Document to refer to	Question relating to that statement/section	Responses from the Department
1	<p>Strategic Plan Page 29 There is a discrepancy in employment numbers between this document and the Estimates of National Expenditure, Vote 8 (ENE). According to the Strategic Plan Page 152 Posts are needed for the administration programme of which 61% are filled, 12% are funded vacancies, and 27% are unfunded vacancies (roughly 42 positions). The budget details 110 posts for the admin programme.</p>	<p>a) Which positions at which level are funded and vacant?</p> <p>b) How will funding for posts be secured, from whom and by what date?</p> <p>c) How much additional funding is needed and for which posts exactly? (Please specify)</p>	<p>a) Please see Annexure 2</p> <p>b) The department is compiling a Business Case and Service Delivery Model to impress to the National Treasury on the needed actual structure and financial resource required to deliver on our mandate. The funding shortage will be addressed through the MTEF process.</p> <p>c) The following three positions have been prioritized in Programme 1:</p> <ul style="list-style-type: none"> <li>▪ Deputy Director: Labour Relations (Level 11);</li> <li>▪ Assistant Director: Labour Relations (Level 9); and</li> <li>▪ Assistant Director: Employee Health and Wellness (Level 9)</li> </ul> <p>Total additional funding needed: R999 891.00</p>

	Document to refer to	Question relating to that statement/section	Responses from the Department
2	APP Page 3 The establishment of the National Council on Gender Based Violence	<p>Please specify the following:</p> <p>a) Detailed budget allocated to the Council</p> <p>b) Expected outputs and outcomes of the council in 2013</p> <p>c) The list of councillors and their profiles</p> <p>d) Details of the appointment process</p>	<p>a] The National Council for Gender-Based Violence remains an unfunded mandate But the Exco of Council has developed a costed plan to motivate for funding from the National Treasury.</p> <p>b] Objectives of the Council June 2013</p> <ul style="list-style-type: none"> <li>• A Five (5) Year National Strategic Plan on GBV [2013-2018].</li> <li>• Implementation of the National Vikela Campaign</li> <li>• A National Monitoring Tool for GBV</li> <li>• Mapped hot-spots across the country</li> </ul> <p>c] The Council is comprised of key government departments as well as civil society representatives as per the attached list: Please see Annexure</p> <p>d] Advertisements for nomination to serve on the Council were placed in the Government Gazette as well as in the Mail and Guardian</p>

	Document to refer to	Question relating to that statement/section	Responses from the Department
3	<p>APP Page 20 Sites the purpose of the administration programme as "strategic management and administrative support"</p>	<p>Please clarify why the National Council on Gender Based Violence is housed within this programme and not within the WEGE programme.</p> <p>If the council is to focus broadly on violence against all vulnerable groups it should be renamed to reflect this. A „gender-based“ violence council should focus on violence that occurs because of gender, not age or disability.</p>	<ul style="list-style-type: none"> <li>• Gender based violence cuts across all sectors (women, children and people with disabilities) including LGBTI</li>   <li>• Noted</li> </ul>

	Document to refer to	Question relating to that statement/section	Responses from the Department
4	APP Page 20 Secretariat for NCGBV	<p>a) Have the positions for the Secretariat been filled?</p> <p>b) If so, what was the appointment process for these positions (please specify whether these were advertised externally and if so on what dates)</p> <p>c) If these positions were not advertised externally, please specify why</p> <p>d) What budget exists for the work of the NCGBV if the R3 million is allocated to the Secretariat only?</p>	<p>a) No. The organogram for the Secretariat has since been finalised by the Executive Committee of the Council, awaiting approval by the National Council Plenary</p> <p>b) not applicable</p> <p>c) not applicable</p> <p>d) The Executive Committee of the National Council has just finalised a budget proposal for its work which is awaiting approval by the National Council Plenary</p>

