**Report of the Portfolio Committee on Women in the Presidency on Strategic Plan and Annual Performance Plan (Budget Vote 13) of the Department of Women in the Presidency and the Commission for Gender Equality (CGE) for financial year 2015/16, dated 6 May 2015**

The Portfolio Committee on Women in the Presidency, having considered the Annual Performance Plan and Budget of the Department of Women in the Presidency for 2015-16 on the 17 and 24 March 2015 reports as follows:

1. **Introduction**

The Department of Women in the Presidency (hereafter ‘the Department’) was established in 2014 following the national elections. In 2015, the Department received its first standalone budget allocation, Vote 13. In the 5th Parliament, oversight over women’s issues was assigned to the Portfolio Committee on Women in the Presidency. The Committee in performing its constitutional mandate engaged with the Department of Women in the Presidency the Annual Performance Plan and budget for 2015-16 on 17 March 2015 and on 24 March 2015 with the Commission for Gender Equality.

1. **Mandate and purpose of the Department**

The Department of Women in the Presidency replaces the Department of Women, Children and People with Disabilities. The new Department of Women in the Presidency has shifted the focus away from the broad realisation of the rights of vulnerable groups towards an emphasis on the socio-economic empowerment and equality of women. Consequently, the purpose of the Department is stated as follows:

Lead, coordinate, and oversee the transformation agenda on women’s socio-economic empowerment, rights and equality.

The Department derives its mandate from the constitutional commitment to gender equality and a presidential proclamation made following the 2014 national elections, and as a consequence their mandate is “to champion the achievement of women’s socioeconomic empowerment and rights through mainstreaming, advocacy, monitoring and evaluation.

The vision is to ensure a society that realises the socio-economic empowerment of women and the advancement of gender equality and the mission is to accelerate socio-economic transformation for women empowerment and the advancement of gender equality.

1. **Policy Priorities for 2015/16**

According to the Estimates of National Expenditure 2015 (ENE), the strategic goals of the Department are as follows:

* Good Governance and Administration;
* An effective enabling environment for women’s socio-economic transformation and gender equality;
* Evidence-based research to influence women’s socio-economic empowerment and gender equality; and
* To assess the impact of policies, programmes, and budgets on women’s socio-economic empowerment and gender equality.

Over the medium term the Department intends to focus on “mainstreaming women’s socio-economic empowerment in the formal economy, and promoting change in social attitudes to women and girls” using a research agenda to pursue these goals.5

In terms of mainstreaming women’s socio-economic empowerment the Department has three main policy priorities for the 2015/16 financial year:

(i) To identify the lack of opportunities for women in the extractive industries; the infrastructure environment and the green economy among other sectors and to develop plans of action to address these issues.

(ii) To explore existing opportunities to ensure the promotion and protection of women’s rights in the social, justice, and governance sub-sectors.

(iii) Assessing the implementation of existing policies and programmes to address gender equality.

To achieve these priorities the Department aims to engage in research, in particular a research project on the development of girls from schooling to employment to assess what the barriers to women’s socio-economic empowerment are.

 In terms of promoting the change of social attitudes towards women and girls, the Department will pursue two main policy priorities:

To engage the public (men and boys in particular) to create support for women’s empowerment and break down gender stereotypes and change social attitudes;

1. To engage the public (men and boys in particular) to create support for women’s empowerment and break down gender stereotypes and change social attitudes;
2. To partner with other Government departments and stakeholders to undertake social mobilisation campaigns with the aim of increasing the safety, status, value and dignity of women and girls in society.
3. **The Medium Term Strategic Framework**

The Department has an important role to play in giving effect to the Medium-Term Strategic Framework 2014 – 2019. It has a particularly important contribution to make towards:

* Outcome 14 (nation building and social-cohesion),
* Outcome 4 (decent employment through inclusive economic growth) and,
* Outcome 13 (an inclusive and responsive social protection system).
	1. **Outcome 4**

