**Report of the Portfolio Committee on Women, Youth and Persons with Disabilities on the Annual Performance Plan (Budget Vote 20) of the Department of Women, Youth and Persons with Disabilities for financial year 2022/23, dated 17 May 2021**

The Portfolio Committee on Women, Youth and Persons with Disabilities, having considered the Annual Performance Plan and Budget of the Department in the Presidency for Women, Youth and Persons with Disabilities for 2022/23 on the 3 May 2022, the National Youth Development Agency on 10 May 2022 and the Commission for Gender Equality on 6th and 11th May 2022, reports as follows:

1. **Introduction**

As per the Announcement, Tablings and Committees (ATC) No. 36 of 11 March 2022, the Department of Women, Youth and Persons with Disabilities 2022/23 tabled its Annual Performance Plan for 2022/23 for consideration and report. The National Youth Development Agency’s (NYDA) Revised Strategic Plan and Annual Performance Plan (APPs) 2022/23 were tabled the for consideration and report as per the ATC No. 47 of 29 March 2022. The CGE’s Amended 5 Year Strategic Plan of the Commission on Gender Equality for 2019 – 2024 and the Annual Performance Plan of the Commission on Gender Equality for 2022/23 was tabled as per the ATC No. 71 on 16 May 2022.

The Portfolio Committee on Women, Youth and Persons with Disabilities, in performing its constitutional oversight mandate, engaged with the Department of Women, Youth and Persons with Disabilities (hereafter referred to as the Department), the National Youth Development Agency (NYDA) and the Commission for Gender Equality (CGE) on their respective Annual Performance Plans for 2022/23 and revised Strategic Plans on 3rd, 6th, 10th and 11th May 2022 respectively. The Auditor General of South Africa also briefed the Committee on its assessment of the Department’ APP and NYDA’s APP for the current financial year (FY) 2022/23. This report considers all matters pertaining to the Department, and thereafter the CGE and NYDA insofar as the tabled documents are concerned.

1. **Mandate and strategic objectives of the Department**

The Department of Women, Youth and Persons with Disabilities was Gazetted on 26 June 2019 following the Presidential Announcement of the sixth administration. At that stage, the Department was once again reconfigured and was charged with **“**taking the lead on socio-economic transformation and implementation of the empowerment and participation of women, youth and persons with disabilities through mainstreaming, advocacy, monitoring and evaluation.”[[1]](#footnote-1) Subsequently, the mandate was changed to, “regulate the socio-economic transformation and implementation of the empowerment and participation of women, youth and persons with disabilities.”[[2]](#footnote-2)

**(a) Vision**

The Department indicated that its revised vision is “Rights of Women, Youth and Persons with Disabilities realized.”[[3]](#footnote-3)

**(b) Mission**

The revised mission of the Department will by undertaken “By regulating the rights of Women, Youth and Persons with Disabilities.”[[4]](#footnote-4)

**(c) Constitutional mandate**

“The department derives its mandate from the Constitution of the Republic of South Africa, in

particular, section 9 (3) which states that “the state may not unfairly discriminate directly or indirectly against anyone on one or more grounds, including race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth; and section 10 states that “Everyone has inherent

dignity and the right to have their dignity respected and protected.”

Therefore, the mandate of the department is to regulate the socio-economic transformation

and implementation of the empowerment and participation of women, youth and persons with

disabilities.[[5]](#footnote-5) In order to give effect to its mandate, the Department will implement the following programmes as outlined in the APP of 2022/23:

* **Programme 1**: Administration, managed by three (3) sub-programmes – Departmental Management, Financial Management; Corporate Management and Office accommodation.
* **Programme 2**: Mainstreaming Women’s Rights and Advocacy, with four sub-programmes which are Management: Advocacy and Mainstreaming for the Rights of Women; Social Empowerment of Women (SEW); Economic Empowerment of Women (EEW) and the Commission for Gender Equality (CGE)
* **Programme 3**: Monitoring, Evaluation, Research and Coordination with four sub-programmes namely; Management: Monitoring, Evaluation, Research and Coordination; Research and Knowledge Management; International Relations, Stakeholder Management and Capacity Building and Monitoring and Evaluation
* **Programme 4**: Mainstreaming Youth and Persons with Disabilities Rights and Advocacy

**3. Analysis of Budget for the Department of Women, Youth and Persons with Disabilities**

According to the APP 2022/23, it has been aligned with the policy priorities of the Medium Term Strategic Framework 2019-2024 namely;

* “A gender, youth and disability responsive public service.
* Transformed, representative and inclusive economy which prioritises women, youth and persons with disabilities.
* All women, girls, youth and persons with disabilities enjoy good quality health care and better life opportunities.
* Human dignity for persons with severe disabilities, women and girls’ achieved through freedom of choice and decent living conditions.
* Transform ownership and management patterns by supporting women-owned and led enterprises.
* All women, girls, youth and persons with disabilities are and feel safe and enjoy freedom and a better life.
* A better Africa and world for all women, girls, youth and persons with disabilities.”[[6]](#footnote-6)

The ENE (2022) indicates that “Over the MTEF period, the department will continue to focus on strengthening the coordination of the national response to gender‐based violence; promoting more responsive planning, budgeting, monitoring and evaluation in government; protecting the rights of people with disabilities; and supporting the participation of young people in the mainstream economy.”[[7]](#footnote-7) As such, the Department’s budget structure was amended from five to four programmes, to align better with the department’s mandate.

In reflecting on the budget allocation and expenditure for the Department for 2021/22, the following Table provides a summary to illustrate the allocations, adjusted appropriation and expenditure as presented by the Department during its third quarter presentation of 2021/22. According to the National Treasury 2021 Estimates of National Expenditure (ENE) released in February 2021, the Department under Vote 20, initially received an annual appropriation of R763.5 million. Transfer payments are then done for two entities, namely the Commission for Gender Equality (CGE) and the National Youth Development Agency (NYDA). During the 2021/22 FY approximately R91.4 million was to be transferred to the CGE and approximately R471 million to the NYDA. This amounts to R562.2 million. However, it must be noted that adjustments were made to the overall budget. Hence Treasury allocated an additional R1.969 million to the Department for higher salary increases that were not provided for in the original budget. In addition, Treasury also transferred the provisional allocation of R430 million for the Presidential Youth Employment Initiative (PYEI) for disbursement and use by the NYDA into the Department’s budget. This increased the transfers to the NYDA to R900 million for 2021/22, and increased the total available budget of the Department to R1.12 billion. The implementation of the PYEI was to commence in Quarter 3 of 202122. Notwithstanding that, the additional allocation did not significantly impact on the Department’s operating budget which in essence increased from R201.2 million to R203.1 million to undertake its programmes and meet its targets for 2021/22. As reflected in Table 1 below, Programme 1 Administration saw an increase from an original appropriation of R98.071 million to R110.247 million. What was evident from the Q3 expenditure review was that the Department had underspent in all its programmes. The Administration programme continued to present the largest expenditure as a percentage of the Department’s programme budget as well as the overall operating budget. Programme 4, the Rights of Persons with Disabilities spent the least amount of its programme budget at 43.5%.[[8]](#footnote-8)

**Table 1: Department budget 2021/22[[9]](#footnote-9)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **PROGRAMME** | **ORIG. APPROP.** | **ADJ. APPROP.** | **QUARTER 2 EXP.** | **QUARTER 3 EXP.** | **% OF****PROGRAMME BUDGET SPENT AS AT DEC 2021** | **% OF OP. BUDGET SPENT AS AT DEC 2021** | **REMAINING BUDGET FOR Q4** |
| **ADMIN**  | **R98.017m** | **R110.247m** | **R45.6m** | **R72.724m** | **65.9%** | **35.7%** | **R37.523m** |
| **STEE**  | R32.865m | R26.967m | RR8.8m | R14.091m | 52.2% | 6.9% | **R12.876m** |
| **PSCKM**  | R40.632m | R37.660m | R11.5m | R17.287m | 45.9% | 8.5% | **R20.373m** |
| **RPD**  | R17.358m | R16.117m | R4.5m | R7.027m | 43.5% | 3.4% | **R9.090m** |
| **NYD**  | R12.329m  | R12.179m  | R3.8m  | R8.476m  | 69.5%  | 4.1%  | **R3.703m**  |
| **Totals** | **R201.201m** | **R203.170m** | **R74.2m** | **R119 605m** | **58.8%** |  | **R3.703m** |

According to the National Treasury 2022 Estimates of National Expenditure (ENE) released in February 2022, the Department under Vote 20, received an annual appropriation of R987.3 million. However, it must be noted that the Department facilitates transfer payments to two entities, namely the Commission for Gender Equality (CGE) and the National Youth Development Agency (NYDA). During the 2022/23 financial year, the Department was expected to transfer R100.7 million to the CGE and R681.5 million to the NYDA. This amounts to R782.2 million as reflected in Table 1 below. This means that the Department would be left with an actual operating budget of approximately R205.1 million to undertake its programmes and meet its targets for 2022/23.

