**Analysis of GESF Implementation reports 2017: National Departments**

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| 1. Agriculture, Forestry and Fisheries
 |
| 1. Arts and Culture
 |
| 1. Basic Education
 |
| Workshops: * Gender mainstreaming-10 women attended-why only women?
* Gender Based Violence-No number provided
 |
| Training, bursaries and Internships: * 164 women, how many men? In which areas of skills was this training?
* 7 women in learnership-how many men?
* 53 women in the internship programme-how many men?
* 18 women received bursaries-how many men?
 |
| Policies:* Draft Talent Management Policy
* Draft Succession Plan
* RPL Policy
* EHW Policy
 |
| Mainstreaming:* Only mentioned under the EHW Policy
 |
| Units:* 3 staff members located at Directorate Training and Social Responsibility-headed by Director, 1 ASD and 1 Training Officer
* Functions mostly on EE matters
* Budget of R1 971 000.00
 |
| AA: No information provided |
| Economic Empowerment:* Information only based on bursaries, learnerships and internships
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* No information, learnerships reported on under this section
 |
| Partnerships:* MOU with ETDP SETA and UNISA on learnerships
 |
| M&E: * No indicators reported on except for racial, gender and disability reflection in reports
* Audit conducted on EE which is a very superficial exercise
 |
| Overall comments: * Most of the progress reported on does not correspond with the activity planned in 2016
* Progress reported should provide more details on e.g. the number of women and men trained at the seminar conducted on 25 November 2016 and the campaign on 7 & 8 December 2016 and what the topics discussed were.
* Please provide more details of assistive devices provided.
* Performance indicators need to be reviewed as in many cases it does not provide a measure to assess if the activity was achieved e.g. for the activity: “Develop a policy on child care provision” the performance indicator listed reads “All employees in the Department to attend the workshop”.
* Under principle five the activity “Gender is integrated into performance agreements” is listed – no progress is reported if this was achieved.
* It seems as if the 2017 plan is an exact replica of the activities for 2016
 |
| 1. Communications
 |
| Workshops:* Reported on sensitisation sessions, but no details of topics and participants
* Held a men’s forum-no details
 |
| Training:* 2 women attended Khaedu Training-how many men?
* No internships provided
 |
| Policies:* Review of the Gender Policy
* Review of the Sexual Harassment Policy
* Broad statement on monitoring of departmental policies, recruitment practices and work-life balance with no details
 |
| Mainstreaming* No report, only discussed at the PSWMW Meeting
* Mainstreaming reportedly incorporated in the EE Plan-this can’t be as the EE plan only focusses on numbers, mainstreaming can only be achieved in broader departmental plans
 |
| Units:* The section on this information was removed from the template
 |
| AA:* Targeted recruitment was submitted in the plan, but the report does not reflect what was achieved from it
 |
| Economic Empowerment:* Nothing reported on
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* Imbizos and awareness Campaigns in rural communities in Limpopo and the Northern Cape-no reflection of participants

5 Set-Top Boxes provided to destitute families-how many destitute families do we have in the country? |
| Partnerships:* With the Department of Women
 |
| M&E: M& E only mentioned under the EE Plan |
| Overall comments:* Please provide some details as to what the monitoring of work life balance entails?
* Please provide some details on the men’s forum – was it well attended and what were the topics for discussion?
* Please provide some details regarding the partnership established with the Department of Women.
 |
| 1. Cooperative Governance
 |
| Workshops:* Workshop on Diversity Management (104 participants, 26 Directors-no disaggregation per gender)
* Sexual Harassment (43 participants, 5 SMS-no disaggregation by gender)
 |
| Training:* Officials were said to have snubbed the GM Course
* 3 women and 3 men given bursaries
* No interns(financial constraints cited)
* ADP (20 officials at MMS benefitted-no gender disaggregation)
 |
| Policies:* EE Plan
* Sexual Harassment Policy
 |
| Mainstreaming:* Only mentioned in the HR and EE Plans and yet the template is clear on which departmental plans it should be reflected
 |
| Units: * 2 staff members (DD and ASD) located in the Directorate Organisational Development and Employee Relations, headed by a DD
* Responsibilities include, EHW, gender and disability management
* No dedicated budget
 |
| AA:* System to guide the recruitment process developed-no details
* EE Database
 |
| Economic Empowerment: no information* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation: no information |
| Partnerships: no information |
| M & E: no information  |
| Overall comments: * Some progress does not related to the 2016 activities and indicators, e.g. 2 orientation sessions on corporate policies(indicator); the department used the women’s month to capacitate women on women pertinent issues fledged (sic) in the NDP (progress)
* Strategic Objective 4: Adopt a wide set of options for economic growth and development in order to promote women’s empowerment and gender equality was removed from the template.
* No details are provided in terms of whether the Management Development Programme was conducted or how many women actually participated – the progress merely suggests that it exists.
* No details is provided about the attendance of the mentorship/coaching programme which was conducted in September 2016.
* Although attempts are made to provide disaggregated data – the figures often do not reflect how many of the participants were female e.g.data provided on the attendance of the information session on sexual harassment policy provides the number of senior managers that were male and female but no information is provided about the employees that attended and are not part of the management.
* The plan covers a “tax year” i.e. March 2017 to February 2018 instead of the 2017 calendar year.
* Performance indicators are not always indicative of what would be regarded as success, e.g. for the activity “Training on Gender Mainstreaming” the indicator is “attendance register for gender mainstreaming training” – whereas the budget shows a target of 15 employees. Indicators should be more indicative of what the outcome should be.
 |
| 1. Correctional Services
 |
| Workshops:* 5 sessions on GBV and Sexual Harassment (200 women participated-how many men? Planned sessions were 6
 |
| Training:* ADP (19 women and 2 officials with disabilities participated-how many men?)
* Training on diversity and disability could not be undertaken, citing cost containment
* Bursaries allocated internally to 47 women and externally to 19 women-how many men?
 |
| Policies:* Reviewed the gender empowerment manual
* Reviewed the Policy on the Prevention of Sexual Harassment
* Inputs in the transport policy to cater for reasonable accommodation of employees with disabilities-noting on accommodating women and men with family responsibilities
 |
| Mainstreaming:* Not in the APP
 |
| Units:* No information provided
 |
| AA:* No information
 |
| Economic Empowerment:* 3 sessions on financial management for 220 employees-no disaggregation
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation: no information |
| Partnerships:* MOU with Old Mutual , COGTA in provinces and a FBO for offender rehabilitation
 |
| M & E: no information |
| Overall comments: * The plan for 2017 was received after the due date and was thus not considered for analysis.
* Disaggregation of data is important for comparison and it was missing
* Data on attendance of initiatives such as the Gender Based violence and sexual harassment training conducted was not provided.
* Most progress was broad statements on what was done and this could not determine achievement
* Partnerships established and efforts made for assistive devices are commendable.
 |
| 1. Defence
 |
| Workshops:* 5 sessions on empowerment
* Men for change seminar (70 men)
* Several seminars and programmes cancelled due to cost containment
* Leadership Dialogue-no details of participants
* Women Then and Women Now Dialogue-no details of participants
 |
| Training:* Bursary holders (218-no disaggregation)
* Foreign learning opportunities (7-no disaggregation)
 |
| Policies:* An extensive list of declarations, conventions. Protocols, national legislation, code of conduct and policies was provided without details of what was done about them
* Draft GESF developed
* Gender mainstreaming strategy developed
 |
| Mainstreaming: no information |
| Units:* Chief Directorate with 39 staff members and for gender specifically 4 staff members located Transformation Management
* Responsibilities are clearly outlined and this shows from the extensive report the DOD submitted
 |
| AA:* SMS appointments being done at Ministerial level excludes them from the EE Plan provisions
 |
| Economic Empowerment:* No information except for calendar day events and what would have been an economic activity benefit would have a report on whether women benefitted as part of the service providers at these events
* MSDA intake of youth (1922, 1311 men and 611 women)-could not meet the 40% planned target due to budget restrictions
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* Only continental outreach programme in Goma, providing seeds, toys and clothes for women and children
 |
| Partnerships: United Nations Women’s Office for the development of the UN Security Council Resolution 1325 |
| M & E: |
| Overall comments:* The plan for 2017 was not separated from the progress report for 2016 and it was received after the due date on 3.3.2017.