	Document to refer to	Question relating to that statement/section	Responses from the Department
5	APP Page 21 The Budget for the NCGBV is stated here as being R3 million	<p>a) Please provide clarity on how spending will be broken down for the Council</p> <p>b) How much will go to fund the CEO?</p>	<p>a) The budget will be broken down in the relevant economic classification ie, Compensation of Employees, Goods &amp; Services and Capital Expenditure.</p> <p>b) It will be a level 15 position estimated at R1.136 910 million.</p>
6	APP Page 41 The risk management unit under the office of the DG	<p>Please give details of the</p> <p>a) mandate of this unit</p> <p>b) goals of this unit</p>	<p>a) The mandate of the unit is to assist and advise the Accounting Officer and Management on emerging risks that could have adverse effects in the operations of the department.</p> <p>b) Conduct annual risk assessments and advise the Accounting Officer and Management on controls to mitigate the identified risks.</p>

### 3. Questions relating to the WEGE programme

	Document	Question relating to that statement/section	Responses from the Department
1	Strategic Plan Page 35 In the WEGE programme 22 posts have been allocated according to the strategic plan of which 68% are filled, 9% are funded vacancies and 23% are unfunded vacancies (5 positions). However, the ENE allocates 16 positions to this programme	<p>a) Which positions at which level are funded and vacant?</p> <p>b) At what stage of recruitment is the Department in filling these funded vacant positions?</p> <p>c) How will funding for posts be secured, from whom and by what date?</p> <p>d) How much additional funding is needed and for which posts exactly? (Please specify)</p>	<p>a) Deputy Director: Branch Coordinator (Level 11) Director: Monitoring and Evaluation (Level 13)</p> <p>b) Deputy Director: Branch Coordinator - advertised. Director: Monitoring and Evaluation - advertised.</p> <p>c) All vacant unfunded posts will be funded through the MTEF.</p> <p>d) R1.543 million for the following positions: Director: Monitoring and Evaluation Director: Advocacy and Mainstreaming</p>

	Document to refer to	Question relating to that statement/section	Responses from the Department
2	<p>Strategic Plan (and Budget) Page 32</p> <p>According to the strategic plan, R9.3 million was spent on the advocacy and mainstreaming sub- programme of the WEGE programme in the previous financial year yet the baseline is only one advocacy program completed. The budget indicates that the focus was on the Women Empowerment and Gender Equality Bill, and the Traditional Courts Bill in 2012/2013. In 2013/2013</p> <p>The Department has budgeted R8.7 million on eight campaigns.</p>	<p>a) In what way was the R9.3 million spent on in the previous financial year?</p> <p>b) How has the impact of the campaign been assessed to improve the impact of this year's campaigns?</p> <p>c) If one campaign cost R9.3 million, how will the R8.7 million be distributed to ensure eight effective campaigns?</p>	<p>a) Expenditure of R2 445 000 was for compensation of employees and the remainder of the budget was utilised for projects implementation (goods and services)</p> <p>b) Impact of the campaigns was assessed in terms of the benefit derived, among other things, from the events (such as 16 Days, World Rural Women's Day, International Women's Day) for participants as follows:</p> <ul style="list-style-type: none"> <li>• Economic empowerment for women (19 women were used to provide meals to the public at the value of around R72 215-00 each)</li> <li>• Impact through awareness raising: the department visited 35 women-owned projects and the report compiled indicated that women are aware of different agencies supporting cooperatives like the IDC and SEDA through business counselling and funding requirements.</li> <li>• Networks for access to markets have been created as some of the women are exporting to different countries and have graduated to commercial farmers.</li> </ul> <p>- World Rural Women's Day: the department facilitated the development of the Constitution, Strategic Plan as well as the implementation plan for the rural women organisation.</p> <p>- International Women Day: created a platform for the department to collaborate with the National Youth Development Agency and DIRCO.</p> <p>c) Expenditure of R2 445 000 was for compensation of employees and the remainder of the budget was utilised for projects implementation (goods and services)</p>



	Document to refer to	Question relating to that statement/section	Responses from the Department
3	APP Page 3 and 18 WEGE Bill approved by Cabinet in Draft form on 22 August 2012 for public comment	a) At what stage is this Bill currently?	a) The Bill was forwarded to the Office of the Chief State Law Adviser for pre-certification and has since returned (on 31 May 2013) with comments for the department to consider.