**Table 2: Department of Women, Youth and Persons with Disabilities Budget Summary[[10]](#footnote-10)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Programmes** | **2022/23** | **2023/24** | **2024/25** |
| **Total** | **Current Payments** | **Transfers Subsidies** | **Payment for Capital Assets** | **Total** | **Total** |
| 1. Administration
 | 98.7 | 96.4 | 0.0 | 2.3 | 97.7 | 102.0 |
| 1. Social Transformation and Economic Empowerment
 | 134.3 | 33.1 | 100.7 | 0.5 | 127.8 | 133.5 |
| 1. Policy Stakeholder, Coordination and Knowledge Management
 | 42.5 | 41.6 | - | 0.9 | 42.7 | 44.6 |
| 1. Mainstreaming Youth and Persons with Disabilities Rights and Advocacy
 | 711.8 | 29.9 | 681.5 | 0.4 | 763.7 | 536.8 |
| **Total Expenditure Estimates** | **987.3** | **201.0** | **782.2** | **4.1** | **1 031.0** | **817.0** |

Of the R205.4 million, R113 million (56.2%) of the Department’s operating budget is allocated to Compensation of Employees and R87.9 million (43.8%) to Goods and Services. The key cost drivers under Goods and Services for the Department is as follows:

* Property Payments: R19.1 m
* Travel & Subsistence: R18.4 m
* Consultants: R15.6 m
* Venues & facilities: R5.7 m
* External Audit Costs: R4.4 m

The aforementioned cost drivers consume approximately 72% (R63.2 million) of the Goods and Services allocation. The next section provides a more in-depth analysis of the budgetary allocation per programme for the Department and a reflection of the targets.

**3.1 Programme 1: Administration**

The purpose of this programme is to provide strategic leadership, management and support services to the department. This programme is comprise of five sub-programmes namely;

* + **Ministry:** Provide executive support to political principals.
	+ **Departmental Management:** Provide executive support, strategic leadership and management of the Department.
	+ **Corporate Management:** Provide effective human capital management, facilities and auxiliary management and ICT systems enables for the Department.
	+ **Financial Management:** Provide and ensure effective, efficient financial management and supply chain services. This included budget planning and expenditure monitoring; and the management of procurement, acquisition, logistics, asset, and financial transactions.
	+ **Office Accommodation**

The total allocation for this programme is R98 708 million which constitutes 48% of the Department’s operational budget. This allocation is R11.5 million less than in the 2021/22 financial year. However, when taking into consideration the Real Rand change, this programme only sees a decrease of 14.2% to its allocation which amounts to R15.8 million. Table 3 outlines the expenditure under Programme 1 per sub-programme.[[11]](#footnote-11)

**Table 3: Sub-programme allocations for 2022/23**

|  |  |
| --- | --- |
| **Sub-Programme** | **2022/23** |
| Ministry | R23 945m |
| Departmental Management | R16 078m |
| Corporate Services | R24 200m |
| Financial Management | R15 586m |
| Office Accommodation | R18 900m |
| **TOTAL** | **R98 709 million** |
| **Compensation of employees** | **R57 605m (58.3%)** |
| **Goods and services** | **R38 796m (39.3%)** |

The key cost drivers as per the APP 2022/23 are as follows:

* Compensation of Employees (R57 605 million) which constitutes 58.3% of the overall allocation for this programme.
* Good and services (R38 796 million) which constitutes 39.3% of the overall allocation for this programme.

As per the ENE 2022, the main cost drivers for Good and services are as follows:

* Property payment R19.1 million
* Audit costs: External R4.4 million
* Computer services: R3.1 million
* Travel and Subsistence: R4.5 million

This programme has a staff compliment comprising of 75 posts and is earmarked to achieve 7 targets. Most of the targets are compliance related as listed below.

* Unqualified Audit opinion on predetermined objectives
* 100% payment of all valid invoices within 30 days
* Unqualified Audit opinion on Annual Financial Statements
* Maintain a vacancy rate of less than 10% annually
* 4 reports on Human Resource Plan implemented
* 3 reports on Master Information Technology Strategy and Plan (MITSP)
* 40% procurement spend on entities owned by women\*

\*new target

Overall, the targets for Programme 1 have remained fairly similar between 2021/22 and 2022/23 except for one new target that was introduced as noted above.

**3.2 Programme 2: Mainstreaming Women’s Rights and Advocacy**

The purpose of this programme is to promote good governance regarding the rights and transformation of the social and economic empowerment of women. This programme consists of four sub-programmes namely;

* **Management: Advocacy and Mainstreaming for the Rights of Women**: Provides strategic leadership and management to the programme.
* **Social Empowerment of Women (SEW):** Promote good governance to further transformation, social justice and empowerment and rights for women.
* **Economic Empowerment of Women (EEW):** Mainstreams and promotes good governance to further transformation, economic justice, empowerment and rights of women.
* **Commission for Gender Equality (CGE):** Facilitates transfer payments to the Commission for Gender Equality, which promotes gender equality and respect for women’s rights

Expenditure under Programme 2 is allocated as follows:

**Table 4: Sub-programme allocation for 2022/23 in Programme 2[[12]](#footnote-12)**

|  |  |
| --- | --- |
| **Sub-Programme**  | **2022/23** |
| **Management: Advocacy and Mainstreaming for the Rights of Women**  | R 5 761m |
| **Social Empowerment of Women**  | R 22 993m |
| **Economic Empowerment of Women**  | R 4 797m |
| **TOTAL**  | **R33 551 million** |
| **Compensation of Employees** | **R 15 282m (46%)** |
| **Goods and services** | **R17 787m (54.3%)** |

The total programme allocation is R134 273 million which is inclusive of the transfer payment of R100 722 million to the Commission for Gender Equality (CGE), leaving the programme with an operating budget of R33 551 million. On closer examination, this programme’s operating budget increased from R27 million in 2021/22 to R33.6 million in 2022/23. However, the Real Rand change was only R5.2 million (19.09% increase).[[13]](#footnote-13)

From the operating budget of R33 551 million, R15 282 million (46%) is for Compensation of Employees and R17 787 million (54.3%) will go towards Goods and services. This programme consumes 16.3% of the Department’s operational budget. The main cost driver under Goods and services is Consultants: Business and advisory services at R8.7 million (49% of G&S allocation) as per the Estimates of National Expenditure 2022. This is a significant increase from the previous financial year 2020/21 when R4.9 million was allocated. In addition, the other key cost driver under Goods and services is Travel and subsistence, which is allocated R4.6 million (26% of G&S allocation).

This programme has 22 posts and is earmarked to achieve 11 annual targets for the current FY as listed below:

* 1 research report on the development of a socio-economic index developed
* 4 interventions to support economic empowerment and participation of WYPD implemented
* 1 report produced on the development of the WYPD Socio-Economic Empowerment Index
* 4 interventions to support empowerment and participation of women, youth and persons with disabilities implemented
* 4 Quarterly report on implementation of NSP on GBVF Monitoring Framework developed
* 1 National Departments monitored on implementation of NSP GBVF
* 9 provincial departments and 4 municipalities’ plans monitored on the implementation of NSP GBVF
* 18 Rapid Response Teams established
* 2 Reports on implementation of Comprehensive National GBVF Prevention Strategy developed
* 2 GEYODI machineries convened

This programme has undergone name changes and structural changes to its sub-programmes when compared to the 2021/22 APP.

* 1. **Programme 3: Monitoring, Evaluation, Research and Coordination**

The purpose of this programme is to provide research, knowledge management, international relations, stakeholder management and monitoring and evaluation for women, youth and persons with disabilities. It comprises of four Sub-Programmes namely;

* **Management:** Monitoring, Evaluation, Research and Coordination: Provides strategic leadership and management to the programme.
* **Research and Knowledge Management** Provides research and knowledge management services on the rights of women, young people and people with disabilities to encourage transformation in their interests.
* **International Relations, Stakeholder Management and Capacity Building:** Manage and coordinates the provision of international relations, stakeholder participation and capacity building for women, young people and persons with disabilities.
* **Monitoring and Evaluation: Women, Youth and Persons with Disabilities**: Ensures the effective monitoring and evaluation of policies priorities that encourage transformation in the interests and the empowerment of women, young people and people with disabilities throughout government.

The total allocation for this programme is R42 516 million which constitutes 20.7% of the Department’s operational budget. This allocation is R1 884 million more than in the 2021/22 financial year. However, when taking into consideration the Real Rand change, this programme only sees increase of 7.88% to its allocation which amounts to R3 million. The table below outlines the expenditure under Programme 3 as follows:

**Table 5: Sub-programme allocation for 2022/23 in Programme 3[[14]](#footnote-14)**

|  |  |
| --- | --- |
| **Sub-Programme**  | **2022/23** |
|

|  |
| --- |
| **Management: Monitoring, Evaluation, Research & Coordination**  |

 | R6 180m |
| **Research & Knowledge management**  | R8 002m |
| **International Relations, Stakeholder Management & Capacity Building**  | R19 416m |
| **Monitoring and Evaluation: WYPD**  | R8 918m |
| **TOTAL**  | **R million** |
| **Compensation of Employees** | **R24 401m (57.4%)** |
| **Goods and Services** | **R18 187m (40.4%)** |

The programme has a total allocation of R42.5 million, of which R24 401 million (57.4%) is allocated for Compensation of employees and R18 187 million (40.4%) is allocated for Goods and services. Of the Goods and services budget, R4.9 million or nearly % is allocated for Travel and subsistence as per the Estimates of National Expenditure for 2022. The other main costs drivers under Goods and services are as follows:

* Catering: Departmental activities – R2.2 million
* Consultants: Business and advisory services – R2.4 million
* Transport provided: Departmental activity – R2 million
* Venue and facilities – R2 million

This programme has 26 posts and is earmarked to achieve 12 annual targets for the current FY as listed below:

* 1 Status Report on the implementation of the National Gender Policy Framework developed
* 1 Status Report on the implementation of the Regulatory Framework for Women, Youth and Persons with Disabilities (WYPD) mainstreaming developed
* 2 Progress reports on the piloting of the Integrated Knowledge Hub developed
* 1 Research report on government priorities produced
* 2 reports on compliance of government commitments with international and regional commitments of women produced
* 50% of national departments implementing GRPBMEAF
* 1 monitoring report on the empowerment of women, youth and persons with disabilities produced
* 1 evaluation conducted on empowerment of WYPD
* 4 status reports on the implementation of the WYPD International Relations Strategy Developed
* 2 progress reports developed on the implementation of the WYPD Stakeholder Management Framework
* 12 Stakeholder engagements conducted
* 4 community mobilisation initiatives conducted

This programme had undergone name changes and structural changes to its sub-programmes when compared to the APP of 2021/22.