* The plan and report was not signed by the HOD – the cover letter states that these are draft documents that still needs to be approved by various councils and a request was made for a meeting with DPSA to discuss the DOD Gender Equality strategic Framework.
* The timeframe of the plan is not clear – in some instances it refers to the 16/17 financial year and in others to the 17/18 or 18/19 financial years – whereas it should be linked to a single calendar year.
* One of the most extensive reports, it however needs consistency in disaggregation of beneficiaries
* It is not clear what is meant by the activity “Diversity Management within the DOD” as the performance indicator lists a number of seemingly unrelated matters and the progress reported does not speak to either the activity or the performance indicator.
* The DOD needs to be commended for their efforts to train sign language interpreters
* It seems as if a lot was done in terms of reasonable accommodation – however no exact figures in terms of how many PWD were accommodated for the various initiatives.
* No progress is reported against the activity “Training and development of PWD” –instead the intent is spelled out and the performance indicator is not defined. This is also true for the activity “Sport and recreation for PWD”, “Transportation for PWD” and “Assistive devices for PWD” and a number of others where the performance indicator does not measure the achievement of the activity but gives an explanation of what the activity refers to.
* Why list the lack of childcare facilities as an “activity”?
* The report states that a large number of uniformed members acquired their disability status during the execution of their duties. A concerted effort needs to be made to provide training and development opportunities for such members to improve their chances of being recruited in the wider public service.
*
 |
| 1. Economic Development
 |
| Workshops: |
| Training:* EDP (12 women benefitted-how many men?)
* 11 EE Committee members trained on their roles and responsibilities
* 19 of interns (14 women and 5 men)
* 48% of women benefitting from bursaries
 |
| Policies: |
| Mainstreaming:* Only in HR and EE Plans
 |
| Units:* Unit with 2 staff members (DD and SPP)located in the HRP Sub-directorate and headed by a DD
* Responsibilities include EE, Disability, HRP and OD
* Budget of R915 300.00
 |
| AA:* Ring-fencing of 7 positions
* Targeted advertising
* Training and development
 |
| Economic Empowerment:* No information except for broad statements “ intervention to improve access to opportunities to formal women owned enterprises in the job drivers sectors”
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* Poultry Project (9 women and 2 men)
 |
| Partnerships:* ILO-on what?
* Government of Flanders-on what?
* Department of Rural Development and Land Reform on establishment of youth cooperatives
 |
| M & E:* No gender indicators
 |
| Overall comments: * Only one combined report was received – progress was reported on 2016 activities and thus there are no changes in the planned activities from 2016 to 2017.
* Progress reported does not always relate to planned activities, e.g. activity on awareness campaign and progress is about distribution of booklets.
* For a department that is responsible for economic development in the country this report is very disappointing,
 |
| 1. Energy
 |
| 1. Environmental Affairs
 |
| Workshops:* Calendar day events used to create awareness on gender frameworks-no details of participants
* Environmental sector gender workshops-no details of participants
* Diversity Dialogue-no details of participants
* EE workshop for EE Committee
* Sexual harassment awareness-no details of participants
 |
| Training:* Bursaries (26 women and 26 men)
* Internships (92 women and 56 men)
* Learnerships (63 women and 37 men)
* Management development (20 women and 17 men)
* Coaching (15 women and 2 men)
* Departmental Learning Network (78 women and 94 men)
* Other training courses (491 women-how many men?)
 |
| Policies: |
| Mainstreaming:* In the EPWP focussing on poverty alleviation
 |
| Units:* Two units deal with gender in the department, one internal and one external
* The internal focus is located at the Directorate Transformation and EHW
* The sectoral one is located at the Directorate Intergovernmental Cooperation, Planning and Coordination
* Budget and number of staff members not provided
 |
| AA:* Assessment of DDGs bi-annually included meeting of equity targets
 |
| Economic Empowerment:* Women benefitted 30% (190 093 157.03) of the departmental budget of 637 790 153
 |
| Poverty Alleviation:* Parks and Beautification
* Tourism and Creative Industries
* Waste Management
* Sustainable Land Based Livelihoods
* Coastal Management
* These programmes created 56 979 work opportunities for women which made up 57% of beneficiaries
* The overall budget for the programmes was R6 348 135 913-no breakdown of what % benefitted women
 |
| Partnerships:* Un Women
* CGE
* Schools within Gauteng
* Sonke Gender Justice
* No details about what the partnerships were about
 |
| M & E:* The questions on indicators were not responded to
* A list of all the reports that are compiled by the department was provided
 |
| Overall comments:* Please provide disaggregated date on the attendance of training sessions or meetings held.
* Only about 20% of the 2016 allocated budget for the important activity of poverty alleviation has been spent, this needs to improve please.
* The plan exceeds the 2017 calendar year and covers the 2017/18 financial year.
* There are indicators listed for strategic objective 2 sub-objective 1 that do not have any activity listed. Similarly there are activities listed under strategic objective 2 sub-objective 3 that have activities with no indicators.
 |
| 1. Government Communication & Information Systems (GCIS)
 |
| Workshops:* Sensitization on the HOD’s 8-Principles Action Plan for Women’s Empowerment and Gender Equality-no details of participants
* GM sensitization during induction-no details of participants
* Sexual harassment workshop facilitated by the CGE-no details of participants
* Sensitization on GBV-no details of participants
 |
| Training:* Nobody was trained on the NSG GM Course-the required number of participants could not be reached
* Statements on existence of development programmes was made but no details of participants
* Bursaries (21 women and 16 men)
* Learnerships (11 women and 8 men)
* Internships (16 women and 9 men)
 |
| Policies:* Provided a broad statement about analysis of sectoral policies but no details of the policies and findings
 |
| Mainstreaming:* Incorporated in the APP
 |
| Units:* The part requesting information on units was removed from the template
 |
| AA:* The question on AA was not answered
* A broad statement instead was made about the HoD ensuring that underrepresentation of women at SMS is addressed
* THE Public Sector Magazine has been used to profile women’s successes
 |
| Economic Empowerment:* No information except for the learnership programme
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* 18 Imbizos led by the Minister and Deputy Minister reported on, bicycles, school uniforms and sanitary cups provided-no details of beneficiaries
 |
| Partnerships:* CGE
* Un Women
* These partnership are used for presentations on gender issues
 |
| M & E:* A broad statement about gender indicators being ensured in departmental M&E systems
* The questions on M& were not answered
 |
| Overall comments: * The report lacked information that one would use to assess whether women were benefitting from the programmes implemented by the GCIS. Please provide disaggregated data on the number of employees that attended training sessions conducted e.g. the training mentioned under strategic objective 1 sub-objective 3.
* Please provide justification for the reason why only 15% contribution is made for the provision of assistive devices to employees with disabilities.
* The department is commended for the progress listed under strategic objective 2 sub-objective 4 activity 4.4.
* More needs to be done in terms of poverty alleviation.
