



women, children & people with disabilities

Department:
Women, Children and People with Disabilities
REPUBLIC OF SOUTH AFRICA

ANNUAL PERFORMANCE PLAN FISCAL YEAR 2012-2013





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Department:
Women, Children and People with Disabilities
REPUBLIC OF SOUTH AFRICA



Minister's Foreword

This Annual Performance Plan (APP) is based on the Strategic Plan of the Department of Women, Children and People with Disabilities for the period 2012/13 – 2016/17. It sets out the Department's priorities in mainstreaming and integration of gender, children and disability considerations into the Programme of Action of government for 2012/13.

The Annual Performance Plan is aligned to the National Priorities including the 12 delivery outcomes of government. This plan is informed by the department's legislative and policy initiatives for the 2012/13 financial year which includes the drafting of the Gender Equality Bill. The enactment of a Gender Equality Bill will lead to systemic improvements for women and facilitate the attainment of gender equality.

The Department aims to finalize the National Disability Policy whose objective is to address the equalisation of opportunities for people with disabilities. This policy will guide the domestication of the Convention on the Rights of People with Disabilities.

The Department will review the National Plan of Action for Children in this financial year to align with the recent legislative developments including the Child Justice Act and the Children's Act and advocate against the violation of children's rights.

The Department will, during this financial year (2012/13), place particular emphasis on the three vulnerable groups in rural areas and other poverty situations. It will seek to address challenges of vulnerability to crime and violence, maternal and child mortality often linked to HIV and AIDS, and to foster economic empowerment and participation for women and people with disabilities.

As an executive authority, I endorse the Annual Performance Plan for the period 2012/13 and pledge my full support and commitment to its implementation.

Thank you

Ms. Lulu Xingwana, MP

Executive Authority for Department of Women,
Children and People with Disabilities



Deputy Minister's Foreword

This Annual Performance Plan which is aligned to the Strategic Plan reaffirms our collective assurance and unwavering resolve to work relentlessly towards a better life for women, children and people with disabilities. It is our roadmap as we proceed on our mission towards a fully inclusive society based on equality for all, where diversity informs our planning, implementation, monitoring and evaluation towards the attainment of equal opportunities for all. It is one of the key instruments through which our people and Members of Parliament will hold us accountable.

The Department of Women, Children and People with Disabilities, through its interventions in addressing the challenges posed by the lack of Universal Access for people with disabilities, impact of HIV and AIDS and poverty on women, children and people with disabilities, will achieve this through a set of commitments and targets in the realization of our mandate.

Central to this is our adherence to the principles of universal access, compliance with other measures as determined in any national, regional and international, instruments that we are party to, as a country.

In the implementation of the above, we endeavor to establish partnerships with various stakeholders in the public and private sector and all spheres of government.



**Working together
towards an
inclusive society
for all.**

Ms. Hendrietta Bogopane-Zulu, MP

Deputy Minister, Department of Women, Children
and People with Disabilities



Official Sign-Off

It is hereby certified that this Annual Performance Plan:

- Was developed by the management of the Department of Women, Children and People with Disabilities under the guidance of the Director-General for the Department;
- Was developed in line with the current Strategic Plan of the Department of Women, Children and People with Disabilities;
- Accurately reflects the performance targets which the Department of Women, Children and People with Disabilities will endeavour to achieve given the resources made available in the budget for the 2012/13 financial year.

Ms. Bahumi Matebesi
Chief Financial Officer

Signature:

Ms. Val Mathobela
Chief Director: Strategic Management

Signature:

Dr. Nonhlanhla Mkhize
Accounting Officer

Signature:

Ms. Hendrietta Bogopane-Zulu, MP
Deputy Minister

Signature:

Approved by:

Ms. Lulu Xingwana, MP
Minister

Signature:



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Part A: Strategic Overview

The overall goal of the departmental strategy is to promote the achievement of equality and eradicate discrimination against women, children and people with disabilities and links directly to the rights protected under the Bill of Rights. All the activities of the department's programmes will aim at giving effect to those democratic values.

In doing so, a key challenge will be to coordinate with other role-players, internally in the Department as well as externally in government and with civil society organisations, to ensure that resources are effectively aligned to achieve optimal impact.