**3.4 Programme 4: Mainstreaming Youth and Persons with Disabilities Rights and Advocacy**

The purpose of Programme 4 is to promote good governance regarding the rights and transformation of the social and economic empowerment of youth and persons with disabilities. The objectives of the programme are as follows:

* Promote the development and empowerment of young people by reviewing legislative frameworks to advance their rights over the medium term.
* Support, monitor and coordinate government’s implementation of the 2015 White Paper on the Rights of Persons with Disabilities.

This programme is comprised of 4 sub-programmes namely;

* *Management: Advocacy and Mainstreaming for the Rights of Youth and Persons with Disabilities* provides strategic leadership and management to the programme.
* *Advocacy and Mainstreaming for the Rights of Youth* manages advocacy for and the mainstreaming of rights for young people, their social and economic empowerment, and transformation in their interests. This sub-programme also oversees the performance of the National Youth Development Agency.
* *Advocacy and Mainstreaming for the Rights of Persons with Disabilities* advocates for and the mainstreaming of rights for people with disabilities, their social and economic empowerment, and transformation in their interests.
* *National Youth Development Agency* makes transfers to the National Youth Development Agency.

The total allocation for this programme is R711.8 million which is inclusive of the transfer to the NYDA of R681.3 million. Its operational budget is R30.4 million (less the NYDA transfer) which constitutes 14.8% of the Department’s operational budget - also the smallest allocation. This allocation is R2.2 million more than in the 20221/22 financial year.[[15]](#footnote-15) However, when taking into consideration the Real Rand change, this programme only sees an increase of 3.11% to its allocation which amounts to R 900 000.[[16]](#footnote-16) The Expenditure under Programme 4 is allocated as follows:

**Table 6: National Youth Development expenditure trends by sub-programme**

|  |  |
| --- | --- |
| **Sub-programme** | **2022/23** |
| Management: Advocacy & Mainstreaming for the Rights of Youth and Persons with Disabilities | **R1.3 m** |
| Advocacy & Mainstreaming for the Rights of Youth  | **R12.4 m** |
| Advocacy & Mainstreaming for the Rights of Persons with Disabilities | **R16.8m** |
| NYDA | **R681.3m** |
| **Total** | **R711.8m** |
| Compensation of Employees | R15.8 m |
| Goods and Services | R14.1m |

The programme’s budget, which is now the combination of the two programmes, has not changed the Department’s budgeting allocation for youth and persons with disabilities since 2021/22. Of the R 30.5 million, 50% (R 15.8 million) of the budget is allocated to Compensation of Employees and R14.1 million to Goods and Services (46% of total operational budget). Of the Goods and services budget, R4.5 million (32%) is allocated for travel and subsistence as per the Estimates of National Expenditure for 2022. The other main costs driver under Goods and services are for Consultants: Business and advisory services, R3.9 million (28%) and venue and facilities for R2.2 million (16%).

This programme has 20 posts and is earmarked to achieve 13 annual targets for the current FY as listed below:

**Sub-programme: Advocacy and Mainstreaming Rights of Youth**

* 4 NYP Implementation Monitoring Reports produced
* South African Youth Development Bill refined
* 4 NYDA quarterly monitoring reports produced
* 4 National Youth Machinery Meetings convened
* 2 International youth engagement reports produced

**Sub-programme: Advocacy and Mainstreaming Rights of Persons with Disabilities**

* 1 Awareness raising report developed on the Awareness Raising Framework
* 1 Awareness raising report developed on Self representation framework
* 1 Awareness raising report developed on Reasonable accommodation framework
* 1 Report on awareness raising on Universal design and access framework developed
* 1 status report on national and international obligations on the inclusion of persons with disability produced
* 1 analysis report on draft Annual Performance Plans for all national government departments produced
* 1 draft evaluation report on the implementation of the White Paper in the Rights of Persons with Disabilities developed
* 1 status report on the disability rights monitoring tool developed

**4. National Youth Development Agency (NYDA)**

**4.1** **Mandate of the NYDA**

The NYDA derives its mandate from legislative frameworks such as the NYDA Act (54 of 2008), the National Youth Policy (2009-2014) and the draft Integrated Youth Development Strategy as adopted by the Youth Convention of 2006. Section 3 of the Act mandates the Agency to develop policy and an “Integrated Youth Development Strategy”. The Act further mandates the NYDA to “initiate, design, coordinate, evaluate and monitor all programmes aimed at integrating the youth into the economy and society, guide efforts and facilitate economic participation and empowerment, and the achievement of education and training”.

The NYDA values are underpinned by Accountability, Respect, Professionalism and Integrity.

The NYDA’s vision is a credible, capable and activist development agency that is responsive to the plight of South Africa’s youth. Its mission is to mainstream youth issues into society and to facilitate youth development with all sectors of society.

As per the Revised Strategic Plan (2020-2025) and APP 2022/23, the NYDA has now three programmes namely:

* **Programme 1: Administration** - The purpose of this programme is to enable effective and efficient capabilities for service delivery and supporting functions.
* **Programme 2: Operations** (includes: economic development through youth entrepreneurship, Jobs programme, and National Youth Service) The purpose of the programme is to enhance the participation of young people in the economy through targeted and integrated economic programmes, including skills and education programmes, and national youth services.
* **Programme 3: Integrated Youth Development** - The purpose focuses on fostering a mainstreamed, evidence based, integrated and result oriented youth development.

* 1. **Analysis of Budget of the NYDA for 2021/22**

According to the National Treasury 2022 Estimates of National Expenditure (ENE), “Over the MTEF period, the NYDA will focus on providing interventions to support the creation of decent employment and the development of skills, and encourage entrepreneurship, for all young people. These interventions will take the form of financial and non‐financial support to enable young people to access skills and jobs, establish and sustain enterprises, and gain access to markets. Financial support is provided through grants to township and rural enterprises run by young people, whereas non‐financial support includes accounting, website development, business plan writing and marketing.”[[17]](#footnote-17)

Over the medium term, the ENE (2022) states the following:[[18]](#footnote-18)

* R789.5 million is allocated for developing entrepreneurial skills among young people through business management training and mentorships;
* R286.7 million is allocated to helping youth find employment through the jobs programmes; and
* R498.5 million is allocated to to ensure that young people stay engaged in service to their communities and build the spirit of patriotism, solidarity, social cohesion and unity in diversity. This funding will also provide for stipends for young people participating in the programme, as well as project management costs and some training.

Finally, expenditure is expected to increase from R718.3 million in 2022/23 to R770.9 million in 2023/24. The NYDA is set to derive 64% (R481 million) of its revenue over the MTEF period through transfers from the Department. In addition to the transfer payment received, the NYDA’s overall budget also includes interest income of R5 million and donor income of R71 million plus the Presidential Youth Employment Fund Income allocation of R200 million. In so doing, giving the NYDA an accumulative budget of R757 million for 2022/23. “Furthermore, Revenue is expected to decrease at an annual average of 18.9 percent, from R1 billion in 2021 /22 to R543.5 million in 2024/25, as a result of additional allocations for the presidential employment initiative coming to an end in 2023/24.”[[19]](#footnote-19)

As per the ENE 2022, spending on Compensation of Employees (CoE) is expected to increase from R199.8 million in 2022/23 to 206.6 million in 2023.23. CoE accounts for an estimated 28% (R199.8 million) of the NDYA’s total expenditure for the current FY 2022/23. Goods and services accounts for 45% (R326.5 million) of the NYDA’s total budget. The table below outlines the expenditure per programme as presented by the NYDA to the Committee at its APP briefing.

**Table 7: NYDA Expenditure per Programme for 2022/23**

|  |  |
| --- | --- |
| **PROGRAMME**  | **2022/2023** |
| Administration  | R86 232 000 |
| Economic Participation  | R185 870 494 |
| Integrated Youth Development  | R5 183 000 |
| Decent Employment through Jobs Programme  | R68 766 000 |
| National Youth Service  | R205 059 000 |
| **Sub-total of programmes**  | **R551 110 494** |
| Employee costs  | R206 018 523 |
| **Total**  | **R757 129 017** |

Based on the aforementioned table, the NYS programme constitutes 27% of the NYDA’s total allocated budget followed by Economic Participation constituting 25%. According to the table above, Compensation of Employees is a key cost driver accounting for 27.2% of the total budget.

In terms of the APP 2022/23, the programme allocation is noted as follows:[[20]](#footnote-20)

* **Programme 1** was allocated R140 847 000 (19% of NYDA’s overall budget) with Compensation of Employees (CoE) amounting to R54 255 000 and Goods and Services (G&S) R86 232 000
* **Programme 2** was allocated R575 650 000 (76% of NYDA’s overall budget) with CoE amounting to R145 584 000, G&S R235 066 000 and Transfers and subsidies R192m.
* **Programme 3** was allocated R 5 183 000 with G&S amounting to R5 183 000

**4.3 Programme analysis for NYDA for 2022/23**

For the current FY, the NYDA has earmarked to achieve 22 targets across three programmes as outlined below.

**4.3.1 Programme 1: Administration**

The overall outcome for this programme is an efficient and effective Agency characterised by good corporate governance and ethical leadership. This programme has a total of 11 targets of which one is new as listed below.

