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| **BRRR ACTION PLAN** **BUDGETARY REVIEW AND RECOMMENDATION REPORT OF THE PORTFOLIO COMMITTEE ON WOMEN, YOUTH AND PERSONS WITH DISABILITIES, DATED 22 OCTOBER 2019** |
| **Recommendations: The Minister of Women, Youth and Persons with Disabilities should ensure that the following recommendations are implemented.** |
| **BRRR RECOMMENDATION** | **RESPONSIBILITY** | **STATUS as at end 30 OCTOBER 2019** |
| **14.1 Mandate of the Department** |  |  |
| a) The Committee remains concerned about the Department’s ability to give effect to its mandate and therefore urges the Department to engage with all key stakeholders in this regard to look at addressing this matter given the expanded mandate. | CD: ODG  | Positioning the department as an effective institutional mechanism for coordination, advocacy and monitoring requires constant engagement with the public through the media and open platforms like our website and social media. The reconfiguration process has afforded the department an opportunity to engage with key stakeholders on its extended mandate inclusive of youth and persons with disabilities. This mandate has to be communicated to the public through various dialogues held and various social media platforms. |
| **BRRR RECOMMENDATION** | **RESPONSIBILITY** | **STATUS as at end 30 OCTOBER 2019** |
| b) The Committee strongly recommends that the Department undertake effective planning to give effect to its mandate and ensure that targets identified in its APP are not changed and are adhered to. In the event changes are brought about the Committee should be informed at quarterly report briefings made to the Committee. | CD: ODG  | The department notes the recommendation of the Committee. A strategic planning session has been undertaken that fostered integration of the three special development areas that formed part of the reconfiguration to give effect to its new mandate. The 1st draft Annual Performance Plan and Strategic Plan were submitted to DPME to assess compliance with the framework on Strategic Plans and Annual Performance Plan which includes all planning requirements. |
| c) The Committee strongly recommends that the Department utilises its budget optimally to give effect to its mandate within the programme allocations. | CFO | The department has put in place systems to ensure that it utilises its budget optimally to give effect to its mandate. As such, the Office of the CFO conducts monthly monitoring activities and holds Budget Committee meetings monthly to monitor the utilisation of the budget. Budget is aligned to programmatic interventions. Managers are also provided with monthly expenditure reports to monitor spending against the budget and activities. |
| d) The Committee strongly recommends that the Department ensures that all its targets and programmes are aligned to the NDP and MTSF outcomes. | CD: ODG | The 1st draft Annual Performance Plan and Strategic Plan have been submitted to DPME. The department ensured that its targets and programmes are aligned to the MTSF and NDP. DPME is assessing compliance with the framework on Strategic Plans and Annual Performance Plan which includes all planning requirements. Feedback will be provided to the department. |
| **BRRR RECOMMENDATION** | **RESPONSIBILITY** | **STATUS as at end 30 OCTOBER 2019** |
| **14.2 Audit Action Plan** |  |  |
| 1. The Committee recommends that the Department develop an audit action plan and implement the recommendations made by the AGSA and improve on the MPAT results. This action plan 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 2019/2020 before 12 November 2019 briefing.
 | CFOCD: ODG  | The department has developed an Audit Improvement Action plan that is tracked through the Audit Steering Committee chaired by the CFO on a monthly basis. The action plan addresses the root causes identified by Auditor General.MPAT will be reported on a quarterly basis once opened by DPME following a review that is currently taking place to include core business deliverables. All action plans will be submitted to the Committee with the 2nd Quarterly Report for 2019/2020 before 12 November 2019 briefing. |
| 1. The Committee recommends that the Department should monitor and evaluate the implementation of action plans and progress reports should be submitted to the Committee on a monthly basis until the end of the 2019/20 financial year.
