

**To:** PC on Women, Youth and Persons with Disabilities

**RE: Outstanding Matters from Q3 & 4 2018/19 and Analysis of Q1 2019/20 – Dept. of Women, Youth and Persons with Disabilities**

**Date**: 16 September 2019

1. **Introduction**

This brief has been developed for the Portfolio Committee of Women, Youth and Persons with Disabilities in preparation for the briefing by the Department of Women in the Presidency’s 3rd, 4th Quarter Report of 2018/19 and the Department of Women, Youth and 1st quarter report for 2019/20. In addition, all outstanding matters from the previous briefing with the Department on Quarter 1 and 2 of 2018/19 have also been considered as it has direct bearing on the quarter under review as well as the BRRR of 2018.

1. **M&E: Budget Review and Recommendations Report 2018**

| BRRR RECOMMENDATION | STATUS at end 31 OCTOBER 2018 | STATUS at end 30 June 2019 |
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| **8.1 Audit Action Plan** |  |  |
| The Committee recommends that the Department must develop an audit action plan and implement the recommendations made by the AGSA and improve on the MPAT results. These action plans should address the root cause of the problems, clearly articulate specific actions with key persons responsible at a senior management level and specify time frames. All action plans should be submitted to the Committee with the 2nd Quarterly Report for 2017/2018 on 14 November 2017. | * The Audit Action Plan (AAP) for the 2017/18 financial year has been developed and circulated to managers for population of action plans by various units affect by audit findings on 19 Sept 2018. * The final populated AAP will be tabled for approval by the Accounting Officer by 15 Nov 2018. * Action plan that was carried over from the 2016/17 financial year, will be included in the 2017/18 Audit Action Plan. | * The Audit Action Plan (AAP) for the 2018/19 financial year has been developed and circulated to managers for population of action plans by various units affect by audit findings and is monitored on a monthly basis to report the status to Management Committee meeting   But what have been the outcomes?  Bearing in mind that 68.42% of external audit findings were achieved at the end of 2018/19 – what then about the outstanding matters as the Department indicates that by Q1 64.9% of findings were resolved – but did this include roll over matters from the previous financial year? |
| Whilst the Department is to be commended for M&E of AA plans and compiling MPAT reports, the Department does not indicate what the outcomes of these reports were (issues identified) and what if any remedial action was implemented. | | |
| The Committee recommends that the Department provides a detailed list of names of officials who have contravened the PFMA, National Treasury Regulations and SCM policies during 2016/17, indicate the nature of the contravention, the cost incurred and the consequence management implemented by the respective manager. | The 2015/16 FY and 2016/17 FY, there are no cases at the present stage against any official.  For the 2017/18 FY, A number of officials implicated in one report will be subjected to recommendations of the report for remedial action. | The update is included in the Human Resource Management presentation.  Slide 46 of the Q1 presentation is very generic and refers to **3** cases. However, 8.5 (a) refers to **5** officials were charged for contravening of the PFMA, National Treasury Regulations and SCM policies; and **3** managers were suspended pending disciplinary hearings during the 2018/19 FY. It is unclear how these link clarity is needed in this regard. |
| The Department should provide quarterly reports on the consequence management it will take to remedy the poor performance of members at the SMS level. | Noted, the reports will be submitted as they become available. | Noted, the reports will be submitted as they become available. What if any have been the consequence management for non-performance/ targets not met? |
| **8.2 Financial performance** |  |  |
| *Irregular expenditure*: The Committee recommends that the Department should provide a comprehensive report on the investigations into irregular expenditure incurred during 2016/17 as well as the previous financial year. The report should clearly indicate the sanctions brought against members responsible for irregular expenditure. The Department should further develop an action plan on steps to prevent irregular expenditure, through a skills audit, training, skills development and consequence management. | The department developed a procurement guideline that seeks to assist with prevention of irregular expenditure.in conjunction with Supply Chain Management officials. | The department developed a procurement guideline that seeks to assist with prevention of irregular expenditure.in conjunction with Supply Chain Management officials.  Where is the comprehensive report into irregular expenditure? |
| **8.3 Internal control and risk management** |  |  |
| The Committee recommends that the Department should provide the Committee with a detailed report on the implementation of risk management controls which should include the staffing structure, risk management systems, challenges identified and remedial action. | The report on Risk Management is presented quarterly to the Portfolio Committee and is included under governance section in the presentation on the Quarterly Report. | The report on Risk Management is presented quarterly to the Portfolio Committee and will be included under governance in the presentation on the Annual Report. However, the Department only notes the target achieved i.t.o. a risk mitigation progress report produced per quarter. It does not clearly outline what risks were identified and what was done to resolve the matter if at all. |
| The Committee should invited the Department’s Audit and Risk Committee to brief the Committee when deliberating on the Annual Report for 2018/19 on the outcomes of the recommendations made by the ARC and what has transpired in 2018/19 as cited below. | | |