* NYDA Quarterly Management Reports
* Reviewed and Implemented Annual Workplace Skills Plan
* R 150 million in funds sourced from the public or private sectors to support youth development programmes
* 6 SETA6 partnerships established
* 2 partnerships signed with technology companies
* Review and implement ICT Strategic Plan indicating 75% achievement of ICT targets in the plan by end of the financial year
* Review and implement Integrated Communication and Marketing Strategy
* Produce and approve the NYDA Strategic Risk Register by Ops Exco
* Reviewed annual SCM Procurement Plan and produced quarterly reports
* Annual Report on partnerships established with Disability organisations to promote youth development
* 100% implemented and monitored ERP (enterprise resource planning) modules in all NYDA platforms (new)

**4.3.2 Programme 2: Operations**

The overall outcomes for this programme are as follows:

* Increased access to socio-economic opportunities, viable business opportunities and support for young people to participate in the economy.
* Increased number of young people entering the job market trained
* Increased co-ordination and implementation of NYS programmes across all sectors of society

This programme has a total of 14 Annual targets of which 7 are new as listed below:

* 2000 youth owned enterprises supported with financial interventions
* 25 000 youth supported with non-financial business development interventions
* 6200 jobs created and sustained through supporting entrepreneurs and enterprises
* 1000 beneficiaries supported with business development support services offered to young people by NYDA (new)
* Participate on the National Pathway Management Network to facilitate youth job placement opportunities
* 75 000 young people capacitated with skills to enter the job market
* 10 000 young people placed in jobs (new)
* 60 organisations and departments lobbied to implement NYS
* Produce an annual report on the NYS Programme
* 11 000 young people participating in NYS Expanded Volunteer Projects (new)
* 7 000 young people participating in CWP (Community Work Programme) programmes (new)
* 35 000 young people securing paid service opportunities (new)
* 20 000 young people who have completed planned service activities (new)
* 7 000 young people transitioning out of the National Youth Service (NYS) into other opportunities (new)

**4.3.3 Programme 3: Integrated Youth Development**

The overall outcome for this programme is to produce research reports which influences change in the youth sector and build sustainable relationships. The annual targets (4 in total) are as follows:

* impact programme evaluations conducted
* Produce annual report on Integrated Youth Development Strategy
* 3 youth status outlook reports produced
* Develop a status of the Youth Report in the country
1. **Commission for Gender Equality**
	1. **Mandate of the CGE**

The background and context of CGE’s work emanates from Section 181 of the Constitution (1996) and it is one of the Chapter 9 institutions which are independent entities for strengthening democracy. The CGE is therefore required to report to the National Assembly at least once a year regarding the progress of carrying out its strategic objectives. Section 187 of the Constitution stipulates that the Commission should promote respect for gender equality, and protect and develop its attainment, as well as monitor, educate, lobby, advise and report on issues related to gender equality.

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

1. **Monitor, evaluate and make recommendations on:**
* Policies and practices of organs of state, statutory bodies and functionaries, public bodies or private businesses, to promote gender equality.
* Any existing law including indigenous law and practices.
* Government’s compliance with international conventions with respect to gender equality.
1. **Propose/recommend on:**
* New law that may impact on gender equality or the status of women.
1. **Develop, conduct or manage**
* Educational strategies and programmes that foster understanding about gender equality and the role of the CGE.
1. **Investigate and resolve conflicts**
* On gender matters and complaints through mediation, conciliation and negotiation or referral to other institutions.
1. **Liaise and interact**
* With institutions, bodies or authorities with similar objectives to the Commission.
* With any organisation which actively promotes gender equality and other sectors of civil society to further the objectives of the Commission.
1. **Prepare and submit reports**
* To Parliament on aspects relating to gender equality.

In addition, the Commission for Gender Equality may:

* Conduct or order research to be conducted;
* Consider recommendations, suggestions and request from any source.

The Commission is publicly funded and is thus subject to the reporting requirements of the Public Finance Management Act (Act No 1, 1999). The obligations of the PFMA include an audit by the Auditor General. In line with its Constitutional mandate, the vision of the Commission for Gender Equality remains to strive for “a society free from all forms of gender oppression and inequality”, while its mission includes to “advance, promote, protect, monitor and evaluate gender equality through undertaking research, public education, policy development, legislative initiatives, effective monitoring and litigation”.

**5.2** **Analysis of the Commission for Gender Equality’s Budget 2022/23**

For the 2022/23 financial year, the Commission for Gender Equality (CGE) received an allocation of R100 722 million through a transfer payment from the Department of Women, Youth and Persons with Disabilities. Of the total allocation, R65.1 (65%) of the CGE’s budget is allocated for Compensation of employees, while R35.6 (35%) is allocated towards Goods and services. The Commission has repeatedly reiterated that it is a “human capital driven” institution, with its employees carrying out the bulk of its services, and as such the bulk of its funding is allocated for compensation of employees. Hence for 2022/23 the CGE has a total establishment of 110 personnel including 12 Commissioners.

Outcome 4, which is the outcome focusing on the operations and systems of the Commission, continues to receive the largest proportion of the budget. While the nominal rand change between 2021/22 and 2022/23 is approximately R9.346 million, when taking into account inflation, the real rand change in allocation is R5 million (5.48%) as reflected in the table below.[[21]](#footnote-21)

**Table 8: CGE comparative analysis of Strategic Outcomes for 2021/22 – 2022/23[[22]](#footnote-22)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Programme** | **Budget** | **Nominal Increase / Decrease in 2022/23** | **Real Increase / Decrease in 2022/23** | **Nominal Percent change in 2022/23** | **Real Percent change in 2022/23** |
| **R million** | **2021/22** | **2022/23** |  |  |  |  |
| Strategic Outcome 1: An enabling legislative environment  | 11 526 564,0 | **12 705 509,0** | 1 178 945,0 | 631 817,8 | 10,23 % | 5,48 % |
| Strategic Outcome 2: Gender equality promoted through information & education  | 33 388 471,0 | **36 803 467,0** | 3 414 996,0 | 1 830 157,7 | 10,23 % | 5,48 % |
| Strategic Outcome 3: Monitoring & Research Investigations  | 7 674 624,0 | **8 459 590,0** | 784 966,0 | 420 677,4 | 10,23 % | 5,48 % |
| Strategic Outcome 4: Renewed & effective organisation  | 38 786 341,0 | **42 753 434,0** | 3 967 093,0 | 2 126 036,0 | 10,23 % | 5,48 % |
| **TOTAL**  | 91 376 000,0 | **100 722 000,0** | 9 346 000,0 | 5 008 689,0 | 10,2 % | 5,48 % |

From the table it can be deduced that SO1 consumes 12.6% of the CGE’s overall budget, SO2 36.5%, SO3 8.3% and SO 4 47.4%. Hence SO3 receives the smallest allocation and SO4 receives the largest proportion of the budget.

With respect to the CGE’s Key Cost drivers for 2022/3 these were as follows[[23]](#footnote-23)

* ICT (computer servicing, IT and website) – R 3 706 986
* Office cleaning & maintenance – R3 501 003
* Report writing, printing and publishing – R3 336 458
* External Auditing fees - R 2 895 496
* Conferences and seminars – R2 354 087

These 5 allocations listed above constitute 53% of the G&S budget.

In terms of budgetary allocation per Strategic Outcome:

* SO 1: R12 705509 has been allocated of which R4 748 695.15 is for Compensation of Employees, Direct expenses R2 609 001.40 and Office overheads R5 347 812.37
* SO 2: R36 803 467 has been allocated of which R29 629 484.25 is for Compensation of Employees, Direct expenses R2 352 314.51 and Office overheads R4 821 668.49
* SO 3: R8 459 590 has been allocated of which R6 974 474.77 is for Compensation of Employees, Direct expenses R486 962.10 and Office overheads R998 152.75
* SO 4: R42 753 434 has been allocated of which R28 613 620.34 is for Compensation of Employees, Direct expenses R4 636 377.76 and Office overheads R9 503 436.10.

**5.3 CGE Programme analysis**

The following section provides an overview of annual targets related to the 4 outcomes.

* The CGE has decreased its targets from the previous financial year 20221/22 of 38 to 26 in 2022/23. As noted in the table below, targets in the three service delivery programmes or outcomes have seen the greatest reduction year-on-year.

**Table 9: Reduction of CGE targets between 2021/22 and 2022/23**

|  |  |  |  |
| --- | --- | --- | --- |
| **SO1 targets** | **SO2 targets** | **SO3 targets** | **SO4 targets** |
| 2021/22  | 2022/23  | 2021/22  | 2022/23  | 2021/22  | 2022/23  | 2021/22  | 2022/23  |
| 7 | 6 | 11 | 5 | 7 | 4 | 13 | 11 |
| 2021/22 = 38 annual targets | 2022/23 = 26 annual targets |

In some instances, targets appear to have been removed/discarded or moved to other Strategic Objectives/outcomes. Notwithstanding that, the CGE noted the following 4 Strategic Outcomes which are outlined hereafter.