The Department of Labour, entrusted with implementing the Promotion of Equality and Prevention of Unfair Discrimination Act (Act 4, 2000), is identified as the lead delivery partner. The delivery agreement includes programmes and also lists the Minister in the Presidency for Women as one of the Ministers responsible for implementation. Specific targets relating to improving women’s employment opportunities and potential include:

* Ensuring that young and black women in particular have expanded opportunities to economic opportunities. In addition, a measurable increase in the share of women in formal employment.
* Through the infrastructure Coordinating Commission, provision of employment opportunities for women and youth, promote broad-based black economic empowerment and support local procurement.
* Improved enforcement of the Employment Equity Act (Act 55, 1998) with a target of 80 percent of all Employment Equity Plans assessed against indicators by the end of 2014/15.
* Women’s Empowerment and Gender Equality Bill enacted by 2014/15.

**4.2 Outcome 13**

The delivery agreement for this outcome focusses on the provision of Early Childhood Development (ECD) to all children and their caregivers, and the promotion of universal access to social assistance benefits including grants.19 Specific targets of Outcome 13 related to women include:

* Increase universal access (at least 95 percent of eligible people) to social assistance benefits, notably the child support grant, disability grant, and old age pension, by 2019
* Improve access to social insurance for vulnerable people of working age by developing the Pregnancy and Support Benefits Policy by 2019.

**4.3 Outcome 14**

In terms of Outcome 14, the specific targets for this period focus on race relations, social cohesion and active citizenship. In addition, the focus on legislation such as the Employment Equity Act (Act 55, 1998), and gender-sensitive media that promotes a non-sexist society are important for women. Specific targets for Outcome related to women include:

* Policy interventions to make families better able to foster values such as tolerance, diversity, non-racialism, non-sexism and equity via the development of a draft strategy to strengthen the family by 2015/16 and the introduction of at least two programmes solely dedicated to the strengthening of the family by 2018/19.
* Changed attitudes and behaviour in relation to gender issues and xenophobia via 6 media campaigns per year up to and including 2018/19.
1. **Budget Analysis**

The Department has received the smallest allocation for financial 2015/16. This is concerning given that the Department is responsible for furthering the socio-economic interest of nearly 50 percent of the population. The Department received R187 002 million for financial year 2015/16. It should be noted that R67.7 million (36.2%) will be transferred to the Commission for Gender Equality leaving the Department with only R119.4 million to execute its mandate for 2015/16. The Department has the smallest number of funded posts, with 121 funded posts, of which are 102 filled and 19 are funded vacancies.

The Department has developed the four programmes that would enable it to achieve its mandate: Administration, Social, Political and Economic Participation, Research, Policy and knowledge management and monitoring, evaluation and outreach.

* 1. **PROGRAMME 1: ADMINISTRATION**

The purpose of Programme 1 is to provide is to provide effective leadership, management and management support service to the Minister and other branches in the Department. The Programme has been allocated R80 451 million for 2015/16 financial year which constitute the bulk of the Department’s budget. The Programme has the following sub-programmes: Departmental Management, Financial Management and Corporate Management. This programme has a staff complement of 86 people.

* 1. **PROGRAMME 2: SOCIAL, POLITICAL AND ECONOMIC PARTICIPATION AND EMPOWERMENT**

The purpose of Programme 2 is to provide oversight of the implementation of policies related to women empowerment and the elimination of all forms of discrimination against women. The programme has been allocated R87.2 million, of which R67.7 million will be transferred to the Commission for Gender Equality, leaving R19.5 million to implement this programme.

The objective of the Programme is to promote women’s social and economic empowerment by:

* Accelerating the implementation of Government policies and programmes for women’s social and economic participation on an ongoing basis;
* Accelerating and enhancing the implementation of mechanisms that promote the rights of women and societal transformation on an ongoing basis.