* The 2017 plan brings no new activities or initiatives.
 |
| 1. Government Pension Administration Agency
 |
| 1. Health
 |
| Workshops:* She Conquers campaigns focusing on healthy lifestyles conducted for adolescents (500 officials; 250 out of school youth and adults; 300 learners- no breakdown of participants)
* Dialogues on GBV and Substance Abuse in communities (500 participants-no breakdown)
 |
| Training: * Nothing reported
 |
| Policies:* Nothing reported
 |
| Mainstreaming:* Gender content incorporated in the communication strategy
 |
| Units:* The unit consists of 7 staff members located at Directorate Gender and Equity, headed by a director. 5 staff members responsible for gender and 2 for employment equity
* Responsibilities not outlined
* Budget of R3 000 000.00
 |
| AA:* No response was provided for this area
 |
| Economic Empowerment:* No information was provided but lack of understating was displayed by the statement that said the NDoH is service based and as such does not have capacity development for communities. (The health sector has one of the biggest spend on services that companies provide and it can’t be true that SCM does not have records of female owned companies that have benefitted from the department)
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation: |
| Partnerships:* Although not reported on under this section, but the department has been working with SAPS and SANCA in its She Conquers Campaign
 |
| M & E:* Gender indicators are not incorporated in the APP
* A gender audit was conducted in 2011-no details
* Information in the department is disaggregated
 |
| Overall comments: * The Department is commended for the success achieved in terms of the “She conquers campaign”. Please note however that the activities listed in this regard do not fit under Strategic Objective 1 sub-objective 1.
* The indicators on the 2016 progress report needs are not correct – in many instances no indicators are listed but rather progress and in the progress column it mere states “done”. All questions in the template must be answered.
* The disaggregation of data needs to be strengthened.
* Please provide more details e.g. for the activities listed under Strategic Objective 3 sub-objective 2 – what education and awareness activities were conducted and how many people (provide disaggregated data) attended?
* Even though the National DOH is a ”service based” department, goods and services are still procured – therefore an effort needs to be made to focus on women’s economic empowerment (Strategic Objective 4 sub-objective 1.) This could even be achieved through the appointment of female service providers for existing campaigns such as the “She conquers campaign”.
* There is a remarkable improvement in terms of the indicators for the 2017 plan thank you.
* Some activities and indicators do not correspond / needs to be better crafted – e.g. Strategic Objective 2 sub-objective 4 where the activity refers to DSPA’s child care Facility – it should read “DSPA’s child care Facility policy” but the indicator refers to homework centre.
* Please report the activities for Strategic Objective 3 sub-objectives 3 & 4 in the columns provided and not overhead (as general comments).
 |
| 1. Higher Education and Training
 |
| Workshops:* The planned workshops were not conducted “due to non-establishment of the transformation unit”
 |
| Training:* ADP (17 women and 7 men)
* Mentorship and Coaching (25 women and 6 men)
 |
| Policies:* Sexual harassment policy
 |
| Mainstreaming:* No information provided
 |
| Units:* The sections was left blank
 |
| AA:* The sections was left blank
 |
| Economic Empowerment:* No information provided (disappointing that as one of the departments with a big budget it is not possible to give information on how women have benefitted from SCM processes)
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* The sections was left blank
 |
| Partnerships:* A list of partners was attached, institutions of higher learning, NGOs responsible for AIDS, disability, youth and women, human rights bodies and language bodies
 |
| M & E:* No information
 |
| Overall comments:* In some cases it is not clear if the activity listed was achieved as the progress reported only refers to one part of the activity e.g. strategic objective 3 Sub-objective 3 – was the concept paper for the establishment of Men’s and Women’s Forums developed?
* Very little has been achieved during the 2016 reporting period – a concerted effort needs to be made to establish a unit to coordinate gender management in the Department.
* The 2017 plan exceeds the 2017 calendar year.
* A more concerted effort needs to be made to strengthen the gender mainstreaming work in the DHET.
 |
| 1. Home Affairs
 |
| Workshops:* Sexual harassment policy presentations made for Mpumalanga and OR Tambo Airport employees-no details of participants
 |
| Training:* GM training by the NSG could not be undertaken “due to budgetary constraints”
* Diversity management training conducted in KZN and Mpumalanga-no details of participants
* Training in other short courses (2544 women and 1745 men)
 |
| Policies:* Could not finalise the Gender Policy “due to budgetary constraints”
* Sexual harassment policy and presentations made for Mpumalanga and OR Tambo Airport employees
 |
| Mainstreaming:* Only reflected in submissions as part of the implications of whatever issue needs to be approved
 |
| Units:* A unit called Gender Management with 5 staff members
* Location not provided
* Responsibilities include Gender, EE, Diversity, Disability and Children’s issues
* Budget of R450 000.00
 |
| AA:* Ring-fencing of vacant SMS positions-but could not be implemented “due to budgetary constraints”
 |
| Economic Empowerment:* No information
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* No information “due to budgetary constraints”
 |
| Partnerships:* Sanlam for advice on financial management
 |
| M & E: * Only in EE matters
 |
| Overall comments:* Please provide disaggregated data for the employees that attended training e.g. the Diversity Management training that was conducted in KSN and Mpumalanga.
* A more concerted effort should be made to establish partnerships.
* The impact of cost containment has reversed many gender gains that the department has shown in the past few years
 |
| 1. Human Settlements
 |
| Workshops:* Planned session on gender postponed to 31 August 2017-no reasons cited
* Two sessions on diversity management held-no details of participants
* Workshop on sexual harassment postponed to June 2017-no reason cited
 |
| Training:* Bursaries (20 women and 13 men)
* Internships (28 women and 12 men)
* Learnerships (4 women and 6 men)
* EDP (23 women-how many men?)
 |
| Policies: |
| Mainstreaming: |
| Units:* Units responsible for gender are Batho Pele, EE and Change Management and Sector Transformation with 14 staff members (2 Directors, 3 DDs, 5 ASDs, and 4 AOs)
* Responsible for gender, disability, SDIP, change management and EE
* No budget
 |
| AA:* The section was left blank
 |
| Economic Empowerment:* Housing projects allocated to women contractors broken down by province

-Free State (42 women contractors appointed to build 3042 units)-North West (28 women contractors appointed to build 2568 units)-Gauteng (9 women contractors appointed to build 2568 units)-KwaZulu Natal (10834 units allocated to women-no information on the number of contractors appointed)-Western Cape (8 women contractors appointed to build 330 units)-Limpopo (12 women contractors appointed to build 5900 units at the cost of R507 123 251.00)-Eastern Cape (15 women contractors appointed to build 13865 units)* Graduation of 100 women contractors on enterprise development offered by GIBBS
 |
| Poverty Alleviation:* 1956 units were built for women as part of the anniversary of the women’s march
 |
| Partnerships:* Cell C-Take a Girl Child to Work
* Tracker Connect for a men’s network
* Property Charter-careers in the sector
* NHBRC-training
 |
| M & E:* No gender indicators in the M&E system
* Audit reported to be pending-no reason cited
* Broad statement of disaggregated information being updated quarterly
 |
| Overall comments:* The prescribed due date for submission of the reports was not adhered to.
* Implementation plans are still outstanding.
* GESF report not signed by HOD by 29/03/2017. A Signed copy of the GESF report was resubmitted on the 21/04/2017.
* There is no consistency in providing disaggregated data. In the housing projects only the number of women contractors are provided and without the number of men who benefitted from same, there is no comparison. The budget allocated for the project was only supplied for Limpopo and it is encouraged that it is done for all provinces
* Overall it was one of the most substantive reports.
 |
| 1. Independent Police Investigative Directorate
 |
| Workshops:* 4 workshops on diversity conducted in Gauteng, Limpopo, North West and the Western Cape-no details of participants
 |
| Training:* AMDP-no details of participants
* EDP (7 women-how many men?)
* NSG’s GM Course was “reprioritised due to budget constraints”
* Learnerships (11 people-no gender disaggregation)
 |
| Policies:* Policy on having gender mainstreaming as an agenda item during the induction programme approved
* Transport policy caters for travel with babies
* The gender policy reviewed to incorporate issues of child care
 |
| Mainstreaming:* Not incorporated in plans
 |
| Units:* The unit has two officials but location and levels not provided
* Responsibilities focus on gender and disabilities
* Uses HRM budget-no figures
 |
| AA:* No information
 |
| Economic Empowerment:* No information
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* No information
 |
| Partnerships:* SASSETA on the learnership programme
 |
| M & E:* Survey conducted on EE
 |
| Overall comments:* The 2016 progress report did not provide sufficient information to allow assessment of whether women were benefitting or not.