 | CFOCD: ODG | The department will monitor and evaluate the implementation of action plans and progress reports will be submitted to the Committee on a monthly basis until the end of the 2019/20 financial year as recommended.  |

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| **BRRR RECOMMENDATION** | **RESPONSIBILITY** | **STATUS as at end 30 OCTOBER 2019** |
| 1. The Committee recommends that the Department must report monthly to the Committee on progress made with regards to implementing the recommendations made by the AGSA, the Audit and Risk Committee and the DPME via the latest MPAT result. A clear explanation should be provided in instances where recommendations have not been implemented and what the remedial action is. The key person/s responsible for implementing recommendations must be submitted to the Committee.
 | CD: ODG  | MPAT will be reported on a quarterly basis once opened by DPME following a review that is currently taking place to include core business deliverables.The Audit Improvement Plan will be presented by the Chair of the ARC as per PC invitation. The department has prepared an updated report which indicates progress made by end of quarter 2. The key person/s responsible for implementing recommendations is Ms W.R. Tshabalala, Ms Val Mathobela, Mr Vusi Shongwe, Ms Desiree Legwale, Mr Mbhazima Shiviti, Dr Annette Griessel, Dr Ntsiki Manzini-Matebula |
| 1. 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 2018/19, indicate the nature of the contravention, the cost incurred and the consequence management implemented by the respective manager and whether there have been any repeat offenders.
 | CD: CM  | Investigations are being conducted into all unauthorised, irregular and fruitless and wasteful expenditure in the Department. Appropriate action will be taken on the basis of the outcomes thereof. |

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| **BRRR RECOMMENDATION** | **RESPONSIBILITY** | **STATUS as at end 30 OCTOBER 2019** |
| 1. The Department must provide quarterly reports on the consequence management it will take to remedy the poor performance of members at the SMS level.
 | CD: CM | Investigations are being conducted into all unauthorised, irregular and fruitless and wasteful expenditure in the Department. Appropriate action will be taken on the basis of the outcome thereof. |
| **14.3 Financial performance**  |  |  |
| 1. In-Year Monitoring Reports: The Department must continue to submit quarterly reports to the Committee in line with National Treasury Regulations.
 | CFO | The Department has submitted its quarterly report and will continue to submit quarterly reports to the Committee in line with National Treasury Regulations. |
| 1. Spending Trends: The Committee recommends that the Department monitor spending patterns and ensure that this is in keeping with what has been outlined in the respective Strategic Plans and Annual Performance Plans. To this end, the Department is to provide the Committee with detailed financial reports for activities on a quarterly basis. These financial reports should clearly indicate the purpose of the activity as it relates to the objectives outlined in the APP and the expenditure incurred. In instances, where the Department incurs expenditure for events nationally and internationally, the size of the delegation must be included and details pertaining to Travel and Subsistence. The Committee urges the Department to utilise the budget allocated to Programme 2 and 3 effectively and plan accordingly in order to do this.
 | CFO | The department monitors spending patterns through the Budget Committee meetings chaired by the Accounting Officer. The committee meets on a monthly basis and when an urgent need arises.The department submits a financial performance report on a quarterly basis to the Portfolio Committee. The expenditure for national and international events forms part of the quarterly report submitted to the Committee.The department notes the committee’s request regarding effective utilisation of the budget allocated to Programme 2 and 3.  |
| 1. APP: The Department must ensure that its APP is costed appropriately with a clear indication as to how and when it intends undertaking activities with corresponding costs.
 | CFOCD:ODGDDGs | The Department’s APP has been costed, and clearly indicates when and how it intends undertaking its activities with corresponding costs  |
| 1. Irregular expenditure, Fruitless and Wasteful Expenditure: The Committee recommends that the Department should provide a comprehensive report on the investigations into irregular expenditure incurred during 2018/19 and fruitless and wasteful expenditure as well as the previous financial year. The report should clearly indicate the sanctions brought against members responsible for irregular expenditure and fruitless and wasteful 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.