Dealing with the legacy of discrimination against women, children and people with disabilities means that the Department must look at how it works towards transforming society - in particular the transformation of power relations between women and men, institutions and laws. This is fundamental to building an inclusive, progressive and prosperous society. Hence a collective effort is needed towards addressing oppression, domination, subjugation, subordination and exclusivity. This must create a conducive environment which enables women, children and people with disabilities to assert their rights, enjoy their freedoms, and live a better quality of life.

1. UPDATED SITUATIONAL ANALYSIS

The APP for the period FY2012/13 has been developed taking into consideration the priorities of government.

The APP is linked with the Strategic Plan and the Budget for the MTEF.

The department is currently engaging the National Treasury for additional funding to capacitate the department in order to fulfil its mandate. Whilst the department is still awaiting the outcome of the discussions with the National Treasury, it is engaging other departments and funding agencies for possible partnerships.

1.1 Performance environment

In fast-tracking and accelerating the advancement, empowerment and development of all women, children and people with disabilities in the country, the DWCPD has undertaken to facilitate, foster and drive the mainstreaming of women, children and people with disabilities, as well as equality considerations for women and people with disabilities into Government's policies, governance processes and programmes. To achieve this, institutional mechanisms needed to be strengthened where they existed and established where they did not exist. Overarching all of these processes is the monitoring of compliance by Government to the commitments made at the national and global levels on the promotion and protection of the rights of women, children and people with disabilities. Towards this end, the DWCPD has commenced with the coordination of, among others, an update of the National Plan of Action for Children, development of the National Disability Policy and domestication of the UN Convention on the Rights of Persons with Disabilities, and development of a draft National Policy for Women's Empowerment and Gender Equality which will ultimately lead to the development of the Women's Empowerment and Gender Equality Bill.

The DWCPD has been able to determine the future agenda for the equality and empowerment of children, women and people with disabilities through broad consultations with these sectors across the spectrum of South African society. The platform thus created has enabled women, people with disability and the children's sector to articulate their concerns, needs and challenges while several key commitments have been made by Government to redress these challenges.

The DWCPD is also collaborating with key strategic partners on infusing the current monitoring and evaluation framework of Government with indicators responsive to issues of empowerment and equality for children, women and people with disabilities. In this regard, the DWCPD acknowledges that certain social campaigns are critical if there is to be a positive impact on the lives of women, children and people with disabilities in the country, especially to raise awareness, lobby and advocate on persisting and emerging issues that continue to keep these sectors subjugated, unequal and impoverished.



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The DWCPD is also responsible for the overall coordination of the celebration of national and international days significant to women, children and people with disabilities.

One of the priorities identified in addressing gender-based violence, includes violence against girl-children and people with disabilities. The DWCPD is currently embarking on establishing an inclusive high-level National Council against Gender-Based Violence and to coordinate a comprehensive and integrated 365 days National Action Plan to address violence against women and children through the Council. Working with men, boys, traditional and religious leaders and women, children and disability organisations, the Department intends to address the root causes of violence inhibiting the advancement, empowerment and equality of women and girls. This includes addressing aspects such as physical, emotional, psychological and economic violence. It also necessitates the acknowledgement of the inter-linkages between HIV and AIDS and gender-based violence.

Monitoring the exclusion of children to quality education and the development of integrated intervention strategies to remove barriers and increase equal access, remains a priority for the DWCPD. Particular attention must be paid to children with disabilities, children in need of care and protection, children living on the streets, children in conflict with the law and children living on farms, in rural areas and informal settlements.

Given the emphasis on the national priority of employment, job creation and decent work, the Department has been collaborating with key partners on increasing access for women and people with disabilities to employment and decent work opportunities. One of the priorities of the Department has been on engendering the New Growth Path Framework and the Jobs Fund, and to ensure that people with disabilities have equal access to the opportunities created through these instruments.

The DWCPD plays a significant role in ensuring that the commitments made by Government through ratification of international instruments advancing the protection, empowerment and equality of children, women and people with disabilities, are met. In this regard, the Department has facilitated the adoption and ratification of the SADC Protocol on Gender and Development which is an instrument that legally binds the country on meeting the numerous targets contained therein. The Department is also responsible for mainstreaming and coordinating the development and submission of Country Reports on the CEDAW, CRC and CRPD.