| The Committee recommends that the Department must provide the Committee with a detailed outline of the measures in place to strengthen internal control and risk management. | The Department has adopted the integrated planning in preparation of the 2018/19 APP and the approach was adopted for the Strategic Planning session. The outcome thereof is the linkages between programme 2 and 3 work however, these will be in the Operational plans and the APP will not be affected. This process is initiated in the current financial year to strengthen internal control. A task team was established led by Strategic Management with members from Finance, Supply Chain Management, Internal Efficiency Operations and Human Resource Management.  Department has established the Risk Mitigation Committee, Audit and Risk Committee as measures to strengthen and improve management of internal control and risks and to ensure integrity of integrated reporting. The committee holds meetings on a quarterly basis and a report is available as stated on point 8.3 (a) above. | The Department has adopted the integrated planning in preparation of the 2018/19 APP and the approach was adopted for the Strategic Planning session. The outcome thereof is the linkages between programme 2 and 3 work however, these will be in the Operational plans and the APP will not be affected. This process is initiated in the current financial year to strengthen internal control. A task team was established led by Strategic Management with members from Finance, Supply Chain Management, Internal Efficiency Operations and Human Resource Management.  Department has established the Risk Mitigation Committee, Audit and Risk Committee as measures to strengthen and improve management of internal control and risks and to ensure integrity of integrated reporting. The committee holds meetings on a quarterly basis and a report is available as stated on point 8.3 (a) above. |
| The Committee recommends that the Department should brief the Committee on risk mitigation measures it has applied to ensure that targets are reached within the core programmes. | The Strategic Management unit monitors the not achieved targets through facilitation of Monthly reports and produce a report to the Accounting Officer.  Risk Management is integrated in all processes in the Department in order to improve performance. Report available on a quarterly basis as stated on point 8.3 (a) above. | The Strategic Management unit monitors the not achieved targets through facilitation of Monthly reports and produce a report to the Accounting Officer. Risk Management is integrated in all processes in the Department in order to improve performance. Report available on a quarterly basis as stated on point 8.3 (a) above. So why unmet targets? |
| **8.4 Human Resource** |  |  |
| 1. *Vacancies*: All key funded vacancies, particularly the CFO position, should be filled within the specified time allocation, in instances where this is not complied with, the Department should clearly identify within the quarterly reports to the Committee reasons for failure to comply and remedial action taken. The Committee recommends that all vacancies, including acting positions, especially those in which the incumbent is on longstanding suspension, should be filled permanently in the next six months. The Department should provide quarterly reports on this to the Committee. | As at 31 October 2018, the vacancy rate was 11% of funded posts. The funded vacancies are (i) Director-General (being held in abeyance by direction of Executive Authority), (ii) Chief Director, Monitoring & Evaluation (shortlisting finalised and interviews to be conducted), (iii) Director: Communications (assuming duty on 01 December 2018), (iv) Director: Outreach (shortlisting finalised and interviews to be conducted), (v) Director: Supply Chain Management (shortlisting finalised and interviews to be conducted), (vi) Director: Economic Empowerment (to assume duties on 01 November 2018), (vii) Deputy Director: Research (shortlisting finalised and interviews to be conducted), (viii) Assistant Director: Economic (being held in abeyance by direction of HoD), (ix) PPO: HR Admin (in process of advertisement), (x) Personal Assistant: STEE (assuming duty on 01 December 2018); (xi) Chief Accounts Clerk (shortlisting to be conducted); and (xii) Communication Officer (shortlisting to be conducted).  Ms AT Griessel has been appointed as Acting Director-General from 27 October 2018 to 31 April 2019 unless the post is filled earlier through a permanent appointment. The CFO post was filled in January 2018 through a transfer from the Gauteng Department of Social Development. | As at end of 30 June 2019, the vacancy rate was 8% of funded posts. The funded vacancies are (i) Director-General, (ii) Parliamentary Liaison Officer (Ministry), (iii) Director: Outreach, (iv) Director: Supply Chain Management, (v) Assistant Director: Economic Empowerment and Participation, (vi) Assistant Director, Strategic Planning and Reporting, (vii) Accounts Clerk, and (viii and ix) Senior Personnel Officer, HR Admin (2 posts). The filling of all vacancies have been placed in abeyance subject to 2019 NMOG process.  Ms WR Tshabalala was appointed as Acting Director-General with effect from 12 July 2019 for a period of 6 months, or until the post is filled.  According to slide 44, the DG post is in abeyance subject to 2019 NMOG process. |
| 1. *Skills Audit*: The Committee recommends that the Department should provide the outcome of skills audit, an action plan of what is required to address the skills deficit and the impact on the new structure of the Department. This must be submitted as part of the Department’s Annual Performance Plan and revised Strategic Plan to National Treasury for the coming financial year. | While the outcomes of the skills audit have previously been made available, the identified gaps are being addressed through Workplace Skills Plans. Based on individual development plans, such needs shall be continued into the 2018/19 WSP. | This matter was finalised in 2018/19. What is the current status as the Department continues to draw on contractors and consultants in order to achieve targets? |
| 1. *Resignations/Dismissals/Termination of contracts*: The Committee recommends that the Department should provide a written report on the reasons for dismissal of staff, resignations, termination of contracts and its subsequent impact on service delivery. A contingency plan should also be developed to focus on staff retention. | For the period 01 April to 31 October 2018, there have been 11 termination of services:  3 resignations;  2 transfers to other departments;  1 dismissal for misconduct; and  4 expiry of contract. | For the period 01 July 2018 (Q2 of 2018/19) to 31 March 2019 (Q1 of 2019/20), there have been 10 termination of services:  5 resignations;  2 transfers to another department;  1 dismissal for misconduct; and  2 expiry of contract.  None of the terminations had a material adverse impact on service delivery. |