The programme has six sub-programmes which are as follows:

* Management, Social, Political and Economic Participation and Empowerment which provides overall strategic leadership and management to the programme and assess measures put in place for social transformation in society and ensures that equitable social services are rendered as part of government’s initiatives for social transformation. The programme has been allocated R3.1 million for financial year 2015/16.
* Justice and Public Order which coordinates and facilitates improvements in dealing with cases related to women’s issues in the areas of justice and public order. This programme has been allocated R3 million.
* Governance and Administration which provides guidance for enhancing existing systems and procedures, and addressing gaps that create barriers to the equal participation of women in the public and private sectors. The programme has been allocated R3 million for 2015/16.
* Economic Empowerment which provides strategic direction that contributes to policy positioning on the access and participation of women in the mainstreaming economy. This programme has been allocated R3 million for 2015/16.

The indicators for this programme include:

* To develop intervention plans for women’s access to and participation in the infrastructure value chain. In 2014/15 a situational analysis should have been completed. In the 2015/16 financial year, the Department aims to focus these plans on the public sector, whereas in 2016/17 and 2017/18 the focus will shift to the private sector.
* To develop intervention plans for women’s access to and participation in the agro-processing industry in rural areas: The Department should complete this intervention plan in 2015/16.
* To develop intervention plans to ensure equal funding opportunities to support women in business. The Department should complete this intervention plan in 2015/16.

The objectives of this programme are aligned to Outcome 14 of the Medium Term Strategic Framework: Nation Building and Social Cohesion. This outcome reflects that gender inequality remains a problem, and that a woman’s life expectancy and opportunity is often defined by her race. The outcome states that the “social, psychological and geographic elements of apartheid continue to shape the lives and outlook of many South Africans” and the effects of these contribute to gender inequality and gender based violence.

* 1. **PROGRAMME 3: RESEARCH, POLICY COORDINATION AND KNOWLEDGE MANAGEMENT**

The purpose of this Programme is to conduct research on women’s empowerment initiatives and the promotion of women’s rights with the aim of influencing women empowerment policies and the promotion of women’s rights initiatives in South Africa. In 2015/16 this Programme has a staff complement of 8, with an average unit cost of R600 000.

The total allocation to this programme in 2015/16 is R6.17 million, of which 77 percent will be spent on compensation of employees. This programme has the objective of influencing Government policies and programmes on women’s empowerment by:

* conducting research on the social, political and economic status of South Africa’s women annually,
* coordinating and conducting policy reviews and analysis to inform any measures to ensure women’s economic empowerment.

This programme has four (4) sub-strategies which are as follows:

* Management: Research, Policy Coordination and Knowledge Management which provides strategic leadership and management to the programme and has been allocated R600 0000 for 2015/16.
* Research Management manages a research agenda to influence Government policies on women’s rights and empowerment. This sub-programme has been allocated R3 369 million for financial year 2015/16.
* Policy Analysis and Coordination analyse, coordinate and support policy development towards women’s socio-economic participation and empowerment and the promotion of women’s rights and has been allocated R1 601 million for financial year 2015/16.
* Information and Knowledge Management with the purpose of managing the coordination and dissemination of information and knowledge on women’s socio economic empowerment and it has been allocated R600 000 for financial year 2015/16.
	1. **PROGRAMME 4: MONITORING, EVALUATION AND OUTREACH**

The purpose of this Programme is to monitor and evaluate progress on the implementation of women’s empowerment policies and conduct outreach initiatives on women’s rights and empowerment. This Programme has been allocated R13 151 000 for financial year 2015/16, of which 72 percent is spent on compensation of employees with 13 staff members.

The objectives of the Programme are as follows:

* To inform the refinement of policies relating to the empowerment of women by monitoring, evaluating and reporting on progress on the implementation of women empowerment policies and programmes and conducting impact assessment on an ongoing basis.
* To promote stakeholder participation in women’s empowerment and the promotion of women’s rights initiatives by participating in national and international dialogues and bilateral and multilateral engagements on an ongoing basis.

The programme has four sub-programme as follows:

* Management: Monitoring, Evaluation and Outreach: The purpose of the sub-programme is to provide strategic leadership and management to the programme. The programme received R600 000 for financial year 2015/16.
* Monitoring and Evaluation monitors progress and evaluates progress made regarding the implementation of women’s empowerment, women’s economic participation and the promotion of women’s rights policies and programmes. The programme received R5.9 million for financial year 2015/16.
* Stakeholder Coordination coordinates stakeholders participation in women’s empowerment and the promotion of women’s rights initiatives at the national, regional and international levels and ensures compliance with international treaty obligations. This programme received R3 million for 2015/16.
* Outreach Initiatives coordinates and manages internal and external corporate communications and protects and manages the department’s brands and reputation. The programme has received R3.6 million for 2015/16.