	Document	Question relating to that statement/section	Responses from the Department
		<p>b) What public comment has been received thus far?</p> <p>c) Are there dates for public hearings?</p> <p>d) What public participation has taken place thus far?</p> <p>d) What deadlines and dates are in place for the public participation element of the Bill to be completed?</p> <p>f) What costs have been allocated to public participation around the Bill?</p>	<p>b. A number of public comments were received relating to the 50/50, sexual identify, representation of the disabled women, representation of the girl child, implications to small and informal businesses, implications to ordinary persons, patriarchy</p> <p>c. Dates for public hearings will be determined by Parliament once the Bill is approved by Cabinet</p> <p>d. Consultation with stakeholders in the national gender machineries, a group of researchers and academia, and presentation to Unions on request</p> <p>e. Dates for public hearings will be determined by Parliament once the Bill is approved by Cabinet</p> <p>f. About R500 000 has been earmarked from the WEGE: Programme</p>
4	APP Page 18 "The draft Bill seeks to provide the Minister with monitoring authority"	<p>The Minister already has this authority in terms of the establishment of the Ministry.</p> <p>Is there a significant change in the role granted to the Minister in terms of the Bill?</p>	<ul style="list-style-type: none"> <li>• The Bill provides the Minister with the mandate to enforce compliance with national commitments</li> <li>• It also empowers the Minister to issue directives or national instructions on issues of women empowerment and gender equality</li> </ul> <p>Yes, the Bill strengthens the Minister's monitoring role</p>

	Document to refer to	Question relating to that statement/section	Responses from the Department
5	<p>APP Page 26 3 programmes on WEGE policy coordinated in 2012/13. Target for 2013/14 is 8 programmes at a cost of R2 million</p>	<p>a) Please provide details on the 3 baseline programmes including the cost per programme and the site that the programme was implemented at</p> <p>b) Were the 3 programmes evaluated in terms of their impact? If so, please provide details of this evaluation.</p> <p>c) Please provide detail on the content of each of the 8 programmes that will take place in 2013/14</p> <p>d) Please provide a cost breakdown for each of the 8 programmes for 2013/14</p>	<p>a. The 3 baseline programmes implemented in the 2012/13 financial year are as follows:</p> <ul style="list-style-type: none"> <li>- Consulted on the Reviewed National Policy for Women Empowerment and Gender Equality and the WEGE Bill</li> <li>- Consulted with women on the Traditional Courts Bill</li> <li>- Compiled and work-shopped the Integrated Mainstreaming/Advocacy Strategy</li> </ul> <p>b. Programmes evaluation: not conducted yet</p> <p>c. Eight (8) programmes that will be implemented in the 2013/14 financial year</p> <ul style="list-style-type: none"> <li>- Bills, WEGE Policy and Strategy advocacy engagement with women, rural women (1), and government departments (2)</li> <li>- Bills, WEGE Policy and Strategy advocacy engagement with young women in partnership with Dirco and the NYDA (3), and in partnership with the Economic Development Department (4)</li> <li>- Review of Domestic Violence Act and the Electoral Act (5)</li> <li>- WEGE Policy implementation through advocacy with government departments and agencies for supporting women initiatives (6)</li> <li>- Convene Gender Forum (7)</li> <li>- Advocacy on legislative rights of women in cross border trading (8)</li> </ul> <p>d. R750 000 will be utilised for travel and accommodation, whereas R1 250 000 will be for advocacy material, venue and communication</p>