| 1. *Performance management*: The Committee recommends that the heads of Programme 2 and 3 provide quarterly reports of consequence management for the non-delivery of targets with a clear indication of the remedial action implemented. Each programme and sub-programme will be required to present progress to the Committee on a bi-monthly basis. | Noted. | Moderations for the 2018/19 performance assessments are still to be undertaken.  Slide 50 and 53 states that “Performance rewards for 2017/18 performance cycle significantly less than the 1.5% budgeted for” – this is unclear given what the Committee’s recommendation was. |
| 1. *Longstanding suspensions*: The Committee recommends that all vacancies, especially those in which the incumbent is on longstanding suspension, should be filled permanently in the next six months. The suspension should be dealt with expeditiously and reported on every month until resolved. | The disciplinary hearing of the DDG who was on suspension was finalised in May 2018. | No employees are on special leave. One (1) employee on precautionary suspension (last bullet below). One (1) disciplinary case finalised in Q4 of 2018/19 – employee found not guilty and acquitted. One (1) disciplinary case finalised in Q1 of 2019/20 – employee found not guilty and acquitted. One (1) employee found guilty in Q1 of 2019/20 on 3 of 6 charges – the Department intends to make an application for review to set aside the ruling of the chairperson; still consulting on the prospects of success. The latter requires clarity. |
| 1. *Use of consultants*: The Committee recommends that the Department provides more clarity regarding the use of M&E experts by clearly indicating the nature of the consultancy, cost, deliverables required and time frames. Information to be provided in a report at Q2 briefing of 2017/18 (14 November 2017). In addition, the Committee requests the Department to indicate what measures the Department would implement to avoid the use of consultants in future in a bid to contain costs. Furthermore, the Committee recommends that skills transfer occurs when using consultants so as to capacitate staff within the Department. | Report provided to the Committee as part of Q2 briefing.  Steps to reduce the use of consultants include (i) the filling of vacancies; (ii) fast-tracking the creation of short-term posts for 2018/19 especially in relation to International Relations and Evaluation; (iii) ensuring the adequate staffing of the Department in line with its mandate as the overall engine of government-wide gender-responsive policy, research, planning, budgeting, monitoring and evaluation and gender auditing; (iv) professionalising the public service, including ensuring the recruitment of individual, especially at a senior level, who have the requisite professional qualifications, skills and experience in areas such as gender-responsive policy, planning, monitoring and evaluation.  It should however be noted that the scope of certain projects, for example, major evaluations, require the use of independent expert service providers. Further, the scale and scope of major one-off projects such as the 25-year review also require additional external capacity. | Report provided to the Committee as part of Q2 briefing.  Steps to reduce the use of consultants include (i) the **filling of vacancies**; (ii) fast-tracking the creation of **short-term posts** for 2018/19 especially in relation to International Relations and Evaluation; (iii) **ensuring the adequate staffing** of the Department in line with its mandate as the overall engine of government-wide gender-responsive policy, research, planning, budgeting, monitoring and evaluation and gender auditing; (iv) professionalising the public service, including ensuring the **recruitment of individual**, especially at a senior level, who have the requisite professional qualifications, skills and experience in areas such as gender-responsive policy, planning, monitoring and evaluation. It should however be noted that the scope of certain projects, for example, **major evaluations, require the use of independent expert service providers**. List the projects. What defines a major evaluation? Further, the scale and scope of major one-off projects such as the **25-year review also require additional external capacity**. However, the 25 Year Review Report was developed in-house and no external service provider was sourced. Given the **lack of personnel in the Research unit, 2 researchers were contracted to assist** with the research process for three months as part of the COE budget (from January – March 2019). A comprehensive Report has been developed and is available (will be submitted to the PC). What about the PRC? |
| **8.5 Governance** |  |  |
| 1. The Committee reiterated the importance of compliance with the Public Finance Management Act and National Treasury Regulations by the Department and that failure of officials in this regard must be dealt with expeditiously. To this end, the Committee recommends that the Department reports on how it deals with transgressors and what remedial action is taken. This should be presented in the quarterly reports. | Five officials were charged for contravening the PFMA, National Treasury Regulations and SCM policies; and three managers were suspended pending disciplinary hearings.  The position of the CFO was filled in January 2018; and the department is currently in the process of shortlisting candidates for the post of Director: Supply Chain Management. The post will be filled in quarter 3. | Five officials were charged for contravening of the PFMA, National Treasury Regulations and SCM policies; and three managers were suspended pending disciplinary hearings during the 2018/19 FY the updated report in included under Human Resource Management presentation.  The department has interviewed candidates for the post of Director: Supply Chain Management in Q1. The post has been affected by the NMOG process. |
| 1. For the year under review, the Committee recommends that the Department submits a report clearly outlining the officials that contravened the PFMA by authorising transactions that should have been done by the Accounting Officer. | We have uncovered transactions that do not meet SCM requirements and the Department is currently taking remedial action against employees. | We have uncovered transactions that do not meet SCM requirements and the Department is currently taking remedial action against employees. Clarity sought in this regard. Does this refer to the 5 officials that were charged? |
