

*Framework for a Proposal Summary (Departments)
(Non-capital and IT projects only)*

Priority 2 of 5

Motivation for additional funding – minimum information required pertaining to the service for which additional funds are required

1. Service/ project for which additional funds are required

Vote ___: _____

Programme__ : 2: Women's Empowerment and Gender Equality (WEGE)

Sub-programme: The Branch: Women's Empowerment and Gender Equality has three sub-programmes which are:

- Policy and Planning for the promotion of WEGE
- Mainstreaming and capacity Development on the promotion of WEGE
- Monitoring and Evaluation and Research and Development

Description of service:

The Department for Women, Children and Persons with Disabilities has been proclaimed by the President in His National Women's Day Address as an oversight department – one that will be enabled to provide oversight, technical guidance and leadership to other national, provincial and local government entities on the promotion of women's empowerment, children's rights and responsibilities and on the promotion of the rights of persons with disabilities. It is along these lines that the Branch for WEGE has therefore been designed so as to exercise such an oversight function. In this regard, the Branch: WEGE will provide overall technical guidance and leadership to gender focal points in all three spheres of government; as well as to the departments, provinces and local government in general. Consequently, the Branch: WEGE will also have to monitor the implementation of the mainstreaming programme in all three spheres of Government. The Branch will also have to undertake intervention measures to address gaps and challenges in implementation as well through the initiation of certain catalytic projects. The latter will therefore only be incubated and / or piloted by the Branch / Department until such time that the project can be devolved to the appropriate department(s).

2. Needs Analysis

- a. **Provide a problem statement. What is the status quo and what problems exist with the present mode of operations?**

The former Office on the Status of Women was inadequately capacitated – both financially and in terms of human capital - to undertake efficient and effective oversight roles of mainstreaming and M&E of government processes regarding WEGE. This has also meant that the OSW was not able to draw on sufficient technical expertise to carry out its mandate adequately.

- b. **Outline the problem (how has the problem/ need been identified, where does the problem/ need exist, what causal relationships exist [i.e. the causes and symptoms], determine the urgency). Quantify/ contextualise the problem with detailed quantitative data.**

The mandate of the former OSW was that of acting as the nerve centre for government regarding the gender agenda. It principally focused on a coordinating function, working through Gender Focal Points and the National Gender Machinery. This was not effectively driven as some of the challenges included the lack of dedicated gender units in the various line departments and at the various levels of Government. Furthermore the OSW and Focal Points were not vested with the appropriate levels of authority to drive the processes of mainstreaming as was envisaged in the National Policy Framework for WEGE. The challenge was getting the necessary and relevant accountability by Government officials in delivering on these mandates given that there was no "legal" processes to enforce compliance. These challenges were exacerbated by the inadequate financing for gender equality programmes. Following the several consultative meetings hosted in terms of reviewing the institutional mechanisms that were in place for WEGE, and in particular towards that of establishing a women's ministry, the need has been strongly articulated both within government and civil society for such a ministry. The proclamation by the President of a new Ministry for Women, Children and People with Disabilities has created the need to establish a department with structures that would drive this process at the expected levels. This therefore necessitates urgent measures to be put in place – including an appropriate budget that would facilitate the establishment of this Branch and the department to deliver on its mandate.

- c. **Outline the rationale for government intervention, alignment with government outcomes or departmental strategy.**

The recommendations of both the ten and fifteen year reviews of government indicate that women and girls still remain highly disadvantaged. Violence against women and girls continues unabated, services rendered to women are not adequate or there is inequitable access. Women constitute majority of the poor and there is increasing feminisation of poverty. More girls head households and young women tend to be the majority of victims of HIV and AIDS infections. Mothers and grandmothers are increasingly becoming care-givers given the impact of the HIV and AIDS pandemic on young women and men. In line with these findings, Government has prioritised the issues of women in its five year strategy. This includes the establishment of a Department that would provide the necessary impetus to addressing and redressing the inequities faced by women.

- d. **What are the possible risks/ impact if the problem is not addressed? Can the project be postponed or phased in?**

If the problem is not addressed, the entire gender programme of the country can be derailed given that the former OSW has been shifted from the Presidency

into the Department itself. In the absence of both the OSW and a women's branch in a department, there may therefore be no central coordination point or an oversight mechanism to monitor and oversee the gender programme at all levels of government and in society in general. Programmes targeting women will not be well coordinated in terms of national strategic direction and government will not be able to meet its national, international and continental commitments towards WEGE.