	Document to refer to	Question relating to that statement/section	Responses from the Department
6	APP 26 3 programmes on women's socio-economic opportunities and development coordinated in 2012/13. Target for 2013/14 is 5 programmes at a cost of R2 million	<p>a) Please provide detail on the content of each of the 3 programmes that will take place in 2013/14 the content of each of the 3 programmes that will take place in 2013/14</p> <p>b) Were the 3 programmes evaluated in terms of their impact? If so, please details of this evaluation.</p> <p>c) Please provide detail on the content of each of the 5 programmes that will take place in 2013/14</p> <p>d) Please provide a cost breakdown for each of the 3 programmes for 2013/14</p>	<p>a. 3 programmes on women's socio-economic</p> <ul style="list-style-type: none"> <li>- Facilitated the drafting of the Sanitary Dignity Campaign Strategy</li> <li>- Conducted visits to projects owned and led by women as an advocacy exercise</li> <li>- Coordinated a session for empowerment of rural women's organisation as part of advocacy during the International Rural Women's Day</li> </ul> <p>b. Not yet evaluated</p> <p>c. The following are activities planned to be implemented:</p> <ul style="list-style-type: none"> <li>- Finalise Rural Women Development Programme Document (UNFAO, DRDLR)</li> <li>- Facilitate an economic empowerment program in Xihosani village, Giyani (dti partnership)</li> <li>- Economic empowerment of young women in partnership with the Economic Development Department (EDD)</li> <li>- Economic empowerment of young women in partnership with the National Youth Development Agency (NYDA)</li> <li>- Linking women with funding agencies (e.g. IDC), business development agencies (e.g. SEDA), etc.</li> </ul> <p>d. R750 000 will be utilised for travel and accommodation, whereas R1 250 000 will be for advocacy material, venue and communication</p>

	Document to refer to	Question relating to that statement/section	Responses from the Department
7	<p>APP Page 26 1 Advocacy campaign around Prevention of Mother to Child Transmission (PMTCT) of HIV/AIDS will take place in 2013/14 at a cost of R1 Million</p>	<p>a) Please give details of the content of the campaign</p> <p>b) Please provide a cost breakdown for the campaign</p>	<p>a. The campaign will focus on highlighting the main drivers of maternal mortality and will be implemented in partnership with the Department of Health. It will focus on the recommendations of the National Committee on Confidential Enquiries of Maternal Deaths</p> <p>b. R600 000 will be utilised for travel and accommodation, whereas R400 000 will be for advocacy material, venue and communication</p>