| 1. The Committee recommends that the Department report on the forensic investigation/s referred to by the AGSA to be submitted to the Committee on completion and Committee to be briefed on progress with regards to new investigations. | Five officials were charged for contravening the PFMA, National Treasury Regulations and SCM policies; and three managers were suspended. | Repeat of what was cited at end October 2018. |
| 1. *Supply Chain Management* (SCM): The Committee recommends that the Department provides a monthly report on the Supply Chain Management (SCM) deviations and transgressions and what action steps were taken against officials who fails to comply with SCM policies. | The deviation report for the period 2017/2018 will be submitted to the committee as part of the 2nd quarterly reporting. | The deviation report for the period 2018/19 FY will be submitted during the Annual Report presentation. What was the outcome of the deviation report? |
| * 1. **Performance related recommendations** |  |  |
| **8.6.1 SMART principle** |  |  |
| 1. The Committee recommends that the Department must ensure the alignment between the Strategic Plan and its Annual Performance Plan which includes objectives and targets that are SMART and costed accordingly. Any changes to the APP must be brought to the attention of the Committee as soon as these are done with a clear indication of the HR impact and financial implications. | SMART principles: The AGSA stated to the ARC that the 2017/18 targets are SMART and aligned. The APP for 2018/19 is in the process to be finalised.  Costing of Annual Performance Plan: The APP for 2017/18 has been costed through the operational plans of all areas and the cash flow drawings as required were submitted to National Treasury in terms of Treasury Regulation 15.10. on 28 Feb 2017. | **SMART principles**: The AGSA stated to the ARC that the 2017/18 targets are SMART and aligned. The APP for 2018/19 was finalised with the endorsement of AGSA on the SMART Principle.  **Costing of Annual Performance Plan**: The APP for 2018/19 has been costed through the operational plans of all areas and the cash flow drawings as required were submitted to National Treasury in terms of Treasury Regulation 15.10. |
| 1. The Committee urges the Department to desist from embarking on activities that do not fall within its mandate and are more service delivery orientated. | Noted. In the 2017/18 APP and the draft 2018/19 APP there are no targets which are out of the mandate of the Department. | Noted. In the 2018/19 APP there were no targets which are out of the mandate of the Department. |
| **8.6.2 Collaboration** |  |  |
| 1. The Committee recommends that the Department should ensure improved collaboration with the CGE and all other relevant organs of State as well as civil society. The Department should explore how its proposed national dialogues can be linked with the CGE’s legal clinics as a cost saving measure and to avoid duplication. | DoW has kept the CGE involved in all dialogues and will continue to be in consultation with CGE with regard to future National Dialogues scheduled for in November through to March 2019. DoW has also involved Legal Aid Board for further support  The National Dialogues have been characterised by extensive collaboration across the spheres of government and with local community-based bodies. The CGE has been involved in the National Dialogues and there is no duplication of service provision.  The CGE is further a key partner and participant in initiatives such as (i) Gender-Responsive Planning, Budgeting, Monitoring and Evaluation; (ii) Development of a Country Gender Indicator Framework; (iii) Gender-responsive data collection on the SDGs, specifically SDG 5. | Repetition of what was stated at end October 2018. But what was the outcomes of Legal Aid Board?  Repeat of what was stated at end October 2018.  However, the CGE has not reported on this in its briefing to the Committee in this manner.  Even though the Department states that the CGE has been involved in the National Dialogues and there is no duplication of service provision, it is unclear how the CGE is involved.  Given the CGE’s latest quarterly report briefings to the Committee, only a few cases of GBV have been identified in each province. If the CGE was involved in all dialogues why were not more GBV complaint cases identified?  Furthermore, the reference to the CGE being a key partner in three initiatives identified was actually not evident in Q3&4 reports nor in Q1. |
| 1. The Committee recommends that specific emphasis should be placed on developing relationships with GFP within government departments, Premiers Offices and municipalities. | All Government departments according to this policy are expected to have a dedicated Gender Focal Points and Units responsible for coordinating gender mainstreaming, women empowerment programmes and projects that are adequately resourced. The Director Generals (National) and Heads of Departments (Provincial) as Accounting Officers are the ultimate responsible officials in ensuring the integration of gender across the three spheres of government (i.e. National, Provincial and Local) and this relationship can be further enhanced through the Gender Interdepartmental and intergovernmental forums that drive gender agenda across government and have proven useful in setting the relevant gender mainstreaming agenda, as well as in monitoring and evaluation. | Repetition of what was noted end of October 2018 which is a statement of intent but it is unclear what exactly the Department has done to address the matter i.t.o. M&E.  What monitoring and evaluation of GFPs is the Department doing?  In Q2 of 2017/18, the Department reported that “Currently GTJS is convening a meeting between the DOW and DPSA Ministers to discuss and finalize the matter before it’s referred to Cabinet for approval. The draft Discussion document on strategy for gender mainstreaming and GFPs developed. (Letter to DPSA Minister and Cabinet memo developed). At the time the target was not achieved because the draft cab memo required further consultations which that will lead to finalisation of the framework. The target for 2017/18 was “Recommendations on a new accountability mechanism for HOD’s and functions, competencies, and location of GFP’s managed with DPSA and monitored”. But it was not achieved because the Cabinet Memo was signed by DOW Executive Authority but the Department was awaiting DPSA to co-sign.  What were the outcomes of the meeting with the Minister for DPSA and Minister for Women in this regard? Was this target ever concluded? |