**6. COMMISSION FOR GENDER EQUALITY**

**6.1 Constitutional Mandate and Obligation**

In terms of S187 of the Constitution, the Commission for Gender Equality (hereafter referred to as the Commission) must promote respect for gender equality and the protection, development and attainment of gender equality.

In line with the Commission’s obligation to strengthen constitutional democracy with a focus on the attainment of gender equality, the Commission has a legislative mandate and functions stemming there from which include the following:-

* To monitor and evaluate policies and practices of organs of state, statutory bodies, public bodies, private businesses and institutions;
* To cultivate an understanding of gender equality and the role and activities of the Commission through developing, conducting and managing information and education programmes;
* To evaluate whether Acts of Parliament (existing or proposed), systems of personal and family law or custom, systems of indigenous law, custom or practices or any other law, will affect the status of women, and to make recommendations to Parliament in this regard;
* To recommend to the National and Provincial Legislatures, any new legislation that would promote gender equality;
* To investigate on its own initiative or due to a complaint, any gender related issue;
* To maintain close relations with institutions that undertake similar work, and to facilitate cooperation in handling complaints;
* To interact with civil society to further the work of the Commission;
* To monitor compliance to international conventions, covenants and charters related to gender issues, and to submit reports to Parliament in this regard;
* To conduct research on gender related issues;
* To consider recommendations, suggestions and requests made with regards to gender equality as received from any source.

**6.2** **BUDGET AND STRATEGIC FOCUS FOR 2015/16**

For the 2015/16 period, the Commission for Gender Equality (hereafter referred to as the Commission) receives a budgetary allocation of R67 688 000. However, the Commission indicates a proposed conditional grant allocation from National Treasury of R2 million, which would bring their total funding to R69 688 000. Fourteen percent of the budget is allocated to expenditure on goods and services, and 67 percent is spent on employee costs (salaries). The Commission’s has previously indicated to the Committee that most of its work is carried out by internal personnel and thus the main driver of spending is compensation of employees. The Commission indicates that 19 percent of their budget will be spent on overhead costs.

The Commission’ focus over the medium term centres on monitoring and evaluating the promotion of gender equality through public hearings, and monitoring gender mainstreaming through the national and provincial gender barometer within the country’s public and private sectors. The commission will also review existing and proposed legislation in all spheres of government and administration. These activities will be carried out to achieve the commission’s objectives of creating gender equality legislation and enabling the commission’s objectives of creating gender equality legislation and enabling the protection and promotion of gender rights.

At an operational level, the Commission has 3 main programmes namely:

* Commissioners: Governance and Support which has been allocated R10 million for financial year 2015/16.
* Corporate Support Services which has been allocated R17.1 million and,
* Main/Core Service Delivery which has been allocated R43 million.

The Commission has four Strategic Objectives that would assist them in fulfilling their mandate. These are as follows:

**Strategic Objective 1:** The purpose of the Strategic Objective is to ensure the creation and implementation of enabling legislative framework that promotes the attainment of gender equality. This programme has been allocated R8.6 million. This objective has four sub-strategies as follows:

* To monitor equality and evaluate the promotion of gender equality and relevant policies and practices of the public and private sector and report to Parliament.
* To initiate and participate in the review of the legislative framework in all spheres of Government that impact on gender equality.
* To conduct performance assessment of political parties and public and private sectors on the effective implementation of gender equality legislation policies and practices.
* To evaluate the implementation and effectiveness of national justice facilities in addressing gender discrimination.
* To convene policy dialogues with relevant policy makers at national and provincial level on recommendation to promote gender equality contained in research reports and research activities.