* Very little detail was provided and a more concerted effort needs to be made to provide some detail as well as disaggregated data when reporting progress.
* The indicators for both the 2016 progress report and the 2017 plan are either absent or very poorly crafted and needs to be reviewed in future.

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| 1. International Relations and Cooperation
 |
| 1. Justice and Constitutional Development
 |
| 1. Labour
 |
| Workshops:* 7 Diversity Management sessions conducted instead of the planned 12-no details of participants
* Presentations on the sexual harassment policy-no details of participants
 |
| Training:* Leadership development programme was deferred to 2017 due to budgetary constraints
* 89 wellness champions trained-no disaggregation
 |
| Policies:* Sexual harassment policy approved
 |
| Mainstreaming:* Nothing reported
 |
| Units:* Unit located in the Sub-Directorate EH&W with 2 staff members (DD and ASD)
* The responsibilities include EH&W, Disability, Gender and Youth programmes
* A budget of R3 381 000.00 allocated to the unit
 |
| AA:* Nothing reported
 |
| Economic Empowerment:* The section was removed from the template
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* The section was removed from the template
 |
| Partnerships:* The section was removed from the template
 |
| M & E:* Nothing reported
 |
| Overall comments:* The signed copies of the report and plan was only received on the 31st of March 2017.
* The timeframe for the plan exceeds December 2017 and covers the 2017/2018 financial year.
* Some activities do not speak to the progress, e.g., a workshop was planned and the progress would talk about a policy; appointment of GFPs in provinces was an activity, but the progress talks about training of GFPs.
* The report does not have enough information to assess whether women are benefitting from DoL programmes and policies or not
 |
| 1. Military Veterans
 |
| Workshops:* Workshop on the National Policy Framework for Women’s Empowerment and Gender Equality of 2000 deferred to 2017 and included in the HR Plan
* Workshop on the CEDAW deferred to 2017 and included in the HR Plan
* Panel discussion on the GESF deferred to 2017
 |
| Training:* Internships (17 women and 9 men)
* No information on bursaries yet it was in the 2016 plan
* The GM Course from the NSG was not attended and deferred to 2017
* R1.4 million spent on skills development (124 women benefitted-how many men?)
 |
| Policies:* Draft policy on sexual harassment
* Draft policy on GBV
 |
| Mainstreaming:* Only EE has an indicator in the APP
* Nothing was done on the 2016 activity of having SMS PAs having gender indicators
 |
| Units:* Unit located in the Sub-Directorate HRP & Systems with two staff members (DD and ASD)
* Responsible for diversity management in the workplace
* No budget
 |
| AA:* Create parity across all SMS Levels-implemented at level 15 and 13
 |
| Economic Empowerment:* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* 172 women military veterans benefited from the Social Relief Distress Programme-how many men?
 |
| Partnerships:* Formation of the Women Military Veterans Association
 |
| M & E:* The questions in this section were not answered
* Only monitoring of EE reported on
 |
| Overall comments:* This is the only department in which the accounting officer raised concern about the poor progress reported and hopefully this will contribute to better performance.
* Combined the plan and report (please ensure that the progress report and the plan for the following year is separated).
* Numerous activities neither have an indicator defined nor any progress reported.
* A more concerted effort needs to be made to provide a good quality progress report as well as a plan with well-defined indicators for 2018 please.
 |
| 1. Mineral Resources
 |
| Workshops:* 9 Workshops on GESF conducted and attended by half of the officials in the department-no disaggregation
* Sexual harassment workshop (160 participants-no disaggregation)
 |
| Training:* 11 SMS members trained Mentorship-no gender disaggregation
* 56% of the beneficiaries of internships were women and 6% were appointed permanently
* External bursaries (28 women-how many men?)
* 64% of internal bursary holders are women
 |
| Policies:* Reviewed the Attraction and Retention Policy and have AA Guidelines as an addendum
* Draft child-care guidelines
 |
| Mainstreaming:* Gender Equality Implementation Plan incorporated in APP, but nothing done about PAs of Senior managers
 |
| Units:* A Gender unit headed by a Director with 2 staff members, one being an intern
* Responsibilities are solely focusing on gender
* Budget of R2.3 million
 |
| AA:* AA Guidelines approved
* Set aside SMS positions for women
* Head-hunting specifically for women with disabilities
* 2 women promoted from MMS to SMS after completing ADP
* 17 women mining inspectors appointed to improve the number from 30 to 47
 |
| Economic Empowerment:* 3 Small-Scale Mining Permits on stone crushing, cement and sand issued to women-how many were given to men?
 |
| Poverty Alleviation:* Small scale mining
* Beneficiation programmes on

-jewellery making-diamond polishing No details of beneficiaries |
| Partnerships:* MQA
* Mining Houses
* The DTI
* The IDC

The nature of the partnership was not reflected |
| M & E:* 10 gender indicators in the APP
* Reporting forms part of the EXCO agenda
 |
| Overall comments:* The Department is commended for a very comprehensive well drafted progress report and plan!
* Please ensure that disaggregated data is provided for all progress reported e.g. provide detail on the number of male vs female employees that received training.
 |
| 1. The National School of Government
 |
| Workshops:* Advocacy on the GESF was attended by 3.4% and not 29% as planned
* NSG HR Roadshows on its policies conducted-no details of participants
* Sexual harassment workshop (16 participants-no gender disaggregation)
* Women’s dialogue to commemorate 60 years of the Anniversary of the women’s march
* Dialogue under the theme Ask a man/Ask a woman focusing on positive work relations was attended by 62 staff members-no disaggregation
* Men’s Dialogue was attended by 25 men and 2 at SMS level
* Workplace GBV deferred to 2017
* GENMACC Members hold meetings every 6 weeks to discuss

-child and aftercare facilities survey-bullying, harassment and intimidation survey-findings show that perpetrators are usually managers and recommendations were made-establishment of a gender platform-hosting of gender dialogues |
| Training:* 30 mentors trained (25 female and 5 male; 10 SMS and 20 below SMS)
* Training in various short courses benefitted 95 women and 50 men
* Internships (5 women and 7 men)
* Bursaries (21 women and 12 men, 1 person with disability)
* ABET (3 women and no man)
* Workplace Skills Plan (86 women and 65 men, 2 persons with disabilities)

The budget attached to each programme was provided |
| Policies:* Draft talent Management Policy
* Draft Retention Strategy
 |
| Mainstreaming:* Only incorporated in the Operational Plan of Corporate Management
 |
| Units:* The unit is called Employee Wellness and Transformation, located in HRM &D with 2 staff members, a DD and administrator
* Responsibilities include Disability, EE, Gender, Employee Health & Wellness and transformation
* Budget of R 978 640.00
 |
| AA:* It should be noted that the NSG has met both targets, but the department has put in place strategies and compiled monthly reports on them:

-recruitments and selection from designated groups-non-discrimination in job assignments-conducive work environment-training and development-organisational culture that promotes diversity |
| Economic Empowerment:* Training providers 69 out of 77 are women and it will be worthwhile to report on the % of the training budget that they benefitted from
 |
| Poverty Alleviation: |
| Partnerships:* Nellmapius, Phelindaba and Thuto Bohlale High Schools for the Bring a child to works day (8 girls and 5 boys)
 |
| M & E:* Climate survey conducted and it was established that officials are aware of diversity and acknowledge its importance
* Reported only on the compliance reports sent to DPSA
 |
| Overall comments:* Both the plan and progress reports were exceptionally well crafted.