* + 1. **Strategic Outcome 1 (SO1): An enabling legislative environment for gender equality**

The purpose of this SO is to evaluate legislation policies, practices and mechanisms within public and private institutions and make recommendations to advance the gender transformation agenda. The 6 annual targets listed were as follows:

* 16 legislative submissions and a report thereof
* 2 systemic investigations conducted and a report thereof
* 40 courts monitored and a report thereof
* 144 SAPS & TCCs monitored
* 1 CGE Act amendment Bill submitted to relevant authority, Progress report on the situational analysis and consultation processes for reviewing the Act
* 1 CGE initiated Bill submitted to relevant authority, Progress report on research on consultation processes for initiating the Bill
	+ 1. **Strategic Outcome 2 (SO2): Gender Equality Promoted and Protected through information, education, investigations and litigations**

The purpose of this SO is to conduct advocacy initiatives and public education interventions in the promotion of public understanding of gender equality and access to gender justice. The 5 annual targets noted were as follows:

* 48 000 000 people reached through Information & Communication Initiatives and a report thereof
* 720 stakeholders reached through Gender and Development (GAD) Workshops and a report thereof.
* 18 Municipalities in which SDGs were localised through GM sessions and a report thereof.
* 540,000 people reached. through community radio education outreach and a report thereof
* 4,320 people reached. through public education Outreach and a report thereof
	+ 1. **Strategic Outcome 3 (SO3): Monitoring and research investigations on issues that undermine the attainment of gender equality and women’s empowerment conducted**

The purpose of this SO is identify and monitor key issues that impact on gender equality, evaluate contributions by role-players to gender equality and make recommendations to promote and attain gender equality. The 4 annual targets noted were as follows:

* 1 report on the country’s compliance or CGE’s influence on compliance with regional/international instruments
* 100% Annual Research Agenda initiatives implemented
* 100% research recommendations from previous financial years followed up and a report thereof
* 2 Policy dialogues
	+ 1. **Strategic Outcome 4 (SO4): An efficient, effective & sustainable organisation that promotes good corporate governance**

The purpose of this SO is to build and sustain efficient and effective organisational systems, operations and governance processes, for the optimal performance of the institution in executing its mandate. The 11 annual targets noted were as follows:

* 75% Implementation of defined organisational effectiveness systems
* 100% Audit action plan of the previous financial year implemented
* 1 costed business plan submitted to Treasury for funding
* 100% risk mitigation plan implemented
* 75% Implementation of the business model as per defined criteria
* 4 update reports on the implementation of the Tracking Tool 10 Strategic partners engaged and a report thereof
* 100% expenditure on planned improvement initiatives
* 5% Vacancy rate
* 4 training and development initiatives conducted
* 100 compliance with legislative requirements in the compliance universe
1. **Observations**

Having met with the Department of Women, Youth and Persons with Disabilities, the NYDA and the CGE to scrutinise the respective amended Strategic Plans and Annual Performance Plan including the budget for 2022/23, the Committee made the following observations:

**6.1 Department of Women, Youth and Persons with Disabilities**

In terms of the Department of Women, Youth and Persons with Disabilities

**General matters**

**6.1.1 Mandate – Role of Regulator**

* The Committee was not convinced that all of the proposed targets related to the Department’s mandate as a regulator. These sentiments were concurred by the Auditor General of South Africa on its assessment of the Department’s APP for 2022/23.
* The Committee noted that AGSA indicated that the targets of the Department are not well structured, not well verified, not well defined and do not reflect the mandate of the Department and questioned how then the Committee will hold the Department to account on targets planned. The Committee also requested clarity on the matter.
* The Committee asked how has the regulatory mandate been translated into the current APP and what regulations has the Department prioritised.
* The Committee questioned how the Department holds other government departments to account for slow or non-delivery in the absence of finalised frameworks and an updated policy.
* The Committee queried what directives and regulations have been prioritised for 2022/23 in relation to women, youth and persons with disabilities.
* The Committee questioned what the Department’s main monitoring and evaluation mechanisms were that it would be implementing in 2022/23 and how this would be conducted as this was not made explicit in the APP.
* The Committee questioned whether the Department has the requisite capacity to undertake monitoring and evaluation and if not, what are the contingency measures.
* The Committee was concerned that targets planned by the Department are not SMART and therefore oversight is impaired.

**6.1.2 Organisational redesign, Structural changes & merger implications**

* The Committee noted with concern the merger of the programmes focusing on the rights of persons with disabilities and youth development with no justification provided. Furthermore, the Committed was concerned that the merger was undertaken without the consent from National Treasury and the Department of Public Services and Administration. This as the Department continues to undertake organisational reform in a bid to request for more resources.
* The Committee was concerned about the changes in the organisational structure without approval from the National Treasury and enquired whether the Department received approval from the National Treasury to merge Programme 4 and Programme 5. Hence the Committee also enquired when the Department received the approval from National Treasury and what informed the Department’s decision to bring about the changes to certain Programmes and why it was important to merge the Programmes.
* The Committee was unclear about the staff component of the merged Programmes and how this impacted operations, if at all. To this end, the Committee requested clarity on how the support staff in the Programme 4 will operate independently within the newly merged programme as this was not clearly articulated in the current APP.
* The Committee questioned whether the decision to merge Programme 4 & 5 was not done prematurely since the DPSA has not agreed to the new structure.
* The Committee questioned why National Treasury has not allowed the Department to have 4 Programmes while they have more than 4 Programmes.
* **Name changes**: The Committee requested clarity on the sub-programme names that have been changed in the current APP but still refers to old sub-programme for example, on page 61 reference is still made to the STEE Programme (Social Transformation and Economic Empowerment), while the revised programmes were introduced on page 25 of the Annual Performance Plan. The Committee requested clarity on the matter.
* **Redesign of organisational structure**: The Committee noted that the Department has been redesigning the organisational structure since 2019. As such, the Committee questioned what the impact of the delays of redesigning of the organisational structure was vis-a-vis the implementation of the mandate of the Department. To this end, the Committee questioned whether the Department is able to implement its mandate given the delays.
* The Committee also questioned the transfer of Programme 4 from the Department of Social Development when it was completed and how the programme operated.
* The Committee also questioned what were the strengths and weaknesses of the persons with disability programme in terms of its functionality when it was moved from Department of Social Development.

**6.1.3 Poor visibility**

* The Committee was concerned that understanding of the Department’s mandate was poor within government and society at large.

**Programme 1: Administration**

**6.1.4 Human Resources**

* The Committee requested more clarity on the unfunded posts of the Deputy Director for Gender and for the Rights of Persons with Disabilities Programme.
* The Committee also questioned why DDG: Reddy is still Acting DDG and asked by when the post would be filled.
* The Committee also wanted to know when the post of the Labour Relations Officer would be filled.
* The Committee noted with concern that the majority of staff were employed within the Administration programme as opposed to the core programmes and despite this there were still key critical vacancies in Programme 1.

**6.1.5 Use of consultants**

* The Committee was also concerned about the use of consultants to do work on behalf of the Department.
* The Committee was concerned about the appointment of consultants for the National Council on Gender Based Violence when there is a Secretariat employed to perform duties for the establishment of the Council. The Committee also queried why the GBVF Secretariat was categorised as consultants when they are employed by the Department.
* The Committee questioned why there is no skills transfer between the consultants and the support staff of the Department to avoid future use of consultants. The Committee questioned whether there were any skills transferred by consultants to the staff since 2018.
* The Committee was concerned that R2,3 million is budgeted for use of consultants to do work of the Department i.e. report writing, collecting data etc. and questioned what the current staff was doing at the Department.
* The Committee noted that the Department continued budgeting for consultants and raised this as concern given that it has been a matter that the Committee did not support. The Committee had on numerous occasions outlined to the Department why it should desist from using consultants given its limited budget and provided recommendations on how to address the matter. To this end, the Committee also enquired as to when the Department would stop procuring the use of consultants given the fiscal constraints.
* Moreover, the Committee noted that the Department has 19 staff who are paid more than R1,2 million per annum (salary level 13-16) and thus questioned why the budget was still allocated for consultants to implement programmes of the Department.

**6.1.6 Policy and Law Reform**

* The Committee notes that under programme 1, the Department states that it has developed three pieces of legislation, namely the National Council on Gender Based Violence and Femicide Bill, National Youth Development Agency Amendment Bill and the Promotion of Women’s Rights, Empowerment and Gender Equality Bill that will be introduced in Parliament, however there are no targets related to the above in the current APP.

**Programme 2: Mainstreaming Women’s Rights and Advocacy**

**6.1.7 Sanitary Dignity**

* The Committee noted that the mere submission of quarterly reports and 1 progress report on the implementation of Sanitary Dignity Implementation Framework by provinces means nothing when the monitoring and evaluation is brought into question having received reports from just 2 provinces during the Committee’s most recent oversight visit to North West and Gauteng Provinces. Based on the information received from these provinces it would appear that the sanitary dignity programme is not rolled out as per the envisaged framework developed by the Department. The Committee notes that like the presentation received almost two years ago, it can be deduced that the status quo remained and that there is no uniformity in the rollout of the SDP.

**6.1.8 Gender-Based Violence and Femicide (GBVF)**

* **National Council on GBVF**: The Committee asked what the status of National Council on Gender Based Violence is, what the allocation of R5 million includes and how much was budgeted to establish the NCGBVF.
* **National Strategic Plan on GBVF:** The Committee notes that in terms of the target on monitoring the implementation of the NSP GBVF at national, provincial and municipal level, the Department indicates that it will be done through the analysis of strategic plans. The Strategic Plan (pg42.), states that in monitoring priorities related to WYPD, a choice was made to focus on national departments as provincial departments are primarily coordinated by Offices of the Premier. The Committee questions whether the Department has the capacity to do this, especially given the fact that thus far it has managed to review 22 departments, and that it is halfway through its 2020-2025 strategic plan.
* **Rapid Response Teams**: The Committee was concerned that there was no link between the APP with regards to Rapid Response Team and what the Department is actually doing and thus requested more information on the issue.
* The Committee was concerned that the Department was not doing enough in terms of the prevention aspect of gender-based violence.

**6.1.9 Economic Empowerment**

* **Interventions to support economic empowerment**: The Committee noted that the Department listed 4 interventions to support economic empowerment and participation for women, youth and persons with disabilities which related to agriculture, the sanitary dignity programme economic value chain, the green economy and women in trade. Whilst this is commendable, the focus for each area varies from expanding access and ownership to job creation and accessing funds to government spend. All of these variables measure completely different outcomes which is oversimplified in a composite indicator listed by the Department. This brings into question what exactly the Department will be doing given its capacity and resource constraints but more importantly how this relates to its role as a regulator. Given that the Department defines forms of interventions as hosting a symposium, conferences, radio campaign shows, workshops and consultations with stakeholders for the economic empowerment and participation of women, youth and persons with disabilities in the various economic value chains. What is more apparent is the lack of collaboration with the NYDA, a key stakeholder within the Department as this does not find expression in the current APP.