**Strategic Objective 2:** The purpose is to protect and promote gender equality by engaging with relevant stakeholders to educate and raise awareness on issues of gender equality, challenge patriarchal perceptions and stereotypes and take action against infringements of gender rights through the implementation of appropriate redress. This objectives has been allocated R20.7 million. This Strategic Objective has the following sub-strategies:

* To timeously investigate complaints of violations of gender rights and identify appropriate redress.
* To initiate an investigation into systematic violations of gender rights and identify remedial action.
* To develop co-ordinated programme to promote gender equality.
* To initiate intervention for the sustainable development and promotion of gender equality by addressing violations in the social, cultural, political and economic security and human rights dimensions.
* To collaborate with organs of state civil society and other institutions for the effective development, protection, promotion and attainment of gender equality.

**Strategic Objective 3:** The purpose is to monitor state compliance with regional and international conventions, covenants and charters which have been acceded to or ratified by the Republic relating to the object of the Commission for Gender Equality. The Strategic Objective has been allocated R14.4 million for financial year 2015/16. This objective has the following sub-strategies:

* To conduct annual reviews and audits of state compliance with obligations under the conventions, covenants and charters and to report to Parliaments and the Office of the Speaker.
* To interact with and to present reports to national, regional and international bodies on state compliance with conventions, covenants and charters acceded to or ratified and to make recommendations for the improvements and monitor implementation.

**Strategic Objective 4:** The purpose of this objective is to build an effective and sustainable institution that will fulfil its constitutional mandate on gender equality. This Strategic Objective has been allocated R26 million for 2015/16. It has the following sub-strategies:

* To maintain optimal governance and oversight structures and policies between Commissioners and the Secretariat.
* To maintain the financial management strategy so that it promotes effective, efficient and economic utilisation of resources as well as accountability.
* To develop and maintain an IT infrastructure that supports and promote the organisational objectives of the Commission.
* To develop and implement comprehensive HR policies procedures and practices.
* Review the communication strategy and policy that promotes and enhances a positive public image of the Commission.

**7. Observations**

Having met with the Department to scrutinise the Strategic Plan, Annual Performance Plan and budget for 2015/16, the Committee made the following observations:

**7.1 Department of Women in the Presidency**

7.1.1 Link between situational analysis and Kay Performance Indicator (KPI)

1. The Committee observed that the Department identified access to basic services as an issue but it was unclear as to where this fits into the strategic plan. In addition, the Committee questioned how this would impact on the scope and mandate of the Department – specifically its role in terms of monitoring and evaluation.
2. The Committee enquired as to how the Department will ensure the achievement of economic opportunities which are accessible to promote gender equality.

7.1.2 Programmatic issues – Lack of specificity

1. The Committee observed that one of the strategic approaches of the Department is to develop a stakeholder coordination framework. To this end, the Committee requested more information on the issue i.e. time frames to achieve this target, who are the targets and which Government Department to work with, when to implement targets.
2. The Committee questioned what the intervention plans are within the 5 years that the Department intends to achieve to increase economic participation of women and access their rights.
3. The Committee urged the Department to ensure that its programmes are in synergy in order to avoid duplication.
4. The Committee questioned which Government Department would the Department monitor to ensure that these Departments set aside and invest to contribute to socio-economic development of women as this was not specified.
5. The Committee questioned how the Department would increase the participation of young girls in the Science, Technology, Engineering and Mathematics (STEM) programme as this was not specified.
6. The Committee was concerned that the Department’s strategic plan was not specific and also was concerned as to whether it has enough capacity to monitor other Government Departments which have been chosen to focus in order to achieve its targets.
7. The Committee questioned if the Department had planned for events at a provincial level and whether the plans of the Department will impact on people especially in rural areas.