Government departments, provincial governments, municipalities, the private sector and organs of civil society are increasingly calling on the DWCPD for support to strengthen internal and inter-sectoral institutional mechanisms, to accelerate internal mainstreaming processes, and for interventions where service delivery challenges to these targeted sectors are experienced. These demands have placed increased challenges on the internal capacity of the Department, in particular the development of an integrated and responsive monitoring and evaluation system.

1.2 Organisational environment

An enabling structure was approved by the Minister for Public Service and Administration in December 2010 - to facilitate the establishment of the Department. The purpose of the Department was determined as driving the Government's equity, equality and empowerment agenda of marginalised groups and historically disadvantaged communities in each of the sectors for women, children and people with disabilities.

Whereas the initial intention was that the Department would oversee the *implementation* of supporting programmes, the evolution of the mandate of the Department has subsequently clarified that the Department is not a service delivery institution, and rather engaged in the advocacy and mainstreaming, institutional support and capacity building, and monitoring and evaluation of considerations related to the equality and empowerment of women, children and people with disabilities. The budget programme and sub-programme structure of the Department has subsequently been aligned to the main areas of its service-delivery responsibilities for the purposes of the 2012 Estimates of National Expenditure.



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The Department is currently in the process of reviewing its organisational structure and related post establishment to ensure alignment between its developing strategic goals and objectives and service delivery model, and is capable of meeting the expanded expectations to fulfil its mandate. A redesign is required to make the structure more responsive to the demands being required from the Department, particularly with regard to the equal recognition of services to promote, protect and respect the equality and empowerment of women, children and people with disabilities within an inclusive and responsive framework. This realignment will also have to consider support to the Secretariat for the National Council against Gender Based Violence, the creation of additional posts in Financial and Supply Chain Management to institutionalise internal controls and the segregation of functions, and the establishment of capacity to manage service delivery improvement, employee health and wellness, reception and telecom services for which provision had not previously been made.

In addition to the above and based on the particular nature of the mandate and functions of the Department and its commitment to ensure reasonable accommodation in the workplace, provision will also be made for assistive guides for employees and clients who require such services.

For the 2011/12 financial year, the Department has a vacancy rate of 15.8% of funded posts which are in the process of being filled. However, 28.6% of the establishment remains unfunded due to budgetary constraints and is dependent on additional funding being allocated prior to being filled in 2012/13. An incremental approach will be adopted in filling prioritised vacant posts on the basis of available funding.

Programme	Sub-programme
1. Administration	1.1 Ministry
	1.2 Management
	1.3 Corporate Services
	1.4 Office Accommodation
2. Women's Empowerment and Gender Equality (WEGE)	2.1 Advocacy and Mainstreaming
	2.2 Monitoring and Evaluation
	2.3 Institutional Support and Capacity Development
3. Children's Rights and Responsibilities (CRR)	3.1 Advocacy and Mainstreaming
	3.2 Monitoring and Evaluation
	3.3 Institutional Support and Capacity Development
4. People with Disabilities (PwD)	4.1 Advocacy and Mainstreaming
	4.2 Monitoring and Evaluation
	4.3 Institutional Support and Capacity Development



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Based on national and constitutional imperatives, the following are the core functions of the DWCPD:

- Promote the realization and protection of the rights of women, children and people with disabilities;
- Coordinate, collaborate and partner with all government departments, publicly funded bodies, organs of civil society and the private sector to ensure that gender, disability and children's considerations are integrated into all programmes and projects and results are shown in this regard;
- Set norms and standards for social, political and economic transformation necessary for achieving national goals of the three sectors and implementing against policies;
- Monitor and evaluate performance of government departments, and other stakeholders in meeting targets for women, children and people with disabilities;
- Accelerate domestic implementation of international obligations on the rights of women, children and people with disabilities to which South Africa is signatory;
- Advance international cooperation and partnerships for the promotion and protection of gender equality, equalization of opportunities for people with disabilities and children's rights; and
- Initiate and facilitate the implementation of research (development and use of disaggregated data) and programmes for the empowerment of women, children and people with disabilities.