The process cannot be postponed. However it can be phased in.

Human resource allocation can be phased in over a maximum of two years given that we are in a current global economic downturn. However, key positions such as the DDG for the Branch: WEGE and critical posts within sub-programmes should be prioritized in order to continue the gender programme in the country while beginning to provide the necessary impetus towards fast tracking of certain targets. If the branch is to meet the government's five year plans, it would be necessary for the branch to be completely resourced by no later than the third year following its establishment.

Programmatic measures can be prioritised in terms of what is critically essential at this stage – such as:

- the need for an efficient M&E system;
- programmes that will foster mainstreaming;
- increasing the representation of women in SMS towards the 50/50 parity target;
- addressing the need for development of rural women; and
- establishing a women's empowerment fund as a matter of urgency

The need for such a fund has been strongly articulated by women in civil society given that the current mechanisms do not adequately seem to address their needs. This fund can be incubated in the Department and later devolved to the appropriate institution. However, it must also be noted that the branch would require a start-off amount for this fund from Government while the Department embarks on engaging donor-partners toward building a more sustainable funding mechanism.

It is imperative that the critical processes and programmes indicated above should not be postponed in light of the urgent need to address women's lack of access to opportunities, and to create a better life for women, free from violence, harm and discriminatory practices.

- e. **State any information relevant to this issue if you are dealing with an expansion of an existing service or the redesign of an existing service.**

The establishment of a branch for WEGE within the new Department for Women, Children and Persons with Disabilities is a redesign and expansion of the former Office on the Status of Women which carried the same mandate as the newly created Branch. As such this necessitates an expanded structure, increased human resources and increased financial resources. Together with a comprehensive programme or plan of action for the next five years, this Branch will enable Government to move closer to meeting its constitutional and legislative mandates.

Historical info [performance, progress, MTEF allocations

- i) **Performance with spend to date: What has been achieved so far with past spending (in other words *what did the spend buy so far*)? What were the successes, failures and challenges of the programme?**

The former OSW has achieved a number of successes, amidst its many shortcomings and failures. Some of the achievements include:

- The adoption of a national policy framework for WEGE
- Establishment of a National Gender Machinery with focal points in some departments
- Mainstreaming of gender issues across government programmes
- Ratification / signing of several international and regional instruments on WEGE, including CEDAW and Beijing Platform for Action.
- Served as a best practice model internationally and facilitated several study groups to the country
- Compiled and submitted a number of compliance reports to international partners
- Developed a comprehensive and strong network with women's organisation on the continent and internationally
- Collaborated and facilitated and even driven a number of international processes.
- Generated a national awareness of women's issues and women's rights as part and parcel
- of the commemoration of National Women's Day and in the 16 Days Activism Campaign

- ii) **What MTEF forward looking amounts (per year) have been allocated in the baseline for this service; and what will this accommodate/ buy? Why can this additional request not be accommodated within the current MTEF baseline?**

The former OSW requested for MTEF; however this is not sufficient and applicable to the new Branch: WEGE. This response therefore serves as a motivation for the WEGE programme in the new Department. A proposed costed-five year plan has been developed indicating the allocations required for the functioning of this Branch based on zero-budgeting processes.

- iii) **If the expansion includes the replacement of infrastructure, provide an equipment list, the condition of the current infrastructure/ equipment and indicate which require replacement and why.**

As this is a new branch, there will be all the requirements for a workstation for each of the personnel appointed to the various positions. These would include items such as desks, chairs, computer equipment, etc. which will be submitted by the Corporate Service Branch in its MTEF budget.

3. Options Analysis

- a. **What options/ alternative methods can be employed to address the problem; which were explored? Have all bases been covered – are there viable alternatives?**

NONE

4. Discussion of Project detail

- a. **Discuss the envisaged/ preferred future mode of operation. Will the proposed solution address the problem (motivate your answer)?**

The branch is established to operate as an oversight and technical assistance unit as well as to undertake intervention measures and catalytic projects as they emerge which will be incubated for a short span of time. This is the envisaged model of operation over the next five year period. It is certain that this mode of operation together with its comprehensive five year plans will succeed in government meeting its commitments and obligations towards women and girls and in transforming gender relations in general.