7.1.3 Human Resource Capacity and Funding

1. The Committee wanted to know how many staff members have trained to align to the current strategic plan.
2. The Committee observed the Department has 19 funded vacant posts and enquired as to whether plans were in place to fill the vacancies and requested progress with regards to the Human Resource report.
3. Given that the Department of Women in the Presidency do not have provincial offices, the Committee sought clarity around the relationship between the Department and the Premier’s Office and Provincial Social Development offices.
4. The Committee was concerned about the implications of the interim organogram and given the Department’s limited resources how it intends giving effect to its mandate with the existing work force.
5. The Committee questioned how the Department will ensure that it meets its target in 2015/16 given that the Department received the smallest budget and as such whether the Department had lobbied for further funding.
6. The Committee was concerned that the Department has not mentioned the development of internal policies such as leave polices, ICT, Human Resource, finance etc. and queried whether these were all in place.
7. The Committee observed that the Subsistence and Travel has been allocated for each programme but this was higher within Programme 1: Administration and similarly with the allocation of bursaries as compared to the other programmes.
8. The Committee was concerned as to whether performance management systems were in place and being effectively utilised.

7.1.4 Monitoring and evaluation

1. The Committee questioned what monitoring tools the Department acquired from the former Department of Women, Children and People with Disabilities and how these were being utilised.
2. The Committee was concerned as to whether the Department was assessing the impact of the awareness programmes or events held and whether the Department targets specific groups when conducting campaigns such as 365 Days of no violence against women.

7.1.5 Reports

1. The Committee was concerned that the Department would take a year to develop a draft intervention plan focussed on strengthening institutional mechanisms for gender based violence.
2. The Committee was very concerned regarding the recent United Nations Commission on the Status of Women’s (UNCSW) report that was submitted at the UNCSW Conference 2015 in New York which was not presented to the Committee prior to submission. In addition, the Committee questioned when the Department intended to finalise the CEDAW report and when these reports would be submitted to the Committee. Furthermore, the Committee also raised concerns around the issue of accountability of reports especially the country reports.

Response by the Department of Women in the Presidency with respect to issues raised by the Committee during its deliberations:

1. Focus on STEM: The Department acknowledged the Committee’s inputs and also focus on the Department of Basic Education and Higher Education in this regard.
2. The Department indicated that due to the reconfiguration and establishment of the Department, it was in the process of finalising the organogram. The Department reiterated that structure follows strategy and it was in the process of reprioritising.
3. In terms of the transitional arrangements, the Department indicated that it would report back to the Committee in this regard during its 4th quarter briefing.
4. The Department acknowledged that the focus area socio-economic empowerment is broad and that it intends consulting with other Departments to demarcate what the Department intends pursuing.
5. In terms of bursary allocation, the Department indicated that all staff are able to apply for a bursary. The Department also indicated that training and development budget is centralised under Human Resources Management which forms part of the Administration programme.
6. With respect to country reports, the Department indicated that Cabinet must approve these. The Department indicated that it had consulted with civil society prior to the 59th session of the UNCSW. The UNCSW report for the 59th session was approved by Cabinet.
7. In terms of funding opportunities, the Department indicated that it would focus on institutions/departments that have grants for women and monitor the trends in terms of the provision of these. Furthermore, the Department indicated that it would determine why institutions/departments were declining applications for women to access funding opportunities.
8. In terms of the intervention plans, the Department indicated that it would focus on how to help women (e.g. business plans) and identifying systemic challenges.
9. With respect to internal policies, human resource policies in particular, the Department indicated that this was an ongoing process and that policies were reviewed annually.
10. In terms of donor funds, the Department indicated that the countries listed in the APP had shown an interest in South Africa and that the UK donor funder in particular had funded South African on a gender-based violence initiative before. In addition, the Committee was reassured that terms of reference are developed according to the international policies of DIRCO as well as protocols and framework of National Treasury.

**7.2 Commission for Gender Equality**

7.2.1 Budgetary allocation

1. The Committee observed that there has been a decrease in the budget allocation for strategic objective 1, 3 and 4 from 2014/15 and that strategic objective 2 seeing the largest increase. More information on the issue was requested.
2. The Committee enquired as to whether the provincial offices of the Commission are adequately resourced to deliver on its mandate.
3. The Committee was concerned that the budget has been reduced and this had an impacted directly on plans of the Commission e.g. affecting the implementation of its communication strategies.
4. In addition, the Committee noted the Commission’s suggestion that the Committee meets with the Standing Committee on Appropriation to raise the issue of the limited budgetary allocation of the Commission.