8	<p>APP Page 27 2 Capacity building and institutional support programmes were completed in 2012/13. The target for 2013/14 is 3 programmes at a cost of R1 million.</p>	<p>a. Please provide details on the 2 baseline programmes including the cost per programme and the site that the programmes were implemented at.</p> <p>b. Were the 2 programmes evaluated in terms of their impact? If so, please provide details of this evaluation.</p>	<p>a. Two programmes</p> <p><b>(i) Gender Mainstreaming</b> Training course was conducted in Pretoria on how to mainstream gender issues into policies and governance processes, and capacity development on monitoring and evaluation, to the following:</p> <ul style="list-style-type: none"> <li>• Departmental and Provincial gender focal points from the Northern Cape Department of Environment and the Legislature,</li> <li>• 25 Department of Women, Children and People with Disabilities (DWCPD) officials</li> </ul> <p>The cost was charged at R2 080 per delegate, for the Course and R1 860 per delegate for venue and meals the total was R98 500.</p> <p><b>(ii) Gender Score Card:</b> The training was conducted on how to use the Gender Score Card as an instrument to aid the process of gender mainstreaming in respective institutions to 11 national departments, Limpopo Province and officials from within the department. A total cost of R58 000 was sponsored by UN Women for facilitation and venue, transportation and accommodation cost were incurred by the respective departments and province.</p> <p><b>b. Programmes impact not evaluated yet</b></p>
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	Document to refer to	Question relating to that statement/section	Responses from the Department
		<p>c. Please provide detail on detail on the content of each of the 3 programmes that will take place in 2013/14 the content of each of the 3 programmes that will take place in 2013/14</p> <p>Please provide a cost breakdown for each of the 3 programmes for 2013/14</p>	<p><b>c. Details of the three programmes</b></p> <ul style="list-style-type: none"> <li>• <b><i>Gender Mainstreaming and Responsive Budgeting</i></b> The training course builds capacity of participants to assist them in the process of mainstreaming gender issues into policies, programmes, projects and governance processes of their institutions through PALAMA</li> <li>• <b><i>Women empowerment in agriculture and Leadership</i></b> The DWCPD partnered with Department of Agriculture, Forestry and Fisheries (DAFF) and the National Agricultural Marketing Council (NAMC) (a state-owned marketing and agricultural economic research institution) to provide training to small and medium farm businesses on matters relating to the marketing of agricultural products. NAMC have designed the training workshop for women throughout the agricultural arena.</li> <li>• <b><i>Gender Score Card (Monitoring and Evaluation)</i></b> The training is designed for the utilization of the Gender Score Card as an instrument to ensure gender mainstreaming through planning, budgeting and monitoring and evaluation in various institutions. The instrument was developed by the UN and has been domesticated to suit the South African context. It has indicators that should be used as yard sticks to measure gender mainstreaming in an institution. It assists departments and stakeholders to design the plan as well as determine a current baseline</li> </ul> <p><b>d.</b> The total allocation will be distributed to the three programmes to ensure proper the planning and successful implementation.</p>

9	<p>APP Page 27 1 Initiative on Institutional Support and Capacity Development Framework undertaken in 2012/2013. The target for 2013/14 is 3 initiatives at a cost of R200 000</p>	<p>a) Please provide details on the 2012/13 initiative</p> <p>b) Was the initiative evaluated in terms of their impact? If so, please provide details of this evaluation.</p> <p>c) Please provide detail on the content of each of the 3 initiatives that will take place in 2013/14</p> <p>d) Please provide a cost breakdown for each of the 3 initiatives for 2013/14</p>	<p>a) The following activities were implemented in the 2012/13 financial year</p> <p>Technical Team for Gender mainstreaming and responsive budgeting convened. The department has embarked on a Gender Responsive Budget Initiative (GRBI) in collaboration with the Motsepe Foundation. The initiative seeks to strengthen the capacity of national, provincial and local government, particularly, planning and budgeting officials, policy-makers</p> <p>b) The initiative has not been evaluated yet</p> <p>c) The three initiatives for the 2013/14 financial year are as follows:</p> <ul style="list-style-type: none"> <li>• Conduct sector consultations on the Gender Responsive Budget</li> <li>• Consult with local government through SALGA and the provinces</li> <li>• Support provincial strategic planning session for alignment of women empowerment and gender equality plans with the department</li> </ul> <p>d) The allocation will be distributed to the three initiatives to ensure proper the planning and successful implementation.</p>
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	Document to refer to	Question relating to that statement/section	Responses from the Department
10	<p>APP Page 27 4 National Gender Mainstreaming programmes were coordinated in 2012/13.</p> <p>In 2013/14 the target is 4 programmes at a cost of R2.5 million</p>	<p>a) Please provide details on the 4 baseline programmes including the cost per programme and the site that the programmes were implemented at</p> <p>b) Were the 4 programmes evaluated in terms of their impact? If so, please provide details of this evaluation.</p> <p>c) Please provide detail on the content of each of the 4 programmes that will take place in 2013/14</p> <p>d) Please provide a cost breakdown for each of the 4 programmes for 2013/14</p>	<p>a. The four programmes implemented:</p> <ul style="list-style-type: none"> <li>• National Gender Machinery, convened twice a year - are for women sharing our department's Empowerment and Gender Equality Plan, the Provinces and National Departments' Empowerment and Gender Equality Plans, workshops on National Policies and Strategies, preparations for women's day celebrations and preparations for the United Nation Commission on Status of Women, to name but a few.</li> <li>• Joint National Machinery, convened twice a year – platform used for sectors representing women, children and people with disabilities issues of common interest, and sharing progress with the political leader.</li> </ul> <p>b. No, the programs were not evaluated in terms of their impact</p> <p>c. The programmes will be implemented through the convening of 2 National Gender Machineries and 2 Joint Machineries</p> <p>d. The overall sub-programme allocation be distributed to the four initiatives to ensure their successful planning and implementation</p>