| * + 1. **Monitoring and evaluation** |  |  |
| 1. The Committee recommends that the Department should present the approved monitoring and evaluation framework to the Committee along with the indicators identified. | All Government departments according to this policy are expected to have a dedicated Gender Focal Points and Units responsible for coordinating gender mainstreaming, women empowerment programmes and projects that are adequately resourced. The Director Generals (National) and Heads of Departments (Provincial) as Accounting Officers are the ultimate responsible officials in ensuring the integration of gender across the three spheres of government (i.e. National, Provincial and Local) and this relationship can be further enhanced through the Gender Interdepartmental and intergovernmental forums that drive gender agenda across government and have proven useful in setting the relevant gender mainstreaming agenda, as well as in monitoring and evaluation. | **Repetition of what was noted in recommendation above and what was cited at end October 2018.**  **The M&E framework has yet to be presented to the Committee. This should be prioritised.** |
| 1. The Department should be requested to present its findings on all analysis, monitoring and evaluations undertakes. To this end, reports compiled should be referred to the Committee for consideration. | Reports on monitoring of the implementation of the nine-point plan by Development Finance Institutions (DFI’s), the National Empowerment Fund (NEF). The Industrial Development Corporation (IDC) and the Public Investment Corporation (PIC) have been developed. The Department further undertook a gender analysis of selected Departmental APPs in the economic cluster. Comments in this regard were included in the DPME feedback to Directors General.  A research project on the DTI incentive schemes in relation to women’s economic empowerment was undertaken in 2018/19.  The Branch is undertaking the development of a Country Gender Indicator Framework which will be aligned with relevant indicators at a UN, AU and SADC level. The CGIF is a sub-project of the initiative to develop a GRPBMEA framework, which is to be completed in 2018/19. The DOW has submitted the Draft GRPBMEA to the committee and has requested an opportunity to present the Draft GRPBMEA framework to the Committee. | Request the Department to submit the “Reports on monitoring of the implementation of the nine-point plan by Development Finance Institutions (DFI’s), the National Empowerment Fund (NEF). The Industrial Development Corporation (IDC) and the Public Investment Corporation (PIC) have been developed. The Department further undertook a gender analysis of selected Departmental APPs in the economic cluster. Comments in this regard were included in the DPME feedback to Directors General. This is a repeat of 31 October 2018. Which APPs were examined what were the outcomes? Where are the reports? When will these be submitted to the Committee? What were the comments received?  A research project on the DTI incentive schemes in relation to women’s economic empowerment was undertaken in 2018/19. The research has since been completed and a comprehensive research report is available. (will be submitted to the PC) – When? What were the key findings of the study?  The Branch is undertaking the development of a Country Gender Indicator Framework which will be aligned with relevant indicators at a UN, AU and SADC level. The CGIF is a sub-project of the initiative to develop a GRPBMEA framework, which is to be completed in 2018/19. The CGIF developed is currently being aligned to the 7 Priorities of the 6th Administration and 2019/2024 MTSF gender indicators (copy of draft CGIF attached) – where? No attachment.  The DOW has submitted the Draft GRPBMEA to the committee and has requested an opportunity to present the Draft GRPBMEA framework to the Committee. What is the difference between the GRPBME and GRPBMEA frameworks? Committee should prioritise a briefing by the Department on this framework. |
| * + 1. **Events/Campaigns/Conferences** |  |  |
| 1. The Committee recommends that the Department should inform the Committee in advance of all initiatives it intends undertaking in order for Portfolio Committee Members to attend where possible. | The recommendation is noted. The DOW has consistently notified the Committee of key events and has forwarded invitations to the Committee to attend such events. | The Committee has been informed and been invited to attend events. |
| 1. The Committee recommends that the Department should provide the Committee with reports of all initiatives undertaken by outlining the cost incurred (as per the recommendation on spending trends), the purpose of initiatives and its relation to the APP, the outcomes of the initiative, number of intended beneficiaries and an action plan as to how resolutions/outcomes will be implemented. | SCO Total number of dialogues scheduled from 1 April 2018 to 28 August 2018 = 19  Total number of dialogues held from 1 April 2018 to 28 August 2018 = 19  Purpose of initiative: To raise awareness around women’s human rights issues  Proposed interventions:   * Training of women in cooperatives (preferred area of training will be Arts and Craft, Tourism and Hospitality) for the areas where dialogues were conducted. The department has already identified 50 women from Lephalale, Mbekweni, and Bergville. Process of securing funding from SITA underway. Training will resume as soon as funding is secured. * Onsite service delivery including counselling and referral of victims of abuse. Victims of abuse were linked to the Local networks who would continue rendering the necessary services. * CGE is addressing cases of abuse identified during the dialogues held at CPUT.   Cost incurred: Summary of the cost incurred during all the planned dialogues is attached as Annexure A | SCO Total number of dialogues scheduled from 1 April 2018 to 28 August 2018 = 19  Total number of dialogues held from 1 April 2018 to 28 August 2018 = **19**  **Cost incurred:** Summary of the cost incurred during all the planned dialogues is attached as **Annexure A**  November & December 2018 (8 dialogues) = R4 219 383.58 +  February and March 2019 (2 dialogues) = R174 537.50  **Total = R4 393 921.08 (10 dialogues)**  SCO intends to build partnerships with stakeholders who can carry on the interventions in each province  **Purpose of initiative:** To raise awareness around women’s human rights issues  **Proposed interventions**:   * Training of women in cooperatives (preferred area of training will be Arts and Craft, Tourism and Hospitality) for the areas where dialogues were conducted. The department has already identified 50 women from Lephalale, Mbekweni, and Bergville. Process of securing funding from SITA underway. Training will resume as soon as funding is secured. Why were these focus areas for training chosen? How feasible are these? Why is there no link to the Sanitary Dignity Project or the NYDA? * Onsite service delivery including counselling and referral of victims of abuse. Victims of abuse were linked to the Local networks who would continue rendering the necessary services. **The Department maintains its to a service delivery entity.