**Programme 3: Monitoring, Evaluation, Research and Coordination**

**6.1.10 Monitoring and Evaluation**

* The Committee queried what the Department was doing on monitoring & evaluation, research and coordination.

**6.1.11 Stakeholder Coordination and Outreach**

* The Committee noted with concern that nearly three years since the Department was established, the Department lacked a stakeholder database hence this affected the performance of the stakeholder coordination and outreach programme. Whilst the development of a stakeholder directory (database) is warranted, it is concerning that the Department since its inception does not have one in place which is being updated on an ongoing basis. This brings into question how stakeholder coordination is being managed by the Department.

**Programme 4: Mainstreaming Youth and Persons with Disabilities Rights and Advocacy**

**6.1.12 Sub-programme: Advocacy and Mainstreaming Rights of Persons with Disabilities**

* **Absent Role of Regulator**: The Committee was concerned that the regulatory role of the Department does not emerge clearly in the sub-programme focussed on disability.
* **Outcomes of reports**: The Committee noted the Department’s intent to analyse APPs of government departments and develop a status report on national and international obligations. However, the outcomes of these reports, the findings and recommendations and what is done about it is more important. This is particularly important for government departments and entities that are non-compliant.
* **Disability Rights Bill**: The Committee noted that there was no mention of the Disability Rights Bill in the APP 2022/23 as a separate target and questioned how the Department would then ensure the development of the bill. More importantly, the Committee was concerned that in the absence of a target it impedes the Committee’s ability to conduct oversight of the Department in this regard.

**6.1.13 Sub-programme: Advocacy and Mainstreaming the Rights of Youth**

* The Committee was concerned that the Department will only produce 4 youth reports for the financial year 2022/23 and requested the Department to provide targets that are workable with regards to youth.
* The Committee was not convinced that the targets focussed on youth in Programme 4 addressed youth development in the country. The Committee was unclear how the Department would be driving youth development in the country when its targets were focussed on what it termed ‘oversight’ and production of reports in the main.
* The Committee was also unclear about the Chief Director positions for the disability and youth component and how these positions would function practically.
* The Committee was concerned that Programme 1 received more budget with less staff whilst Programme 4 received a smaller operational budget and fewer staff members.
* The Committee was concerned that the Department was going to conduct oversight over the National Youth Development Agency and questioned how this does not usurp the powers of the Portfolio Committee.
* The Committee was also concerned about how the Department assists the NYDA to achieve its objectives.
* The Committee was also concerned about how the Department would ensure that other government departments mainstreams issues related to youth and issues related to persons with disabilities.
* The Committee noted that the Department has stopped the role of policy making and research & development from the NYDA and requested clarity on the matter.
* **National Youth Policy (NYP)**: The Committee also enquired as to whether the National Youth Policy Implementation Monitoring reports were any different to that of the NYDA’s quarterly reports submitted to the Committee.
* **NYDA Amendment Bill**: The Committee noted that the Bill appeared in a recent ATC and welcomed the initiative by the Department.
* **South African Youth Development Bill**: The Committee was initially concerned that the proposed Bill would be a duplication of the NYDA Act. Having received further clarity from the Department’s Youth Branch the Committee was able to gain more insight. Notwithstanding that, a full briefing on the purpose of the Bill and its contents will be prioritised in the Committee’s programme for the current FY.
* **Relationship with NYDA**: The Committee was concerned about the lack of a working relationship between the National Youth Development Agency and the Department especially Programme 4.

**6.2 National Youth Development Agency**

In terms of the National Youth Development Agency, the Committee made the following observations:

**6.2.1 General matters**

* **Standardised reporting**: The NYDA was commended for improving its reporting and aligning of programmes and budgetary allocations.
* **Inclusion of Youth with Disabilities:** The Committee welcomed the inclusion of a target for youth with disabilities in the APP of the NYDA.
* The Committee commended the NYDA for the improvement of its APP for the current financial year, 2022/23.
* The Committee commended the NYDA for reflecting the Committee Budgetary Review Recommendation’s Report into the APP for 2022/23 and thanked them for submitting their report on time.
* The Committee sought more clarity on how the NYDA ensured that its target on Performance Information and financial reporting was integrated into the APP for 2022/23.
* **AGSA**: The Committee reiterated the importance of the AGSA findings and recommendations based on the last annual report and as such asked how that was taken into consideration in the development of the APP for 2022/23.
* **NYDA Board**: The Committee noted that matters pertaining to the NYDA Board’s performance and management was not apparent and therefore the Committee asked if it did find expression in the revised Strategic Plan and APP for 2022/23. To this end, the Committee noted the importance of tracking the performance in the NYDA Board in an open and transparent manner.
* The Committee was concerned that Government support provided to young people was not enough given the high rate of youth unemployment in the country.
* **MOUs, M&E**: Given the recent challenges that emerged with the Sedibeng Municipality, the Committee reiterated the importance of establishing MOUs with strategic partners and in addition to conduct regular monitoring and evaluate whether what was agreed to has been given effect to. This was important to verify whether services have been rendered, beneficiaries have been reached and that money is not misappropriated but accounted for. The issue of monitoring was also extended to the support provided to grant beneficiaries to ensure that mentors rendering the necessary support and to identify additional needs or assistance that beneficiaries require.

**6.2.3 Collaboration with Department of Women, Youth and Persons with Disabilities**

* The Committee reiterated the importance of collaboration between the NYDA and the Department of Women, Youth and Persons with Disabilities and therefore asked what programmes will be worked on together as this was not made evident in the APP.
* The Committee noted with concern that the targets which appeared in the Department of Women, Youth and Person with Disabilities’ APP for 2022/23 appeared to encroach on the mandate of the NYDA and the roles and responsibilities of its CEO. To this end, the Committee sought more clarity from the NYDA in this regard.
* The Committee queried whether the NYDA had a working relationship with the Department of Women, Youth and Persons with Disabilities in particular the Programme dealing with Disability in the Department.
* The Committee questioned how the NYDA deals with policy formulation and research & development function given its mandate and if it collaborated with the Department of Women, Youth and Persons with Disabilities in this regard.

**6.2.4** **Law Reform**

* **NYDA Amendment Bill:** The Committee noted that the NYDA stated that it provided input to the amendment Bill to the Department and was satisfied in that regard.
* **SA Youth Development Bill:** The Committee was concerned with the potential overlap and duplication insofar as the NYDA Act was concerned but having received a brief explanation from the head of the Youth Branch of the Department, the Committee was able to obtain more insight into the proposed Bill.

**6.2.5 Vacancies**

* The Committee noted with concern the number of vacancies and queried which of these were considered to be critical.
* The Committee sought more information about the 15 specialists that were required as it was unclear what these positions entailed.
* The Committee noted with concern the vacancies for regional manager positions for the Western Cape, Eastern Cape and Northern Cape Provinces and queried by when these will be filled.
* The Committee requested an update on the 2 Executive Management positions that could not be filled due to the absence of the NYDA Board in 2021.
* The Committee questioned whether he NYDA had revised the organisational structure and if yes, what informed the revised structure.

**Programme 1**

**6.2.6 Programme specific matters**

* **Value of funds**: The Committee noted that the NYDA intends doubling the value of funds sourced from the public and private sector to support youth development programmes in Programme 1.
* **Missing targets**: The Committee noted that the targets which previously appeared in the APP 2021/22 on customer survey and the annual report on government wide priorities, were not reflected in the APP for 2022/23 and questioned whether these have been subsumed in other targets.
* **DPO partnerships**: The Committee commended the NYDA for including targets for people with disabilities and for identifying a disability champion to be trained to deal with issues of persons with disabilities. Furthermore, whilst the Committee welcomed the partnerships to be established with disability organisations, the Committee was unclear what the intended purpose was and whether the NYDA would be linking with the National Disability Machinery.

**Programme 2: Operations**

**6.2.7 Sub-programme 1: Economic Development through Youth Entrepreneurship**

* **Seta Partnerships**: The Committee noted that the number of SETA partnerships remained the same as indicated in the APP for 2021/22 and questioned why that is given the increase in funding receiving and the intended number of beneficiaries to be targeted.
* **Tech companies**: The Committee enquired as to which tech companies the NYDA intends targeting and what would the NYDA hope to gain out of these partnerships as this was not made clear in the APP.
* **Business development**: The Committee noted that beneficiaries supported in terms of business development support services had decreased from 2 500 in the previous FY 2021/22 to 1 000 in 2022/23 as reflected in the current APP. As such the Committee queried, why the target had decreased when the NYDA received more funds and intended to reach more youth.

**6.2.8 Sub-programme 2: Decent and Sustainable Employment through Jobs Programme**

* **Jobs placement**: The Committee noted that the target on 10 000 youth to be placed within the jobs programme lacked detail and therefore the Committee requested more information in that regard. Without the requisite details, oversight is impeded.
* **Paid services opportunities**: The Committee noted that the process for identifying the 35 000 young people for securing paid services opportunities was not apparent in the APP nor was there any indication of how the NYDA will ensure equal distribution between Provinces.
* **Planned service activities**: The Committee queried what determines a service activity in terms of young people who have ‘completed planned service activity’ as this was not clear from the APP. The Committee questioned whether these service activities are linked to SETA accreditation. The Committee asked what are the targets for each service areas and what are the provincial allocation for each service. The Committee also questioned how these targets will be monitored.
* **Pathway management**: The Committee, whilst acknowledging the pathway management target, was unclear how the NYDA defined its key markers for success in this regard. This in turn will enable the Committee to hold the NYDA to account in that regard by measuring and evaluating progress.