2. REVISIONS TO LEGISLATIVE AND OTHER MANDATES

Currently, there have been no significant changes to the department's legislative and policy mandates.

No relevant court rulings for which the department is directly responsible for, however, the following examples of court rulings directly affect the rights of the targeted groups:

The Willem Bosch judgment (2005) and Esthe Muller judgement (2004) upheld that, the courts and police stations be made accessible to people with disabilities. The underlying principle of accessibility is generally accepted and promoted through policy and legislation. However, implementation for environmental transformation to create universal accessibility is not happening fast enough. Seven years after the Esthe Muller judgement and six years after the Willem Bosch judgement, the police stations and courts still remain inaccessible.

In the Western Cape, the Intellectual Disability Forum judgment (2010), the Department of Education was directed to take reasonable measures to give effect to the right to education for children with severe and profound intellectual disability. Furthermore, the Kyle Springate judgement (2009) directed the Department of Basic Education to include sign language in the curriculum.

The following policy initiatives will be pursued by the Department during the MTEF period:

- **Drafting of the Women Empowerment and Gender Equality Bill**

The enactment of a Women Empowerment and Gender Equality Act will provide legislative authority to expedite the empowerment of women. The Bill will address identified gender equality gaps, challenges and inconsistencies that exist in the current legislative and policy framework. The gaps, challenges and inconsistencies will be reformulated into proactive and transformative legislative provisions that enhance and further strengthen gender equality.

It will assist in the gendered transformation of institutions, laws, policies, procedures, consultative processes, budgetary allocations by taking into account the needs and aspirations of all women, and particularly those who were most disadvantaged or marginalised by the previous dispensation.

- **National Disability Policy**

The objectives of the National Disability Policy are to address the equalisation of opportunities for people with disabilities. The policy seeks to be aligned to commitments by the country on the Convention on the Rights of People with Disabilities. Furthermore, the policy will focus on the promotion of universal access and addressing all forms of discrimination against people with disabilities including the promotion of efficient and effective service delivery.



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3. OVERVIEW OF 2012 BUDGET AND MTEF ESTIMATES

3.1 Expenditure estimates

Women, Children and People with Disabilities									
Programme	Audited outcome			Adjusted appropriation	Revised estimate	Medium-term expenditure estimate			
	2008/09	2009/10	2010/11			2012/13	2013/14	2014/15	
R million				2011/12					
Administration	-	1.7	37.5	143.8	143.8	63.8	74.0	83.6	
Women, Empowerment and Gender Equality	50.9	57.0	60.8	78.2	78.2	79.5	86.3	93.2	
Children's Rights and Responsibilities	4.6	7.7	8.7	10.2	10.2	13.5	16.0	17.1	
Rights of People with Disabilities	6.5	11.0	2.9	12.0	12.0	15.4	19.1	20.9	
Total	61.9	77.5	109.9	143.1	143.1	172.2	195.5	214.9	
Change to 2010 Budget estimate				25.2	25.2	42.7	54.7	65.6	
Economic classification									
Current payments	15.7	28.4	57.7	80.9	80.9	110.5	131.0	146.6	
Compensation of employees	5.9	9.8	22.7	34.8	34.8	57.1	70.8	80.2	
Goods and services	9.8	18.6	35.0	46.1	46.1	53.4	60.1	66.4	
of which:	0.4	0.8	2.7	2.9	2.9	2.7	3.1	3.5	
Catering									
Property payments	-	-	-	9.0	9.0	7.9	8.3	8.8	
Travel and subsistence	2.4	4.0	16.1	9.0	9.0	24.9	28.8	32.1	
Venues and facilities	1.6	3.1	4.5	5.6	5.6	3.2	3.7	3.9	
Transfers and subsidies	46.2	49.1	52.0	55.2	55.2	58.5	61.8	65.4	
Departmental agencies and accounts	46.2	49.1	51.9	55.2	55.2	58.5	61.7	65.4	
Households	0.0	-	-	-	-	-	-	-	
Payments for capital assets	0.0	-	0.2	7.1	7.1	3.1	2.8	2.8	
Machinery and equipment	0.0	-	0.2	7.1	7.1	3.1	2.8	2.8	
Total	61.9	77.5	109.9	143.1	143.1	172.2	195.5	214.9	

3.2 Relating expenditure trends to strategic outcome oriented goals

The department was established on 10 May 2009 and its mandate includes operating the sub programme for Women Empowerment and Gender Equality, Children's Rights and Responsibilities and Rights of People with Disabilities. Between 2006/07 and 2009/10, the abovementioned sub programmes were within the Presidency and therefore did not have a vote per the appropriation bill.