* The information was presented in a way that could help to assess how women have benefitted from the NSG’s programmes
 |
| 1. Office of the Chief Justice
 |
| Workshops:* Calendar day events-no details of participants
* HIV and AIDS awareness-no details of participants
* Presentation on women and child abuse-no details of participants
 |
| Training:* Bursaries (32 women and 19 men)
* EMDP (14 women and 11 men)
* Planned diversity training not done-no reason provided
 |
| Policies:* Sexual harassment policy
* Special leave-in relation to maternity, family responsibility and paternity
* Draft Recruitment and Selection Policy
* Draft Succession Policy
* Draft Mentorship Policy
* Draft Acting Policy
* No child care policy
 |
| Mainstreaming:* Not mainstreamed a broad statement that gender is considered in planning
 |
| Units:* A transformation unit with four staff members (levels not provided) headed by a director
* Responsibilities were given in one statement “to coordinate and facilitate transformation issues for the department:
* No budget
 |
| AA:* Mention of the EE Plan without outlining the AA programmes reflected there
 |
| Economic Empowerment:* The response was this was not applicable to the organisation
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* The response was that this was not applicable to the organisation
 |
| Partnerships:* The response was that this was not applicable to the organisation
 |
| M & E:* Gender analysis done only on EE
 |
| Overall comments:* The report was received on 31 March 2017 and was signed by a Chief Director and not the DG.
* There was no separate plan submitted and the timeframe on the progress report is spans several years – some up to 2022
* Some activities and progress do not relate to one another, e.g. an activity was a workshop and the progress talks about a policy developed
* 26 (more than half)out of the 41 planned activities were not reported on
* In some cases the activity performance indicator and progress does not speak to one another at all.
* It seems as if the activities planned need to be focussed and reduced so as to show some progress – it does not help to list endless activities and to not work towards achieving it.
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| 1. Planning Monitoring and Evaluation
 |
| Workshops:* Sensitization on GESF at induction and management meetings-no details of participants
* Presentations on sexual harassment done quarterly-no details of participants
 |
| Training:* Bursaries (8 women and 6 men)
* Internships (16 women and 13 men, 1 man with disability)
 |
| Policies:* Review of Travel and Subsistence Policy-to address needs of traveling mothers
 |
| Mainstreaming: |
| Units:* No information provided
 |
| AA:* No information except a broad statement “AA measures are taken to give women first preference through the gender equity plan
 |
| Economic Empowerment:* The response was that this was not applicable to the organisation
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* The response was that this was not applicable to the organisation
 |
| Partnerships:* Cell C-Take a Girl Child to Work
 |
| M & E:* No information provided
 |
| Overall comments:* A combined report /plan was received on 24 February 2017 and a separated plan was resubmitted on 3 March 2017.
* Some activities do not speak to the indicator e.g. the planned activity to partner with NSG to conduct Gender mainstreaming training where the indicator measures “the number of woman empowered on leadership”
* The time frame of the plan exceeds the 2017 calendar year in some instances.
* Some activities are repeated e.g. “identify internship positions to be targeted and filled by women and women with disabilities”.
* Three activities were said to have been achieved without any details as it was done with all other progress
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| 1. Presidency
 |
| Workshops:* Articles on various topics published in the Presidential Update Newsletter
* Sensitization for staff and interns on diversity management (170 women and 121 men)
* Sensitization for staff and interns on sexual harassment (168 women and 119 men)
* Dialogue on security (28 women and 4 men)
 |
| Training:* Mentorship (6 women and 4 men)
* Bursaries (52 women and 33 men)
* Various Leadership and Management development programmes (65 women and 62 men)
* GM Course by the NSG (2 women and 12 men)
* Gender mainstreaming and budgeting (11 women and 6 men)
* Workshop for SCM on targeting women owned companies-challenges raised on the lack of classification in the database
* Awareness on GBV facilitated by the DG (77 women and 48 men participated)
* Men and women’s dialogue facilitated by the DG (71 women and 44 men)
 |
| Policies:* Sexual harassment policy
* Inputs during review of policies

-Transport policy-EH&W Policy-Wellness Management Policy-Health and Productivity-Safety, Health, Environment, Risk and Quality Management (SHERQ)-Dress Code Policy-Funeral and Bereavement Policy-Resettlement Policy-Special Leave Policy-Salary Advance Policy-Official Hours of Work and Overtime Policy-Recruitment and Selection Policy-Secondment Policy-Knowledge Management and Library Policy-Office Space Utilisation Policy |
| Mainstreaming:* Not in plans, but only in speeches by the political leadership
 |
| Units:* Unit called Special Programmes located in the Office of the DG headed by a DDG with three staff members (DDG, 2 DDs)
* No budget provided
 |
| AA:* Replacement of positions vacated by women with women
 |
| Economic Empowerment:* Ocean’s economy’s Maritime Youth Development-ensure that young women benefit
 |
| Poverty Alleviation:* Presidential Siyahlola programme identified several initiatives

-Referral for career counselling-Allocation of housing to destitute families -3 houses allocated to female headed households-assistance to Business Farmer’s Forum-establishment of a farm produce market -1500 young people equipped with plumbing skills-no sex disaggregation* Public Employment Programme-Inanda project on cost effective road maintenance-no details of beneficiaries
* The National Minimum Wage Determination Programme-next report to reflect progress of its implementation
 |
| Partnerships:* 100 girls hosted as part of the Take a Girl Child to Work
* South African National AIDS Council (SANAC)-Campaigns focusing on girls and young women-no details of participants
 |
| M & E:* Audit on deployment lists during the President and Deputy President’s visits (102 women and 171 men
 |
| Overall comments:* This is the most extensive report and compliments go to the COO who supervises this unit.
* The report was signed by the COO and not the HOD/DG.
* The performance indicator for the activity “monitor equitable gender representation on allocation of cases to senior legal counsel” – states that sex disaggregated data will be provided on allocated cases to senior legal counsels. The progress speaks to a briefing of three advocates but does not provide any data on cases awarded, has this been done?
 |
| 1. Public Enterprises
 |
| Workshops:* Sensitisation on gender done as part of induction, EH&W programmes and Calendar days celebrations-no details of participants
* Women and men’s forum focusing on gender stereotypes-no details of participants
 |
| Training:* Training in various courses (8 women at MMS and 16 men)
 |
| Policies: |
| Mainstreaming:* No information
 |
| Units:* The programme is located in HR, headed by a director with 3 staff members (D,DD,ASD)
* Responsibilities were reflected in one broad statement “coordinating and implementing the gender plan”
* R1 550 000.00
 |
| AA: |
| Economic Empowerment:* Information in terms of State Owned Companies (SOCs) was provided as follows:

-Transnet-only targets for youth and persons with disabilities were reported and they were not met-Eskom-the 12% target for back women owned companies was not met (4.15%)-Denel-the 5% target for back women owned companies was met and exceeded (9%)-Alexkor-the 15% for back women owned companies was not met (0%)The department raised the following concerns for this poor performance:* The amended BBBEE Codes do not provide a clear classification definition for women, youth and persons with disabilities
* The PPPFA does not allow for set asides and they are still awaiting the NT to guide on this
* Limited number of youth, women and persons with disabilities in the supplier database of SOCs, more especially in high tech services
 |
| Poverty Alleviation:* Two areas identified for engagements, Tsakane and Motherwell-no details
 |
| Partnerships:* With SOCs on artisan training (2447)-no gender breakdown or area of expertise
 |
| M & E:* Confined to EE only
* No disaggregation of information, it is said to be “categorised”
 |
| Overall comments:* DPE has 6 State Owned Companies and only 4 were reported on
* Where possible please provide disaggregated data e.g.under the progress reported against the activity “Partnership with SOCs on CSI project” – progress reports 2447 artisan trainees are supported through funding from the National Skills Fund” – how many of these trainees are female and disabled?