 | CFOCEA | The irregular expenditure cases for 2018/19 are currently in the process of determination in accordance with the National Treasury Irregular Expenditure Framework issued in May 2019. It is anticipated that this process will be finalised by the end of the 3rd quarter.In preventing irregular expenditure the department conducted training for all Senior Management staff on Unauthorised, Irregular, Fruitless and Wasteful expenditure. The training was conducted by National Treasury. Regarding steps to prevent irregular expenditure, the department developed the Financial Instruction Note 1 of 2019/20 and it was issued to all staff. A workshop on the Instruction Note was conducted for the management team in terms of the criteria and management of deviations. |
| 1. Investigations: Committee awaits outcomes and reports in this regard and for a briefing until matters are concluded at every quarterly briefing.
 | CD:CM | Investigations are being conducted into all unauthorised, irregular and fruitless and wasteful expenditure in the Department. Appropriate action will be taken on the basis of the outcomes thereof and the committee will be provided with quarterly briefings. |
| 1. Unauthorised expenditure: The Department is urged to follow-up with SCOPA regarding the condonement of historical debt incurred and report back to the Committee accordingly.
 | CFO | The department met with National Treasury on 31 October 2019. During this meeting, National treasury reported that the matter will be referred to SCOPA by the end of November 2019. A progress report will be submitted to the Committee in this regard. |
| 1. Virements: The Committee urges the Department to avoid virements from the core programme to administration. In the event, that virements have to be done this needs to be brought to the attention of the Committee for discussion during quarterly briefings.
 | CFO | Virements are normally informed by spending pressures that exist in the department. They are also conducted in the department in accordance with Section 43 (1) of the PFMA 1999 and Treasury regulation 6.3 (5) and approval is granted by National Treasury. The virements will also be brought to the attention of the Committee for discussion during quarterly briefings. |

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| **BRRR RECOMMENDATION** | **RESPONSIBILITY** | **STATUS as at end 30 OCTOBER 2019** |
| **14.4 Internal control and risk management** |
| 1. The Committee recommends that the Department must 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.
 | CD:ODG | The Risk Mitigation report will be provided to the Portfolio Committee on a quarterly basis. It is included as an annexure to the Q2 Performance Information presentation of the department.  |
| 1. The Committee concurs with the recommendation by the ARC on improving internal controls.
 | CD:ODG | The department is convening governance structures to monitor implementation of internal controls in existence and to monitor the areas that require more attention.  |
| 1. The Committee requires the Department’s Audit and Risk Committee to brief the Committee in the 2nd Quarter of 2019/20 (12 November 2019) on the challenges identified and recommendations made.
 | CD:ODG | The Chair of the ARC is informed of the request by the Portfolio Committee.  |
| 1. 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.
 | CD:ODG | In strengthening internal control and risk management, senior management continues to perform risk mitigation controls and the report is included as an annexure to the presentation on a quarterly basis. The recommendations of the AG audit outcome for the 2018/19 FY are currently being utilised to strengthen policy and procedures in the department. This will avoid repeat findings and improve internal control within the department.  |
| 1. 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.
 | CD: ODG | As part of risk mitigation measures in ensuring that targets are reached within the core programmes, the department is reviewing its performance reporting policy and its standard operating procedures. The department will track achievement of targets on a monthly basis.  |
| **14.5 AGSA & Audit and Risk Committee** |  |  |
| 1. The Audit and Risk Committee should continue to monitor the implementation of the AGSA recommendations, intervene when necessary with the senior management of the Department and report to the Committee on a quarterly basis in this regard. The Committee in turn will provide the ARC with feedback on the outcome of meetings held with the Department and what recommendations are expected to be implemented with specific time frames.
 | CD:ODG | The ARC continues to monitor the implementation of recommendations of the AGSA audit outcome of 2018/19 FY, this is a standing item on the ARC agenda. The Department is currently at 42% in resolving the findings.  |
| 1. ARC to submit its quarterly reports to the Committee for consideration after every meeting it has with the Department.
 | CD:ODG | The reports of the ARC will be submitted to the PC quarterly as recommended.  |
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| **14.6 Human Resource** |  |  |
| 1. Organogram: The Committee requests the Department submit a detailed organogram for the Department which clearly indicates funded, unfunded positions, posts established in addition to the establishment per programme to clearly illustrate what the capacity constraints are.