The expenditure for the department over the MTEF period is expected to increase substantially due to the department moving to its own offices from 2 February 2011. Major expenditure will be incurred on setting up IT infrastructure, office equipment and recruitment of staff.

Additional funding of R8.4 million in 2010/11, R25 204 million in 2011/12, R31 398 million in 2012/13 and R41 602 million in 2013/14 and R51 743 million for 2014/15 capacity building within the department well as resourcing of departmental initiatives that are aligned to the mandate.

3.3 Personnel Information

The organisational structure was approved in consultation with the Department of Public Service and Administration. The current establishment is 176. Seventeen (17) posts are currently additional and do not form part of the approved establishment. This can be attributed primarily to the need to institutionalise equal recognition of services provided in respect of both children's rights and responsibilities, and people with disabilities. In addition, transversal capacity has also been required to optimise research, policy development and inter-sectoral coordination and international relations. The discrepancy is being addressed in a submission to be submitted to the Minister of Public Service and Administration for concurrence.



Part B: Programme and Sub-Programme Plans

4. PROGRAMME 1: ADMINISTRATION

The purpose of the Administration programme is to provide effective leadership, management and administrative support services.

Brief description of the Programme

The Ministry provides overall political leadership to the Department and the sectors for women, children and people with disabilities. In addition the programme also provides management and organisational support services enabling the Department to carry out its responsibilities within an effective and accountable governance system. Under the Management sub-programme, responsibilities include services related to strategic planning, research and policy development, inter-sectoral coordination and international relations, and internal audit. The Corporate Services sub-programme relates to legal services, communication, financial management, supply chain management, human resource management, information technology, and security management. Office Accommodation ensures the provision and maintenance of office accommodation, lease administration and manages cleaning services.

4.1 The following Sub-Programmes fall under Programme 1:

Sub-programme: Ministry

Sub-programme: Management
Financial Management
Sectariat for the National Council Against Gender-Based Violence
Internal Audit

Sub-programme: Corporate Services
Strategic Management
Inter-sectoral and International Coordination
Research and Policy Development
Communications
Legal Services
Resource Management

Sub-programme: Office Accommodation



Part C : Links to Other Plans

8. Links to the long-term infrastructure and other capital plans

The department has not planned any long term infrastructure transactions. The department however, because it's still building its own internal capacity, has plans to purchase additional office furniture and office equipment as and when the human capacity increases.

9. Risk Management Plan

An entity-wide approach to risk management is adopted by the Department of Women, Children and People with Disabilities, which means that every key risk in each part of the department will be included in a structured and systematic process of risk management. DWCPD is in the process of embedding the risk management processes into the department's systems and processes, ensuring that our responses to risks remain current and dynamic. All risk management efforts will be focused on supporting the departmental objectives. Equally, they shall ensure compliance with relevant legislation, and fulfil the expectations of employees, communities and other stakeholders in terms of corporate governance.

The DWCPD subscribe to the fundamental principles that all resources will be applied economically to ensure:

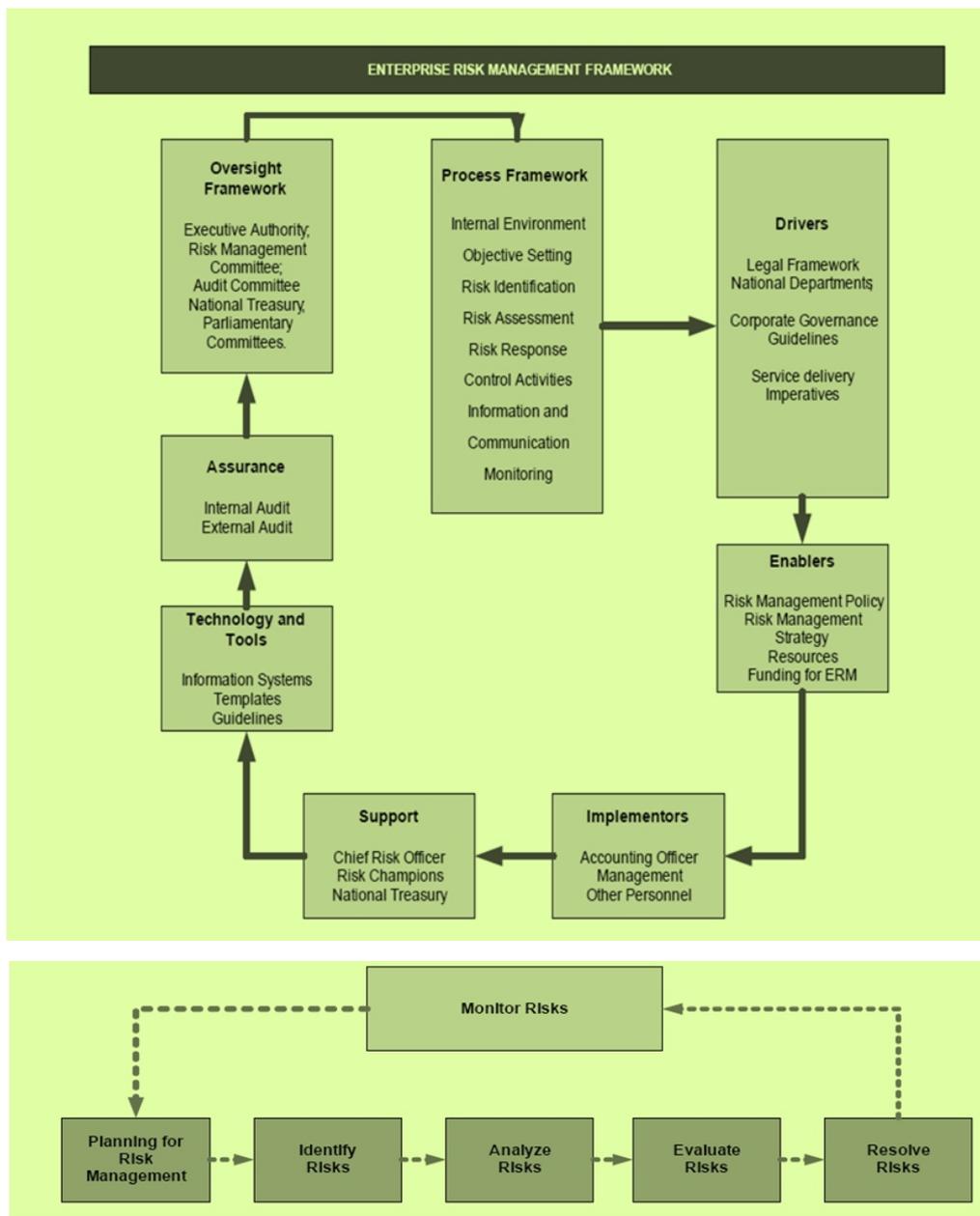
- The highest standards of service delivery;
- A management system containing the appropriate elements aimed at minimising risks and costs in the interest of all stakeholders;
- Education and training of all our staff to ensure continuous improvement in knowledge, skills and capabilities which facilitate consistent conformance to the stakeholders expectations; and
- Maintaining an environment, that promotes the right attitude and sensitivity towards internal and external stakeholder satisfaction.



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The Department thus adopts a systematic and formalised process of identifying, assessing, managing and monitoring risks:



All programmes and sub-programmes are currently in the process of assessing both strategic and operational objectives. This will then culminate in the programmes' risk plans, which will then be analyzed and consolidated into an annual DWCPD risk assessment report during the first quarter of the 2012/2013 financial year and ongoing years. Monitoring of progress in respect of risk management will be undertaken by the Risk Management Unit located in the Office of the DG, and reporting will be done regularly to the Executive Authority and Audit Committee.



10. Conditional grants

The department is not currently receiving any conditional grants.