 |
| 1. Public Service and Administration
 |
| Workshops:* Women’s Forum workshop held and an action plan developed
* Gender Budgeting workshop was part of the GM training to cut costs
* Awareness session on the Sexual harassment policy-no details of participants
* Awareness on GBV-14 women and 6 men
 |
| Training:* Identified training institutions offering leadership development and shared the information with women senior managers
* Internships 911 women and 5 men)
* Bursaries benefitted 8 women and 7 men
* GM Course by the NSG (7 women and 4 men, 3 SMS members and 1 official with a disability)
 |
| Policies:* Sexual harassment policy approved
 |
| Mainstreaming:* No information
 |
| Units:* No information provided except a broad statement “Directorate responsible for gender already established”
 |
| AA:* The question was not responded to
 |
| Economic Empowerment:* No information provided
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* No information provided
 |
| Partnerships:* No information provided
 |
| M & E:* The questions were not responded to
 |
| Overall comments:* Most of the planned activities that could not be done were due to austerity measures
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all.
 |
| 1. Public Service Commission
 |
| Workshops:* No information
 |
| Training:* 7 short courses were conducted in the organisation for 166 employees-women only benefitted more than men in only 2, one was 50/50 and the other 4 were dominated by men and these were in the areas that have always been dominated by men (legislative drafting and investigation of complaints)
 |
| Policies:* No information
 |
| Mainstreaming:* No information
 |
| Units:* No information
 |
| AA:* No information
 |
| Economic Empowerment:* No information
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* No information
 |
| Partnerships:* Cell C-Take A Girl Child to Work benefitted 10 boys and 10 girls from Japhta Mahlangu High School in Mamelodi
 |
| M & E:* No information
 |
| Overall comments:* A very old reporting template was used and therefore the most important information that is being assessed was not captured.
* Progress is reported under the column for performance indicators and does not measure the achievement of activities
 |
| 1. Public Works
 |
| Workshops:* Coaching session conducted-no details of participants
* Workshop on GM-no details of participants
 |
| Training:* Gender Transformation done by the CGE-no details of participants
* Internships (138 women and 201 men)
* Learnerships:

- 19 bursaries awarded to women-how many men?* An exchange trip to Algeria for the Women Empowerment Advisory Council-what were the lessons, how will they be used?
 |
| Policies:* Review of policies-no detail of the policies or what were the findings
 |
| Mainstreaming: |
| Units:* Unit located in the CD: Gender, People with Disabilities, youth and Children with 4 staff members (3 vacant, D, ASD and OA)
* Detailed job descriptions attached –main responsibility is to develop and implement women empowerment policies
* Budget of R2 038 730.00 allocated to the unit
 |
| AA:* Ring-fencing of positions was the planned activity and it was reported that there was no progress
 |
| Economic Empowerment: * SMMEs Development (29 women and 105 men benefitted from a budget of R4 412 739.52-no breakdown of how much women got)
* 7 ED initiatives reported on (339 women and 209 men benefitted from a budget of R170 305 207.00-no breakdown of how much women got)
* Vuk’uphile (283 women and 371 men with a budget of R16.2 million-no breakdown)
* CATHSETA EPWP Accredited Training (20 women and 5 men R383 733.75-no breakdown)
* ETDP, LGSeta and WHSeta projects Accredited Training (2 women and 2 men with a budget of R10 293 986.00-women benefitted R9 656 040.00)
 |
| Poverty Alleviation:* No information except for a road statement on refocusing from MAWEP(sic) to Contractor Incubator Pogramme
 |
| Partnerships:* Broad statement about collaboration with sector stakeholders and civic organisation-no specifics
 |
| M & E:* The questions were not answered
* The planned activities were audits on the Contractor Incubator Programme that was not yet concluded
* Developed a data collection tool to get sex disaggregated data
 |
| Overall comments:* Only progress report covering 2016/2017 financial year was received and no plan for 2017.
* Progress with the establishment of childcare facilities is encouraging
* Template for disaggregated data on intervention mechanisms to address the empowerment if women and gender equality is very encouraging – howvever much of what is reported in this template is not reported in the DPSA template.
* Consistency in providing a breakdown of the amount of money that was allocated for women and men in various economic empowerment programmes should be strengthened.
 |
| 1. Rural Development and Land Reform
 |
| 1. SA Revenue Services
 |
| 1. Science and Technology
 |
| Workshops:* 2 sessions conducted on sexual harassment for interns and during the 16 Days Campaign-no breakdown of beneficiaries
* Awareness session on GBV-71 no disaggregation of participants
* Theatre plays on aspects of diversity-no details of participants
* Men’s session on GBV (76 men)
 |
| Training:* Bursaries (78 women and 41 men)
* Coaching programme (7 women and 1 man)
* Internships (29 women and 14 men)
* Management development programmes (14 women and 13 men)
 |
| Policies:* Policy on reasonable accommodation
 |
| Mainstreaming:* No information
 |
| Units:* Unit called Gender and Special Programmes with 5 staff members (D, DD, 2 ASDs, 1 AO)
* Located in HR
* Responsible for diversity, disability, gender, EH &W, OHS and Batho Pele programmes
* R2,3 million
 |
| AA:* Reported on the policy on reasonable accommodation only and approval of targets by EXCO without details
* All other question under this aspect were not answered
 |
| Economic Empowerment:* The report reflected that there were no plans in place
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* The report reflected that there were no plans in place
 |
| Partnerships:* The report reflected that there were no plans in place
 |
| M & E:* No indicators-reported on finalisation of a framework to guide the department
 |
| Overall comments:* Avoid statements in giving progress and indicate what was achieved from the planed activities
* A more concerted effort needs to be made to appoint female interns – of the 50% target only 1% were female.
* The timeframe of the plan spans the 2017/201/ financial year and not the 2017 Calendar year.
 |
| 1. Small Business Development
 |
| Workshops:* Information Session focusing on women-no details of participants
* Planned workshops on the Gender Mainstreaming Strategy and EE Policy not conducted-reason provided was that the unit only got capacitated in December
 |
| Training:* EDP (1 woman-how many men?
* Women’s Leadership, Tradition & Social Change Status (3 women)
* Internships (only women 4)
 |
| Policies:* Gender Mainstreaming Strategy
* Sexual Harassment Policy
 |
| Mainstreaming:* Gender indicators in the APP
 |
| Units:* Sub-Directorate located in HR Planning Strategy & Systems (HRPSS) with 4 staff members ((DD, 2 ASDs AND 1 HR Officer)
* HR functions
* No details
 |
| AA:* The questions were not answered
 |
| Economic Empowerment:* Information provided was only on the quotas set for women, youth and persons with disabilities
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all, moreover, this is a department that focuses on small business development
 |
| Poverty Alleviation:* Informal Traders Upliftment Project identified 1 000 informal retailers in townships and rural areas (29.4% benefitted rural communities, 54.6% township businesses, 56.1% women and youth 41%)
 |
| Partnerships:* No partnerships formed
 |
| M & E: |
| Overall comments:* The template does not request any EE status to be supplied and this was supplied by the department under strategic objective 1 which focuses on knowledge of frameworks
* Why was no activities prioritised for sub-objective 4?
* Plan time frames refers to quarters and it is not clear if this spans the calendar of financial year.
* Progress with regard to the programme for poverty alleviation for women, including women in rural areas, young and older women and girl children and women with disabilities is very encouraging.
 |
| 1. Social Development
 |
| Workshops:* 6 capacity building workshops (168 officials-no disaggregation)
* Awareness on sexual harassment (52 interns-no gender disaggregation
 |
| Training:* GM course attended by 69 SMS from 2015-2016
* Bursaries (77 women and 48 men)
* 11 bursary holders completed their studies (6 women and 5 men)
* Internships (32 women and 25 men)
* Khaedu (2 women at MMS-how many men)
* Various short courses (144 women-how many men?)
 |
| Policies: |
| Mainstreaming:* 15th Progress Review of the Implementation of the Population Policy
* 6 programmes of the Government Capacity Building and Support Programme
* MTSF
 |
| Units:* Unit called Gender headed by a CD with 8 staff members (1CD, 1 D, 2 DDs, 1ASD, 1 AA and 2 Interns)
* Location not provided
* Budget-R5 863 000.00 (R3 527 000.00 Compensation and R2 279 000.00 for goods and services)
 |
| AA:* Competency profiles developed
* Needs analysis for 177 employees-no disaggregation
* Developed a Skills Development Matrix for the identified needs
* Draft Recruitment and Retention Strategy developed
* Targeted advertising focusing on under-represented groups
 |
| Economic Empowerment: * Nothing reported
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* No information, the report said it was linked to the economic empowerment part that will be strengthened by 2017/18
 |
| Partnerships:* Working with the Japanese International Cooperation Agency for train the trainer (55 women benefitted-how many men?
 |
| M & E:* Developed an auditing tool with 3 programmes
* Indicators still being worked on
* Limited gender disaggregated data
 |
| Overall comments:* The report and plan was received by the due date but was not signed by the DG.