** Who does the counselling? Who does the follow-up and M&E in this regard? * CGE is addressing cases of abuse identified during the dialogues held at CPUT. Yet the CGE only recorded 1 GBV case in WC in Q1 as per its recent briefing to the Committee. How many cases were identified by the CGE at CPUT? |
| * + 1. **Gender-responsive budgeting** |  |  |
| 1. The Committee recommends that the Department should brief the Committee on the gender-responsive budgeting framework. | Following the completion of the Draft GRB framework in 2017/18, extensive further work has been undertaken to develop a comprehensive Gender-Responsive Planning, Budgeting, Monitoring and Evaluation Framework. The draft Framework and presentation in this regard were forwarded to the Committee and the DOW is awaiting a date to present the framework to the Committee.  The following progress has been made in 2018/19:   * The responsibility for the development of the GRPB framework was moved from Programme 2 (STEE) to Programme 3 (PSCKM) from June 2018. The purpose was to ensure that the entire government-wide public policy cycle is gender-responsive, including planning, monitoring, evaluation and auditing. An erratum to this effect has been submitted to the Committee.   A Draft Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing (GRPBMEA) Framework has been developed. The framework has been presented in several gatherings to provide stakeholder with an opportunity for inputs. The Draft GRPBMEA framework and/or the CGIF was presented and discussed at the following meetings:   * Stakeholder consultation meeting in May 2018 during the CSW 2018 report back session; * A High-Level Inter-Departmental Steering Committee on 8 June 2018 and 13 July 2018; * Meeting with National Treasury on 21 June 2018; * Special Women’s Dialogue on Institutionalising Gender within the Democratic State in KZN on 26 August 2018; * Mini-workshop on Country Gender Indicator Framework on 10 September 2018; * Meeting with DPME on 14 September 2018; * DPME workshop to review the National Evaluation Policy Framework on 20 and 21 September;   The next presentation on the GRPBMEA framework is scheduled for 4-5 October 2018 during the National Planning Monitoring and Evaluation Forum convened by the DPME. | Repeat of what was cited end October 2018.  Following the completion of the Draft GRB framework in 2017/18, extensive further work has been undertaken to develop a comprehensive Gender-Responsive Planning, Budgeting, Monitoring and Evaluation Framework. The draft Framework and presentation in this regard were forwarded to the Committee and the DOW is awaiting a date to present the framework to the Committee.  The following progress has been made in 2018/19:   * The responsibility for the development of the GRPB framework was moved from Programme 2 (STEE) to Programme 3 (PSCKM) from June 2018. The purpose was to ensure that the entire government-wide public policy cycle is gender-responsive, including planning, monitoring, evaluation and auditing. An erratum to this effect has been submitted to the Committee.   A Draft Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing (GRPBMEA) Framework has been developed. The framework has been presented in several gatherings to provide stakeholder with an opportunity for inputs. The Draft GRPBMEA framework and/or the CGIF was presented and discussed at the following meetings:   * Stakeholder consultation meeting in May 2018 during the CSW 2018 report back session; * A High-Level Inter-Departmental Steering Committee on 8 June 2018 and 13 July 2018; * Meeting with National Treasury on 21 June 2018; * Special Women’s Dialogue on Institutionalising Gender within the Democratic State in KZN on 26 August 2018; * Mini-workshop on Country Gender Indicator Framework on 10 September 2018; * Meeting with DPME on 14 September 2018; * DPME workshop to review the National Evaluation Policy Framework on 20 and 21 September;   What were the outcomes of all these engagements?  The next presentation on the GRPBMEA framework is scheduled for 4-5 October 2018 during the National Planning Monitoring and Evaluation Forum convened by the DPME. Did this take place? If so wat were the outcomes? If not, why not.  The Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing (GRPBMEA) Framework was approved by Cabinet on the 27th March 2019 and its currently being implemented. (Copy of GRPBMEA Framework attached)  Why was the Auditing added at the end? |
| 1. The Committee recommends that the Department should brief the Committee on what progress has been made by municipalities to implement gender-responsive budgeting within the specific pilot sites that were identified. A list of the respective municipalities should be provided along with a progress report. | The phased implementation plan relating to the GRPBMEA framework would include piloting in selected municipalities in 2019/20. | The phased implementation plan relating to the GRPBMEA framework would include piloting in selected municipalities in 2019/20. Preparations for the phased implementation of the GRPBMEA Framework is just starting with four (4) National departments and three (3) Provinces. Ekurhuleni will be the first piloted sites for 2020/2021 financial year.  Provide a list of the 4 National departments and the 3 provinces. What informed the choice for the national departments and provinces?  By when can the Committee expect a progress report? |
| 1. The Committee recommends that the Department should not only limit the application of the GRB with municipalities but also extend the focus on departments/entities within the economic cluster. | The GRPBMEA framework phased implementation plan would prioritise rollout to national Departments, including the economic cluster. It is envisaged that the framework be tabled at the EISEID, SPCHD and G&A clusters before going to cabinet. | Repeat of what was cited end October 2018.  The GRPBMEA framework phased implementation plan would prioritise rollout to national Departments, including the economic cluster. It is envisaged that the framework be tabled at the EISEID, SPCHD and G&A clusters before going to cabinet.  What was different 6 months later? |