 | CD:CM | The Start-Up organisational structure is attached which received concurrence from the MPSA on 04 October 2019, indicating the status of filled and vacant funded posts.  |
| 1. Vacancies: All key funded vacancies 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 – positions to be prioritised for the permanent appointment of the DG, Finance, SCM, Internal Audit and ICT as well as the core programmes. The Department should provide quarterly reports on this to the Committee.
 | CD:CM | While a moratorium has been placed on the filling of posts of Director-General and Administration functions in those departments affected by the NMOG process, a lack of available funding does not allow for the filling of other posts in the Department at this stage. The budgetary constraints are attributed to a request to NT being declined for additional funding through the AENE process due to unavoidable and unforeseen circumstances.Continual consideration shall be given to the filling of vacancies based on the availability of funding through the course of the financial year. |
| 1. Resignations/Dismissals/Termination of contracts: The Committee recommends that the Department 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.
 | CD:CM | For the period 01 April 2019 to 30 September 2019, there have been 09 termination of services-* 1 resignation;
* 8 expiry of fixed-term contracts.

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 quarterly basis.
 | CD:CM | Reports on SMS members’ possible poor performance is not yet available. Moderations for the 2018/19 performance assessments are still to be undertaken (annual performance assessments due November 2019). |
| 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.
 | CD:CM | No employees are on special leave. One (1) employee on precautionary suspension - 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. |

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| 1. Use of consultants: 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 must occur when using consultants so as to capacitate staff within the Department.
 | DDG:STEEDDG:PSCKM | Report on use of consultants is provided to the Committee as part of Q2 briefing. It should be noted that the scope of certain projects require the use of independent expert service providers. Further, the scale and scope of major once-off projects also require additional external capacity. Given the lack of capacity in the Department, fixed-term contract appointments were made (as opposed to the appointment of consultants) and financed from savings accrued due to unfilled vacancies.  |
| 1. Top-heavy structure: The Committee recommends that the Department indicates how it intends utilising its top-heavy structure more optimally to ensure that targets are met, rather than using consultants. The Committee also recommends that programmes 2 and 3 which encompass the core delivery mandate of the Department be capacitated. The Committee welcomes an opportunity to engage with the Department on its strategic plan and organogram/structure going forward.
 | CD:CM | When concurring with the start-up organisational structure of the DWYPD, the MPSA directed that a redesigned organisational structure must be developed within 12 months based on new strategic priorities of the DWYPD. During that process the optimal utilisation of available resources shall be assessed. The top-heavy structure is an anomaly in comparison to other departments that have Chief Directorates, Directorates and sub-directorates, which the department does not have. |
|  **14.7 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.
 | CD: CM  | The information has been included under Human Resource Management report.  |
| 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.
 | CD:CM | The department is currently investigating the irregular expenditure and the outcome of the investigation will be made available through the Executive Authority once it has been concluded. |
| 1. The Committee remains concerned about the non-compliance and adherence to laws and prescripts by officials within the Department. The Department should consider including a specific key performance indicator and targets that addresses compliance to laws and prescripts.
 | CD: ODG | The Performance Agreements of the CFO, CD: CM and CD: ODG includes a KPA on compliance with law as and prescripts of government. This will be recommended by Corporate Management to the ADG for inclusion in all performance agreements of all members of SMS. |
| 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 underway.
 | CD:ODG | The department is currently investigating the irregular expenditure and the outcome of the investigation will be made available through the Executive Authority. The ccommittee will be briefed on progress with regards to new investigations underway |
| 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. Where deviations were allowed, the motivation hereto should be clearly stipulated. The Department should consider identifying a specific key performance indicator with targets pertaining to SCM in its APP for 2020/21.