* It is not clear how the activities listed under Sub-objective 3 which relate to the alignment of PDPs will achieve the sub-objective.
* Disaggregated data is not always provided e.g. the progress reported on the roll out of capacity building on gender equality strategic framework for the public service states that 6 workshops were held and 138 officials were capacitated.
* It is encouraging to see that the interns that were placed were monitored and that they received training on gender sensitisation.
* More information will be needed on what was incorporated in the documents that were listed as being mainstreamed
* More information will be needed about the recommendations from the 3 audit reports
* Future reports should reflect how many women and men have benefitted from the Draft Recruitment and Retention Strategy
 |
| 1. South African Police Service
 |
| Workshops:* 14 Workshops on the GESF (439 employees participated-no sex disaggregation)
* 69 Workshops on sexual harassment and prevention and elimination of unfair discrimination (8 764 employees participated-no sex disaggregation)
* 31 Sessions on Motivational talks and Round Table discussions (2 229 employees participated-no sex disaggregation)
* 105 workshops on work-life balance conducted (6 565 employees participated-no sex disaggregation)
* 120 Awareness campaigns (23 318 employees participated-no sex disaggregation)
 |
| Training:* Mentorship programme for women (28 mentors and 36 mentees)
* Bursaries (339 women (25 with disabilities) and 246 men,)
* Leadership and operational skills training (18 167 women, 6 752 men and 26 employees with disabilities)
* Workshop on diversity and HIIV and AIDS awareness (961 employees participated-no sex disaggregation)
* Sexual harassment module built into the curriculum of all SAPS Basic Training Institutions
 |
| Policies:* 4 policies reviewed (OHS, EHW, HIV and AIDS and TB Management-no details of how they were made gender responsive)
 |
| Mainstreaming:* Not in mainstreamed in departmental plans
 |
| Units:* Unit headed by a director with 5 staff members (D, 2 DDs, 2 ASDs, 1 AA)
* Location not specified
* Budget R2 million
 |
| AA:* Training in specific leadership programmes benefitted 217 women
 |
| Economic Empowerment:* 222 contracts were awarded to BBBEE Companies-no disaggregation and budget spent
 |
| Poverty Alleviation:* Assisted Bokamoso crèche to register with SASSA
* Assisted the Boitong Community to establish a safe house
* Career Expos (431 learners from 3 schools)
* Gardening project in assisting 110 women
* Candle and Beadwork project (30 women)
* Community projects (4 937 women benefitted)
 |
| Partnerships:* Cell C-Take A Girl Child to Work (246 girls)
* Sarafina Old Age Home-20 older persons educated on Older Person’s Act
* Institutions of Higher Learning
* CGE
* Boititong Community
* Department of Education
* Department of Health
* Department of Safety and Security
* Department of Arts and Culture
* Department of Correctional Services
* Department of Home Affairs
* Municipalities
* Melonem Hospice
* Gun Run with SANDF
* Kumba Iron Ore Mine
* FAMSA
 |
| M & E:* Indicators only confined to EE
 |
| Overall comments:* This was one of the most extensive reports - the plan and report was however not separated.
* Report was received after the due date on 27.3.2017.
* The report was signed by the acting national commissioner
* Not all data is presented in a disaggregated manner, e.g. sub-objective 4 provides information on the number of sexual harassment workshops held and merely says 1438 members were reached.
* It is encouraging to see that the work done by SAPS extends to communities and specifically also youth.
 |
| 1. Sports and Recreation South Africa
 |
| Workshops:* The 4 planned workshops on frameworks were not conducted, the report spoke about two meetings instead
* Distributed articles on various topics through emails
* Planned dialogue and leadership session not conducted-no reason provided
* Workshop on diversity management conducted-no details of participants
* Workshop on GBV conducted-no details of participants
 |
| Training:* Bursaries (24 women-how many men?)
 |
| Policies:* Draft Sexual harassment policy
* Draft Gender management
 |
| Mainstreaming:* Not in the APP
 |
| Units:* The coordinating unit is called EH&W and Special Programmes with only one staff member at DD Level
* Responsibilities include EH&W, Disability, Gender and EE
* Budget of R1.8 million
 |
| AA:* Use of EE stats in the EE Plan
 |
| Economic Empowerment:* No information
 |
| Poverty Alleviation:* No information
 |
| Partnerships:* Cell C-Take a Girl Child to Work (20 girls from Amogelang Secondary School and 5 from FW Nkomo High School benefitted
* Nedbank-financial wellness advice
* Old Mutual-financial wellness advice
 |
| M & E:* No gender indicators
* Developed a template to monitor participation of women and men in sport
 |
| Overall comments:* The report was received in time
* Neither the report of the plan were signed off by the HOD.
* The plan and the progress report were separated but the time frames indicated does not reflect the period it spans – it only says “quarterly / monthly”.
* In some cases the planned activity, performance indicator and progress does not correspond, e.g. sub-objective 3 – the activity planned is collaboration with HRD to capacitate women for leadership and upward mobility – the indicator speaks to “4 workshops to be conducted” whilst the progress speaks about the allocation of bursaries.
* Some activities show no progress e.g. the planned woman’s dialogue and the mentoring session on women leadership.
* No data is provided in terms of the attendance of initiatives such as the Diversity Management workshop conducted on the 31st of August 2016.
* Clarity is required about some activities that showed no progress i.e. “collaborate with supply chain management to promote women owned companies”.
 |
| 1. State Security Agency
 |
| 1. Statistics South Africa
 |
| Workshops:* Workshop for SMS on gender frameworks and mandates postponed to 2017-no reason provided
* 4 articles on mandates published in the internal newsletter (Pulse)
* Workshops and campaigns hosted on sexual harassment and GBV-no details of participants
* Roadshows on sexual harassment (895 employees participated-no disaggregation
 |
| Training:* Leadership development course-(22 women-how many men?)
* Bursaries (58% allocated to women)
* Internships (15 women-how many men?)
 |
| Policies:* Reviewed the Harassment Policy (sic)
* Harassment Procedures(sic) approved
 |
| Mainstreaming:* Incorporated in the strategic plan
 |
| Units:* Unit headed by a director with three staff members (D. ASD and level 4)
* Location not specified
* Focus on the gender programme
* Budget of R500 000.00
 |
| AA:* Sensitisation and education on gender
* Retention
* Development and training
 |
| Economic Empowerment:* No information provided
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* No information except for provision of bursaries to 6 young women from poor families
 |
| Partnerships:* Department of Justice and Constitutional Development-legal rights (503 women attended)
* Sonke Gender Justice-Men’s Indaba (392 men attended)
 |
| M & E:* Gender indicators included in the departmental M&E processes
* Disaggregated data kept
 |
| Overall comments:* The report and plan was received by the due date on 28.2.2017
* It is not clear what the partnership with an institution for economic development hopes to achieve as the performance indicator merely states “Impact of the economic development programme” – this is very vague.