**6.2.9 National Youth Service (NYS)**

* **NYS**: The Committee noted that the National Youth Services (NYS) branding strategy and what it entailed was not outlined in the APP and therefore more information was sought in the regard. The Committee noted that the revised Strategic Plan referred to 20 national youth service projects that would be registered but it was unclear if this had already been achieved or how many were outstanding and by when will these be registered. The Committee also requested the list of all the youth service projects.

**Programme 3: Integrated Youth Development**

**6.2.10 Youth Status Outlook Reports**

* The Committee noted that the purpose of the 3 Youth Status Outlook reports was unclear and asked how that differed from the Status of Youth report. The concern was whether there was duplication.
* The Committee also enquired whether NYDA has considered conducting research on young people who are in prison and those dealing with substance abuse and how can the NYDA assist these young people.

**6.3 Commission for Gender Equality**

In terms of the Commission for Gender Equality, the Committee’s observations were as follows:

**6.3.1 General**

* The Committee noted the importance of implementing the Committee’s Budgetary Review Recommendations Report 2021 and issues raised by AGSA in relation the Annual Report of 2020/21 and enquired whether these have been addressed within the 2022/23 APP. As such, the Committee questioned how the CGE ensured that the recommendations of the BRRR have been taken up and addressed in the APP for 2022/23 when the example cited regarding SMART targets was not implemented.
* The Committee questioned how the CGE translated the promotion and protection of gender equality within the revised Strategic Plan and the current APP as this was not clear.
* The Committee questioned how the CGE has ensured synergy between the amended Strategic Plan and the current APP when aspects such as litigation and complaints handling were not expressly stated as annual quarterly targets for the current financial year. The Committee was not convinced that synergy was ensured.
* The Committee questioned how Plenary approved the APP for 2022/23 when many targets were not SMART and there was no continuity between the APP 2021/22 and the current APP for 2022/23. This also brought into question what then informed the budget.
* The Committee was concerned that targets planned by the CGE lacked the requisite details and were not SMART impeding oversight. As such the Committee, requested an addendum to the APP for more details. Having received a second briefing by the CGE on its APP the Committee was provided with more clarity. Notwithstanding that, the Committee noted certain targets still lacked specificity and therefore required more details for e.g. list of courts, police stations and Thuthuzela Care Centres to be monitored.
* The Committee also was concerned that the technical indicators descriptions lack detailed information and will not assist the Committee in conducting astute oversight. The Committee was not satisfied with the explanation that the operational plans would still be discussed in order to determine the activity based costing. To this end, the Committee questioned what informed the budgeting of the APP if the activities were not detailed and costed accordingly. This brought into question how the CGE then conducted its strategic planning session.
* The Committee noted with concern that that the target on complaints handling that appeared in the previous APP 2021/22 no longer appeared in the current APP and therefore questioned what would happen to targets like that which have been omitted. Despite the explanation provided by the CGE for the omission of certain targets from the APP, the Committee was concerned that the activities listed in the APP formed part of the operational activities of the CGE but if they did not appear in the APP, the Committee could not track progress. The Committee noted the additions in the CGE’s second briefing on its APP.
* The Committee noted that the litigation aspect of the CGE’s work has been omitted in the Revised Strategic Plan and current APP with no explanation provided in this regard. The Committee was alarmed to hear that the CGE had still not resolved the issue of its legal standing with the Legal Practice Council and as such it was not allowed to offer legal advice to clients - in so doing no legal clinics and no litigation could be undertaken. This matter had been unresolved since 2020 despite the Committee being informed in December 2020 that processes were underway with the Minister of Justice to resolve the matter.
* The Committee welcomed the CGE’s addendum to the APP for 2022/23 and noted that this would enable the Committee to hold the CGE to account for their performance.
* The Committee noted that the CGE made reference to targets either being changed or omitted due to the limitations imposed by the CGE Act insofar as the enforcement of their recommendations are concerned and sought clarity in that regard.
* The Committee noted with concern teachers having relationships with learners which at times resulted in learner pregnancy as such the Committee enquired what the CGE was doing in this regard.
* The Committee also enquired whether the CGE had programmes to deal with learners and substance abuse as well as drug peddling.

**6.3.2 Finance**

* The Committee was unclear what informed the budgetary allocation per Strategic Outcome as the CGE noted that it intended to still undertake activity costing for its operational plan. The concern noted by the Committee was that the costing should have been done from the onset and that in the event that activities are planned retrospectively the potential for not having adequate funds to fulfil a target remained high.
* The Committee noted that the CGE returned R19 million to National Treasury in the financial year 2021/22 but indicated that it required additional funding in order to implement its mandate for the 2022/23. The Committee requested clarity on the matter and the CGE provided an explanation in this regard by the CFO. However, the Committee was not satisfied with the explanation and indicated that there was still a level of poor planning that resulted in the situation at hand.

**6.3.3 Strategic Outcome 1**

* **Legislative submissions, Systemic Investigations**: The Committee noted the lack of specificity for targets related to legislative submissions and systemic investigations the details of which were only presented with the addendum to the APP.
* **Court, SAPS, TCC monitoring**: The lack of details was also noted by the Committee regarding which 40 courts will be monitored in addition to police stations and Thuthuzela Care Centres. The Committee was concerned about police stations that do not have Thuthuzela Care Centre’s especially those in remote rural areas.
* **Boy-child programme**: The Committee asked whether the CGE will continue the roll out of the boy child programme in the financial year 2022/23.
* **CGE Initiated Bill**: The Committee noted the CGE’s intention of introducing a bill to address gender mainstreaming but it was unclear how this would differ from the Department’s WEGE Bill.

**6.3.4 Strategic Outcome 2**

* **Complaints handling & Legal Clinics**: The Committee noted with concern that these targets did not appear in the current APP. The Committee was alarmed that the CGE was not registered as a Legal Counsel Practice and therefor was not allowed to provide legal advice to any clients. This was disconcerting as the issue was raised in December 2020 with the Committee at a quarterly report briefing where the CGE informed the Committee the matter would be resolved. However, the Committee noted with concern that the CGE had subsequently not addressed the matter.
* **Stakeholder engagements**: The Committee noted with concern the lack of detail regarding the 720 stakeholders referred to with regards to GAD workshops. The CGE did not indicate which 720 stakeholders have been identified for the gender and development workshops and how many stakeholders will be targeted per province. Without the detail, the Committee’s oversight is impeded.
* The Committee queried whether the community practitioners would be paid by the CGE and if yes, what was the role of the CGE in that regard as this was not stipulated in the APP for 2022/23.

**6.3.4 Strategic Outcome 3**

* **NSP on GBVF and NCGBVF**: The Committee noted the lack specific targets as follow-on from work undertaken in the previous FY.
* **Monitoring**: The Committee enquired which research reports will be monitored, when, where and how will these be monitored. The Committee noted that the target lacked the specific details thus impeding oversight.
* **Treaty compliance & Policy briefs**: The Committee noted that the CGE did not specify which international/regional instruments and policy briefs will be focussed on in the 2022/23 FY.

**6.3.5 Strategic Outcome 4**:

* **ICT**: The Committee wanted to know what is the status of the ICT and Knowledge Management. The Committee also wanted to know what are the submissions on legislation before Parliament.
* **M&E Framework**: The Committee requested an update on the monitoring and evaluating frameworks.
* **Code of Conduct**: The Committee questioned how the CGE’s Code of Conduct could be reinforced given what had transpired in the last financial year. To this end, the Committee queried what the status of the Commissioner’s handbook and the policy between Commissioners and staff was as these were important policies that governed relations within the CGE. The Committed noted that these have been longstanding matters within the CGE.

**6.3.6 Human Resource**

* **Vacancies**: The Committee noted with concern the longstanding critical vacancies to be filled.
* The Committee requested an update on the revision of salary scales it had to sought from National Treasury and the Department of Public Service and Administration given that the CGE cannot retain staff and attract people with the requisite skills to join the institution due to lower salary scales.
* The Committee noted the number of critical vacancies and questioned why these were not filled and by when these would be filled.
* The Committee noted with concern the longstanding unresolved matters that hindered the recruitment of senior managers in the CGE and that despite having discussed the issues at length the stale-mate remained despite reassurances from the CGE that issues would be addressed. To this end, the Committee noted that in the Budget Vote report of 2021, the Committee stated, “The Committee also questioned whether the Chief Executive Officer violated the policy of the Commission on establishing an interview panel with external stakeholders for interviews and if so, what has the Commissioners done in that regard.” And that in terms of *Internal Operational Concerns***, “**The Committee was concerned about reports that the Chief Executive Officer violated the policy of the Commission on establishing an interview panel with external stakeholders for interviews and if so, what has the Commission done in that regard.”
* The Committee questioned who was to be held to account for ensuring that the key management posts were filled. To this end, the Committee enquired whether consequence management was effected against officials who were not performing their duties.
* The Committee noted that the draft Handbook for Commissioners and the draft policy that was meant to govern relations between Commissioners and the secretariat was key to ensuring that internal challenges could be addressed and managed accordingly. The Committee noted with concern that both the Handbook and policy was long overdue and as such the Committee asked for a progress update in that regard.
* The Committee noted their dissatisfaction with the Commissioners for failing in their duties by not ensuring that critical positions were filled timeously; for not giving effect to recommendations proposed by the Committee and for poor internal monitoring and evaluation. To this end, the Committee questioned how the Commissioners monitored whether the CGE’s mandate was given effect to via the administration.