 | CFOCD: ODG  | The report on Financial In-Year Monitoring includes SCM deviations on a quarterly basis and there is an improvement in this current financial year. The department prioritised the investigations on irregular expenditure due to internal human resource capacity constraints. The investigations on the deviation will be attended to subsequent to conclusion of the investigation on irregular expenditure.  |
| 1. Investigations: The Committee recommends that the Department briefs it (at Quarter 2 briefing for 2019/20) on the outcome of investigations that have been completed for 2017/18 and indicate what progress has been made in terms of implementing recommendations and consequence management. Furthermore, the Department is expected to brief the Committee on progress with regards to investigations currently underway.
 | ODG | The department is currently investigating the irregular expenditure for the period 2017/18 – 2018/19 FY and the outcome of the investigation will be made available to the Committee through the Executive Authority. |
| * 1. **Performance related recommendations**
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| **14.8.1 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. The Department must update the Committee on the status of targets on a quarterly basis.
 | CD:ODG | The department ensured the alignment between the Strategic Plan and its Annual Performance Plan which includes objectives and targets that are SMART and costed accordingly. The 1st draft Annual Performance Plan and Strategic Plan were submitted to DPME to assess compliance with the framework on Strategic Plans and Annual Performance Plan which includes all planning requirements.The Department will update the Committee on the status of targets on a quarterly basis. |
| 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.
 | CD:ODGDDG: STEEDDG: PSCKM | The department will embark on activities that fall within its mandate and are more service delivery orientated in line with its APP. |
| **14.8.2 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.

  | DDG:PSCKM | The CGE has been directly involved in the National Dialogues. The National Dialogues have been characterised by extensive collaboration across the spheres of government, civil society organisations, NGOs and with local community-based bodies. The CGE has been 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; (iv) preparation for international engagements such as the Commission on the Status of Women; (v) stakeholder engagements;  |
| 1. The Committee requests a plan that outlines how the Department collaborates with key stakeholders with regard to gender-mainstreaming with a specific emphasis on GBVF.
 | DDG: STEE | The development of a National Strategic Plan on Gender-based Violence and Femicide (NSP) is currently underway and the focus of extensive, Multi-Sectoral consultation. An Interim Gender-Based Violence and Femicide Steering Committee (IGBVF-ISC) has been established to develop an action plan and assemble a permanent Multi-Sectoral Coordinating (MSC) body to implement actions outlined in the Declaration. The proposed Multi-Sectoral coordinating body recognises the need for strong political leadership and the meaningful participation of all sectors in the national response to GBVF. The ISC is established to respond to the GBVF crisis facing the count and provide a strategic and operational holding space to the planned National Council on Gender based Violence (NCGBV). The NCGBV will be established to amplify the national response to GBVF/VAWG across response, care and support and prevention to facilitate a strengthened, survivor-focused, resourced and coordinated strategic response that optimally harnesses the knowledge, experiences and roles of respective stakeholders towards a common agenda of eliminating GBVF in South Africa, building the agency of vulnerable groups, holding perpetrators accountable and healing our country. |
| 1. The Committee recommends that specific emphasis should be placed on developing relationships with GFPs within government departments, Premiers Offices, Mayor’s offices and municipalities.
 | DDG:STEE | All Government departments according to this policy are expected to have 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.Furthermore, the NGM Forum is currently under resuscitation to respond more effectively to the Constitutional aspirations for the advancement of women’s empowerment and the vision of gender equality. The primary purpose of the NGM Forum is to broaden sectoral participation in the National Gender Programme by engaging all stakeholders and structures of the NGM. In this regard the NGM forum is re-established to promote interdependence between arms of state, by amongst others: • Facilitating and providing for the formulation of gender-specific action priorities at national, provincial and local government levels;Presentation prepared and attached The Department completed various research, monitoring and evaluation reports in 2018/19. Copies of these reports have been submitted to the Committee as requested. Key documents include the following: • Country Gender Indicator Framework• Evaluation of the Always Keeping a Girl Child in School Programme• Sanitary Dignity Monitoring and Evaluation Framework • Gender analysis of DTI incentive schemes• 25-year review of women’s empowerment and gender equality |
| * + 1. **Country Gender Indicator Framework**
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| 1. The Committee recommends that the Department should present the CGE framework to the Committee along with the 65 indicators identified.