	Document to refer to	Question relating to that statement/section	Responses from the Department
11	APP Page 27 The target for 2013/14 is 4 Initiatives for young women in Science, Technology, Engineering, and Mathematics coordinated at a cost of R800 000	Please provide details of these initiatives including cost breakdown, dates and places	<p>TECHNO-GIRL: The plan is to secure enrolment of young girls by at least four initiatives:</p> <ol style="list-style-type: none"> <li>1) facilitate the job shadowing - intake of girls by companies,</li> <li>2) convene breakfast sessions with companies to promote and support the intake of the girl children,</li> <li>3) convene alumni with girls who have gone through job shadowing to ensure sustainability of the intervention,</li> <li>4) conduct session with the teachers.</li> </ol> <p>The overall sub-programme allocation will be distributed to the four initiatives to ensure their successful planning and implementation.</p>
12	APP Page 26 Budget Page 140 The total amounts specified in the APP are R5 million for the advocacy and mainstreaming sub- programme.	Please clarify where the discrepancy occurs.	There is no discrepancy as the total budget of R8 721 000 is inclusive of the allocation for compensation of employees and goods and services.

	Document to refer to	Question relating to that statement/section	Responses from the Department
13	<p>APP Page 27 Budget 140 The total amount specified in the APP for Institutional Support and Capacity building is R4.5 million.</p> <p>The Budget specifies R4.8 million for this sub- programme. (Strat. Plan p35)</p>	Please clarify where the discrepancy occurs.	There is no discrepancy as the total budget of R4 817 000 is inclusive of the allocation for compensation of employees and goods and services.
14	<p>APP Page 28 Budget 140 The total amounts specified for Monitoring and Evaluation in the WEGE programme in the APP is R1.7 million.</p> <p>In the budget R6.3 million is allocated to this sub- programme.</p>	Please clarify where the discrepancy occurs.	There is no discrepancy as the total budget of R 6 251 000 is inclusive of the allocation for compensation of employees and goods and services.

#### 4. Questions relating to the CRR programme

	Document to refer to	Question relating to that statement/section	Responses from the Department
1	Strategic Plan Page 38 One of the outputs is listed as capacitating CJS officials	<p>a) Define capacitation</p> <p>b) As the Department is not a service delivery organ of the state, please explain why this is a goal.</p> <p>c) Please give details of when and where this training will take place.</p>	<p>a) To ensure that capacity and knowledge exists within the Department of Justice and Constitutional Development in order to improve child rights delivery in the Justice System.</p> <p>b) The department has the mandate to report both nationally, regionally and internationally on children's rights delivery. Hence the department must improve the promotion and the monitoring of services to children.</p> <p>c) Training will be held in the 2<sup>nd</sup> quarter of the current financial year, in Pretoria</p>
2	Strategic plan Page 38 NPAC session at 6 municipalities	Which municipalities have been identified and for what reason?	<ul style="list-style-type: none"> <li>• Ehlanzeni Local Municipality Good models in mainstreaming children's right</li> <li>• City of Cape Town A need to strengthen children's focal point towards the protection of children in the area</li> <li>• Lepelle Nkumpi Good models in mainstreaming children's right</li> <li>• Joe Moroleng Municipality Capacitate officials to deal with challenges of violence against children</li> <li>• Buffalo City Good models in mainstreaming children's right</li> <li>• Mangaung Municipality The municipality has many children living and working in the streets</li> </ul>