11. Public Entities

The department does not have any Public Entity. The Commission for Gender Equality is currently located with the department's budget vote – vote 8. The department is therefore responsible for the oversight of allocation of funding to the CGE. However, given that it is a Chapter 9 Institution and is governed by an Act of Parliament, it therefore does not fall within the department's operational framework.

12. Public-Private Partnerships

The department will be initiating such partnerships in the future and will undertake to formalize and sign MOUs with key partners and stakeholders. The department is currently collaborating with various stakeholders and partners on a very much ad hoc basis.



List of Acronyms

ABET	Adult Basic Education & Training	NEDLAC	National Economic Development and Labour Council
APP	Annual Performance Plan	NGO	Non-Government Organisations
AU	African Union	NMCF	Nelson Mandela Children's Fund
BBBEE	Broad Based Black Economic Empowerment	NPA	National Prosecuting Authority
CC	Constitutional Court	NSIP	National Strategy Implementation Plan
CD	Chief Directorate	NSP	National Strategic Plan
CEDAW	UN Convention for the Elimination of all forms of Discrimination against Women	NT	National Treasury
CFO	Chief Financial Officer	ODA	Official Donor Assistance
CGE	Commission for Gender Equality	OHS	Occupational Health & Safety
COBIT	Control Objectives for Information and related Technology	PALAMA	Public Administration Leadership and Management Academy
CRR	Children's Rights and Responsibilities	PDP	Performance Development Plan
DG	Director-General	PFMA	Public Finance Management Act
DHA	Department of Home Affairs	PMDS	Performance Management and Development Strategy
DoJ	Department of Justice	PoA	Plan of Action
DPO	Disabled People's Organisation	PPPFA	Preferential Procurement Policy Framework Act
DSD	Department of Social Development	PwD	People with Disabilities
DTI	Department of Trade and Industry	QSRM	Quarterly Status Review Meeting
DWCPD	Department of Women, Children and People with Disabilities	SADA	South African Disability Alliance
ECOSOC	Economic and Social Committee/Council	SADC	Southern African Development Community
EDMS	Electronic Document Management System	SAHRC	South African Human Rights
ENE	Estimated National Expenditure	SAPS	South African Police Services
EPWP	Expanded Public Works Programme	SCM	Supply Chain Management
FET	Further Education & Training	SASSA	South African Social Services Agency
FIFA	Federal International Football Association	SETA	Sector Education and Training Authority
GBV	Gender Based Violence	SLA	Service Level Agreement
GITOC	Government IT Officers Council	SMS	Senior Management Service
GMS	Gender Mainstreaming Strategy	SWOT	Strengths, Weaknesses, Opportunities and Threats
HRM	Human Resource Management	UNAIDS	United Nations Programme on HIV/Aids
ICDP	International Conference on Population Development	UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
ICT	Information, Communication and Technology	UNCSW	United Nations Commission on the Status of Women
IGR	Inter-governmental Relations	UNDP	United Nations Development Programme
ILO	International Labour Organisation	UNFPA	United Nations Fund for Population Activities
KIM	Knowledge and Information Management	UNICEF	United Nations International Children's Emergency Fund
M&E	Monitoring and Evaluation	UNIFEM	United Nations Development Fund for Women
MOU	Memorandum of Understanding	WEGE	Women Empowerment and Gender Equality
MPAT	Monitoring Performance Tool	WSP	Workplace Skills Plan
MTEC	Medium Term Expenditure Committee		
MTEF	Medium Term Expenditure Framework		
MTR	Medium Term Review		
MTSF	Medium Term Strategic Framework		
NDP	National Disability Policy		



Annexure A

Vision

“A fully inclusive society free from unfair discrimination, inequality, abuse and exploitation.”

Mission

To drive Government's equity, equality and empowerment agenda for women, children and people with disabilities through an integrated approach to accelerate the realisation of their human rights.