| * + 1. **Gender Focal Points** |  |  |
| 1. The Committee recommends that the Department should update the Committee on progress with the Department of Public Services and Administration insofar as gender focal points are concerned. | Meetings with DPSA were held in 2016 to refine the proposal for GFPs roles and responsibilities for appropriate positioning at Heads of Departments. A joint Cab Memo has been drafted in this regard. Both Ministers ( DoW and DPSA will be signing the Cab Memo which will request that a circular go out to Departments to guide them on location and resourcing of Departmental GFPs). | This matter will be addressed in tandem with strengthening and revitalisation of the NGM. It will be kept on the agenda for the NGM forums moving forward until it is resolved.  Is the NGM up and running? When do they meet? Who is currently represented on the NGM? Are the PGM? |
| 1. The Committee recommends that the Department should brief the Committee on a regular basis on its work and relationship with Gender Focal Points within departments and local government at every quarter. | DoW will brief the committee regularly. Both Minister’s DPSA and DoW agreed on the finalisation of GFP and reporting structure. | DoW will brief the committee regularly. Both Minister’s DPSA and DoW agreed on the finalisation of GFP and reporting structure. But what does this mean? See response above. As a member of the NGM, reporting to the Committee will also be done through NGM Forums processes. |
| * + 1. **Treaty compliance framework and timeframes** |  |  |
| 1. The Committee recommends that the Department should ensure that country reports are submitted within the specified timeframes as required by the relevant reporting bodies. | It is unlikely that the Department will be able to comply with the multiple reporting requirements at an international level until such time as the severe capacity constraints facing PSCKM, including M&E, RPA and International Relations are addressed. The implementation of the GRPBMEA framework is however expected to considerably enhance the generation of gender-related performance information in line with international treaties.  The Department has submitted the CSW62 report and the Draft 2016 SDGEA report to the cluster system for consideration.  The Department continues to follow up with Departments on the submission of reports. | In view of the fact that the Department has not human resource capacity to prepare country reports and submits within the specified timeframes. A **deputy director and one contract work have been hired to assist with the writing of country reports**. To date the following reports are overdue:   * **Solemn Declaration** * **Part B of the Country’s 4th Periodic Report on the African Charter for Human and People’s Rights** * **CEDAW**   But what is the role of Ms Reddy and Ms Sisulu that presented to the Committee?  What has the Department been doing for the last 5 years as treaty compliance i.t.o. M&E is an ongoing endeavour? |
| 1. The Committee recommends that the Department should report back to Parliament on feedback received on country reports, action plans developed in this regard as well as progress in terms of implementing recommendations. | The recommendation is noted and will be implemented going forward.  The Department is currently working on the implementation on the following:   * Age harmonisation to implement the recommendations of age of marriage by the SADC Ministers of Gender and Women’s Affair on the age of marriage. * Uplifting of the reservations South Africa on Maputo Protocol. * The recommendations put forward by the African Commission under the implementation of the African Charter on the rights on Women in Africa   The reports on these exercises will be shared upon completion. | The recommendation is noted and will be implemented going forward. So what has the Department done? However, the department is currently working on the implementation of the following: Harmonisation of the age of marriage to the SADC Protocol (a meeting was held with the Ministers of Home Affairs and the Minister of Justice and Constitutional Development to discuss the implementation of the SADC protocol at national level.   * The Department is also implementing the global and continental mandate for mainstream or integrate gender into government planning (in this regard the gender responsive planning, budgeting, monitoring, evaluation and auditing (GRBPMEA) framework has been developed). * The Department is also uplifting the reservations placed in Maputo Protocol * Under the 4th Periodic Report on the African Charter for Human and People’s Rights the Department will clarify issues raised (concluding observation and recommendations) by the Committee arising from the report submitted in 2016.   What about the implementation of the Concluding Observations from the CEDAW committee on the last country reports – why is there no M&E in that regard or even reporting on it? |
| **8.7 Legislative and Policy Reform** |  |  |
| 1. The Committee recommends that the Department should brief the Committee on gaps identified within policies and laws on a regular basis. | Noted. | Noted. But what are the gaps identified by the Department within policies and laws it has examined in 2018/19? |
| 1. The Committee recommends that the Department should table all reports developed within 30 days of completion for the Committee to consider. | Noted. | The Department indicates noted yet several reports have been stipulated as complete within its quarterly presentations – when will these be submitted to the Committee? |
| 1. The Committee recommends that the Department should brief the Committee on its policy position with regard to gender mainstreaming and clearly indicate what, if any, changes are required to the existing National Gender Policy Framework. | Noted. | The Committee should request the Department to brief it in this regard. |
| **8.8 Outstanding responses and reports** |  |  |
| The Committee recommends that the Department submit all reports within 30 days of completion for consideration. | Relevant reports will be submitted once duly approved. | How many reports are completed and due? Provide a list to the Committee. |