	Document to refer to	Question relating to that statement/section	Responses from the Department
3	Strategic plan Page 39 In the CRR programme 15 posts have been allocated of which 53% are filled and 47% are unfunded vacancies (7 positions). The budget has allocated 8 posts to this programme.	<p>a) How will funding for posts be secured, from whom and by what date?</p> <p>b) How much additional funding is needed and for which posts exactly? (Please specify)</p>	<p>Request for additional funding will be submitted to the National Treasury through the MTEF processes</p> <p>Of the 8 unfunded posts, four (4) have been prioritized. These are:            Director: Monitoring and Evaluation            Director: Advocacy and Mainstreaming            Deputy Director: Advocacy and Mainstreaming            Senior Secretary: Monitoring and Evaluation            Total cost: R2,176 million</p>

	Document to refer to	Question relating to that statement/section	Responses from the Department
4	<p>Strategic Plan Page 39</p> <p>According to the strategic plan, R4.1 million was spent on the advocacy and mainstreaming sub- programme of the CRR programme in the previous financial year. The budget indicates that five national child advocacy events took place<sup>3</sup>, yet the strategic plan does not make reference to those events. In this financial year R3.38 million has been budgeted for this sub- programme.</p>	<p>a) How has the impact of the campaigns been assessed to improve the impact of this year's campaigns?</p> <p>b) How will the R3.3 million be distributed to ensure six effective campaigns?</p>	<p>a. Impact assessment has not been done yet</p> <p>b. The R3.33 million is the total budget inclusive of allocation for compensation of employees. Only R1.37 million will be distributed to ensure the planning and successful implementation of the six campaigns and other related activities including the day to day running of the sub-programme.</p>

	Document to refer to	Question relating to that statement/section	Responses from the Department
5	<p>APP 30</p> <p>Budget 142</p> <p>The total amount specified for activities in the Advocacy and Mainstreaming sub-programme of the CRR programme in the APP is R1.37 million.</p> <p>The budge specifies R3.4 million for this sub- programme</p>	<p>Please clarify where the discrepancy occurs.</p>	<p>There is no discrepancy as the total budget of R 3, 388 000 is inclusive of the allocation for compensation of employees and goods and services.</p>

## 5. Questions relating to the RPWDs programme

	Document to refer to	Question relating to that statement/section	Responses from the Department
1	Strategic Plan Page 29 People with disabilities within the Department	<p>How many people with disabilities are employed by the Department and in what positions?</p> <p>What strategies is the Department pursuing to make the offices more accessible for people with Disabilities?</p>	<p>There are six employees with disabilities in the department</p> <ol style="list-style-type: none"> <li>1. Deputy Director-General, CRPD;</li> <li>2. Director: RPD Advocacy and Mainstreaming,</li> <li>3. Assistant Director, Office of the DG;</li> <li>4. Assistant Director, Administration;</li> <li>5. Admin Officer, Office of the DG;</li> <li>6. Principal Personnel Officer, HR Administration.</li> </ol> <p>While the Department still needs to make its facilities more accommodating, posts have been identified to promote accessibility in the workplace such as personal aides, Braille administrators, sign language practitioners and special technical support.</p>



	Document to refer to	Question relating to that statement/section	Responses from the Department
2	<p>Strategic plan Page 45 In the RPD programme 18 posts are allocated of which 56% are filled, 11% are funded vacancies, and 33% (6 posts) are unfunded vacancies.</p>	<p>a) Which positions at which level are funded and vacant?</p> <p>b) At what stage of recruitment is the Department in filling these funded vacant positions?</p> <p>c) How will funding for posts be secured, from whom and by what date?</p> <p>d) How much additional funding is needed and for which posts exactly? (Please specify)</p>	<p>a) Chief Director: Advocacy and Mainstreaming (Level 14) Branch Coordinator (Level 11)</p> <p>b) The Chief Director: Advocacy and Mainstreaming position has been advertised and the closing date was the 24 May 2013 and Branch Coordinator short listing is taking place.</p> <p>c) Request for additional funding will be submitted to the National Treasury through the MTEF processes</p> <p>R 807 747 Deputy Director: Monitoring and Evaluation (Level 11) Personal Aide (Level 7) Senior Secretary Monitoring and Evaluation (Level 6)</p>