**6.3.7 Legal Practice**

* The Committee also requested a progress update progress on the matter raised in 2020 with regards to legal powers that have been revoked by the Legal Practice Council and the Department of Justice & Constitutional Development which prevented the CGE from rendering a legal service.
* The Committee noted with concern that the CGE was not allowed to provide legal support a matter that has been left unattended to and unresolved for nearly two years without having informed the Committee. To this end, the Committee indicated it was disconcerting that legal clinics, complaints handling and litigation did not find expression in the APP because the CGE is not allowed to offer any legal advice to clients because it is not registered as per the Legal Practice Act. The Committee was especially concerned about the impact of this on communities who cannot afford legal assistance and approach the CGE in this regard.
* The Committee questioned why the HOD Legal position was not filled.
* The Committee questioned the role of the Legal Unit within the institution given that legal powers have been removed from the CGE. The Committee queried whether the Legal Unit does not contribute to fruitless and wasteful expenditure given the CGE’s non-legal stature.

**6.3.8 Role of Commissioners**

* The Committee questioned the role of the Commissioners in giving effect to the APP and how they are held accountable in this regard as the only reference made to Commissioners was in the Technical Indicator Descriptor on monitoring police stations.
* The Committee was concerned that the role of the Commissioners was not clear in the Strategic Plan of the Commission.
* The Committee was concerned that the APP and the Strategic Plan was not aligned and questioned how Commissioners adopted these documents that are misaligned.

**7. Recommendations**

Having considered the Annual Performance Plan and budget for the Department, the Committee recommends to the Department of Women, Youth and Persons with Disabilities as follows:

**7.1 The Department of Women, Youth and Persons with Disabilities should:**

1. The CFO should submit the documents received from National Treasury regarding the approval of the organisational structure.
2. The Department should ensure that its key performance indicators and targets are SMART.
3. The Department must ensure that the Annual Performance Plan and the Strategic Plan are aligned and that the regulatory part of the mandate should be incorporated in Programmes of the Department. A detailed report should be submitted to the Committee in this regard within 2 weeks after the adoption of this report. This report should clearly articulate what monitoring and evaluation activities will be undertaken by the Department in the current FY using existing frameworks.
4. The Department should rework the targets related to youth in the APP and allow the CEO and the NYDA to perform their duties. The Department should also look at how it will support the NYDA to implement its mandate. The Department should clearly state how they intend advancing youth development in the country in the current FY.
5. The Department should ensure that consultants transfer skills to support staff of the Department to avoid use of consultants all the time and the Department should have its own team of researchers to conduct research on behalf of the Department.
6. The Department should inform the Committee on which reports are written by the officials of the Department.
7. The Committee should engage with National Treasury on the merger of former rights of persons with disabilities (Programme 4) and youth development (Programme 5) of the Department and establish on why the Department was allowed to have only 4 Programmes. The Committee maintains that each of these programmes should operate independently hence these two core functions must be separated.
8. The Department should include a specific target related to the development of the NCGBVF Bill, WEGE Bill and the Disability Rights Bill for the 2022/23 APP. The target on the NCGBVF Bill must be prioritised as a matter of urgency. The Committee requests specific timelines for the development of each of these proposed Bills.

Having considered the Annual Performance Plan and budget for the NYDA, the Committee recommends as follows:

**7.2 The National Youth Development Agency should:**

1. Expedite the filling of critical vacant posts.
2. Ensure improved coordination between the Department and itself with regards to consultations on the NYDA Amendment Bill.
3. The NYDA should develop a monitoring tool to assess its partnership with municipalities and ensure the proper implementation of Memorandum of Understanding signed with the municipalities. This monitoring mechanism should extend to include all other partners.
4. The NYDA should ensure that young people are supported by NYDA through grants and other forms of support. The NYDA should develop a WhatsApp form of communication that will reach young people, including young people in rural areas regarding the services and products offered by the NYDA. The NYDA should also consider issue of language per Province when communicating with young people - this includes braille for persons with disabilities and sign language for deaf persons.
5. The NYDA should monitor the projects/programmes funded by them in terms of checking progress made and challenges faced by the projects. The NYDA to follow-up on the two projects that were visited by the Committee during its oversight visit to North West and Gauteng Province from 18 -23 April 2022 which were found to be struggling and report back to the Committee on progress made in this regard based on the challenges and needs identified. Furthermore, the Committee requests that the NYDA extend its monitoring and evaluation to all projects funded across the 9 provinces and report to the Committee accordingly.
6. The NYDA should reassess the mentorship offered to beneficiaries to determine whether the mentor is doing what is expected.
7. The NYDA to forward the relevant information to the Committee regarding SAyouth mobi app via WhatsApp and any other NYDA related services and products.

Having considered the Annual Performance Plan and budget of the Commission for Gender Equality, the Committee recommends as follows:

**7.3 The Commission for Gender Equality should:**

1. Submit a report to the Committee on the role of Commissioners in Provinces insofar as giving effect to the APP and amended Strategic Plan is concerned, within two weeks after the adoption of this report.
2. Give effect to the recommendations made by the AGSA as per the past Annual Report as well as improve on its internal finance management.
3. Ensure that the role of Commissioners be outlined clearly in a plan vis-à-vis the Annual Performance Plan for 2022/23 to the Committee and submitted to the Committee within two weeks of the adoption of this report.
4. Attend to the revoking of its legal powers with the Legal Practice Council and the Department of Justice & Constitutional Development within 6 months from meeting of 11 May 2022 and report back to the Committee on how they have dealt with the matter.
5. The CGE should finalise the filling of critical vacancies in the CGE within 3 months after the meeting of 11 May 2022 and to report back to the Committee.
6. The CGE should have a reflective meeting after the meeting with the Committee and develop a tracking tool to track resolutions emanating from meetings.
7. The CGE should provide the list of courts, police stations and Thuthuzela Care Centres that will be monitored to the Committee.
8. The CGE should also encourage police stations that are in remote areas to establish the Thuthuzela Care Centres to assist victims of gender-based violence.
9. Present their reports in a timeous manner to the Committee to allow it to effectively engage with its contents.
10. As needed, request to present relevant and pertinent reports to the Committee to ensure that recommendations and concerns are addressed.

**7.4 National Treasury**

a) Should furnish the Committee with a report on the merger of programmes within the Department of Women, Youth and Persons with Disabilities.

1. **Conclusion**

The Committee welcomes all the annual performance plans that have been submitted to it for consideration and report and will continue to ensure that astute oversight is conducted over the Department, the Commission for Gender Equality and the National Youth Development Agency.

Report to be considered.

1. Department of Women, Youth and Persons with Disabilities Strategic Plan 2020-2025, pg.10 [↑](#footnote-ref-1)
2. Department of Women, Youth and Persons with Disabilities (2022) Annual Performance Plan 2022/23, p.10 [↑](#footnote-ref-2)
3. Department of Women, Youth and Persons with Disabilities Annual (2022) Performance Plan 2022/23, pg. 110 [↑](#footnote-ref-3)
4. Ibid [↑](#footnote-ref-4)
5. Department of Women, Youth and Persons with Disabilities (2022) Annual Performance Plan 2022/3 [↑](#footnote-ref-5)
6. Department of Women, Youth and Persons with Disabilities (2022) Annual Performance Plan 2022/23, p.3 [↑](#footnote-ref-6)
7. National Treasury (2022) Estimates of National Expenditure, Vote 20 Department of Women, Youth and Persons with Disabilities, p. 362 [↑](#footnote-ref-7)
8. Levendale, C (2022) Overview: Department of Women, Youth and Persons with Disabilities - Annual Performance Plan 2022/23 and Budget 2022/23: Programmes 1, 2 and 3 [↑](#footnote-ref-8)
9. Levendale, C (2022) Overview: Department of Women, Youth and Persons with Disabilities - Annual Performance Plan 2022/23 and Budget 2022/23: Programmes 1, 2 and 3 [↑](#footnote-ref-9)
10. Adapted from Estimates of National Expenditure (2022), Vote 20 Department of Women, Youth and Persons with Disabilities, p.361 [↑](#footnote-ref-10)
11. Levendale, C (2022) Overview: Department of Women, Youth and Persons with Disabilities - Annual Performance Plan 2022/23 and Budget 2022/23: Programmes 1, 2 and 3 [↑](#footnote-ref-11)
12. Levendale, C (2022) Overview: Department of Women, Youth and Persons with Disabilities - Annual Performance Plan 2022/23 and Budget 2022/23: Programmes 1, 2 and 3 [↑](#footnote-ref-12)
13. Ibid [↑](#footnote-ref-13)
14. Levendale, C (2022) Overview: Department of Women, Youth and Persons with Disabilities - Annual Performance Plan 2022/23 and Budget 2022/23: Programmes 1, 2 and 3 [↑](#footnote-ref-14)
15. Matthews, T (2022) Department of Women, Youth and Persons with Disabilities: Analysis of Programme 4: 2022/23 [↑](#footnote-ref-15)
16. Levendale, C (2022) Overview: Department of Women, Youth and Persons with Disabilities - Annual Performance Plan 2022/23 and Budget 2022/23: Programmes 1, 2 and 3 [↑](#footnote-ref-16)
17. National Treasury (2022) Estimates of National Expenditure 2022. Vote 20, Department of Women, Youth and Persons with Disabilities, p.375 [↑](#footnote-ref-17)
18. Ibid [↑](#footnote-ref-18)
19. Matthews, T (2022) Department of Women, Youth and Persons with Disabilities: Analysis of Programme 4: 2022/23, p.5 [↑](#footnote-ref-19)
20. Ibid [↑](#footnote-ref-20)
21. Levendale, C (2022) Commission for Gender Equality: 2022/23 Budget and Annual Performance Plan, Parliament of RSA, Research Unit [↑](#footnote-ref-21)
22. Ibid [↑](#footnote-ref-22)
23. Ibid [↑](#footnote-ref-23)