Value Statement

The following are Batho Pele values that will guide the approach of work in the Department for Women, Children and People with Disabilities:

- | | |
|---------------------------------|-------------------------|
| + Performance excellence | + Integrity |
| + Equality | + Fairness |
| + Consultation | + Empowerment |
| + Accountability | + Social justice |
| + Redress | |

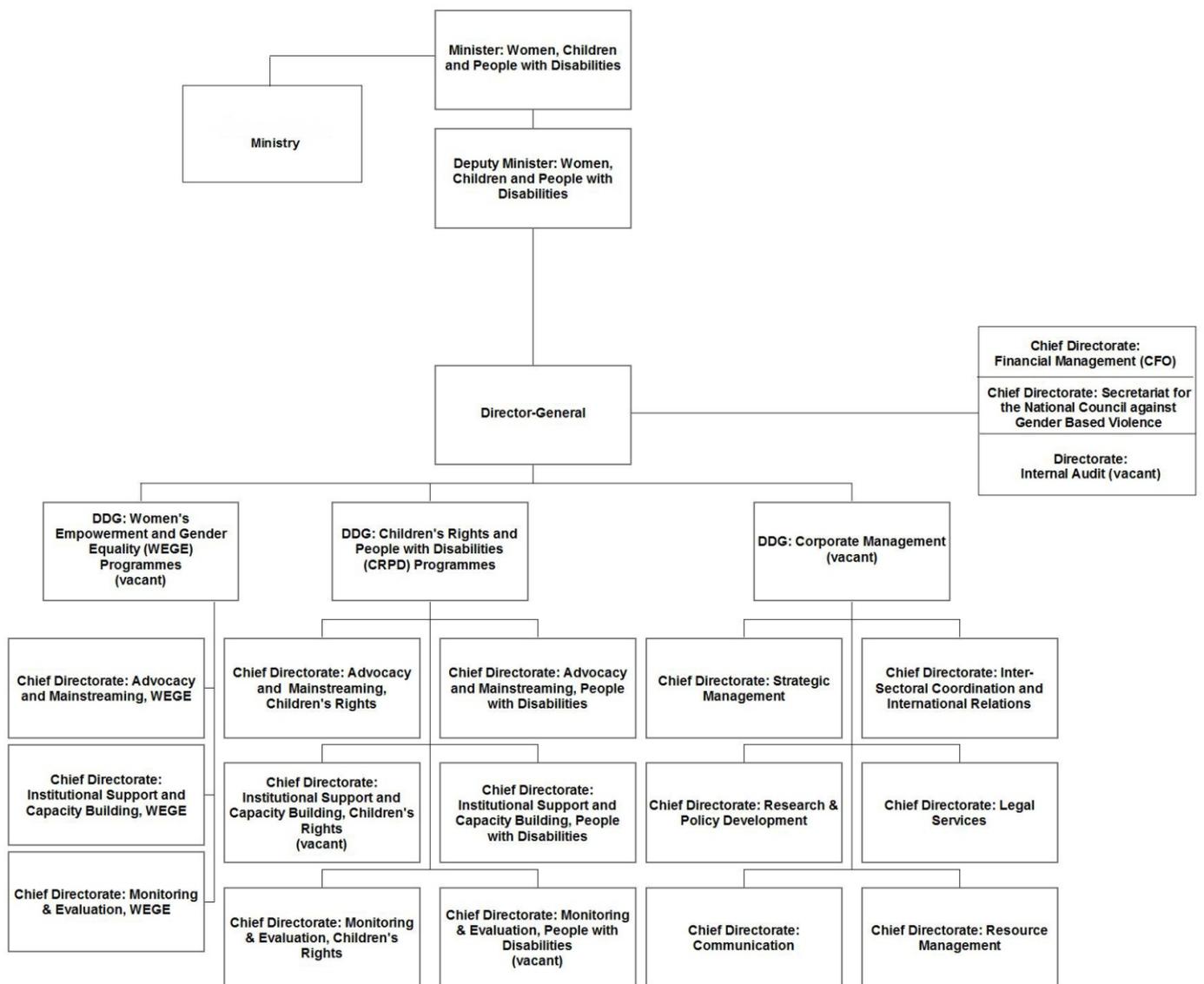
The DWCPD will strive towards the empowerment of women and people with disabilities as well as the promotion of the development of the human potential of children and commitment, dedication and perseverance. The department will seek to ensure that recognition and entrenchment of the rights of targeted groups, access to service delivery, new development opportunities and human rights are availed through service delivery systems in Government Departments.



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Annexure B



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