 | DDG:PSCKM | The department will share this recommendation with CGE. The department will request a further discussion on the recommendation with the Portfolio Committee during the quarter 2 performance presentation to ensure that the matter is properly addressed.  |
| 1. The Department should be requested to present its findings on all analysis, monitoring and evaluations undertaken. To this end, reports compiled should be referred to the Committee for consideration.
 | DDG:PSCKM | The Department completed various research, monitoring and evaluation reports in 2018/19. Copies of these reports have been submitted to the Committee as requested. Key documents include the following: * Country Gender Indicator Framework
* Evaluation of the Always Keeping a Girl Child in School Programme
* Sanitary Dignity Monitoring and Evaluation Framework
* Gender analysis of DTI incentive schemes
* 25-year review of women’s empowerment and gender equality
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| * + 1. **Events/Campaigns/Conferences**
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| 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.
 | DDG:STEEDDG: PSCKM | Invitations to the Committee have been issued for all major events in 2018/19 and will inform the Committee in advance of all initiatives it intends undertaking in order for Portfolio Committee Members to attend where possible. |
| 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.
 | DDG:STEEDDG: PSCKM | Please see Annexure A, which provides an update on previous submission in this regard |
| 1. The Committee recommends that a year plan be submitted of all key events with forecasted costs.
 | DDG:STEEDDG: PSCKM | The year plan will be submitted once approved internally |
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| * + 1. **Gender-responsive planning budgeting monitoring evaluation and auditing**
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| 1. The Committee recommends that the Department should brief the Committee on the GRPBMEA framework.
 | DDG: PSCKM | The Department would welcome an opportunity to present the GRPBMEA framework to the Committee and will respond positively to such an invitation |
| 1. The Committee recommends that the Department should brief the Committee on what progress has been made by departments in implementing this framework.
 | DDG: PSCKM | Following its approval by cabinet in March 2018/19, the GRPBMEA framework has been implemented through multiple activities and channels in line with the GRPBMEA implementation plan. A summary of key interventions is outlined below. Planning, budgeting and evaluation * Based on identified gender priorities, inputs were made to ensure that gender deliverables are included in each of the seven priority areas of the 2019-2024 Medium Term Strategic Framework. These priorities were drawn from various sources, including the electoral mandate, State of the Nation Address, Minister’s Budget Vote address etc.
* Inputs were made to engender the Revised Framework for Strategic Plans and Annual Performance Plans, coordinated by DPME.
* Guidelines on the implementation of the framework have been developed.
* Guidelines and framework for analysis of gender-responsiveness of the Medium Term Expenditure Framework were developed.
* A National Action Plan has been developed to further elaborate on the Implementation Plan.
* A Country Gender Indicator Framework (CGIF) was developed during 2018/2019. The framework is being realigned to the 6th administration seven priorities and MTSF.
* A formative evaluation of the GRPBMEA has been initiated to inter alia provide baseline information.

Communication, information, education and advocacy The successful implementation of the framework requires awareness across the state machinery. The following progress has been made in this regard: * Following its approval by cabinet, the GRPBMEA framework was presented to the FOSAD Manco and received strong support from Directors General.
* All DG’s were informed of the adoption of the framework, provided with copies, and requested to volunteer to pilot its implementation.
* Correspondence from the Minister for Women, Youth and Persons with Disabilities requested other Ministers and Premiers to lead the implementation of the framework.
* The framework was posted on the DWYPD and DPME websites.
* The framework was updated to reflect the context of the 6th administration and processed for printing as a booklet.
* A provincial roadshow has been initiated and the framework has been presented to provincial governments in Gauteng and Limpopo for implementation. In Gauteng, a presentation was made at the provincial Budget Lekgotla attended by the Premier and MECs.
* The GRPBMEA framework was presented to the Interim Steering Committee on GBVF.