- b. **Provide detailed performance information on the project: deliverables, outputs to be measured and indicators of success.**

This can be obtained from the proposed costed five year plan as well as the costed three year MTEF process.

Project Financial Analysis

- c. **What will the additional capital funds buy? What benefits will the intervention bring the department per se, and government and the country overall (should not be vague, identify measurable benefits)? In terms of the benefits to be gained, outline measures and standards to assess and report on the effectiveness and the impact of the intervention.**

- Increased number of women in SMS positions in the Public Sector and in positions of decision-making in the private sector towards 50/50 parity target.
- Increased number of women beneficiaries accessing the empowerment funds for economic empowerment purposes

- Increase in the numbers of women accessing health care systems, the education system and ABET
 - Decrease in the incidence of violence against women and girls including decrease in cases of harmful traditional practices
 - Increase in the number of women in rural areas accessing services and decrease in the number of poor women and girls.
 - Decrease in the rate of unemployment of employable women
 - Increased benefits to vulnerable groups of women including women with disabilities, domestic and farm workers, etc.
 - Increased services to victims of crime and violence including the services provided to trafficked, refugee and migrant women.
- d. **Provide a detailed and complete (life cycle) costing of the proposal and its assumptions. How much of the cost over time will be subsidised by donor funding, contributions from other government departments/ spheres or tariff increases by the entity? Show these.**

The Department and the Branch in particular will need to still develop its ODA strategy and to identify donor funding that could be accessed to assist the Branch to drive its programmes. It must be noted that some of the costs associated with the Branch has been included under the Administration programme - Branch Corporate Services including building lease, travel and subsistence, computer equipment costs, communication costs (telephone and cellular phone charges) and other shared costs. The direct costs of this programme over the MTEF 2010 is as follows-

Economic Classification	2010/11 R	2011/12 R	2012/13 R	Total Over MTEF
Compensation of Employees	22 539 229	30 806 434	37 255 265	90 600 928
Goods and Services	16 483 954	17 407 054	18 277 408	52 168 416
Total	39 023 183	48 213 488	55 532 673	142 769 344

5. Implementation considerations

- a. **Broad implications – what are the implications of the intervention for government as a whole (if any)? Which other government services in other departments would be affected by this intervention?**

The achievements of the branch will be reflected in government as a whole given the oversight and technical assistance that the Branch seeks to provide to other government departments. The implications for other departments include the following:

- The establishment of a gender unit/gender focal point, at the appropriate level and location
- The establishment of appropriate structures in the Premier's offices and at the local government structures
- It will require that all officials are trained in gender mainstreaming processes through PALAMA in collaboration with the Department.
- Implications of the proposed Gender Equality Bill in terms of appointment of more women into SMS positions
- Implication of the proposed policy changes regarding maternity and paternity leave and work place friendly policies – may create need for the establishment of crèches at workplaces.
- Increased reporting by departments on compliance issues – need to ensure M&E tools and systems in place within the different departments.
- Domestication of the SADC Protocol on gender and Development and improved integration of the CEDAW and Beijing Platform for Action into the work of the various departments
- Implementation of intervention measures and catalytic projects, especially at Local Government Level e.g. the "Ükuthwala, early and forced marriages project", among others.

- b. **Provide the project plan (timelines for deliverables).**

These are based on Government Annual Plan of Action time lines. Other processes have an annual time frame.

- c. **What are the organisational implications? Consider capacity considerations (personnel, skills), legislative process to be followed, planned governance arrangements. Assess departmental readiness (what will convince Treasury that the plan can be rolled out as quickly as planned?).**

The new Branch will inherit the currently operating OSW. Programmes will be able to be rolled out immediately including the recruitment of critical posts.

- d. **What are the sustainability considerations or assumptions?**

There will be sustainability as this is establishing as a new branch / department and must succeed based on the mandated given to the Minister for Women, Children and Persons with Disabilities.

- e. **What are the risk mitigating strategies? What are the interim arrangements to avoid interruption of service delivery?**

In the interim, the OSW continues to carry out the gender programme to avoid interruptions in workflow.