* Progress data provided are not disaggregated e.g. “Roadshows on harassment were attended by 895 staff members”
 |
| 1. Telecommunication and Postal Services
 |
| Workshops:* Planned workshop on GESF not conducted-no reason provided
* Awareness on GBV-no details of participants
 |
| Training:* 60% bursaries allocated to women
* 63% of women received training in various short courses
* Internships (60% women)
 |
| Policies:* EE Plan
* Sexual Harassment Policy
 |
| Mainstreaming:* Broad statement saying the strategic and HR plans are gender sensitive-in short not mainstreamed
 |
| Units: * The report reflected that there was no unit and the other three questions therefore were not applicable
 |
| AA:* EE Forum-no details of what the forum has achieved
* Focused appointment of women at SMS-no details of progress
 |
| Economic Empowerment:* No information except for an internship programme-in which way does this deal with economic empowerment?
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* No information except for a women’s day event-in which way does this event deal with poverty?
 |
| Partnerships:* No partnerships formed
 |
| M & E:* M&E only focuses on EE
 |
| Overall comments:* What are the results of the gender audit that was conducted?
* Please provide examples of how gender issues are mainstreamed across all departmental programmes and activities.
 |
| 1. Tourism
 |
| Workshops:* Circulated articles on women’s empowerment
* Workshop on sexual harassment postponed to 2017-reason was poor attendance
* Gender mainstreaming workshop could not take place due to poor attendance
 |
| Training:* Bursaries (17 women (3 at SMS)-how many men?)
* Bursaries for UNISA-SBL (20 women-how many men?)
 |
| Policies:* Analysis of policies

-gender policy-no details of findings-recruitment, selection and appointments policy-no details of inputs* Adopted the Policy and Procedures on the Management of Sexual Harassment in the Public Service
 |
| Mainstreaming:* Not mainstreamed in plans, the only thing reported on was EE under this section
 |
| Units: No information provided |
| AA: * Executive Development Programme for Black Women Managers
 |
| Economic Empowerment:* Tourism Buddies-2 950 learners (1 837 women 1 113 men)
* Sommeliers (187 women and 56 men)
* Chefs (405 women and 172 men)
 |
| Poverty Alleviation:* Knitted blankets donated to Child Welfare Tshwane as part of the Nelson Mandela Day
* Dignity campaign-provision of sanitary towels-no details of beneficiaries
* Support of rural enterprises (22 women and 79 men)
 |
| Partnerships:* Cell C-Take a Girl Child to Work (21 girls benefitted)
* Human Rights Commission-presentation on human rights
* People Opposing Women Abuse-presentation on GBV
* ICAS-
 |
| M & E:* Only the monitoring of EE reported on and the other questions were not answered
 |
| Overall comments:* Some planned activities and progress did not talk to each other “monitor leadership training and development…” and the progress talks about celebration of calendar events such as women’s day, Take a Girl Child to Work, 16 Days Campaign and PSWMW
* There is a lot that the department has done, but it was not correctly captured in the activities and just sprung up under progress
* A number of planned activities did not take place due to lack of participation by the departmental officials.
 |
| 1. Trade and Industry
 |
| Workshops:* EE workshop (5 participants-no sex disaggregation)
* 8 awareness messages on sexual harassment conducted via news flash
* Men’s empowerment workshop (11 men)
* A conversation with women (53 women attended)
* Gender empowerment workshop-no details of participants
* Awareness on LGBTIQ-no details of participants
* 5 Workshops on disability specifically targeting women with disabilities conducted (11 women with disabilities attended)
 |
| Training:* Mentorship programme (20 mentors and 20 mentees-all women)
* Internships (38 women and 29 men)
 |
| Policies:* Transformation policy
 |
| Mainstreaming:* Included in the APP
 |
| Units:* No information provided
 |
| AA:* No information provided except to say posts have been frozen
 |
| Economic Empowerment:* The report reflected that it was not applicable to the department
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* The report reflected that it was not applicable to the department
 |
| Partnerships:* The report reflected that it was not applicable to the department
 |
| M & E:* Developed a monitoring tool
 |
| Overall comments:* The plan was received on the 28th March 2017 and the progress report was received on the 8th of March 2017 thus after the due date.
* Good progress in terms of female managers receiving coaching and mentoring
* Good progress is made in terms of creating awareness.
 |
| 1. Traditional Affairs
 |
| 1. Transport
 |
| Workshops:* 3 Workshops on gender empowerment (431 women-how many men?)
 |
| Training:* Bursaries (43 women 92 with disabilities) and 40 men)
* Internships (34 women and 30 men)
* Training in Project Management Learnership (7 women-how many men?)
* Training in other leadership initiatives to the value of R552 864.00 (49% were women and 51% were men)
 |
| Policies:* Sexual harassment policy
* Talent and succession programme
 |
| Mainstreaming:* No information
 |
| Units:* The section was missing in the template
 |
| AA:* The section was missing in the template
 |
| Economic Empowerment:* South African Women in Transport members registered in the procurement database-future reports to reflect progress
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* Joint Aviation Awareness programme-25 000 learners-no sex disaggregation
* 803 external bursaries for studies in Transport management (409 women and 394 men)
* 2 761 learners registered in the Science, Engineering and Technology programmes at institutions of higher learning
 |
| Partnerships:* Transport SETA-placement of learners
* Denel Academy-bursaries
* SA express-bursaries
* Techno-Girl Programme-18 girls
* Cell C-Take a Girl Child to Work-28 girls from Nellmapius High School
 |
| M & E: No information  |
| Overall comments:* The report was missing a lot of information for one to assess progress.
* The draft plan as well as the report were submitted after the due date (received on 31.3.2017). Both the plan and report was not signed by the Acting DG but on it was signed by an official on behalf of the Acting DG)
* **Some activities:**
* The time frame for the plan was correct – all activities falls within the calander year and some are indicated as “ongoing” e.g. monitoring activities.
 |
| 1. Water and Sanitation
 |
| Workshops:* 1 workshop instead of the 4 planned on gender awareness was conducted (26 participants-no disaggregation)
* Planned to publish 4 articles on gender-7 articles published
* Participation in the departmental roadshows on economic development strategy-no details of participants
* Distribution of pockets guide on gender and disability
* Sexual harassment policy workshops (2 000 participants-60% men, 40% women and 2% persons with disabilities)
 |
| Training:* Planned training of 126 SMS on the GM Course by the NSG-26 SMS trained-no sex disaggregation
* Bursaries (50% women and 50% men)
* Learnerships (43% women and 57% men)
 |
| Policies:* Sexual harassment policy
 |
| Mainstreaming: * No information
 |
| Units:* The Unit is called Gender and Disability Mainstreaming and headed by a director with 8 staff members (D, 1 DD, 3 ASDs, 1 SAO, 1 AO, 1 secretary)
* Responsibilities and location were not specified
* A budget of R11 million allocated for COE and operations
 |
| AA: * No information
 |
| Economic Empowerment: * No information-information supplied belonged to poverty alleviation
* There is no organisation in the Public Service which does not procure services and therefore economic development applies to all
 |
| Poverty Alleviation:* Adopt a river project (3 836 women participated-how many men?)
* War on Leaks project for youth (1 468 women and 1 430 men)
 |
| Partnerships: * No partnerships established despite the plan to establish 2 partnerships
 |
| M & E:* Gender indicators included in departmental M&E processes
 |
| Overall comments: * Consistency in providing information in beneficiaries in the report
* The draft plan as well as the report were submitted by the due date (not signed by the DG)
* Some activities do not link well to the focus of the objective and indicators also do not measure the planned activity e.g. Sub-Objective 2 under strategic objective 1 requires knowledge to be developed on existing policies related to women’s empowerment and gender equality. The activity here reads “develop policy on Gender Management” and the indicator reads “100% participation in policy development”. Furthermore – indicators do not provide disaggregated targets on e.g. who the beneficiaries of training interventions will be.
* The time frame for the plan was not correct – it covers March 2017-2018.
 |
| 1. Women
 |