* The Department made extensive inputs towards the development of a training module on GRPB through the National School of Government. The module is aimed at capacity building for programme managers, heads of strategic planning, CFOs and other officials in the public sector.

Coordination and institutionalisation * An inter-departmental Steering Committee was established to coordinate the implementation of the GRPBMEA Framework. This includes departments which have agreed to pilot implementation (including DPME, DSD, National Treasury, DSI, DALRRD, DHET, SRSA, DPSA, DTIC and DSBD) as well as other key departments, the Commission for Gender Equality and local government representatives.
* The Limpopo, Free State and Gauteng provincial governments are piloting the implementation of the framework.

The purpose of consultations has been to convey knowledge to government and other stakeholders on the contents of the Framework and to provide guidance on its implementation using the guidelines developed. Consultations also provided the opportunity for the departments and related stakeholders to pilot the implementation of the Framework. A report on consultations was produced.  |
| 1. The Committee recommends that the Department submits the guidelines for consideration to the Committee.
 | DDG: PSCKM | Draft GRPBMEA guidelines attached  |
| * + 1. **Gender Focal Points**
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| 1. The Committee recommends that the Department should update the Committee on the progress with the Department of Public Services and Administration insofar as gender focal points are concerned.
 | DDG:STEE | This matter will be addressed in tandem with strengthening and revitalisation of the NGM, a process which is currently underway. It has been kept on the agenda for the NGM forum and will remain until it is resolved. The revision of the National Gender Policy Framework will also assist in resolving issues related to the GFPs. |
| 1. The Committee recommends that the Department brief the Committee on a regular basis on its work and relationship with Gender Focal Points within departments and local government at every quarter.
 | DDG:STEE | DWYPD will brief the committee regularly. See response above. As members of the NGM, reporting to the Committee will also be done through NGM Forum processes. |
| * + 1. **Treaty compliance framework and timeframes**
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| 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**.**
 | DDG: PSCKM | In view of the fact that the Department has insufficient human resource capacity to prepare country reports and submit within the specified timeframes, support for preparation of international reports is being provided for by the RPAKM unit in the department. The Country has developed its Beijing +25 Report which was consulted on, including with the Parliamentary Portfolio Committee in August 2019. To date the following reports are overdue:* Solemn Declaration (2016-2018)
* AU Women’s Protocol 2nd Periodic Report (2014-2018)) which forms Part B of the Country’s 4th Periodic Report on the African Charter for Human and People’s Rights
* CEDAW 6th Periodic Report
* SADC report under the new Monitoring, Evaluation and Reporting Framework for the SADC Protocol on Gender and Development focusing on specific indicators relating to Women’s Economic Empowerment and Gender Responsive Budgeting as outlined in Part Five (5): Productive Resources and Employment – Article 15: Economic Policies and Decision-Making; Article 16: Multiple Roles of Women; Article 17: Economic Empowerment; Article 18: Access to Property and Resources; Article 19: Equal Access to Employment and Benefits and, Part Eleven (11): Financial Provisions – Article 33: Financial Provisions.
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| 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.
 | DDG: PSCKM | The recommendation is noted and will be implemented going forward. 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 and budgeting through the implementation of the GRBPMEA framework.
* The Department is also working on the upliftment of 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.
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| 1. The Committee recommends that the Department must present all reports to be presented at an international level to the Committee at least one month before it undertakes the international trip.
 | DDG: PSCKM | Not all meetings require country reports. Where reports are required, the reports will be submitted to the Committee. The Beijing +25 country report was presented to the Portfolio Committee.  |
| **14.8 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.
 | DDG: PSCKM | The 25-year review of women’s empowerment and gender equality identified policy and implementation gaps. The Department is further working on a document which outlines gender policy priorities which should be integrated within Departmental plans in the period 2019-2024.  |
| 1. The Committee recommends that the Department should table all reports developed upon completion on a quarterly basis for the Committee to consider.