7.2.2 Collaboration

1. The Committee questioned if the Commission collaborated with any Government Departments in order to implement its programmes.
2. The Committee commented that municipalities’ do not provide basic services to the community even though funding was allocated to implement these programmes. Women are the most affected and as such the Committee requested the Commission to respond to these issues.

7.2.3 Disaggregated data

1. The Committee requested more information (disaggregated data) on gender information.
2. The Committee observed that the Commission in its SONA response mentioned the issue of the National Council Against Gender Based Council (NCGBV) and also indicated that the Committee was informed by the Department that the NCGBV programme has been put on hold but still requested the Commission to provide more information on the issue.
3. The Committee observed that the Commission intended using consultants to implement its programmes and requested more information on the issue and the cost implications.
4. The Committee requested more information on “one women one hectare campaign” (access of women to land).
5. The Committee observed that Commission do not have programmes dealing with children and requested more information on the issue.

7.2.4 Request by Commission

1. The Committee noted the Commission’s request that the Committee raise the issue of basic services with the Portfolio Committee on Water and Sanitation and Human Settlements and the respective Government Departments.

**8**.  **Conclusion**

The Committee thanked the Department and the Commission for Gender Equality for the presentations and emphasised the importance of submitting the additional information as requested.

**9. Recommendations**

Having considered the Strategic Plan, Annual Performance Plans and budget for the Department of Women in the Presidency and the Commission for Gender Equality, the Committee recommends as follows:

**9.1 Department of Women in the Presidency:**

Programme

1. The Department to ensure that its targets are refined and ensure that these are SMART (e.g. one intervention plan developed – what such a plan would entail, key persons responsible for the implementation of such a plan, cost implications, time frames).
2. The Department to provide the Committee with more information that specifies which programmes and policies within other Departments/entities it would monitor and evaluate for 2015/16 at a national and provincial level.
3. The Department should ensure that its monitoring and evaluation focus is inclusive of pregnant women, women with disabilities as well as women with no formal education when assessing the programmes/initiatives/services of various Departments.
4. The Department should ensure that it monitors and advocates for increases and gender parity in STEM educators. To this end, the Department must ensure that this is promoted from basic education up to tertiary level and beyond.

Reports

1. The Department should ensure that all country reports be tabled in Parliament and sent to the Committee in order for them to be discussed before these reports are tabled with the relevant human rights committee.
2. The Department should submit all outstanding reports to the Committee as requested including but not limited to the following; the report submitted at the 59th session of the United Nations Commission on the Status of Women, the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) country report, the Beijing +20 country report, SADC Gender Protocol.
3. The Department should forward the assessment of the 16 Days of Activism report held in 2014 to the Committee.

Increase allocation

1. The travelling and subsistence and bursary allocation should be increased for the programmes focussing on Research, Monitoring and Evaluation as well as bursaries for skills development.

Memorandum of Understanding (MOUs)

1. The Minister of Women should have a Memorandum of Understanding with other Government Departments in order to achieve its targets.

Human Resources

1. The Department to submit its organogram to the Committee clearly detailing the current staff allocation including rank per programme and vacancies.
2. The Department to submit the outcome of the skills audit and job evaluation to the Committee.
	1. **Commission for Gender Equality**
3. The Commission should ensure that the provincial offices are adequately resourced in order to implement provincial programmes.
4. The Commission should ensure that it utilises all media platforms (e.g. electronic, newsletter) in order to raise awareness and as a means of disseminating information.
5. The Commission was requested to partner with local government to share roles and responsibilities on education & outreach programmes.
6. The Committee requested the Commission to fast-track the gender transformation hearings on 3 universities and also include the Student Representative Councils in order to receive their inputs.
7. The Commission should ensure that stringent measures are in place to curb irregular expenditure and that there is full compliance with supply chain management and procurement policies and procedures.

Unless, otherwise stated the Committee hereby requests a response to the aforementioned recommendations within 3 months after the adoption by the National Assembly.

**Report to be considered**