1. **Matters Arising from Q1 & 2 of 2018/19 for the Department of Women in the Presidency**

Herewith matters arising from the Committee’s last engagement with the Department.

|  |  |
| --- | --- |
| **Committee Recommendations** | **Commentary** |
| The Department should draft frameworks and legislation that will bind Provinces to implement legislation. | What has the Department done in this regard? |
| The Department should ensure that National Treasury ring-fence a budget for the sanitary dignity programme. | What progress has been made in this regard? Has NT ring-fenced a budget? If so for what and who oversees the spending? |
| The Department should use service providers to draft legislation and framework if they do not have the capacity and resources to do so. | Does the Department have the requisite capacity to draft legislation? |

1. **General matters arising**

* The Department is to be commended for the improvements noted in terms of targets achieved for Quarter 3 and 4 of 2018/19 but notes the outstanding targets and its impact on 2019/20. Furthermore, the 13 unmet targets in Q1 2019/20 would have a direct impact on Q2 which is concerning.
* Improvement of Department’s overall performance in terms of targets achieved. However, the targets not achieved are important areas of delivery.
* Overall the Department reports more on process as oppose to outcomes e.g. describing that a plan was developed and circulated to managers for comment but not what was contained in the plan; describing meetings that took place as oppose to the outcomes of the meeting and what the way forward is.
* Whilst the Department is to be commended for stipulating its intention to pay attention to the eradication of inequalities and prevailing injustices in the country by strengthening and supporting initiatives, it merely indicates what it intends addressing but not how. This needs to be matched and prevail in the actual delivery of targets the Department reports on. Hence evidence of what the Department has done to address the financial and economic exclusion of women, gender mainstreaming, as well as the discrimination against women in social participation and the scourge of violence against women and children has to be apparent in the deliverables that has been reported on in Q3 and Q4 of 2018/19 as well as Q1 of 2019/20. These linkages are not easily identifiable or clear.
* Furthermore, the Department’s reporting of the engagement with Statistics South Africa in relation to the monitoring of the indicators against SDG 5 is important but the outcomes of these discussions have not been clearly articulated. In addition, the Department also refers to “encouraging gender disaggregated reporting against all SDGs” which is a soft approach and may not yield the desired results that is needed to obtain the necessary information to ensure rigorous monitoring and evaluation of key indicators not only for the SDGs but other treaties e.g. CEDAW, SADC Gender Protocol etc.

**5. Programme 4: National Youth Development**

The National Youth Development Programme reports more on outputs e.g. NYP implementation report produced and midterm evaluation but it is unclear what the outcomes of these reports are.

Furthermore, Programme 4 refers to quality assuring NYDA reports and producing an assessment report. However, it is unclear what the quality assurance entails when all reports from the NYDA would need the approval of the CEO, CFO and the NYDA Board.

**Questions for considerations**

* What were the outcomes of the NYP implementation report and the NYP mid-term evaluation review?
* What is the NYD quality assuring in terms of the NYDA’s reports when the NYDA Board, CEO and CFO would have approved it prior to submission?
* What does the assessment report entail that the NYD produced?

**6. Programme 5: Rights of Persons with Disabilities**

The reporting for this programme is unclear as it is not clearly stipulated whether a target was achieved or not.

* Out of the 3 targets listed in Q4 how many were actually achieved? What was the impact of roll over of targets on 2019/20?

For Q1 of 2019/20

| **Key Performance Indicator** | **Reporting Period** | **Annual Target 2019/20** |
| --- | --- | --- |
| **Q1** | **Outcome** |
| Policy instruments (tools, guidelines, policy briefs, discussion papers and research reports) developed to support domestication of international treaties | Quarterly | Frameworks on Disability Rights Awareness Campaigns, as well as Self-Representation by Persons with Disabilities developed | Draft Structure for Framework on Disability Rights Awareness Campaigns completed.  Draft on Self-Representation by Persons with Disabilities developed. | Delays in obtaining Cabinet approval of National Frameworks on Universal Access and Design and Reasonable Accommodation have delayed finalisation of subsequent frameworks. When will it be finalised and submitted to NDRM for validation? |
| National Disability Rights Machinery strengthened | Quarterly | Disability Inclusion embedded in Government-wide Institutional Arrangements | Framework for National and Provincial Disability Inclusion Institutional Arrangements finalised  Finalisation of draft Framework delayed due to NMOG? | Framework will be finalised by end of August. Has it been finalised? If not why not. |
| Performance reports on implementation of WPRPD developed | Annual | Annual Progress Report on Implementation of the White Paper on the Rights of Persons with Disabilities developed | Design and develop model for automated reporting.  DoJCD and Office UNHR consulted on aligning national disability reporting.  Why DoJCD? | Office of UNHR to support project on pilot basis. What progress has been made in this regard? What support is required? |