 | DDG:STEEDDG: PSCKM | The Department will table all reports developed upon completion on a quarterly basis for the Committee to consider. |
| 1. The Committee recommends that the Department should brief the Committee on its policy position with regards to gender mainstreaming and clearly indicate what, if any, changes are required to the existing National Policy Framework for Women’s Empowerment and Gender.
 | DDG:STEEDDG: PSCKM | The Department intends to undertake a review of the National Policy Framework for Women’s Empowerment and Gender Equality and develop a revised framework. The Department further intends to revise and reintroduce the WEGE Bill by the end of the term of office in 2024.  |
| **14.9 Outstanding responses and reports** |  |  |
| 1. The Committee requests that the Department briefs it on all outstanding responses to questions posed in relation to the Annual Report for 2018/19 as well as reports submitted.
 | DDG:STEEDDG: PSCKM | The responses were finalised and the department briefed the PC on all outstanding responses to questions posed in relation to the Annual Report for 2018/19. |
| 1. The Committee recommends that the Department must submit all reports within 30 days of completion for consideration.
 | DDG:STEEDDG: PSCKM | Reports will be submitted to the Committee once they have been approved internally.  |
| 1. The Committee recommends that the Department submit all documentation for a meeting at least 7 working days in advance. Failure to do so – the Committee should be informed in writing as to the reasons.
 | CD:ODG | The Department is required to submit all documentation for a meeting at least 7 working days in advance. It is appealed that such requests be communicated in advance to the department in order to meet the 7 days working day timeline.  |
| **14.10 GBVF** |  |  |
| a) The Committee requests the Department to brief it on the relationship between the Interim Steering Committee and the Department insofar as the development of the NSP is concerned as well as the proposed National Council on Gender-Based Violence. | DDG:STEE | The ISC established to respond to the GBVF crisis facing the country is providing a strategic and operational holding space to the planned National Council on Gender based Violence (NCGBV). The DWYPD is the member of the ISC and provides the strategic guidance and support for development of the NSP. The department is also a member of the ISC NSP drafting team and was tasked with facilitating consultations on the NSP in Kwa-zulu-Natal and the Western Cape.In addition it is tasked by the IGBVF-SC to lead the task team responsible for the conceptualisation, design and establishment of the GBVF Council.  |
| b) The Committee requests the Department to submit a list of names of all those represented in the Interim Steering Committee.  | DDG:STEE | List attached  |
| c) The Committee requests the Department to submit the draft NSP for consideration and for the Interim Steering Committee to present the outcomes of the input from civil society. | DDG:STEE | Draft NSP is attached  |
| d) The Committee requests the Department to provide an update on progress with regards to the establishment of the National Council on GBV. | DDG:STEE | The ISC established to respond to the GBVF crisis facing the country is providing a strategic and operational holding space to the planned National Council on Gender based Violence (NCGBV). The NCGBV will be established once the proposed structure is approved by Cabinet. A concept paper on the proposed Council is currently being processed through the cluster system together with the NSP; and will be presented to Cabinet thereafter for approval. |
| e) The Committee requests the Department to provide a costing for the implementation of the NSP and the National Council on GBV. | DDG:STEE | Costing of the NSP and NCGBV is currently underway and will be presented to the Committee once the process is concluded. |
| **14.11 Sanitary Dignity** |  |  |
| a) The Committee recommends that the Department ensure that women and persons with disabilities benefit from the whole value chain. | DDG:STEE | Provinces have been advised to include Women, Youth and Persons with disabilities in the BID documents. Some provinces however have not adhered to the Sanitary Dignity Implementation Framework. Other provinces have only shared their BID documents when the Department could no longer intervene as these were closed.  |
| b) The Committee requests that the Department briefs Members on the Sanitary Dignity Framework and its M&E Framework. | DDG:STEE | On invitation the department the will brief Members on the Sanitary Dignity Implementation Framework and its M&E Framework. |
| c) The Committee recommends that the Department reports back on its monitoring and evaluation of the roll out of the sanitary dignity programme in provinces and its budgetary allocations.  | DDG:STEE | Quarter 1 and Quarter 2 reports attached as annexures to the PC presentation.  |