	Document to refer to	Question relating to that statement/section	Responses from the Department
3	<p>Strategic Plan Page 44 (and Budget) According to the Strategic Plan, R4 million was budgeted for advocacy and mainstreaming campaigns in the sub-programme of the RPD programme in the previous financial year, and the budget makes reference to two campaigns.<sup>4</sup> In this financial year one programme and one campaign are clearly identified, however the third item refers broadly to „advocacy programmes.“<sup>5</sup> In addition, this year funding has been reduced to R3.8 million.</p>	<p>Please clarify:</p> <p>a) Which „advocacy programmes“ will be undertaken in the broad third category?</p> <p>b) How will the R3.8 million be distributed across campaigns to ensure efficient spending?</p>	<p>a) The 2013/14 APP makes provision for 5 campaigns on which a total of R860,000 will be spent from the Goods and Services budget:</p> <ul style="list-style-type: none"> <li>• Campaign: Rights of Children with Disabilities to Early Childhood Development (ECD) and safe environments</li> <li>• Campaigns: (1) Rights of Women with Disabilities; (2) Right to Adequate Standard of Living</li> <li>• Campaign: The Right to Universal Access and Design (Disability Rights Month)</li> <li>• Campaign: Rights of People with Disabilities to Education, Health, Decent Work, Safe Environments and Barrier-Free Rural Development</li> </ul> <p>b) The R3.8 million is the total budget inclusive of allocation for compensation of employees. Only R1.78 million will be distributed to ensure the planning and successful implementation of the campaigns and other related activities including the day to day running of the sub-programme.</p>

	Document	Question relating to that statement/section	Responses from the Department
4	APP Page 4 Finalisation of the National Disability Policy	<p>a) On what date will the policy be finalised?</p> <p>b) What budgetary allocation has been made toward completion of this project?</p>	<p>a) The policy will be finalized by the end of the current financial year</p> <p>b) An amount of R250 000 is provided for this project</p>
5	APP Page 35 The document makes reference to external funding support for the following: - To complete the Draft National Disability Policy for the UN-CRPD - To complete the Draft Universal Access Framework	<p>Please specify</p> <p>a) What is the amount of external funding required?</p> <p>b) What amount of this required funding has been secured and from what donors?</p> <p>c) Is this the only external donor funding expected or required by the Department to complete their work in 2013/14?</p>	<p>a) A total budget of US\$585 000 is required</p> <p>b) An amount of US\$350 000 has been committed by the UNDP</p> <p>c) Yes</p>
6	APP Page 40 The DWCPD offices are not accessible for people with disabilities	What measures will be taken in 2013/14 to improve access and at what cost?	There is limited modification that can be effected in the building as it is leased. However, further engagements will continue with the Department of Public Works to improve the building's accessibility.

## 6. Questions relating to the Fluxmans report

	Document	Question relating to that statement/section	Responses from the Department
1	<p>Fluxman's Report</p> <p>The report lists a number of positions that were found to have been filled by unqualified staff, who have since been dismissed or investigated.</p>	<p>a) Has the Department undertaken a staff skills audit or review to ensure that no further positions are filled by unqualified people?</p>	<p>No. the department has consulted the Department of Public Service Administration (DPSA) and we have been provided with a skills profile against which all employees should be assessed. This will also involve the review of all job descriptions. The UNDP has been approached for support with this process as part of the turnaround strategy.</p>