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**MINISTRY: JUSTICE AND CORRECTIONAL SERVICES**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**PARLIAMENTARY QUESTION NO: 2655**

**DATE OF QUESTION PAPER: 26 AUGUST 2022**

**DATE OF SUBMISSION: 09 SEPTEMBER 2022**

**Ms A M M Weber (DA) to ask the Minister of Justice and Correctional Services:**

Whether, with regard to the Government’s commitment to gender sensitivity, his department included gender sensitivity into their policies and budget; if not, why not; if so, (a) how does his department (i) implement and (ii) monitor its gender sensitivity policy and/or programmes and (b) what total number of (i) legal practitioners, (ii) magistrates and (iii) maintenance officers are fully trained and knowledgeable on the Maintenance Act, Act 99 of 1998?

**NW3171E**

**REPLY:**

1. (i) and (ii) Yes, the Department has included gender sensitivity into its policies and budget. Further, the Department has developed Gender Indicators/Analysis Tools for Finance, HR, Supply Chain Management and the generic one for other Branches that assist them in the implementation and monitoring of the gender sensitivity policies and /or programmes. These Gender Indicators are used as guiding tools by different Branches within the Department on how to include gender sensitivity into their policies and/or programmes. Furthermore, the Gender Directorate monitors the implementation of the policies and programmes of the Department.
2. (i) The application of the Maintenance Act is covered in terms of training on Marriage

and Divorce for all PVT candidates, both the PVT Schools and those in PVT contracts.

For the past four (4) years, the numbers are tabulated below:

|  |  |
| --- | --- |
| 2022 (to date) | 4 010 |
| 2021 | 4 303 |
| 2020 | 4 014 |
| 2019 | 4 335 |

Additionally, for practitioners, this is also covered in the training of Marriage, Divorce and Child Law seminars, which is discretionary.

|  |  |
| --- | --- |
| 2022 [As at July 2022] | 130 |
| 2021 | 272 |
| 2020 | 135 |
| 2019 | 168 |

(iii) Maintenance officers are fully trained and knowledgeable on the Maintenance

Act, Act 99 of 1998?

The Department do make provisioning to fund training programmes that address various sets of skills. These sets of skills encompass core competencies, scarce & critical skills and/or transversal skills.

Maintenance Officers falls within core competencies, scarce & critical skills of the Department. The table below illustrate the total number of Maintenance Officer trained per programme:

| **Name of the Programme** | **Number of Maintenance Officers** | **Period** |
| --- | --- | --- |
| 1. Training on the Maintenance Act 99 of 1998 | 3 African Females, 3 African Males, 1 Coloured Female, and 2 Coloured Males.  **Total: Nine (9)** | 1 April to August 2022 |
| 1. Records Management | 1 African Male.  **Total: One (1)** |
| 1. TransUnion | 1 African Female, 3 African Males, and 2 Coloured Females.  **Total: Six (6)** |
| 1. Departmental Induction | 1 African Male and 1 Coloured Female.  **Total: Two (2)** |
| 1. Anti-Corruption and fraud | 1 African Female.  **Total: One (1)** |
| 1. Sexual harassment policy and procedure | 1 African Male and 1 Coloured Female.  **Total: Two (2)** | 1 April to August 2022 |
| 1. Ethics in the workplace | 1 African Male and 1 Coloured Female.  **Total: Two (2)** |
| 1. Labour Relations | 1 African Male  **Total: One (1)** |
| 1. Grievance and disciplinary procedure | 2 African Male  **Total: Two (2)** |
| 1. Employee Assistance Programme | 3 African Females, and 4 African Males.  **Total: Seven (7)** |
| 1. Service Excellence | 1 African Female and 1 African Male  **Total: Two (2)** |
| 1. Maintenance Clerks and Officers Training | 6 African Females, 4 African Males, 9 Coloured Females, and 4 Coloured Males.  **Total: Twenty-three (23)** |
| 1. Domestic Violence Act Workshop | 1 Coloured Female  **Total: 1 (One)** |
| 1. ICMS Domestic Violence | 1 African Female  **Total: One (1)** |
| 1. ICMS Maintenance | 1 African Female  **Total: One (1)** |
| 1. Crafting of Performance Agreement | 1 African Male  **Total: One (1)** |
| **GRAND TOTAL** | **Sixty One (61)** |

On annual basis, the Department develops the Workplace Skills Plan (WSP), and the training for Departmental officials are implemented and/or coordinated throughout the specified financial year in line with the WSP. Furthermore, the annual training report is compiled to verify the implemented training against the WSP.